

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## The Right Man For the Right Job

Editorial page 6



**CIVIL SERVICE BEAUTIES No. 5.** This, we inform you breathlessly, is Bettie Reddish, a clerk in the State Health Dept., Albany. The photo was sent in by a discerning gentleman, Roy Cramer, also of the Health Department, who writes: "We are sure you will agree that we can produce other more attractive items than health forms, prescriptions and X-rays. Is there a doctor in the house who wouldn't gladly prescribe for this charming, attractive young lady? Bettie is 5 feet 7 inches tall, weighs 122 pounds. She's a former professional model, and still keeps herself in trim by part-time modelling. She has poise and swing."

## Jesse B. M. Suggests Personal Relations Plan

ALBANY, May 14 — Jesse B. McFarland, president of the Civil Service Employees Association, has written to all State department and agency heads and to the presidents of the Association chapters, urging confidence in the Personnel Relations program for State employees. His letter also offers constructive suggestions for improving the functioning of the plan.

### The Test Is Practice

His letter follows: "As you undoubtedly know, the Association is vitally interested in the success of the Personnel Relations plan initiated by the Executive Order of the Governor in February 1950. We know that you too are interested in the success of the plan, since a smoothly functioning Personnel Relations plan is of invaluable assistance to able administration.

"As is the case with all new ventures, the test of actual practice often discloses minor difficulties which were not apparent earlier.

### Some Dissatisfaction

"Some employee dissatisfaction was expressed to us concerning the method of the selection of unit panels in a few isolated departments or agencies. In these cases, the selection of the unit panels was done somewhat as follows. The employees were given petitions containing the names of the nominees for the unit panels. They were asked to indicate their selection and to sign the ballot and turn it in to the person in charge of the balloting. The criticism, of course, was on the ground that the ballots were not secret.

"I recognized that in most cases employee apprehension because of the lack of secrecy may well be unfounded. However, I am sure you will recognize, as I do, that complete employee confidence in the integrity of the system is as important to its success as the actual integrity itself is. Incidental-

WILLIAM F. MC DONOUGH  
P O DRAWER 125  
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ALBANY 1 N Y  
COMP

## Offers Five

## Split Shift Grievance Brought Before Hubbard

The split shift grievance, which has for many years been a thorny matter to various institutional employees, has been brought before the Public Employees Personnel Board for determination.

In a formal letter to Allen S. Hubbard, chairman of the Board, Arnold Moses, president of the Brooklyn Hospital chapter, Civil Service Employees Association, wrote:

"I have been authorized by the dining room attendants of the Brooklyn State Hospital chapter, CSEA, to bring before your board the grievance of the split shift. It is felt that the split shift grievance should be placed before your board because a decision, pro or con, would affect a substantial group of state employees throughout the state; that individual grievance panels cannot fully do justice to this particular grievance and it extends beyond an individual institution.

"It would be appreciated if this grievance could be brought before your board at the earliest convenient date and that I be notified of said date."

The split shift is a system in which employees do not work a continuous day, but have their working-time broken up. For example, an employee might go on duty at 8 a.m., work till noon; then have four hours off; then go on duty at 4 p.m. and stay on till 8 p.m. Employees working such hours often maintain that they are in effect working a 12-hour day rather than an eight-hour day.

ly, I do not happen to be aware of the system used in your department or agency, and I am merely making the following suggestion with the hope that it may be of help in the future. I would suggest that the following procedure be used:

"Petitions containing the names of the nominees for the unit panels should be distributed to all employees. The employees should be instructed to indicate their choice of the nominees on the petition. The ballot should then be enclosed in a plain white envelope which should be sealed. This envelope should be enclosed in a second plain white envelope on which the employee should be instructed to sign his name and any other identifying material that may be necessary. This envelope should be sealed and turned in

to the person or persons in charge of the selection. The right of the employee to participate in the selection could be verified from the signature on the outside envelope. This envelope could then be opened and the inside envelope deposited in the ballot box. When it came time to count the ballots, the inside envelope would be opened and the tally made, thus insuring the complete secrecy of the employee's choice.

"I hope the above suggestion will be accepted in the spirit that it is offered and that you will accept my assurance that our Association will be happy to cooperate with you or your representatives in any matters concerning further utilization or development of the Personnel Relations machinery in your department or agency."

## State Civil Service Head Tells How Rent Agency Employees Obtain Permanent Status

ALBANY, May 14 — The permanent status granted to 230 employees of the State Rent Control Commission is effective as of May 1, it was announced last week by Edward Conway, President of the State Civil Service Commission.

The action affects 181 employees in the New York City area, five in the Westchester office, one in Poughkeepsie, three in Bingham-

ton, 16 in Buffalo, five in Rochester, seven in Syracuse, three in Utica, three in Watertown, and six in Albany.

### Who Is Permanent?

The conditions which determined the civil service status of the Rent Commission's employees were defined by the Civil Service Commission as follows:

"Employees who had obtained

(Continued on page 16)

## 'Leader' Seeks Candidates For Public Service Awards

The Civil Service LEADER publishes below a coupon on which readers are urged to make nominations for the first annual series of Public Service Awards of Merit. These awards, to be given each June, will go to twenty-five outstanding citizens outside of government who have done most for the public service during the preceding twelve months.

No public officials are eligible for this award, whose aim is to honor those private citizens who show unusual devotion to the public service for city and state. (For State employees, The LEADER conducts the annual Harold J. Fisher Memorial Award.)

Some Examples Cited Here are examples of the type of persons who would get consideration:

An engineer who developed a new safety device successfully installed on city transit system.

A private citizen who, at considerable personal sacrifice, has given time and effort to a civic organization aimed at seeing that the community gets the most efficient service from its public offices.

An architect who has done a

particularly outstanding job in providing a functional public building.

The field of eligibles is broad. The LEADER wants to know who they are. Use the coupon be-

low. If you have two or more suggestions, use additional sheets of paper. Please send in your suggestions immediately so that the selection committee can begin to sift those nominated.

Award Committee  
Civil Service Leader  
97 Duane Street  
New York 7, N. Y.

Gentlemen:

I hereby nominate for one of the twenty-five Public Service Awards of Merit the following person:

Reasons for my choice: .....

Name .....

Address .....

## Comptroller McGovern To Be Honored by Dinner Of Westchester Employees

WHITE PLAINS, May 14—The 1951 annual dinner-dance honoring State Comptroller J. Raymond McGovern to be given by the Westchester County Competitive Civil Service Association on May 24, will have an unusually heavy attendance, according to Anne H. McCabe, president of the Association.

The dinner-dance is being held at Schmidt's Farm in Scarsdale, and awards in a Popularity Queen Contest will be made that night. The voting is open to all County employees, and judging from the number of votes already cast, there will be about six strong entries.

Twenty-five-year Service Certificates are expected to be presented by County Executive Herbert C. Gerlach to employees who have become members of the 25-Year Club since last year.

### The Entertainment

Entertainment during dinner will be furnished by the popular Glee Club of the Westchester Parkway Patrolmen's Benevolent Association. They are directed by Emil Fanning. Sergeant Thomas Delehanty is club chairman.

Dignitaries from the State and Federal governments and most Westchester County officials, will be present. A partial list of those

who have already accepted invitations includes County Executive Herbert C. Gerlach, Supreme Court Justice Frederick G. Schmidt, former Supreme Court Justice William F. Bleakley, County Judge Arthur D. Brennan, Children's Court Judge George W. Smyth, Congressman Ralph A. Gamble, State Senators William F. Condon and Pliny W. Williamson, Assemblymen Samuel Falle, Theodore Hill, and Malcolm Wilson, Civil Service Commissioner Alexander A. Falk, Deputy Comptroller H. Eliot Kaplan, Deputy Commerce Commissioner Jane Fodd, State Insurance Fund Director William B. Folger, Personnel Council Chairman Mary Goode Krone, and Westchester Supervisors William F. Byrne, Jr., John L. Coward, William C. Duell, Louis N. Ellrodt, Jr., William F. Horan, Hugh A. Lavery, and Robert J. Sterling.

Jesse B. McFarland, President of The Civil Service Employees Association, will be a special guest, and Jerry Finkelstein and Maxwell Lehman, co-publishers of The Civil Service LEADER, will also be present. Margaret W. Trout is Dinner Chairman; John L. Beers, Reservations; Eileen Kelleher, Seating; Fred W. Usher, Publicity; and Leonard Mecca, Popularity Queen Contest.



# Local 'Fringe' Benefits Reported Increasing

Local employees, like those in private industry, are enjoying a growing number of "fringe" benefits.

Citing a recent survey of additional benefits provided to employees by the 28 largest U. S.

cities, the U. S. Civil Service Assembly pointed out that at least two-thirds of these municipalities now permit from 12 to 14 days annual sick leave and that half of the cities allow more than two weeks vacation to employees with

long periods of service. The study was made by Milwaukee's Civil Service Commission.

### Overtime

Most common practice with respect to overtime pay among the

surveyed cities is to grant compensatory time off to white collar workers and to pay laborers and craft employees at straight time or time and one-half rates. Chicago makes a unique provision for payment of its white collar workers for overtime work, however. In addition to regular rates, employees get 51 cents an hour per \$1,000 of annual salary for after-hours work.

### Sick Leave

Eighteen of the 28 cities provide sick-leave allowance of one day or more a month, and all allow unused sick-leave to accumulate. Three cities partially pay for hospitalization for their employees — Atlanta pays one-fourth, Detroit pays one-half, and Cincinnati pays the entire premium for its police and fire-fighters. New York City pays half the cost of a medical-surgical plan.

A majority of the surveyed cities allow 10 holidays during the year. Besides New Year's day, Independence day, Labor day, and Christmas, on which all cities allow their employees to be off the job, the usual holidays are Washington's and Lincoln's birthdays, Memorial day, Columbus day, Armistice day, and Thanksgiving day. About a third of the cities treat election day as a special holiday and allow at least a part of that day off.

Fourteen cities give long-time

employees longer vacations than two weeks, usually after five or more years of service. Generally, cities allow an additional full week of vacation after the required period of employment, or else they add one day vacation per year in city service up to a maximum. Permission to accumulate vacation leave is not general practice, with only five of the 28 cities including this provision in their vacation plans.

### EXAM STUDY BOOKS

Excellent study books by Arco, in preparation for current and coming NYC exams, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the NYC application bureau.

The books include ones for Bridge and Tunnel, Telephone Operator, Assistant Gardener, Assistant Foreman (Sanitation), Elevator Operator, Clerk, Grades 3, 4 and 5, Police Lieutenant and Fire Lieutenant. See advertisement, P. 15.

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## Abe Stark

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Members of the social committee of the James E. Christian Memorial Chapter, CSEA, State Department of Health, at meeting held May 1. From left, Dr. Arthur Bushel, Allan Raymond, Howard Wiltsey, Mary Sullivan, Irving Goldberg, Paul Robinson (chairman), Roy Cramer (publicity chairman), Betty Slick, Rita Furtell and Eugene Cahalan. Absent when the picture was taken were Anna May Lilly and Jane Wheeler.

## Agriculture and Markets Dept. Honors Employees For Long, Faithful Service

Forty-one employees of the Metropolitan Division of the State Department of Agriculture and Markets were honored for "long and faithful service to the public." H. Jonathan Mather is director of the new office at 93 Worth Street, NYC.

State Agriculture Commissioner C. Chester Dumond and Sherburne H. Fogg, executive officer of the department, presided at award presentations.

Heading the list of employees was Robert L. Clement, an employee of the department's Bureau of Plant Industry. Mr. Clement received a 25-year pin and certificate. The others represent that section of the department, as well as the Bureau of Food Control, Markets, Division of Milk Control and Administration.

### 20-25 Year Pins

Pins for 20 to 25 years' service went to Vincent DeMichele, H. Jonathan Mather, Evelyn Halpern and W. P. Shackelford.

The following were cited for 10 to 20 years' service:

Edwin C. Hart, Fay H. Salisbury, John R. Tank, Shepard Z. Baum, Erving W. Dunbar, Alice Joyce, Ralph P. Morgan, Julius Kremberg, Louis S. Wallach, Doro-

thy E. Hartstall, Catherine E. Dunn, Louis Auster, Morris Fein, Frank Gottlieb, Isaac Koenigsberg, Louis Selmanowitz, Anthony J. Farina, Ralph Bernstein, Richard A. O'Leary, Benjamin Penn, John R. Albee, Sidney E. Bennett, Lewis W. Landrum, George B. Voetsch, John G. Raycroft, Irving Neustein, Harold Eifin, Samuel Lamm, Matthew G. Rice, Robert E. Drumm, Thomas H. Anderson, Anthony J. Osekosky, Willard K. Schultz, William Feldesman, Leo B. Atkinson, and Walter B. Dudley.

### Buffet Luncheon

Open house ceremonies featured a buffet luncheon. Among the guests, besides Commissioner Du Mond and Executive Officer Fogg, were Assistant Commissioner E. V. Moore, Administration Finance Officer R. B. Adams, Bureau of Food Control Director C. R. Plumb, Bureau of Markets Director W. J. Birdsall, Bureau of Plant Industry's H. B. Little; Donald L. Brush, counsel to the department, was represented by his secretary, Alice D. Reilly, director of the State Institution Farms, R. S. Marshman and representatives of the Albany Office, Dorothy Smith and Mary Cronin.



Henry Galpin, new salary research consultant for the Civil Service Employees Association.

## Dongan Guild

The annual Friday dinner of the Dongan Guild of New York State Employees will be held on June 1 at Whyte's restaurant, 143 Pulton Street, NYC, at 6:30 p.m. in the upstairs dining room. Admission costs \$2.75 each.

Secretary of State Thomas J. Curran is chairman of the event. He is honorary chairman of the Guild. William J. Peterson is chairman of the arrangements committee and Mary Gavin headed the ticket committee.

# 150 Clip 'Leader' Coupon, Enter Association Art Show

ALBANY, May 14 — Charles Sheridan, Division of the Budget, chairman of The Civil Service Employees Association Art Show Committee announced at a meeting held Wednesday, May 9, that over 150 art entry coupons clipped from the Civil Service LEADER had been received by Philip Ker-

ker, field representative of the Association.

These coupons, along with numerous letters, indicates a widespread interest in the Art Show which will be held at the Albany Institute of History and Art Sep-17th to October 7th.

### Requirements

The committee also prepared

a set of entrance requirements modeled after those usually used by the Institute for exhibits. These requirements will be displayed on bulletin boards by posters, and will also be published in the near future in the LEADER. Mr. Sheridan stated at this meeting: "I am more than pleased with the faithful attendance and cooperation of the committee members. A hard-working committee such as this always makes for the success of any project."

### Committee Members

Members of the committee are: Margaret Ciccollella (Education) Helen Leahy (Retirement System) Margaret Mahoney (Public Service Commission) Nicholas Apgar (Health) Howard Blanchfield (Health) Vincent Popilizio (Education) Joseph Rothman (Public Works) Clayton Seagars (Conservation) Charles Sheridan (Budget) Dr. William Siegal (Health) Mrs. Clover Mikol Robert Wheeler, Director of the Albany Institute of History and Art.

### Who Is Eligible

Mr. Sheridan pointed out that all state, county, and municipal employees and or spouses residing in the following counties are eligible to submit exhibits to this Regional Art Show: Essex, Warren, Saratoga, Washington, Rensselaer, Albany, Columbia, Greene, Schoharie, Fulton, Montgomery, Schenectady and Hamilton.

# The Public Employee

By Jesse B. McFarland  
President, The Civil Service Employees Association



## An Open Letter to Nameless Letter-Writers

YOUR president occasionally receives letters in which the writer expresses criticism of certain Association policies and actions. Quite often these letters are unsigned or signed with such anonymites as "DISILLUSIONED, DOUBTING MEMBER."

Your president certainly could not answer all of these letters in an open letter in The LEADER, and certainly does not wish to answer any personal letter by any other method than a personal letter in reply. This, of course, is absolutely impossible to do when the letter-writer does not give the president the courtesy of his name and address.

Therefore, this open letter to The LEADER is a simple attempt on the part of your president to get across the idea that he hopes that letter-writers in the future, who have gripes and are disgruntled with the Association or its administration, will follow through with the signing the "DISILLUSIONED, DOUBTING MEMBER" to This will permit your president to reply and aid in helping the "DISALUSIONED, DOUBTING MEMBER" to solve his or her particular problems.

## Herkimer Chapter Finds Effective Membership Plan

ALBANY, May 14—The membership campaign of the Civil Service Employees Association is reaching new heights, with member rolls this year higher than ever before.

One of the methods by which membership is coming in is illustrated by a circular distributed to Herkimer County employees through the local chapter. The circular, headed by the seal of the Association, tells about the Association and its program. It is signed by John F. Mackesey, chapter president.

### What the Circular Says

The circular, which offers a suggested approach to other chapters, reads:

"THE HERKIMER CHAPTER of The Civil Service Employees Association invites your membership. This Association of over 51,000 public employee members, and the Chapter which is composed of your fellow employees, is devoted to your interest and welfare. It exists for YOU and YOUR fellow employees.

"THE FUTURE PROGRAM of the Chapter and Association will benefit YOU. It needs your support. The Chapter will request the County Board of Supervisors, the Herkimer City Council and other governing bodies to meet with the Chapter Salary Committee to discuss pay adjustments in 1952 to enable employees to cope with inflated living costs, and incorporate emergency increases into basic salaries.

"The Chapter seeks to establish retirement provisions for employees of units of local government not now so protected. It will endeavor to extend the protection of the competitive civil service status to more employees, to seek reclassification of position surveys where needed, and the liberalization of sick leave and vacation rules where such are inadequate.

"The Chapter has achieved a good start in gaining needed improvements for employees. Much remains to be done—your help is important. Since its organization, City of Herkimer and County employees have won salary adjustments and other improvements, to many achievements to better

public service and the conditions of public employees in our County.

### Replete With Achievements

"The history of the Association, since its inception in 1910, is replete with achievements for public employees. It gained the establishment of the New York State Employees Retirement Systems in the System since. It has tem in 1921 and many improvements continually improved the State Civil Service Law to promote the merit systems and protect employee interests. It has championed veteran rights and privileges. It has the know-how, its record proves this. The Association is independent, it is intelligent, it is recognized and respected. Its officers, board of directors and chapter officers and committees are regular employees elected by the members.

"Only thru the Chapter and the Association is it possible to secure necessary constant representation before local and state units of government. ALONE you can't do much—UNITED with your fellow employees in a respectable Association you can achieve great things. Membership in the Association and our Chapter is a good investment in YOUR future.

"Special prorated dues to September 30, 1951 for NEW members are now only \$3.00. Use the application printed on the reverse side and give it with your dues to any member of our membership committee listed.

"WE need YOU—YOU need US. We look forward to your membership in our Chapter and Association."

The chapter recently met in the Court Room, City Hall, Little Falls.

## McFarland To Answer Radio Quiz

It is announced by Marie Bolger, president of Biggs Memorial Chapter, that a transcribed radio program will be broadcast from radio station WHCU, Ithaca, on Tuesday, May 22. This program consists of a series of questions and answers about The Civil Service Employees Association and civil service and its effects upon the community. The moderator on the program is Mrs. Gertrude Grover of WHCU, and the questions will be answered by Jesse B. McFarland, president of the Association. This program will be broadcast between 9:30 and 10:00 a.m.

## Montgomery County

J. WEBSTER BIERMAN, president of the Montgomery County chapter, CSEA, announced that the regular monthly meeting of the chapter will be held at the Board of Education Building, 45 Division Street, Amsterdam, N. Y. on May 22nd at 7:30 p.m.

Vernon Tapper, chairman of the County Division membership committee of the Civil Service Employees Association, will be principle speaker.

# ART SHOW COUPON

The Civil Service Employees Association will hold an art show in Albany in the fall, from September 17 to October 7.

The Association would like to know about persons who would be interested in this type of show, and therefore it asks that members or relatives check one or both of the following.

- Civil service employee
- Member of immediate family

Type of art which you wish to exhibit:

- Painting
- Ceramic
- Sculpture
- Etching

Name .....

Street .....

City or town .....

Send filled-in blanks to Philip Kerker, The Civil Service Employees Association, 8 Elk St., Albany 7, N. Y.



# Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

## NYC

**SOL BENDET** has been re-elected president of the New York City chapter, The Civil Service Employees Association. The election took place on May 8. With Mr. Bendet, the following officers were elected: Albert Corum, 1st vice - president; Max Lieberman, 2nd vice - president; Grace Nulty, 3rd vice - president; Joseph Byrnes, treasurer; Michael Porta, financial secretary; Margaret M. Shields, recording secretary; Elvira Hart, corresponding secretary. James J. Chiaravalle was named publicity chairman. He requests all delegates to contact him at the State Office Building, Cortland 7-9800, extension 7153, for material to be forwarded to The LEADER.

## Ray Brook

AT THE ANNUAL business meeting of the Ray Brook chapter, CSEA, held May 2, it was agreed that the yearly dinner-dance would be held May 26 at the Elks Club in Saranac Lake. Walter Babbie, chairman of the

dinner-dance committee, and his aides are taking care of the details.

For the coming chapter elections, the following have their "hats in the ring":

President: Emmett E. Durr; William Wigger.  
Vice-President: John Bala; Clyde Perry.

Treasurer: Ernest Brusso; Fred Lupino.

Secretary: Eunice J. Cross. Voting dates are scheduled for May 17, 18 and 19. Installation of officers will take place at the dinner-dance.

President Durr and Secretary Cross plan to attend the Central Regional Conference meeting in Utica on June 23.

Volunteer work will soon begin on the picnic grounds where past storms created some destruction.

Thomas Sullivan, Sr. won the "Big Fish Contest" April award with his trout catch weighing 1 lb. 6 oz.

Those recently returned from out of town holidays were: Henrietta Farman, back from Hamiliton, where she visited her brother and sister-in-law, Prof and Mrs. Wilson Farman; chapter vice-president John Bala and his Mrs., returned from Buffalo, where they holidayed with his mother, Mrs. Stella Bala and family; Mr. and Mrs. William Wigger, back from their motor trip to Middletown, New York City, and Philadelphia; and Rochester, where they visited her parents, Mr. and Mrs. Andrew Francatti.

## Cash Prizes Awarded by Merit Board

ALBANY, May 14.—Cash awards have been presented to the following State employees by the Merit Award Board:

\$50 jointly to Jerome Bregstein and Howard Margulis, New York office of the Division of Placement and Unemployment Insurance, for a better method of recording data relative to the issuance of claimants' benefit checks.

\$25 went to Paul J. Otto of Albany, also employed in the DPUI, who devised a time-saving system for preparing certain accounting records by the use of tabulating machines. Mr. Otto previously received a \$50 award last Fall.

The following, all in the New York office of the Division of Placement and Unemployment Insurance, were awarded \$25, each:

Henry B. Feuerstein for designing a detailed chart which facilitates the computation of benefit claims.

Vallie Di Dio for form revisions that she proposed for standardizing the posting of records in all local offices.

Saul Volin whose simplified procedure for assembling material for Referees' Hearings will result in the complete elimination of previously required forms.

Certificates of Merit also went to:

Morris Alexander, DPUI, NYC.  
Joseph Genberg, Division of Veterans' Affairs, NYC.

Carmen L. Morrison, Bureau of Motor Vehicles, Brooklyn;

Jack Passin, Bureau of Motor Vehicles, Brooklyn;

Angela C. Rossi, Bureau of Motor Vehicles, NYC;

Helen A. Stroud, Department of Taxation and Finance, Albany;

Florence C. Winter, Department of Taxation and Finance, Albany.

Council and from Commissioner Moses.

At a meeting of the personnel

relations panel, the following were selected to replace three members, who were unable to accept: Jennie Allen Shields replaces Daniel Philbrick; Margaret Gansky replaces Patrick Treacy; Betty Lavin replaces James O'Malley.

A grand time was had at the retirement party for Nan Lyons: there was group singing, a buffet supper, refreshments, and dancing. Nan Lyon has served the State 47 years. She and Daisy Ballgowan are going to Ireland. Best wishes.

What has happened to the promised pedestal fans, showers, and couch facilities in the laundry? It isn't pleasant working there in the summer months. Chapter officers hope there won't be much more delay in installing these conveniences.

Maintenance men have appealed to the Salary Appeals Board. The Classification and Compensation Board recently rejected the Maintenance Man request for salary increases.

New schedule of chapter meetings: second Wednesday in June, September and November. Next regular meeting is June 13 in the Firehouse lecture hall, 4:45 p.m.

All members please come. The chapter extends deep sympathy to James Grub on the loss of his mother, and to Paddy Reilly on the death of his father, and to Mary Agnes O'Neill, whose brother passed away.

## James E. Christian Memorial

MEMBERS of the Social Committee of the James E. Christian Memorial Chapter, CSEA, State Dept. of Health, held their first meeting on May 1. Plans were completed for the annual picnic, to be held at Hogarty's on Burden Lake, Wednesday, June 27.

Included in the program and topping the list of events will be a picnic lunch of cold cuts, hot dogs, salads, coffee and cake, and the usual popular legal beverages.

The balance of the well-planned program will include boating, bathing, baseball, softball, dancing and other delightful pastimes.

## Broome County

THE BROOME County, chapter, CSEA, is taking active steps on civil defense. "Civil Defense means self-defense," says Mildred Pierpont, of that chapter, and continues: "We, as citizens of the United States, can no longer be apathetic toward the defense of our home in the event of disaster. We must protect our community and it is the duty of every one of us to do his or her share. Civil defense should be included in the program of the Civil Service Employees Association. Employees are asked to volunteer their services to the local Civil Defense Volunteer Office on the 4th floor of the City Welfare Building, 71 Collier Street, Binghamton." That's good advice. Other chapters, please copy.

A meeting of the Broome County chapter was held on May 10, with John E. Holt-Harris, assistant counsel of the Association, as speaker. The committees in charge of arrangements included the following names: Joseph H. Nolan, Larry Taylor, Laverne Hayes, Edna Saxton, Cecil Crowe, Martha Race, Charles Pierce, Clarence Chase, David Tingley, Hazel Kelly, Ida Gialanella, Jessie Every, Bessie Valentine, Iris Gaige, Louis Gutheil, Mildred Lacey, Lewis Greene, James Smith, Georgia Yetts, Mildred Pierpont, Marion Knight, Mary Adamosky... Larry Hollister, Association field representative, has advised the chapter that the recently-

amended County sick leave plan is similar to the State plan in that a physician's certificate is required for absences exceeding one day.

The chapter is investigating sickness, accident and health insurance.

President of the chapter is Lulu M. Williams, Room 210 Court House, Binghamton.

## Motor Vehicle Inspectors

OFFICERS of the Civil Service Employees Association will attend the sessions of the 14th annual meeting and dinner of the Motor Vehicle Inspectors chapter in Albany the afternoon and evening of Saturday, May 19. The dinner, preceded by a social hour, will be held at Panetta's Restaurant, Menands. Joseph J. Lettis, Queens Village, L. I., president, will preside.

## Chemung County

AT A RECENT meeting of Chemung chapter of The Civil Service Employees Association, John Kochan, Court Stenographer at the County Court House, was elected president for the coming year. Other officers serving with Mr. Kochan include: 1st vice president Kenneth West, Probation Department; 2nd vice president, James Hennessey, Water Board; 3rd vice president, Harry Piske, Education Department; corresponding secretary, Mary Louise Decker. (Continued on page 5)

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## Manhattan State Hospital

THE MANHATTAN State Hospital chapter, CSEA, reports:

The NYC Council has requested the Triborough Bridge and Tunnel Authority to consider a 10-cent toll for traffic going to the Bronx. The chapter has sent a letter to the Council asking the same privileges for the non-resident employees of the hospital. The employees, who resent the fact that they must pay a 25 cent toll in order to get to and from the institution, are anxiously awaiting an answer from the

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# Activities of Association Chapters

(Continued from page 4)

strict Attorney's Office; Recording Secretary, Madalon Sanstead, Public Welfare; Sergeant at Arms, James Daniels, Public Welfare; Representative on County Executive Committee and Board of Directors.

## Rehabilitation Hospital

**WILLIAM F. McDONOUGH**, executive assistant to the President of The Civil Service Employees Association, will be principal speaker at the annual spring dinner of the NYS Rehabilitation Hospital chapter, CSEA on Tuesday, May 15, at the Green Room, Hotel Lafayette, Suffern. Edward O'Keefe, president, will preside.

## Onondaga

**THE ONONDAGA** chapter, The Civil Service Employees Association, as of April 26, 1951, had a membership of 1054. Mrs. Juliet Pendergast, chapter president, will start a series of membership forums for the new members. The first will take place at the County Home. Purpose of these forums is to inform employees of Association policies and get suggestions for improvement of the program of the chapter. Mrs. Pendergast would like to follow this forum with one for the towns, villages, and school districts.

The employees of the penitentiary will be invited to attend, and Laurence J. Hollister, field representative of the Civil Service Employees Association, will be the principal speaker.

## Erie County

**A MEETING** of Meyer Memorial Hospital Unit of Erie Chapter, CSEA, was held at V.F.W. Post 77, with president Alois Molitor presiding. It was moved to take up the issue of the 40-hour work-week with county authorities as the most important item on the Chapter's program.

Mr. Molitor is to appoint a membership committee to cover all departments at the hospital and an active membership campaign is to be started to contact the 1290 employees at the institution.

The meeting was addressed by Charles R. Culyer, field represen-

tative of the Association. Mr. Culyer described the success of the Association's work in establishing the 40-hour work-week in New York State and the record of the Nassau chapter of the Association in having this work schedule established at the Meadowbrook Hospital, the county hospital there. The necessity of keeping membership at high levels was also stressed and report was made of the increased membership this year in the County Division of the Association.

A buffet supper was served by the unit officers after the meeting.

## Mid-State

### Armory Employees

**THE MID-STATE** Armory Employees chapter, CSEA, at its annual meeting held in the State Armory in Oneonta, on May 4, elected the following officers: Peter E. Smith, president; Thomas A. Barr, vice-president; Joseph A. Bush, secretary-treasurer.

At the conclusion of the meeting an appetizing dinner was served by the employees of the Armory in the Armory dining rooms.

## Dannemora State Hospital

**THE 1950-51** bowling league of Dannemora State Hospital wound up its season last week after a successful year. The contest was extremely close all season and came to a rousing final when Parker's "City Slickers", winner of the second half, turned in a 3-1 point victory over Kennedy's "Kountry Kids", the winners of the first half. Members of the victorious team were: Lloyd Welch; Clifton Everleth; Robert Parker; Bernard Wallace; and Harry LaVarnway. The handicap system worked well this year and the results were always in doubt until the final matches. League officers, Roger Bigelow, president and Bernard Racette, secretary, are to be congratulated on their outstanding work.

The league has completed its singles tournament with Arthur Tacy's 1015 topping Frank Hunt's 993 for first place. Frank Kim-

bell's 242 took high single game. The doubles will start this week. Five men maintained averages over 170, with Frank Kimbell 174, Frank Hunt and Owen Brooks 171, and Robert Brooks and Lloyd Welch 170. Six other men maintained averages of 160 or better. The honors for the most improved bowler goes to Michael Paciello, pharmacist.

Final team standings: Kennedy 69-43; Parker 62-50; J. Bigelow 58-54; R. Brooks 55-57; King 54-58; Gilroy 54-58; Wright 50-62; Hnt 46-66.

Present plans call for the annual banquet at Noah's Ark in Plattsburg on Tuesday, May 8, at 6:30 p.m. Turkey and all the trimmings is the promise to all the bowlers and their ladies. A three piece orchestra will play for dancing.

## Westchester County

**A DINNER** meeting of officers, directors and departmental representatives of the Westchester County Competitive Civil Service Association was held last week at the Roger Smith Hotel to plan an extensive membership campaign and to outline the functions of the representatives and officers in caring for the needs of the county employees in their departments. Ivan S. Flood, president of Westchester Chapter, spoke on the work of the Chapter throughout Westchester County.

Philip Kerker, of Albany, field representative of The Civil Service Employees Association, spoke on the work he had been doing in local units of the Chapter during the previous week.

Present at the meeting were Miss McCabe, Mr. Stearns, Mr. Flood, First Vice President John Breen, Treasurer Eileen Kelleher, Financial Secretary Ralph P. DelPino, Sergeant-at-Arms Solomon Leider; Directors: Max Garfinkel, Leonard Mecca, Julia F. Dugan, Margaret M. Hughes, Richard A. Flinn, J. Harold Keeler; Departmental Representatives: Flora Turner, Michael DeVecchio, Virginia DePerrior, Frances Marazio, Thomas McNulty, Loretta D. Smythe, Cecile Wingate, Mary Burke, Frederick Usher, Johanna E. Aguais, Doris G. Lynch, Terence Campbell, Elizabeth Holmes, Agnes K. Saunders, Theresa Irv-

ing, Margaret W. Trout, Mary DeNardo, Agnes Miller, Mary Brichter, Dorothy M. Smith, Esther Huzarsky. . . .

A testimonial dwinner was tendered Harry Southard, head cook at the Westchester County Penitentiary, upon the occasion of his recent retirement, by his associates and friends in the Department of Public Welfare. Mr. Southard, a long-time member of the Westchester County Competitive Civil Service Association, was

presented with a gift by Delos J. McKinstry, 2nd Vice President of the Association.

Paying tribute to Mr. Southard were Welfare Commissioner Stanton M. Strawson, County Jail Warden John E. Toucher, County Penitentiary Warden Paul R. Brown, John J. Taylor, Leland De Puy, and Joseph F. Meisner. Chaplain Townsend said Grace and Edward J. Suits acted as toastmaster.

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TUESDAY, MAY 15, 1951

## The Right Person For the Right Job

**R**EDUCTION in the minimum requirements produced for the NYC Civil Service Commission a record response in an exam for filling jobs as Bridge and Tunnel Officer. Formerly the standards were just below those for Patrolman and Fireman. With minimum height lowered and maximum age increased, in recognition of the fact that collecting tolls is the task of a clerk and not that of a peace officer, more than 5,000 men applied. The jobs, formerly difficult to fill, shouldn't prove so after the new list is established.

Civil service commissions have leaned toward increasing the minimum requirements, mostly to limit the number of candidates, although assuming that a better grade of candidates results. Now, with private industry offering such stiff competition, this trend is seen to have certain limitations.

The important lesson is this: the requirements for a government position ought to bear a closer relationship to the tasks performed than civil service commissions sometimes realize. The matter becomes particularly acute in time of manpower shortage. Just as there are civil service agencies that sometimes cast requirements too low, there are others which err toward the intellectual side, both in the setting of requirements and in the nature of the examinations held. Perhaps this reflects the more-or-less cloistered, bookish background of so many of the examiners.

The development in recent years of new kinds of examinations, the realization that a written test by itself is not the sole—nor indeed always the best—criterion of merit and fitness, is a forward trend. More vision and imagination are required. It would be good if the people who make up tests could spend time actually working on the job—actually collecting tolls, dealing with the ill in mental hospitals, and even digging ditches for public works departments. It would give them a closer view of the nature of the jobs performed, the kind of persons who should perform them, and the type of tests best suited—under varying conditions of manpower availability—for producing the right persons in the right job. This view, we feel, is a mature approach to a better merit system.

## COMMENT

### PHARMACISTS STATE CASE FOR UPGRADING

Editor, The LEADER:

Pharmacists and senior pharmacists in NYC service are grateful to Budget Director Thomas J. Patterson for the interest he is showing in obtaining better pay for them.

The present salaries paid by NYC have fallen far behind those offered in the Federal and State services as well as in private industry:

Pharm.: U. S., \$3,825 - \$4,575; State, \$3,846 - \$4,639; Industry, \$4,860 up; NYC, \$2,710 - \$3,260.

Sr. Pharm.: U. S., \$4,600 - \$5,350; State, \$4,710 - \$5,774; Industry, \$6,000 up; NYC, \$3,370 - \$3,970.

In the Federal and State services there are mandatory annual increases in all grades, while in NYC service the grade of senior pharmacist carries no mandatory increments. Thus a senior pharmacist working for the City is virtually frozen at the starting salary of the grade. Furthermore, the City salaries cited include the temporary \$250 bonus.

The Pharmacist Guild, an organization of all pharmacists in

the municipal service, has acquainted City officials with the gross unfairness of the existing salaries. The Guild, in its meetings with these officials, has repeatedly urged a salary upgrading for the entire Pharmacy Service.

Budget Director Patterson has intimated that he leans strongly toward the upgrading. We hope that his intention will bear fruit.

NORMAN SEGAL,  
President, Pharmacist Guild.

### THANKS FOR EDITORIAL COOPERATION

Editor, The LEADER:

I want to thank you for the swell write-up you gave our class dinner in The LEADER recently. The class and Mr. Hollis were very much impressed with it. As for the dinner, it was very successful and enjoyed by all. I feel good to know that I got such wonderful cooperation from you and Mr. Gonsalves of the Armory and that everybody was happy and satisfied.

EDITH FRUCHTHENDLER  
Secretary,  
Metropolitan Conference, CSEA

## WHAT EVERY EMPLOYEE SHOULD KNOW

Can You Be Physically Disqualified for Promotion?

By THEODORE BECKER

**SUPPOSE** you had to take a "tough" medical exam to get your appointment to an entrance level job in your department. Could you be denied promotion to a higher level job, presumably requiring less arduous duties, because of your physical condition at the time you seek promotion? Doesn't the fact that you have been retained in the lower grade position by your appointing officer indicate that you are physically qualified to do the job and, therefore, that you are physically able to do the higher job?

To answer these questions, consideration must be given to the respective responsibilities of the civil service commission, on the one hand, and of your appointing officer on the other.

After you pass the civil service commission's medical exam and get appointed to the first job, how you perform on that job is a matter for your appointing officer alone to judge. If your physical condition deteriorates, there is nothing the civil service commission can do about that job. Only your appointing officer has jurisdiction to decide whether or not you should be allowed to stay on. He may be willing to assign you to less arduous duties.

### Standard on Promotion

But when you apply for another job, even at a promotional level and even where its physical duties are less severe, your condition becomes a matter for the civil service commission to decide.

In making its decision, the commission is not bound by the fact you have been filling a more strenuous job to the apparent satisfaction of your appointing officer. The sole test is whether, in the judgment of the civil service commission, your physical condition is such that the commission would be willing to give you a certificate of qualification for the higher job. Some of the factors which it can properly consider were cited in a recent Supreme Court case in New York County involving a NYC fireman.

### His Stumbling Block

The fireman got military leave from his NYC job. While in the armed forces he suffered war-incurred disability. On return to his job he was assigned to lighter duties. He passed all parts of an exam for promotion to lieutenant, except the medical test. On the basis of the war-incurred disability he was disqualified medically.

### What the Court Held

The Court cited Section 21 (3e) of the Civil Service Law. This provides that a disabled war veteran cannot be disqualified for a war-incurred disability unless it ren-

ders him incompetent to perform the duties of the job he seeks. It pointed out, however, that the civil service commission "acting upon the certificate of disability from the Veterans Administration, which under the authorities it was bound to accept, together

with the recommendations of its own medical experts, was justified in concluding, as it had a right to do, that petitioner was physically unfit to perform the duties required of a lieutenant." (Connolly v Mongahan, 3/20/51 N.Y.L.J. 994 col 7)

## Civil Service Rights

By MORRIS WEISSBERG

### OUTSIDE JOBS FOR CIVIL SERVICE EMPLOYEES

**PUBLIC EMPLOYEES** are required to devote their entire time and attention to their work during assigned working hours. In most cases these hours are from 9 a.m. to 5 p.m., for five or five and one-half days a week. However, in continuous or stand-by operations or services, such as police, fire, transportation, communication, water supply, hospitals, etc., employees work in shifts, on a 24-hour day, 365-day year basis. Whatever the tour of duty may be, the employee may not devote any of that time to working for himself, or to any activity other than his job. The NYC charter requires City officials and employees to devote their full working time to their offices or positions.

### A Limited Right

Outside of working hours, however, employees have the right to carry on many activities, as a hobby, or an extra job for pay, or a business for profit, with some limitations.

Some years ago the courts held that the NYC Board of Estimate could not limit salary appropriations to those employees who held no other job after working hours. In a case involving a social investigator who served as a part-time athletic director in a community center at night, the courts held that the Board of Estimate's resolution was unreasonable because it did not affect the employee's capacity to do his job honestly and efficiently.

While I know of no decided cases on the subject, it is my opinion that outside of working hours public employees may write books and articles, deliver lectures, or serve as professional entertainers or performers, provided that these activities do not interfere with the duties of their positions.

### Specific Limitations

There are several limitations on outside activities. A basic one is that they may not engage in any

activity which may put them in a position to further their own interests to the disadvantage of the Government which employs them. For example, they may not make any contract to furnish or purchase services or materials to the Government, or sell them to the Government, or have interest in any such contract. No judges, official referees, court officers or employees may practice law in their own court, while many are prohibited from practicing in any court.

Assistant District Attorneys are generally prohibited from appearing in the criminal courts of their county in any capacity other than as Assistant District Attorneys, but they are permitted to carry on a civil law practice, usually through partners or associates.

The New York City Administrative Code provides that the Corporation Counsel and his assistants shall not appear as attorney (except for the City), or serve as referee or receiver in any action or proceeding. This is an unusual limitation, intended to prevent abuses.

### Uniformed Forces

Members of uniformed forces are sometimes prohibited by department regulations from holding any outside employment. Such a regulation was sustained in a case involving a fireman in the NYC Fire Department, on the ground that the fireman is subject to call for duty at any time and he may be prohibited from engaging in activities which prevent him from answering such a call promptly.

### LOUIS TAYLOR TO RETIRE

After 44 years of NYC service Louis Taylor, executive secretary of the New York City Teachers' Retirement System, will retire on June 1.

Following eight years of general engineering in private practice and in the State civil service, Mr. Taylor started his career in NYC civil service in 1907.

## A Civil Service Candidate Loses a Bout With Red Tape

One of the defects of the civil service system is the way in which a man may become enmeshed in a morass of red tape, innocently and apparently without any recourse.

Two weeks ago we carried the news the Edward P. Timmons had been refused a patrolman job by the NYC Civil Service Commission. What happened to him can, and does, happen many times and with many civil service commissions. We feel his story is instructive. Here it is:

On October 9, 1950, Mr. Timmons was certified by the Commission from the 1947 patrolman list.

On the same day, he received a call letter from the Police Department, and reported for a blood test and chest X-rays, on October 10.

Ten days later he reported for his medical examination. He passed that examination, and three police surgeons signed his medical sheet. The clerk announced: "All candidates I call out stand to the left. I'm happy to say that 54 men took this medical and all 54 have passed. Congratulations. Are there any questions? . . . Your orders are to report here on November 1 at 8 p.m. and be sworn in, bring 6c in change and have a suit, coat, and tie on."

Next came a verbal order from a precinct patrolman: "Candidate Edward P. Timmons report to the Chief Surgeon's Office on Tuesday, October 24th, at 10 a.m."

Mr. Timmons reported as ordered and was given a complete re-examination. This time, three police surgeons rejected him because of a birthmark on the right side of his face. Next, on November 2, he reported for a joint medical examination by a police surgeon and the chief surgeon of the Commission. Still another time he was granted a re-examination, on January 23, 1951, and again rejected. Official cause for rejection, "Facial disfigurement (Nevus)."

### Sees Murphy

Mr. Timmons was able to obtain an interview with Police Commissioner Murphy and Chief Medical Officer Laughlin on April 12. The Commissioner and the physician both stated that the disfigurement was not such as to prevent the candidate from being entirely acceptable to the Police Department.

On April 24, Commissioner Murphy wrote a letter to Civil Service President James S. Watson stating this view and requesting that Mr. Timmons be certified.

President Watson answered that although Mr. Timmons had been originally found acceptable to the Commission, the fact that he had

been rejected by the police surgeons and the joint board of medical examiners meant that he could not be certified.

Those are the facts. He had been on the list for three years. Four days after he had been told that he had passed and was to be sworn in, he was called back and rejected. Says Mr. Timmons:

"The U. S. Navy was not ashamed of me while I wore the naval uniform for almost three years. . . . I was a radio man on a P. T. boat and made 83 combat patrols and four invasions." He continues:

"I could see the viewpoint of the Civil Service Commission or Police Department if I had been the first to appear with a facial birthmark. However, there are a few men on the force today who have facial birthmarks and one is even a sergeant."

### What He Can't Understand

But what Mr. Timmons says he can't understand is the difference in standards between the Police Department and the Commission medical departments.

"Why," he asks wonderingly, "should a candidate be subjected to such a double standard? If the Civil Service Commission knows a candidate may be rejected by the Police Department, why should the Commission pass him and keep him on the string?"



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Grow your own beautiful blooming flowers, without fuss or planting care. Our magical plant balls are guaranteed to grow indoors. They contain tested seeds and balanced plant foods. Just water daily, and you will have beautiful year-round plants with approximately 50 full grown blooms. Your choice—Petunia, Mixed Flowers, Sweetpea, Morning Glory, Zinia, Climbing Vine, Nasturtium, Surprise your friends—decorate your home. See this beautiful mystery of nature unfold daily before your eyes. Send \$1 cash, check or money order (no C.O.D.) for 2 magic plant balls. We ship postpaid. **MONEY BACK GUARANTEE** if plants fail to grow! Hurry and order now before choice plants are sold out.

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**HANDBOOK OF CRIMINAL INVESTIGATION**  
 by Col. Maurice J. Fitzgerald

I have read this book from cover to cover and say sincerely that the author COLONEL MAURICE A. FITZGERALD, one of the foremost authorities of criminal investigation and criminal technique in the United States, has done a most excellent job of covering every detail in easy conversational style.

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**THE READER ACTUALLY ATTENDS SCHOOL.** The entire field of criminal investigation, criminal technique and the modus operandi of the modern criminal is thoroughly taught. To combat the criminal a knowledge of how he operates is as essential as a knowledge of the techniques of investigating his depredations. This book teaches both. Each chapter is a lecture, each quiz an examination, and each series of answers a critique. Instructors in police procedures will find this book very helpful.

The **HANDBOOK OF CRIMINAL INVESTIGATION** is only \$3.50 at your book shop, the Civil Service Leader, 97 Duane Street, New York City or will be sent to you postpaid upon receipt of your check or money order to GREENBERG, PUBLISHER, 203 East 57th Street, N. Y. 22, N. Y. The **HANDBOOK OF CRIMINAL INVESTIGATION** is highly recommended and endorsed by Alice and John.

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**\$1** includes 3 replacement fuses

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We have finally discovered where to get the best discounts on Long Playing Records, without traveling to outlying districts! 30% off that prevails on every make! All are fully guaranteed, and the stock is complete from Popular to Classical. The store is **MUSIC MASTERS, 53 West 47th Street, N. Y. 19 — Judson 6-2768.**

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Refills, your choice of flavors, five packets, **\$1.00**

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**Puppy Tu** is an easy seller every day in the year. Mothers buy this plastic puppy set on sight. It actually eats with the baby. Makes feeding a pleasure. This sturdily constructed 5 piece set, consisting of spoon, fork, food bowl, tumbler and "PUPPY TU" can be sterilized in minutes. Here's your chance to **MAKE THAT EXTRA DOLLAR QUICKLY**. Cost to you only \$7.89 PER DOZ., postpaid. Nationally advertised to **SELL FOR \$1.00**. Endorsed by Alice and John who advise you to send \$1.00 today for sample. Deduct 35c from first dox. order. **BERSTRUM SALES CO., 1380 — 40th St., Brooklyn 18, N. Y.**

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is a pleasant and extremely profitable profession. The fundamentals of AUCTIONEERING are the same the world over, so therefore the territory in which you wish to operate is entirely up to you. The income is unlimited. You can believe me when I tell you that good AUCTIONEERS have no trouble in booking sales, and in most cases their **INCOMES AVERAGE** from \$50 to \$200 a day.

The Nelson Auction School to the best of my knowledge has no equal in America. **COL. E. T. NELSON**, the **PRESIDENT** has surrounded himself with a staff of instructors, each an outstanding authority in laws pertaining to auctioneers in sales ranging from merchandise to cattle. **THE TUITION FEE IS ONLY \$100.00** which includes training, records, text books and board and room for the complete term of one week. You can arrange for a **HOME STUDY COURSE** if you wish. This modern method of study at home by lesson sheets and phonograph recordings is **ONLY \$10.00** for the complete course. I recommend **THE NELSON AUCTION SCHOOL** highly and suggest that you write for a free descriptive catalogue today. **NELSON AUCTION SCHOOL, Renville (10), Minn.—John**

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**Up To Jewelry, Silverware and Imported Gifts to all Civil Service Employees.**

I have never seen a more complete line of gorgeous merchandise at prices that are low even without the discount. Visit them today and just browse around. **TREASURE SHOP, 141 W. 40th St. (Cor. B'way.), N. Y. Suite 305.**—Alice

**REHABILITATE WINDOWS, ETC., State Office Building, New York City.**

**NOTICE TO BIDDERS:** Sealed proposals for Rehabilitation of Casement Windows and Jambes, First, Second and Ninth Floors, State Office Building, 80 Centre St., New York City, in accordance with Specification No. 10453 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., until 2:00 o'clock P.M. Advanced Standard Time, which is 1:00 o'clock P.M. Eastern Standard Time, on Wednesday, June 6, 1951, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawings and specifications may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
  - State Architect, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y.
  - District Engineer, 333 Broadway, Albany, N. Y.
  - District Engineer, 100 N. Genesee St., Utica, N. Y.
  - District Engineer, 301 E. Water St., Syracuse, N. Y.
  - District Engineer, Barge Canal Terminal, Rochester, N. Y.
  - District Engineer, 85 Court St., Buffalo, N. Y.
  - District Engineer, 30 West Main St., Hornell, N. Y.
  - District Engineer, 444 Van Duzee St., Watertown, N. Y.
  - District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
  - District Engineer, 71 Frederick St., Binghamton, N. Y.
  - District Engineer, Babylon, Long Island, N. Y.
- Drawings and specifications may be obtained by calling at the office of the State Architect, The Gov. Alfred E. Smith State Office Building, Albany, N. Y., and making deposit of \$10.00 for each set, or by mailing such deposit to the Bureau of Contracts and Accounts, Dept. of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.
- DATED: 5-7-51

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of York, at the Court-house thereof, located at Chambers Street, in the Borough of Manhattan, City and State of New York, on the 8 day of May, 1951, PRESENT: Hon. John A. Hyman, Chief Justice. In the Matter of the Application of MOE WALTUCH for leave to assume the name of MURRAY WALTUCK. Upon reading and filing the petition of MOE WALTUCH, verified the 6th day of May, 1951, praying for leave to assume the name MURRAY WALTUCK in the place and stead of his present name, and it appearing to the Court that there is no reasonable objection to the change of name proposed.

NOW, on motion of RICHARD KLEIN, attorney for the petitioner, it is ORDERED that MOE WALTUCH be, and he hereby is authorized to assume the name of MURRAY WALTUCK in the place and stead of his present name on and after the 17 day of June, 1951, upon complying with the provisions of this order, namely: that the petitioner, within ten (10) days from the date hereof, cause this order and the papers upon which it is granted to be filed in the office of this Court, and within ten (10) days from the date of entry of this order the petitioner cause a copy thereof to be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of such publication thereof shall be filed with the Clerk of this Court, and it is further ORDERED that after such requirements have been complied with and on and after the 17 day of June, 1951, the petitioner shall be known by the name of MURRAY WALTUCK and no other name.

K E N T E R  
J. C. C.

**CITATION — THE PEOPLE OF THE STATE OF NEW YORK.** By the Grace of God Free and Independent TO MILLIE KRISTOF KALMANE, also known as Kalman Kristof, who resides at Borsodnabad, Hungary being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Julia Braier, also known as Julie Braier, deceased, who at the time of her death was a resident of New York County SEND GREETING:

Upon the petition of L. Lawrence Green, residing at 455 Ridgeway, White Plains, New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 18th day of June, 1951, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of L. Lawrence Green as Executor should not be judicially settled. And why the compensation of L. Lawrence Green, Esq., for legal services rendered to the estate of the decedent above named should not be fixed and determined in the sum of \$520.00.

**IN TESTIMONY WHEREOF**, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Honorable William T. Collins, a Surrogate of said county, at the County of New York, the 8th day of May, in the year of our Lord one thousand nine hundred and fifty-one.

PHILIP A. DONOHUE  
 Clerk of the Surrogate's Court.



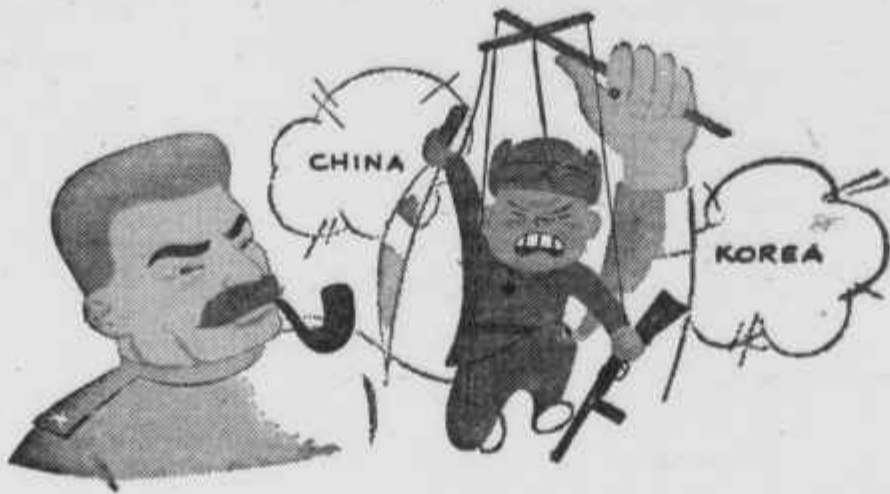
# Helpers Are Needed at Navy Yard

Jobs are open at the Brooklyn Navy Yard in seven titles:  
 Helper Blacksmith, Other Fires, \$10.88 to \$12.24.  
 Helper Boilermaker, \$10.88 to \$12.24.  
 Helper Coppersmith, \$10.88 to \$12.24.

Helper Electrician, \$10.88 to \$12.24.  
 Helper Electronics Mechanic, \$10.88 to \$12.24.  
 Helper Plangetter, \$11.12 to \$12.56.  
 Helper Molder, \$10.88 to \$12.24.  
 These exams are open to all

U. S. citizens who meet the experience requirements. Applications will be received by the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn, N. Y., until the needs of the service have been met. The exam is No. 2-1-2(51).

from the moment that Joe Stalin hurled his North Korean and Chinese stooges against the free world, prices in the United States took off for record peaks:



About the only thing that hasn't gone skyward is the price of Con Edison electricity: We've held the line for a long time while prices of materials, wages, taxes—everything that goes into electric service—have gone up - up - up!

So we just can't keep on selling electricity at pre-Korea prices. We must have a moderate rate increase. It would be the first New York City electric rate increase in Con Edison history.

The detailed figures of our operations are now before the Public Service Commission: We do not want a penny more than is absolutely essential to provide you with dependable electric service.

*Right now we're in the midst of a half-billion-dollar expansion program.*

actually, the difference between having an electric company that is financially healthy—one that can give first-class service—and one that is financially sick is a matter of a few pennies a week for the average home user.

*Electricity would still be your best bargain.*

SEND FOR THIS FREE BOOKLET. It gives complete information on today's electric rate situation. Just drop a card to Con Edison, Room 635, 4 Irving Place, New York City.



## CON EDISON

—an enterprise of 30,000 employees and some 150,000 owners—  
 UNITED TO SERVE YOU

# U. S. Civil Service GAZETTE

PEOPLE as young as 17 may now be employed by the Government in Washington as typists, stenos, and office-machine operators. But if they live outside of Washington, they have to be 18 to hold down those jobs. That's what the U. S. Civil Service Commission has ruled.

OPPORTUNITIES for administrative training will now be available for Navy Department employees throughout the country. The special training will be given to the following types of employees.

1. A young person with high level learning ability and good personality who needs broad experience to make a future executive.
2. An administrative specialist, grades GS-7 through 15, who shows that he is qualified to assume more responsibility, but needs planned experience.
3. A professional or scientific employee who must expect to assume administrative duties in order to continue to advance in his field.
4. A wage board employee who has shown capacity for assuming greater responsibility.

THE FIRST of several lists of outstanding U. S. executives will be made public within two weeks. Application papers are now being rated. The first list will contain about 450 names. About 4,500 took written tests.

A PAMPHLET on metallurgy as an occupation has been published by the U. S. Civil Service Commission. It is one of a series the Commission is putting out on employment opportunities in professional and scientific fields. Recommended for high school seniors and college students. There are many opportunities for metallurgists in Federal service.

AIR FORCE Procurement inspectors needed. Applications are available from the Board of U. S. Civil Service Examiners, Eastern Air Procurement District, 87 Broad St., NYC 4. The jobs pay \$3,100 to \$4,800 a year. Applicants don't take written tests, but must meet experience and training requirements.

THE DEEP thinkers are ruminating what to do about the Federal loyalty program, in view of recent Supreme Court decisions casting doubt on validity of lists of organizations construed by U.S. Attorney General as subversive. These groups must now get hearings. On the other hand, an employee faced with loyalty charges has no chance of confronting accusers. Also, President Truman recently has eased the grounds of "security" dismissals. Also, his loyalty review board is enmeshed in legalities. Pretty messy.

ATTITUDE OF GOLDMAN'S NEW AIDE BEING WATCHED EMPLOYEES of the New York, N.Y. post office are glad to see a former postal clerk now occupying the position of Assistant Postmaster. He is Frederick Rice, whose knowledge of the post office department and its workings is recognized by employees generally as outstanding. But what the workers are anxious to find out is what his attitude will be on personnel matters. They know

what Postmaster Albert Goldman's attitude is, because they've had dealings with him for about 17 years, and while Mr. Goldman makes the decisions, employees feel that he always listens carefully to what the Assistant Postmaster says.

One of the disturbing problems concerns the plan to assign to stations the clerks whose money order duties are to be taken over by the Bureau of Accounts, Federal Reserve, on July 5, under which 192 transfers would take place. Employees want the clerks to be able to preserve their seniority.

The present form of money order is to be replaced with a key punch type, and as things stand, the transfer order is to take effect, unless changed.

FEDERAL EMPLOYEES VETS TO HOLD CONVENTION IN NYC The Federal Employees Veterans Association will hold a national convention June 25 and 26 at the Hotel New Yorker, NYC. Representative Alfred D. Sieminski will be the principal speaker. Joseph C. Wengler is chairman of arrangements.

TRANSIT GROUP COMMUNION The tenth annual Communion of the St. George Association of the NYC Transit System, Chapter 11, was received at the Broome Street Tabernacle, NYC. Breakfast was served at the Towers Hotel, Brooklyn.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.—CHARLES JOHN MASHAKUS, Plaintiff, against NINA FLORENCE MASHAKUS, Defendant.—Plaintiff resides in and designates NEW YORK COUNTY as the place of trial.—ACTION FOR ABSOLUTE DIVORCE.—SUMMONS.

To the above named Defendant: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, February 8, 1951.  
 TIMOTHY J. HEALY  
 Attorney for Plaintiff,  
 Office and P. O. Address,  
 521 Fifth Avenue,  
 New York 17, N. Y.

TO NINA FLORENCE MASHAKUS: The foregoing summons is served upon you by publication, pursuant to an order of Hon. Morris Eder, a Justice of the Supreme Court of the State of New York, dated the 28th day of March, 1951, and filed with the complaint in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, Borough of Manhattan, City and State of New York.

Dated: April 3, 1951.  
 TIMOTHY J. HEALY,  
 Attorney for Plaintiff,  
 521 Fifth Avenue,  
 Borough of Manhattan,  
 City of New York.

MINTZ, BENJAMIN—In pursuance of an order of Hon. William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Benjamin Mintz, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Hyman Fisch, Attorney, at No. 1440 Broadway, Borough of Manhattan, in the City of New York, on or before the 26th day of June, 1951.

Dated, New York, the 12th day of December, 1950.  
 JACK MINTZ,  
 HERMAN MINTZ,  
 DAISY MINTZ HOLMAN,  
 Executors.

HYMAN FISCH,  
 Attorney for Executors,  
 Office and P. O. Address,  
 1440 Broadway,  
 Borough of Manhattan,  
 New York 18, N. Y.

## Complete Guide To Your Civil Service Job

Get the only book that gives you (1) 26 pages of sample civil service exams, all subjects; (2) requirements for 500 government jobs; (3) information about how to get a "patronage" job—without taking a test and a complete listing of such jobs; (4) full information about veteran preference; (5) tells you how to transfer from one job to another, and 1,000 additional facts about government jobs. "Complete Guide to Your Civil Service Job" is written so you can understand it, by LEADER editor Maxwell Lehman and general manager Morton Yarmos. It's only \$1.

LEADER BOOKSTORE  
 97 Duane Street, New York City  
 Please send me immediately a copy of "Complete Guide to Your Civil Service Job" by Maxwell Lehman and Morton Yarmos. I enclose \$1 in payment, plus 10c for postage.

Name \_\_\_\_\_  
 Address \_\_\_\_\_



## Where to Apply for Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable at post offices except in the New York post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616; State Office Building, Albany 1, N. Y., and Room 802, State Office Building, Buffalo 2, N. Y. Hours 9 to 5:30, excepting Saturdays, 9 to 12. Same applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) Opposite Civil Service LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COTrlandt 7-8880.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 8:30; closed Saturdays. Tel. MAIn 4-2800.

### NYC Travel Directions

Rapid transit lines that may be used for reaching the U. S. State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission—END trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs, do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9" or larger envelope. The State accepts postmarks as of the closing date. The U. S. does not, but requires that the mail be in its office by 5 P.M. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 6:30 P.M. to obtain a postmark of that date.

NYC does not issue blanks by mail or receive them by mail, except for nationwide tests, and then only when the exam notice so states.

The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees, and at the same rate fixed by law.

# No Experience Required For Many U. S. Clerk Jobs

Hurry if you want to compete for a U. S. job as clerk in NYC.

The last day to apply is Thursday, May 17.

The filing period for receipt of applications was made purposely short, so that the U. S. Civil Service Commission wouldn't be swamped with applicants. As the title is extremely popular, and job prospects are excellent because of the defense effort, applications are expected to be numerous.

The starting pay ranges from \$2,200 to \$2,875, or \$42.30 to \$55.30 a week. The exam is No. 2-14 (51).

### No Experience for Most Jobs

Applicants must pass a written examination consisting of questions designed to test aptitude for learning and ability to adjust themselves to the duties.

For most positions no experience or training is required. However, persons desiring to be considered for appointment to GS-3 or GS-4 positions doing other than general clerical work will be required to show at least six months for the GS-3 grade and one year for the GS-4 grade, of experience directly related to the work, said James E. Rossell, director, Second Region, U. S. Civil Service Commission.

### Pay Scales of Grades

The grade pay, with annual increments, follows:

Grade	Base	Incr.	Max.
GS-1	\$2,200	\$80	\$2,680
GS-2	\$2,450	\$80	\$2,930
GS-3	\$2,650	\$80	\$3,130
GS-4	\$2,875	\$80	\$3,355

Most of the appointments will be made at Grade GS-2 or GS-3.

There are (eleven) options (GS-3 and GS-4 only):

1. Accounting and Auditing
2. Correspondence
3. Information and Editorial
4. Mail, File and Record
5. Personnel
6. Procurement
7. Property and Stock Control (excluding storekeeping)
8. Statistical
9. Time and Payroll
10. Traffic

### 11. General Clerical

This exam will not be used to fill the following positions: Stenographer, Clerk - Stenographer, Typist, Clerk-Typist, Telephone Operator, Messenger, Office Machine Operators (such as Book-keeping Machine Operator, Calculating Machine Operator, Tabulating Machine and Tabulating Equipment Operators) and Store-keeper.

The places of employment are various Federal agencies in the Metropolitan area.

Persons appointed to these positions perform, under immediate or general supervision, clerical work of a general or specialized character of the type indicated in the options.

### How to Apply

Get Card Form 5000-AB at a post office, excepting the New York, N. Y., post office, or from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Fill it out completely, showing the

title of this examination and the number of this announcement. Send the Card Form 5000-AB to the director.

### Experience Requirements

No experience is required for eligibility for the GS-1 and 2 grades or the general option (11) of grades GS-3 and 4.

The written exam will include questions of the following general types:

1. Alphabetizing.
2. Computations and questions involving simple arithmetic reasoning.
3. Name and number comparison.
4. Word meaning-questions requiring a knowledge of words.

### Watch Your Time Limit

The closing date, May 17, means that the application must actually be received by the Commission's regional office by 5 p.m. of that date. A postmark of May 17 on a mailed application is not sufficient. Age limits are 17 to 62 years.

## Right to Question Accuser In Loyalty Cases Denied By U. S. Supreme Court

WASHINGTON, May 14.—By a 4-to-4 decision the U. S. Supreme Court failed to upset the holding of a lower court that the dismissal of a Federal employee under the loyalty program was proper, although she had not been allowed to question her accuser.

The effect of an even split is that of affirmation of the decision of the lower court.

No disclosure was made as to how the Justices voted. Justice Tom C. Clark, who as Attorney General had promulgated a list of subversive organizations, took no part in the case. Justice Robert H. Jackson said, in effect, that the decision was at variance with one handed down by the Supreme Court the same day. His vote in that other case indicated that he favored reversal of the decision

against the employee Dorothy Bailey, who had held an \$8,000 job in the U. S. Employment Service. She was the first one dismissed under the new U. S. loyalty law.

### 'Justice Bottom Side Up'

In the other case, three organizations on the Attorney General's subversive list got an opportunity to prove their assertion that they are not communistic.

Justice Jackson said that he could not understand how the court granted relief to the three organizations, but refused it to Miss Bailey. He said:

"This is the first time this court has held rights of individuals subordinate and inferior to those of organized groups. It is justice turned bottom-side up."

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Candidates may protest tentative answers until and including Friday, May 25, to the Municipal Civil Service Commission, 299 Broadway, New York 7, N. Y. Protests must actually be in the Commission's hands by that date.

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Applicants must have completed a standard professional engineering curriculum leading to a bachelor's degree, or have at least four years' technical engineering experience. A curriculum with major study in the physical sciences or in mathematics may be accepted. In addition, for the lower grades, applicants must show one or two years, respectively, of satisfactory mechanical engineering experience; for the higher grades, three or four years respectively of engineering experience including at least one year of reasonable mechanical engineering experience in one or more of the specialized fields of railroad equipment. Graduate study in engineering may be substituted for experience up to a maximum of two years.

Completion of all scholastic requirements a master's degree or a doctor's degree in mechanical engineering would be qualifying for the lower grades. There is no maximum age limit. Apply at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., in person or by mail, or at post offices in person, excepting the New York, N. Y. Post Office, or to the executive secretary, Board of U. S. Civil Service Examiners, New York Port of Embarkation.

First Avenue and 58th Street Brooklyn 50, N. Y. Send in filled-in form to the executive secretary at his address as given.

**FIRE LIEUTENANT EXAM**  
The following schools will be used in holding the NYC Fire Lieutenant exam on June 9: John Adams, DeWitt Clinton, P. K. Lane, Lincoln, and Seward Park. There are 5,936 applicants.

**A CAMPAIGN** for extra compensation to night workers on the custodial staff of the Board of Higher Education is planned by the Government and Civic Employees Organizing Committee, CIO. Custodial workers assigned to night shifts receive no differential in pay.

Patrick J. Brady, the union's representative of employees in city colleges, said payment of a differential is long overdue.

### Wasserman Sticks To His Old Prices

Several months ago Abe Wasserman, the popular haberdasher who caters to civil service workers, stated in his advertisements in THE LEADER that he would not raise the prices of hats and shirts to meet at that time the spiraling of prices.

Abe Wasserman operates what he calls the "smallest department store in the world" at 46 Broadway and 15 Elizabeth Street, Manhattan. His store is in the Canal Arcade, opposite the new entrance to Manhattan Bridge.

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# Court Weighs Plea by 33 To Revoke Housing Test

An argument heard only one day before the exam for promotion to Assistant Housing Manager was to be held came too close to the exam date to justify ordering the test postponed, said Justice Samuel Dickstein, in the Supreme Court, New York County. But he did indicate that the issue raised might affect the validity of the exam.

That issue concerned eligibility for admission to the test. The 33 petitioners were excluded from the exam because they hadn't been housing assistants long enough. The Commission required one year, as the Rules provide, but there was under way a resolution to revert to the six-months basis. The petitioners complained they were caught in a squeeze between the two forms of the Rule, the present one, an admitted stop-gap, and the more liberal one, which had prevailed previously.

### 'According to Law'

The Housing Authority requested postponement of the exam. The petitioners sought aid from the Mayor's office and implored the

Commission not to exclude possible candidates just because they had once refused offers of housing assistant jobs. The refusal was based on the \$2,710 pay offered, \$200 less than other housing assistants were getting, they explained. Some of the group lacked three days of the required year. Most of them missed out by 26 days.

The Commission said that it acted according to the Rules as they existed when the action was taken and that there was no element of penalty involved whatever. The exam date having been set, the Commission saw no reason to upset its schedule. In nearly all promotion exams, some employees miss out by a small time margin, it was explained, even under a six-months rule.

The resolution reducing the required length of service was adopted by the Commission a few days after the argument, but will not become law until signed by the Mayor and approved by the State Civil Service Commission. The examination was held as scheduled, together with one for promotion to housing manager.

# STATE TESTS OPEN NOW

Applications will be received for thirty-four State exams until Friday, May 18, for which the tests will be held on Saturday, June 23. In two other cases, there is no written test, but candidates will be rated on training and experience. In three cases, marked by an asterisk (\*), non-residents may also apply until June 23.

### Open-Competitive

- 4094. Principal Transportation Engineer, \$9,328.
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- 4100. Senior Social Worker, \$3,846.
- 4101. Social Worker (Youth Parole), \$5,541.
- 4451. Assistant Supervisor of Case Work (Foster Homes), Westchester County, \$5,090-\$4,320.
- 4452. Senior Social Case Worker (Foster Homes), Westchester County, \$5,810.
- 4453. Intermediate Social Case Worker (Foster Homes), Westchester County, \$5,880-\$3,330.
- 4102. Assistant Director for Clinical Research, No written test. (\*), \$8,763.
- 4455. Assistant Dietitian, Westchester County (\*), \$2,820-\$3,480.
- 4103. Dietitian, \$3,784.
- 4104. Senior Photofluorographer, \$3,337.

- 4105. Photofluorographer, \$2,508.
- 4443. Laboratory Supervisor, Erie County (\*), \$1,000.
- 4106. Criminal Hospital Attendant, \$2,694.
- 4107. Senior Education Supervisor (School Nursing), \$4,710.
- 4108. Museum Instructor, \$3,086.
- 4109. Correction Institution Vocational Instructor (Plumbing and Steamfitting), No written test, \$3,337.
- 4110. Associate Cost Accountant (Insurance), \$5,774.
- 4111. Senior Cost Accountant (Insurance), \$4,710.
- 4112. Cost Accountant (Insurance), \$3,846.
- 4113. Associate Biostatistician, \$6,442.
- 4114. Biostatistician, \$4,281.
- 4115. Associate Librarian (General Reference), \$5,774.
- 4116. Associate Librarian (Law), \$5,774.
- 4117. Associate Education Supervisor (Public Libraries), \$5,774.
- 4118. Director of Industrial Relations—Women in Industry and Minimum Wage, \$9,328.
- 4119. Assistant Insurance Policy Examiner, \$4,623.
- 4120. Junior Insurance Policy Examiner, \$4,281.
- 4121. Housing Management Inspector, \$5,774.
- 4122. Steam Fireman, \$2,508.
- 4123. Rating Inspector, \$4,568.
- 4124. Milk Control Investigator, \$3,359.

The salaries include the cost-of-living adjustment. Write to the State Department of Civil Service, Albany, N. Y.; or

Room 2301 at 270 Broadway, N. Y., N. Y.; or Room 302, State Office Building, Buffalo, N. Y.

### REPORTER AND ATTORNEY TESTS CLOSE ON MAY 16

The period for receipt of applications for State exams No. 4077, Junior State Reporter, and 4078, Principal Attorney, Health Department, has been extended to Wednesday, May 16. There has been no change in the date of the written tests, Saturday, June 9.

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2. Wm. T. Benjamin	103.00	13.	
3. v Christophe Comaria	103.00	14. v Dave Pascol	99.50
4. v Joseph H. Turich	102.45	15. v E. J. Paganan, Jr.	99.50
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### LEGAL NOTICE

CITATION—The People of the State of New York, By the Grace of God Free and Independent P. 1261, 1901. To: JAMES WAINWRIGHT WATT, 15 Court Hey Road, Huxton, Liverpool 16, England, the next of kin and heirs at law of ROBERT WATT, deceased, send greeting: Whereas, ALEXANDER F. MINCHELL, who resides at 18 Lewis Ave., Hartsdale, New York has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the last will and testament of ROBERT WATT, deceased, who was at the time of his death a resident of 59 West 80th St., Borough of Manhattan.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 14th day of June, one thousand nine hundred and fifty-one at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 4th day of May in the year of our Lord one thousand nine hundred and fifty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

PLAD, PAULINE.—CITATION.—P. 834, 1961.—The People of the State of New York, By the Grace of God Free and Independent, To Marie Plad, Adolph Plad, Paula Bucher, Irene Eppler, Adolph Bauer, Nazi Bauer, August Bauer, Pauline Pantel, Frieda Engels, Elsa Stanch, Helene Koempel, Erich Bauer, Irene Ocker, Siglinde Bauer, the next of kin and heirs at law of Pauline Plad, deceased, send greeting:

Whereas, The German Society of the City of New York, at 147 Fourth Avenue, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have certain instruments in writing dated January 26, 1937, and July 16, 1946, respectively, relating to both real and personal property, duly proved as the last will and testament, duly proved as the last will and testament, and codicil of Pauline Plad, deceased, who was at the time of her death a resident of 340 West 85th Street, Borough of Manhattan, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 14th day of June, one thousand nine hundred and fifty-one, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, [L. S.] Surrogate of our said County of New York, at said county, the 7th day of May, in the year of our Lord one thousand nine hundred and fifty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

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# 1,000 Jobs Fast, 3,000 in Sight In a Year, for Patrolman List; 1,665 Names Quickly Certified

Although there are more than twice as many eligibles on the NYC Patrolman (P.D.) list than the possible job prospects during the four-year life of the list, the appointment opportunities, even for many far down on the list, are good, a LEADER survey showed. The reasons:

1. About 10 per cent of the eligibles are in military service.
2. Another 10 per cent will decline, judging from experience.
3. The NYC Civil Service Commission already has certified 1,665 names to Police Commissioner

Thomas F. Murphy, who will appoint 500 as of June 1 and 500 more as of June 16.

4. The Police Commissioner will insist on permission to fill all vacancies, including those arising from the 410 retirements effected just before the deadline on immediate retirement.

5. Commissioner Murphy will see Mayor Vincent R. Impellitteri soon about increasing the police quota, which if successful, would give him 1,200 to 1,500 more Patrolman jobs to fill.

**Breakdown of List**  
The Patrolman list, the largest in that title in the City's history, if not in world history, consists of the following:

Group	Total P.C.
Disabled veterans	318 4
Non-disabled veterans	5,074 70
Non-veterans	1,601 26

Total 6,993 100  
Thus veterans comprised three quarters of the list.

Not all those entitled to disability preference claimed it, some were satisfied to participate as non-disabled veterans.

Not all non-disabled veterans pressed their claims.

Under a law passed by the 1951 Legislature, the establishment of a list ends the period for withdrawing preference claims. So the claims stand as tabulated above.

**Veterans Pass Up Claims**

Originally 488 claimed disabled veteran preference, but 170 of these didn't follow up their claims. Since disability preference entitles one to 10 extra points, and non-disabled veteran preference to 5 points, these disabled veterans also passed up 5 points. Non-disabled veterans who let their claims go for the while, also passed up 5 points.

In both instances, the points were being saved for a future exam for promotion to sergeant. In a promotion exam, record and seniority count half, the written

test half. Patrolmen with short service records therefore could partly offset the disadvantage by using their preference claims then. Other reasons, also, may prompt disabled veterans not to claim any preference.

**Police Academy Plans**  
Despite the size of the eligible list, 1,000 almost immediate appointments gave a great impetus to appointment possibilities generally.

Arrangements already have been made to take care of the 1,000 new appointees at the Police Academy, where they'll be instructed in the rules, methods and procedures of the Police Department. Each day 500 will study in school half a day and take physical training at Randalls Island the other half. Thus the Academy's facilities will not be overtaxed.

The physical training consists of drilling, marching, jiu jitsu and ways to overtake and seize fugitives, and control those who resist arrest.

**Job Offers to 80 P.C.**

The severe demands of the present, as well as needs in any possible future emergency, require a much larger police force than the City has today, said Commissioner Murphy. He hopes

to provide about 1,200 to 1,500 more patrolman jobs before the list is a year old. If that plan goes through 3,000 or 40 per cent of the eligibles, would be appointed during the first year.

Another group of appointments is planned for September and still another for December. That schedule would fit in with the Police Academy two-months streamlined courses.

The 1,200 to 1,500 more Patrolman would result in about 1,000 appointments after June 16 and before December 30.

While there was a last-minute rush of resignations, to beat the deadline for retirement without waiting 30 days, the vacancies arising from retirements, resignations and deaths are expected to stabilize again at about 600 a year. These vacancies in four years would total 2,400, and if the police quota is set at 1,200 to 1,500 more, the added jobs would be 3,600 to 3,900. To these, add the 1,000 jobs about to be filled.

Jobs for about 55 per cent of the eligibles now seem probable.

About 25 per cent of the eligibles may be expected to decline or otherwise be unable to accept jobs, leaving only 20 per cent of the patrolman job. But the City could be expected to offer other jobs.

## THE NYC EMPLOYEE

ARCHBISHOP Thomas E. Molloy will celebrate the 29th annual Communion Mass of the Fire Department Holy Name Society, Boroughs of Brooklyn and Queens, at 9 a.m., Sunday, May 20, at the Roman Catholic Church of the Assumption, Cranberry Street, Brooklyn.

Following the Mass the members will march led by the Fire Department band to the Ecce! St. George, where breakfast will be served.

Speakers at the breakfast will be the Rev. Francis P. LeBuffe, associate editor of "America"; the Rev. Edward Lodge Curran, president of the International Truth Society and Pastor of St. Joseph's Church, Brooklyn, and Fire Commissioner George P. Monaghan.

The Rev. Merritt E. Yeager, Fire Chaplain and moderator of Society, will also welcome as honored guests Mayor Vincent R. Impellitteri, Chief of Department Peter Loftus, Deputy Commissioners Nathan C. Horwitz and Harry M. Archer, and others. More than 1,500 members of the society will attend.

The Fire Department Glee Club, under the direction of Frank Durkin will sing at the Mass. James M. Walsh, President of Society, will act as toastmaster at the breakfast.

THE Lieutenants Benevolent Association announced its vote was 98 per cent against having Michael Quill address the next meeting, on Wednesday evening, May 23rd, at the Hotel Governor Clinton. Police Commissioner Thomas F. Murphy was invited by President Joseph J. Rogan, Jr., with unanimous approval. The Commissioner has agreed to answer questions.

Mr. Quill is trying to organize a Police Department local of the Transport Workers Union. He addressed the Sergeants Benevolent Association by invitation.

## Why Some Vets Don't Claim Preference

Some of the eligibles on the Patrolman (P.D.) list, who are included among the non-veterans, are veterans, and a few of them are even disabled veterans. Both groups include eligibles who never put in a preference claim, as well as others who did, but withdrew it.

Failure of both groups to put in any claim would be caused mostly by cock-sureness of getting on the list, coupled with no hurry to get appointed to the police job, as they're making more money elsewhere. With them it was only incidental that they could claim preference in the exam for promotion to sergeant, when the next one is held, which might be a couple of years off.

**Seek a Set-off**

However, the withdrawals, since made after the eligibles knew their scores, meant that the eligibles were satisfied with the earned percentages, and wanted to use the extra points in the promotion exam. Then they could partly compensate for their low seniority. Since record and seniority count half, the men with long service would have the edge on them, everything else being equal. However, a considerable number of those with longer seniority than the newcomers are veterans, too.

The preference points added to the earned scores in an open-competitive test are 5 for non-disabled veterans, 10 for disabled veterans. But in a promotion test the added points are, respectively, half those amounts.

**No Dice**

Some of the disabled veterans may have claimed only non-disabled preference in the Patrolman test, on the assumption that they could claim the disability preference alone, equalling 1 1/4 points, in the future promotion test. However, this can't be done, under the law. The claim must be made as a unit, and withdrawal as a unit, and can't be split. And now that the list has been established, it's too late to make or withdraw any preference claims.

**Still a Chance**

It is the policy of the Police Department not to appoint any eligibles who are receiving a Veterans Administration pension for nervousness.

If no disability preference is claimed, the question of a nervousness record with the VA is not raised by the NYC Civil Service Commission, hence an eligible could be certified who was receiving a pension on that ground. The department has not disclosed whether it will inquire of eligibles

who claim non-disabled veteran preference whether they are disabled veterans, and if so, whether they receive pensions from the VA for nervousness.

Even if the department does not inquire and gets an affirmative answer, that wouldn't necessarily prevent the eligible from being appointed. He could request the VA to cancel the pension. Then he'd get another medical exam from NYC.

## Complete Patrolman List Open to Inspection

The complete official eligible list for Patrolman (P. D.), as established by the NYC Civil Service Commission on May 8, may be inspected at The LEADER office, 96 Duane Street, NYC, two blocks north of City Hall, just west of Broadway.

The first certification, made May 9, is also open for inspection.

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# 124 Lose Opportunity for First Crack at Police Jobs

Nearly 15 per cent of the eligibles on the NYC Patrolman (P. D.) list just issued were conditionally rejected for medical reasons. They have curable defects. They must prove these defects have been remedied before they can be appointed. This proof they may offer as long as the list exists.

The percentage of medical rejects is almost exactly 15, if one includes the six disabled veterans firmly rejected on medical grounds.

About 750 of the 940 conditional rejects may be expected to get back on the list, based on experience with other lists.

Conditional medical rejections are made because of varicose veins, hernia, hemorrhoids and the like.

Because of the pending appointment of 1,000 eligibles, and the certification by the Municipal Civil Service Commission of 1,665 names last week, the very day after the list was established, 118 conditionally rejected eligibles lost an opportunity to be among those in the first certification. The last conditional reject affected was the No. 1652 eligible, Raymond V. Dougherty. Besides, the six disabled veterans, firmly rejected medically, received no cer-

tification. Thus 124 eligibles farther down got certified.

**Blood Tests This Week**

The effect of the certifying the eligibles below the 1000th name on the certification can not be foretold, as it depends on declinations and other factors.

The certifications will be used for making 500 appointments on

June 1 and 500 more on June 16. Budget Director Thomas J. Patterson has issued the budget certificates.

The X-ray and blood tests will be made at Police Headquarters this week, and medical re-check next week, for the first 500. Tests of the other 500 will follow quickly.

## 6 Disabled Vet Eligibles On Police List Can't Get Jobs, for Medical Reasons

Six of the eligibles on the NYC Patrolman (P. D.) list had the misfortune to be rejected on medical grounds, after they had passed the competitive written and physical tests. All are disabled veterans.

Their names were included on the eligible list, with the notation "Rejected Medical," which has an air of finality. Another form of medical rejection is the conditional one, relating to defects readily remedied. Concerning cur-

able defects, the eligibles may prove that they've been cured at any time up to the expiration of the list, four years hence.

**VA Pension a Barrier**

Any eligibles rejected because of receiving Veterans Administration pensions on grounds of nervousness will not be certified to the Police Department, until their VA disability rating is reduced to below 10 per cent, when their pensions cease. Then they may be examined medically, to see whether they pass the NYC Civil Service Commission's test, given by doctors under the direction of Paul M. Brennan, chief of the Commission's Medical - Physical Bureau. Next they must also pass the separate medical test given by the Police Department. If there is disagreement, a conference between the medical experts of the two departments is held, and this usually results in agreement.

Past experience shows that about 90 per cent who have their pension cancelled do pass the NYC medical test, finally. Whether they seek or obtain such reduction is strictly up to them.

**Why Names Stay on List**

The Commission discussed whether or not to include on the eligible list those with the stricter type of medical rejection, and decided in the affirmative. The order of numerical standing then is not changed if a candidate firmly rejected medically removes the medical disqualification. Otherwise, alphabetical inserts would have to be used, such as 99A, between 99 and 100, for restorations to the list, and actual standing on the list wouldn't be reflected by the alphabetical numbers.

Firmly rejected eligibles, with defects practically incurable, such as punctured ear drum or defective hearing, have hardly any chance of getting a Patrolman job.

**VA Certificates Gave Clue**

Defects didn't always show up on the first medical examination, but were spotted on the VA cards (Continued on page 14)

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Upon the petition of FIRST BANK & TRUST COMPANY OF UNICA, having its principal office and place of business at 220 Seneca Street, in the City of Ulster, County of Oneida, State of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 15th day of June, 1951, at half-past ten o'clock in the forenoon of that day

(1) why the account filed herein on behalf of Harold P. Daniels as Trustee under the Will of John L. Daniels, Jr., deceased, should not be judicially settled; (2) why a reasonable allowance should not be made to Harold P. Daniels for the services rendered by him as Trustee from the time of his appointment on September 24, 1947 to the time of his death on July 1, 1948; (3) why the account of the Successor Trustee filed herein should not be judicially settled by this court; (4) why the Will of John L. Daniels, Jr., deceased should not be construed by this court, and particularly, why this court should not determine the individuals who are the remaindermen of the trust herein created and the amounts that each of such persons shall receive; and (5) why this court should not grant such other and further relief as to the court may seem just and proper.

**IN TESTIMONY WHEREOF**, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

**WITNESS**, HONORABLE WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 4th day of May, in the year of our Lord one thousand nine hundred and fifty-one.

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# Police Dept. Again Warned

As part of the official certification of Patrolman eligibles to the Police Department, for possible appointment, the NYC Civil Service Commission gave notice that the certification was subject to a qualifying character investigation. The certification was addressed to Vincent E. Finn, chief clerk of the Police Department. The notation, signed by Dr. Frank A. Schaefer of the Commission, read: "Attached hereto is a certification of 1,665 names, subject to the following conditions: "Every eligible on this certification has been certified subject to his qualifying in a character

investigation. Those accepting appointment must sign the statement of conditions of certification and appointment provided for this purpose (Form C-35). These statements must be forwarded to The Commission with the disposition of this certification. "Please Note: You are to consider each and every eligible on this certification, including those with a line through them." The four names with lines through them were: 97. Vincent J. Dooley, Forest Hills. 223. Stanley A. Lutostanski, Bronx. 327. William F. Fennell, Bronx. 378. George E. Melnyk, Manhattan.

The warning to consider each eligible was a follow-up of the Commission's policy, evidenced when the 1947 Patrolman list was certified a few weeks ago. The Commission chided the department for skipping over some names.

# 6 Disabled Vets Lose Out in Quest For Police Jobs

(Continued from page 13) when the Commission called in the disabled veteran claimants in December and January. Then the Commission's doctor re-checked on the eligibles. In nervousness cases, however, checkup was routine, if a pension was being received for nervousness, because of the policy against appointing any such pensioners to the Patrolman job. No. 1 on List Among the Six The six include the eligible who stands No. 1 on the list. Their names and relative standings follow:

1. Joseph B. Steixner, 75. Thomas E. McDonald, 1536. James G. Dillon, 1753. John R. Martin, 1778. Donald A. Berni, 3745. Walter J. Haskell.

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# Councilman Isaacs Defends His Bill Requiring Employee Groups to Reveal Finances

NYC Councilman Stanley Isaacs in the following letter takes issue with the LEADER'S editorial stand in opposition to his bill requiring the issuance of public information about the financial affairs of employee organizations. His letter is printed below, followed by our rebuttal.

Editor, The LEADER:  
"Naturally I read with care and interest your editorial concerning the bill which I introduced in the City Council, requiring municipal employees' organizations to account fully for their expenditures. I believe your opposition to the bill is based, in part at least, on failure to study it with care.

"You state that it requires such organizations to file financial statements concerning every phase of their operation. Mr. Isaacs would like to know where every penny comes from and where it is spent. A more careful reading of the bill will indicate that, being fully aware of the nature of employee organizations and the problems which they face, I was careful not to require a detailed statement of the receipts of such organizations. The bill requires a disclosure only of the total amount of receipts from dues or other contributions from members, and the amount and source of other receipts, listing separately each source and the receipts therefrom. These provisions require no details whatsoever, no list of members, no list of those who make contributions for any special purpose—but simply the totals. If this is not clear, if it is felt that the requirement to disclose the "source" of receipts would compel the disclosure of the names of contributors, this was not my intention and the wording of the bill will be changed.

**Itemized Expenditures**  
"On the other hand, the bill does require an itemized statement of expenditures, giving the name and address of each recipient of a payment, contribution or gift, together with the amount or value of and the reason for such payment, contribution or gift. I hope that you do not quarrel with my insistence that every employee organization should be required to make such a report.

**Political Contributions**  
"Frankly, it seems to me perfectly absurd that municipal employees should be prohibited, under the City Charter, from making political contributions, and that nevertheless (accepting as true the data uncovered by District Attorney Hogan) the Uniformed Firemen's Association paid over huge sums to politicians, obviously for favors which they hoped to buy. If my assumption that Crane's statements were generally accurate is disputed, there still remains unexplained the disposition of something in the neighborhood of \$175,000 of funds of that organization. It seems to me quite unconscionable, from the point of view of the public, and for that matter from the point of view of the members of the organization, that their leaders should be able to disburse these huge sums without an accounting. It may well be that the use of these funds for the purposes claimed was in direct violation of the City Charter—certainly there can be no doubt that it violated the principle of that section of the Charter which prohibits political contributions by employees.

**Union Recognition**  
"I am glad that you admit that I am not among those who desire to weaken employee groups. You must know that on numerous occasions I have advocated the right of City employees as well as those of social service organizations to organize under leaders of their own choosing, and the duty of the employer, whether a City official or the officers of a charitable organization, to recognize that union which a majority of its employees asks to have represent them. When I was president of the State Conference on Social Work I devoted my inaugural speech to the defense of this program at a time when its soundness was not recognized by most community leaders. When I was Borough President I followed this rule and dealt in friendly fashion with the varied organizations of

employees in ways that I know were acceptable to their leaders, and I established a set of personnel practices that set the pace for most City officials. I was one of the few who opposed the Condon-Wadlin bill.

**Labor Relations Machinery**  
"I agree with you that the City should have modern labor relations machinery. I have advocated this on many an occasion. I agree with you that in many departments of the City present personnel practices are archaic and salaries sub-standard. Action on these matters has been delayed by the administration from year to year under the thin excuse that investigations and studies now under way would disclose just what should be done. While I hope that these studies may produce sound and valuable recommendations, nevertheless it seems obvious to me that they were inaugurated by Mayor O'Dwyer, and are now continued, largely to put off the time when the problems of proper salaries and proper handling of labor relations can squarely be faced. I have long recognized that the appointment of large numbers of favored political hacks in substantially every City department, where they do little work and enjoy favored conditions so far as promotions and salaries are concerned, is opposed just as much by the large number of hard working, loyal City employees as it is by public-spirited citizens and civic organizations.

**Not Repression**  
"That bill of mine is not a form of repression. It is intended to stop corrupt political leaders from denying justice and fairness of treatment to Civil Service employees until they receive extortionate payments for services which should be rendered freely. It is also intended to stop the indirect violations of the Charter prohibition against political contributions by Civil Service employees. These are evils which must be halted. To force a public accounting of employee organization funds is one way to stop these vicious practices. Certainly the payments made by Mr. Crane to support Governor Dewey's Oregon campaign for the presidency and the payments alleged to have been made to Commissioner Moran and to Mayor O'Dwyer are indefensible. The City employees themselves should cooperate in the passage of this bill because they are the ones who suffer most from the practices which my bill would expose and stop.

**Public Hearing**  
"Let me add that there must, of course, be a public hearing before this bill is considered by the General Welfare Committee, to which it has been referred. I will be ready to consider and adopt all sound suggestions for amendment, designed to protect the employees and their organizations, provided the objective of the bill—exposure of political contributions and official bribery—is fully provided for."

**STANLEY M. ISAACS**  
We are glad to see Mr. Isaacs affirming, in the second half of his letter, the necessity of introducing new principles of employee rights and labor relations into the City government. The Councilman does not, however,

touch the core of our criticism of his bill: that it supplies an additional weapon by which the employer may fight down the employee organizations, particularly the smaller ones. A second criticism of his bill is that it is discriminatory. Would Mr. Isaacs impose the same requirements of filing public financial statements upon all trade unions, all businesses, and indeed, all councilmen? We can't see why public employee groups should be hit with restrictions which do not apply to other like organizations. Now as to some points in Mr. Isaacs' letter: His statement that the bill requires "disclosure only of the total amount of receipts from dues" is no answer to the point that this would reveal the strength of an organization, thus guiding an employer in determining how far he could go in dealing with the organization, and when he could push it to the wall. For example: if total income from dues is \$10,000 a year, and membership is \$10 a year, it is obvious to any employer that the total membership of the organization is 1,000. Moreover a careful reading of the bill shows that it requires a large amount of detailed information about receipts. It lists clearly among its requirements: "(b) the amount of its receipts as dues or other contributions from members; (c) the amount and source of any other receipts, listing separately each source and the receipts therefrom." The required itemization of expenditures is even more detailed. Trade union officials tell us that this goes far beyond the requirements even of the Taft-Hartley Law.

In his letter, the Councilman inveighs against the practice of political contributions. Nothing in his bill, however, prevents the making of such contributions. A deeper point is this: What is his feeling about political contributions by AFL, CIO, private business, and well-to-do individuals? The public employees feel, as does all labor, that they have a strong stake in who gets elected. They feel, too, that they should not be relegated to second-class citizenship. Whatever restrictions apply to them as a body ought to apply with equal validity to other segments of the population.

A mature relationship in the realm of management and public

employee relations requires, we believe, equality of treatment—with the public employee having the same dignity in his labor and organizational practices as do men and women working in private industry. The single case of John Crane cited by Mr. Isaacs seems insufficient to prescribe his drastic medicine.

We make this constructive suggestion: Councilman Isaacs and The LEADER both agree upon the basic necessity of improved labor relations. Could we not work first for the establishment of mature labor relations machinery in NYC

before imposing restrictive legislation? Let us see what happens when employees have proper procedures for the handling of grievances and the winning of advances. We suggest that Mr. Isaacs, who has all his life shown a rare decency in matters affecting public employment, withdraw his present bill, and help to get enacted in its stead a measure providing adult machinery for the handling of problems which are the basic causes of the symptoms which his present bill seeks to treat.

EDITOR

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## McDonough Speaks to Armory Men

PEEKSKILL, May 14.—Tribute to the progress made by New York State government and to the officers and employees of the government was voiced by William F. McDonough, executive assistant to the president of the Civil Service Employees Association, speaking before the members of the Hudson Valley Armory Employees at their annual meeting and installation of officers at the Old Dutch Mill, Peekskill on Thursday evening, May 10.

Mr. McDonough warned: "It is vitally important that as citizens and public servants we do not, in the confusion and tension of these times, lose sight of the fact that the American people have attained a maturity of spiritual and material growth and an efficiency of governmental functioning that will support very great international shocks without crumbling away or losing vitality.

### More Progress Sought

"It is not so surprising that we have made such progress as it is that we have failed to make greater progress. Each year our employee delegates bring forth a score of problems the correction of which calls simply for cooperation between executive, legislative and administrative heads and the employees. Of a fundamental character are the need for extension of the merit system to all who serve the people in the various departments and agencies, the settlement of the question of salaries through the application of sound classification and salary allocation principles rather than upon budget-making theories, the accordance to each group of similar treatment as to hours and overtime and leaves."

Alfred W. Aldrich, president, presided at the dinner and Lewis M. Greene, secretary, was in charge of arrangements for the affair.

## How Rent Staff Obtains Status

(Continued from Page 1)

permanent United States civil service status and who have been continuously employed by the Rent Commission from May 1, 1950, the date upon which the State of New York assumed this function, to May 1, 1951, will be given permanent civil service status. They shall be given this status without further examination in titles which describe the work which they were doing when the State assumed the rent control program.

Prior to the determination, employment records furnished by the United States Civil Service Commission and the Office of the Federal Housing Expeditor were examined and State payroll records were reviewed under the direction of J. Earl Kelly, Director of Classification and Compensation, by his technical staff.

### Some Salaries Reduced

Some employees were given titles and salary grades lower than they would have in similar positions in Federal employment. To deal with this situation as fairly as possible, the Civil Service Commission has by agreement with the Rent Commission established a plan of reinstatement and reassignment which will permit upgrading of certain employees so they may receive permanent State status more commensurate with their former Federal level of qualification.

### Reassignment Lists

Equivalent titles have been designed to which employees may be reassigned, if they meet the qualifications, on the basis of their seniority in the Federal civil service. Reassignment lists have been established on an area basis and appointments from them are to be made in strict numerical order in the geographic area for which the list was set up. These lists cannot be used to displace employees who acquire permanent civil service status by action of the Civil Service Commission, but they will be used to displace employees who have not acquired permanent civil service status. Each list is to be exhausted before the Rent Commission fills vacant positions under that title from open competitive, promotion or interdepartmental promotion lists.

## Chapter Activities

### Northern Unit Westchester

Westchester  
PRESIDENT Vincent B. Kokinchak officiated at the regular monthly meeting of the Northern Unit of Westchester Chapter, CSEA, at Mt. Kisco. Philip Kerker, field representative of the Association spoke.

Mr. Kokinchak stated that Mr. Kerker had been visiting local groups in the Northern Unit area for a few days and asked that all members make extra efforts to secure new members and strengthen the power of the Association in the Northern end of Westchester County.

The next meeting of the Unit is to be held in Ossining, and it is expected that a large attendance will be out to discuss the plans for helping the members of the various groups of the Unit.

### White Plains

THE ANNUAL MEETING and elections of the White Plains Civil Service Employees Association were held in the City Hall and resulted in the re-election of Harry J. Rodriguez as president for a second term. Mr. Rodriguez pledged a continuance of the progressive work he has carried on during the past year.

The meeting received a report on a salary survey covering comparable titles in the City of White Plains, the County of Westchester and the State of New York. The memorandum had been prepared by the Westchester Chapter, under the direction of J. Allyn Stearns. The low average levels of many White Plains salaries as indicated by the survey were referred to the board of directors in a move toward an immediate adjustment in salary rates.

Deputy Commissioner of Public Works Jordan Young talked on the work of his department.

Other officers elected to serve with Mr. Rodriguez are 1st Vice President Edward Drury, 2nd Vice President William Johnson, Recording Secretary Margaret Taylor, Financial Secretary Regina Marano, Treasurer Lillian Wallin, and Sergeant-at-Arms Norman Cleveland.

A special meeting of the board of directors of the White Plains Civil Service Employees Association was held to take up salary matters referred to it at the annual meeting of the Association. Present to discuss the salary survey with the Directors was Mr. Stearns, who is 3rd Vice President of The Civil Service Employees Association. It was determined that or and the Common Council of the City within the next week or two and present the Association's plea for a general upward adjustment of the employees' salaries.

Attending the meeting were President Rodriguez, Eleanor Lowthian, Mrs. Vera Carpenter, Miss Regina Marano, Mrs. Margaret Taylor, Anita Minck, Leo Magnotta and Joseph Navario, in addition to Mr. Stearns.

### Auburn Prison

THE FOURTH ANNUAL Communion breakfast of Auburn Prison employees was held on Sunday, May 6, following Mass at Holy Family church. Breakfast was eaten at the Osborne Hotel and about 150 persons attended. The main address was delivered by George P. Train, City of Auburn. James F. Doyle was toastmaster. Others on the dais included: Robert E. Murphy, Warden of Auburn Prison; Charles A. Cusick, Assemblyman; John F. Foster, former warden; Joseph H. Brophy, former Warden; Rev. Gregory Du-

## Hollister Talks on Pay, Work Rules

ALBANY, May 14.—Laurence J. Hollister, field representative of The Civil Service Employees Association, is addressing two chapters of the Association at meetings this week on salaries, retirement civil service laws and work rules.

On Monday, May 14, he spoke before the Wayne County chapter meeting at the Newark Community Center. William Sparks, president, presided.

Wednesday evening, May 16, at 7:30 p.m. in the Court Room, City Hall, Little Falls, he will talk before a meeting of all public employees of the County of Herkimer, and villages and towns and schools districts at a meeting of the Herkimer chapter, called by John Mackesey, president of the Herkimer chapter.

## Hamburg Sign Men Lose Wage Appeal

ALBANY, May 14.—A request for raise in grade and salary of employees in the Hamburg Sign Shop, District 5, Department of Public Works, was denied as of April 12. A hearing on the case was held on March 2, at which information was presented by representatives of the employees of the Public Works Department, and the Civil Service Employees Association. The present grade is G-5, and the request was for G-9, title Sign Shop Painter.

In last week's LEADER, it had been stated that requests for a hearing had been denied. A hearing had been held, but what had been denied was the request of the employees.

gan, Catholic chaplain at the prison.

The committee which had arranged the event consisted of Harry M. Dillon, chairman; Henry F. Schmitz, James P. Doyle, John A. Mullaney, John J. Madden, and Rev. Dugan.

### Attica

UNIFORMED custodial and civilian employees of Attica State Prison received corporate Communion at St. Vincent's Roman Catholic Church. The Very Rev. Michael J. Costello, principal of Canisius High School, Buffalo, was the principal speaker at the Communion breakfast in the Attica Veterans Memorial Building. About 75 attended.

Father Costello spoke on apostolic principles that can be applied in ones position.

The Rev. L. J. Malinski, prison chaplain, expressed appreciation to the Rev. James W. Colligan, pastor of St. Vincent's Church, and to Jess Hyland, the master of ceremonies.

Jess stated: "Once again the Department of Correction has seen fit to recognize the religious beliefs of its employees, who express gratitude to the officials of Attica State Prison and the department for cooperation in this annual affair."

Father Colligan gave the benediction at the breakfast and addressed the diners.

Walter H. Wilkins, Principal Keeper, expressed his pleasure at being present.

## Education Board Loses License Suit

Supreme Court Justice J. Vincent Keogh handed down a decision ordering the Board of Examiners of the Board of Education to issue a vocational high school principal's license to John J. Burke, an administrative assistant in Textile High School, NYC.

## Correction Dept. Conference to Meet

OSSINING, May 14.—The Correction Conference, consisting of representatives of employees in the State Correction Department, will meet at the Wellington Hotel, Albany, on Wednesday, May 23, and Thursday, May 24. It is expected that William F. McDonough, assistant to the president of The Civil Service Employees

Association, and John J. Kelly, Jr., counsel, will address the group.

A variety of employee problems will be considered at the two-day meeting. Charles Lamb of Sing Sing Prison is Conference President; John Mullaney of Auburn is vice-president; and Alice Wagner, of Albion State Training School, secretary-treasurer.



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