GOVERNOR GREETED AT DINNER

Harriman Cites Record At Association Dinner Ignores GOP Budget Cut

ALBANY, March 10 — Expectations that Gov. Averell Harriman would "give 'em hell" on the Republican slash of his proposed budget were unfulfilled at the 48th annual dinner of the Civil Service Employees Association here March 6.

Speaking before more than 800 guests in the DeWitt Clinton Hotel, the Governor kept away from pay talk except in reviewing the accomplishments of his administration for the Civil Service over the past three years.

He strayed from a prepared text only long enough to express his indignation that recent newspaper stories concerning salaries of legislative employees failed to recognize that "most of these work hard and do a tremendous job."

"I resent any inference that these public employees — either in the Legislatures or the Civil Service — in such a light," said the Governor.

The Civil Service Employees Assn. was pleasantly surprised when Mrs. Averell Harriman, Governor Harriman and Mrs. Powers.

MRS. HARRIMAN ATTENDS ASSN. DINNER

Cites Administration Efforts

"The efficient performance of government is accomplished by professional men who are-term politicians," Mr. Harriman said. "Ask your help in keeping the public informed of the fact that the country needs true politicians and that they are not the enemy of good government."

The guest card had a definite Democratic flavor as most of the GOP legislative "brass" sent regrets at being unable to attend.

A major exception was Attorney General Louis Lefferts, who was greeted with a healthy round of applause.

Mr. Van Duzen, who voted for the Governor's proposed budget, was at the head table and his return to Association affairs was greeted with prolonged applause. Mr. Powers recently suffered lengthy illness.

Cities Administration Efforts

"One of the most important results of the national administration's educational and inaugurations of health and medical insurance programs as the major achievements of the past three years for State employees.

"We've eliminated the 40-hour week, and the 44-hour week, and this year we're getting the 40-hour week. We have 34,000 State employees still working 42 hours.

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Discussing inclusion of State employees in the Social Security system, Governor Harriman said: "We all know how important pensions are to maintain an adequate standard of living in retirement. With State employees now able to supplement State retirement benefits with Social Security payments, we have a fine pension program for State workers. And, as part of our general program for dealing with the problems of older persons, we have in the Civil Service Department a pre-retirement counseling program to help State employees make the adjustments from busy working lives to retirement.

"Our health insurance program is one of the finest in the country. The system permits an employee to continue his insurance after retirement, the State continues to pay its share. The employee thus has protection against many of the material stresses resulting from poor health and sickness in their declining years. We are working now to have the same provision included in all health insurance programs for State employees who retire.
Naval Apprentice Jobs
For Men Only, Age 16 Up,
No Experience Is Needed

An examination for career-conditional appointment will be held to fill career-conditional appointments become career appointments when employees have completed three years of substantially continuous service. Former Federal employees who have already completed the three-year service requirement will be given career appointments subject to completion of a new probationary period.

As apprentices in a skilled trade, apprentices will receive instruction through the Apprenticeship School, and mechanical shop assignments in the foundation of trade tasks, technical shop subjects (mechanical drawing, mathematics, blueprint interpretation, etc.), and machinery and materials of the trade. Also, they will perform very elementary trade tasks under supervision of a shop instructor or artisan, and other tasks incidental to mastery of trade fundamentals.

The written examination will be held at the following: blacksmith, boilermaker, electronics mechanic, machinist, mechanic-maintainance rider, metalworker, patternmaker, pipefitter, rigger, sailmaker, sheetfitter, shieldsman, and shipwright.

How You Gain Status
The first year of a career-conditional appointment will be probationary. Upon satisfactory completion of the period, employees acquire a competitive civil service status. Career-conditional appointments become career appointments when employees have completed three years of substantially continuous service. Former Federal employees who have already completed the three-year service requirement will be given career appointments subject to completion of a new probationary period.

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In addition to the above tests, at the time of the written examination, competitors must indicate whether they desire to take a test consisting of algebra fundamentals and problems, and of geometry. Additional credit will be given for passing the algebra and geometry tests. Examples of the tests will be forwarded with notice to report for written test.

The written examination to be taken by all competitors will require 4 1/2 hours, an additional 1/2 hours will be required for competitors taking algebra and geometry; Additional time will be required for completion of necessary forms, etc. Total time required will be approximately 6 hours for all competitors and 8 hours for competitors taking algebra and geometry.

Basis of Rating
Competitors will be rated on the written tests on a scale of 100. To make a passing grade, competitors must attain a rating of at least 70 in arithmetic and science of the written test section above and on the examination as a whole, excluding algebra and geometry tests.

All competitors will be notified of the place and time to report for the written test. Examinations will be held in Manhattan, Brooklyn, Placentia, Jeannette, New Rochelle, New York, Patchogue, Riverhead, and Yonkers.

Certification will be made of the highest eligible on the reference list. Willingness to accept appointment at the place where the vacancy exists.

CIVIL SERVICE EMPLOYEES ASSOCIATION

European Tours
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VISIT: England, Holland, Belgium, Luxembourg, Germany, Switzerland, Liechtenstein, Austria, France, Russia, Egypt.

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Please send me further information about your 35-day, 11-country tour for $819.00 for Civil Service employees and their families.

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State Officials and Employees
Do You Know That the Banking Hours
At Our Park Branch
WASHINGTON AT LARK
HAVE BEEN GEARED TO YOUR CONVENIENCE

—MONDAY—FRIDAY—
9 A.M.—2 P.M.
—Drive-in Teller Service—
8:30 A.M.—2 P.M.

Extra Hours
—Every State Payday—
4 P.M.—5:30 P.M.
—Drive-in Tellers — Parking
All Services Available

THE NATIONAL COMMERCIAL BANK
AND TRUST COMPANY
ALBANY, N. Y.
25 Offices Serving Northeastern New York
Member Federal Deposit Insurance Corporation

Mental Hygiene Memo
By A. J. Coccaro
IF THE SHOE FITS

DISCUSSING salary raises and employee welfare with members of the legislature in the past, employees have often reminded us that unless the Governor includes funds in his budget for these items, it is too difficult to get legislation enacted.

This year the State legislative leaders have eliminated from the Governor's 1968-69 budget salary raises for the lower paid employees.

Politically, the decision of these leaders was based on the theory that more political benefit would accrue to Republicans in next Fall's State campaign from raising aid to education than from providing a general pay increase to our State employees.

Thus, $7,700,000 will be denied State employees between grades 1 through 19 at a time when they need it most. Actually this $7,700,000 represents a raise for these employees of $77 in 16 weeks.

The cuts made show a callous disregard for the interests of the lower paid State employees.

It is clear to the employees why this budget reallocation was made and who will suffer from it. We have the shoe, we know whom it fits, and whom it will have to wear it.

CIVIL SERVICE EMPLOYEES ASSOCIATION

American Credit Corporation
341 Fifth Avenue
New York, N.Y. 10016

CIVIL SERVICE LEADER

Tuesday, March 11, 1959

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Amendments Sought For State Attendance Rules

Several important amendments to the State Attendance Rules have been recommended by the Special Attendance Rules Committee of the Civil Service Employees Association.

Their report was made to delegates attending the annual Spring meeting of the Association in Albany last week.

John K. Wolff is chairman of the committee and is assisted by Charles Davis, George Hayes, Oliver Longhine, Leo Mullen, Claude Russell and Robert Soper.

Mr. Wolff told delegates: "At the last annual meeting in October, our committee listed for amendments to the State Attendance Rules which were on file with the State Civil Service Commission. All the arguments in support of these recommendations were presented personally to the State Civil Service Commission and staff by representatives of our Association, accompanied by the chairman of this committee. We understand that these proposals were discussed by the State Civil Service Commission on various occasions, but no action was taken on our petitions. We must remember that the new State Attendance Rules took effect only one year ago, and undoubtedly the State Administration would like to ease some experience under the rules before deciding on any amendments thereto.

"The only exception to the above was that about two months ago our Association was consulted on the possibility of an amendment to the Attendance Rules to extend their applicability to hourly and per diem employees and other temporary employees who have at least six months' continuous service.

"Representatives of the Association appeared before the State Civil Service Commission at the meeting on February 26 to again discuss various amendments proposed by CSEA. At this meeting our representatives urged the amendment, as soon as possible, that would extend the Attendance Rules to the hourly and per diem employees. We are hopeful that this amendment will become effective at an early date. We also urged that simple uniform rules be established on personal leave to remove the confusion, lack of uniformity and discrimination against certain groups. Our representatives also urged prompt amendment to keep employees from being deprived of sick leave and vacation earnings during pay periods when they are in less than full pay status, and asked that employees who are on the payroll half the pay period or more be granted full vacation and sick leave earnings for the period.

Recommendations

Other amendments to the Attendance Rules which have been presented to the State Civil Service Commission in detailed discussions are listed for the information of the delegates:

1. Tardiness rules and penalties, if necessary, be made more uniform, fair and equitable.

2. Four weeks vacation be retained for new employees in that

(Continued on Page 14)

Wider Use of Grievance Machinery Is Advocated

More frequent use of State grievance machinery was urged by the Grievance Committee of the Civil Service Employees Association in their report to delegates at the Association's Spring meeting in Albany.

Emil M. R. Bollman is chairman of the committee and serves with him are James L. Adams, Anna August, Daniel J. Dailey, Glenn Green, Edward Linzer, Harold Nelson, Thomas Ranger and Robert W. Soper.

Mr. Bollman told delegates: "Our committee urges all State Division chapters to consider very seriously the provision of the State Executive Order establishing the grievance procedure which recommends that employee representatives should hold conferences at appropriate times with both State departments and agencies to discuss problems relating to conditions of employment and the continued improvement of the public service. At the suggestion of this recommendation, President Powers has appealed to all State division chapters on at least two occasions urging or requesting that conferences be arranged between chapter representatives and their agency heads for the purpose referred to. Some chapters have arranged such meetings and certainly this action, where taken, will assist in the clarification and solution of employee problems.

"We are again recommending that President Powers call this matter to the attention of all chapter executives with the hope that a repeated request will have an effect on the chapters which have not acted on this matter. It is important that all chapters arrange these periodic meetings as a means of getting official recognition and attention to the general employee problems that exist in the various work locations.

Amendments Proposed

"At the meeting on February 12 our committee considered amendments to the Executive Order on grievances as proposed by the State Grievance Board. Also modifications to the Department of Mental Hygiene grievance procedure, as proposed by that department, and amendment to the Division of Employment grievance procedure proposed by that division.

"The State Grievance Board proposes amendments to the Executive Order to change Subdivision 5, Subdivision 2, of the Grievance Order to limit the number of representatives of an employee in the processing of a formal grievance. Our committee agreed that a change of this kind would tend to be unfavorable to the employee and our committee recommended that the Commissioner be allowed 10 days from the date of receipt of the record of the hearing, if one is held, to render a final determination but that the time allowed should not exceed 40 days after the hearing date.

"This department also recommended that not more than four representatives be permitted at conferences between the institution director and employee organizations. After lengthy consideration our committee disapproved of the proposal in the form as submitted, but suggested that the clause on conferences be changed to provide that "not more than nine representatives need be permitted to represent the employees organization at such meetings." This seems to be a reasonable solution which would enable sufficient time to decide between the hearings or conferences involved.

"The State Grievance Board recommended an amendment to the Executive Order which would provide for the time allowed for the processing of a grievance to one State employee to be extended by providing that the Association advise the Grievance Board that if an employee is permitted three representatives, all should have the opportunity to adequately present the employee grievance and should thus be allowed the full time involved."
White House, Congress Lean to Higher Raise

WASHINGTON, March 19—The Federal raise project is in a state of flux as top lawmakers hesitate to vote on higher proposals.

Wage and salary increases averaging 12.2 percent, hoping to beget more than the modest 6 percent, have put the total to $800,000 for 68 men and women since 1952.

Increasingly, President of Princeton University, John D. Rockefeller III, bringing the total to $6,390. The positions are with a variety of educational activity.

The 1958 winners of the Rockefeller Awards enable each recipient to spend normally not more than an academic year at an educational institution of the individual's choice, or in some comparable educational activity.

One of this year's winners is Dr. Joseph E. Upson, 2d, of the U.S. Geological Survey. He's 47, and a 4 percent dividend was declared.

Offers are Martin McCully, president of Presbyterian University, and classified employees, averaging 7.5 percent, retroactive to Oct. 1, 1957, were recommended by the House Post Office and Civil Service Committee.

The House itself has yet to vote on raises. Pay increases for postal and classified employees, averaging 7.5 percent, retroactive to Oct. 1, 1957, were recommended by the House Post Office and Civil Service Committee.

Nine Benefit $100,000 From Rockefeller Awards

The 1958 winners of the Rockefeller Public Service Awards were announced by Dr. Robert P. Goheen, president of Princeton University, which also will split more than $100,000 benefits under a national program established by the Rockefeller Foundation.

The prize winners were elected to the Sing Sing Credit Union, and classified employees, averaging 7.5 percent, retroactive to Oct. 1, 1957, were recommended by the House Post Office and Civil Service Committee.

“Thank You for Your Service”

A U.S. jobs officer is still on the lookout for a median salary.

The Federal Government is offering a median salary.

Agricultural marketing specialist, and classified employees, averaging 7.5 percent, retroactive to Oct. 1, 1957, were recommended by the House Post Office and Civil Service Committee.

W-9C-1A,

The President would have to take both the postal raise and the rates as proposed, since they are in one bill.

Rabbits for both groups of employees would be retroactive to last January 1, meaning back-pay checks for employees. The postage rate increase would start July 1.

The Senate also voted a $240 cost-of-living bonus for each of those pension; the bonus in the first five postal grades: $150 for those in grade 6, $80 for grade 7. Two Senate leaders later warned that he would not approve bills with any bonus provisions.

House Yet to Vote

Senate voting on subsequent increases indicated that the bonus efforts were made for tactical purposes, and indicated that even these efforts would not stand on its bonus vote.

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SEw ENTRANCE 3 PARK ROW L-04««

The contribution was made of the Metropolitan Credit Union, Washington, D.C., and classified employees, averaging 7.5 percent, retroactive to Oct. 1, 1957, were recommended by the House Post Office and Civil Service Committee.

APPLICATIONS for a medical license or certificates are being accepted.

Applicants must have had appropriate education or experience.

Apply to the U.S. Civil Service Examining Engineers and Technical Personnel of the Polo-

The chapter is sponsoring a

Dally 1-11 p.m.

Applicants must have had appropriate education or experience.

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BUONORA’S SWEARING-IN A FAMILY SCENE

Comptroller Lawrence E. Gerosa swore in Michael A. Buonora as assistant to the Comptroller. At the ceremony were Mrs. Gerosa and Mrs. Buonora, (fourth and fifth from left, respectively), and the Buonora’s five sons, the eldest Michael, second from left, and the youngest ones, Vincent and William, 11-year-old twins. Mr. Gerosa (left) is shaking his appointee’s hand.

Mr. Buonora was assistant counsel to live Comptroller Lawrence E. Gerosa appointed U. S. Compensation Commission, Washington, D. C. in the late thirties.

Mr. Buonora, who was assistant Corporation Counsel, was sworn in by Mr. Gerosa in the Municipal Building in a family ceremony.

Mr. Buonora was assistant counsel to the special investigating Committee for the City Council in 1941, and was chief claims examiner of the U. S. Compensation Commission, Washington, D. C. in the late thirties.

"Mr. Buonora’s experience and ability in the labor relation field," the Comptroller said, "will prove most helpful and constructive in maintaining a fair and cordial relation between the City as an employer and our many thousands of City employees who come under the Comptroller’s jurisdiction with regard to wages under the Labor Law.”

Mr. Buonora is a member of the Queens County Bar Association, the Bellows Civic Association, the Columbus Lawyers League, the Civil Defense Speakers Bureau, and a communicant of St. Gregory’s Roman Catholic Parish.

He is City president of the Columbus Association in the offices of the Corporation Counsel’s Office.

Six Nominated For Visiting Boards

ALBANY, March 10.—Governor Hartmann has sent six appointments to the Senate for confirmation as members of Boards of Visits of State schools and hospitals.

They are Joseph Pardee, of Castile, to the New York State School for the Blind at Batavia, for a term ending 1940;

Dr. Mary S. Goodwin, of Cohoes, to the New York State School for the Blind, at Albany, for a term ending 1964;

Robert W. Root, of Syracuse, to the Creedmoor State Hospital; for a term ending 1941;

John C. Lewis, of Fresh Meadows, to the Creedmoor State Hospital; for a term ending 1941;

Nicholas J. Bush, of Rome, to the Utica State Hospital; for a term ending 1941;

Mrs. Floyd J. Lennon, of Utica, to the Utica State Hospital; for a term ending 1941.

"You Saw It in The Leader"
Grievance on Grievances

The reason why public employee groups strive to have their own bargaining representatives is established in the response of a forum that will give them a prompt, fair hearing.

In the past the chief difficulty has been of satisfactory appeals procedure, plus stalling by officials in the municipalities for the purpose of hushing an appeal program for grievances to be combined with speed and justice.

Mayor Robert R. Wagner has made efforts in that direction in the New York City government through his humanitarian labor relations program. He is about to establish a permanent program through collective bargaining.

He hopes that the enlarged method will constitute a model for Federal, State and local governments. Certainly the Federal government can be brought to a forward-looking mold. If New York State, which has a method in excess of that of New York City, and so can numerous local governments in the State. However, even in New York City, unless firemen can wage grievance cases and take appeals as a matter of right instead of one of indulgence, and unless at least some beginning is made toward an appeals procedure for policemen, who have none, the model will fall considerably short of perfection.

Policemen and Firemen Vote March 17 to Accept or Reject Social Security

The ballots are distributed among the members of retirement systems, since only they are potential beneficiaries. All other policemen and firemen must be covered by Social Security.

The date of coverages will be March 16, 1966, for those employed by the State. For local police and firefighters the date selected by the political subdivision that employs them. This date diverges from those elsewhere.

Mr. Levitt stated that the agreement is expected to be March 31.

Surrogate Cox Heads Red Cross Unit

Surrogate Joseph A. Cox has accepted appointment as chairman of the Judges Division of New York Red Cross chapter's campaign for funds.

Selecting committees in the Government, Schools and Professional Section are seeking $100,000 of the $600,000 New York chapter goal.

LETTERS TO THE EDITOR

AGAIN NO RAISE FOR POLICE

To The Leader: I regret that once again the State Department of Labor has been brought around the low salaries of its lowest-paid and most numerous group, the regular policemen in State police.

Governor Harriman and the Legislature have been raising everybody on the 40-hour week a raise. But attendants were working 72 hours a week and the one raise they had was cut down by the State for everybody on a 40-hour week. Attendants were working 12 hours at a time and had a money that should have come to them, as it had two years in a row. So attendants came to a 72-hour service. Eight hours a week, the attendants were given two more hours a week, bringing their work-week to $2. Still no cache.

This year we felt absolutely sure we would get something.

Governor Harriman’s budget, called for a raise for State employees with the surety of getting raises to the low-paid employees, and smaller raises to others. But the only budget which had previously been increased.

The attendants have been forgotten. They will be forgotten.

NICHOLAS HUFF

FINDS PART-TIME HIRING IS ABUSED

Editor, The Leader:

One school district heads in Nassau County have been fair by promising members of the custodian’s union a uniformed force, and an across-the-board increase effective July 1, 1958, but the requirements of part-time workers continues.

In the school where I work, the custodians and secretaries, we have nine part-time workers on the custodial staff alone. This saves the school both vacation time, since leave, and also have some employees enjoyed by the full-time worker. The women stay with four and one-half full time employees. All of them get the civil service benefits. One cimer, a girl, even works eight hours a day on this part-time status. These cleaners do not work when school is closed, nor do they get the benefits of the full-time employees days enjoyed by the full-time cleaners.

This situation is a real threat to the jobs of the regular custodians.

(Cut-off on Page 15)

Law Cases

Sidney M. Siroo, counsel, reported to the New York City Civil Service Commission on law cases as follows:

DECISIONS

Special Term:

Ollagher v. Gale. A motion to dismiss was denied. Petitioner has been refused reinstatement after his voluntary resignation. It was argued that the dismissal was a no-legal right to reinstatement, which is entirely discretionary. The court found the dismissal may not be abused and that the refusal to reinstate must be shown to be arbitrary, capricious or unreasonable.

Simiporo v. Holper. Because the petition was refused and asked refund other than a review of the petitioner’s dismissal as assistant medical examiner, the court did not consider the petition as all relief prayed for other than the regular and amendment of the dismissal. The court further gave the petitioner the choice of either having the matter transferred to the Appellate Division or in the present papers or of serving an amended petition, which shall be an order to show cause the date of hearing, to be limited only to those issues arising out of his dismissal which present questions of law. The court then referred to section 1360 of the Civil Practice Act. Such election to be stated in writing and in order to be settled on the motion.

PROCEEDING INSTITUTED:

Osborne, et al v. Board of Educ. of the City of New York. This proceeding in Department of Hospitals, worked on Saturday, October 12, 1957, a legal holiday. They demanded day’s pay and also seek to set aside a ruling of director of Per- sent papers or or serving an amended petition, which shall be an order to show cause the date of hearing, to be limited only to those issues arising out of his dismissal which present questions of law. The court then referred to section 1360 of the Civil Practice Act. Such election to be stated in writing and in order to be settled on the motion.
N.Y.C. Opens March Series of Exams

Applications will be received for many New York City jobs from March 5 to March 29. The closing date appears at the end of each notice. Application blanks are available for free by mail. They may be obtained free by the applicant or his representative at the Application Section, Department of Personnel, 96 Deane Street, New York 1, N.Y., Monday through Friday, 9 A.M. to 4 P.M. For practical reasons mail requests for application blanks must be honored unless received at the Application Section, above address, at least by Thursday, March 9. Enclose a six-cent stamped, self-addressed envelope, at least nine inches wide with request. Filled-out applications must be returned postmarked not later than midnight March 11. The required fee, payable by certified check, bank money order, or cash only, must accompany the application, which may be returned in person, by representative, or by mail.

OPEN-COMPETITIVE

382. APPRAISER (REAL ESTATE), Board of Estimate, $4,600 to $6,400. Written test May 29. Minimum requirements: Five years' experience in appraising, assessing, or negotiating on real property, three years of which must have been in the appraisal, assessor's or negotiating of real property in New York City. Training in real estate appraisal in a recognized school may be substituted for the general experience requirements on a year for year basis up to a maximum of two years. File form B experience paper. Written test, weight 80, 79 percent required proficient, weight 80, 70 percent required.

$250. ASSISTANT STOCKMAN, various departments, $3,200 to $4,000. Written test June 19. Minimum requirements: Two years' experience in purchasing and stockkeeping and no more than two years in any accredited high school.

Free Officials Guide to Life Insurance Exams

On the first day of your application for life insurance, mark the blanks in the application that interest you. Then mail it back to us along with your name and address. We will send you a free officials guide to life insurance. See the inside page now.

If you dream of the day you'll retire to a life of carefree contentment...

"A Home of Your Own in Fabulous Florida"

Discover how a husband and wife can afford a better future. Now, for only $10 down and $10 or $15 per month - Florida's rich and varied choice of land parcels to choose from!

TEX and JINX McCrary's first-hand report to New Yorkers

A Roomy, Homey Paradise

The McCrarys built a beautiful little house with a view to the future, safeguarding the rights and privileges of every homeowne.

A Home of Your Own in Fabulous Florida

The McCrarys have built a beautiful little house with a view to the future, safeguarding the rights and privileges of every homeowne.

A Roomy, Homey Paradise

The McCrarys have built a beautiful little house with a view to the future, safeguarding the rights and privileges of every homeowne.
Harriman Being Introduced As Speaker at CSEA Annual Dinner Meeting

From left are Eugene Sanjines, Assembly Minority leader; the Rev. Edgar Holden, Civil Service Commissioners William Morgan and Mary Guda; Boner Harriman, Moderator Maxwell Leman, Deputy City Administrator for New York City. Civil Service Commissioner; Attorney General Louis J. Lefkowitz, Mrs. Powers, Comptroller Arthur Levitt and Joseph Zarettal, Senate Minority Leader. Ler. Lehman introduced those on the dais and the Governor.

NOW Until MARCH 14
Transit Workers May Choose BOTH
Blue Cross . . . . because . . . it covers hospital services so that most hospitalized members have little or nothing to pay for the care they receive.

Blue Shield . . . . because . . . it gives you free choice of doctor and individual fees for his services, preserving the patient-doctor relationship that takes years to build.

70% of all Blue Cross Members also choose Blue Shield!

Join the 4.350 N.Y.C. Transit Workers and thousands of other City employees who are enrolled with their families . . .

1. Simple to use
All you need is your identification card for hospital and doctors—those who had Blue Cross and Blue Shield both practical and convenient to work with.

2. Covers your family
Children are covered by your Family Membership at no extra cost until age 19—then by Individual Membership.

3. Protects your widows
Widows may continue both hospital and doctor bill coverage for themselves and their eligible dependent children.

4. Continues between jobs
You simply transfer from group to direct payment when you are not working.

5. Travels with you
Whether in another state or country—Blue Cross and Blue Shield benefits are provided anywhere in the world.

Blue Cross—Associated Hospital Service of New York
Blue Shield—United Medical Service, Inc.
Eisenhower to Pick 2,000 As Top Ranking Employees

WASHINGTON, March 10—President Eisenhower will appoint about 2,000 Federal employees as career executives. They will be named from the classified service and thus will constitute the senior executive and administrative employee group as originally recommended by the Hoover Commission, although that Commission's idea has been adopted with some modifications.

The President appointed a board to administer the program. The chairman is Arthur S. Flemming, former U.S. Civil Service Commissioner, and former head of manpower operations in the Federal government. He is now president of Ohio Wesleyan University.

Preside one Factor

President Eisenhower said that the object is to assure that the highest quality of career executives will be properly chosen and rewarded, so that the Government will be able to attract and retain top-level personnel. Other advantages he mentioned were the prestige of being one of the 2,000, and the benefit the Government will get through best utilization of personnel resources.

The senior executive group will be made from among employees now in Grades 15 through 18 who get from $11,000 to $16,000 a year. Nominations will be made by each agency.

The U.S. Civil Service Commission will develop the senior civil service program.

State Offers Library Jobs

WASHINGTON, March 10—President Eisenhower appointed the chairman of the U.S. Civil Service Commission, Mr. Earl Hyman, to pick 2,000 Federal employees as career executives. They will be named from the classified service and thus will constitute the senior executive and administrative employee group as originally recommended by the Hoover Commission, although that Commission's idea has been adopted with some modifications.

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The U.S. Civil Service Commission will develop the senior civil service program.
cannot after diligent inquiry be ascertained: have caused the seal of the Surrogates Court of the said County of New York to be hereunto affixed and allowed and why statutory trustees' and distributees of "Mary Don" if alive, to the extent of, administers: and to the distributees of $4,800 a year. Legal residence in New York City is not a requirement for this position.

IN THIS SECTION

97 Duane St., New York 7, N. Y.

INTER-RACIAL FINER LIVING

33-21 Junction Blvd., Jackson Heights, L. I.

REAL ESTATE CO.

FOR ACTION QUICK

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed the seal of the said County of New York, at Room 501 in the Hall of Records in the City of New York, in the town of New York, the 22d day of March, one thousand nine hundred and fifty-eight.

PHILIP A. DONAHUE

Chief of the Surrogates Court.

MALCOLM REALTY

All Fieldstone Thruout

[Advertisement for real estate properties with details like location, price, and features.]
Looking Inside
(Continued from Page 6)
year of the present grade, in every instance, with not a single ex-
ception. It should be apparent that so long as a branch of govern-
ment continues in a pay schedule that delays increases unnecessarily
beyond the time when the need for them has been proved is sharing
its responsibility. It is therefore doubly contradictory for the New
York City Civil Service Commission to ask employees to economize along with an
an austerity budget that precludes any general raise, and to fund only
an appeals procedure as the means of obtaining raises in particular
cases.

Getting Nowhere Fast
The upward reallocation of the nurses aides and the practical
nurses excellently points up the need for a minimum of two-grade
advances if any real present benefit is to be obtained. They were in
the lowest grade to which appointments are made, grade 2, starting
at $2,350; in this grade carries, on an average, enough so that the pay
be entitled to a longevity increment in their eighth year. Next they
could look forward to another $300 the following year because the
$3,490 pay for the seniority increment beneficiary is $150 below the
top of the grade to which he was advanced so long ago that he can't
remember when. But even the $150 is simply there to be had earned.

Possible Remedies
The pay schedules in State and City should be rearranged so
that the third year pay is less than the minimum of the next
higher grade, following the Federal
example, or two-step upward
reallocation made the minimum
which would have the unfortu-
ately effect of making it difficult
to win, or employees moved up
one or more grades should receive
the salary of the next higher
grade for the corresponding
service.

2 CHANGES IN KEY
Three changes were made in
the tentative key awards in cap-
tain promotion examinations New
York City Department of Correc-
tions. The same test was given
to both the men and the women. The
changes: Question 65, strike out
question entirely; Question 15, change to C or D: and 86, C to B.

The test was taken by 642.

SAAB 93
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For a limited time only, this certificate entitles bearer to
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\text{Attention Civil Service Employees Only!} \\
\text{Now for the first time Civil} \\
\text{Service employees can own a} \\
\text{58 FORD $1999 for $59 PER} \\
\text{MONTH}
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\text{58 FORD $1999 for $59 PER}

\text{IN THE HEART OF BAY RIDGE}
JOBS EVALUATING 22-
New York, N. Y., May 10. A 50,000 ($5,000 to $6,150, seven vacancies in the Thruway Au-
recently at a conference in his office. He
ment deals only with position and qualification.
ment deals only with position and qualification.
ment deals only with position and qualification.
open to New York State employees. The Personnel Department is
Division of Employment, Department not a ten-year period.
GOVERNOR GREETED BEFORE ASSN. SPEECH

By JACK SOLOD

It's Cheaper Not To Work

GOVERNOR HARRISON in his budget proposal provided a small raise for full-paid employees. This amounted to the sum of $7,780,000 for the year. The major portion of this money was for employees earning less than $3,169 per year. A cry arose from civil servants all over the State that this was not enough and fell far short of bringing State workers up to parity with private employment.

For the benefit of those who are slow with a pencil, $3,169 per year is about $60 per week. Deduct taxes, hospital insurance and personal expense and the take-home pay of these employees is $50 per week! From thousands of State workers who are going home with a $50 for a full week's work, Republican leaders are taking away this possible raise of $4 per week.

Funny Addition

It doesn't add up. Those same legislators are crying furiously to keep the tax on this two-cent per $100 on unimproved insurance. The Governor is also anxious to pass a $45 per week bill for the unemployed. The only difference exists between the Legislature and the Administration as to what is the discrimination placed by the Legislature upon seasonal industries such as the building, retail, and garment trades.

But $45 per week is O.K. but giving hard working faithful employees $54 a week for working is no good. What the hell is happening to the American way of life? A premium is pinned upon not working and the poor underpaid employee is told "no jump in the lake."

I am not opposed to any increase in unemployment insurance. While the Governor cut the $50, even the proposed $65 weekly is no big deal, but how can anyone support this measure and deny a $4 weekly raise to underpaid State employees?
The Republican leaders are responsible for literally taking bread out of the mouths of families who will be remembered by State employees.

ACTIVITIES OF EMPLOYEES IN STATE

Public Service

Some 200 people heard the bad weather forecast given by Governor Harrison on Monday evening in the Grand Ballroom of the Hotel New York in Schenectady. The weather to attend the retirement dinner given in honor of Randolph H. Neuner, chief of the Commisyon's Power Bureau, on Monday evening, was bad because of extremely bad weather. The honorees were Irene Tobias of the Community Mental Health Services, Charles Burns, superintendent of the Polish Home, only 165 of whom attended because of extremely bad weather.

The sympathy of the chapter goes to Mr. and Mrs. William Burns, to Mr. and Mrs. William Burns, and to Mr. and Mrs. Ed Martin and Mr. and Mrs. Lafayette Young and their new daughter.

St. Lawrence

Employees from all areas were present at a farewell party in honor of Letha Backus and Anna Groce who retired from State Service. Charter members wished them well on their plans for the future.

The chapter sends congratulations to Dr. and Mrs. Flatheck and their new son, and to Mr. and Mrs. Ed Martin and to Mr. and Mr. Lafayette Young and their new daughter.

Glidden Hill, a popular instructor in the School of Nursing, was welcomed back after receiving her degree in Nursing Education.

The Nursing Alumni Association of the chapter is very pleased that Mrs. George Nodell, vice president, and Mrs. Harry Ellis, treasurer, were elected to the Board of Directors. Mrs. Nodell will continue to serve another year and Mrs. Ellis will be elected to the Board of Directors.

Many thanks go to Kay Barazone, chairman of the Committee, and Mrs. James B. Knickerbocker who was chairman of the Board of Directors. They are, from left, Treasurer Harry Fox, Virginia Leach, DeWitt Clinton Hotel in Albany, Gov. Averell Harriman, second from left, was greeted by these Association officials. They are, from left, Treasurer Harry Fox, Virginia Leach, DeWitt Clinton Hotel in Albany, Gov. Averell Harriman, second from left, was greeted by these Association officials. They are, from left, Treasurer Harry Fox, Virginia Leach, DeWitt Clinton Hotel in Albany, Gov. Averell Harriman, second from left, was greeted by these Association officials. They are, from left, Treasurer Harry Fox, Virginia Leach, DeWitt Clinton Hotel in Albany, Gov. Averell Harriman, second from left, was greeted by these Association officials.

A Softball team meeting was held recently and it was decided that Mr. and Mrs. Henderson will be the field managers with Steve Sidege and Frank Langman as coaches. Edward Soong will be the treasurer.

The chapter is determined to field a better team than last year. They have a new pitcher and catcher.

Eligibles

"Representatives of the Association appeared at the December meeting of the State Civil Service Commission and urged that an extension of time be accorded to all State employees who have not had the opportunity of securing their personal leave of five days, especially in those areas where practically no personal leave has been allowed because of the local administration's contention that he does not have sufficient staff. An appeal was made at the time to the Governor's office on this matter. At the December Commission meeting, CSEA also appealed for simple uniform rules or personal leave to remove lack of uniformity, confusion and discrimination.

On our committee's recommendation, a new addition to the CSEA Rules has been submitted to the Commission and which can be found in the Labor Relations Law as it stands at present. On our recommendation, it was decided to seek the advice of the Board of Regents to adopt these rules as they are now.

The "open door" concept is important to all employers! From 9 to 5, time and a half overtime should be paid employees. This amounted to the sum of $7,780,000 for the year.

"Your letter writing campaign has been highly successful. Dr. Snow was appearing on the lecture circuit in Canada, which originates in Toronto. Dr. Snow was appearing on the lecture circuit in Canada, which originates in Toronto. Dr. Snow was appearing on the lecture circuit in Canada, which originates in Toronto.

All employees who played ball last year are invited to enter their names with the School's yard to open the season.

While Dr. Snow was appearing on TV in Toronto, Mrs. McAlister, the principal of the School of Nursing, and George Nodell, president of the School of Nursing, appeared on WGNW-TV in Chicago, in connection with the Canadian Nurses' Association Roll Call.

Congratulations and best wishes to Mr. and Mrs. William Burns, who were married recently. Mrs. Burns is the former Irene White of the psychiatric staff at Parnell Pavilion.

Recent visitors to the hospital were Irene Tebrak of the Community Mental Health Services and the Department of Mental Hygiene, and George W. Macy and the New York State Board for Mental Hygiene who visited the hospital and served the "open door" program at work.

The chapter is happy to know that Misss Paine and Miss Ivers believe in the work. Miss Ivers believes in the work and in the."
Letters to the Editor

(Continued from Page 6)

New York City Government.

With Every N.Y.C. Arco Book—
You Will Receive an Invaluable
Accountants Is Hailed

strong editorial in the February
issue, concerning our position

in connection with bills (Mimeo
8,000, Wilson A-105) to regulate
the practice of public accounting
and enroll public accountants.

We appreciate your considera-
tion that you will support our cause
until justice is done to governmental
accountants by enrolling them as
public accountants.

HERMAN A. FRIED, PRE.

The Leader

We enclose your editorial of
February 18 opposing Assembly
Joint. No. 1076 and Senate Joint.
No. 93 and Federal Auditor
George M. Cantor, to the Society
for the Give coverage and strong editorial in the February
issue, concerning our position

engaging in the practice of pub-
lic accounting at any time while
this legislation was in force.

"Please write to your repre-
sentatives in the State Legisla-
ture asking them to pass this

Opinion to Bill ACCOUNTANTS IS HAILED

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Send me your free 55-page High School booklet.
State Attorney General Louis Lefkowitz, left, and Alexander Falk, President of the State Civil Service Commission, are pictured as they had a brief chat before attending the 48th annual dinner of the Civil Service Employees Assn. in Albany. Both men are extremely popular among State employees.

**MORE GRIEVANCE ACTION URGED**

(Continued from Page 2) representation in the case of all agencies.

Other Amendments

"The committee also agreed to a minor change in the procedure by which grievances are processed from the institutional level for appeal to the Commissioner. We recommended a slight change in the department's recommendation to relieve the employee of the responsibility of preparing the appeal to the Commissioner in triple play.

"The Division of Employment furnished an amendment to the grievance procedure to increase the maximum time limit in stage 1 from 20 to 33 days. This suggestion was made, apparently, because situations which may arise such as sickness or absence of the responsible supervisor to prevent supervisor's decision within the 60-day time limit. Our committee disagreed to this proposal and recommended that the Division consider instead the moving of the grievance to the next supervisory level for opinion in those cases where the supervisor, who would ordinarily make the decision at stage 1, is prevented from doing so by sickness or absence.

"Our committee recommends that all chapter officers and committeemen and members give more consideration and attention to the grievance machinery as a means of settlement of legitimate complaints and problems. It is important also that our Chapters furnish headquarters with brief records of grievances and proceedings at their location as a complete record of such matters could be helpful for reference purposes. Our committee appreciates the cooperation and assistance given to us by Association staff and counsel.

HARRIMAN TALKS ON HIS RECORD

(Continued from Page 1) insurance programs. People can have this protection when they need it most.

Governor Harriman added:

"As another step to keep the New York State Civil Service system we are establishing a system of cash awards to recognize efficiency, economy and superior job performance among State employees. There will be departmental awards ranging from $250 to $500, and not more than three Governor's awards of $1,000 each to be awarded by a special panel of outstanding citizens to be appointed by the Governor."

He continued:

"While we have been working together to improve the status of State workers, there have been improvements in the efficiency and economy with which State services have been carried on. In working for the State, aside from the material rewards, there is the satisfaction of serving the people.

"To better acquaint residents of our State with the work you do, we will again have 'Open House' this year. It will begin Sunday, May 4, which marks the 75th anniversary of the establishment of the merit system and the career service, and, appropriately, it will have as its theme, 'The Civil Service.'"

"The full list of Open House Week activities around the State is still pretty much in the planning stage, but I can say now that we will formally dedicate the new Civil Service Building at the campus site on upper Washington Avenue on opening day. We will need the help of each of you, and your co-workers, if Open House Week is to be as successful as we hope. Every State office, hospital, school and other installation will be open for inspection on at least one day during the week, and I hope that every resident will drop in and get acquainted with what you are doing."