

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XV — No. 13 Tuesday, December 8, 1953 Price Ten Cents

Criminal Hospital Attendants in New Drive for Pay

See Page 15

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY N Y
COMP

State Pay Report Ready by Feb. 1, To Be Sweeping

ALBANY, Dec. 7—Although trying to have the State pay survey ready by January 1, the Division of Classification and Compensation considers February 1 a safer date. The report will be submitted to Governor Thomas E. Dewey in plenty of time for action by the Legislature on any Administration pay policy that may be determined on the basis of the report and other considerations.

The Division has studied pay in other government jurisdictions and in private industry, making comparisons for a large number of titles, and encompassing entire series, from lowest to highest jobs. The field work of this part has been completed, the information submitted, and the facts are now being analyzed, to be written up in report form. The tables themselves, it is expected, will be included as supporting data.

Inequities Separately Treated

The other part of the work consists of defining the pay inequities that exist between one title and another. The fact-gathering in this undertaking is 75 per cent completed. The same analysis and putting the story into report form will be followed.

The Division of Classification and Compensation, which is being aided by the Personnel Research Division and an advisory committee appointed by the Governor, is reported anxious to have the report ready as soon as possible, but even more anxious for authenticity and completeness.

One of the reasons why the work is taking longer than expected, it was said, was the considerable time devoted to many titles in which there are few incumbents. In some instances several hours were devoted, at meetings, to a study of pay in a title in which there is only one person in the whole State government.

The Division of Classification and Compensation set as its goal, discovery of all the pay inequities, instead of proportioning its time on the basis of the profuseness of occupancy of any given title.

Also Has Power to Decide

What goes into the report, and what recommendations it will contain, will be decided by the Division of Classification and Compensation, of which J. Earl Kelly is Director. Philip E. Hagerty is

First Salary Parley Held On Saturday

ALBANY, Dec. 7 — A full-dress conference on State employee pay, held on Saturday, December 6, was the prelude to an exchange of views between the State administration and representatives of the employees. A second parley is scheduled to be held on December 19.

It has been widely predicted that a State pay increase is coming, although no one in official quarters is ready to say this. It is anticipated, too, that the present emergency bonuses will be frozen into base pay. Both points are objectives of the Civil Service Employees Association, whose leaders met with State Budget Director T. Norman Hurd. The Association seeks a 12 percent over-all upward pay revision.

At Saturday's conference, the first data was presented by the Association in an effort to buttress its case. The Association delegation was led by President John F. Powers. Appearing with him were Davis L. Shultes, chairman of the CSEA salary committee; F. Henry Galpin, salary research consultant; John T. DeGraff, counsel; and John J. Kelly, Jr., assistant counsel.

Appearing for the administration, with Budget Director Hurd, were J. Earl Kelly, director of classification, and Lawrence MacArthur, assistant director; also David Preiss, June Martin, and Grant Daniels, of the Budget staff.

head of the Personnel Research Division, which, like the advisory committee, has only advisory powers.

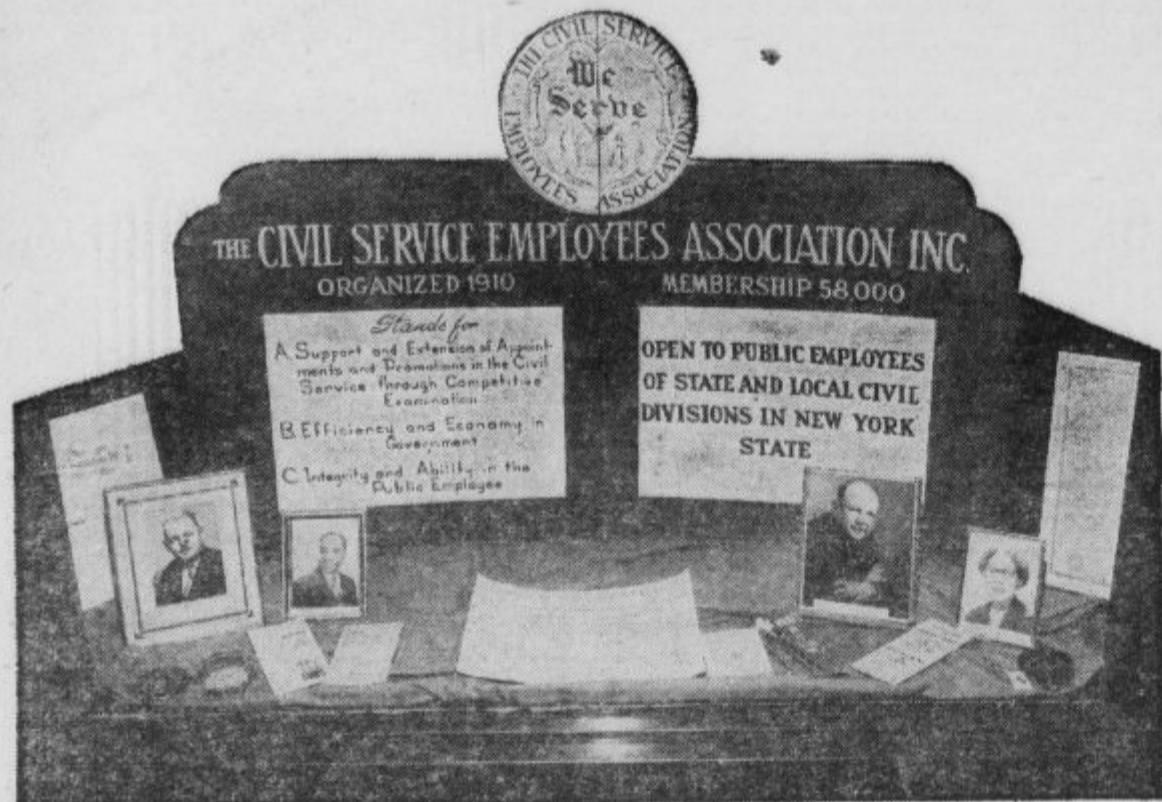
It is foregone that the report will contain concrete recommendations, and that many changes in the State pay structure will be advocated.

The effort to eradicate inequities has received especially close attention because Budget Director T. Norman Hurd himself has admitted many exist, and the researchers good-naturedly don't want to give him an opportunity to come up with even one instance they overlooked.

Association's Recommendation
The Division of Classification and Compensation hopes to turn out a satisfactory job, said an official of the State Civil Service Department, of which the Division is a part, but realizes it can not please everybody, though it expects to please many. Just what the underlying import of the optimistic part of the remark was, the informant would not explain, but it is well known that all the authoritative reports show that State pay lags behind that of private industry for similar work. From October, 1951 to September, 1953, the lag was 10 per cent, in regard to pay, the Cost-of-Living Index has risen three points during that period, and there has been an industrial pay rise since September.

The report is expected to recommend that, as a policy, better relationships be maintained, and on a prompt basis, between pay in State government, in other governmental jurisdictions and in private industry, as well as internally in the State's own pay structure.

The Civil Service Employees Association recommended that the survey be made, the Governor promptly agreed, and lost no time in ordering it started.



The display pictured was featured by Onondaga chapter, Civil Service Employees Association, during a week-long celebration honoring Mayor Thomas J. Corcoran of Syracuse, whose term of office is expiring.

Capital Conference Will Meet on Dec. 10

ALBANY, Dec. 7 — A meeting of the Capital District Conference, Civil Service Employees Association, will be held at Association Headquarters, 8 Elk St., Albany on Thursday, December 10, Dr. Theodore C. Wenzl, Chairman of the Conference announced. There will be a social gathering at 5:30 P.M., and dinner will be served at 8 P.M. A business meeting will follow. Reservations should be made with the Conference Secretary, Mrs. Esther M. Wenger, P. O. Box 1740, Albany 1 (phone 5-8881).

State Is Asked to Stop Underpaying Employees In Small Institutions

OGDENSBURG, Dec. 7 — John E. Graveline, of St. Lawrence State Hospital, who is a member of the board of directors of the Civil Service Employees Association, has written a letter to J. Earl Kelly, Director of Classification and Compensation, State Civil Service Department, asking that the prospective survey report on State pay include a recommendation for setting the pay of Mental Hygiene Department employees on the basis of duties and responsibilities.

Mr. Graveline refers to the State policy of setting pay in the department on the basis of patient population of institutions. Classification and salary of employees who work in the smaller institutions are adversely affected, said Mr. Graveline.

Finds Hardship Results

"This distinction," wrote Mr. Graveline, who is the Mental Hygiene Department representative on the board of directors, "is deemed to be unfair in many ways, and it does result in serious discrimination, and hardship for many employees.

"I sincerely trust that in your study of inequities in State salaries, you will consider this serious inequity and make recommendations that will result in classification and compensation awards more certainly in accord with the actual duties and responsibilities surrounding the tasks common to all Mental Hygiene institutions, large and small.

"Will you please advise if consideration will be given to this matter in your recommendations to the Governor?"

Asks for Improvement Now
Also, in discussions with fellow-employees, Mr. Graveline has said

that the inequity has existed since the inception of the Feld-Hamilton Law.

"No matter how hard we tried," he recounted, "we have never been able to get this matter rectified."

He looked forward hopefully to better results this time.

ARSENAL EMPLOYEES ARE GRANTED A RAISE

ALBANY, Dec. 7 — Wage increases averaging 13 cents an hour will go to 3,400 hourly employees at Watervliet Arsenal, as of December 12, to 1,700 hourly workers at the Schenectady General Depot and its Voorheesville unit, starting December 14. The raises are based on Army-Air Force Wage findings of private industry pay for similar jobs, in the Albany area.

The increases at the arsenal range from 8 to 17 cents an hour, to bring the average pay to \$1.91 an hour.



A demonstration is given at Psychiatric Institute, NYC, in connection with the State's fire safety program. Joseph M. Goeway, safety consultant, shows how a fire extinguisher is used. At extreme left, Stanley G. Allen, program coordinator, State Division of Safety; extreme right, Joseph Neary, principal stationary engineer; at right, in police uniform, Biagio Romeo, safety supervisor at the institute.

State and County Exams to Be Held On December 12

ALBANY, Dec. 7 — Harry G. Fox, director of office administration, State Civil Service Department, has sent to William J. Murray, administrative director, a list of State and County exams to be held by the department on Saturday, December 12.

Exam number, title, and number of applicants are given, in that order.

STATE PROMOTION

7209. Senior clerk (compensation), Department of Labor (open department-wide, preference to SIF applicants), 157.

7210. Senior clerk (compensation), Workmen's Compensation Board, 247.

7206. Research assistant, Division of the Budget, Executive Department, 2.

7205. Principal research analyst (public finance), Division of the

Budget, Executive Department, 1.

7213. Assistant architect, Public Works, 10.

7212. Senior architectural estimator, Public Works, 4.

7214. Senior engineering aide, Public Works, 52.

7207. Bacteriologist (virology), Division of Laboratories and Research, Department of Health, 5.

7208. Biochemist, Division of Laboratories and Research, 2.

7211. Director of mental hospital, Mental Hygiene, 24.

7217. Senior clerk, grade B-1, Queens County Surrogate's Court, 6.

7216. County detective, grade 3, Queens County District Attorney's Office, 2.

7215. County detective, grade 5, Queens County District Attorney's Office, 4.

7221. Probate clerk, grade 6, Bronx County, 7.

7222. Administrative clerk, grade

Doll Susie Captivates Children

The holiday season is almost here, and thoughts turn to the joys of giving and receiving. The LEADER staff has found a wonderful gift that every girl will love receiving, a beautiful doll more than two feet tall, with genuine Saran hair that can be washed, combed and curled.

"Susie," that's her name, has an honest-to-goodness heart (it really beats), a non-breakable plastic head, flexible latex arms and legs—and a beautiful "designer" costume.

And — best of all — "Susie" is only \$4.50, plus 25 cents mailing charge, and either two "Dolly" coupons (See Pages 2 and 7) or one wrapper label, if you are a subscriber.

See full details on Page 7.



William O'Toole, unemployment insurance accounts supervisor, presents a retirement gift, from "her loving patients," to Mrs. Gertrude McKnight, nurse at the Drislane Building, Albany. She ministered to Division of Employment personnel. Mrs. McKnight is the widow of the late John McKnight, State Senator from Rensselaer County.

6, Bronx County, 5.

7908. Associate economist, Division of Employment, 9.

7909. Senior office machine operator (addressograph), Division of Employment, 5.

STATE OPEN-COMPETITIVE

8188. Associate economist, Social Welfare, 31.

8189. Senior economist, 20.

8190. Associate economist (business research), Commerce, 18.

8191. Senior economist (business research), Commerce, 15.

8166. Assistant architect, Division of Housing, Public Works, 34.

8164. Assistant architectural estimator, Public Works, 15.

8165. Junior architectural estimator, Public Works, 4.

8163. Senior architectural estimator, 13.

8181. Buoy light tender, Public Works, 12.

8180. Junior engineering aide, 141.

8179. Senior engineering aide, 211.

8175. General manager of Thousand Islands Park, Conservation, 23.

8169. Associate hardware specifications writer, Public Works, 7.

8170. Senior hardware specifications writer, Public Works, 8.

8176. Industrial consultant, Commerce, 17.

8178. Inspector of weights and

measures, Agriculture and Markets, 35.

8177. Market reporter, Agriculture and Markets, 21.

8171. Assistant mechanical estimator, Public Works, 11.

8173. Assistant mechanical specifications writer, Public Works, 2.

8172. Senior mechanical specifications writer, Public Works, 7.

8174. Assistant technical director (building codes), Executive Department, 19.

8183. Biochemist, Health, Mental Hygiene, Education, 14.

8187. Head housekeeper, Education, Social Welfare, 11.

8184. Histology technician, 15.

8182. Milk and food inspector, Agriculture and Markets, 107.

8186. Probation examiner, Division of Probation, Department of Correction, 48.

8192. Head clerk (surrogate), Tax and Finance, Bronx County, 8.

8185. Inspector of penal institutions, Mental Hygiene, 40.

COUNTY PROMOTION

7469. Intermediate social case worker (public assistance), Westchester County, 11.

7468. Intermediate social case worker (FH), Westchester County, 3.

7467. Senior case work (public welfare and case work), Hamilton County, 1.

7470. Special deputy county clerk and county court worker, Westchester County, 1.

7471. Personnel technician, Westchester County, 2.

COUNTY OPEN-COMPETITIVE

8626. Assistant personnel officer, Westchester County, 5.

8621. Dietitian, Erie County, 2.

8627. Assistant dietitian, Westchester County (open statewide), 2.

8361. Intermediate social case worker (public assistance), Westchester County, 7.

8630. Intermediate social case worker (FH), Westchester County, 1.

8629. Night supervisor, Westchester County Home, 6.

8622. Secretarial stenographer, Erie County, 40.

8623. Senior stenographer, Erie County, 73.

8625. Senior typist, Rockland County, Town of Haverstraw, 4.

8632. Water works superintendent, grade 3, Westchester County, Amawalk-Shenorock Water District, 1.

LEGAL JOB MADE EXEMPT

The title of associate counsel to the board of trustees of the State University of New York has been placed in the exempt class by the State Civil Service Commission.

DOGGIE COUPON
DEC. 8, 1953

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DOLLY COUPON
DEC. 8, 1953

GOVERNMENT EMPLOYEES

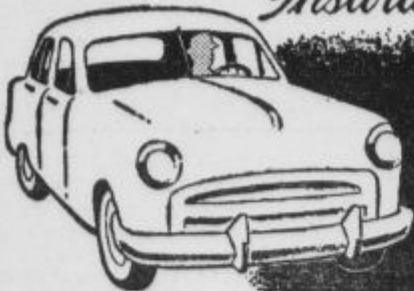
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The Pay Window

By F. HENRY GALPIN
Salary Research Analyst, Civil Service Employees Association

RESULTS OF INDUSTRIAL PAY SURVEY IN BUFFALO

According to a preliminary report of the U. S. Department of Labor, Bureau of Labor Statistics, average salaries in the Buffalo area were more than \$50 a week in April 1953. Skilled maintenance craftsmen earned on the average from \$1.91 (painters and auto mechanics), to \$2.25 an hour (for tool-and-die makers). These, and other earnings data, are based on the preliminary results of the third annual community-wide survey of wages and salaries for office and plant jobs covering more than 220 firms employing more than 187,000 workers in Erie and Niagara counties.

Average salaries of women workers in office occupations ranged from \$40 (office girls), to \$66 (secretaries). General stenographers, the largest group studied, averaged \$51.50. Salaries for other key clerical classifications were \$55 for payroll clerks, \$51 for comptometer operators, and \$47 for copy typists.

Among men office workers studied, average salaries ranged from \$43.50 for office boys to \$77 for payroll clerks. Order clerks averaged \$74.50 weekly.

Industrial registered nurses, one of the professional occupations studied, received an average of \$70 weekly. Earnings for draftsmen ranged from \$69.50 for junior draftsman to \$113.50 for chief draftsmen.

Of the 11 skilled maintenance occupations surveyed, eight averaged \$2.10 or more an hour. Among these were machinists at \$2.12, electricians at \$2.13, and millwrights at \$2.15.

Average hourly earnings for custodial workers were \$1.72 for guards, \$1.35 for watchmen, \$1.45 for men janitors, and \$1.07 for women cleaners. Material handling laborers, the largest group of plant workers studied, averaged \$1.57 an hour. Operators of fork-lift power trucks earned \$1.72. Average rates for truck drivers varied according to the type of truck: \$1.55 for light trucks, \$1.69 for medium trucks, and \$1.77 for heavy trucks.

J. B. German Congratulated

UTICA, Dec. 7 — The appointment of J. Bradbury German Jr., Oneida County clerk, as U. S. marshal for the Northern New York District, was noted with interest by Oneida County employees, with whom Mr. German had cooperated in civil service matters.

The Oneida County chapter, Civil Service Employees Association, congratulated Mr. German on his appointment. The post pays \$8,360 to \$9,360 a year.

Mr. German was elected Mayor of Utica in 1943, after having served six years as Oneida County Sheriff.

Committee Chairmen of Assn. Listed

The names of Charles D. Methe and Vernon A. Tapper were inadvertently omitted from a listing, in the December 1 LEADER, of standing committee chairmen appointed by John F. Powers, Civil Service Employees Association president. Mr. Methe, for the State Division, and Mr. Tapper, for the County Division, are co-chairmen of the membership committee.

Only the appointment of the grievance committee chairman remains to be announced.

The complete list of Association standing committee chairmen follows:

Membership — Vernon A. Tapper, County Division, and Charles D. Methe, State Division, co-chairmen.

Legislative — Jesse B. McFarland.

Auditing — George Syrett.

Pension and Insurance — Charles Dubuar.

Education — Raymond Castle.

Salary — Davis L. Shultes.

Social — Virginia Leatham.

Public Relations — Foster Potter.

Resolutions — James V. Cavanaugh.

Revision of Constitution and By-Laws — Henry Shemin.

SOCIAL WELFARE UNIT AT NEW ADDRESS

The Division of NYC Affairs, State Social Welfare Department, is now located at 270 Broadway, New York 7, N. Y., telephone, Barclay 7-1616.



Al Musson, of Building D, Kings Park State Hospital, who's also quite a shot with the camera, bagged this 173-pound six-point buck in Otsego County, using a 20-gauge shotgun. He's the new "title holder," edging out John Link's deer by eight pounds.



Commissioner John A. McCormack (left) of the Division of Standards and Purchase congratulates John B. Sheehe, senior purchasing agent of farm equipment and produce, who is retiring after 23 years' service. Mrs. Sheehe looks on.



Newly elected officers of Harlem Valley State Hospital chapter, Civil Service Employees Association. Seated, from left, Anna Bessette, secretary-treasurer; Howard J. Ross, president; Hazel Brown, trustee. Standing, Lewis Illig and Winifred Harrison, trustees, and William F. McDonough, who was guest speaker. Mr. McDonough is executive assistant to John F. Powers, CSEA president.



Dr. George F. Etling, director of St. Lawrence State Hospital, presented gifts, on behalf of the hospital employees, to Mrs. Janet Brainard, chief supervising nurse (center), and Mrs. Blanch Spilman, who are retiring after 33 and 26 years' service, respectively.



Sparkling the membership drive of Rochester State Hospital chapter, Civil Service Employees Association, are, seated, from left, Eva May Westling, William Rossiter, committee chairman; Claude E. Rowell, chapter president; Marie Henry, treasurer, and Gardiner Mildfeldt. Standing, Leo Lamphron, Marion Coles, Betty Rossiter, Edward Chamberlain, Olin Lane, Winifred Hadden, Rita Donovan, Laura Stonegraber, Thomas Holleran, Harold Westling and Archi Graham.

One State Title Raised 3 Grades

ALBANY, Dec. 7 — One State title has been reallocated upward by the Classification and Compensation Appeals Board. J. Earl Kelly, director of Classification and Compensation, announced. The title, public assistance examiner, jumped three grades, from G-9, \$3,251 to \$4,052 total, to G-12, \$3,731 to \$4,532 total, effective November 16 last.

The minimum salaries of two Erie County titles were increased temporarily. They are: Association chief cancer research breast surgeon and associate chief cancer research urologist, both \$11,448 total (third year step of G-42), effective October 1 and November 1, respectively.

Titles Added
The following titles have been added to the State civil service (grade, total pay and 1953 effective date given):

Assistant director of industrial safety service, G-32, \$7,754 to \$9,394; November 16.

Assistant realty consultant, G-35, \$6,088 to \$7,421; November 1.

Director of Public Works personnel, G-34, \$8,350 to \$10,138; December 1.

Health local assistance supervisor, G-25, \$6,088 to \$7,421; December 1.

The Classification and Compensation Appeals Board established three titles:

Director of accounting systems, G-32, \$7,754 to \$9,394; November 1.

Editor of municipal affairs reports, G-25, \$6,088 to \$7,421; November 1.

Editor of school reports, G-22, \$5,414 to \$6,537; November 1.

OWN YOUR OWN HOME. See the fine opportunities offered in the Real Estate Section of The LEADER each week. Please turn to Page 11.

A change of title was made, as follows:

From senior education supervisor (dental hygiene), to assistant in dental hygiene education, G-20, \$4,964 to \$6,088; December 1.

Two Titles Eliminated
Two titles were eliminated from the State title structure:

Director of cancer research (physics), G-44, \$11,329 to \$13,667; August 1. (The title is now in the exempt class, hence no longer subject to salary allocation).

Head beverage license examiner, G-23, \$5,638 to \$6,762; October 1, 1950.



JANET MACFARLANE

COUNSELLING HELPS EMPLOYEES TO SOLVE THEIR JOB PROBLEMS

One of the difficult undertakings of State employees—to obtain a transfer to another department, involving the willingness of another department, and the consent of the employee's present department—is eased by the Personnel Relations Board's counselling service, Janet Macfarlane feels. She's the one who deals with both personal and personnel problems that come to the Board. She's located in the State Office Building, Albany, and it's well to make an appointment before dropping in, or, if one lives elsewhere, a letter should be addressed to the Board.

Miss Macfarlane has wide experience in dealing with people, especially State officials and employees. For years, she was chairman of the social committee of the Civil Service Employees Association.

She moved from the Mental Hygiene Department to the Personnel Relations Board.

Gets Departmental Aid
The counselling service was begun in 1951. From 25 to 50 cases come in a month, that call for counselling service.

Miss Macfarlane reports that there is no pattern to the problems, but an infinite variety. The majority are purely personal ones, or relate to changes of assignment, reinstatements, and the like.

The fact that she's been kept so busy at counselling convinces her that the service is beneficial to employees and departments, both. The main idea is to have adjustments made through cooperation, and she's glad to report that such cooperation has been prodigious.

Activities of Employees in State

Middletown State Hospital

THE NEXT meeting of Middletown State Hospital chapter, CSEA, will be held Saturday, December 12, instead of the usual date. All Mental Hygiene chapters in the area will be invited to participate. It is hoped that the meeting will result in a legislative program to obtain improvement in salaries, working hours and working conditions.

Make membership a must for '54. Pay CSEA and MHEA dues to

Francis McWhorter now. Laura Stout is chairman of the membership committee, which consists of: Cecil A. Nichols, Kenneth Doolittle, Ruth Vint, Catherine Hobbs, Howard Shumake, Eleanor Swope, Edward Allen, Wilbur Miller, Alex Bauerle, John Shaw, Ralph Perna, Pearl Doolittle, Mary Myers, Martin Long, Willard Barnes, Willis Goldsmith, Anona Kilcoin, Ann Shumake, Ray Murphy, Madeline Mazuk, Harlan Walston, Louise Foster, Dorothy Morris, James Gibbons, Claudia Mackey, Antoinette Seyfried, Agnes Clancy, George Robertson, Fred Walters.

Congratulations to Middletown's successful hunters: George Kuhlman, George Mills, Theron Crawford, John Joly, Albert Renton, Ralph Clouse, Leight Fuller, Charles Weyant, Ray Swope, Andy Warden and Herb Smith.

St. Lawrence State Hospital

A RECEPTION was held for Mrs. Janet Brainard and Mrs. Blanch Spilman, who are retiring soon. Mrs. Brainard, chief supervising nurse, has 33 years' service,

and Mrs. Spilman 26 years. Both are graduates of the hospital's school of nursing, and are indeed a credit to their profession.

On behalf of the employees, Dr. George P. Etling, director, presented Mrs. Spilman with a watch and a purse, and Mrs. Brainard with a set of luggage and a purse.

Their contributions to the patients and the hospital, and their outstanding personalities will long be remembered.

Public Works District 10

THE NEXT quarterly meeting of District 10, Public Works chapter, will be held Friday, December 11, at 8 P.M., at the Fire House in East Norwich. The meeting place is located on the east side of Route 106, about 300 feet north of Route 25A.

The president and delegates will report on the last annual meeting of the Association, and on the Public Works meeting held in Albany.

Safety pins will be presented to four members. All employees of the District are invited to attend. Refreshments will be served.

ELLIOTT AND TWEED TALK ON ADMINISTRATION
The Capital District chapter, American Society for Public Administration, will meet on Tuesday, December 8 at 8 P.M. in Hearing Room 1, State Office Building, Albany, to discuss judicial administration. The speakers will be Harrison Tweed and Sheldon Douglass Elliott. Wendel P. Brown, State Solicitor General, will be moderator.

Mr. Elliott is professor of law at New York University School of Law, while Mr. Tweed is a member of the law firm of Milbank, Tweed, Hope and Hadley, and president of the National Legal Aid Association.

BRIDGE-TUNNEL LIST OPEN FOR INSPECTION

The complete, official 3,623-name eligible list for bridge and tunnel officer, NYC Triborough Bridge and Tunnel Authority, may be inspected at The LEADER office, 97 Duane Street, Manhattan, until Friday, December 18.

IMPORTANT!

To Those Who Filed Applications for Following Exams.

PATROLMAN CANDIDATES

12,453 Men Filed Applications for the Last Patrolman Exam. BUT ONLY 1,340 NAMES WILL APPEAR ON THE ELIGIBLE LIST!

About 12,000 have filed for the coming exam, the written test for which will be held on Jan. 30. If the same ratio of failures prevails only about 1,250 will be successful.

WHY SO MANY FAILURES?

Because so many candidates mistakenly believe they do not need special preparation, or defer it until it is too late and then take the exam "on a gamble."

Only 8 Weeks Remain Before Written Test

The written and physical performance tests in the case of the average applicant call for some specialized training. The Delehanty Institute has had unparalleled experience in this specialized field. Our classes in preparation for this test meet 3 days weekly at hours to suit the convenience of students. Enroll now and have the advantage of about 24 class sessions covering all phases of the written test, including quiz tests and written trial examinations. You should be able to improve your rating by 10% to 30%!

Moderate Fee Payable in Installments Includes Gym Training

INSPECTOR OF HOUSING

783 Have Filed Applications BUT HOW MANY WILL PASS? 1,319 filed for the last exam and ONLY 250 PASSED—About 21% On the same basis only about 167 will pass the next test!

THE NECESSITY OF BEING WELL-PREPARED

The broad scope of this type of examination requires a knowledge of many building trades and the average applicant is familiar with only one of them. Our preparatory class is under the personal supervision of an engineer with more than a quarter of a century of experience in a supervisory capacity in the Building Dept. He is assisted by other able and experienced Civil Service instructors.

Class Meets 2 Eves. Weekly—Be Our Guest at a Class Session

Candidates for CLERK — Grade 2

Salary Increase for Beginners Becomes Effective Jan. 1st.

Starting Salary Will Be \$2,360 a Year, With Automatic Annual Increases to \$3,250 a Year

These automatic increases do not require the passing of Promotional Exams. However, those appointed also become eligible for Promotional Exam, for Clerk-Grade 3 with a starting salary of \$3,386 and subsequent automatic increases.

SPECIALIZED PREPARATION WILL BE WELL-REWARDED

A large number filed for this exam, but many will be just "taking a chance." Those who are anxious to secure one of these desirable positions will benefit greatly by our special course of preparation. Enroll now, only a few weeks remain before the official test.

Classes Meet Twice Weekly in Manhattan and Jamaica

TRANSIT PATROLMAN

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MASTER ELECTRICIAN — MON. & WED. at 7:30 P.M.

STATIONARY ENGINEER — TUES. & THURS. at 7:30 P.M.

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TUESDAY, DECEMBER 8, 1953

Raises Must Positively Come Through This Time

Pay needs are paramount today in public service. Other problems press for solution, but high quality public service depends more on adequate pay than on anything else. Not only is the general pay level too low, but inequities have arisen, and grown, through the years. Now is the last opportunity to correct both types of deficiencies.

In the Federal government, both the classified and the postal employees are expecting Congress to do, when it reconvenes, what it failed to do this year. The inattention Congress gave to pay increase bills was a monument not merely to indifference but to hostility. Now the temper is reported to have changed.

In the State Government the employees made no headway last year, either, though they had an equally good case. This time the State is completing a salary survey, and otherwise evidencing a real interest in predicating State salaries on living costs and comparative pay in private industry, as of a date closer to the hour of decision, which would avoid the deficiency that marked the raise of less than 6 per cent granted two years ago.

The Critical Hour

In NYC the pay situation is, if anything, more garbled, but at least equally unjust to employees, both as a group, and in many special titles. Also, in NYC, pay policies of administration have been niggardly, in contrast to State practices as to increments and bonus, and with U. S. increment practices, for there is no Federal bonus. Already, however, NYC is on the way to remedying bonus injustices of the past, at least to the extent of fuller benefit in the future, and on January 1 all pay will be base pay, a goal that State employees seek, too, in pay negotiations now being conducted by the Civil Service Employees Association, with Budget Director T. Norman Hurd.

The time at last has been reached when government must take action to make pay commensurate with duties and needs. No longer is the time opportune, if it ever was, to invoke pretexts of reclassification or reorganization. If government has heard before that if an adequate raise is not forthcoming, employee morale will crack, it is hearing it again when the cracking would surely become a boomerang, service suffer, as it must when rendered by the disheartened, and government exposed as having abdicated one of its main responsibilities.

IT MUST BE HEARTENING to State employees to read in Governor Thomas E. Dewey's Christmas message his acknowledgment of "how important to our fellowmen are the public services rendered by the fine public servants of our State."

THE URGE to put more of the competitive jobs into the exempt class, a cyclic phenomenon, is heading for a peak in Federal service.

Employment Security Workers to Get Prizes

An international merit award contest, to recognize the achievements of Employment Security personnel, is being sponsored by the International Association of Personnel in Employment Security. W. Lee Thorne, manager of the Long Island City office of the Division of Employment, State Labor Department, said that selection of candidates will be based on outstanding service, such as placement and recruitment of workers,

development of training programs, introduction of time-saving and labor-saving plans, compilation of labor market information, development of employee-employer institutes, and promotion of libraries, counseling programs and veteran placement activities. The contest closes February 15. Cash prizes, plaques and scrolls will be presented at the association's 41st international meeting next summer at Asheville, N. C.



Philip Young, Chairman of the U. S. Civil Service Commission, said at a press conference in NYC that future reductions would not, in general, cost present Federal employees their jobs. Non-filling of jobs that become vacant through retirement, resignation, promotion, death, and transfer would be the method used, he explained.

Question, Please

I TOOK a State exam while I was a resident of New York State, passed the test, but before being certified was offered a job in the South, which I took. When certified, may I accept the State job without violating the residence provision? P. L.

Answer — If you changed your legal residence to one outside the State, you are no longer an eligible, and should decline, stating the reason. However, your question does not decide whether or not you changed your legal residence. Where you happen to be living is not the criterion of legal residence. U. S. soldiers, New York State legal residents, wherever they are, retain that residence. A legal residence is one that you establish as your permanent place of abode and to which you intend to return after your travels. Thus, to fill a job in the South, certainly you'd have to go there, but, unless it's of a permanent nature, and you really pulled up roots in New York State, and performed no overt act showing change of legal residence, like voting, your legal residence may still be in New York State, and your acceptance of the New York State job offer could be fully consistent with the legal residence regulation.

VETERAN PREFERENCE aside, the State Constitution provides that jobs shall be competitive and filled on the basis of merit and fitness. How does it happen that people are appointed to exempt jobs that are reclassified into the competitive service, the incumbents going into the competitive (Continued on Page 7)

Comment

ESSAY TYPE TEST PREFERRED BY CANDIDATE

Editor, The LEADER: I was a candidate in the recent exam for promotion to head hearing reporter, State Workmen's Compensation Board in NYC.

It is a supervisory title. No essay type exam was given. Instead, multiple choice questions were asked. The questions were supposed to test the candidate's knowledge of English, grammar, spelling, knowledge of the job, etc.

Only four questions out of 100 dealt with hearing reporters, and a correct answer to those four could be given only in an essay on the reasons behind the answer.

Questions to test judgment, etc. could have had more than one correct answer.

The rest of the questions, the majority, dealt with supervision, but also had nothing to do with a hearing reporter's work, and, there could have been more than one correct answer. Even official books on supervision, such as the one put out by the State Civil Service Commission, had no material dealing with such questions.

Only an essay type exam can test a candidate's knowledge of the job, judgment, etc., for the reasons for answers are all important.

XYZ

CIVIL SERVICE

NEWS Letter

BECAUSE there are 27 pay periods this year, instead of the usual 26, and as U. S. annual leave is determined on the basis of pay periods, leave becomes larger as follows: for employees of less than three years' service, 13½ days instead of 13; more than three, less than 15 years, 20¼ instead of 20; 15 or more years, 27 instead of 26. But then there's the income tax to worry about, with 4 per cent more income crowded into the calendar year for practically everybody else, too.

A HOT FIGHT is in the making that may prove U. S. Civil Service Commission's biggest worry. With many jobs put in Schedule C, thus making them appointive (exempt), Republican legislators, and members of the Republican National Committee, want to know since when does being a member in good standing of the political party in power disqualify one from appointive office?

LEE J. BEHRINGER, of Amsterdam, N. Y., has been appointed director of the Albany District, Workmen's Compensation Board, with headquarters in Menands. He'll hold sway over 19 counties at \$7,300 a year. He was formerly assistant secretary of the board, which Mary Donlon heads.

AN ODDITY in union history developed at the Andrews Air Force Base. The local of the American Federation of Government Employees, AFL, charged its home office with using "union busting" tactics against the local. Usually employers are the targets of such attacks. Now the local has voted to disaffiliate from the AFGE, and join the Government Workers Union, CIO.

A SUBCOMMITTEE of the House Ways and Means Committee reports that the Internal Revenue Bureau could do a better job if all its positions were in the competitive class, and no appointments made politically.

IN LINE WITH the subcommittee's recommendation, that top jobs in one agency be put in the competitive class, comes the blast by Ira N. Gabrielson, retired director of the Fish and Wildlife Service, against the recent switch, by the U. S. Civil Service Commission, of top Conservation jobs from the competitive class to Schedule C, the equivalent to exempt class in Federal service. Mr. Gabrielson is a brother of Guy Gabrielson, former chairman of the Republican National Committee. He complains that many of the former competitive jobs in the Conservation Service "can now be filled by political hacks." If the present policy continues, he adds, "none of the attractive jobs will be left within the merit system."

ANTIDOTES SOUGHT FOR 'HEADACHES' OF SUPERVISORS

A supervisor has his troubles, too. Human relations, especially discipline, because continuing and often tense, are the main rub. Procedural difficulties are settled somehow in time.

So, says the Civil Service Assembly, training of supervisors is highly important. Many tackle their jobs, without training or experience in the new difficulties, and are swamped. A survey of 397 clerical supervisors in both government and private industry was conducted by the personnel office of California's Department of Social Welfare.

Few of those queried had had any training in how to supervise before they actually took on the job. And the general feeling was that human relations problems may get out of hand when the

new supervisor must learn through trial and error. But 162 were tried on the job before official appointment or 40 per cent of those questioned. Only 46, or 11.6 per cent, had had any training on their own to prepare them for supervising. And only 43, or 10.8 per cent, got training from their own organization before taking on supervisory tasks.

From Within Preferred Most of those questioned said they wished they had had training from their own organization before becoming supervisors. They also like training by the employer-organization within the first two months after appointment as supervisor, trial without official appointment as an understudy to a supervisor, and taking part in supervisors' conferences.

Dewey Sends Christmas Greetings To Fellow-Workers in State Gov't.

ALBANY, Dec. 7—Governor Thomas E. Dewey issued his Christmas greeting to his "fellow workers in State Government" as follows:

"Once again I have the pleasure and privilege of extending hearty Christmas greetings to my fellow-workers in the State Government.

"Throughout the year the public services we provide for the people of our State should and do constantly strengthen and enrich the lifelines of our society. The continuous and excellent efforts of State employees in the fields of health, education, conservation and a host of others, are vital contributions toward the realization in our State of the ideals of American government. Their labors bear fruit in the concrete achievement of the aim of our government—to secure the blessings of our freedom. It is well that we pause, at this time of year, to consider how important to our fellow-men are the public services rendered by the fine public servants in our State.

"May the joys of the Christmas Season bring you all a full measure of happiness, and may the New Year find us working even more ardently in the spirit of peace on earth and love of our neighbor."

Question, Please

(Continued from Page 6)
 with their jobs, and getting tenure? And how consistent is it if a clerk job is reclassified to administrative assistant, and the clerk becomes an administrative assistant, though all be passed was a clerk test? L. P. E.
 Answer — The Constitution is the organic law. The Civil Service Law, court decisions, administrative and related rulings, implement that basic law. A constitution usually establishes principle, not method. You have not given the real import of the constitutional provision (Article V, Section 5), which states that "appointments and promotions . . . shall be made according to merit

and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive." Note the emphasis on "as far as practicable." The right to cover exempt jobs into the competitive class should be exercised cautiously, and in practice is, but has Court of Appeals approval, including the incumbent going into that class, with the job. The reclassification and upward reallocation of positions, so the title corresponds to the duties, and the pay corresponds as well, are consistent with the merit principle, are specifically authorized by statute, and the statute has been upheld judicially time and again. The merit system is not based on the destruction of all administrative discretion, and practical problems arise with which the Constitution itself does not specifically deal. Within the pattern of latitude, of course, abuses may be practiced, and sometimes are, but the merit system, in the whole, is working satisfactorily.
 No Constitution can guarantee perfection.

JOB CALLED EMERGENCY

The State Civil Service Commission has designated the job of junior defense assistant, Civil Defense Commission, as an emergency defense position.

Metropolitan Conference Organizes Pay Campaign

Presidents of chapters in the Metropolitan Conference, Civil Service Employees Association, at a meeting held at Brooklyn State Hospital recently, voted unanimously to start now to lay the foundation for a raise in pay for State employees.

Thomas H. Conkling, chairman, presided at the meeting, which approved chapters getting busy now, through contacting local legislators and others, as an aid to the campaign that the Association itself is expected to wage from Association headquarters.

The State Administration is completing a survey of pay in private industry and in other governmental jurisdictions than the State, for comparison. Association headquarters are awaiting the recommendations of that report before taking any stand. Also, the Association seeks to be consulted before any final decisions are made on whatever recommendations the report may contain, or on the other data in the report.

Conkling Describes Plan
 Chairman Conkling described the plan of operation. Letters were sent to all State legislators who represent localities in the

Metropolitan Conference area, asking their support of the salary campaign. Groups will visit the legislators personally, and chapter members will send individual letters to legislators. Also, visits will be made to civic organizations. Speakers may be sent to Rotary and Lions clubs. Henry Shemin, chairman of the Conference's personnel relations committee, would be a speaker. Also newspapers and other publicity will be sought.

The Conference has a broad legislative program for attainment of CSEA objectives.

Conkling Names Aides

Groups were appointed by Chairman Conkling to handle the legislative drive in their areas:

Staten Island — Kenneth A. Valentine, chairman; Mrs. Catherine Webb, co-chairman; members of Willowbrook State School chapter.

Manhattan — Henry Shemin, chairman; Edith Pruchthendler, William O'Morrissey, Frank Wallace, John Wallace.

Brooklyn — Henry Clark Sr., chairman; Emil Impresa, vice chairman; Solomon Bendet, Al Greenberg, Sara Emmett, Henry Shemin.

Bronx — Jack DeLisi, chairman; Elizabeth McSweeney.

Queens — William Price, chairman; Joseph J. Byrnes, Mr. MacKenzie.

Nassau County — George H. Siems, chairman.

Suffolk County — Thomas Purtell, chairman; Angelo Coccaro, Paul Hammond, Carl Hamann.

The next meeting of the Conference will be held on Saturday, January 30, at Psychiatric Institute, 722 West 168th Street, NYC. Psychiatric Institute chapter will be host.

Employee Activities

State Insurance Fund

ALL State Insurance Fund chapter members are urged to keep the ball rolling on the CSEA's bid for a State pay increase this year. Write your State legislators and tell them how you feel about a pay boost.

Welcome to new chapter members Edythe Brooke and Mildred Crittenden of Payroll Audit. Those members who haven't paid dues are urged to do so at once.

Condolences to Fred Reinecker of Underwriting on the death of his brother.

Bowling results: Claims Senior took three points from Accounts. Actuarial dropped Safety for four points. Payroll took three points from Policyholders. Medical won four points from Underwriters, under forfeit (one Underwriter bowler took her game, almost beat Medical with four blind). Claims Examiners upset a hot Orphans team for three points. This was the second position week, and a real thriller, with Copeland bowling 226.

Central Islip State Hospital

CENTRAL Islip State Hospital chapter, CSEA, will meet December 11 to discuss a salary increase and the compromise plan on the 40-hour week. All members are urged to attend.

Congratulations to those who passed the staff attendant exam. Here's hoping appointments come soon.

Great things are expected from the chapter bowling league.

Speedy recovery to those in J infirmary.

Thomas Purtell, chapter president, was elected chairman of the Suffolk County salary committee of the Metropolitan Conference. He'll speak before the Central Islip Lions Club December 10 to present the Association view on salary.

Pay your dues to Mr. Purtell or your group membership committee.

Kings Park

THE ANNUAL Occupational Therapy Department sale at York Hall, was well attended. Much interest was shown in the articles made in the children's units, ward attendants' classes, and by family care patients.

Insurance applications and claim forms may be obtained at the firehouse, laundry, O.T. office, main office and recreation office.

The chapter's executive council will meet with local legislators to discuss resolutions adopted at the CSEA annual meeting.

The Long Island section of the Metropolitan Conference Bowling League meets each Saturday at 9:30 P.M. at Oscar's Bowling Alleys, Islip Terrace. Team members from Kings Park are: A. H. LoDuca, group 3 kitchen, captain; N. McEriane and C. Hickey, group 4, co-captains; J. Pucci and E. Cooke, boiler house; F. Mankush, garage, and W. McWilliams, tinsmith shop.

Sympathy to the family and friends of Sophie Marion. She died recently.

Get well wishes to Agnes Dolan, Catherine Meagher and Arthur Prehmus, in sick bay.

Employment, NYC and Suburbs

THE Employment chapter, NYC and Suburbs, reported the death of Michael Stapleton, chapter member, on December 7. He succumbed to a heart attack.

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Lansdale Resigns as Welfare Head

ALBANY, Dec. 7 — Robert T. Lansdale, State Commissioner of Social Welfare, resigned effective December 6, because of ill health. First Deputy Commissioner Raymond W. Houston is Acting Commissioner until a permanent appointment is made by the Board of Social Welfare, of which Henry Root Stern is Chairman.

Mr. Lansdale will become a consultant with the Temporary State Commission on Fiscal Affairs of State Government.

He was ill in 1952, and spent six months convalescing. His physicians warned him against returning to a position involving strain and pressure.

Tribute by Dewey

Governor Thomas E. Dewey, in regretfully accepting the resignation, wrote to Mr. Lansdale:

"At the time of your appointment our public welfare system had become a patchwork built up over the decades. It sorely needed an outstanding authority to guide the legislative and other committees that were to make recommendations for far-reaching changes; it required a superior technician to supervise the building of the new foundation and the installation of the new procedures; it called for the wisdom, patience and energy of a great public servant to work with all of the many groups in the State who make our social welfare structure possible. You filled all these vital roles. No other individual could have been better qualified for so complex a task."

EMIGRANT BANK'S NEW OFFICE OPENS

The Emigrant Industrial Savings Bank has opened an office at the northeast corner of Seventh Avenue and 31st Street, NYC, opposite Pennsylvania Station. President John T. Madden, commenting on the location, cited the heavy concentration of wage earners and the continuing expansion of business in the neighborhood, and the increasing number of daily commuters through the station from the suburbs. The added location will be a great convenience to thousands of mortgagors from Long Island and New Jersey, he added.

On September 30, 1850, the bank opened its doors at 51 Chambers Street.

CITIZENSHIP WAIVED

The appointee to the job of senior cancer research surgeon, at Roswell Park Memorial Institute, need not be a citizen of the U. S., the State Civil Service Commission has ruled.

LEGAL NOTICE

As a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the Courthouse, located at 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 25th day of November, 1953.

PRESENT: HON. FRANCIS E. RIVERS Justice. In the Matter of the Application of EDWARD HOCKMAN for leave to assume the name of EDWARD WALTER BROWN.

On reading and filing the petition of EDWARD HOCKMAN, duly verified and acknowledged the 21st day of October, 1953, and the affidavit of CHRISTINE BROWN, nee CHRISTINE GEISMAN, duly sworn to the 10th day of November, 1953, praying for leave to permit the petitioner to assume the name of EDWARD WALTER BROWN, instead of his present name, and it appearing that the petitioner was born on the 29th day of September, 1917, in the City and State of New York, as appears from his certificate of birth bearing Certificate No. 48774, of the year 1917, and the Court being satisfied thereby that the affidavits contained in said petition and affidavit are true, and that there is no reasonable objection to the change of name proposed.

NOW, on motion of MARY B. TARBORER, attorney for the petitioner, it is ORDERED, that EDWARD HOCKMAN be and he hereby is authorized to assume the name of EDWARD WALTER BROWN, on and after the 5th day of January, 1954, upon condition that the further provisions of this order be complied with; and it is further

ORDERED, that this order and petition be filed and entered within ten days from the date hereof in the office of the Clerk of this Court, County of New York; and that a copy of this order shall within ten days from the entry thereof be published once in the Civil Service Leader, a newspaper published in the County of New York, and that within forty days after the making of this order, proof of such publication shall be entered and filed with the Clerk of this Court, County of New York; and it is further

ORDERED, that upon compliance with the above conditions and on and after the 5th day of January, 1954, the petitioner herein shall be known by the name of EDWARD WALTER BROWN, and by no other name.

TRUCK WEIGHER TEST ONE OF FIVE STATE WILL OPEN ON DEC. 21

ALBANY, Dec. 7—Five State open-competitive exams will be held Saturday, March 6, by the State Civil Service Commission. The exams include three tests originally scheduled to be held December 12. One of the others is for truck weigher. The date of examination was postponed to permit an additional application period.

All five exams will be open from Monday, December 21 to Friday, January 29. Do not attempt to apply before December 21.

The three reopened exams:

8167. Senior architectural specifications writer, \$6,088 to \$7,421.

8168. Assistant architectural specifications writer, \$4,904 to \$6,088.

8217. Associate public health physician (pediatrics) (open nationwide), \$9,065 to \$10,138.

Candidates who have already applied in the exams reopened should submit notarized statements to bring their applications up to date.

Applications will also be received for:

8224. Associate architectural specifications writer, \$7,754 to \$9,394.

8221. Truck weigher (men only), \$2,611 to \$3,411.

Truck Weigher Duties
There are no minimum educational requirements in the truck weigher jobs.

Candidates must have two years' business experience in a job involving courtesy to the public, such as salesman, sales clerk or filling station attendant.

Men only are eligible.

Truck weighers weigh trucks at stationary and mobile stations throughout the State, to check for compliance with the requirements

of the highway use tax. Information obtained from drivers is used for comparison with tax returns.

Weighters are not police officers. They are spot-checkers rather than law enforcers, and do not have the power to arrest. Weighters report lack of cooperation from drivers, and State Police may be assigned to stations to enforce driver cooperation.

Truck weighing stations usually are set up adjacent to main highways in rural areas, and are operated around the clock by three pairs of truck weighers, each working an eight-hour shift.

Wide Distribution of Jobs

Weighters direct trucks into the station, position them on the scales, weigh the loaded truck, and obtain from the driver information on designation, cargo and empty weight. Findings are forwarded to the Public Works Department, for use in highway planning, as well as tax purposes. Truck weighers are responsible for the neatness of the station.

Jobs are located throughout the State. There are two weighing stations in Public Works District 10, Nassau and Suffolk Counties, on the Jericho Turnpike, in the Town of Oyster Bay. Weighing stations are specifically excluded by law from NYC proper.

Other "metropolitan area" stations are south of Fishkill; on Route 9W, north of Highlands; Route 1, Port Chester; Route 11, Middletown Bypass.

Exams Now Open NYC Promotion

(Continued from Page 9)

6961. CHIEF MATE, Public Works (Prom.), \$4,625; two vacancies. Requirements: Six months as second mate. Fee \$4. (Thursday, December 17).

7023. CLAIM EXAMINER (TORTS), GRADE 4, Comptroller's Office (Prom.), \$4,021 and over. Requirements: Six months in grade 3 or 4 of Legal Service, except claims examiner (torts), grade 4. Fee \$4. (Thursday, December 17).

7010. GARDENER, Parks and Hospitals (Prom.), \$3,170. Requirements: Six months as assistant gardener. Fee \$3. (Thursday, December 17).

7013. MEDICAL SOCIAL WORKER, GRADE 2, Hospitals (Prom.), \$3,530 to \$4,020; two vacancies. Requirements: Six months as medical social worker, grade 1. Fee \$3. (Thursday, December 17).

6958. SECOND MATE, Public Works (Prom.), \$4,195; four vacancies. Requirements: Six months as able seaman, deckhand or scowman. Fee \$3. (Thursday, December 17).

SERVICEMEN MAY APPLY FOR TRANSIT POLICE JOBS

Applications for transit patrolman jobs, with the NYC Transit Authority, \$3,725 a year to start, will be received by the NYC Civil Service Commission until Monday, February 1, from men who were in the armed services during any part of the regular filing period, October 14 to 29. At the time of filing, men must submit proof of such military service. Applications from others will not be accepted.

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of the highway use tax. Information obtained from drivers is used for comparison with tax returns. Weighters are not police officers. They are spot-checkers rather than law enforcers, and do not have the power to arrest. Weighters report lack of cooperation from drivers, and State Police may be assigned to stations to enforce driver cooperation. Truck weighing stations usually are set up adjacent to main highways in rural areas, and are operated around the clock by three pairs of truck weighers, each working an eight-hour shift. Wide Distribution of Jobs Weighters direct trucks into the station, position them on the scales, weigh the loaded truck, and obtain from the driver information on designation, cargo and empty weight. Findings are forwarded to the Public Works Department, for use in highway planning, as well as tax purposes. Truck weighers are responsible for the neatness of the station. Jobs are located throughout the State. There are two weighing stations in Public Works District 10, Nassau and Suffolk Counties, on the Jericho Turnpike, in the Town of Oyster Bay. Weighing stations are specifically excluded by law from NYC proper. Other "metropolitan area" stations are south of Fishkill; on Route 9W, north of Highlands; Route 1, Port Chester; Route 11, Middletown Bypass.



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Activities of Employees in New York State

Creedmoor

JOHN MACKENZIE will appoint a nominating committee to select candidates for officers of the Creedmoor chapter, CSEA. Anyone who wishes to serve on the committee should contact Mr. Mackenzie.

The chapter will hold a card party in the social room of the Assembly Hall on Friday, December 11. Proceeds will go to the

Sunshine Fund. Mrs. Helen Quest is chairman of the committee.

Teams in the men's and women's bowling leagues are fighting it out for first place honors.

Decorations for the Christmas season will include a stable, being created by the grounds department on the lawn south of Building N, the crib in the administration building lobby, and the decoration of trees on the grounds. Midnight Mass will be celebrated in the Assembly Hall, with Christmas Day Masses at 7:45 and 9:15 A.M.

Creedmoor chapter sends holiday greetings to Association officers and chapter throughout the State.

Brooklyn State Hospital

METROPOLITAN Conference chapter presidents met at Brooklyn State Hospital recently. Thomas Conkling is Conference chairman.

Brooklyn State Hospital chapter's board of directors has decided to hold a dance on January 22, following the success of the November affair.

The membership committee discussed a new membership goal for this year, at a recent meeting. Chairman Frank Cole expressed appreciation to the committee members for their fine work. Charles R. Culyer, CSEA field representative, addressed the group. Congratulations to Jessye Alvarez, who has been elected chairman of the General Duty Section, State Nurses Association. Mr. Alvarez is the first male nurse to hold this office.

John Giammanco, staff nurse, has been inducted into the armed forces. The following employees have resigned: Harry Karraas, James Hourigan, Chryste Burke, Richard Behan and Brenda Rosen. New employees: Jack Dulberg, Dorothy Brooks, Ethel Whittick, Dorothy M. Harvey, Donald Stout, Mary Mason, Kathleen Rooney and Harris B. Zeigler.

Hosea Brown and George Turner have returned from military leaves. Welcome back.

Best wishes to Elaine Kershaw, senior dietitian, and Arnold Moses, former chapter president, whose engagement has been announced.

The chapter extends sympathy to the families of Joseph Rutkowski and Charles Parker, hospital employees who passed away; to George Logan, president of the Mental Hygiene Guild, on the

death of his wife; to Gerard and Joseph Confessore on the death of their father; to Mary Manfredi on the death of her mother, and to Chesterfield Slater on the death of his sister.

Employees convalescing in sick bay: Joseph Sumpter, Robert Varese, Kathleen Murphy, Nerline Brown, Kathleen Brantley, Joyce Norris and Shirley Lee.

Mt. McGregor

PLANS have been completed for the annual Christmas party of Mt. McGregor chapter, to be held at Newman's Lake House, Saratoga Lake, Saturday, December 12. A buffet lunch will be served, there will be gifts from a grab bag, and an orchestra will play for dancing. It is hoped that many members will attend.

The Mt. McGregor employees bowling league is off to a fine start, with several 200 games as well as a few 300 triples. Among the bowlers to achieve the 300 mark are Tony, Dick Hickey, Charlie Vinton, Bud Weir, John Timko and Frank Ruot. The Kala, captained by Anne McCarthy, are leading the league, but the other teams are awaiting their chance.

James Herbert has transferred from the dining room to the house keeping dept.

Dallas "Stub" Petteya, who had been on the sick list, is back to work. Mr. and Mrs. Mike Palermo spent Thanksgiving in NYC with relatives.

Mrs. Helen LaGalles visited her daughter and grandson in Syracuse.

Jack Plotsky has returned from a trip to NYC. Jack's mother has been ill. Everyone wishes her a speedy recovery.

Willard State Hospital

WALTER KIPP, senior pharmacist of Willard State Hospital, returned to duty following an illness. Mrs. Betty Trickler returned to work following an auto accident. Bertha Selser, Mary Ross, Cora Swanson and Barbara Hagadora are convalescing.

Sympathy to Beulah Dana and Frank Dana on the death of their husband and father.

Louise Schultz is ill in the sick ward.

Peter and Margaret Hungerford are leaving State service. Best wishes to them.

Dr. Donald McIntosh attended a psychiatric meeting in Rochester.

Dr. and Mrs. Secord Palmer have been visiting friends at the hospital.

The chapter welcomes new hospital employees and extends an invitation to join the CSEA.

Mrs. Elizabeth Trainor, chief supervising nurse, was honored at a dinner at the Ovid Legion Home, marking her retirement after 39 years' service. Among the 150 guests were Dr. Donald Pushman, Nellie Zukaitis, Mrs. Leona Bell, Mr. and Mrs. Samuel H. Peltz, Mr. and Mrs. Howard Johnson, James Stockdale and Mrs. Ruth Riley. Dr. Jacob Schneider was toastmaster. A wrist watch was presented.

Hudson Training School

THE FOLLOWING officers of the Hudson Training School chapter, CSEA, were elected for the coming year: President, Bernice C. Crosby; vice president, Stanley Ames; treasurer, Maggie A. McCoy; secretary, Grace M. Ritchie.

Manhattan State Hospital

MANHATTAN State Hospital chapter's membership committee is doing a fine job. Newest members are Sally Wade, Willie Mae Davis, Georgia Baker, Vincent Santiago, Richard R. Smith, Francis Roy, Agnes McLaughlin, Eyre Verne and Raymond Hart.

An item in a recent NYC newspaper column, stating that the 5-cent fare on the Triborough Bridge bus to Randall's Island will soon be raised, brought additional worries to MSH employees, who, like other State workers, are being squeezed more and more between the ever-rising cost of living and static pay checks.

A surprise engagement party was held in the Bedford Park Restaurant for Lilly Mackey, of the dental clinic. She received a corsage of yellow roses and many gifts. Guests included M. Rowland, A. Looney, A. Galvin, S. Carmody, V. Viaggio, L. Brumlik, H. Blanchard, P. Jefferson, A. Farrell, T. Farrell, E. O'Connor, K. O'Gorman, K. Taffee, C. Taffee, B. Murtangh, M. Dearing, A. Bailey, A. Flanagan, M. Kennedy, M. McInterty, Dr. Harry Hayes, M. Cregan;

J. Carmody and S. Jefferson. Get well wishes to Dr. John J. H. Travis, Mary Mullin, Dennis O'Leary, Mary Wyche and Robert Burgers.

Best wishes to Mr. and Mrs. John W. Wallace, of the fire house, on their recent marriage.

Buffalo

OFFICERS of Buffalo Unit, CSEA, were installed by John P. Quinn, Association 2nd vice president, at a buffet supper at the Elks Club, Buffalo. They are: Anthony J. Lunghino, president; dent; Mrs. Alice M. Gary, record-Frederick W. Wantzel, vice presiding secretary; George J. Fischle, financial secretary; George P. Hofmann, treasurer, and Byron Robbins, sergeant-at-arms. Members of the executive board are Mr. Quinn, Joseph McKenzie, Iva M. Crowder, Adolph Gaiser, George J. Baritot, Raymond J. Doney and Gabriel Bouck.

Mr. Doney was master of ceremonies. Jack Kurtzman, CSEA field representative, and Mr. Quinn spoke.

Guests included Mr. and Mrs. John Husson and Mrs. Anna Root, of the Erie County Home and Infirmary Unit, and Mrs. Frederick Wantzel, of the Meyer Memorial Hospital Unit.

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ALBANY, Dec. 7 — An opening as junior librarian at Elmira Reformatory is among the 22 librarian jobs to be filled through a State civil service exam now open. Pay starts at \$3,251 and rises to \$4,052 in five annual increases. Candidates must have a bachelor's degree and a full year of semester credit hours in an approved library school by June 30, 1954.

The State Civil Service Department, State Office Building, Albany, will accept applications until Friday, December 11. The exam is part of the State's annual college series. Written tests will be held January 16.

Other librarian jobs are at Brooklyn, Albany, Buffalo, Elmira, Fredonia, Genesee, Oneonta, Oswego, Potsdam, Walkkill, Warwick, Watertown and West Coxsackie.



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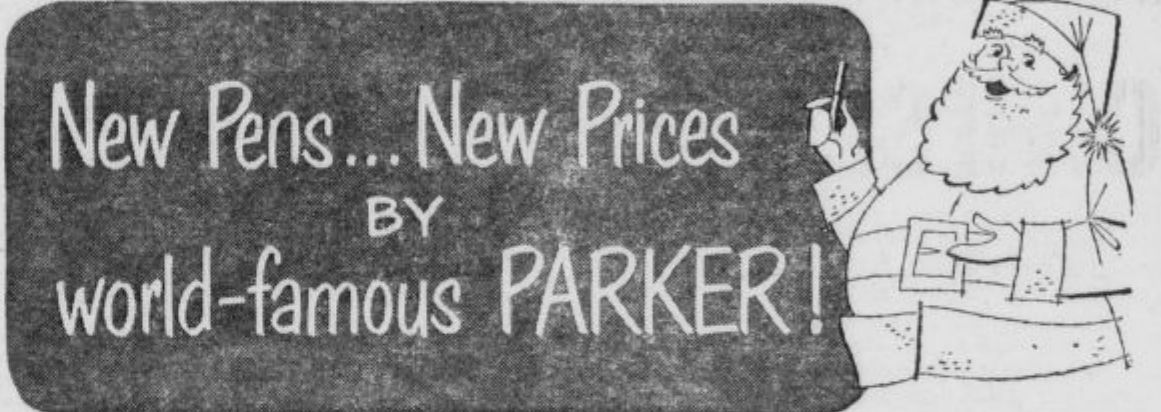
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State Fire Safety Course Completed at Psychiatric

As a first step in intensifying the fire safety program of the State Psychiatric Institute in NYC, a course for all employees in the use of hand extinguishment equipment has been completed. Arrangements for the course were made by Dr. Irville H. MacKinnon, acting director of the Institute, and Stuart C. Martin, steward at the institute. Lectures and instructions in the nature and classes of fire, and in practical participation in the use of fire extinguishers, covered several days.

The program was directed by Joseph M. Goewey, safety consultant of the State Department of Mental Hygiene, and Daniel P. Webster, safety coordinator, and Stanley G. Allen, program coordinator of the State Division of Safety, assisted by Biagio Romeo, the institutes' safety supervisor, and John Neary, principal stationary engineer. Because of its

proven value the lectures and demonstrations will be extended to other State institutions.

U. S. JOBS 28,600 FEWER, OCTOBER REPORT SHOWS

WASHINGTON, Dec. 7 — Civilian employment of Federal executive agencies dropped 28,600 during October, continuing the year-old downward trend, the U. S. Civil Service Commission reported. Employment changes reported since last January reflect an actual net reduction of about 176,600. The total of Federal employees on October 31 was 2,372,100.

COUNTY PAY IN NYC TO BE PART OF BASE PAY

The salary grades of County employees in NYC have been amended to include the cost-of-living adjustment in base pay. The action was approved at a meeting of the State Civil Service Commission.

Army Closes Office For Overseas Jobs

The Office of Civilian Personnel, Department of the Army, has closed its field office at 346 Broadway, NYC, for any recruitment, which henceforth will be conducted from the Washington, D. C. headquarters. Daniel J. Cashin will remain at the Broadway address, however, as liaison officer between the northeast area and Washington.

Henceforth inquiries and applications for overseas employment should be sent directly to Chief, Recruitment Branch, Overseas Affairs Division, Office of Civilian Personnel, Office, Secretary of the Army, Old Post Office Building, Twelfth and Pennsylvania Ave., N. W., Washington 25, D. C.

WELFARE ELIGIBLES SEEK PROMOTION FOR ALL ON LIST

Exhaustion of the NYC eligible list for Welfare Department supervisor, grade 3, is the goal of the Supervisor, Grade 3 Eligible Association. Nicholas Buccinna is president and Mildred Lordi secretary. Twenty-two appointments have already been made, the association reports, from the 207-name eligible list established in August.

WEATHER OBSERVERS GO INTO LABOR CLASS

Weather observers (part-time) for the State Department of Public Works are to be placed in the Labor class, the State Civil Service Commission has decided.

Attendants Serving In Criminal Hospitals Press for Guard Pay

ALBANY, Dec. 7 — Attendants in criminal hospitals in the State are preparing a campaign to obtain prison guard pay, and looking forward to attainment of their goal in 1954, on the strength of nearly having reached it this year. The hospitals are at Dannemora and Matteawan.

The attendants convinced J. Earl Kelly, director of Classification and Compensation, State Civil Service Department, of the justice of their cause, and he recommended that the pay be increased as requested, but Budget Director T. Norman Hurd said there was no money with which to pay the increase. Mr. Hurd did not say the attendants did not deserve it nor did he veto the recommendation.

Commentator's Remarks
Martin Mannix, WIRY commentator, in reporting on the recent finding of a gun, knives and hacksaw blades at Dannemora State Hospital, and the attempt two inmates made to escape said:

"The conditions at Dannemora State Hospital remain acute. Two men tried to scale a building wall of the recreation yard but were immediately captured by guards. I use the word guard; the official name is attendant. Certainly if these men are not guards today,

yesterday and every other day, there is no way to explain it.

"Does anybody have any idea that an attendant at Dannemora is not entitled to the same salary as his fellow guard at Clinton Prison? They (in the hospitals) are unarmed, they have no wall, they have no turret guns on top of a wall, and they are guarding criminally insane inmates day in and day out.

"Those attendants must also guard these men 24 hours a day, and yet there have been some people who did want those attendants to get the same kind of pay check as the guard in the prison.

"I have been on record and will go on record as long as I am on the air, that the attendants at Dannemora State Hospital are entitled to receive the same kind of pay that the Dannemora prison guards receive."

Nine Win Awards For Ideas

ALBANY, Dec. 7—Nine awards by the New York State Employees' Merit Award Board were announced by its chairman, Dr. Frank L. Tolman.

Rochester Area Recipients
Two awards went to employees in the Rochester area. To Mrs. Helen Hayslip of Webster, employed as a clerk in an office of the State Division of Employment, Rochester, went \$50. Mrs. Hayslip proposed the use of a new form which results in the speedier refund of over-payment accounts.

Winton P. Hatch of Albion, employed in the Albion Office of the Division of Employment, received \$25 for a suggestion that cuts down the time required to make benefit rate calculations.

The Board, which grants awards for constructive suggestions from State employees, also awarded Mrs. Hayslip and Mr. Hatch individual Certificates of Merit in recognition of their commendable interest in doing a better job.

Five in NYC Successful
Five State workers employed in NYC have been named as winners of awards.

Harvey Weinstein of Brooklyn, a Motor Vehicle License examiner in the Bureau of Motor Vehicles, was awarded \$25 for suggesting a revision in a motor vehicle registration form.

Awards of \$25 each went to Eric Singer and Henry Rattazzi. Sharing a joint \$25 award are Edward Braunstein and David Sanders.

In addition, the winners were also awarded Certificates of Merit.

Albany Man Honored
An award of \$25 and a Certificate of Merit went to Charles Schaner of Albany, a Truck Mileage tax examiner in the Department of Taxation and Finance, Albany. Mr. Schaner suggested that the inclusion of printed instructions on the back of a form issued by the Truck Mileage Tax Bureau would help users of this form.

'Frenchie' Proves a Hit With All

There is still time for readers of the Civil Service LEADER to obtain dashing, debonaire, darling "Frenchie the Poodle," the soft, cuddly little dog who's winning everyone's heart.

"Frenchie" is 18 inches tall, is grey or black, has a red French beret with roguish pom-pom, and is wired so he can sit, stand or lie down—just like a real poodle.

He is obtainable by LEADER readers, by special arrangement, for \$3.75 (less than half the retail value), plus 25 cents for mailing charges, and either two "Doggie" coupons (on pages 2 and 15) or one wrapper label, for subscribers.

LEADER's interesting new column, Civil Service Newsletter? You'll find it on page 6. Make it MUST.

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"natural" colors: grey or black. His legs are cleverly wired so that he can pose for you in any position—sitting, standing, or lying down—just like an honest-to-goodness puppy! He even sits up and bays! Frenchie has moving eyes and long, curly eyelashes. He wears a colorful, saucy French beret with pom-pom trim. Complete with attractive plastic collar and leash.

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HOW MUCH IS THIS DOGGIE IN THE WINDOW?

Thanks to the special arrangements made by the publishers of the CIVIL SERVICE LEADER, Frenchie the Poodle costs you and other readers less than one-half the price you would have to pay for him in retail stores! In accordance with our established policy, we once again bring you something special for yourself, for your friends, for your Christmas giving—at a price that saves you a lot of money! Frenchie is yours—all yours—for only \$3.75 plus 25c to cover the cost of handling and postage, plus two (2) CIVIL SERVICE LEADER coupons, or—if you are a subscriber—one label from your wrappers. That's an awful lot of loveable doggie for the money! And remember—you'll see him in various retail stores—for twice the price we ask!

MAIL COUPON NOW FOR EARLY DELIVERY

So, do your Christmas shopping early — and save money, too! At this special low price, many of our readers will want several of these darling doggies to give as presents. Order as many as you like. They make wonderful gifts for babies, for children of all ages... and your grown-up gal friends who will cher-

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