The complete text of Governor Harriman's civil service message, as printed in the State Legislature, is presented here this week by The Leader.

A summary of the Governor's proposals was reported in last week's edition. The full text is as follows:

This year we will celebrate the 75th Anniversary of the establishment of the Civil Service system, the first state system in the country. Continuing in that tradition of leadership, one of the primary goals of my administration has been to make the State of New York a model employer for its dedicated civil service workers.

40-Hour Week

"In my Budget Message, I intend to submit recommendations for improving which will complete the job of establishing a standard 40-hour week generally for State employees. This was mentioned in my first Annual Message and I began the following: There are still 20,000 employees working a 40-hour week, and this should be ended. A $300 across-the-board salary increase was authorized in 1954, followed by graduated pay increases last year. Certain inequities that have developed called for adjustment.

The last three years have also been a year of major civil service administrative activity. We have established a grievance procedure which has proved itself to be both fair and workable. New attendance rules provide a single set of standards for most State employees that have been in operation.

Last month we inaugurated a most comprehensive health insurance program for our State employees. It represents an achievement also foreseen in my Annual Message of 1954, three years ago. The Temporary Health Insurance Board worked effectively in arriving at solutions for a great many difficult questions and problems, and I am well advised for its contribution. Now, with the inauguration of the plan, I believe that a permanent health insurance board should be established, including employer representatives among its members, and I recommend legislation to that end.

"Consideration should be given to extending the State's health insurance to all State employees as part of the Civil Service system. The full text of Governor Harriman's civil service message after carefully examining both the administrative and legislative civil service programs for this year is certain the employees will be pleased with the positive proposals which they contain for the betterment of the public service.

The full text of Governor Harriman's message as they spell out a good civil service program which embodies many of the resolutions adopted by the CSERA last October, Mr. Powers said.

"The promise of a final solution of the Shirley problem of the 40-hour week work for institutional employees is particularly appealing, and although both messages are client on the market, we are certain the reduction will be carried out in the same manner as formerly—by reducing hours with no loss in take home pay," the Association president stated.

While neither party controversy promised a general salary increase this year, the Governor's statement leaves the door open to negotiations on a similar viewpoint for the adjustment of existing inequities. Mr. Powers said.

"There is ample justification for a salary raise this year," Mr. Powers said. "It is acknowledged by the State's own hiring study which shows the State salaries lagging behind those of industry by 14 percent at the entrance level."

Some Omissions

During the past year, Mr. Powers declared, there has been a definite downward trend. With every step upward in the cost of living scale, the salaries of the public worker were reduced just that much in real value. The State salary level was below the minimum wage level immediately after World War II.

It is further behind now, the CSERA chief said. The Governor's message was omitted a few references to the problems of vesting, title and adjustment to the new State Police. We are assuming that during the session there will be legislative proposals dealing with these two important areas of public employment," Mr. Powers said.

Report Finds More... Teachers Needed At West Cosackie

ALBANY, Jan. 13—the State Correction Commission has recommended that two additional staff members be hired for the State Vocational Institution at West Cosackie. The institution houses some 783 inmates, most of whom are under 21 years of age.

In a report based on an official inspection, reported that the personnel turnover at the correction institution is a problem of serious proportions.

Staff turnover also was said to be "an obvious obstacle" to a well rounded and informed training program for the inmates.

The report also noted: "Recommendations have been made that every consideration be given to the need for additional teaching and instructor positions to provide relief personnel when regular surveyed announced for another official announcement, after an official inspection, that the personnel turnover at the correction institution is a problem of serious proportions.

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LEFKOWITZ CLARIFIES LAW ON FIRE HOURS

The amendment to the State Labor Law, establishing maximum hours that firefighters may work, applies also to officers, in the opinion of Attorney General Louis J. Lefkowltz.

The law provides that the stated maximum allowable hours shall apply to firefighters appointed from a civil service list who are uniformed members of a paid fire department. Mr. Lefkowltz construes the word "firemen" in its general sense, not as limited to the title or grade of, hence includes officers. He holds it appears to hold that the beneficiaries must be actively engaged in fire-fighting.

Charles W. Potter, counsel to the Joint Legislative Committee on Fire Laws, wrote the City fire chiefs stating that some municipalities construed the law as applying to firemen only, not officers.

Mr. Potter himself gave the word "firemen" a broad interpretation:

"I believe," he wrote, "the definition includes all line officers (chief, deputy or assistant chiefs, battalion chiefs, captains, lieutenants, etc.), as well as firemen. It is not clear, however, whether the expression 'uniformed member' would include other personnel, such as non-uniformed mechanics, drivers, etc., who under the provisions of a municipal charter or ordinances are subject to fire department rules and regulations or under the title 'other personnel' are included.

"While it seems clear that the term 'fireman,' as used in section 22 of Labor Law on fire hours, means a line officer and a line fireman . . . there is a question whether it includes other personnel, even though they are members of the municipal fire department, such as brothers of the brotherhood under the city ordinance.

"Lefkowltz, in a corresponding letter to Chairman Harold L. I. Pfeiffer, stated that the Governor's memorandum issued when the bill was signed last year appears to construe the law as being applicable to uniformed members of paid fire departments only, not to "other personnel" (their principal efforts are directed toward fire-fighting). I am unable to provide any further clarification than that contained in the administrative definition and in the Governor's memorandum."

Mr. Lefkowltz also said that local governmental bodies adopt laws setting fire hours in excess of what the appointment permits, and "firemen" cannot waive the benefit.

In New York City the amendment is inapplicable because the working hours are less than the maximum permitted by State law.


did not watch carefully, disappeared. Some never come shorter pieces, as jump line of flapping clothes is weather hits, drying wet wash. And when bad at any time, come out sun- with a modem automatic shine-fresh and fluffy ...

**NEW YORK CITY JOB OPENINGS**

Apply now for any of the following New York City Job opportunities. Application forms may be obtained by mail from Personnel Department, 590 Broadway, New York 7, N. Y. Enclose a sixcent-stamped self-addressed envelope at least nine inches long and state title. Do not include fee; it is to be submitted with the filled out application form. Applications may also be made in person or by representative at 58 Eauan Street, two blocks north of City Hall, west of Broadway, opposite The Leader office. Exceptions are atomographers and truck jobs. The opening and closing dates, if any, or only the closing date, are given at the end of each notice.

Where the salary range is given, the lower is the starting pay. There are no age limits unless otherwise stated.

OPEN-COMPETITIVE

**380. SURFACE LINE OPERA-**

TOR, Transit Authority. The eligible list will be declared closed for conductor, except that only eligibles who are at least 6 feet in height (bare feet) and are otherwise medically qualified will be considered for the position. Eligibles either accepting or declining appointment for conductor will have their names removed from the list for surfacer line operator. Eligibles declining appointment to surface line operator will have their names remain on the list for conductor. A conductors' application to surface line operator will have the same application procedure, that is, to have his name removed from the list for conductor. Bus operation goes on the same hour and operating time, pay $1.19 to and including $2.13 an hour for a 40-hour work week for conductor $1.76 to and including $3.18 an hour for a 40-hour work week for eligibles.

**ST. GEORGE FIRE GROUP TO BE 10 YEARS OLD**

Officers of the St. George Association of the New York City Fire Department will be installed at an open meeting at 8 p.m. tonight in St. John's Lutheran Church, 38th and Commercial Sts. The installation will be announced by Mr. Potter himself.

The association will celebrate 20 years of service with a dinner and dance February 12.

**Crisis**

It is not clear, however, whether the expression 'uniformed members of the uniformed force,' as well as firemen, etc., as well as firemen. It is not clear, however, whether the expression 'uniformed member' would include other personnel, such as mechanics, drivers, etc., who under the provisions of a municipal charter or ordinances are subject to fire department rules and regulations or under the title 'other personnel' are included.

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Even in use, a clothesline of hanging clothes is a menace to the housewife and an eyesore to the neighbors. And it is not fun to have to haul out and hang up baskets of wet wash. And when bad weather hits, drying clothes is a problem.

Why not do away with these washday worries with a modern automatic dryer? Clothes can be dried at any time, come out sunshine-fresh and fluffy ... less ironing, too.

Automatic drying is just one more example of the convenient living made possible with the help of dependable Con Edison electricity and gas.
Correction Dept.
Ponders Use of Women Nurses

New York State Tax Commissioner George Bragalini, far left, is one of several candidates for the position of Tax Commissioner at a recent installation dinner in New York City. From left are Pete Grassi, sergeant-at-arms; Leslie Pope, assistant corresponding secretary; Raymond Russo, financial secretary; Viola Dee, corresponding secretary; Marian Samperi, assistant secretary; Hugh Miranda, secretary; Kenneth B. McHugh, assistant commissioner; and Edward J. Paley, assistant commissioner. Commissioner Bragalini is an alumnus of the Central New York Conference. The conference's dinner will be held on February 2, at the Fireball room of the Hotel Onondaga in conjunction with the Syracuse Chapter's 21st annual dinner dance. Dr. Carlyle Jacobsen, dean of the State University of New York at Albany, will be the speaker.

Syracuse Chapter arrangements for the dinner are being made under the direction of Henrietta L. Soule, chairman, and Irving J. Kastenberg, assistant chairman. President of the Syracuse Chapter is Tom Ringer of the Upstate Medical Center. Attending in arrangements and representing the conference are Marion Wilkin, president of the Central New York Conference; and chairman of the Conference Social committee. Other members of the staff are: Elizabeth G. Bingham, Edward Linmer, William, Florence Drexl, and Raymond White.

Raymond G. Castle, president of the Central New York Conference, said the Syracuse conference will be meeting in February to make an independent study of many chapters in the Central Conference area will be present to share their plans and procedures designed to supplement the work being done in the State. This was announced at the Conference meeting of the Central New York Area, held at the Executive Committee of the conference, with the Syracuse Chapter's 21st annual dinner dance. Dr. Carlyle Jacobsen, dean of the Upstate Medical Center will be the speaker.

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The Public Employee—An Economic Goal?

The State started the 1957-58 budget year in arrears to the public employees. From the start of a new fiscal year-until the present, there has been a peculiar economic condition. It has defied exact analysis for the cost-of-living rise. These facts are established. A study will not only affect their purchasing power but also add to their economic handicap. This cannot be ignored.

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Some Federal Proposals

In his annual message this year, Governor Harriman expressed his desire to make New York State a model employer. In a Congres-sional document to the current program for the Federal Service, the author advocates that Government adopt a liberal wage policy comparable to the best wages paid in industry. "To pay a wage comparable with the best concerns in industry" he says, "is to follow a practice which can be defended against those who charge extravagance to the State's operations. This can be done, but not detrimental to the State's employees and their families. It will not only affect their purchasing power but also add to their anxiety and lessen their morale and efficiency.

Correction Commission

The State salaries have become an issue—not because of what has been said but because of what has not been said. While the program of the legislative leaders was silent on the question, the Administration's program did indicate a concern by stating "certain inequities that have developed call for adjusting salaries." During the past few years, both the Legislature and the Administration have made good progress toward bringing the State salaries into line with their counterparts in industry. However, at no point has the State employees' wage situation been party between private and public salaries ever established. The civil service was always lagging. Last year, when Governor Harriman signed the salary bill, his message accompanying it made note of the existing inequities and promised correction in the next budget.

A Peculiar Condition

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Postal Exams Are Open In Scores of Areas

Many postal districts have issued notices of examinations for substitute clerks and automobile carrier jobs. Local residence is required only when the post office name is starred. However, establishing the list, local eligibles will be given preference over all non-local eligibles.


In Postal District 2 there are openings at Akron, Alton, Auburn, Baldwinsville, Barlow, Bayville, Batavia, Bemus Point, Binghamton, Bloomfield, Breesport, Brewerton, Bridgehampton, Bridgeport, Broadalbin, Braidwood, Brunswick, Burnt Hills, Canandaigua, Canastota, Canfield, Cayuga, Centerport, Chittenango, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoes, Cohoe
Nine representatives of seven foreign countries were selected by Governor Averell Harriman to participate in a five-week management techniques training course in State agencies. The visiting officials are participating in a program sponsored by the International Development Agency. Prior to their arrival in Albany, the trainees completed ICA courses in Washington, D.C. Front row, from left, Severino M. Plamecno and Severo P. Asuncion, Philippines; Prabhodh Virdahl, Thailand, and Omar Al Aidrossi, Iraq, back row, Reckchukoo, Reckchukoo, Latvia, and Lazurus Cerrato, Honduras, Governor Harriman shook hands with each of them.

NYC Jobs

(Continued from Page 2)

didates must pass a New York State character's license. None of the license requirements is applicable to eligible appointed candidates. Age limit, 50th birthday on January 7. Exceptions for veterans. Written test, weight 60, 70 percent required. The written test will be used to evaluate the candidate's general intelligence, judgment in traffic operations, and ability to understand written orders and directions. The physical test will be designed to evaluate the candidate's strength and ability. Candidate must also complete a qualifying medical test. (January 7-27).""

802. ACCOUNTANT. Salary range $11,400 to $16,000 per annum. These are annual increments and a longevity increment of $300 each. About 10 vacancies. Fee $4. The written test is expected to be held May 14-21. Requirements are a bachelor's degree or higher after a full four-year course in an accredited college or university, or high school graduation and six years of satisfactory full-time paid accounting experience, or a satisfactory equivalent combination of education and experience. Written test, weight 100, 100 percent required. The written test will be designed to evaluate the candidate's knowledge of the principles of accounting and ability to pass a qualifying medical test. (January 7-27)."

9 Out of 10 Eligible For Social Security

ONE OF THE STRONGEST influences affecting the Social Security Act in this country is the federal system of Old-Age and Survivors Insurance. Protection against the insecurity of old age still pass before the entire impact will be felt, when the first full generation of Americans begins its working life under the provisions of the Social Security Act.

In the past year the Social Security system continued its steady growth toward maturity. By December, 1957, nearly 11,600,000 persons were receiving benefits at a cost of $730,000,000 a year. Nearly 80 percent were more than 60 years of age, representing about one in nine of our retired aged population.

Legislation was enacted to extend the area of protection even further. The amendments of 1956, signed by President Eisenhower on August 1, extended coverage to include military personnel, lawyers, doctors, dentists, registered nurses, and more farm owners and operators. Thus, more than 90 percent of the employed persons in the country are eligible for coverage. The broadened program includes cash payments for totally disabled workers as late as age 60; in specific instances for disabled children more than 18 years of age. Widows are now eligible for Social Security benefits at age 60. Other women may receive reduced benefits at the same age.

Commemorating the 75th Anniversary of Civil Service

• Nearly Half a Century of Success in Preparing Candidates for Civil Service Entrance and Promotional Exams.

• OVER HALF A MILLION STUDENTS

THE DELAHANTY INSTITUTE

MANHATTAN: 115 EAST 16 STREET - Phone G-6-3400 JAMAICA: 90-01 MERRELL BLVD., bet Jamaica & Hildebrand Aves. OPEN MON TO FRI, 9 A.M. TO 9 P.M.; SAT. 9 A.M. TO 1 P.M.

HARRIMAN GREETS NINE FOREIGN TRAINEES

NEW EXAM WILL BE ORDERED SOON FOR

SURFACE LINE OPERATOR (BUS OPERATOR)

EXCELLENT OPPORTUNITIES FOR PROMOTION

STATE CLERK - $5,720 to $6,810 a Year

EXHIBITS OF CANDIDATES

• PATROLMAN TRANSIT PATROLMAN

• SENIOR STENOGRAPHER

• PATROLMAN • SANITATION MAN

After 3 Yrs.

HIGH SCHOOL EQUIVALENCY DIPLOMA

ATTENTION — NON-GRADUATES OF HIGH SCHOOL

EXAM ORDERED - Applications Open Soon for

New York City Fire Dept.

Visual Training of Candidates for

Physical Training Classes

Now Being Held For

PATROLMAN SANITATION MAN

ATTEND DAY OR EVE. IN MANHATTAN OR JAMAICA

MEN AND WOMEN 18 TO 50 YEARS ELIGIBLE FOR EXAM MARCH 29 FOR STATE CLERK - $5,720 TO $6,810 A YEAR

NEW YORK CITY TRANSIT PATROLMAN

• PATROLMAN • SANITATION MAN

ATTEND DAY OR EVE. IN MANHATTAN OR JAMAICA

EXAM ORDERED - Applications Open Soon for

PLUMBER - ST - 437 A YEAR

BEGINNING July 1, Prevailing Rate $575 a Day for 7 Hours 250 Days Work A Year Guaranteed Mar to May with $5 Weekly Rent Reimbursement Eligible CANDIDATE MEETS MONDAY AT 7 P.M. IN MANHATTAN

THE DELAHANTY INSTITUTE

MANHATTAN: 115 EAST 16 STREET - Phone G-6-3400 JAMAICA: 90-01 MERRELL BLVD., bet Jamaica & Hildebrand Aves. OPEN MON TO FRI, 9 A.M. TO 9 P.M.; SAT. 9 A.M. TO 1 P.M.

NEW YORK CITY FIRE DEPT.

EXCELLENT OPPORTUNITIES FOR PROMOTION

AGES 20 TO 59 - MIN. HEIGHT 5'4"""""""""

LECTURE ONLY IN NEW YORK AND JAMAICA

PHILADELPHIA: 4900 MONTGOMERY AVE., PHILADELPHIA

MANHATTAN: 115 EAST 16 STREET - Phone G-6-3400 JAMAICA: 90-01 MERRELL BLVD., bet Jamaica & Hildebrand Aves. OPEN MON TO FRI, 9 A.M. TO 9 P.M.; SAT. 9 A.M. TO 1 P.M.

NEW EXAM WILL BE ORDERED SOON FOR

FIREMAN $5,981 A YEAR

JAMAICA: 91-01 MERRICK BLVD., bet. Jamaica & Hillside Av
Eyes on Legislature Now

PROGRAMS for State employees have been issued by Republican leaders and by Governor Harriman which reflect the probable stand both parties will take on public worker legislation during the current 1958 session of the State Legislature.

We found Governor Harriman's platform a forward-looking one which contained many of the definite measures outlined in his message to the Legislature. His program calls for increased promotional opportunities, reognition of superior work by cash awards, a definite 40-hour work week with no loss in take-home pay for some 20,000 employees, a new working 42-hour work week, and what the Governor terms "wage adjustments where inequities exist."

In addition, the Governor has proposed elimination of the so-called "gadflys" that have long been irksome to State workers—these being the burden of moving expenses of transferred employees, and general improvement in retirement programs.

In comparison to the vigor shown in legislating for public employees in 1957, the 1958 GOP program was certainly a more modest one and we are sure such legislation will be forthcoming. No mention of salary conditions of institutional employees—although we are sure such steps will be taken.

All retired or soon-to-be-retired are requested to get in touch with their Assemblyman or State Senator in person or by mail and ask them to support the bill to grant the limited pension.

When so large a degree of the contributory pension plans studied contains sizable amounts that have already been an undue delay by the State, as an employee.

STATE WORKERS

EASING OF RETIREMENT AGE PROPOSED AS BILL IS ASKED Editor, The Leader:

About a month ago you published an article in which I reported that the police department has been promised a lump-sum death payment when a police officer dies in the line of duty. This was due to the retirement age would be changed from the age of 60, as in this article you state, to the age of 63. In this article you state, to the age of 63. In this article you state, to the age of 63. This would make the two retirement ages coincide. A police officer can retire at the age of 63 and immediately become eligible to a pension by the State police department at the age of 63. To that act.

The new bill is approaching its second month, and more is the compensation is.

(Continued on Page 10)

United Nations Votes Dental Insurance

The General Assembly of the United Nations voted on a contributory program of dental insurance for 3,500 employees of the United Nations and specialized agencies, and their dependents. The United Nations staff will thus become the first large group in the world to subscribe to a prepaid dental insurance plan.

Dental costs, they are often a severe burden, not always as predictable as medical costs, but they are a necessity for the family budget. Any employer strongly desires that such payments be deducted from the payroll, and that the employee bear part of the cost.

The Federal government has an anti-strike law and it is as effective on its employees as the Condon-Wadlin law in its own field is not.

The leaders of employee organizations, and no doubt the membership, too, favor repeal of the Condon-Wadlin Law, though strangely enough, not for the same reason.

Employee Groups Differ

How to reach a conclusion, if it can, is one of the most difficult tasks which face the Legislature. The leaders of association which now employ public employees favor legislation which will enable them to settle their problems by amicable means. They may be cases which have been decided by the courts, and in the past with gratifying results, and they will be thus compelled to settle their differences with the employees.

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The Federal government has an anti-strike law and it is as effective on its employees as the Condon-Wadlin law in its own field is not.

The leaders of employee organizations, and no doubt the membership, too, favor repeal of the Condon-Wadlin Law, though strangely enough, not for the same reason.
The federal service has openings for engineers, chemists, physicists, electronic scientists, mathematicians, and metallurgists throughout New York and New Jersey. Salaries range from $4,500 to $5,335 a year, the highest level for beginning scientists in federal government. Applications will be accepted until further notice.

A college degree in the appropriate field qualifies one, but is not an absolute requirement. Experience is accepted as a part equivalent, if one has a specified number of hours of college study in the specialty. The number of hours varies with the job.

The government supplies a booklet concerning many of the research and development programs conducted by federal agencies, as well as full information on how to apply for the positions. Apply at main post offices (except Manhattan and the Bronx) or to Director, U.S. Civil Service Commission, 641 Washington St., New York 14. Ask for announcement 2-1589, Junior scientists and engineers.

STANLEY DORE TO RECEIVE ENGINEER GROUP’S MEDAL

Deputy Mayor John J. Theobald will install officers of the Municipal Engineers Friday, January 17, at the Hotel Biltmore. Stanley M. Dore, chief engineer of the Board of Water Supply, will receive the society’s medal and a certificate for the best paper presented before the group in 1956.

Arthur C. Ford, president of the Board of Water Supply, will preside.

CHIEF PROBATION OFFICER TEST TO BE HELD BY NYC

The City Civil Service Commission has ordered examination for chief probation officer of the Court of Special Sessions. Application dates have not yet been set.

The federal government has opened three positions for engineers, chemists, and physicists in the specialty. The number of hours varies with the job.

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Government Units and Many Groups Unite to Plan Celebration of Merit System Anniversary

The event on the national scene will be a dinner at the Shoreham, Park Hotel, Washington, D.C., at which Vice President Truman will be the featured speaker. Other conventions and meetings will be held in Boston, Chicago, Detroit, St. Louis, and other cities throughout the country.

The purpose of the convention is to celebrate the 75th anniversary of the establishment of the Merit System in the United States. The celebration will include a series of events, such as speeches, panel discussions, and performances, to honor the contributions of those who have served in the civil service.

The event is expected to attract thousands of attendees, including government officials, unions, and other interested parties. The organizers are preparing for a large turnout and have made arrangements for additional seating and refreshments.

The celebration will also feature a special ceremony to recognize the achievements of civil servants who have served in the federal government for more than 40 years. This will be an opportunity to honor the dedication and service of these long-term employees.

In addition, the event will feature a special exhibit showcasing the history of the Merit System and its impact on the federal government. The exhibit will include photographs, documents, and other artifacts that highlight the evolution of the system over the past 75 years.

The organizers have also planned a series of educational workshops and seminars to provide attendees with information on the latest trends and developments in the field of civil service.

The event is expected to be a significant milestone in the history of the Merit System, and organizers are preparing for a successful celebration that will unite government units and many groups to commemorate this important occasion.

(Continued from Page 7)

Correction Dept.

(Continued from Page 7)

(Continued from Page 11)

The Blue Cross-Blue Shield Plans of New York State

Salutes the 75th Birthday of the Creation of the Merit System in the United States.

Ter Bush & Powell, Inc.

General Insurance Agents

Salutes the 75th Birthday of the Creation of the Merit System in the United States.

Ter Bush & Powell are truly proud of their long-standing association with thousands of members of the Civil Service Employees Association of New York State, America's largest public employees organization.

The Blue Cross-Blue Shield Plans of New York State congratulate the State's80 employees on their 75th anniversary of founding the Civil Service System in America.

Through the establishment of the Merit System in Government, public workers enjoy benefits that were once only available to federal employees. Among these is health insurance coverage for New York State employees under the Blue Cross-Blue Shield. This program is particularly important as it provides comprehensive coverage to state employees, who may not have access to such benefits otherwise.

The Blue Cross-Blue Shield plans are proud to participate in this program designed to make our State's Merit System the leader in the nation.

New York State Agencies

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New York State Agencies
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The word seems to suggest that the American Federation of Teachers has not entered or our, amicus curiae, on the

ELDOR BIRNBAUM

President

INSTITUTIONAL TEACHER APPRECIATES A LIFT

Editor, The Leader:

Your able your article on the institutional teacher published in the December 24 Leader, about the spirit and enthusiasm educators of today. They enjoy fewer and shorter vacations than their counterparts in the public school system, and their pay is much less. There is no doubt that the school administration is capable of requesting for teachers with experience to teach from other schools. It is my understanding that financial encouragement for institutional teachers to improve their professional qualifications.

It certainly is of great concern that all institutional teachers are not prepared to remedy these inequities.

ROBERT W. KAELEN

Institution Teacher,

Manassas, N. Y.

WANTS PENSIONERS PAID EVERY TWO WEEKS

Editor, The Leader:

Why are retired employees paid only once a month? Why can't these employees be paid every two weeks like employees?

I think it is important that we pensioners are robogated to the rear. I wish I could cancel my pension and resume my position.

RIFERD

Tomkins Chapter Honors Roberts

At a recent meeting of Tomkins Chapter, CSEA, Rheta Postmaster, W. S. S. and CSEA Field Representative, Robert Roberts were guests of the chapter.

President Herrmann presented Mr. Roberts a honorary life membership. In appreciation of his outstanding work for the Association as field representative and for his continued interest in the Chapter, Mr. Roberts was first vice president for the coming year.

KOREAN BONUS BILL

ALBANY, Jan. 13—Attorney General Wittenberger has pledged "all possible assistance to the Interdepartmental Commission on the Korean War Veterans of the state, an organization that has already a number of members. Mr. Wittenberger told the leaders of the organization that the state will make him a member. He will then turn to the Senate and House and work on the bill. That move will be followed by a bill to aid veterans.

FREE BOOKLET by U. S. Government. Send for your FREE booklet. Secretary of War, 17 Dunn Street, New York 7, N. Y.
NYC Jobs
(Continued from Page 3)

Transit Jobs
New York City is receiving applications for surface line opera- tion jobs. For application and con- ductio n until January 27. The John F. Kennedy Authority.
The physical test will be des- ignated by the agency. The candidate must have passed the written test and qualify for the position. The written test will include multiple choice questions, math, and other job-related skills.

Upstate State
Everything Writing, Calling and Coming to WALT BELL
Why? Because he handles personal real estate transactions, sales, and rentals. Walt Bell is known for his honesty, integrity, and professionalism.

OTHER NEW YORKшие

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3 rooms, 2 baths, 2 car parking, utilities included, $19,500

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ONLY 7758 CASH
Best for 8 room, 3 bath, 1 large living room, furnished, $21,500

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3 rooms, 1 bath, $17,500

SOUTH OZONE PARK
2 family Brick, detached, garage, 3 rooms & 5, oil heat, rent finished house, rent.

Only $19,000

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FOREGOOGUE!!
MOVE RIGHT IN
DETACHED HARRAHT-JANETT BUNGALOW
ONLY $9,500
$475 CASH

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Legal Notice
At a Special Term, held at Oebras, 1st day of February, 1958, the Clerk of the County of New York, pursuant to an order of the Court, gave notice to the parties in the action of City of New York against F. DeGraaf, et al., exhibited by her or attorneys, wherein the parties have been cited to show cause why the sum of $5,000, being $35 per week and the weekly payments of $30 per week, is due and owing to the plaintiff, and why the said F. DeGraaf, et al., are not liable for the same, and why the action should not be dismissed. The parties are hereby cited to show cause why the said action should not be dismissed.

Legal Notice
Before the Supreme Court of the State of New York, in the County of New York, the above named defendants are required to show cause why the said article of $25,000, being $50 per week, is due and owing to the plaintiff, and why the said defendants are not liable for the same, and why the said article should not be dismissed.

Legal Notice
In an action of contract, to which the parties are cited, wherein the parties have been cited to show cause why the said action should not be dismissed, the said defendants are hereby cited to show cause why the said action should not be dismissed.

Legal Notice
Before the Supreme Court of the State of New York, in the County of New York, the above named defendants are required to show cause why the said article of $25,000, being $50 per week, is due and owing to the plaintiff, and why the said defendants are not liable for the same, and why the said article should not be dismissed.

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Looking Inside

(Continued from Page 6)

Tax-Exemption Issue Before Congress

The Tax Study Committee of the House has recommended repeal of a portion of the Internal Revenue Code that allows tax-exemption allowances may be tax-free though included in what committee members regard as salary.

Columbia, S. C., enacted an ordinance whereby policemen would get $5 per day for each work day, that amount to be designated as and constitute a statutory subsistence allowance.

The ordinance explained: "The purpose of this action is to give police officials . . . the tax benefits provided for by Section 120 of the 1949 Internal Revenue Code . . ."

The City made no bones about the fact it intended to allow policemen Federal tax exemption on $1,250 or so a year, not as a direct rate but by segregation of the amount from regular salary and applying the term "subsistence allowance" to the subtraction.

A policeman made the deduction but the claim was disallowed by the Commissioner of Internal Revenue on the ground that a subsistence allowance must be a separate and tangible item and more terminology used in splitting salary into two supposedly different parts was not sufficent.

The policeman sued in the U. S. District Court and won. The case has attracted wide attention because Columbia is far from the only city that enacted a local law with the intention of affording employees an opportunity to escape paying a Federal tax amounting $250 a year.

But”的 Congress has resumed its sessions, the focus is on that legislation, which is expected to act before there would be any decision on an appeal by the Commissioner from the District Court decision. The Cohen case would appear important as to the taxable amount for past years during which the local laws were in effect. Congress itself could annul the benefit only for the present and future, in case of final court decision against the Commissioner.

Probationers Need Some Protection, Too

Probationary employees are entitled to more and better protection in their jobs than they now have. They have virtually none. No doubt a modest concession allowing other officers will be hotly motivated and yet could inflict an injustice.

The need of the probationers is in protection against the effects of good intentions as well as bad. The fact must always be kept in mind that a probationer as a new appointee is under severe scrutiny, anyway. Everybody remembers his own first job and how closely he was watched. The new employe’s situation could become nerve-wracking.

There are two time areas: (1) prior to appointment and (2) during probation. Acts may be of commission or omission.

There should be simple protection against accusations arising from sets committed prior to appointment, since they could be offsetensively selected from a long period; a thing or two picked out that way could bring a most exaggerated effect. Besides, they did not even occur under the eye of the accuser. The protection during the probationary period is important, too, because the purpose of the probationary period is mainly to determine whether the employee can fulfill or cannot fulfill a bill of particulars, and must afford opportunity and answer the charges. Any decision in this case the agency would have to be written and a copy would have to be supplied in the employee. If the decision is to dismiss the employee, he would have to be informed of his privilege of appealing on precedent ground to the U. S. Civil Service Commission. The Commission would not pass on the merits of the case, on appeal.

It during the probationary period an employee is guilty of misconduct, or his work is unsatisfactory, about the same remedies and protection would be afforded.

It’s a move toward a semblance of job rights for probationers.
New Cells Asked For NYC Police Headquarters

ALBANY, Jan. 13.—The State Correction Commission has recommended that modern correction facilities be constructed for police headquarters in Manhattan. After an inspection, the commission has reported that the buildings have not been properly constructed with its attendant difficulties, combined with an obvious need for added space, together with the number of prisoners to be detained and processed far faster than the existing facilities, for the eventual provision of an enlarged and more modernly constructed detention facility in con- junction with headquarters’ operations.”

Viola Appointed As Acting Head Of Examinations

Deputy Superintendent Theodore H. Lang announced the designation of J. F. B. Viola as acting director of the New York City Department of Correctional examinations of the vacancy caused by the death of Robert M. Manes.

Mr. Viola for the past four years has served as assistant director. He first entered City service in 1929 and has been employed in all of the various departments and has a wealth of experience. He was designated examiner-in-charge of the skilled trades and lesser division.

A native of New York City, Mr. Viola is a mechanical graduate of Stevens Institute of Technology, with a degree from Polytechnic Institute of Brooklyn. He has done a great deal of work in engineering at Columbia University. He is a graduate in mechanical engineering and business.

Mr. Viola is a vice president of the New York City Board of Education and a member of the Board of Directors of the New York City Board of Education. He is a member of the American Institute of Engineers and the American Institute of Mining Engineers.

NEGRO GROUP’S OFFICES INSTALLED BY CITY

The Negro Benevolent Society of the Department of Social Service has just opened its new offices in the Auditorium of City Hall. A new staff of Negro Benevolent Society has been established at the new office, 1706, E. 105th St., New York City.

The new office was dedicated with a grand opening ceremony attended by many of the city’s Negro leaders.

WILLIAMSBURG STATE SCHOOL

A new building will be erected at Williamsburg State School to accommodate the increasing number of students.

BILLY WOULD AID VETERANS

A bill introduced in the State Senate by Senators Harry Kraus (D., Bronx) providing that no veteran who served during World War II would be required to serve in the Korean conflict shall be charged a fine for any civil service examination by the State Civil Service Commission or any municipal civil service commission.

KEATING BILL WOULD SPEED EMPLOYEES APPEALS

U.S. Rep. Kenneth B. Keating (R., NY) has introduced a bill to allow U.S. employees to appeal dismissals to federal district courts and to permit those employees to seek back pay if dismissed at the same time. At present none of these appeals must be filed unless brought in the Court of Claims.

Sanitation Mechanics Get Suggestion Awards

The Department of Sanitation has announced that a suggestion award program has received a response in the last year.

Date Yet To Be Set For Conformity Exams

No date has yet been set for physical examinations for conformity with the new act. The new act is expected to be ready by the end of March.
Mt. Morris

Mt. Morris chapter, CSEA, announcement with regret the death of Audrey Donnan, a Charge nurse, at the Mt. Morris Tuberculosis Hospital, June 9, 1957. Mrs. Donnan will be sadly missed by her friends and coworkers who remember her as a conscientious and cooperative Charge nurse. The family requests their sympathy to Mrs. Donnan’s family.

The sympathy of the membership goes also to Helen Benedict on the sudden death of her husband, Mr. Grace Hall, recently passed away. Dr. Constantino expresses their sympathy to Mr. Hall’s family.

Best wishes for a rapid recovery to Dale Katcher, director of nurses, who has entered Strong Memorial Hospital in Rochester for observation and treatment, and to Louise Hoe who has entered Danville Hospital for major surgery.

Oyster Bay

James Gilmore has been elected to head the Oyster Bay Zone Civil Service Employees’ Association for 1954. Continuing in their respective positions are James R. Matthews, secretary, and James P. Mathews, treasurer.

The officers were installed by Irving Flaimsham, president of the Nassau County chapter. CSEA. Special guests were Henry Botto, secretary, of the Oyster Bay Highway Department CSEA unit, and Howard Wood, chairman and secretary, of the Oyster Bay Sanitation Department CSEA unit.

Manhattan State

President Jennie Allen Shields urges members to exercise deep interest in nominations and elect officers and delegates, and the work for their chapter during the coming year. A letter was sent to them with the following instructions:

"We are delighted to hear that you are planning to send us a list of names for our annual meeting. We have heard that you have elected a new chairman and that he is the person who is going to head the chapter. We know that you have a good reason for this, because you have had a lot of experience in this field. We hope that you will do your best to make your chapter successful and that you will give it your undivided attention. We are looking forward to hearing from you soon."

Public Mobile Service

James Casey, head of the Civil Service Employees Association of the New York City Fire Department, was presented with a certificate by the executive council of the Metropolitan Public Service Employees Association, a club of city employees, for his work in organizing the union.

The executive council voted to start a membership drive. Nathan Epstein, treasurer, and Francis Dafo, secretary, will be on the committee of the membership.- Council representatives will serve on it.

A regular council meeting will be held during the week of December 11.

The employees extend their best wishes to Mrs. James Casey, head of the Civil Service Employees Association of the New York City Fire Department, on the occasion of his retirement.

Mr. and Mrs. J. Donald Root and Estelle Gibson of the Civil Service Employees Association of the New York City Fire Department, were granted a $100 to $200 cost-of-living adjustment for 1954.

The board of directors voted to grant council representatives a $600 increase in their monthly salary. The council representatives were granted a $100 to $200 cost-of-living adjustment for 1954.

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**NYC Jobs**

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Mental Hygiene Memo

By J. C. Coccaro

Pay Talk

In dealing with state employees pay problems we often talk in millions of dollars. Whenever millions of dollars are discussed we should also bring up the fact that our state employees have lost millions of dollars of the "salary lag." Their raises have been too little and too late.

Some of the problems our employees face are:

Salary: Attendant, nine years service, steady, sober worker, has worked on the side. Last Christmas he was found with a basket of food and clothing for his children on the doorstep. He was selected by a charitable organization as a needy family. Take home pay: less than $400 a month.

Retirement: Nurse, 25 years stopped at this problem. He has worked with mental patients for 17 years and must work another year. If he leaves he will take the strain of 37 years with this type of patient. If he leaves service 19 years from now with 36 years service, he loses all pension rights.

Classification: Print Shop Foreman—23 1/2 years service was offered a higher starting salary at the V.A. hospitals than his maximum salary in N. Y. service. He was refused, shop worker and a sufferer of improper classification. If they called him a painter his salary would be more in line with his work. U.S. Gov't. is now running a program to promote painters at $3.13 an hour for night work. Our printers take home pay less than $620 a week.

Classification: Boss man in shop, State grade pay, 10, his suggestion.

Take Home Pay: The cost of living went up in 1944, 1945, 1946, 1947, 1948, 1949, 1950, 1951. Our employees have not had a raise in take home pay since 1951. Their standard of living has gone even lower in 1955 than in 1944. Same money, higher prices, reduced standard of living. 18 years State service is paid for in pension of $460 a month. He was advised to apply for welfare.

Turnover: One of the most costly items in our institutions faces turnover is personnel. One of our hospitals alone has 108 employees leave service in one year.

Laid Off: 600 persons, promotional opportunities, proper classification, pension plan.

These are real life cases and real life problems. They are not isolated cases.

It is important that Governor Harriman and the State Legislature take a good look at them, weigh the situations and then consider what would be fair. We don't want high salaries. We don't want extravagant salaries. We want to be dealt with fairly and equitably.

Activities of Employees in State

St. Lawrence

The Christmas party for the personnel of the St. Lawrence State Hospital was well attended. The program was to music by Harry Ingers and his orchestra. About 250 employees and their friends attended.

The highlight of the evening was the presentation of certificates of service to 13 who have worked longer than 35 years. They are Ira Banks, Leon P. Keyes, Irene Cunningham, Ernest Davenport, Mary A. Good, Agnes Riedel. William C. Mitchell, William Rehbohm, Leonard R. Eddy, Edmund G. Bower, Howard Raymore, Grace Kelly, and Versa Stokes.

The certificates were signed by Dr. Herman B. Snow, director, and Dr. Albert Barton, president, board of visitors.

The certificates were presented to a total of 141 years of service. The guests had the longest record, 47 years and eight months. The oldest employee, Ingers, and is the chief night supervisor. Among these honored was Lee W. Keyes, Mayof of Ogdensburg, who has been a patient and has worked the past 25 years, and congratulated the honored guest.

Clever Ways Make Ideas Pay

(Continued from Page 3)

Employment. Mrs. Skorton's award-winning ideas now total three.

25 to Joseph W. Styrn, 124 Hill Street, Troy, an income tax examiner in the Income Tax Bureau of the Tax Department. This is Mr. Styrn's second award-winning suggestion.

Elaine J. Kingsley, 389 4th Avenue, Troy, a motor vehicle license examiner in the Tax Department's Bureau of Motor Vehicles. Mr. Kingsley's consistency in winning awards raises his total to three.

The awards granted for these and other adopted suggestions are in excess of $17,500 while the savings derived from adopted suggestions amount to over half million dollars with the result that more than $400,000 is saved annually.

Participation in the program is unlimited and Chairmen Foe urges all employees to take advantage of this opportunity to share in awards for adopted suggestions.

New Housing

In State Schools

ALBANY, Jan. 13—By Spring, the State Dormitory Authority will have completed eight new buildings at various State Teachers Colleges and institutes in the State University system.

Governor Harriman reported a survey of the dormitory situation by stating that on January 1, 1957, the Osage State Teachers College; a dormitory for 150 men at Farmingdale Agricultural and Technical Institute; a dormitory for 200 women at Buffalo Teachers College; a dormitory for 200 women at Alfred Agricultural and Technical Institute; a dormitory for 200 men at Brockport Teachers College; a dormitory for 200 women at Geneseo Teachers College; a dormitory for 200 men at Oswego State Teachers College; a dormitory for 150 men at Farmingdale Agricultural and Technical Institute; a dormitory for 200 women at Buffalo Teachers College; a dormitory for 200 men at Alfred Agricultural and Technical Institute; a dormitory for 200 women at Brockport Teachers College.

An additional projects are slated for occupancy by the end of 1959.

Harriman Names Six To Appellate Division

ALBANY, Jan. 13—Governor Harriman has designated six Supreme Court Justices to serve as associate justices of the Appellate Division.

The Governor also named Justice Alphonse V. Bellino, Associate Justice of the Appellate Division, first Department.

Court Personnel:

Judge: Harold A. Sierens, First Depart- ment; Henry J. Kimball, Fifth; Paulus Halpern, Sixth; Henry J. Weinert Jr., Tenth; Harry D. Goldman, Fourth; George J. Bellinger, Second.

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Harriman's Second Award-Winning

(Continued from Page 1)

to departmental lists or eligible holders lower grade positions in individual department in question.

This will facilitate the creation of a state-wide administrative service and foster greater opportunities for advancement to several hundreds of employees in the personnel, budgeting and management fields. At the same time it will reduce the number of promotion examinations which are in effect non-competitive because of the scarcity of eligible persons. It will be a desirable step in the direction of the more flexible promotion practices followed by the federal government in which employees may move more easily from one agency to another. I am sure that this procedure will contribute to efficiency in State government.

"One of our pressing needs is to devise a means by which superior accomplishment can be encouraged and rewarded among employees who for various reasons, must often the limited number of positions that cannot possibly be promoted or to receive further salary increments. An interstate departmental group is developing a program of each awards for superior service which I expect to be able to announce in a month or so. The recent subway strike in New York City again brings vividly before us the problem of the relationship of government with its employees. I have consistently stated that strikes of public employees cannot be tolerated and at the same time that grievances of employees must be dealt with fairly and equitably. In 1955 in my first annual message to the Legislature, I stated:

"I urge that your Honorable Bodies give this subject your attention."


dr. Crawford on Power Authority Board

ALBANY, Jan. 13—Dr. Pinta O. Crawford of Syracuse University is a member of the State Power Authority. The position pays $10,000 a year. He succeeds John E. Burton, former budget director in the Dewitt Administration.

The appointment, announced by Governor Harriman, is subject to confirmation by the State Senate.

"You Saw it in The Leader"

Lucky 13 Honored for Long Service

A party was held at Harlem Valley State Hospital in honor of the employees who retired during the year and in addition, those who have completed 23 years of service

Dr. Leo P. Donnelly, director, introduced, was present. Paul H. Hoch, commissioner of the Department of Mental Hygiene, was atten- ded by a large gathering of employees and his presence was greatly appreciated on the advancement in the hospital. There was a good turn out, the past 25 years, and congratulated the honored guest.

Syracuse Armory

The Syracuse and Vicinity Ar- my Employees chapter, CSEA, has elected the following officers:

Arthur W. Delany, Hancock Field, president; Richard B. Blin- ton, vice-president; and Francis P. Farnier, Hancock Field, secretary-treasurer.

Michael Schoel of the Bingham- ton Armory was recently awarded a 25-year pin and certificate.

Mr. Schoel spent 25 years in the Army. He reports that Ward Brown, superintendent of the Binghamton Armory, was sick. The members with him a speedy recovery.

"By very reason of the fact that strikes by public employees cannot be tolerated, such employ- ees should have the right to have their grievances presented by repre- sentatives of their own choosing. Their grievances should be consid- ered and mutually adjusted in an amiable manner, consistent with accepted principles of collective bargaining. There must also be ef- fective mediation procedures for resolving critical disputes."

"Again in 1958, in my annual message, I stated:"

"Since all are agreed that gov- ernmental employees may not strike, it is all the more important to devise means of settling the inevitable differences between management and workers with justice to all parties, including the public."

"A strike against government, including public authorities, is il- legal, and our law should be completely definite on that point. Yet it has been my opinion, and still is, that the rigid penalties of the Condon-Wallin Law are impractical and unenforceable. Any enforceable provision of a law by its terms is unenforceable. Thus I believe that these unwork- able provisions should be repealed."

"It is true that this entire subject be taken out of politics, and that sober consideration be given to devising a problem so vital to the public and employees alike can be effectively and fairly dealt with. Appropriate legislation be enacted to this end. The advice of impartial experts, as well as representatives of labor, business and experienced government officials should be obtained."

"I urge that your Honorable Bodies give this subject your at- tention."

DR. CRAWFORD ON POWER AUTHORITY BOARD

Dr. Crawford, vice-chancellor of the University.