The stand of the Civil Service Employees Association against industrial unionism in public employment was made known to the cross-country television and radio facilities of the national Broadcasting Co., following the announcement by the Teamsters International Union that it intended to organize 10,000,000 public employees. Said in a filmed interview with union leaders, John P. Powers, president of the association, said, "We do not believe that the methods, techniques, and procedures of industrial unionism are applicable to the civil service in general."

In essence, the Association president declared that the effect of public employee labor problems was too great to be solved responsibly by the individualistic and localized techniques of industrial unionism. His comments were carried by radio and television stations across the nation.

The Teamster statement described that it would not interfere with groups already organized, but less it felt that the organization was not doing a good job for employees.

Powers’ Statement
Mr. Powers said that "We like our independence and believe in it."

"We do not believe," he said, "that public employee problems can be handled within the framework of industrial unionism. We do not believe that the methods, techniques, and procedures of the labor union are applicable to the government service."

Mr. Powers said, "We recognize we are members of the great labor force in America, and we have recorded the dignity, status and economic recognition that are associated with the labor union. However, we believe that working for a governmental agency is not identical to working for an industrial corporation. Both affect the lives of all Americans, but one—the corporation—affects only a part of an American life, while the governmental agency affects the whole of his life, touching every minute of his day from the time he wakes up to the time he goes to death."

JOHN F. POWERS
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John P. Powers, president of the Civil Service Employees Association, made with the hotel — must be special arrangements have been made for the division of State Police, our independence and believe in our success. In order to keep abreast of all the progress of this retirement legislation, please send to the Civil Service Employees Association at the Annual meeting in October, to the state in which the bills were introduced.

Mr. Levitt indicated that most of the proposals would be submitted prior to the start of the legislative session. We were furnished with draft of the proposed rules and regulations for the Division. After analyzing them, we furnished you with comments which essentially protested every single word of each paragraph of each rule, but no rules any formalized provision for that aspect of the rules which was more appropriately termed "Attendance Rules."

We are advised that we are deprived of the present status of this matter and that rules, including Attendance Rules, for the Division of State Police be promulgated after we have had an opportunity to consider the proposals in this respect. For your assistance, we enclose copy of our letter to you of November 7, 1957 commenting on the draft submitted to us.

Calls for Classification
We also call to your attention the December 1, 1957 editorial which included the following: ‘‘The Teamster statement described that it would not interfere with groups already organized, but less it felt that the organization was not doing a good job for employees.

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The twin-Conference workshop on retirement legislation, which for years has insisted on annual retirement allowances, a third would give employees vested retirement allowances in the contributions of their employers and a fourth would re-open the 55 retirement schedule.

The association also asked that the Governor's Committee, of which Mr. McNamara is a member, that the State Civil Service Department and Classification and Compensation would classify and allocate civil employee retirees to the salary grades provided for in Section 46 of the State Civil Service Law.

What is Wanted
The CSEA letter of November 7, 1957 referred to in Mr. Powers' letter, requested the Superintendent of State Police to include in the classification of State Police the various matters which are found in the State Retirement Allowances Law, which are not included in the State Retirement Allowances Law. (Continued on Page 16)

Two Correction Aides Promoted
ALBANY, Dec. 15—State Correction Commissioner Thomas J. McGiugh has announced two de

The promotions, provisional and preliminary service examinations, were effective Dec. 16th.

Mr. Daley has been appointed chief communication clerk at $6,118 a year. Mr. McNamara has been promoted to senior administrative assistant at $7,750 a year.

Both men are career employees. Mr. McNamara succeeds Harry L. Daley, who retired last year. Mr. McNamara has been with the State Civil Service Commission 52 years of state service. Mr. McNamara, now a principal accountant, steps into Mr. McNamara's former job.

Mr. Daley has been with the department 27 years. Mr. Daley, now a principal accountant, steps into Mr. McNamara's former job.
Bargain Priced European Trips Are Being Offered By 3 CSEA Conferences

Grand tours of Europe at bargain prices have been arranged for members of three Conferences of the Civil Service Employees Association and will take place next August.

The Metropolitan, Western and Capital District Conferences are sponsoring the tours and in each area the tour is limited strictly to Conference members and members of their immediate families. The tours will all sell for less than $100 and include round trip air transportation, all hotels, all land transportation abroad, most meals, sightseeing tours, guides, tips, porters, etc.

These travel offerings are designed to fit the pocketbook of the person who ordinarily could not afford a trip to Europe but the quality of the journey is first rate. The low price is made possible by choosing the same Itinerary abroad, and it will be England and in addition to many the “Pun Capital” of Germany, following this will be a two-day visit to romantic old Heidelberg and its famous castle. Finally, the tour comes to its last stop abroad in Frankfurt, from where planes will return the groups to their various cities.

Specialized Tours, Inc., will handle the travel arrangements.

George J. Silver Handles Publicity For Sixth

George J. Silver has been appointed publicity chairman for Hefco, a religious and cultural organization for Jewish employees in the Department of Hospitals.

Civil Service Employees Association announces its annual EUROPEAN TOURS for 1959

You’ll enjoy a MONTH-LONG vacation in 6 fascinating European Countries:

England Holland Germany

Switzerland Italy France

for the budget price of only

$815.00

Your choice of 4 sailing dates:

FRENCH LINE
CUNARD LINE

CS-A April 25 - May 17 (32 days) CS-B May 15 - June 18 (32 days)
CS-C Sept. 12 - Oct. 15 (34 days) CS-D Sept. 18 - Oct. 19 (32 days)

Specialized Tours, Inc.
266 Fifth Avenue
New York 1, New York

CS-A  CS-C
CS-B  CS-D

L’Ongare 4-3939

Srl:
Please send me further information on your European Tour checked above.

NAME

ADDRESS

CITY

STATE

County
State Assembly Majority Leader Joseph F. Carlino and Deputy Majority Leader Marvin Issel have announced that the 1959 Democratic legislative program will include proposals to allow the State of New York to construct and operate parking facilities in Albany, in order to accommodate the employees of the State's central governmental offices. The second bill authorizes the Superintendent of Public Works to develop and construct a parking system within the capital district. The third bill, which is still under consideration, will authorize the construction of a parking facility on the site of the old State Capitol.

In the first of these measures concerning the Democratic parking plan, 60,000 vehicles would be accommodated from the annual construction fund for acquisition of a site by the Superintendent of Public Works.

The second bill authorizes the Superintendent to contract with the New York State Employees Retirement System for construction of the parking facility, while the third bill authorizes the Superintendent of Public Works to convey or lease the property to the Retirement System for a term of years. The bills are in process at the present time.

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Immediate Jobs Open to R.N.s

There are immediate vacancies at the U.S. Public Health Service TB Hospital, Manhattan Beach, Brooklyn for permanent, per-diem and part-time nurses. Salaries start at $17.28 per day, plus a uniform allowance.

Employees in temporary, per-diem and part-time jobs come under the Social Security plan. Permanent employees come under the U.S. Civil Service Retirement System.

Licensed registered nurses with more than one year of hospital experience in the last three years qualify for the $17.28 jobs. Graduate students or nurses with less than one year's experience may start at $15.00.

Apply to Catherine M. DeMino, Personnel Officer, U.S. Public Health Service Hospital, Manhattan Beach, Brooklyn 36, N.Y., telephone DILley 2-1001, extension 852.

Operating Engineers Get Sole Bargaining Rights

The Municipal Operating Engineers have been certified by Labor Commissioner Harold A. Pols as exclusive collective bargaining representatives for stationary engineers (except) in the New York City Departments of Public Works and Water Supply, Gas and Electricity.

Felt Talks on Planning

Jommer Felt, Chairman of the City Planning Commission, addressed more than 1,000 New York City employees at city planning at the Metropolitan Vocational School. Lewis Oertig, Register, was moderator of the meeting, one of a series of City employee meetings on the administration of the City.

Better Living Distributors, Inc.

76 WILLOUGBY STREET
Brooklyn 1, New York
Main 5-2600

Every month a state employee in Albany who is returning from a hip injury looks forward to a special envelope. You see, inside this envelope is a disability check for $100 which this woman uses to help make her regular living expenses. To date, she has received 30 checks or $3,000. You too can protect against loss of income due to accident or illness by enrolling in the C.S.E.A. Plan of Accident and Sickness.

Before another day goes by, get in touch with one of these experienced insurance counsellors in our Civil Service Department.

Better Living Distributors, Inc.
U.S. Jobs Open in Metropolitan Area

The U.S. has listed its most urgent needs for filling jobs in the New York-New Jersey area. The job listings were created by the Executive Director, Board of U.S. Civil Service Examiners at the address given, unless otherwise stated. Examinations are open continuously. Salary cited is wise stated. Examinations are open continuously.

U.S. Military Academy, West Point, N.Y.
- Nurse, $3,255, VA Hospital, Kingston, N.Y.
- Stenographer and typist, $3,255, VA Hospital, Scranton, Pa.
- Tab machine operator, $3,255, VA Hospital, Norfolk, Va.

U.S. Navy
- Tailor, $2.06 an hour, U.S. Naval Hospital, Montrose, N.Y.
- Medical Equipment Repairer, $2.28 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.
- Carpenter, $2.32 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.
- Armament Field Systems Repairer, $2.28 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

U.S. Tax Department
- Grocery store stock clerk, $2.52 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.
- Armament Field Systems Repairer, $2.28 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

New York City Police Department
- Patrolman, $2.87 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.
- Armament Field Systems Repairer, $2.28 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Typical U.S. Pension Is $170 a Month

WASHINGTON, Dec. 15 - A total of $170 a month in annuities has been paid by the Civil Service Retirement program to retired Federal employees, the Civil Service Retirement Commission reported today.

The typical civil service retiree under the law as amended in 1956 was a man who had retired after 30 years of service to an average monthly salary of $8,460. The typical wage earner had a monthly salary of $170 to $480.

Social Security Benefits Rise Jan. 1

Disabled and retired employees and their dependents and beneficiaries will receive increased Social Security benefits starting January 1, 1959, to compensate for planned increases in prices.

Fireman Applications

If after checking the Official Key answers, you find that you had as many or more correct you should start training immediately for the Physical exam in which you will be required to perform the following feats of agility and strength:

- Time Allowance: 50 minutes

Questions:

1. Abdominal Lift
   - 30 Reps with one hand and 75 lbs with the other

2. Abdominal Lift (Dumbbell)
   - 30 Dumbbell, each hand

3. Strength (Back)
   - 30 lbs, with one arm and 75 lbs with the other

4. Strength (Pectorals)
   - 30 lbs, with both arms

5. Jump (Dumbbell)
   - 30 lbs, with both arms

Physical exams will be held within 9 or 20 months—according to Civil Service regulations, depending on the Fair Labor Standards Act. Each will be held at the nearest station office. Each will be held at the nearest station office. Physical exams will be held at the nearest station office. Physical exams will be held at the nearest station office. Physical exams will be held at the nearest station office. Physical exams will be held at the nearest station office. Physical exams will be held at the nearest station office. Physical exams will be held at the nearest station office.
Appraisal Is in Order

I T WOULD be well for New York City to take stock of its last four years of experience in personnel administration, as the Civil Service Reform Association proposes. Civil service administration was reorganized and the Career and Salary Plan instituted during that period.

Naturally an appraisal of that kind should not be made by the officials whose work is being appraised. The association proposes an Independent, impartial committee made by the officials whose work is being appraised. The committee would not seek anybody's scalp but would have as its objective the still further improvement of civil service administration. There is room for improvement and always will be, so long as civil service is in the hands of human beings. Perfection is something that is distant and always welcome suggestions of how we can do a better job.

US Shows the Way

The FEDERAL government, in increasing the number of jobs for which travel allowance to one's first post is granted, enables an applicant to put himself in a position more nearly equal to private industry's in seeking recruits. Also the Federal government is moving, even though slowly toward a more realistic and objective method of settling salaries. Its in-service training courses are now extra-regular on-the-job training. Federal employees in scientific laboratories and factories are no longer restricted to inspectors of work quality and to income tax investigators. They are learning in outside industry how to do their regular work better inside government.

Social Security Questions

I WAS a steady employee at the telephone office until my health failed completely. My husband has been my dependent for years since as a lineman in 1935 he fell from a telephone pole. This year after due process I was advised that I qualified as a former worker for disability insurance benefits under social security. I expect to marry in December. I am 54 years old. My question is this: Can my husband file for Social Security and paid my medical costs? W. W. W., O. K.

There will be no insurance benefits to you if there are any benefit privileges under Social Security. What would you do if your medical costs are not covered? W. W. W., O. K.

I AM UNMARRIED and live with my 65-year-old parents whom I support. I have been told there are benefits under Social Security. What would you do if your marriage is not covered? W. W. W., O. K.

There will be no insurance benefits to you if there are any benefit privileges under Social Security. What would you do if your medical costs are not covered? W. W. W., O. K.

I AM A TRACTOR in the local public schools and get paid an annual salary of $5,000. I receive a paycheck every month, but I do not teach school in the months of July or August. I am a widow and receiving Social Security benefits of my late eight-year-old daughter. Am I entitled to checks for these months of July and August? W. W. W., O. K.

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Three Con Ed Men Talk on Safety

The Coordinating Committee for the New York City Safety Program was addressed by three Consolidated Edison Company experts at a meeting in the Municipal Building, Manhattan. They were William Leone, assistant director of safety services; Ray C. Earle, assistant superintendent of outside plant construction, and Henry J. Ellison, superintendent of training and safety. Daniel F. Michilman is City Safety Director.

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See us FOR LOW PRICE

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- "Snook-Alarm" permits extra morning nap—turns buzzer off, it comes on again in seven minutes!
- Wakes you to music, or buzzer alarm
- Lulls you to sleep, turns itself off
- Turns appliances on or off
- Phone-jack for record player
- Dial Bead, Vernier slide-rule tuning
- Fully molded cabinet back
- G-E electric clock has luminous hands, lever type controls
- Powerful G-E Dynapower speaker
- 4 tubes plus rectifier; AC only
- Choice of colors: Ivory, Pink, Turquoise

Price includes 90-day warranty on both parts and labor.

CHAMBERS ST. MART
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New York City

vive la différence

AMPLEX FLASHBULBS

There is a difference in flashbulbs—
And Amplex, the only premium bulb at a popular price, proves the difference. Only Amplex Flashbulbs are individually, electronically pre-tested for guaranteed results. Amplex Blue Stem Insures Flash Success.

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FREE! WIN YEAR'S SUPPLY OF AMPLEX FLASHBULBS!

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64 LAFAYETTE STREET
New York City

NEW! NEW! NEW!

POLAROID Land CAMERA

AMAZING RAPIDITY QUALITY

BETTER LIVING DISTRIBUTORS, INC
76 WILLOUGHBY STREET
Brooklyn 1, New York

NEW DEAL RADIO

87 SECOND AVENUE
NEW YORK
GR. 5-6100
ADDITIONS TO STAFF
PENSION BUREAU GETS
York City Board of Estimate. An
appropriation of $25,000 was made
for additional personnel.
Pension retirements.
many for many yet in at your
reorganization thru the year. An}'on<o<lumination from
Party or any other ^atherinir yott may
The Hampton Chandelier Room
BARTKE'S LIQUORS
Albany, N.Y. 4-8992

STATEMENT

Upon the petition of The Public Ad-
In Testimony Whereof, We Have caused
the seal of the Surrogate's Court of the
County of New York, to be hereunto
affixed.

JOHN J. DEVLIN
Clerk of the Surrogate's Court

Malt is the heart of the brew
and Heedrick uses Choice Malt

HEDRICK BREWING CO., INC., ALBANY, N.Y.

Havens Electric Co., Inc.
COLONIE & MONTGOMERY ST., ALBANY, N.Y.
4-1201

George & Josephine
Halmovets
225 STATE ST.
ALBANY, N.Y.

Farnham's Restaurant
79 CHAPEL ST.
ALBANY, N.Y.

EARL B. FEIDEN
Electrical Appliance TV
897 NEW LODI ON RD.
Latham, N.Y.

State Restaurant
182 STATE ST.
10 Steps From The Capitol Bldg.
A NICE PLACE TO EAT

GOODRICH DISPLAYS
350 BROADWAY
ALBANY, N.Y.
4-6258

SCHATZ STATIONERY
Greeting Cards - Leather Goods - Printing
49 MAIDEN LANE
ALBANY, N.Y.

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Legal 2 family, 2 separate apt., plus 2660 sq. ft. in basement, economical heat. All vacant on title.  LIVE FRENTE

ST. ALBANS $9,990  DUTCHESS COLONIAL $10,990
Detached bungalow, 50x100, finished basement with kitchen, garage, 2-bedroom apt. Upstairs 3/2 bath. FURNISHED APARTMENTS

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PORT JEFFERSON, L. I.

NEW LEGAL 2 FAMILY
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VETERANS REALTY CO., 40-19 Junction Blvd., Jamaica, New York, has been appointed Sales Agent for Clifton Homes, a collection of brick homes for families, priced at $19,600. Homes include 6 rooms, 1 1/2 baths, full basements and garage. Sites are fully landscaped and city sewers in and paid for. Buildings are completed and possession is guaranteed within two weeks. Call down payment as low as $1,500 with the balance on FHA 30 year mortgage. The Sales Agent will protect brokers who have clients interested in these houses.

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ACTIVITIES OF EMPLOYEES IN STATE

ST. GEORGE GROUP PLANNED FOR COURT EMPLOYEES

A meeting to discuss the organization of a St. George Association among employees of the courts in all boroughs of New York City was held in the Municipal Court Building in Manhattan.

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**ACTIVITIES OF EMPLOYEES IN STATE**

**Public Works, Dist. 4**
- Chapter, CSEA
- Christmas Party this year at the New Triton Hotel on December 18.
- The agenda for the evening will be a dinner of prime ribs of beef followed by dancing and entertainment. Music will be provided by the band and the band.
- Now that 1959 is coming to a close, we extend our best wishes and extend our congratulations to the health of the following retired members:
  - Robert E. O'Malley, Sidney Tovar, Thomas McFarlane, Ray Robinson, Fred Douglas, Roy Hill, Valentine, James C. O'Call, Paul Chase, James Dowdell, George Miller, J. P. Lucas, Fred Hemple, David Quinn, Edgar Lewis, Francis Cole, Ray Casper, and Charles Moritz. We hope that these will be repairing old friendships at the CSEA Christmas Party.

**With the bowling season now upon us, the ball game is rounding into shape. As of this date, the Conchelo’s are leading the way with 20 strikes on record. Fred Grover, Bob Bossidy, and John Munch are the three bowlers, and Fred Grover has shown up high point of 236.

**Metro Armory**
- The annual Christmas party for employees will be held on Tuesday, December 23rd at 199 Church Street, in the Manhattan State Armory.
- Francis DiCharme, chairman of the party committee, announced today that the annual Christmas party for employees will be held on Tuesday, December 23rd at 199 Church Street.
- The party is sponsored by the Metropolitan Public Service Commission. The entertainment will be provided by a Hollywood-style band and a hearty invitation is extended to all employees, their families, and friends to attend this affair. The program is at work performing the necessary functions to insure a minimum of costs for all.
- The prices are each $5.00, and the party is expected to be popular.

**Westchester**
- Under the sponsorship of the Westchester chapter, a meeting was held to discuss the problems confronting the chapter.
- The meeting was conducted by Andrew Dowdell, director of the chapter and chairman of the chapter membership committee.
- Benjamim Schermer, Field Representative, presented a round-up of departmental work and the club’s membership, and announced that the topic is receiving wide interest in all municipalities of Westchester.

**Eligibility Regulations**
- Employees who are on an employee who works more than 20 hours a week and whose annual salary rate is $2,000, or who is appointed or elected for a term of 6 payroll periods or more, is not scheduled for termination of employment within 6 payroll periods after group effective date.

**Health Plans Compared**

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<th>Health Plans Compared</th>
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** NOTE:** This outline is intended for general comparison purposes only and is subject to the terms and conditions will be the same as those specified by the insurance company.

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already in this country. The re- 
and rules as ends in them- 
the tolua system": 
the Oswego Valley. 
and provisional non-civil service 
the only practical solution is sac- 
the Civil Service Commission 
 pulsations. social security, better 
ance machinery, unemployment 
ment of 1,350 out of a possible 
the State. "He added that "CSEA 
and Sayles Pharmacy of 
Knights, who will complete the 
Civil Service Employees As- 
Hudson River Not Resting On Laurels in Drive For 
100 Per Cent Membership

The delegates at the last annual 
meeting of the CSEA in October 
announced a resolution calling for the continued effort of CSEA to secure for institutional office employees the same work week as is performed by State employees having the same duties in the administrative State Departments throughout the State. 

The State institutional office employees work the additional 2 1/2 hours per week without additional pay. The Mental Hygiene Em- 
ployee Association adopted a similar resolution at their meeting also held in October.

The Civil Service Employees Association has sought removal of this discrimination against institutional office employees and has appealed to the Governor and the legislature on behalf of those employees.

CSEA is very hopeful that the New York State Grievance Board will decide in favor of 18 employees affected and that the State agencies in- 
volved will take the necessary steps to correct this discrimination within the State Office of Workers.