Variable Annuity Plan Under Consideration In New Civil Service Law Approved By Harriman

ALBANY, April 21 — New York State has a new Civil Service Law, thanks to the Legislature and Governor Harriman. It takes effect April 1, 1959.

Mr. Harriman signed the bill revising and modifying the State Civil Service Law, stating: "I recognize that the bill is not complete satisfactory to all of the various groups and interests which have a concern with the Civil Service. It represents, however, a substantial improvement over previous bills as well as over the present law."

Prefler Introducer

The bill was introduced by Assemblyman Fred W. Preller, Queens Republican, who headed a State commission to revise the law. (For background details, see the April 14th issue of The Leader.

In signing the bill, Mr. Harriman made a memorandum pointing out the present law was enacted in 1909, nearly 50 years ago. Mr. Harriman said the amendment of that time had been many and sporadic "so that the present law, in many respects, is cumbersome, antiquated and unworkable."

He said he had proposed in the fall of 1954 that the legislature leaders and the administration work out a bill "which would have the support of both political parties and serve the best interest of the civil service." He added: "The leaders of the Senate and Assembly agreed to my proposal on this bill."

PA Society Citers Meacham, Dr. Griffin for Unusual Performance of Duties

ALBANY, April 21—Two caretaker state employees have received recognition for meritorious service "beyond the call of duty." The awards were made at a dinner meeting last week, conducted by the Capital District

award for outstanding achievement in a staff position. He was chosen for his "outstanding and diligent" efforts in organizing and developing a state health insurance program for state workers.

Dr. Griffin received the Hughes award for outstanding achievement in carrying out a state annuity plan. His citation read: "significant leadership in school district reorganization in New York State."

At the awards dinner, held in Albany's Aurora Club, the group heard from Louis Brownlow, a member of the President's Committee on Administrative Management, and author of the book, "Passion for Politics.

Applications, Brochures Ready For Western Conference Tour Of Europe; Early Booking Urged

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Applications and brochures describing the forthcoming trip to Europe sponsored by the Western New York Conference of the Civil Service Employees Association are now ready for distribution. The conference president, announced.

The second Fair Chilson

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Cavanagh Doesn't Like Fire Chief List

Ten men are eligible to succeed Edward Connors, as chief of department, New York City Fire Department. He retires June 1.


According to law Fire Commissioner Edward F. Cavanagh, Jr. must appoint one of the top three to the Fire Department's highest post. It pays $15,100 starting pay. Deputy Chief David, $6, is now in charge of the eleventh division in Brooklyn and has been in the Fire Department since 1927. Deputy Chief Mendy, who has been with the department for 21 years and is now with the first division in Manhattan. The third man on the list, Deputy Chief Colin Knochenhauer, 40, is in charge of the Fire College. He has been with the department 22 years.

Questions the Exam

The successor to Chief Connors by law would have to be one of the eligibles who passed the last given last May. Twenty-one of the deputy chiefs failed the test, and one withdrew.

All three at the top of the list have three or more citations for bravery. The list will remain in effect for four years.

Assistant Chief Arthur J. Massett has been acting chief much of the past year when Chief Connors has been away because of illness. Mr. Connors is expected to be on sick leave until his retirement.

Assistant Chief Massett was highly praised by Commissioner Cavanagh after being promoted earlier last week to head of the bureau of personnel and administration.

Before Commissioner Cavanagh appoints the new fire chief, he will study the service records of the top three men and will confer with other fire officials.

He has suggested that City Personnel Director Joseph Schiechtmann "might study the over-all examination procedure." This indicated that Commissioner Cavanagh was not only disappointed that the man of his choice did not "make" the list, but also questioned the validity of the examination given.

Chief Connors, who was hailed by Mr. Cavanagh as "one of the best and ablest commanders that the department has ever had," will retire on a three-quarters pension of $1,863 a year.

He was appointed administratively on October 1, 1955, in the absence of an eligible list. Only appointment from an eligible list affords permanency.

The casting of the variety show to be presented at the annual dinner of the James E. Christian Memorial chapter (Health Department chapter) of the Civil Service Employees Association on May 12 is hard at work polishing numbers for the show. Here, from left, Gerry Mealy, Public Health Education; Ethel Rogers, Vital Statistics; Sandra Coughlin, and Richard Bauer rehearse a song and dance number under the direction of Eugene Soares, Miss Coughlin, Mr. Bauer, and for trained dentists’ assistants with a knowledge of typing. Salaries from $50-$65 a week. Limited dental hygienists are also in demand for jobs paying $65-$70 a week. Part-time hours can be arranged for many of these positions. Apply at the NVSES Nurses and Medical Placement Center, 116 East 57 Street, Manhattan.

Mr. Soares work in the office of Public Health Education. Other chapter members who will take part in the show are Millie Winters, Cancer Control; Carol Goldman, Ann Carbe, and Steve Kell, Business Administration; Bernie Miller, Polio Vaccination section; Jenci Pister, John Tiley, and Hal McNerney, Public Health Education; and Herbert Alfasso, Veterinary Statistics. Martin Kelly of the Executive Office will direct the show. Dinner and dancing will round out the program.

The Job Market

A Survey of Opportunities

In Private Industry

By A. L. FETERS

UNEMPLOYMENT CONTINUES to be a problem throughout New York State during the last two weeks, reaching seven- and eight-year highs in most areas.

In New York City, a seasonal pick-up in the apparel trades checked the rise in unemployment, and good weather spurred construction jobs in most parts of the State.

The Albany area is in a more favorable position than other upstate areas. Everywhere, factory earnings are reduced and hours cut, with many communities using spread-the-work measures to keep unemployment down.

As always, there are job openings for some who have the qualifications.

There are 70 openings for telephone solicitors to work from the employee's office. You're asked to phone certain homes and try to set up appointments for salesmen. No previous experience is required, but a good, persuasive telephone voice is important. The salary is $1 an hour and you can work from three to six hours a day, between 9 A.M. and 9 P.M. There are jobs in all boroughs of New York City and you may work right near home, if you'd like. Apply at the State Employment Service, 1 East 10 Street, Manhattan.

Office workers who work in Brooklyn and would like to work around home are wanted for a variety of typing jobs. Wanted are typists at $50-$55 a week, clerks and typists at $55-$60 and biller-typists at $60-$65. Apply at the N.Y. B.E. Brooklyn Commercial and Sales Office, State Employment.

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for college students! If you're planning to take a job, apply now for a camp counseling position paying from $50 to $100 for the season. You can earn as much as $500 for the summer if you're skilled in fields like athletics, music or arts and crafts . . . Teachers and social workers with special skills can get a counseling post. If you've had administrative experience, you may qualify as a

(Continued on Page 15)
Variable Annuity Plan Is Under Consideration Now

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10 P.C Raise For U.S. Classified Group Gaining

WASHINGTON, April 21 — The blurred Federal raise picture is beginning to be brought into focus.

The conference committee, consisting of Senators and Representatives, met again today, for the second time. The committee favors a 10 percent raise for classified employees, retroactive to last January 1.

Idea Wins $600 For Canal Man; $1,230 Paid Out

Ralph L. Sukalo, a canal section superintendent, State Department of Public Works, was awarded $600 for suggestions for changes in canal lock construction. Dr. Edward D. Ives, chairman of the State Employees' Suggestion Program made the announcement.

Laser awards were awarded others as follows:

$100 — John A. Czerwinski, Baldwinsville, a chemist, proposed modified the Public Work Department's Division of Canals who proposed an adjustable switch device used in lock machinery throughout the canal system, and Donald Smith, Buffalo, a principal stationary engineer in the Department of Health's Freeway Park Memorial Institute, who proposed modification of apparatus used following intracranial operations.

Less Than $10

$75 — John Hart, Brooklyn, a senior architectural draftsman in the State Department of Health's Downstate Medical Center, Brooklyn, who designed and constructed a special equipment for use by the psychology laboratory in its studies of space orientation in children, and David V. Pecora, Ray Brook, a senior architectural draftsman in the Health, superior Court of Appeals.

$50 — Marvin Bushey, Morrisville, an electrician in the Correction Department's Dannemora State Hospital, and Edmund C. Pollini, Amityville a laborer in the Department of Public Works.

$30 — Jointly by Herbert A. Wehling, Collins Center, maintenance man, and George B. Laidin, Fredonia, a blacksmith, in the Mental Hygiene's Rockland State Hospital.

$25 — Mrs. Adele Blatt, New York City, a senior compensation clerk in the Department of Public Works.

The same raise would go to employees in categories excepted from the Classification Act — legislative and judiciary employees; physicians, dentists and nurses in the Veterans Administration, and specified smaller groups.

The postal raise bill is separate, but it is feared that whatever the classified employees get, the postal employees will get more, for they carry the bill. They do most of the lobbying.

The committee amended by a split vote the House classified rate bill which called for 7½ percent. Some House members objected to 10 percent, when the House Post Office and Civil Service Committee already had approved 11 percent. But that committee later approved 10 percent, too.

If the House passes the 10 percent bill, the measure can be sent directly to the conference committee.

The postal pay project is still being debated by legislators, without any sign of agreement, although a proposal for an 8.5 percent rate, with a cost-saving bonus of $120 a year for the first five pay levels, and less for higher levels, is winning favor. The Senate had previously voted a postal raise bill calling for 7.5 percent, and much smaller bonuses.

Harriman Signs Pay Boost For Judges

ALBANY, April 21 — Governor Harriman has signed legislation raising the salaries of city judges in New York City.

The bill, introduced by Assemblyman Frank J. McMullen, Brooklyn, increases the annual pay of the justices from $30,000 to $35,000 and the salary of the chief justice from $32,000 to $36,000.

Mayor Wagner of New York City had no objection to the bill, which was recommended by the Chief Judge of the State Court of Appeals.

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TWO WOMEN HONORED ON RETIREMENT

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ALBANY

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All Types of Aids

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JUST LOOK AT THESE LUXURY FEATURES

• Torsion-Aire Ride

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• Pushbutton Torqueflite Drive

PLUS:

• Deluxe Heater and Radio

• Electric Windshield Wiper

• Four-Beam Dual Headlights

The amounts total $1,230.

These suggestions, said Dr. Ives, illustrate the active part State employees are taking in bringing about efficient operations in State government. He urged all State employees to participate in the Suggestion Program, stated that the resulting savings already have amounted to well over one and one half million dollars.

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DE 1-2400
NYC Takes First Step To Hold Test for Clerk

The suit brought by Jack Miliano as president of the Correction Officers' Association protestating the continued employment of provisional clerks as correction officers was adjourned in New York County Supreme Court to Thursday, April 24.

The eligible, represented by Attorney Samuel Remisoff, are on a list established in 1964. Assistant Corporation Counsel Flischback requested a month's adjournment. Justice William O. Bebel, Jr., said that two weeks was sufficient. "City authorities ought to do something about the situation," the court commented.

Mr. Remisoff said that the Department employs 54 provisional clerks and 16 temporary appointments. He cited a section of the law which prohibits employment of provisional clerks for more than 20 days after an eligible list is established.

CORRECTION SUIT DELAYED

The written test — at its April 15 meeting — that the exam be ordered.

Next step is the preparation of the advertisement to be submitted for approval. The examination will probably be scheduled the latter part of the year. It will be advertised in The Leader as soon as it is scheduled.

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TUESDAY, APRIL 22, 1958

Filling a Pension Need

The need for increased retirement allowances is obvious. While the future will have to provide some adequate solution, at least a step in the right direction has been taken by State Comptroller Arthur Levitt in studying broadening of the base of investments that the retirement system is authorized to make. Increased yield would enhance the value of the employee's annuity account, is to be made in connection with his own contributions, so that his annuity reserve would have a higher purchasing value at retirement time.

The variable annuity plan, as it is called, would be aimed at stabilizing the relationship of purchasing power and prices. The main difficulty to be solved is that pensions are about as little, or less set, but prices certainly are not. Since price-fixing is out of the question, gearing pensions to prices deserves serious consideration.

The general need was expressed two years ago by John Powers, president of a large welfare pension servicing organization. A resolution endorsing pension liberalization was adopted by the Association.

The Comptroller's suggestion should prove a starter for a full study of means of improving future pensions. The need is focused on the fact that the Social Security taxes and many possible repercussions are involved. The Association is continuing its penetrating analysis of the situation and no doubt will offer constructive suggestions in the future. An outline of the past, and on a basis that could prove mutually satisfactory to employer and employee.

It must not be expected, however, that on such a precarious subject any panacea is in sight.

Social Security Questions Answered

I WOULD LIKE to retire before age 65 and I understand that a working wife is eligible to start receiving benefits at age 62. Is this correct? A.M.

Yes. In November, 1956, the Social Security Administration began paying benefits to working women, wives, and widows at age 62 instead of age 65. Benefits paid to working women and wives are reduced if applied for prior to age 65. A widow's benefit is not reduced.

The choice of when to apply will depend on the individual woman's needs and circumstances but remember that one must be able to establish procedures under this Executive Order, agencies of the State have been able to establish procedures which are adapted to their own situations, but which have at the same time met basic standards fixed by the Commissioner for all.

A woman who takes Social Security taxes? Won't the average income as determined in a selective sample, even a large sample, gives a more nearly typical result, for if the whole sample of 1,000,000 Federal pensions were considered, the figures would shrink sharply. This is true because of the large number of small pensions, arising from short service length particularly, and is no reflection on the merit of the retirement law. One-third would be found receiving less than $1,000 a year. The post-retirement job becomes a necessity.

Public employees are constantly demanding that their retirement system be liberalized. During the past two decades they've been receiving pretty well.

Now it's getting more and more difficult to attain liberalization because of the Governor's order it is feeling the pinch and keeps prying into the chairman can't afford to increase their contributions. They should realize, nevertheless, that when retirement time nears, it is too late to change amounts.

Can't Escape Working Again

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The Good

Gradual increase in benefits until the retirement system provides adequate retirement income for each citizen is a program on which the public should insist. It should be a national effort, and calculations should be made to determine the cost of such a scheme, and to determine just how large a sum would be needed to provide a decent old age for each person. In this way, the system can be put on a sound basis, and the nation can take pride in knowing that its citizens are provided for in their old age.

Retirement that simply means swapping employers is the cold realization of fulfillment of hopes for a comfortable retirement.
Letters to the Editor

(Continued from Page 4)

eadures with those in Industry, it must be borne in mind that the number of cases is not an appropriate basis of comparison. Many actions and situations which would be subject to grievance procedures in industry have special appellate procedures in the State. These special procedures are primarily concerned with work stoppage and employee-management relations as disciplinary action, job performance evaluations, the classification and salary and wage matters. In these cases, enforcement of the grievance procedure is neither necessary nor permitted. In a few cases, there have been allegations that the intent of the Executive Order was not being carried out by a particular agency. In such situations, the Grievance Board has taken original jurisdiction.

It is not contended that the present procedures cannot be improved. Among other things, further progress should be made in identifying unacceptable practices to the State agencies, management organizations or management representatives. I do not believe, however, that the present civil service program can be accurately characterized as "token recognition of the need.",

May I say a word about employees who postpone their Social Security payments from age 62 to 65 and who receive an additional 50 percent (up to $1,700) a year, an entire year because eligibility is postponed while one is on such leave. If death occurs while on termina
tual leave, death benefits to base

Spr ci the newest pattern to add to our line of contemporary designs. So appropriately named "Young Love".

URING STERLING designs. So

Young Love).

Appellate Division

The Appellate Division has granted a motion to dismiss the appeal unless certain conditions are complied

acted, she elected to cancel her tem or

JUDICIAL DECISIONS

Appellate Division

Jaslow v N.Y.C. Employees Retirement System-Straight Retirement.

The woman who postpones her Social Security payments from age 62 to 65 should consider the following factors:

For three years, from 62 to 65, she will receive 80 percent each year. After the third year, she will receive 240 percent.

After she has reached 65, she would continue receiving 80 percent or a loss of 20 percent each year. However, 80 percent divided into 240 means that (12 years later) she would reach 77 and not until then can she be said to have saved a loss.

This might help to clarify a situation which is alarming for employees who are not under the career and salary plans.

Decisions are far below those paid after retirement. The woman who postpones her Social Security payments from age 62 to 65 should consider the following factors:

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Sprays fully dissolved detergent

**Detergent Dispenser!**

- THREE WATER TEMPERATURES INCLUDING "COLO"
- AUTOMATIC RINSE CONDITIONER (optional)
- TWO WASH SPEEDS, TWO SPIN SPEEDS

Saves you up to 2500 gallons of hot water a year

NEW AUTOMATIC

Clothes through water. Thorough cleaning. Loosens and lifts out dirt. Never drags your clothes through water. Pumps rinse cycle. Keeps lint from lint is. Filters during wash and
during wash and drying. (May 9)

8022. SENIOR TABULATING MACHINER, IBM, $4,360. Examination June 6. Requirements: two years' experience in tabulating machines and related equipment maintenance. Bachelor's degree in math, science, business administration, or equivalent training and experience. (May 9)

8023. ENGINEERING MATERIALS ANALYST, ALS ANALYST, Department of Public Works, Albany, New York, $2,409-$3,360. Examination May 24. Eligible titles: engineering materials analyst or senior engineering aide. Two years' service or junior engineering aide. Four years' service. (April 23)

8026. ASSOCIATE ENGINEERING ANALYST, Department of Public Works, Albany, New York, $2,409-$3,360. Examination May 24. Eligible titles: engineering materials analyst or senior engineering aide. Two years' service or junior engineering aide. Four years' service. (April 23)

8028. ENGINEERING MATERIALS ANALYST, Department of Public Works, Albany, New York, $2,409-$3,360. Examination May 24. Eligible titles: engineering materials analyst or senior engineering aide. Two years' service or junior engineering aide. Four years' service. (April 23)

8029. ASSISTANT PLUMBING MATERIALS TECHNICIAN, Bethpage Park Authority, $6,721. Examination May 24. Eligible titles: engineering materials analyst or senior engineering aide. Two years' service or junior engineering aide. Four years' service. (April 23)

8032. SENIOR TECHNICIAN, Department of Transportation, New York City, $4,360. Examination June 6. Requirements: equivalent experience in computer systems maintenance, systems operations, and programming or equivalent training and experience. (May 9)

CHURCH NOTICE

ALBANY MEDICAL COLLEGE

CHURCH NOTICE

ALBANY FEDERATION OF CHURCHES

New York City Canada Montreal

CIVIL SERVICE LEADER

Page Eight

The last day to apply appears at the end of each notice.

JOIN US IN SERVICE

ISLAND STATE PARK COMMISSION

BEHIND PARK AUTHORITY, 9 JAMES BEACH STATE PARKWAY, THE DEPARTMENT OF NATURAL RESOURCES

OPEN-COMPETITIVE

8030. DIRECTOR OF MENTAL HYGIENE SOCIAL WORK, Albany, New York, $9,220-$11,500. Fee 5%. Examination June 7. Requirements: master's degree in social work and four years' experience in psychiatric social work including three years in a supervisory capacity and three years of approved social work experience. Open to qualified applicants born in the U.S. (May 9)

8027. HEAD NURSE, Tompkins County Memorial Hospital, Ithaca, New York, Fee 3%. Examination June 7. Requirements: license or eligibility for license to practice as registered professional nurse and either two years' professional experience including one year in clinical unit or ward management, or equivalent training and experience. (May 9)

8028. SENIOR LANDSCAPE ARCHITECT, $7,500-$9,000. Fee 5%. Examination June 7. Requirements: three years' experience with landscape architecture, landscape engineering, or equivalent training and experience. (May 9)

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The following examinations were opened by New York City for receipt of applications. The last day to apply applies at the end of each notice. Open-competitive tests are open to the public; promotion tests are open only to qualified present employees.

OPEN COMPETITIVE

2345. ASSISTANT ELECTRICAL ENGINEER. $5,750-$7,190. Fee $5. Written test February 19, 1959. Twenty-six vacancies; some exempt from recruitment. Requirements: a bachelor's degree in electrical engineering from a school approved by the University of the State of New York and three years of satisfactory practical experience in electrical engineering work, or graduation from a senior high school and seven years of electrical engineering experience, or a satisfactory equivalent.

2346. HOUSING SUPPLY MAN. Housing Authority. $3,500-$4,380. Fee $2. Written test June 24. Requirements: high school graduation plus one year's experience in the receiving, inspecting, checking, storing, and distributing of materials, tools, supplies, and equipment required for maintenance of a public housing project, and related work; or elementary school graduation plus three years of such experience, or a satisfactory equivalent. Candidates must not have passed their fiftieth birthday (exceptions for veterans).

2347. CIVIL ENGINEERING DRAFTSMAN. $4,760-$5,900. Fee $5. Written test January 5, 1959. Requirements: a bachelor's degree in civil engineering or graduation from an accredited architecture degree program or a satisfactory equivalent. (October 27)

2347. ASSISTANT CIVIL ENGINEER. $5,750-$7,190. Fee $5. Written test any work day, Monday to Friday, 9 to 11 A.M. Requirements: a bachelor's degree in civil engineering and three years' experience or graduation from a senior high school and seven years' satisfactory experience or satisfactory equivalents (consult further notice).

2348. ASSISTANT SIGNAL CIRCUIT ENGINEER. $5,700-$7,190. Fee $5. Written test June 26. Requirements: a bachelor's degree in electrical engineering and three years' experience in railroad-power-operated signal engineering work, including graduation from high school or possession of equivalent diploma and seven years' experience or satisfactory equivalent. (April 8-28)

2351. MATERIALS EXPERT. $5,450-$6,890. Fee $5. Written test June 26. Requirements: Seven years' recent satisfactory practical experience in the field of satisfactory equivalent. (April 8-28)

2350. WATER PLANT OPERATOR. $2,750-$3,830. Fee $5. Written test June 28. Requirements: one year of experience in operation of equipment used in controlling the purification of water, or not less than a half year of such experience plus related education sufficient to make one year. (April 8-28)

2356. ASSISTANT SIGNATURE ENGR. $3,250-$4,380. Fee $3. Written test July 2. Requirements: graduation from high school and one year of practical experience or two years toward an engineering or architecture degree or equivalent. (April 8-28)

E. M. J. PRODUCTS CORP.
New York, April 21 — Alfred H. Kirchhofer of Buffalo, editor of the Buffalo Evening News, has been named to the Board of Directors of Northwestern Mutual Life Insurance Company for a term ending December 31, 1958.

Mr. Kirchhofer succeeds Dr. Norman G. Moore of Ethica, who resigned.

GETS STATE DEM POST

ALBANY, April 21 — Virginia Mockel of Utica, has been appointed as New York State's representative to the Women's Division of the Young Democratic Clubs of America. Miss Mockel is the daughter of Alderman and Mrs. Joseph Mockel of Utica.

CONTINUED ON PAGE 10

E. J. SHANGRI-LA DRUM CO.

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State:

City:
State Acts On 24 Instances
increased the minimum salary for two, reclassified four, realigned seven. In addition applications for salary grade changes for 10 titles were filed.

The six reallocated titles are: assistant insurance agent for Insurance Department, grade 9, $3,670-$4,830; assistant insurance examiner, stores clerk, and stenographer, grade 31, $11,120-$13,390; assistant commissioner for Fish and Game, grade 31, $11,920-$14,050; director of Pish and Game, grade 32, $11,920-$14,050, and parole employment officer, salary remains grade 18, $5,840-$7,130.

The five classified titles are: clerical assistant, Education Department, grade 12, $3,870-$4,810, to grade 11, $4,080-$5,050; and senior housefather, grade 10, $3,870-$4,810, to grade 9, $4,080-$5,050, and senior housemother, grade 10, $3,870-$4,810, to grade 9, $4,080-$5,050.

The minimum salary has been increased temporarily for air conditioning plant operator to $4,560, fifth year rate of grade 10; district to $4,448, third year rate of grade 11; maintenance man (air conditioning) to $3,940, fifth year rate of grade 7; senior stenographer to $3,832, third year rate of grade 8, stenographer, $3,002, second year rate of grade 4; and supervisor of secondary education to $3,938, fourth year rate of grade 4.

Pay Appeals in 10 Titles

U.S. Asks Nominations For Training Course
WASHINGTON, April 21—The U.S. Civil Service Commission asked Federal agencies to begin consideration of candidates for its Full management internship program to be conducted in Washington, D.C., September 22, 1959, through January 30, 1959.

The training will be financial management in the government.

At the same time agencies will consider candidates for a council management internship, a series of lectures and discussions on the same subject. The institute will provide the internship program.

The five-month internship course will be open to 20 Federal employees selected from among those in grades GS-1 to GS-12 who are employed in financial management jobs.

Agencies may nominate for the associate, grade 46, $2,850-$3,610; physical therapy technician (title classification) to $10,050; assistant librarian, grade 15, $5,020-$6,150; supervising nurse, grade 15, $5,020-$6,150; instructor of anesthesiologist, $3,062; second year rate of grade 8, stenographer, $3,002, second year rate of grade 4; and supervisor of secondary education to $3,938, fourth year rate of grade 4.

Pay Appeals in 10 Titles

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The titles are: assistant insurance agent for Insurance Department, grade 9, $3,670-$4,830; assistant insurance examiner, stores clerk, and stenographer, grade 31, $11,120-$13,390; assistant commissioner for Fish and Game, grade 31, $11,920-$14,050; director of Pish and Game, grade 32, $11,920-$14,050, and parole employment officer, salary remains grade 18, $5,840-$7,130.

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CORRECTION CORNER

BY JACK SOLOD

The Case For Upgrading

The director of reclassification, J. Earl Kelly, has seen fit to deny the reallocation of correction officers from the R-11 grade to R-H. I attended the hearing and personally thought that a good case was made for the change. This would have raised the base officers and equaled all salaries when reaching 10-year pay. At present, over 20 different salaries exist for correction officer. Indeed, the salaries range from $450 to $850 for the same job, and all at their maximum would receive the same salary. Do not assume anything because it will not be right.

The adjustment in hours, the reallocations, and the no-loss-take-home-pay all play a role in confusing this matter. This is not a case for 40 hours for those employees who reached their maximum working 45, 44 or 45 hours. The attendees who reached their maximum in 1954, 1955 and 1956 have different maximums because of the no-loss-take-home-pay provision.

Kings Park Offers Nursing Scholarships

Young men and women who are high school graduates and wish to enter a career in nursing may find this opportunity awaiting them at Kings Park State Hospital. Scholarship Awards offered at Kings Park, Long Island, New York.

The three-year program of study leading to registered professional nursing includes a one-year program in general science and mathematics courses. The program also includes: Dr. Paul Bignell Boren of Yale University,Mr. Lefkowitz, some officers have picked up as much as $150 annually in the form of "guarantees." Between the State Legislature and the six-year term in office, there is an inherent danger that many men at top pay are $510 above the maximum set for the R-11 grade.

The 1059 session of the State Legislature a general pay raise is voted for reallocation. An inherent danger exists in the present salary system. Ten years' salary for R-H will mean $5,544, and as 1,700 officers in correction are now above the maximum set for the R-H grade. By Attorney General Lefkowitz, some officers have picked up as much as $150 annually in the form of "guarantees." Between the State Legislature and the six-year term in office, there is an inherent danger that many men at top pay are $510 above the maximum set for the R-11 grade.

It is imperative that the correction officers continue to fight for their salaries. Businessmen who are now taking a substantial salary cut. This situation is real and taking place. The Civil Service Employees Association has placed the reallocation before the Salary Appeals Board. If no action is obtained from the Board, a new appeal will be drawn up and we will try again.

Continued Fight Needed

Other Problems

This is the danger which some believe exists. Assuming that the 1959 session of the State Legislature a general pay raise is voted for reallocation. An inherent danger exists in the present salary system. Ten years' salary for R-H will mean $5,544, and as 1,700 officers in correction are now above the maximum set for the R-H grade. By Attorney General Lefkowitz, some officers have picked up as much as $150 annually in the form of "guarantees." Between the State Legislature and the six-year term in office, there is an inherent danger that many men at top pay are $510 above the maximum set for the R-11 grade.

Inflation Affects Retirement

Inflation is eating away your retirement. So you are looking forward to the day when you leave State service, relax, and spend your twilight years free from want. Wake up, dreamers, the experts are saying this will never happen.

Today, a petroleumifter, a respected news service to business for many years, has to say about pensions: Figure on re-} inking in five years? Subsequent 7 percent from your pension due to inflation. For each year you are not able to be applied toward the raise in pay? Ten years' salary for R-H is 1,800, and 7 percent of it is 126. As the present day law is, this would mean $5,644, and as 1,700 officers in correction are now above this salary, it would mean no increase for these men. This would result in a situation where new men and oldiers, and two such raises in pay would ultimately result in equalization of pay for all.

As in past years, some mistakes will be made in our new pay checks. The adjusted amounts are so technical that It is imperative that the correction officers continue to fight for their salaries. Businessmen who are now taking a substantial salary cut. This situation is real and taking place. The Civil Service Employees Association has placed the reallocation before the Salary Appeals Board. If no action is obtained from the Board, a new appeal will be drawn up and we will try again.

Continued Fight Needed

By A. J. COCCARO

New Pay Checks - Confusing!

Everywhere you go employees are still trying to figure out their latest salary checks. The adjusted amounts are so technical that it is imperative that the correction officers continue to fight for their salaries. Businessmen who are now taking a substantial salary cut. This situation is real and taking place. The Civil Service Employees Association has placed the reallocation before the Salary Appeals Board. If no action is obtained from the Board, a new appeal will be drawn up and we will try again.

continued
Lyons. Fifty-two members attended. The meeting was held at the Bridge Tavern in Lyons. The meeting was called to order by President Ward. Matters affecting State employ-ees were discussed.

The banquet, which began at 6:30 P.M., was attended by 80 members and (State) official. Among those attending were: President John B. Lyons; superintendent of Canal Department, E. W. Rice; assistant superintendent, Mr. Huydawalski; assistant superintendent, Mr. McPherson; assistant superintendent, Mr. L. M. Ronan; and secretary, Mr. S. S. Mclntec of District 3 who was recently presented with a 25-year service pin by Mr. Mclntec of the Syracuse district council.

Harry M. LaVerre was toastmaster. Mr. LaVerre is president of the Barge Canal chapter, ON. RA. A prayer was heard before the dinner.

Alcorn and Butler
To Speak at Ete

William A. Elcorn, distribute number 21—mode Alcorn, Republican, and Paul Butler, Democrat, president of the chairman of their political parties, will speak at the Lockport Recreation Building on Monday, December 18, at 7:30 P.M. The meeting will be addressed to the public.

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Central Islip

Central Islip State Hospital is holding its third annual Bowling Jamboree on May 3. Four teams are participating. The bowlers are scheduled for the morning and afternoon. The awards ceremony and dancing will be that night.

Manhattan State

The Manhattan State Hospital bowling team is preparing for the Mental Hygiene Handicap Bowling Tournament to be held at Central Islip State Hospital on May 3. The Manhattan team members are R. Carfagno, T. Gallagher, G. Griffin, F. Burckel, C. LeCours, L. Mackay, M. Shauna, M. Samsok, F. Murphy, C. McLean, and D. O'Neill.

Mike Samko has taken the lead, with Ralph Carfagno a close second. Mike has a long, low, sidespinning shot that will be a killer with his new ball. Rob McGee still holds the high single. Griffin is listed fourth fast and McLean and Murphy have hidden potential. Butcher, Burckel, O'Neill, and Gallagher are saying their big stuff for the tournament.

James P. McGee of the power house bowling team is being considered for a braver Into rescuing a female patient from the icy Hudson River. All bowlers are invited to attend ceremonies the night of May 3, at 3:00 P.M. at the Assembly Hall on Wards Island in participating in the trip. There will be music and refreshments.

Get well wishes were extended to Steve Durf, Bill Kilby, John McMahon, H. McCarty, A. Jones, T. Franklin, and F. Fahey.

Any member of the chapter who is not returning to the mainland is notified Larry Lillis, extension 430, and this will be quickly corrected. Members who have been invited that they would like to have in The Leaders are informed to give the information to Leon Sandman, Secretary. The Department before Wednesday.

Mental Hygiene Open House Week, April 29 to May 4, will be observed at Manhattan State Hospital with the following schedule: April 29, 10 A.M. to 3 P.M., a visit to the Medical Surgical Building. April 30, a demonstration of musical programs with children led by the Music Therapy Room of the Assembly Hall; May 1, a demonstration of Educational Surgical Building, and May 2, a demonstration of all musical activities in the Assembly.

The Open House schedule has been coordinated with the Recreation Committee of the National Association for Mental Health in charge of all musical activities.

One will have the opportunity to present employee programs that are under consideration very helpful.

The meeting is open to the chapter members and the membership, and all chapter members will wish to extend their congratulations to the following members: Archibald Cornelius, Leon Sandman, John M. McCall, F. McCarty, Nelson Green, James Williams, Prince Henry, H. Martin, James Graham, Patrick Cullinan, Frances Black, R. Carfagno, Lillian Mackay, Frank Walsh, Mrs. O'Neill, and Sophie Menchetti.

Each member should try to introduce himself to the other members. There is a large number of new members. John Haines, Henry Doty, and Paul Bucella. The Membership Committee and Larry Lillis are in charge of the Welcome. Membership continues to go higher, and as usual credit, regardless of type. This is to be made available to employees and their families.

North Dakota

A new member of the Civil Service Employees Association is Martin Geraghty, chairman for the Locals of the National Association for Mental Health.

One should register at a long illness. A cause is why for blood donors to establish credit for Manhattan State Hospital employees at the American Red Cross blood bank. Any employee may volunteer as a donor. All donations are credited to employees and their families. If an employee or member of an employee's family is in need of blood, he can contact the chairman, John Wallace, extension 488, and M. Walling will arrange the credit, regardless of the type. This is to be made available to all employees, and they are asked to support it fully. Call the chairman now and make an appointment to donate. The first group should be held at 2:00 P.M. for four hours.

The 48th work week has passed, and it was through the untiring attention and efforts of the Civil Service Employees Association, which introduced the bill, that its passage was effected.

On Sunday, May 4, two Manhattan State Hospital directors, members of the Civil Service Employees Association, will be honored at a special presentation ceremony in the assembly hall at 10:30 A.M. Robert Baker will receive the psychiatric aide achievement award for 1957 and James P. McGee will receive the Carnegie Hero Medal. All employees, their friends and relatives are invited to attend this tribute to outstanding employees of New York State.

Get well wishes are extended to William Mates, William Kelley, Adele Paulsen, John McDonald, Brian Martin, Aaron Jones, Mary Facyt, Francis Tancrpsi, Steve Durf, and all other employees who are sick at this time.

20 SUPERVISOR GROUPS GRADUATED AT WAASSAIC STATE SCHOOL

Twenty-two supervisory employees of Waassiac State School received certificates on completion of 30-hour courses in fundamentals of supervision. Augustus Minogue, who recently completed the training course for leaders of Waassiac State Hospital, received his leader's certificate. Robert L. Soper, who led both groups, was awarded instructor's certificates.

Top picture, from left, Dr. Ernest S. Staples, assistant hospital director who presented certificates to employees Paul Dobles, Alice Tellerley, Antony Scalll, Adeline Foley, Robert Soper, Dorothy Polkmanus, Augustus Minogue, Norma Germano, Frederick Mengon, and Laura Remsburger. Absent were Anne Keeler, Charlotte Johnson, and Patrick McCreary. Bottom picture, from left, Dr. George F. Ellis, hospital director, presents a certificate to Alice Rogers; other graduates, Clement Buckley, Alven Koye, Mary Goggiollf, Margaret Edeworth, Margaret Ferone, Harry Pars, Catherine Bol, and Sophie Menchetti. Absent were Julia Miller and Dorothy Edwards. The classes were given at different times.

Scout groups at Rockland State Hospital took place in the children's unit auditorium and was attended by 104 Cub Scout and Explorers.

The annual Blue and Gold Dinner for the Scout units at Rockland State Hospital took place in the children's unit auditorium and was attended by 104 Cub Scout and Explorers.

Officially present representing the scouts were Ronald G. Paulson, Rockland County Council Chief Scout Executive; Richard C. Maccom, chairman of the hospital's Scout Executive Committee; Benjamin Anderski, committee member, and Oscar Sole, institutional representative on the Local Council.

Other guests were Margaret T. Anderson, member of the hospital's Board of Visitors; Dr. Alfred M. Stanley, Hospital Director; H. Underwood Birdell, business officer; Dr. Dina Soble, supervising psychiatrist of the Children's Unit; Ora Gorniak, supervising nurse; Dr. James Frazer, Catholic chaplain and Rev. Ernest W. Churchill and Rev. Charles Unger, Protestant chaplain.

The evening's program was led by Charles W. Harwood, scoutmaster in charge of the hospital's Scout units. Emil M. R. Pollmann, member of the Scout Executive Committee, was toastmaster.

At the Court of Honor after the dinner, seven boys received their second class badges and clasps. Charters were presented to two new units, and to the five units already received by Mr. Pannell. The hospital now has two Cub Packs, three Boy Scout Troops and two Explorer Posts. Mr. Pannell also presented the five old units with national recognition ribbons and plaques for their part in the national program of "For God and My Country."

Troop 30 and Post 23 also received the national camping award for their outstanding camping program for 1957.

Scoutmaster Harwood presented training certificates to the Bold Scout Reservation — the national training school where professional Scouters are trained — to his assistant James Riedl and to Kenneth McCormick, assistant scoutmaster of Troop 30 and Post 23 in building the work. Mr. Riedl also received a training patch from Mr. Harwood in recognition of the work he recently completed in the district training program.

The affair closed with the entire group lighting individual candles and rededicating themselves to working to, repeating the Scout Oath.

The formation was led by Charles H. Harwood, scoutmaster, and the benediction by Chaplain Churchill.