

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Kelly Recommends Raises for 6,900 State Employees

See Page 3

# Anniversary Dinner-Meeting of CSEA, Held In Rochester, Re-Affirms Determination To Continue Fight for Salary Improvement

## Hilleboe, Lansdale Tell Employees About Problems, Achievements of State Service

ROCHESTER, March 16 — Humor and good advice were the components of addresses by Herman E. Hilleboe, M.D., State Health Commissioner, and Robert T. Lansdale, Social Welfare Commissioner. Commissioner Lansdale sketched in his views of the way an employee organization ought to function, after he had professed his regard for the Civil Service Employee Association. He pointed out that he had himself been a member of an employee organization while an aide of the Federal government.

### Differing Problems

Mr. Lansdale recommended that the CSEA delegates, in making policy, remember that State employees in central offices and in institutions often have differing problems, which must be treated in different ways.

He suggested, too, that the organization set its sight on long-range objectives, to be accomplished over a period of years, as well as immediate goals.

He pointed out that he was

aware of the widespread suspicion about public employment. "You have to interpret yourself to many groups," he advised, suggesting the importance of a rounded public relations program.

### Variety of Health Services

Dr. Hilleboe outlined the many health services being provided by the State, including treatment and research of major importance. He described the various Health Department institutions in the Rochester area, with the work that each performs. He emphasized the pioneering work in the detection and treatment of T. B. and of heart ailments being currently sponsored by the State. He called the Mount Morris T. B. Hospital "one of the best in the world," and dwelt on the remarkable work being done in the Edith Hartwell Clinic for children with palsy.

Few persons, he said, were aware of the variety of activities performed in the Health Department. Of 2,000 titles in State service, he said, 478 are in the Health Department.

ROCHESTER, March 16 — The 43rd anniversary dinner of the Civil Service Employees Association, held in Rochester on Saturday, March 7, was highlighted by a re-affirmation of State employees to continue their campaign for salary improvement. The group also acted to assure that all public aides would have access to the voting records of legislators on civil service matters.

The impact of the salary drive affected the entire day-long meeting and dinner. Aspects of it came up not only in the discussions of the delegates, but also in the addresses made by speakers and in "gridiron"-type show which followed.

### Nearly 450 Attend

The meeting was held in the Powers Hotel, and represented the first time an Association event of this kind was held outside the capital district area. Nearly 450 delegates attended, representing the 56,000-membership of the Association. In addition a number of legislators appeared on the dais. The principal speakers were Herman E. Hilleboe, M.D., State Health Commissioner; and Robert T. Lansdale, State Commissioner of Social Welfare. John E. Holt-Harris, assistant counsel, was toastmaster. Jesse B. McFarland, CSEA president, conducted the morning meeting.

### DeGraff Outlines Salary Picture

A detailed resume of the legislative situation with respect to civil service bills was made by John T. DeGraff, Association counsel.

He sketched out the extent of the effort that had been made by Association members on the salary drive. The response at the grass roots level had been impressive, he said, with legislators thoroughly apprised of public employee feelings about a pay raise. Even though "the odds are against us," Mr. DeGraff pointed out, the campaign was having a laudable effect, and should be continued. "We must work until the last day of adjournment," he told the audience.

He described how the bill for pay raises had lost by a strict party vote, the Democrats in favor, the Republicans (with a single exception) against. While warning that optimism would be unrealistic, he cited a case when an administration had a change of heart and granted a pay raise just before the closing of a legislative session.

### Discharge the Bill

A move to get the 10 percent pay raise bill out of committee has been proposed as a means of having the measure discussed on the floor of the Senate and Assembly. But, Mr. DeGraff pointed out, a motion to discharge a bill from committee has never, within the memory of legislative observers, resulted in successful action on the floor. "If a vote were taken on the discharged measure," he told the assemblage, "it would certainly be defeated and the wage campaign lost as of that moment."

"But," he added, "if our campaign is continued, there is hope that something might be done. There might possibly be a small raise, possibly a freeze of existing cost-of-living bonus. There is a strong possibility that a substantial sum might be provided in the supplemental budget for salary reallocations."

### Amendments Proposed

The delegates also voted to amend the Association's constitution and by-laws to elect Association officers to two-year terms. The present term of office is one year. Another proposed amendment to the Constitution provides that all members of the Board of Directors shall have the rights and privileges of delegates at delegate meetings. A third amendment provides that members who are employees of public authorities may

## McFarland Lays It on Line With the Legislators, Asks Calling Up of 10% Pay Bill

ALBANY, March 16 — Jesse B. McFarland, president of the Civil Service Employees Association, has asked every member of the State Legislature to bring out of committee the bottled-up bills providing a 10 percent pay increase for State employees. Mr. McFarland's letter, addressed March 11, reads as follows, incorporating by reference the statistical booklet prepared by the Association to support employee demands for the salary adjustment, which was reprinted recently in The LEADER:

Re: Senate Introductory 1009, Print 3106, HALPERN.  
Assembly Introductory 2957, Print 3052, WILCOX.

We earnestly request your support and assistance in bringing the above bill from committee to the floor of the House. These bills authorize a ten percent increase in the salaries of State employees, an increase which is long overdue for the reasons which are explained in detail in the annexed booklet.

### What the Figures Showed

There are certain figures of recent development which we feel should be called to your attention in order to give you a true picture of the equities which exist:

1. Governor Dewey, in October 1952, requested the Classification and Compensation Division of the Civil Service Department to make a State-wide salary survey. Such a study was made and showed that "hiring rates have increased an average of about six percent from October 1951 to October 1952, while maximums of pay ranges have increased five and one half percent." This study also showed that State salaries were about 6.7 percent behind comparable outside salaries.

In his letter of January 19, 1953 to me, the Budget Director, with reference to this study, states: "While all of us recognize the value of the inside-outside study made by the Department of Civil Service, we realize its limitations as a basis for making major salary decisions," and then proceeded to ignore completely the facts which the survey showed. We emphasize that this study was conducted, not by the Association, out by the State at the Governor's direction.

We point out that the State's own study conclusively demonstrates the necessity for at least a six percent increase; the State has not rebutted its own figures—it has merely ignored them.

### The Budget Director's Letter

2. In his letter of January 19, 1953, the Budget Director states that the average State salary has increased 116 percent since Octo-

ber 1942. This astronomical figure was reached by including factors which would not truly be considered as salary increases. For instance, the Budget Director's figure includes 20 percent overtime which is received by the bulk of institutional workers who comprise almost 30,000 of the 70,000 State employees. Is it not ridiculous for the State to claim that payment for "overtime" is a "salary increase"? The Administration also overlooks the fact that these institutional workers were paid an admittedly substandard wage prior to 1943 and were brought under the State's salary plan only in that year, although the Legislature had mandated the salary plan for other employees in 1938. We attach hereto a study of representative titles showing the actual increase received by the incumbents of these titles for the period from 1942. We emphasize that the average increase to State employees has been less than 80 percent since 1940, that the increase in cost of living has been 90.7 percent, and that the increase in manufacturing and industrial wages has been about 150 percent.

### A Policy That's Penny-Wise, Pound Foolish

3. The present fiscal policy of the State with respect to employees' salaries is penny wise and pound foolish. In a typical recent fiscal year, over 25 percent of the employees in engineering titles in the Department of Public Works left State service. The turnover among employees, both professional and lay, is very great. There are thousands of vacant positions in the institutions throughout the State as a result of the constant turnover.

Each time a new employee is hired the State expends large sums of money in recruitment and in training such employees before they are fully capable of efficiently performing the duties for which they were hired. Each time an employee leaves, the State is put to further expense to hire a replacement. Would it not be more sensible and more economical for the State to pay its employees a competitive wage so that they might, in the first instance, recruit the highest type of employee; and, secondly, retain the services of such employees once they have been hired and trained?

### Probing the Facts

We earnestly recommend that you investigate these facts, that you discuss them with your constituents, with your fellow legislators, and with the legislative and administrative leaders. We feel certain that if this is done, no one can conscientiously fail to support a salary increase for State employees.

## State School Employees Evoke Aid

ROCHESTER, March 16 — Employees of Syracuse State School were given an assist in a resolution passed by delegates at the annual dinner-meeting of the Civil Service Employees Association, held March 7 at the Powers Hotel in Rochester.

The Syracuse group is disturbed over the possibility that employment might be adversely affected by relocation of the school. The delegates unanimously passed a resolution which said:

Whereas changes in the care and treatment of defective children require that facilities of the Syracuse State School be relocated in the western part of the State, and

Whereas the welfare of 350 employees and their careers in the public service is jeopardized,

Resolved that the delegates of the Civil Service Employees Association mandate its officers, counsel and committees to explore the situation completely and take all steps necessary to insure that no hardship inures to present employees.

## Criminal Hospital Aides Win

ALBANY, March 16 — The re-allocation of the criminal hospital attendants and other custodial workers at the Matteawan State Hospital and Dannemora State Hospital, housing the criminally insane, has been sought by the Association throughout the years on the ground that the duties and responsibilities are custodial and therefore deserving of the same pay as in effect in the prisons of the State. The appeal has finally been granted. An appeal has been vigorously indorsed by Senator Ernest I. Hatfield of Dutchess County and Assemblyman James A. FitzPatrick of Clinton County. Both of these legislators have introduced bills in the Legislature in this and previous years and have urged the custodial salary apply at these two institutions on the ground of observing the State's pay principle of like pay for like work.

See page 3 for story of J. Earl Kelly's recommendations, with pay scales.

## Personnel Officers To Meet on March 24

ALBANY, March 16 — Personnel officers of industry and Federal and State agencies will hold a round-table discussion on personnel administration problems, Tuesday, March 24, at 8 P.M. in Conference Room 3 of the State Office

Building, Albany. The Conference is sponsored by the Albany chapter of the Civil Service Assembly.

If you wish to join a group of members for dinner prior to the meeting, call Jean Barr at Albany 3-5511, Ext. 664, by Tuesday noon, March 24.

### Watch Next Week's CIVIL SERVICE LEADER

For full reports of committee activities as reported at the annual meeting of the Civil Service Employees Association in Rochester.

choose to affiliate with either a State or county chapter. A fourth amendment allows vacancies in the office of State departmental CSEA representatives to be filled by the Board of Directors. All these amendments will have to be acted upon at the October meeting of the Association before they become part of the constitution.

A motion was passed by the delegates providing that the Association study the advisability of setting up a branch office in New York City.

During the evening dinner-meeting a letter from Governor Dewey was read praising the work of State employees. The letter was received without enthusiasm by

the assembled delegates, who had just concluded their deliberations on the salary issue.

Reports of all Association committees were made, and for the first time mimeographed copies of the reports were in the hands of delegates in advance.

### Barbs in Show

The show, staged by employee actors, contained many sharp barbs at the Governor and the Administration. It was deemed by those witnessing it to be one of the finest Association productions ever put on. The entire cast was transported from Albany with the exception of a chorus line from Rochester—and a hit line it was, too.

# State Clerk Test March 21; Other Exams This Month

ALBANY, March 16 — The State and county exams for which written tests will be held on Saturday, March 21 and 28 were listed by Harry G. Fox, director of office administration, in a report to William J. Murray, administrative director, State Department of Civil Service. The popular State clerk series is included, in which applications total 18,496. The list, with number of candidates:

**March 21**  
State Open Competitive Clerk, State Departments, Mail and Supply Clerk, State Departments, 11,020.

Account Clerk, State Departments, 1,716.  
File Clerk, State Departments, 4,729.  
Statistics Clerk, State Departments, 1,031.

**March 28**  
State Promotion Head Clerk (Billing), Department Labor, SIF (Reissued), 5.  
Principal Clerk (Billing), Department Labor, SIF (Reissued), 20.

Director of Industrial Safety Service, Department Labor, 7.  
General Industrial Foreman (Shoe Shop), Department Correction (no written test), 2.

Asst. Director, Services for the Blind, Department Soc. Welf., 6.  
Sr. Occupational Therapist (Orthopedic), Department Health, 8.  
Sr. Rehabilitation Counselor, Department Soc. Welf., 9.

State Open Competitive Industrial Foreman (Shoe Lasting), Department Corr. (no written test), 4.  
Jr. Sanitary Engineer, State Departments, 17.

Physical Therapy Technician, Department Mental Hygiene, 10.  
Sr. Physical Therapy Technician, Dept. Mental Hygiene and Div. Veterans Affairs, 16.

Public Health Educator, Dept. Health, 7.  
Jr. Scientist (Geology), Department Education, 9.  
Sr. Attorney, State Depts. & Agencies, 117.

Sr. Attorney (Rent Control), Temp. St. Housing Rent Comm., 78.  
Prison Guard, Dept. Corr., 459.  
Sr. Librarian (Catalog), Department Education, 2.

County Open Competitive Jr. Engineer, City of Rye, 2.  
Engineering Aide, City of Rye, 1.

Jr. Engineering Aide, West. Co., V. of Scarsdale, 2.  
Sr. Engineering Aide, West. Co., 8.  
Village Engineer Assistant, Erie Co., V. of Hamburg, 2.

Account Clerk-Typist, Tompkins Co. (Reissued), 4.  
Clerk, Chautauqua County, 8.  
Clerk, Tompkins Co., 5.  
Clerk, Wyoming Co., 7.

Prin. Clerk, Tompkins Co., 2.  
Sr. Clerk, Sullivan Co., 6.  
Sr. Clerk, Wyoming Co., 7.  
Stenographer, Sullivan Co., 1.  
Stenographer, Tompkins Co., 1.  
Stenographer, Wyoming Co., 9.  
Sr. Stenographer, Sullivan Co., 2.

Toll Collector, West. Co., 61.  
Typist, Sullivan Co., 1.  
Typist, Chautauqua Co., 6.  
Typist, Tompkins Co., 2.

County Promotion Sr. Clerk, Chautauqua Co., 2.  
Chief Court Crier, Erie Co., 4.

## 2 Professors Aid Sanitation Pension Drive

Impressed with the fact that a couple of Columbia University professors did so well in their report on financial phases of the NYC government — the Haig-Shoup report to the Mayor's Committee on Management Survey — the Uniformed Sanitationmen's Association has hired a couple of college professors, too. The association, however, wants expert aid in its drive for pension liberalization.

The local union, which is a local of the Teamsters' Union, AFL, hired Professors Creighton J. Hale and Peter V. Karpovitch, both of Springfield, Mass., to report on the effect of Sanitation jobs on the health of the workers. The union expects to prove conclusively that the physiological effects are more severe than even in the Police Department, which has a 20-year-service retirement plan, like the one the Sanitation group wants.

John J. DeLury, president of the union, says that despite the drain on their physical resources, sanitationmen put in from 25 to 28 years' service before they retire. He calls this unfair, because of the nature of their work, and wants a 75-25 pension deal, like the policemen and firemen got, with the City taking the big end. Now the sanitationman pension deal is about on a 50-50 basis.

Mr. DeLury said that Sanitation Commissioner Andrew W. Mulrain is backing the drive for pension liberalization. Commissioner Mulrain looked forward with pleasure to meeting the two professors.

### ENGINEER ELECTRICIAN

Civil engineers are needed for immediate hiring by the Corps of Engineers, U. S. Army, 80 Lafayette Street, NYC. Apply to Joseph Pagliano, Personnel Branch, fifth floor.

Civil engineer, \$4,205. Civil engineering degree and six months' professional experience required.

### CIVIL SERVICE LEADER

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## Appraiser And Analyst Test to Close

The last day to apply in the U. S. exam for filling jobs as appraiser and construction analyst is Thursday, March 19. Pay ranges from \$4,205.

The vacancies are at Veterans Administration establishments and other Federal Government agencies in NYC.

Applicants must have at least three years' experience in sales or management of real estate, building maintenance, mortgage lending, or in planning or contracting residential or commercial building construction, alteration and repairs, or in other positions which provided knowledge of valuation or appraisal as applied to valuation estimates on real or personal property.

### Appraiser Job

In addition, for the positions of appraiser, applicants must have from one to three years' experience, depending on the grade of the position, in appraisal of real property. This would include consideration of location, age, physical or functional condition of improvements, potentialities of future development, availability of adequate utilities, probabilities of community growth or decline and resultant value increases or decreases because of changing economic trends and conditions.

For construction analyst, applicants must have from one to three years' experience, depending on the grade, in building, structural designing, construction supervision, or engineering; or in building inspection which involved the estimating and analyzing of costs of construction, alterations, or improvements on real property and mechanical equipment. This experience must include performance of field inspections to assure builders' conformity with contract plans and specifications in actual construction; or calculating the extent of necessary repairs and alterations, estimating their cost, and reviewing recommendations and estimates prepared for others; or any combination of these functions.

Applications may be obtained from first and second class post offices in Nassau, Orange, Putnam, Rockland, Suffolk, and Westchester, the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or the Board of U. S. Civil Service Examiners, Veterans Administration, 252 Seventh Avenue, New York 1, N. Y. Applications must be sent to the Board of Examiners, Veterans Administration.

# BASIC WAGE STATISTICS

Index	Month	Latest Month 1952	Preceding Month	% Change from Preceding Month	Year Ago	% Change From Year Ago	Oct. 1952	% Change From Oct. 1952	Oct. 1951	% Change From Oct. 1951
Consumer Price Index (U.S.) (a)	January	113.9	114.1	-0.2	113.1	+0.7	114.2	-0.3	112.1	+1.6
FRB Index Cler & Prof. (c)	December	833(p)	811(p)	+2.9	824(r)	+0.4	811(p)	+0.9	801	+5.9
FRB Index - Composite (c)	December	843(p)	826(p)	+1.4	831(r)	+0.2	841(p)	+0.8	828	+6.6
FRB Index Mfg (weekly) (c)	December	300(p)	296(p)	+1.4	279	+1.5	294	+2.0	272	+10.3
FRB Index Mfg (hourly) (c)	December	874	871(p)	+1.1	858	+0.2	869	+1.9	855	+1.4

**Dollar Earnings**

Index	Month	Latest Month 1952	Preceding Month	% Change from Preceding Month	Year Ago	% Change From Year Ago	Oct. 1952	% Change From Oct. 1952	Oct. 1951	% Change From Oct. 1951
Hourly - N.Y.S. Mfg (d)	December	\$1.74	\$1.73	+0.6	\$1.67	+0.2	\$1.72	+1.2	1.65	+5.5
Weekly - N.Y.S. Mfg (d)	December	70.81	69.74	+1.5	67.20	+5.4	69.07	+2.5	64.20	+10.3
Wholesale Trade (wkly) N.Y.S. (d)	December	77.47	76.80(r)	+0.9	73.18	+5.9	76.23(r)	+1.6	73.14	+5.9
Seat Light & Power (wkly) N.Y.S. (d)	December	84.08	85.31	-2.7	77.28	+8.8	84.13	-0.5	79.00	+6.4
Telephone & Telegraph (wkly) N.Y.S. (d)	December	69.86	73.57	-5.3	66.44	+5.1	72.98	-4.5	69.09	+1.1
Construction	December	92.32	93.61	-1.4	87.02	+6.1	94.19	-2.0	87.36	+5.7
Hourly Earnings - U.S. Mfg (a)	December	1.732(p)	1.718(r)	+0.8	1.636	+5.9	1.705(r)	+1.6	1.615	+7.2
Weekly Earnings U.S. Mfg (a)	December	79.40(p)	78.78(r)	+0.3	67.40	+14.4	78.59(r)	+0.6	65.41	+10.7

Sources: (a) 1947-1949 = 100 U. S. Dept. of Labor, Bureau of Labor Statistics; (b) as measured by the Consumer Price Index (U. S.); (c) Federal Reserve Bank of New York; (d) N.Y.S. Dept. of Labor 1947 Bureau of Res. & Stat. p - Preliminary; r - Revised. Note: Percent changes are to latest available month.

Price index table, prepared by the Research Staff, Civil Service Employees Association.

The Revised Consumer Price Index is incorporated in the above tabulation for the first time. As a matter of information, the full title is "Index of Change in Prices of Goods and Services Purchased by City Wage-Earner and Clerical-Worker Families to Maintain their Level of Living." For nearly a year the index has shown clear signs of hovering and has been vacillating about its present level. This can be seen from the following consecutive indexes from June, 1952 to January, 1953: 113.4, 114.1, 114.3, 114.1, 114.2, 114.3, 114.1, 113.9.

At the same time, however, wage earnings figures moved slowly upward. This month to last, though, weekly earnings moved downward slightly. Business indexes remained high during February, and industrial production figures reached a peacetime peak. Manufacturer inventories moved down slightly over the previous month (after adjustment), but were above those of a year ago.

# Exams Now Open

The State Civil Service Department is now accepting applications for the following exams.

Exam number, title, salary at start and after five annual increments, requirements and filing fee are included.

Applicants for State jobs must be New York State residents, unless otherwise stated.

See Where to Apply, Page 13.

## STATE Open-Competitive

**8008. ASSOCIATE IN EDUCATION RESEARCH, \$6,088 to \$7,421.** One vacancy in Education Department, Albany. Requirements: (1) 30 graduate hours in education, with 15 hours in educational research and statistics; (2) three years' experience in education or educational research, and (a) doctoral thesis, or (b) equivalent in research reports, or (c) one year's experience in educational research; and (3) either 30 additional graduate hours in education or one more year's experience in educational research or equivalent combination. Fee \$5. (Friday, April 3).

**8009. ASSISTANT IN EDUCATION RESEARCH, \$4,964 to \$6,088.** One vacancy in Education Department, Albany. Requirements: (1) 30 graduate hours in education, with eight hours in educational research and statistics; (2) two years' experience in education or educational research and statistics; and (3) either one more year's experience or 30 additional graduate hours in education or equivalent. Fee \$4. (Friday, April 3).

**8010. ASSISTANT IN EDUCATIONAL PLANT PLANNING, \$4,964 to \$6,088.** One vacancy, Education Department, Albany. Requirements: (1) 30 graduate hours in education; (2) two years' experience in education in public schools; and (3) either (a) one more year's experience plus 12 graduate hours in school administration, with 6 hours in school plant planning, or (b) one year's experience in administration in public schools, or (c) equivalent combination. Fee \$4. (Friday, April 3).

**8012. TEST DEVELOPMENT AIDE, \$4,053 to \$4,889.** One vacancy in Education Department, Albany. Requirements: (1) bachelor's degree and (2) either (a) 12 semester hours in education plus one year's experience in objective test work, or (b) six semester hours in tests and measurements and/or educational statistics, plus one year's experience in education, or (c) master's degree in education and six semester hours in tests and measurements and/or educational statistics, or (d) equivalent combination. Fee \$3. (Friday, April 3).

**8013. ASSISTANT IN TEST DEVELOPMENT, \$4,964 to \$6,088.** Three vacancies in Education Department, Albany. Requirements: (1) bachelor's degree and 12 semester hours in education; (2) two

years' experience in objective test work; and (3) either (a) two more years' experience, or (b) master's degree in education plus one year's experience in testing or education, or (c) equivalent combination. Fee \$4. (Friday, April 3).

**8015. SAFETY SERVICE REPRESENTATIVE, \$3,571 to \$4,372.** Four vacancies in NYC and one in Rochester in State Insurance Fund. Requirements: three years of mechanical or building construction experience, including one year of safety responsibility. Fee \$3. (Friday, April 3).

years' experience in objective test work; and (3) either (a) two more years' experience, or (b) master's degree in education plus one year's experience in testing or education, or (c) equivalent combination. Fee \$4. (Friday, April 3).

Four vacancies in NYC and one in Rochester in State Insurance Fund. Requirements: three years of mechanical or building construction experience, including one year of safety responsibility. Fee \$3. (Friday, April 3).

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# Kelly Recommends Higher Pay for 6,900 State Aides

ALBANY, March 16 — The State Department of Civil Service has recommended pay increases for approximately 6,900 State workers. The long battle of the Civil Service Employees Association to win pay increases for those aides is thus successful.

Largest group affected are 4,500 stenographers and senior stenographers. The remaining approximately 2,400 jobs are distributed through a variety of hospital jobs.

J. Earl Kelly, State Director of Classification and Compensation, has recommended increases of about \$138 a year for most of the people affected. His recommendation are before Budget Director T. Norman Hurd.

Mr. Hurd's office was unable to say when a decision would be announced.

Mr. Kelly recommends: senior

stenographers, now paid \$2,771 to \$3,571, be increased to \$2,931 to \$3,731; stenographers, now receiving \$2,180 to \$2,985, to be paid \$2,316 to \$3,118.

To aid in the recruiting of stenographers, Mr. Kelly recommended that those hired in NYC, Nassau and Westchester counties receive starting pay of \$2,638, instead of the \$2,505. In other words, Mr. Kelly recommends that these jobs be filled at the third year step of grade 3 instead of the third year step of grade 2.

Similar stenographers in other parts of the State are to be hired at the second step of grade 3, which is \$2,478.

Approximately 750 employees of the State's two hospitals for the criminally insane would be increased, as follows, if budget approval is received: criminal hospi-

tal attendants, from a top of \$3,891 to \$4,212; senior attendants, from \$4,052 to \$4,372; charge attendants, \$4,212 to \$4,532. The same boost is given attendants on TB service in these hospitals. Charge attendants on TB service will go from top of \$4,532 to \$4,692.

Mr. Kelly has asked increases for another 1,700 workers in State mental hospitals, beginning with staff attendants, whose maximum pay is now \$3,251. This would be boosted to \$3,411.

Supervising attendants, now at a top of \$3,571, would go to \$3,731; head attendants, from \$4,052 to \$4,212; and chief supervising attendants, from \$4,692 to \$4,889.

Contrary to reports, Mr. Kelly's proposals did not include any recommendation for the approximately 12,000 Mental Hygiene hospital attendants.



J. EARL KELLY

## Why Weren't Attendants Upgraded?

ALBANY, March 16 — Officials of the Civil Service Employees Association expressed satisfaction with the upgradings recommended by J. Earl Kelly, State Director of Classification and Compensation. The Association had put on a strong battle, over a year's time to obtain these higher allocations.

Nevertheless, Jesse B. McFarland, president of the organization, would comment only cautiously, until he had an opportunity to study the new salary schedules and grades in more detail. At the same time he took immediate action on the significant fact that State hospital attendants were not among those whose pay were upgraded. In a vigorous telegram to Mr. Kelly, Mr. McFarland said:

"We understand that you have not recommended upward salary adjustment for attendants in the Department of Mental Hygiene hospitals and institutions to grade 4 in accord with appeal presented to you at hearing held on March 12, 1952, one year ago yesterday. The Association and the employees fully substantiated through written brief and by the testimony presented at the hearing the fairness and need of this salary adjustment. The duties and responsibilities were shown to cover scores of activities directly connected with the care and rehabilitation of the over 100,000 patients cared for annually.

### Expert Testimony

"Expert testimony indicates that the attendant is the key factor in the success of the State's tremendous program and investment in the field of mental hygiene. Any failure to act to improve the salary status of the attendant group will be a serious blow to the efficiency and true economy of operation of the Mental Hygiene institutions and an irreparable damage to the morale of the over 10,000 employees engaged in this difficult and vital service to the people in this great department of State service."

# DeGraff Outlines Status of Civil Service Legislation

ROCHESTER, March 16—John T. DeGraff, counsel for the Civil Service Employees Association, outlined the present state of civil service legislation, analyzing the precise situation of each bill before delegates of the State-wide organization meeting in Rochester on Saturday, March 7.

Mr. DeGraff, considered one of the outstanding figures in New York State on matters of legislative procedure and activity, took up point by point those legislative measures which form part of the CSEA program for 1953. Where there was hope of success, he so indicated; where opposition was strong, he cited the sources and the reasons for the opposition. Mr. DeGraff's presentation evoked a discussion of basic CSEA policy, with the delegates asserting that they would hereafter keep closer watch on the activities of legislators on civil service measures.

### Have Reached Legislators

"Association members have done a tremendous job in reaching the legislators," he said in discussing the wage increase bills. He described the nature of a "party measure," and told why Republican legislators voted with the Governor against a pay increase, even though individual GOP members had expressed themselves in sympathy with employee aims. Only one GOP legislator left the reservation. The penalty for violating a party measure, Mr. DeGraff told the audience, could be most severe.

### Urges Continued Action

Despite the setback, he urged that the Association continue its activity for a pay increase, saying he was unwilling to give up hope, and that there was more than one way in which affirmative results might come.

Other measures discussed by Mr. DeGraff:

### Full Increment

A bill introduced by Senator Erwin and Assemblyman Wilcox provides for a full increment on the date of promotion to an employee who is at maximum more than a year. This measure is designed to make a similar temporary bill, commonly known as the Lupton Law, permanent. The bill had passed the Senate when Mr. DeGraff described it. It had been worked out with the administration, but had not received the Governor's approval. If the bill should be vetoed, the temporary measure will be renewed.

### Local Pay Schedules

One bill sponsored by the Association is of major importance to county and other local employees who work without clear-cut schedules or increments. This measure, introduced by Senator Van Wiggeran and Assemblyman Noonan, requires school districts to file salary schedules with the Education Department for non-teaching school employees. It is an entering wedge for broadening the rights of local employees.

### Armory Bill

The Armory employees, who for some years have been stymied by the administration in their endeavor to establish new grades and salary schedules for engineers and armorers, may have a difficult time getting their bill passed this year. The administration has been "tight" against measures that would mean more money. The Armory workers' bill has been in-

roduced by Senator Brydges and Assemblyman Younglove.

### Supplemental Pensions

One measure (Sen. Intro. 1033, Assem. Intro. 1268) provides supplemental pensions for retired employees with more than ten years of service, so that they will have a total retirement allowance of at least \$60 a year for each year of service. The maximum increase under this bill would be \$600.

### Vested Retirement

Mr. DeGraff predicted that the administration would again block passage of the "vested retirement" bill which the CSEA has tried for many years to get enacted. This measure permits any member of the Retirement System who leaves State service after ten years to have his contributions on deposit and receive a retirement allowance at age 55 or 60. The bill has bipartisan sponsorship.

### Mental Hygiene Retirement

The Association counsel expressed his opinion that a "fairly good chance" exists for passage of Sen. Intro. 2189, Assem. Intro. 2585. This measure is of especial interest to Mental Hygiene employees. It provides for members of the Mental Hygiene Retirement System ordinary death benefit and accidental death benefit the same as now provided for members of the State Employees Retirement System. It would also give members of the Mental Hygiene System interest on accumulated contributions at the rate of 3 percent.

### Retirement Bills

A number of temporary bills dealing with retirement will be extended, Mr. DeGraff predicted. One of these measures extends the date of the present law to permit retired employees to earn up to \$1000 in public employment. Another continues until July 1, 1954, the provision that an accidental disability pensioner may earn the difference between his retirement allowance and the present salary of the position from which he retired, without reduction of retirement benefits. Employees absent in military service will be permitted until July 1, 1954, to borrow from the Retirement System. Still another bill, renewed annually, continues the provision permitting additional annuity contributions at 50% of the normal rate on the first \$7500 of salary. Senator Campbell and Assemblyman Noonan have introduced a bill continuing permission to borrow from the Retirement System up to age 70, and this will be passed. Another retirement bill, introduced by Senator Desmond and Assemblyman Noonan, amends the present law to allow retirement option to be selected at any time before the effective date of retirement. And in the category of retirement measures due to be passed and signed by the Governor is one permitting a member of the Retirement System who has additional contributions on deposit to purchase additional annuity or withdraw the extra contributions.

### After 25 Years at Half-Pay

A retirement measure of wide general interest has been introduced by Senator Halpern and Assemblyman Noonan. This bill (Sen. Intro. 553, Assembly Intro. 675) permits all employees to elect to retire at age 55 or after at half pay, if they have put in 25

years of service. It requires extra contributions by the employee. It increases the pension part of the retirement allowance to 1/100th of the final average salary which, with the employee's increased annuity contribution, produces retirement at half pay after 25 years of service. Probability of successful passage for the State measure is slim.

### Social Security

A major measure which will probably be signed by the Governor (it has already passed both houses) is a bill permitting public employees who have no kind of retirement coverage now to obtain Federal Old Age Survivors Insurance coverage if the employer agrees to such coverage. This is the first result of the deliberations of the Comptroller's Committee on Social Security. It may affect as many as 90,000 employees.

### Counsel at Hearings

Bills providing for counsel and witnesses in disciplinary hearings are probably doomed to the Governor's veto, as in previous years.

### Promotion Opportunities

A measure to broaden promotional opportunities, introduced by Senator Erwin and Assemblyman Wilcox, amends the Civil Service Law to conform with a recent court decision providing that promotion candidates must be in direct line of promotion. Promotion not in direct line requires action by the Civil Service Commission.

### Unemployment Insurance

A measure already passed and in the Governor's hands broadens unemployment insurance coverage to include per diem employees of the State and those employed less than one year. It excludes seasonal and part-time employees.

# Committee Deals With Many Problems of Employees in State Division of Employment

ROCHESTER, March 16 — The Division of Employment, with its many employee problems, has come under scrutiny of a special committee of the Civil Service Employees Association. Meeting in the Powers Hotel, Rochester, during the annual dinner-meeting of the CSEA on March 7, the Special Division of Employment Committee considered attendance rules, promotions, seasonal dismissals, and legislation.

### Attendance Rules

The committee requested an interpretation of the attendance rules with regard to other paid leaves because of critical illness or death in the immediate family, as set forth in the Division of Employment Handbook. This was studied, together with attendance rules as expounded by the Civil Service Commission and with reference to Civil Service Law. The committee adopted a resolution suggesting a change that would permit four days paid leave in the event of a death in the immediate family, and would omit the restriction allowing only four days of such leave in a fiscal year. The resolution was drafted by Henry

Shemin, Joseph Redling, and Grace Nulty.

The committee requested an inquiry of promotional opportunities. Considered were the types of examination being held, the questions, factors to be tested. It was agreed that further research and suggestions are required. The matter will come up for study at a committee meeting scheduled for the middle of April.

### Appointment Bill

The committee has started its prints of an Indefinite Appointment bill, introduced as the result of suggestions made by the State Labor Department. The committee suggested several changes.

### The Committee

Attending the meeting were: Celeste Rosenkranz, of Buffalo, chairman; Grace Nulty, Yonkers; Lucille Wilson, Rochester; Alethea Kloeppel, Buffalo; Henry Shemin, New York City; John Redling, Albany; John Keegan, Binghamton; Alfred Reinhardt, New York City; Catherine O'Connell, Syracuse. John Kelly, assistant counsel for the Civil Service Employees Association, and Harry Smith, director of personnel for the Division of Employment, also attended.

## COUNTY NEWS

### Broome County, Binghamton Pay Plans Probed

ALBANY, March 16 — The Civil Service Employees Association is preparing a definite appeal for re-examination of the Broome County salary plan and the re-adjustment of salaries to conform with sound, adequate pay scales.

In 1951 a new classification and salary plan was adopted in Broome County. At the time of its installation and adoption, the Broome County chapter of the CSEA requested several major adjustments in the plan.

1. The general salary level was too low.

The Association requested a general upward adjustment in salaries of 10 percent. This request was not granted.

2. There was an excessive number of classification and salary grades for the size of the service.

The employees felt that with a working force of 300 people, 95 separate titles and 48 salary grades was unrealistic.

3. Exemption was taken to many job title allocations.

The local administration made a large number of adjustments in accordance with the request of the Association.

### Small Increment

4. The size of the increment was too small.

In the lowest grade the increment size was \$60. It was felt that with a 53-cent dollar, a pay raise of only slightly more than a dollar a week was insufficient incentive.

5. There was insufficient time to study the plan.

The Association has always prided itself on using a rational approach to a problem and the employees had only a few days in which to formulate constructive criticism. The plan had been many months in preparation and it was felt that, in view of the importance of it to the employees and their pocketbooks, the few days allowed, together with the stated deadline, prevented the employees from properly formulating and voicing their thoughts on something which so directly affects them.

### Binghamton Plan Better

The technical work of the Broome County classification and salary plan was done by the Municipal Service Division of the Civil Service Department. Approximately a year later this agency also developed a salary plan for the city of Binghamton. There is a substantial difference between the two plans. The Binghamton plan meets most of the objections that the Association had to the Broome County plan and resulted in a substantially higher salary level.

### Binghamton and Broome

One peculiar characteristic of Broome County in its relationship to the city of Binghamton is that the city of Binghamton is the county seat. The city and county employees work in the closest proximity and have offices that for all practical purposes are "across the street." The two governmental jurisdictions from the point of view of the location of employees are coextensive. With the test of time showing so clearly the realism with which the county employees approached their problem in 1951 and in view of the marked difference in the salary level in these two governmental agencies, the proper thing to do now is to carefully re-examine the Broome County salary plan and the salary level.

### TWO REAPPOINTMENTS TO STATE BANKING BOARD

ALBANY, March 16 — Governor Dewey sent to the Senate for confirmation the nominations of Bernard E. Finucane, of Rochester, and Robert M. Catharine, of NYC, for reappointment as members of the State Banking Board, both for full three-year terms. Mr. Finucane is president of the Security Trust Company of Rochester, Mr. Catharine is president of the Dollar Savings Bank of NYC.

### SAVILLE REAPPOINTED

ALBANY, March 16 — Governor Dewey reappointed Dean Thorndike Saville of Riverdale as a member of the State Public Health Council for a full six-year term.

# They Made a Success Of Skits and Sketches For Underpaid Wretches

ROCHESTER, March 16 — The show put on by the Civil Service Employees Association at its anniversary dinner-meeting in Rochester earned the highest plaudits from the audience. Entitled "Skits and Sketches (for underpaid wretches)" the show represented the combined work of a staff operating both in Albany and in Rochester.

Lyrics, dialogue and situations were by Michael F. Dollard III of the Budget, and Charles P. O'Connell of Mental Hygiene. Mr. Dollard also acted as master of ceremonies. Director was Tommy Sternfield, who has produced several TV programs and has a background in theatrical work. The chorus was staged by Clifford C. Asmuth, well-known to State armory employees, who has been identified with successful amateur productions in the Rochester area.

### The Staff

The staff consisted of: Faustine H. Spencer, general manager; Elizabeth R. Conklin, piano arrangements; Samuel B. Cassino, orchestra; Mrs. Charles R. Culyer, costumes; Charles R. Culyer, properties, sound and lighting.

### The Actors

The actors and the skits in which they appeared:

#### I. WE WELCOME YOU HERE

Ladies of the Rochester ensemble: Mary Ann Baglia, Celine Farrell, Teresa Izzo, Barbara Kick, Joan Morsch, Marguerite Surridge, Ann Susko, Laura Tarricone, Ann Thompson.

#### II. PAY NEGOTIATIONS

J. Edward Conway, President, Civil Service Commission—Matthew W. Fitzgerald, Motor Vehicle.

#### T. Norman Hurd, Director of Budget—Louis A. Luzzi, Jr., Civil Service.

Philip Hagerty, Director of Personnel Research—Patrick G. Rogers, Parole.

Spencer A. Bates, Commissioner of Taxation—William J. Baker, Parole.

Jesse B. McFarland, President, CSEA—Martin J. Barry, Law.

#### III. WE'RE NEVER SATISFIED

Marion Barry, Hazel Callagan, Billie Baker, Louise Luzzi.

#### IV. CHIEF EXECUTIVE AT WORK

Thomas E. Dewey, Governor—Kenneth E. Sullivan, Dept. of State.

T. Norman Hurd, Director of Budget—Harold A. Callagan, Motor Vehicle.

Boss Maintenance Man—Louis A. Luzzi, Jr., Civil Service.

1st Worker—Patrick C. Rogers, Parole.

2nd Worker—William J. Baker, Parole.

3rd Worker—Foster Potter, Agriculture and Markets.

#### V. SIDELIGHTS ON ROCHESTER

Mary Ann Baglio, Marguerite Surridge, Ann Thompson.

#### VI. TOURING THE THRUWAY

Frank C. Moore, Lieutenant Governor—Foster Potter, Agriculture and Markets.

J. Raymond McGovern, Comptroller—William J. Baker, Parole.

J. Edward Conway, President, Civil Service Commission—Matthew W. Fitzgerald, Motor Vehicle.

T. Norman Hurd, Director of Budget—Louis A. Luzzi, Jr., Civil Service.

Jesse B. McFarland, President, CSEA—Martin J. Barry, Law.

H. Edward Galvin, N. Y. State Police—Patrick G. Rogers, Parole.

Thomas E. Dewey, Governor—Kenneth E. Sullivan, State.

Character—Harold A. Callagan, Motor Vehicle.

#### VII. FINALE

##### Entire Company.

##### They Also Aided

A big assist in making the entire affair a success was given by Raymond L. Munroe, 2nd vice president of the Civil Service Employees Association and a resident of Rochester.

The Association Social Committee, which supervised the non-business portion of the meeting, consists of:

Helen Todd, Conservation Department, chairman; Virginia Leatham, vice chairman; Gladys Butts, Conservation; Michael Dollard III, Budget; Margaret Fenk, Mental Hygiene; Matthew W. Fitzgerald, Motor Vehicle; Ivan S. Flood, Westchester County; Helen B. Forte, Civil Service; Edith Fruchthandler, Civil Service; Rita Hughes, Tax; Doris LeFever, Workmen's Compensation; Lea Lemieux, State; Margaret Mahoney, Public Service; Paul D. McCann, Correction; Maureen McSorley, Mental Hygiene; Helen B. Musto, Cornell University; Charles P. O'Connell, Mental Hygiene; Isabelle M. O'Hagen, State; Claude Rowell, Mental Hygiene; Henry Shemin, DPU; Frances Wilson, Mental Hygiene.

Joseph D. Lochner and the headquarters staff of the Civil Service Employees Association also performed yeoman work in making the meeting and entertainment a smooth-running function.

#### O'BRIEN APPOINTED TO CIVIL DEFENSE BOARD

ALBANY, March 16 — Governor Dewey appointed Herbert R. O'Brien NYC Civil Defense Director, as a member of the State Civil Defense Commission. Mr. O'Brien, a deputy chief inspector of the NYC Police Department on leave, succeeds Arthur W. Wallander as a member of the State Civil Defense Commission. Mr. Wallander resigned last year. Mr. O'Brien succeeded him also as NYC director.

Inspector O'Brien's father, the late John J. O'Brien, was a detective in the NYC Police Department.

## State Eligibles

### STATE

#### Open-Competitive JUNIOR CIVIL ENGINEER

1. Moon, John J., Tonawanda . . . 99300
2. Findlay, Leland S., Utica . . . 99000
3. Daley, William B., Albany . . . 98980
4. Avalare, John T., Pkeepsie . . . 98750
5. Kelley, Vincent C., Kkeepsie . . . 95200
6. Manross, James H., Syracuse . . . 94450
7. Peterson, Fred H., Watertown . . . 94030
8. Andrews, Robert W., Hornell . . . 93880
9. Timmons, Clarence, Spencerport . . . 92800
10. Schriver, Rex, Buffalo . . . 92650
11. Schreiber, Norbert, Brantford . . . 92630
12. Grew, Dudley H., Binghamton . . . 92380
13. Lunderman, Ronald, Boylston Ctr . . . 92280
14. Boone, Donald H., Binghamton . . . 92100
15. Rivlin, Martin H., Bklyn . . . 91980
16. Davis, David H., Bklyn . . . 91730
17. Radosh, Herbert, Bronx . . . 91350
18. Dennis, John E., Rochester . . . 91130
19. Denne, Gerald J., Penfield . . . 90850
20. Marshall, William, Middletown . . . 90750
21. Moloney, Edward J., Ozone Pk . . . 90700
22. Winkler, Joseph H., Schtady . . . 90500
23. Furco, A. J., Malopse . . . 90500
24. Corey, Richard M., Syracuse . . . 90500
25. Hakala, Peter S., Van Etten . . . 90230
26. Bauman, Frank S., Albany . . . 90180
27. Kreitzmayer, George, Kkeepsie . . . 90050
28. Hourigan, Edw. V., Lynbrook . . . 89900
29. Cole, Stanley, Rexville . . . 89880
30. Hurley, Russell, Salamanca . . . 89880
31. Stewart, William, Oneonta . . . 89630
32. Lee, Phillip B., Hudson . . . 89500
33. Pawling, John D., Pkeepsie . . . 88500
34. Briggs, George M., Greenwich . . . 88430
35. Krause, John R., Ames Iowa . . . 88150
36. Real, Robert E., Ebenezer . . . 88130
37. Rozgan, William J., Utica . . . 88130
38. Macomber, Richard, Albany . . . 88130
39. Dolan, A. Frank, Frankfort . . . 88130
40. Walsh, John D., Elbridge . . . 87900
41. Amico, Salvatore J., Peekskill . . . 87900
42. McFee, Harold E., Cooperstown . . . 87880
43. Roland, Ralph M., Binghamton . . . 87550
44. Strough, Bernard F., Rockhill . . . 87350
45. Patchke, August R., Uniondale . . . 87300
46. Riley, James E., Bklyn . . . 86980
47. Shanly, George E., Rochester . . . 86780
48. Linton, Earle W., Southold . . . 86780
49. Lang, Allen L., Babylon . . . 86750
50. White, Eugene M., White Plains . . . 86750
51. Miller, Kenneth G., Corning . . . 86680
52. Tedrick, Jack E., Pt Jervis . . . 86680
53. Crawford, John L., Albany . . . 86430
54. Williams, D. B., Clarendon, Pa . . . 86400
55. Pagan, Robert, Syracuse . . . 86380
56. Kelly, Robert W., Averill Pk . . . 86130
57. Ross, Jack H., Bronx . . . 86100
58. Carmichael, Arnuls, Hamburg . . . 86100
59. Orwat, Edmund A., Buffalo . . . 85900
60. Toma, Albert J., Cohoes . . . 85800
61. Baerhan, James F., Albany . . . 85580
62. Baker, Joseph M., Newburgh . . . 85250
63. Anthony, C. M., Cortland . . . 85250
64. Stuart, William C., Irvington . . . 85130
65. Brush, Edward W., Brantford . . . 85130
66. Fronappie, C. A., Salamanca . . . 85080
67. Blanchard, John P., Indian Lke . . . 84980
68. Gracetto, Peter J., Skaneateles . . . 84930
69. Zames, George, Bronx . . . 84930
70. Wexler, August, Bklyn . . . 84650
71. Remmert, Thomas F., Purting . . . 84630
72. Petrelli, Rocco N., Babylon . . . 84430
73. Robbins, John C., John City . . . 84250
74. Newton, Wilbur J., E Patchue . . . 84100
75. Strom, Harold M., Marlboro . . . 83900
76. Michaelson, Fritz, E. Durham . . . 83780
77. Campbell, Kenneth, Buffalo . . . 83750
78. Redlein, George L., Eggertsville . . . 83630
79. Gotman, Loren R., Montour Fl . . . 82930
80. Tortora, Michael T., Uniondale . . . 82930
81. Bann, James F., Rochester . . . 82880
82. Bullin, Harold R., Ellenville . . . 82680
83. Slobodian, John, Buffalo . . . 82650
84. Haberman, Leo, Bklyn . . . 82630
85. Scott, Wayne A., Birdsall . . . 82630
86. Leahy, John F., Orchard Pk . . . 82400
87. Stephens, Richard, Canisteo . . . 82300
88. Gordon, Marvin L., Mineola . . . 82000
89. McBridge, Walter J., Rochester . . . 81800
90. Conley, Harold R., Lockport . . . 81500
91. Keitach, Allen C., Buffalo . . . 80850
92. Tanhauser, Robert, N Hyde Pk . . . 80580
93. Fitzgerald, Robert, Geneva . . . 80550
94. Geizer, Conrad P., Lindenburs . . . 80280
95. Loftus, Robert L., Batavia . . . 79980
96. Hernandez, Rafael, Albany . . . 78830
97. Hanna, Glenn W., Clerfild Pa . . . 78530
98. Stratford, Claude, Westfield . . . 78500
99. Smith, Herman J., NYC . . . 78250
100. Miller, Spencer F., Johnson City . . . 77950
101. Proper, Lyle L., Keokukton . . . 76780
102. Thompson, Marshall, Bklyn . . . 76750
103. Jones, Robert A., Buffalo . . . 76200
104. Cavanaugh, E. V., Astoria . . . 75900
105. Sellman, C. Frank, Toledo, O . . . 75880

#### ASSISTANT CIVIL ENGINEER

1. Moon, John J., Tonawanda . . . 97450
2. Kelley, Vincent C., Pkeepsie . . . 96200
3. Wood, James, Neversink . . . 95800
4. Comrie, Alexander, Albany . . . 95600
5. Radosh, Herbert, Bronx . . . 94400
6. Avalar, John T., Kkeepsie . . . 94300
7. Kelley, Vincent C., Rochester . . . 94200
8. Kaas, Henry, Fl . . . 93900
9. Grew, Dudley H., Binghamton . . . 93550
10. Drury, Brendan A., Staten Isl . . . 93150
11. Schriver, Rex, Buffalo . . . 92700
12. Thom, George M., Tarrytown . . . 92200
13. Haglund, Raymond H., Mayville . . . 92000
14. Case, Robert W., Canastota . . . 91950
15. Murphy, P. David, Troy . . . 91000
16. Pixley, Gale W., Rochester . . . 90950
17. Parrone, Dominic J., Rochester . . . 90900
18. Kelley, Francis X., Albany . . . 90750
19. Hopkins, Charles L., Pawling . . . 90250
20. Harrington, F. J., Hudson . . . 89800
21. Knobloch, John A., Utica . . . 89000
22. Jones, J. Donald, Salamanca . . . 88650
23. Rosenburg, Robert, Levittown . . . 88000
24. Bdzysiewicz, E., Bklyn . . . 87950
25. Smith, J. Sanford, Rochester . . . 87900
26. Lieberman, Allen, Bklyn . . . 87700
27. Clarry, Wallace T., Syracuse . . . 87400
28. Smith, Carl G., Albany . . . 87300
29. Schaper, Alexander, Binghamton . . . 87000
30. Lull, Charles H., Babylon . . . 86950
31. Smith, Andrew, Hamburg . . . 86900
32. Rooney, John J., NYC . . . 86800
33. Lewthwaite, G. W., Penfield . . . 86700
34. Stuart, Kenneth M., Hornell . . . 86500
35. Solaski, Robert M., Hicksville . . . 86050
36. Wood, Reginald L., Binghamton . . . 86050
37. Burley, Russell J., Salamanca . . . 86050
38. Collaudo, John, Bronx . . . 86000
39. McGraw, Marshall, Valley Fls . . . 85950
40. Shanly, George E., Rochester . . . 85850
41. McArthur, Leo G., Burleyville . . . 85550
42. Montaldo, John S., Ossining . . . 85550
43. Lattin, Howard W., Odessa . . . 84800
44. Cobey, Thomas J., Hughsonvil . . . 84650
45. Tebbenhoff, Edward, Downsville . . . 84450
46. Klass, Samuel, Freeport . . . 82850
47. Codling, Henry W., Baldwin . . . 82750
48. Daquisto, Angelo, Schtady . . . 82500
49. Liquori, Fred F., Kkeepsie . . . 82200
50. Quinn, James T., Saratoga . . . 81800
51. Brush, Edward W., Brantford . . . 81750
52. Conley, Harold R., Lockport . . . 81550
53. Sherman, Glenn E., Kenmore . . . 81500
54. McNamara, John D., Albany . . . 81350
55. Dorvittie, Daniel F., Woodside . . . 81300
56. McMahon, John R., Solvay . . . 81150
57. Akins, Lee O., Schtady . . . 81150
58. White, Robert M., Syracuse . . . 80300
59. Schmol, Frank J., NYC . . . 79650
60. Allen, Donald M., Bethlehem . . . 78900
61. Strom, Harold M., Marlboro . . . 78150
62. Glockner, Maurice, Albany . . . 77400
63. Gravenor, Donald, Snyder . . . 75000
64. Rubin, Henry, Far Rockwy . . . 74000

# Songs in CSEA Show Filled With Barbs Aimed At State Administration

ROCHESTER, March 16 — The songs in the annual show of the Civil Service Employees Association had a sharpness which apparently exceeded that of other years, the barbed humor sharpened on the pay-raise frustration of the employees. Below are some of the songs sung at the 43rd dinner of the Association on Saturday, March 7.

In a skit on pay negotiations, members of the administration sing a song "Keep It A Secret." The four are J. Edward Conway, president of the Civil Service Commission, played by Matthew W. Fitzgerald; T. Norman Hurd, Director of the Budget, played by Louis A. Luzzi; Philip Hagerty, played by Patrick G. Rogers; and Spencer A. Bates, Tax Commissioner, played by William J. Baker. They sing:

If you see McFarland, a raise is taboo,  
Keep it a secret — our big revenue,  
If he asks a question, just bid him adieu,  
And give him the idea, we ain't got a sou.

If you see Holt-Harris, that boy's pretty shrewd,  
Just keep it a secret, from that Albany dude,  
If the high cost of living is bothering him,  
Just feed him statistics again.

If you see Tom Dewey, who captains our team,  
Tell him we hold him in highest esteem,  
We haven't shelled out, tho you hear Jesse roar  
And we won't till November, in one-nine-five-four.

If you see a member of CSEA,  
Keep it a secret, whatever you say,  
With their charts and tables we're forced to agree,  
But raises are out, they will see.

If you see McFarland, a raise is taboo,  
Keep it a secret — our big revenue,  
If he asks a question, just bid him adieu,  
And give him the idea, we ain't got a sou.

If you see a surplus, in our treasury  
Keep it a secret, from State Employees,  
And if they inquire, why just pass the word,  
They should be seen, but not heard.

Jesse B. McFarland, in an impersonation by Martin J. Barry, comes on stage dressed in a barrel, representing the impoverished state of the public employees. He sings a hilarious skit, "Manana," which goes:  
I took this job as President of the CSEA  
They told me when elected that I'd live to rue the day  
When dealing with officials of the great big Empire State  
I surely learned the meaning of

the word procrastinate!  
Manana, Manana, Manana is good enough for them.

I bring my boy, Hank Galpin who at figures is a whiz  
To meet T. Norman Hurd and have a quiet little quiz.  
T. Norman sees the merit in our higher salary plan,  
But suddenly gets cold feet and he takes it on the lam!  
Manana, Manana, Manana is good enough for them.

You've heard of that Commission on the Civil Service Law,  
Revise and bring it up to date—eliminate all flaws?  
They started out in '51, Fred Preller at the helm  
We haven't heard from Fred in years—is he still in the realm?  
Manana, Manana, Manana is good enough for them.

Now we have worked each year to get a good retirement plan  
For all our workers who complete their normal working span,  
And Deputy Comptroller, H. E. Kaplan, one fine day,  
Decided he would chuck it all and go on a survey.  
Manana, Manana, Manana is good enough for them.

The lament of Budget Director T. Norman Hurd (Louis Luzzi) was sung to an adamant Governor Dewey to the tune of "Why Don't You Believe Me." It went:  
Why don't you relieve me, before I got nuts?  
The Budget is bleedin', from so many cuts.

I'm not a magician, with magical tricks  
I'm no politician, like you and Art Wicks.

Give the job back to John Burton  
Send me back up to Cornell,  
Since I've been here, I've been hurtin',  
Up at Cornell I felt swell!  
I've followed your orders, tho' some were absurd  
It's earned me the nick-name of "Butcher-Boy Hurd."

Give me a break I implore you  
I don't belong in your mob  
I've broken every rule for you  
Get me a janitor's job.

If you don't relieve me—  
I think I'll drop dead  
I'm just a professor  
Way over my head!  
Dewey's henchmen are reluctantly accompanying him on a tour of the Thruway, which came in for many wisecracks during the show. The henchmen sing to the Governor, and he alternately sings to them, the tune being "You'll Never Get Away":  
When we began this road  
About six years ago  
I thought we'd all be thru by now  
And rolling in the dough,  
I thought if it were done  
By 1952  
That I could head for Washington  
And wear a Homburg too.

Oh you'll never get away, etc. etc.  
(Continued on page 5)

# WANTED! MEN—WOMEN

to prepare now for U. S. Civil Service jobs in and around Greater New York. During the next twelve months there will be over 39,500 appointments to U. S. Government jobs in this area.\*

These will be jobs paying as high as \$316.00 a month to start. They are better paid than the same kinds of jobs in private industry. They offer far more security than private employment. Most of these jobs require little or no experience or specialized education.

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\* Estimate based on official U. S. Government figures.

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# Mental Hygiene Group Sees Bigelow on Problems

ALBANY, March 16 — In the first of what is planned as a series of human relations panels, five members of the Mental Hygiene Association met with Commissioner Newton Bigelow, Assistant Commissioner A. W. Pense, Personnel Officer William Callahan and W. G. Hill at Mental Hygiene headquarters in the Education Building last week.

This meeting, an innovation in a series of employee-employer panels, was arranged by Commissioner Bigelow so that a better understanding of everyday problems at the institution level might be considered.

The agenda contained ten questions, all of particular interest to institution employees:

Five-day, 40-hour week for all institution employees.

Job specifications: The problem exists in institutions whereby the duties of some positions are far in excess of the specifications as required (according to job specifications book). Could a plan be devised whereby periodic surveys be made of these conditions so that a reclassification could be obtained for these employees?

### Hazardous Pay

Hazardous and arduous pay: This is still a problem, since employees paid extra for this service are being transferred to parlor wards and elsewhere. It is the contention that everyone on these services should receive the extra compensation.

Thirty-seven and one half hour week for office employees.

Holidays falling on Saturday: Office personnel lose the day, 44-hour employees lose a half day, 48-hour employees are not affected.

Directive from the department: Confusion exists in regard to these directives, such as, for religious holidays.

Uniform sick leave: Proof of illness of all institution employees.

Hospital care for all institution employees: Is this at the discretion of the Director? Are all employees entitled to receive x-rays, laboratory tests etc., if available at the institution?

### Meals Problem

Time and place to smoke: In institutions where smoking is prohibited because of the danger of fire. Will time be allowed for this, and a suitable place be granted to indulge in same?

Abolition of compulsory meals for certain groups of institution employees, namely food handlers etc. Also, many employees are desirous of paying for only the meals they eat, and would prefer a cafeteria where they could do this.

Never before have problems of this type been discussed in such an informal manner with department top officials. Employer and worker alike let down their hair.

### Who Represented Employees

It was found as to some ques-

tions that an answer was impossible, since it related to an expenditure or relative action by some department other than Mental Hygiene. In relation to other subjects, both the Commissioner and his aides were sincerely human in their directness. Though some of the questions required additional thought, a promise of prompt action was given.

Representing Mental Hygiene employees at this panel were Fred J. Krumman, Syracuse State School; Dorris Blust, Marcy State Hospital; Thomas Conkling, Willowbrook State Hospital; Willard Brooks, Sonyea, and John O'Brien, Middletown State Hospital. All are officers or members of the executive committee of the Mental Hygiene Association.

It was felt by the entire panel that this particular type of approach was so successful on this the first attempt that another should be held. Accordingly, Commissioner Bigelow asked that one be scheduled for July. It is hoped that problems concerning patients will be given consideration. For this purpose address Mrs. Dorris Blust, Marcy State Hospital, Marcy, N. Y.

# Toll Collector Exam Closes On April 17

ALBANY, March 16 — The last day to apply in the State exam for toll collector is Friday, April 17. There are several hundred jobs in the Thruway at \$53 a week to start.

About 140 appointments are expected early in 1954. Several hundred additional appointments will be made later that year.

### Age Limits

There are no requirements as to experience or education. All applicants should be at least 21 years old on May 23, citizens of the United States and residents of New York State. A New York State driver's license is required for appointment.

Candidates must be in good physical condition, at least 5 feet, 4 inches in height and 125 pounds in weight. A medical exam will be given prior to appointment.

The first appointees will be assigned to toll stations at Canandaigua, Connecting Route 332; Canastota, Route 13; Clyde-Waterloo, Route 89; Electronics Park; LeRoy, Route 19; Lyons-Geneva, Route 14; Manchester, Route 21; Rochester, Route 96; Syracuse, Routes 11, 48, 57 and 298; Verona, Route 365; Weedsport, Route 34; West Henrietta, Route 15; Westmoreland, Route 233.



Here you see a sober discussion of civil service problems. These serious-faced individuals are obviously engaged in matters of the most pressing importance, especially that fellow in the front. The photo was taken at the annual dinner-meeting of the Civil Service Employees Association in Rochester on March 7. (We'll have a lot more photos for you in next week's issue.)

# Songs Sung At Show

(Continued from page 4)

If you should quit your job  
And go to Washington  
I'm sure that I could take your place  
And make the State wheels hum.  
And if I did real well  
In taking up your chores  
Perhaps I'd get the job for keeps  
And clean out all your drawers.

Oh you'll never get away, etc. etc.

When we discussed a raise  
I acted very cute,  
I told McFarland then and there  
I didn't give a hoot  
Before McFarland left  
He said dear Doctor Hurd,  
I'll give you something in return  
A nice big juicy bird.

Oh you'll never get away, etc. etc.

If I should make a change  
And learn a few new tricks  
Then maybe I could follow Ike,  
In 1956.  
I think that I could beat  
Those Democratic gangs  
And maybe I could teach my wife  
To comb her hair in bangs.

Oh you'll never get away, etc. etc.

### BIRMINGHAM PROMOTED

Edward J. Birmingham, State veteran counselor, has been promoted to senior veteran counselor. He has been with the Division of Veterans' Affairs, Nassau County, since 1945. He fills the position previously held by Raymond J. Barbuti, now on leave of absence.

### J. H. MOEHLE WINS TRIP

ALBANY, March 16 — John H. Moehle, coordinator of civil defense, the Department of Education, Albany spent three days in Bermuda having won the trip in a TV contest.

### U. S. EMPLOYEES FEWER

WASHINGTON, March 16—Federal employment reached an almost two-year low in the Washington area as the number of all Federal workers declined in January for the sixth consecutive month, the U. S. Civil Service Commission reported.

### C. H. SELLS RENOMINATED

ALBANY, March 16 — Governor Dewey announced that he sent to the Senate for confirmation the nomination of Charles H. Sells of Cross River for reappointment to the Port of New York Authority for a full six-year term. Mr. Sells is former State Superintendent of Public Works.

## SPECIAL PHYSICAL CLASSES FOR FIREMAN, PATROLMAN AND SANITATION MAN CANDIDATES

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Applications Open April 8th for Men

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Our Special Preparatory Course Fully Prepares for Both the Written and Physical Performance Phases of the Official Exam  
Be Our Guest at a Class Session THURS. at 7:30 P.M.

Applications Open March 12th

## TRACKMAN N.Y.C. Board of Transportation

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An exhibit featuring the modern development of the waterways and highways in New York State, and created by the Department of Public Works, is about to be shown in Buffalo. The exhibit has an animated model of the Barge Canal with water, locks and boats operated electrically by a remote push-button control. The exhibit had a run of several months in NYC. It is to be placed permanently in the State Education Museum in Albany after the Buffalo run. From left, Katherine Lawlor, Civil Service Employees Association departmental representative; Russell E. Taylor, chapter president; John J. Cox, ex-chapter president; Matthew LoRusso, D. P. W., who painted the picture; Frank W. Springsteen, senior planning delineator. Others, not shown in the picture, who contributed to the exhibit were Robert M. Rullison, Elliot M. Rowe, Albert Pagano, Lewis Kins and Henry LaFleur.



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TUESDAY, MARCH 17 1953

## Low Pay Menaces Recruitment in NYC

It is too bad that the NYC Civil Service Commission has to relax the standards for professional positions, such as in engineering, to get enough candidates, and to resort to lowered pass marks in various exams, to keep up with the need for filling jobs. It would be far better, not only from the employees' viewpoint, but also as public service, if adequate salaries were paid, instead of inadequate minimum requirements and subnormal pass marks being imposed.

The Classification Bureau of the Commission is to get started on April 1, and Mayor Impellitteri has emphasized that there's \$5,000,000 in the new budget for carrying out at least some of the expected recommendations.

The Commission knows now which jobs it can't fill satisfactorily because the pay is way out of line with what's offered outside. The Commission should submit a list of these titles to the Mayor. The reclassification project then could apply itself to rectification of inequities that don't create such a roadblock to recruitment.

## EFFECT OF ADDING SOCIAL SECURITY TO FEDERAL PENSIONS

Social Security and civil service retirement are both systems for the payment of monthly retirement and survivors benefits. Beyond this, there are more differences than similarities.

Civil service retirement is a system for the employees of a single large employer, and is designed to attract and retain qualified employees on a career basis and to make possible the retirement of superannuated employees. In such a system individual equity in benefits is emphasized and benefits are closely related to contributions. The employee receives no benefit from the employer's contribution unless he is employed for five years. The benefits grow more valuable the longer the employee remains with the employer. As is characteristic of a staff retirement system of this sort, major emphasis is placed on retirement benefits.

### Vested Retirement Benefits

Social Security (Federal old-age and survivors insurance), on the other hand, is a system for the benefit of employees generally. Eight out of every 10 paid jobs throughout the country are covered. Social Security is intended to guard the American family against economic insecurity by providing reasonably adequate family benefits upon the death or retirement of the worker. The amount of the benefit, while related to wages and time worked under the system, is influenced also by the size of family and by basic provisions which allow relatively high benefits for workers who are under the system only a short time either because they die at a young age or were already approaching old age before 1951. The length of service with a particular employer does not affect the amount of the benefit, although the benefit is affected by the proportion of the worker's working lifetime which is spent in covered employment. Under this system there is greater emphasis on survivor insurance protection than is the case under civil service retirement. It is possible to qualify for substantial survivor protection with about a year and a half of covered employment during the three years before death.

U. S. civil service pensions are

intended to provide mainly for the person who spends a large part of his working lifetime in the Federal service. This concern is entirely in keeping with the accepted objectives of a staff retirement plan, but it poses a problem when the over-all protection for Federal workers is considered. The Federal career employee is in the minority; most people who work in Federal service do not remain there throughout their working lifetime. The very considerable movement of persons into and out of Federal employment is indicated by the personnel turnover in 1950. In that relatively stable year, when there were, on the average, approximately two million Federal employees, more than 600,000 were hired and upwards of 400,000 left Federal jobs.

### Survivor Protection

A problem from the viewpoint of the young Federal employee with dependents is that his survivor protection under civil service retirement is likely to be quite limited. Survivor benefits were provided under that program in 1946, but the eligibility requirements and the method of computing benefit amounts tend to make the protection relatively ineffective. For surviving family to qualify for these benefits, the employee must have worked for five years under civil service retirement and must have died before separation from Federal service. Under Social Security, the survivor protection of a person who has been working at least a year and a half is continued for at least another year and a half.

### Combine Both Systems

Permanent U. S. employees are covered by the civil service retirement, other U. S. employees by Social Security. An effort is being made to afford both to both.

It is important to consider the cumulative benefits of the Social Security and civil service retirement systems, and not to think of the two as competitive, or of one substitute for the other. The answer to the problem of more adequate insurance protection for the Federal worker may be an arrangement which would afford him the basic advantages of both systems.

## Comment

### WHITE UNIFORMS PREFERRED BY BINGHAMTON GROUP

Editor, The LEADER:  
In regards to the new blue uniforms for female attendants in the State Department of Mental Hygiene, we at Binghamton State Hospital heard of no voting on uniforms, though it was stated that four out of five voted for the new blue uniform.

Why don't we have a white uniform? We attendants work directly with patients, sick or active. It seems rather absurd for laundry workers to wear white, while the ward personnel must wear blue by the State's choice, though the attendants pay for the uniforms. A store in the city, dealing in uniforms only, which would sell uniforms cheaper, was refused the agency for State hospital uniforms.

The blue uniforms are much too expensive for the type of dress, skimpy and ill-fitting. The collar is not included in the \$6.75 approximate price of the uniform.

Why not allow us attendants to wear white, especially as white uniforms are cheaper? Also there's a wide variety of styles, properly fitted to the figure, and much neater.

### BINGHAMTON STATE HOSPITAL ATTENDANTS.

### RETENTION OF NYC FIRE HOUSES CALLED NEED

Editor, The LEADER:  
If someone said to you, "We haven't had a fire on our block in a long time, let's disband our neighborhood fire company," you'd think he was fooling.

But responsible groups are making such suggestions. The Mayor's Survey Committee is making recommendations which will, if carried to conclusion, emasculate public protection against fire hazard.

In effect this committee recommends, by elimination of 15 percent of fire companies, increasing the chances of you and your family being burned to death or your life savings in the form of your home being wiped out by fire by just this percentage.

If you have ever pulled a fire alarm box and awaited the arrival of the fire engines you must know how long it seems, yet it was only two or three minutes at the most. You saw the damage from fire that occurred in those few minutes. Can any one convince you that there will be less damage if the response time of the apparatus is (Continued on page 7)

## 2 Motor Vehicle Employees Win Cash for Ideas

ALBANY, March 16 — Two clerks employed in the Albany offices of the Motor Vehicle Bureau, Department of Taxation and Finance, were awarded \$150 apiece and individual Certificates of Merit by the New York State Employees' Merit Award Board.

Mrs. Mary Jones, Albany, and Louis Cioffi, Watervliet, each submitted proposals to save time and money in the routine processing of specialized reports upon motor vehicle accidents. When Bureau officials proved the value, the suggestions were promptly put into effect. Announcement of the awards by the Board quickly followed.

### BLOUNT ELECTED HEAD OF CIVILIC CLUB

The Civilic Club at a meeting at 1233 Boston Road, Bronx, elected Samuel Blount, Department of Purchase, as president. Others elected were William H. Dover, Law, vice president; Marie B. Colbert, Park Department, treasurer; Mrs. Florence Springer, Board of Education, recording secretary; Mrs. Moore, Hospital Department, financial secretary; Dugald Wade, Correction Dept., sergeant-at-arms. The annual charity party will be held in May at 475 Decatur Street, Brooklyn.

### CAPTAIN, MATE, SEAMAN JOBS ON SLUDGE BOATS

The NYC Department of Public Works has vacancies as captain (sludge boat), \$4,950 a year; chief mate, \$4,250; second mate, \$3,840, and able seaman, \$3,430. Jobs involve operating sludge vessels of the Division of Sewage Disposal. Applications must be U. S. citizens with three years' residence in NYC, and have licenses in the title specialty.

Apply at the personnel section, Room 1825, Municipal Building, Manhattan.

## CIVIL SERVICE

# NEWS Letter

THE EISENHOWER Administration isn't making any bones about its personnel policies. It isn't attempting to disguise the fact that they're tougher than those that existed during the preceding two decades.

What has been called a "freeze" of hiring has been put into effect, though it's hardly a "freeze" when department heads themselves are required to pass on the necessity for filling all vacancies, and take on new employees only when some present employee can't be assigned or transferred to the job.

Occupants of former Schedule A jobs, which were outside of civil service but covered in by Presidential executive order in the two preceding Administrations, are to be covered out. Eisenhower choices will fill them instead.

In addition, the U. S. Civil Service Commission is to consult with department heads to find out if other jobs should be in this exempt class, subject to patronage appointment, including some new jobs. Budget Director Joseph Dodge's recent order to employees to report to their superiors anything they find wrong about fellow-employees has struck a new and sour note.

What is apparent, however, is that the Eisenhower Administration has made up its mind to make drastic changes, both in personnel and in policies affecting personnel, and lose no time in doing it.

THE BILL to require professional qualifications for educational attendance officers passed the Assembly and was listed to be reported out by the Senate committee, but never got on the committee's action list. Assembly Speaker Oswald D. Heck objected. He feared it might have some hidden provision that would cost the State a lot of money, as did the teacher nurse bill of a few years ago. Evidence was presented to him that it would have no such effect. The measure would establish professional standards equal to those now existing for the attendance officer job in the NYC Board of Education, the one the public mistakenly calls truant officer. The embattled bill was drafted by Charles Brind, counsel to the State Education Department, which indorsed it.

PRESIDENT EISENHOWER is being importuned from all sides to hurry the other U. S. Civil Service Commission appointments. Philip Young, dean of Columbia University's Graduate School of Business, son of Owen D. Young, was named Chairman, and George Moore, of the Senate Civil Service Committee staff, may get a Commissionership, the third post to be filled by a woman Democrat. The Eisenhower camp is saying naively that finding a suitable woman Democrat is proving hard. This recalls the famous answer that Mike DeSalle gave to a Congressional committee, when a Republican asked him how it happened that in choosing only the best talent he could find the appointee always turned out to be a Democrat. Mike explained that there were so few Republicans in the U. S. Of course that humor was rich then but wouldn't draw a laugh now. . . . A woman is taking the lead in trying to get civil service instituted in Tennessee. She is Comptroller Jeanne Bodfish. The 32-year-old dynamic Governor, Frank G. Clement, is giving her every support, and so is the National Civil Service League, of which Mrs. Bodfish, formerly on the staff of the Civil Service Assembly, is a member. Tennessee has long been used to the patronage system. . . . TVA is setting new standards in training programs without resorting to formal techniques. The conference method is used for reaching decisions, and a strong management-labor cooperation plan makes informality tick better than formality in this field in other agencies.

A NUMBER of top Republican figures are whispering that Dewey is acting like a candidate for re-election next year. If he doesn't run in '54, best bet is that GOP candidate will be Lieut. Governor Frank C. Moore. Politicos are discounting talk about other candidates. . . . At least one potential contender for the governorship will be sidetracked when Comptroller J. Raymond McGovern gets the job of Surrogate in Westchester County. Ray likes to live at home, will get a salary far larger than his pay as Comptroller, and will have in his hands one of the most powerful courts in the State, from a patronage point of view. . . . Tom Curran, Secretary of State, confirmed these plans in McGovern's presence. The Comptroller made no move to deny them.

DON'T BE surprised if one of the NYC bigwigs of the United Public Workers is put up on trial for an attempt to break loose from the organization. He's negotiating to join with the Teamsters, and the national UPW officers are burned up. . . . Teamsters are, incidentally, planning a big push into the public service.

NOBODY KNOWS all the different kinds of work that civil service people do. Employees of the State Health Department raise 250,000 mice, rats and guinea pigs each year. . . . And Robert T. Lansdale, State Commissioner of Social Welfare, humorously refers to his having a doctorate which is unacceptable to the State Board of Regents. "I'm a doctor of psycho-ceramics," he says. He describes this specialty as "the study and treatment of crackpots." . . . NYC Police Commissioner George P. Monaghan announced recently that promotions in the uniformed force would be made weekly, which was hailed by the force as a forward step. Only trouble was that the Commissioner was too busy with other matters to clear this one with Budget Director Abraham D. Beame. Result: no weekly promotions have been made, and none will be. Other department heads who'd importune the Budget Director for similar liberalization may as well hold off.

# COMMENT

## NYC WOULD DROP WRITTEN TESTS IN GROUP OF EXAMS

(Continued from page 6)

The scene of fire is from two to five times longer? If you or one of your children were trapped in a room with escape cut off by a fire, wouldn't you like to know that a fire company was reasonably close by?

Under the present set-up of companies in the NYC Fire Dept. the people of this City enjoy fire safety in a degree far beyond that enjoyed by people in the rest of the country. In NYC lives one-twentieth of the population of the United States but the NYC fire loss last year was only 1/35th of the national total. Last year in this country 11,000 people died as a result of fires. In NYC last year 124 people died as a result of fires. This figure is about 1 percent of the national total. It can be seen that the life safety of the residents of our city is from 3 to 4 times as great as that of the average citizen of this nation. We in the fire department are proud of this record, particularly when the enormous concentration of the population is considered.

Therefore why change from the organizational set-up that experience and statistics has shown to be so successful?

### FIRE OFFICER

#### CALLS FOR NO LET-UP IN LEGISLATIVE DRIVE

Editor, The LEADER:  
Immediate action by both the chapters and the members of the Civil Service Employees Association is imperative if the important Association bills before the Legislature are to be passed. The two bills which would grant a salary increase and a freeze-in should be of vital interest to all State employees; the 25-year retirement bill for Mental Hygiene employees should be an important goal for this group. Personal interviews with members of the Legislature, and a flood of telegrams and letters, could turn the tide in the closing days.

The State employees should not slacken the pace. Even after the Senators and Assemblymen return

to their homes, the Association chapters should commence to set the stage for next year.

As representative of the Mental Hygiene Department, I have personally contacted as many members of the Legislature as possible, to obtain support for our bills. The Middletown State Hospital chapter, of which I am a member, has carried on an extensive program in support of various bills. I feel that many other chapters have done as well, but in citing some of the contacts made and results obtained, I hope to promote ideas for those who have not.

Perhaps of prime importance is the fact that the chapter has obtained the support of the Middletown Chamber of Commerce and of many merchants in regard to the freeze-in bill.

At the January meeting, the chapter set its program of backing up Association bills with intensive support.

Three separate resolutions were adopted at the February meeting. The first two pertained to the vested rights bill and to the 25-year retirement bill for Mental Hygiene employees. The resolutions were sent to members of the Legislature and to Mental Hygiene chapters.

The third resolution was for presentation at the Association meeting in Rochester. It resolved that all voting records in the Legislature concerning legislation of vital interest to members of the Association be published. It was adopted.

PAUL W. HAYES,  
Mental Hygiene Representative

#### POLITICAL AND OTHER ISSUES IN A LAW CASE

Editor, The LEADER:

Justice Samuel H. Hofstadter did a thorough job of research to support his opinion in the case involving a patrolman eligible who signed a Communist petition. The Court ruled that under the Constitution signing couldn't be held against the eligible.

Besides the U. S. constitutional question, which Justice Hofstadter decided, there was another question of law, which, however, he did not decide. He said that as the constitutional question was controlling, there was no need to go into the other. That other is in Section 25 of the New York State Civil Service Law.

Justice Hofstadter therefore did not hold that the Civil Service Commission had no authority under that section to disqualify.

The eligible contends that both the U. S. Supreme Court decision and the Civil Service Law section

support his case fully, and that he, although he was the innocent victim of Communist solicitation of signatures, has to contend with world conditions, and the strong feeling that exists in the U. S. against communism, which feeling he says he really shares.

Another section of the Civil Service Law (26), provides:

"Inquiry concerning political affiliations of civil service employees prohibited. No person shall directly or indirectly ask, indicate or transmit orally or in writing the political affiliations of any employee in the civil service of the State or of any Civil division or city thereof or any person dependent upon or related to such an employee as a test of fitness for holding office. A violation shall be deemed a misdemeanor and conviction thereof shall subject the person convicted to a fine of not less than one hundred dollars nor more than five hundred dollars or to imprisonment for not less than thirty days nor more than six months, or both such fine and imprisonment."

That section was added by Chapter 739 of the Laws of 1934. It makes violation a criminal offense. In Justice Hofstadter's opinion, indiscriminate condemnation of every unorthodox or nonconformist opinion as subversive can easily lead to the suppression of free speech, and if we surrender the right to think and speak freely, we shall have lost our free society. He also explained that he was cautious about substituting his own judgment for that of the Commission, lest the Court invade a field beyond its competence, and was mindful of today's acute international situation, the dangers of treachery from within, and the vital function of the Police Department as the guardian of the law. Nevertheless, the Court maintained that it could not shirk its clear duty to uphold a petitioner's constitutional right.

Now consider this: The Municipal Civil Service Commission says it has power to disqualify him, regardless of his loyalty, just as it could disqualify a loyal American citizen who was 5 feet, 6 inches tall, when the minimum height requirement for the police force is 5 feet, 8 inches. It takes the attitude, for instance, that if a man could be duped into signing a Communist Party petition, he could be disqualified on the ground that, as a patrolman, the cunning criminal element with which he might have to contend would dupe him no end, to the detriment of the community.

PETER V. EDDER,  
Brooklyn, N. Y.

## AUTO-ENGINEERMAN TEST OPENS IN APRIL

The NYC Civil Service Commission last week released the official requirements in the auto-engineer exam.

Applications will be received in April. The exact dates have not been established, but the period for applications in the general series in April will be from Wednesday, April 8 to Thursday, April 23.

The official requirements: The eligible list resulting from this examination may also be certified as appropriate for Auto Engineman (Police), Auto Lawn Mower Operator, Surface Heater Operator and for such other positions as the Commission in its discretion may deem the eligible list appropriate.

Salary and vacancies: At present there are vacancies in several departments at \$2,650 per annum. Fee: \$2.

Minimum Requirements: There

are no formal education or experience. Prospective candidates are cautioned that they will be required to pass a written test, designed to evaluate general knowledge, intelligence and aptitude for the position.

Appointees to the Police Department must be not less than five feet seven inches in height (bare feet) and must approximate normal weight for height.

License requirements: At the time of investigation for appointment candidates must present a valid chauffeur's license issued by the New York State Bureau of Motor Vehicles.

Duties: To operate motor vehicles; clean, oil and make minor repairs and adjustments thereto; assist in loading and unloading; perform related work.

Test: Written, weight 100. Candidates must pass a qualifying medical test prior to appointment.

The present list died on March 14.

### S U J U

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SUJU VUES, Dept. L,  
Box 635 Church St. Sta. N.Y. 8, N.Y.

NYC is having such difficulty in recruiting stenographers, typists, public health nurses, engineers and others that the Municipal Civil Service Commission is considering rating candidates on training and experience alone.

The engineering jobs would be at the lowest level, as junior civil engineer, although the requirements for the exam about to open in that particular title will be a mixture.

The Commission feels that it is reaching the end of the standard recruitment methods for these jobs, where a written test must be passed before one may become an eligible. Ultimate plan is to give written tests only to such candidates as are willing to accept, in the future, although present exams will go through as originally announced, and the junior civil engineer test with a dual modification.

#### No Written Test for Grads

NYC offers \$3,885 a year total to start, in the junior civil engineer title, for which there are now 320 vacancies, an increase of 20 since the official notice of the exam was adopted. A baccalaureate degree in engineering is required, if a candidate is to be ex-

cused from any written test. However, those who expect to receive a degree by June, 1953, may apply, but will have to furnish proof of graduation before they are considered as graduates.

This alone is a variation, since it dispenses with the written test for this group of candidates. Lest an insufficient number of eligibles be obtained that way, the other modification is as follows: "Experience, Weight 100. A qualifying written examination will be given only to those candidates who do not or will not have the degree by the specified time, to determine whether or not they have the equivalent required education."

Test Open to March  
The "specified time" is "prior to certification," hence the Commission will find out fully how it fares with those with degrees before it turns to the expedient of experience only, and waives educational requirements entirely.

The junior civil engineer applications will be received until Tuesday, March 31.

### Eligible Lists STATE Open-Competitive

- CONSTRUCTION SAFETY INSPECTOR
1. Ackerman, Reginald, Ticonderoga 92750
  2. Lanfranchi, Alfred, Bklyn ... 85630
  3. Murphy, James H., Troy ... 84250
  4. Shark, Dominic J., Bklyn ... 83250
  5. Gorcer, Francis G., Binghamton 81880

- SENIOR ECONOMIST
1. Albert, Floyd B., Mamaroneck 90440
  2. Schisk, Louis W., Binghamton 89920
  3. Goldberg, Delphis, Albany ... 89090
  4. Rubin, Harold, Albany ... 87340
  5. Novack, Aaron, Bklyn ... 85130
  6. Goldwater, Leonard, NYC ... 83500
  7. Rappaport, A. David, Albany 81570

- BIOCHEMIST
1. Neidle, Amos, NYC ... 87750
  2. Miller, Alexander, NYC ... 85380
  3. Lerner, Bernard, Bklyn ... 82000
  4. Gross, Sol I., Bklyn ... 80630
  5. Green, Marie R., Albany ... 78880
  6. Delalla, Louis S., Troy ... 78500
  7. Alonso, Nicholas F., Bklyn ... 78130
  8. Forrest, Elizabeth, Albany ... 78000

- PRINCIPAL SANITARY ENGINEER (DESIGN)
1. France, Gerald E., Loudonville ... 91640
  2. Byron, John C., Elmere ... 86010
  3. Steffensen, S. W., Bklyn ... 82450
  4. Davis, Sherwood, Hornell ... 78750

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# APPLY NOW FOR THESE STATE JOBS

The following State exams are open for receipt of applications until Friday, April 17.

About 140 appointments as Thruway toll collector, \$2,771 to \$3,571, will be made in 1953 and additional appointments made in 1954 from the exam which opens on March 16. (See story on Page 2).

Other titles include health, social work and education jobs, as well as rent inspector, tax collector and elevator operator.

Candidates must be U. S. citizens and residents of New York State for at least one year, unless otherwise stated.

Pay at start and after five annual increments is given.

Exams will be held on Saturday, May 23, except for Exam No. 8024, to be held on May 16, and Exam No. 8035, which is unwritten. A performance test will be held June 20.

Application forms are obtainable from State Civil Service Department offices at Room 2301, 270 Broadway, NYC; 39 Columbia Street or State Office Building, Albany; Room 212, State Office Building, Buffalo; or from local offices of the State Employment Service. Mail requests for applications to Examinations Division, 39 Columbia Street, Albany, specifying number and title of exam and enclosing a large self-addressed return envelope with six-cents postage.

## STATE Open-Competitive

**8020. COURT STENOGRAPHER**, Supreme and County Courts,

6th Judicial District, \$8,300. District includes Broome, Chemung, Chenango, Cortland, Delaware, Madison, Otsego, Schuyler, Tioga and Tompkins counties. One vacancy in Supreme Court, Binghamton. Open only to residents of district. Requirements: either (a) three years' experience in general verbatim reporting, or (b) two years' experience as a court reporter in the State, or (c) Regents certificate of certified shorthand reporter, or (d) equivalent combination. Fee \$5. (Friday, April 17).

**8021. SENIOR MEDICAL BACTERIOLOGIST**, \$6,801 to \$8,231. One vacancy in Division of Labs and Research, Health Department, Albany. Open to non-citizens who are State residents. Requirements: (1) medical school graduation and one year's internship and (2) two years' experience in general pathology and medical bacteriology. Fee \$5. (Friday, April 17).

**8022. DIRECTOR OF NURSING (TUBERCULOSIS)**, \$4,964 to \$6,088. One vacancy in Onondaga Sanatorium, Syracuse. Requirements: (1) nursing school graduation and State license as registered professional nurse; (2) completion by June 30, 1953, of 30 college hours of nursing courses; (3) two years of graduate nursing experience in a hospital administrative capacity; and (4) either (a) bachelor's degree in nursing and one more year's experience, or (b) bachelor's degree and two more years' experience, or (c) three more years' experience, or (d) satisfactory equivalent combination. Fee \$4. (Friday, April 17).

**8023. ASSISTANT DIRECTOR OF NURSING (TUBERCULOSIS)**, \$4,206 to \$5,039. One vac-

ancy each at J. N. Adam Memorial Hospital, Ferrysburg; Ray Brook TB Hospital; and Onondaga Sanatorium, Syracuse. Requirements: (1) and (2) same as (1) and (2) in Exam No. 8022, above; (3) two years' graduate nursing experience as supervisor of nursing or nursing teacher; and (4) either (a) bachelor's degree in nursing, or (b) bachelor's degree and one more year's experience, or (c) two more years' experience, or (d) equivalent combination. Fee \$3. (Friday, April 17).

**8024. ASSOCIATE WELFARE CONSULTANT (PUB. HEALTH)**, \$5,638 to \$6,762. Open nationwide. One vacancy in Health Department, Albany. Requirements: (1) two years' graduate study in school of social work; and (2) either (a) six years' experience in social work, of which three years must have been in administrative, supervisory or consultative capacity, including one year in medical social work, or (b) satisfactory equivalent combination. Fee \$4. (Friday, April 17).

**8026. SENIOR SOCIAL WORKER (MEDICAL)**, \$4,206 to \$5,039. Open nationwide. Three vacancies in NYC and one each in Syracuse, Rochester, Albany and suburban New York. Requirements: (1) two years of graduate study in school of social work; (2) one year of recent medical social work experience in institution offering casework services; and (3) either (a) one more year of medical social work experience, or (b) one more year of social casework experience and graduate specialization in medical or psychiatric social work, or (c) equivalent combination. Fee \$3. (Friday, April 17).

**8025. SENIOR MEDICAL SOCIAL WORKER**, \$4,512 to \$5,339. Open nationwide. One vacancy each in Albany, Rochester and NYC, in Department of Social Welfare. Requirements: Same as No. 8026, above, plus one more year of medical social work experience in a supervisory, consultative or administrative capacity. Fee \$3. (Friday, April 17).

**8027. ASSISTANT DIRECTOR OF SAFETY SERVICE**, \$7,516 to \$9,156. One vacancy in State Insurance Fund, NYC. Requirements: (1) eight years' experience in industrial safety work in large insurance company, manufacturing, electrical or building construction organization, of which two years must have been in supervisory capacity, and two years in field safety inspection and accident prevention work; and (2) either (a) two more years of industrial safety work, or (b) bachelor's degree in engineering, or (c) equivalent combination. Fee \$5. (Friday, April 17).

**8028. ASSISTANT VALUATION ENGINEER**, \$4,964 to \$6,088. Two vacancies in Albany and one in NYC in Public Service Commission. Requirements: (1) two years of college engineering course; (2) three years of engineering experience in public utility valuation, design, construction, operation or maintenance, of which one year must have been in valuation of electric, gas, water, telephone or other public utility properties; and (3) either (a) bachelor's degree in engineering, or (b) four years' engineering experience, or (c) equivalent combination. Fee \$4. (Friday, April 17).

**8029. JUNIOR INSURANCE POLICY EXAMINER**, \$4,512 to \$5,339. One vacancy in Dept. of Insurance, Albany. Requirements: (1) law school graduation or admission to Bar of New York State; and (2) either (a) one year's experience in law practice including interpretation of contracts, preferably insurance contracts, or (b) one year's experience in insurance field in analysis, interpretation, comparison or application of insurance contract terms. Fee \$3. (Friday, April 17).

**8030. RENT INSPECTOR**, \$3,411 to \$4,212. One vacancy each at Watertown, Albany, Geneva and Hempstead, and two in Manhattan. Requirements: either (a) three years' experience as building inspector or other work requiring knowledge of building construction, maintenance, rental practices and housing conditions, plus high school graduation or equivalent diploma; or (b) three years' experience in field investigations or inspections, plus two years of high school and two years of business school course; or (c) equivalent combination. Fee \$2. (Friday, April 17).

**8031. TAX COLLECTOR**, \$3,441 to \$4,212. Six vacancies in NYC, five in Albany, one in Utica, three each at Rochester and Buffalo, two in Syracuse. Requirements:

(1) one year's experience in field work in collection of delinquent accounts; and (2) either (a) four more years' experience or (b) high school graduation and two more years of collection work or experience in investigating, accounting or legal clerical work, or (c) equivalent combination. Fee \$2. (Friday, April 17).

**8032. COURT STENOGRAPHER**, Supreme and County Courts, 7th Judicial District, \$8,300. District includes Cayuga, Livingston, Monroe, Ontario, Seneca, Steuben, Wayne and Yates counties. Open only to residents of district. Requirements: either (a) three years' experience in general verbatim reporting, or (b) two years' experience as court reporter in court in State, or (c) Regents certificate of certified shorthand reporter, or (d) satisfactory equivalent. Fee \$5. (Friday, April 17).

**8033. THRUWAY TOLL COLLECTOR**, \$2,771 to \$3,571; about

140 appointments to be made in late 1953 on Utica-Batavia section of Thruway; additional appointments late in 1954 on Thruway from NYC to Buffalo. Requirements: No training or experience requirements; U. S. citizen; 21 years of age; good physical condition; good moral character. Fee \$2. (Friday, April 17).

**8034. ELEVATOR OPERATOR**, \$2,451 to \$3,251. Five vacancies in Albany. Requirements: six months' experience operating elevators. Fee \$2. (Friday, April 17).

**8035. OFFICE MACHINE OPERATOR (KEY PUNCH-IBM)**, \$2,180 to \$2,984. Vacancies in Albany and NYC. Requirements: either (a) experience in operation of IBM key punch, printing punch and/or verifying machines, or (b) course in operation of IBM key punches and verifying machines. No written test. Fee \$1. (Friday, April 17).

(Continued on page 10)

## Apply in Jr. Counsel Test; Other NYC Exams Open

Application forms for the following NYC open-competitive and promotion exams are obtainable in person or by representative at the Municipal Civil Service Commission's application section, 96 Duane Street, opposite The LEADER office, two blocks north of City Hall, just west of Broadway. No applications are issued or received by mail.

Filing period is Tuesday, March 10 to Wednesday, March 25, except for the trackman exam, open Thursday, March 12 to Friday, March 27; the supervising tabulating machine operator exam, which closes Wednesday, March 18, and the dental hygienist and occupation therapist exams, open until further notice.

Candidates must be NYC residents, unless otherwise stated.

### Open-Competitive

**6920. DENTAL HYGIENIST** (11th filing period), \$2,675. Thirteen vacancies. Requirements: State dental hygienist's license. Fee \$2. (No closing date).

**6794. FIRE TELEGRAPH DISPATCHER**, \$2,161, plus additional \$300, half with first increment and other half with the second. Open to men only. Requirements: one year's experience in testing or operation of class A fire alarm system or radio receiving and transmitting equipment, or equivalent. Fee \$2. (Wednesday, March 25).

**6785. HOUSING FIREMAN**, \$2,825. One hundred vacancies in NYC Housing Authority. Exempt from NYC residence requirement. Requirements: six months' experience in firing and maintaining boilers, oil burners, heating and hot water equipment, or equivalent. Fee \$2. (Wednesday, March 25).

**6756. INSPECTOR OF BOILERS, GRADE 3**, \$4,016. Fifteen vacancies in Department of Housing and Buildings. Requirements: five years' experience in high pressure steam power plant operation; or two years' experience and three years as journeyman boiler maker; or two years' experience and degree in mechanical engineering; or satisfactory equivalent; stationary engineer's license issued by NYC Department of Housing and Buildings. Fee \$3. (Wednesday, March 25).

**6739. INSTRUCTOR (TRADES) GRADE 1**, \$2,995. One vacancy in Department of Correction. Requirements: (1) graduation from trade, technical or vocational high school; or (2) graduation from academic high school plus three years' experience as carpenter, electrician, linotype operator, metal worker or plumber; or (3) graduation from academic high school plus three years' experience in the teaching of such trades. Fee \$2. (Wednesday, March 25).

**6811. JUNIOR COUNSEL, GR. 3**, \$4,016. Requirements: one year's legal experience subsequent to admission to the bar; State license to practice law. Fee \$3. (Wednesday, March 25).

**6921. OCCUPATIONAL THERAPIST** (3rd filing period), \$3,260. Thirty-one vacancies in Department of Hospitals. Requirements: graduate of school of occupational therapy, or therapist registered with approved occupational therapy association; U. S. citizen. Fee \$2. (No closing date).

**6922. TECHNICIAN (X-RAY)**, (6th filing period), \$2,930. Twenty vacancies. Requirements: either (a) one year's experience as X-ray technician, including dark

room work in hospital or roentgenologist's office, or (b) graduation from school of nursing plus six months' experience. Fee \$2. (Wednesday, March 25).

**6858. TRACKMAN, NYCTS**, \$1,656 to \$1.98 an hour. One hundred vacancies at present. Requirements: male; U. S. citizen; resident of NY State; not more than 45 years of age, except veterans. Fee \$3. (Friday, March 27).

**6919. TYPIST, GRADE 2** (4th filing period), \$2,230, plus additional \$255. About 180 vacancies. Requirements: no formal educational or experience requirements. Fee \$1. (Wednesday, March 25).

**6916. JUNIOR ELECTRICAL ENGINEER** (4th filing period), \$3,885. Fifty vacancies. Requirements: bachelor's degree in engineering by June 30, 1953, or satisfactory experience equivalent. Fee \$3. (Thursday, April 16).

**6917. CIVIL ENGINEERING DRAFTSMAN** (4th filing period), \$3,885. Sixty vacancies. Requirements: high school graduation and four years' experience, or bachelor's degree in engineering by June 30, 1953, or satisfactory experience equivalent. Fee \$3. (Thursday, April 9).

### Promotion

**6758. CLERK, GRADE 5**, (Prom.) \$4,021 and over. Open to employees of all departments except Board of Higher Education. Requirements: six months in grade 4 or 5 of clerical service (except clerk, grade 5). Fee \$4. (Wednesday, March 25).

**6782. ELECTRICIAN**, (Prom.), \$22.40 a day. Fourteen vacancies. Requirements: six months as electrician's helper. Fee \$50. (Wednesday, March 25).

**6786. ELEVATOR MECHANIC**, (Prom.), \$20.24 a day. Nineteen vacancies. Requirements: six months as elevator mechanic's helper in Department of Hospitals or NYC Housing Authority. Fee \$50. (Wednesday, March 25).

**6865. FOREMAN (POWER DISTRIBUTION)**, NYCTS, (Prom.), \$2.22 to \$2.50 an hour. Six vacancies. Requirements: one year as power distribution maintainer or circuit breaker maintainer. Fee \$4. (Wednesday, March 25).

**6866. FOREMAN (SIGNALS)**, NYCTS, (Prom.) \$2.22 to \$2.50. One vacancy. Requirements: one year as signal maintainer. Fee \$4. (Wednesday, March 25).

**6795. PILOT**, (Prom.) Fire Department, \$4,650. Requirements: member of uniformed force below rank of lieutenant; U. S. Coast Guard certificate equal to or better than master. Fee \$4. (Wednesday, March 25).

**6659. SUPERVISING TABULATING MACHINE OPERATOR (IBM EQUIPMENT)**, GRADE 4 (Prom.), \$3,421 to \$4,020. Open to employees of City Magistrates' Courts, NYC Housing Authority, Comptroller's Office, Departments of Education, Health, Purchase and Welfare. Requirements: six months as supervising tabulating machine operator (IBM equipment), grade 3. Fee \$3. (Wednesday, March 18).

**906 POLICE GRADUATED; 400 MORE APPOINTMENTS**

Graduation exercises were held at City Hall on Monday for 906 probationary patrolmen who completed training at the NYC Police Academy. Four hundred appointments will be made from the present eligible list on April 1.

## U. S. Job Opportunities In Metropolitan Area

### NO AGE LIMITS

**2-8 (52). ENGINEER**, \$5,060 to \$7,040 a year. Openings in following fields: aeronautical; aeronautical research, development and design; architectural; automotive; chemical; civil; construction; electrical; electronic; general; hydraulic; industrial; internal combustion power plant research, development and design; maintenance; marine; materials; mechanical; naval architecture; ordnance; ordnance design; safety; structural; welding. Jobs in various locations in New York and New Jersey. Requirements: four-year engineering curriculum or four years of engineering experience plus one-and-one-half to three-and-one-half years of specialized experience. Send Forms 57 and 5001-ABC to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date).

**2-1-3 (52). SHIPFITTER**, \$14.94 to \$15.92 a day. Jobs in Brooklyn, N. Y. Requirements: four-year apprenticeship or four years' experience in the shipfitter trade. Send Forms 5001-ABC and 60 to Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Brooklyn, N. Y. (No closing date).

**2-1-3 (52). LOFTSMAN**, \$15.68 to \$17.60 a day. Jobs in Brooklyn, N. Y. Requirements: four-year apprenticeship or four years' experience in the loftsmen trade. Send Forms 5001-ABC and 60 to Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Brooklyn, N. Y. (No closing date).

**2-44 (52). SHORTHAND REPORTER**, \$4,205 a year. Jobs in NYC area, including Rockland and Westchester counties in New York and Bergen, Essex, Hudson, Passaic and Union counties, New Jersey. Requirements: written test with dictation at 175 words a minute and one year's experience as court reporter, hearing stenographer, etc. Send Form 5000-AB to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date).

**2-18 (51). TABULATING MACHINE OPERATOR, TABULATING EQUIPMENT OPERATOR, CARD PUNCH OPERATOR (ALPHABETIC)**, \$2,750 and \$2,950 a year. Jobs in NYC area. Requirements: written test and three to six months' experience. Send Form 5000-AB to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date).

**2-1 (53). STENOGRAPHER**, \$2,786 to \$3,175, and **TYPIST**, \$2,500 to \$2,950 a year. Jobs in NYC area. Requirements: written test.

Send Form 5000-AB to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date).

**2-8-2 (52). STENOGRAPHER**, \$2,750 to \$3,175, and **TYPIST**, \$2,500 to \$2,950 a year. Jobs in Bayonne and Jersey City, N. J. Requirements: written test. Send Form 5000-AB to Board of U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J. (No closing date).

**2-71-5 (52). HOSPITAL ATTENDANT (MENTAL)**, \$2,500 and \$2,750 a year. Jobs at VA Hospital, Northport, N. Y. Requirements: no experience or training for \$2,500 job, three months' experience for \$2,750 job; written test. Males preferred. Non-veterans will be considered only when veteran eligibles are not available. Send Forms 60 and 5000-AB to Board of U. S. Civil Service Examiners, VA Hospital, Northport, L. I. (No closing date).

**2-70-2 (52). HOSPITAL ATTENDANT (MENTAL)**, \$2,500 and \$2,750 a year. Jobs at VA Hospital, Lyons, N. J. Requirements: no experience or training for \$2,500 job, three months' experience for \$2,750 job; written test. Males only. Non-veterans will be considered only when veteran eligibles are not available. Send Forms 60 and 5000-AB to Board of U. S. Civil Service Examiners, VA Hospital, Lyons, N. J. (No closing date).

**2-71-7 (51). KITCHEN HELPER**, \$2,420; Jobs at VA Hospital, Northport, L. I. Requirements: read and write English. Males preferred. Non-veterans will be considered only when veteran eligibles are not available. Send Forms 5001-ABC and 60 to Board of U. S. Civil Service Examiners, VA Hospital, Northport, L. I. (No closing date).

### AGE LIMITS

**FIREMAN - WATERTENDER**, \$3,155 a year. Jobs are on naval transports operating out of New York. Requirements: U. S. Coast Guard endorsement as fireman-watertender; 18 to 55 years of age. Send Form 60 to Employment Branch, Military Sea Transportation Service, Atlantic Area, First Avenue and 58th Street, Brooklyn 50, N. Y. (No closing date).

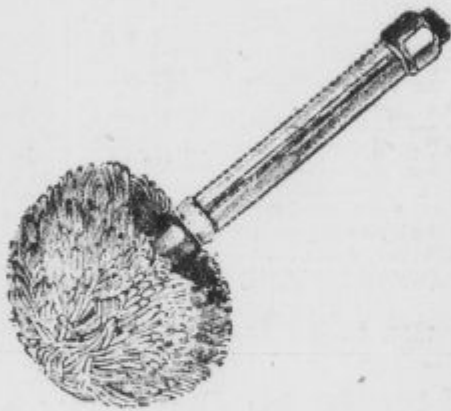
**OILER**, \$3,155 to \$3,438 a year. Jobs are aboard naval transports operating out of New York. Requirements: U. S. Coast Guard endorsement as oiler; 18 to 55 years of age. Send Form 60 to Employment Branch, Military Sea Transportation Service, Atlantic Area, First Avenue and 58th Street, Brooklyn 50, N. Y. (No closing date).



# SCIENCE PUTS THE PRINCIPLE OF DETERGENTS TO WORK FOR YOU WHEN YOU WASH YOUR CAR

## Another Sensational Offer By The Leader Premium Staff Designed To Make More Friends And More Readers

New "Magicar" Has Plastic Handle Which Allows Detergent To Mix With Water, Makes Car Washing Simple and Effective.



Magicar has been widely advertised at \$3.95. By a special arrangement with the Manufacturer, "Magicar" is made available to LEADER readers for \$2.25 plus 10c for mailing, and two "Magicar" Coupons from the Civil Service LEADER. (Subscribers may substitute wrapper label for coupons).

### A New Scientific Marvel

Magicar, the new automatic foam washer, can now make your car washing job an easy, economical chore. A miracle of modern day convenience, Magicar does away with messy pails, sponges and soaps. It does the job quickly, economically and efficiently—and dries to an original lustre without wiping. It's so simple everyone in the family will want to wash the car. And so efficient every car owner will want one. This new automatic washer enables you to do a clean, workmanlike job in just 10 minutes and saves not only time but money, energy and the trouble of inconvenience.

### Foams and Rinses—Automatically

Magicar attaches to any garden hose and its cleaning, foam producing liquid is always visible in its transparent handle—always keeping you aware of the foam supply on hand. Grease, grime and dirt quickly wash away as this steady stream of thick, gentle soapless foam flows automatically from the Magicar tube handle to mop-head and out.

When mop-head is removed the foam stops immediately. The water valve at your fingertips releases a stream of clear water through its unique built-in nozzle for rinsing—and eliminates the need for running back to the spigot.

Automatic Foam can wash your car in 10 minutes for 3c with

- No messy pans
- No sponges
- No soaps
- No wiping dry

and gives a beautiful, original lustre when you're finished.



Every MAGICAR purchaser will also receive a 4 oz. bottle of Concentrated Wash - O - Foam, regularly priced at 49c, at no extra charge.

MAGICAR COUPON  
MARCH 17, 1953

### Here's How to Get Magicar

To get Magicar, simply clip the coupon at the bottom of the page, fill out and mail at once. Enclose \$2.25 plus 10c for mailing and handling along with two Magicar coupons and we'll send this new miracle of modern convenience to you promptly. Act now and eliminate your car washing problems. Make sure you take quick advantage of this outstanding LEADER offer.

BOX 900, CIVIL SERVICE LEADER  
97 Duane St., New York 7, N. Y.

Gentlemen:

Please send me ..... "Magicar" Washers and supply of Wash-O-Foam Detergent. I enclose \$2.35 for each and two "Magicar" coupons (or my wrapper label for subscribers).

Please add 3% for N.Y.C. sales tax if your address is in N.Y.C.

NAME .....  
(Please Print)

ADDRESS .....

CITY ..... ZONE..... STATE .....

# Estimate Board Votes 175 New Sergeant Jobs To Promote All Eligibles

The Board of Estimate last Thursday unanimously voted a transfer of funds to permit the promotion of 195 patrolmen to sergeant in the NYC Police Department, so that all eligibles on the list that would expire on March 24 will be promoted this week.

A large delegation of eligibles on the succeeding list, which will be issued soon after the present terminates, wanted the authorization postponed, so that they would get the jobs. John E. Carton, president of the Patrolmen's Benevolent Association, spoke in a favor of using the present list.

**Mayor Cites Fairness**  
"It's been the policy of this Board," said Mayor Vincent R. Impellitteri, "to appoint or promote everybody on an eligible list, if the City has need for filling the jobs, and funds for the purpose available. It would be unfair to shut out the men on the present list who have been waiting for six years."

The resolution permits the filling of 20 vacancies and 175 sergeant positions added to the quota.

At the same time this week the following promotions will be made: one to assistant chief, one deputy chief, one inspector, two deputy inspectors, seven captains, 11 lieutenants.

As there are only 212 eligibles on the present sergeant list, and a

215 jobs are to be filled, three eligibles on the new list will get the excess.

**'Cream' Versus 'Dregs'**  
In the sergeant exam that produced the present list, applications were received in 1947, but the list was not established until March 25, 1949. Four years is the legal limit of a list's life.

The argument of the prospective eligibles was that they were "the cream of the crop," while the present eligibles represented "the dregs of the barrel." The so-called dregs pointed out that, as non-veterans, many of them had higher earned scores in the test than veterans who have been promoted from the same list, and also emphasized that they had more experience than the men on the list coming up.

The clash was an unusual one, since prospective eligibles, though eager for appointments or promotions, had never before, so far as could be learned, publicly opposed giving jobs to those on an expiring list.

**OSBORN RENOMINATED TO PALISADES COMMISSION**  
ALBANY, March 16 — Governor Dewey sent to the Senate the nomination of Frederick Henry Osborn of Garrison, for reappointment as a member of the Palisades Interstate Park Commission, for a full five-year term.

# Apply Now for State Tests

## STATE Open-Competitive

(Continued from page 8)

**8038. CHIEF, BUREAU OF HEALTH SERVICE, \$8,350 to \$10,138.** Open nation-wide. One vacancy in Albany. Requirements: (1) medical school graduation and State license to practice medicine; and (2) four years' experience in medical practice or medical administration. Fee \$5. (Friday, April 17).

**8039. ASSOCIATE IN SCHOOL DISTRICT ORGANIZATION, \$6,080 to \$7,421.** One vacancy in Albany. Requirements: (1) 30 graduate hours in education, with specialization in educational administration; and (2) three years' experience in public school education, of which two years must have been in administrative capacity, with responsibility for program of central school district; and (3) either (a) two more years' experience in public school education, or (b) completion of course requirements for doctoral degree in education, with specialization in educational administration, or (c) equivalent combination. Fee \$5. (Friday, April 17).

**8040. ASSISTANT IN HEARING CONSERVATION, \$4,964 to \$6,088.** One vacancy in Albany. Requirements: (1) 30 graduate hours with major work in education, with six hours in education of the handicapped; (2) one year's experience in education of children with hearing impairments or adjustment of problems of handicapped including those with hearing impairments; and (3) either (a) two more years' experience, or (b) two years' experience in education, or (c) one more year's experience and requirements for doctoral degree in education. Fee \$4. (Friday, April 17).

**8016. SPECIAL AGENT, \$4,512 to \$5,339.** Requirements: (1) two years' experience in financial investigation and analysis for a bank, insurance company, social welfare agency, etc. and (2) either (a) college graduation with specialization in business administration, or (b) college graduation and one more year's experience, or (c) three more years' experience and high school graduation, or (d) equivalent combination. Fee \$3. (Friday, April 3).

**8017. SUPERVISING PHYSICAL THERAPIST (PUBLIC HEALTH), \$4,053 to \$4,889.** Open nation-wide. Six vacancies in Bureau of Public Health Nursing. Requirements: State license to practice physiotherapy and two years' experience, including one year of field activities in a public health agency. Fee \$3. (Friday, April 3).

**8018. SUPERVISING PHYSICAL THERAPIST, \$4,053 to \$4,889.** Open nation-wide. One vacancy at Rehabilitation Hospital, Department of Health. Requirements: State license to practice physiotherapy and two years' experience. Fee \$3. (Friday, April 3).

**8019. PHYSICAL THERAPIST, \$3,251 to \$4,052.** Open nation-wide. Eight vacancies in Bureau of Pub-

lic Health, and 33 at Rehabilitation Hospital, Department of Health. Requirements: State license to practice physiotherapy, or eligibility by June 30, 1953. Fee \$2. (Friday, April 3).

## STATE Promotion

**7011. SENIOR ACCOUNT CLERK (Prom.), (Interdepartmental), \$2,931 to \$3,731.** Requirements: permanently employed in clerical position (including account clerk, clerk, stenographer, typist and machine operator) on or before February 9. Fee \$2. (Friday, April 3).

**7012. JUNIOR ADMINISTRATIVE ASSISTANT (Prom.), L. I. State Park Commission, Bethpage Park Authority, Jones Beach State Parkway Authority, Department of Conservation, \$4,206 to \$5,039.** One vacancy in Bethpage Park Authority. Requirements: one year in position allocated to G-10 or higher. Fee \$3. (Friday, April 3).

**7015. SENIOR ENGRASSING CLERK (Prom.), Albany office (including Poughkeepsie office), Education Department (exclusive of the schools and the State University), \$2,931 to \$3,731.** One vacancy in Albany. Requirements: one year in competitive class position allocated to G-2 or higher. Fee \$2. (Friday, April 3).

**7016. SENIOR ATTORNEY (COURT TRIALS), (Prom.), New York Office, State Insurance Fund, Department of Labor, \$6,801 to \$8,231.** One vacancy in NYC office. Requirements: two years as senior attorney. Fee \$5. (Friday, April 3).

**7017. SUPERVISING SPECIAL AGENT (Prom.), Department of Mental Hygiene, \$4,964 to \$6,088.** One vacancy in Rochester office. Requirements: two years as special agent. Fee \$4. (Friday, April 3).

**7018. CHIEF BRIDGE OPERATOR (Prom.), Department of Public Works, \$3,251 to \$4,052.** One vacancy in Albany. Requirements: one year as bridge operator or canal structure operator. Fee \$2. (Friday, April 3).

## COUNTY AND VILLAGE Promotion

**7411. INDEX CLERK (Prom.),**

County Clerk's Office, Erie County, \$3,050 to \$3,350. Two vacancies. Fee \$3. (Friday, April 3).

**7412. HEAD NURSE (Prom.), Tompkins County Memorial Hospital, Tompkins County, \$1.33 to \$1.44 an hour. One vacancy. Fee \$2. (Friday, April 3).**

## COUNTY AND VILLAGE Open-Competitive

**8124. SUPERVISING MEDICAL SOCIAL WORKER, \$4,230 to \$5,350, and SUPERVISOR OF MEDICAL SOCIAL WORK, \$4,640 to \$6,080, Westchester County.** One vacancy in each title in Department of Public Welfare. Fee \$4. (Friday, April 17).

**75. STENOGRAPHER, Orange County, \$2,200 to \$2,400.** Fee \$2. Apply to Orange County Civil Service Office, Goshen. (Friday, May 1).

**74. SENIOR STENOGRAPHER, Orange County, \$2,600 to \$2,800.** Fee \$2. Apply to Orange County Civil Service Office, Goshen. (Friday, May 1).

## HOLTSVILLE, L. I.

Small farm, 9000 square feet, part of beautiful country estate, amidst majestic surroundings. High healthy climate, large shade trees, good soil. Town road, electricity, near lake, good swimming and fishing, no buildings. Full price \$350.00. \$20.00 dollars down. \$10.00 month. M. Strom, Phone Selden 3532.



# UFOA to Discuss Quota For Officers on March 19 With NYC Budget Office

A delegation of the Uniformed Fire Officers Association will confer with John Carty, of NYC Budget Director Abraham D. Beame's office, at 2:30 on Thursday, March 19, on the quota for fire officers.

A meeting scheduled for last Friday, at which John F. Osborne was to represent Mr. Beame, was postponed until next Thursday because of Mr. Osborne's death. Mr. Osborne had the Budget Director's statistics on the proposed quota, and these will be ready on Thursday for comparison with the UFOA request.

The fireman quota, under the reduced work-week, has been settled, at 9,365, but it is expected that there will be an appreciable difference between the officer estimates of the UFOA and the Budget Director, largely because of contrasting viewpoints regarding "acting" titles.

**Many 'Acting' Titles**  
The number of "acting" titles,

in which officers fill in at the next higher rank, with no increase in pay, has been growing, and is reported at present to have reached fantastic heights.

One of the reasons is vacations, although another is the money that the City saves. On the vacation score, captains, for instance, may be acting as battalion chiefs so continuously that they can't work in their own company. One captain just returned to his company after two years. The effect runs right down the line, and becomes cumulative at the lower levels.

The UFOA's proposal is:  
Chief of department, 1  
Deputy chief, 81  
Battalion chief, 227  
Captain, 418  
Lieutenant, 1,308  
This would involve an increase of 165 in the officer ranks.

# Medical Requirements For Trackman Test

Following are the physical requirements in the NYC exam for trackman, Board of Transportation, for which applications are being received by the Civil Service Commission until Friday, March 27, at its application center, 96 Duane Street, Manhattan.

**Physical Rules**  
Weight 60; 70% General Average Required.

**STRENGTH — TEST NO. I DUMBELLS**  
A candidate by sheer muscular effort, one arm at a time, must raise dumbbells from a full stop position at shoulder to full arm vertical extension.

Both Hands Combined	Pounds	Per Cent
160	100	
150	94	
140	88	
130	82	
120	76	
110	68	
100	60	
90	52	
80	42	
No weight	0	

**STRENGTH — TEST NO. II ABDOMINALS**

Pounds	Per Cent
80	100
50	92
40	84
30	76
25	64
20	50
Less	0

**AGILITY — TEST NO. III BROAD JUMP**

Distance	Per Cent
8' or better	100
7'10"	98
7'8"	96
7'6"	94
7'4"	92
7'2"	90
7'0"	88
6'10"	86
6'8"	84
6'6"	82
6'4"	80
6'2"	78
6'0"	76
5'10"	74
5'8"	72
5'6"	70
5'3"	64
5'0"	58
4'9"	52
4'6"	46
4'3"	40
4'0"	34

Less—0%

It is expected the exam will prove highly popular.

For homes and properties, be sure to see the best buys on page 11.

## LEGAL NOTICE

"RADIO PROGRAM PRODUCTION COMPANY - Substance of a Certificate of Limited Partnership subscribed, acknowledged by all partners and filed February 2, 1953 in N. Y. County Clerk's Office. Partnership name and business address is RADIO PROGRAM PRODUCTION COMPANY, 1 E. 54th St., N. Y. C. Its business is to carry on radio and television program production. General partner is Wadgell Catchings, 875 Fifth Ave., N. Y. C. Limited partner, her interest and residence is: May Catchings, 875 Fifth Ave., N. Y. C. \$2,000. Partnership term began Feb. 1, 1953 and will continue from year to year unless either of the partners shall on or before Nov. 1st of any year request termination in writing, in which event the partnership shall terminate on Jan. 31st of the following year. No additional contributions have been agreed to be made. Limited partners contribution returnable upon termination of partnership. Share of limited partner is 20% of net profits. Additional limited partners not admitted. Substituted limited partners prohibited."

Certificate of dissolution of partnership. SANDBERG, HOLTZMAN and ADELMAN INC., State of New York, Department of State. I do hereby certify that a certificate of dissolution of Sandberg, Holtzman Inc. has been filed in the department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany the tenth day of March, one thousand nine hundred and fifty-three.

THOMAS J. CURRAM  
Secretary of State  
SIDNEY B. GORDON  
Deputy Secretary of State

Rate high on your next Civil Service Test. Get a Study Book at The Leader Book Store, 97 Duane Street, New York 7, N. Y.

PHOTO by Con Edson



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BAY RIDGE**

Six family, semi detached. All brick house. Every improvement with oil. \$15,500

**HANCOCK STREET**

2 family, 2 stories and basement all heat, excellent condition, \$14,000.

**SUMNER AVENUE**

Two story and store. Cash \$500.

**UNION STREET**

2 family, 11 rooms, oil burner. Cash \$3,500.

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HOMES OF DISTINCTION**

CALL TODAY INVEST NOW

**ST. ALBANS**

2 family, 7 1/2 rooms, detached, oil, garage, nice location — good buy \$14,000.

**CHAPPELLE GARDENS**

2 1/2 story, 6 large rooms on a large plot exclusive house, good condition — every improvement. \$16,000.

**SO. OZONE PARK**

1 family, 6 rooms, corner plot. House in A-1 condition. Cash and terms. Asking \$11,000.

**VALLEY STREAM**

Family, 10 1/2 rooms, detached, oil, plenty of yard space, \$14,000.

**MASSAPEQUA VILLAGE**

Family, \$8,000.

**BEST N. Y., NEW JERSEY**

Family, 8 rooms, detached, garage.

**CONNECTICUT**

TYLER LAKE, 5 room cottage for year round occupancy, open fire place, heated by oil, grounds, trees and lake, \$10,000.

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I will build a limited number of new homes in an easy to reach, yet exclusive interracial neighborhood in one of the finest sections of Queens. Consisting of 6 1/2 rooms on lovely landscaped plots, these new homes will be last word in every scientific and modern invention for your added enjoyment and comfort.

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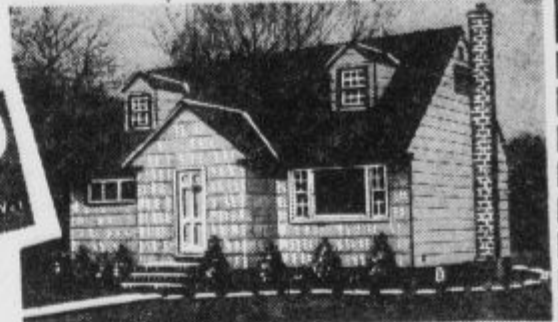
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# Regional Civil Service Commissions Approved By Law Revision Group

ALBANY, March 16—The Temporary State Commission on Revision of the Civil Service Law filed its third interim report with the Legislature. The Commission has substantially completed its studies of local civil service administration and the jurisdictional classification of positions.

The report listed 32 tentative recommendations for changes in the provisions of the Civil Service Law relating to local civil service administration and the jurisdictional classification of positions. The report also indicated that the Commission considered, but rejected, 31 other proposals.

**Preller Welcomes Comment**

Assemblyman Fred W. Preller, chairman of the Commission, pointed out that the recommendations adopted by the Commission are subject to subsequent modification, if the Commission finds that modification is warranted. Mr. Preller said that if there are any objections to the Commission's recommendations, or any counter-proposals, they should be submitted to the Commission at 270 Broadway, NYC, along with the reasons therefor, and the Commission will reconsider its determinations.

**Five of the Proposals**

Among the changes recommended are:

1. Authorize the establishment

of regional civil service commissions, on an optional basis, by neighboring counties and cities.

2. Permit cities (other than NYC) to adopt the personnel officer form of civil service administration.

3. Authorize civil service commissions, to prosecute court actions to enjoin violations of the Civil Service Law.

4. Require the re-study, by civil service commissions, of any exempt or non-competitive class position, upon the occurrence of a vacancy therein, to determine whether the position is properly classified and reclassify such position when necessary. Pending such re-study and determination, such vacancy may be filled on a temporary basis only.

5. Establish a single labor class, to include all unskilled laborers in the service of the State and its cities and civil divisions, retaining in cities of over 150,000 population the present manner of appointment of laborers from labor registers.

The Commission is studying other areas of the law, dealing with recruitment of personnel, employer-employee relationships, and veteran rights.

The Commission hopes to present a complete report of its recommendations to the Legislature by next year.

# Personnel Head Asked For Courts

ALBANY, March 16—The State's Temporary Commission on Coordination of State Activities, in a report attacking the lack of a personnel system in the State Judiciary, called for appointment of an administrative officer for the State court system.

Senator Walter J. Mahoney, Commission chairman, said the report was based on a "reconnaissance survey" of clerical and administrative positions in the State Judiciary which are paid out of State funds.

In a report submitted last week to the Legislature, the State's "Little Hoover Commission" said an administrative officer should be named to take over the business-management side of the court system. He would be responsible for:

1. Developing a plan for classification and compensation for non-judicial personnel;
2. Systematizing and aiding in the presentation of the judiciary budget;
3. Assisting in the improvement of administrative, fiscal and personnel practices and procedures.

### Calls Situation Confusing

The report suggests that the administrative officer might be established under the Chief Judge of the Court of Appeals, who is also chairman of the Judicial Council. Attacking present personnel policies in the courts, the Commission's report says:

"The present situation is confusing. Job titles are frequently not descriptive. No standard descriptions exist for job titles and there is no general compensation plan. Increases in compensation have varied widely for seemingly similar positions. Jobs with similar duties are frequently assigned salaries at different, in some instances, widely different, rates.

"There is no comprehensive and systematic method of dealing with these compensation and classification matters within the judiciary."

# 31 Named To Boards Of Visitors

ALBANY, March 16 — Governor Dewey has sent to the Senate the names of four persons for appointment and 27 persons for reappointment to the Boards of Visitors of institutions, hospitals and schools throughout the State.

New appointees are: John R. Evans, Hudson River State Hospital; Mrs. Hugh Russ, Buffalo State Hospital; Fred D. Salmon, Jr., Middletown State Homeopathic Hospital; Dr. Oren H. Baker, Rochester State Hospital.

Those named for reappointment include Beveridge C. Dunlop, State Rehabilitation Hospital, West Haverstraw; Mrs. Hubert Schoepferle and Peter Tettelbach, State Agricultural and Industrial School, Industry; Robert J. Benedict, Rochester State Hospital; Benson R. Frost, Hudson River State Hospital, Poughkeepsie; Mrs. Gertrude Ammerman, Pilgrim State Hospital, Brentwood, L. I.; Morris P. Fennelly, Syracuse State School, Dr. Horace M. Miller, Utica State Hospital; Mrs. Seeley H. Brewer, Willard State Hospital.

Also up for reappointment are Edmund C. Faulkner, Middletown State Homeopathic Hospital; Dr. Edward M. Anderson, Rome State School; Mrs. J. Oliver Henry, St. Lawrence State Hospital, Ogdensburg; C. Edward Gideon, Willowbrook State School; William J. Workman, Wassaic State School; Henry E. Norton, State Woman's Relief Corps Home, Oxford; Dr. Arvie Eldred, State Training School for Girls, Hudson; George Le Roy Scheindler, Sr., Rockland State Hospital; Siegfried F. Hartman, Manhattan State Hospital; Mrs. Grace L. Parker, Gowanda State Hospital; Siegfried F. Hartmuth; Dr. J. P. Panzica, Craig Colony, Sonyea; Mrs. Grace P. Michelsen, Central Islip State Hospital; Frank W. Severne, State School for the Blind, Batavia; Asaph B. Hall, Elmira Reformatory.

Other proposed reappointees are Mrs. Hortense Ogden Gaylor, Letchworth Village (State Institution for Mental Defectives), Thiells; Dr. Edward D. Dake, Marcy State Hospital, Marcy; Mrs. Elettra Manjoney, Kings Park State Hospital; Lester J. Roosa, State Training School for Boys, Warwick.

### LEGAL NOTICE

NOTICE IS HEREBY GIVEN that license number RL 1191 has been issued to the undersigned to sell beer, wines and liquor at retail, under the Alcoholic Beverage Control Law at LeSteak DeParis, Inc., 141 West 49th Street, Manhattan, County of New York.

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# LAWS ENACTED

Bills affecting public employees in the State of New York have already been signed into law by Governor Dewey.

Heading the list is the reorganization of the State Civil Service Department, approved by the Governor on February 25. The bill was introduced into the upper chamber by Walter J. Mahoney, chairman of the Temporary Commission on Coordination of State Activities, and is the product of joint efforts of the Commission, the Department of Civil Service and the Civil Service Employees Association.

Administrative and policy-making functions of the Commission are separated under the new setup. The Commission President is made solely responsible for administration, while a three-member policy-making, appellate and bi-partisan commission retains quasi-judicial duties, including supervision of local civil service commissions throughout the State.

### Emergency Pay Continued

Emergency pay of 12½ percent for State employees earning \$2,000 or less, 10 percent for those earning from \$2,000 to \$4,000, and 7½ percent for those earning from \$4,000 to \$17,500, was approved on March 5, as was the measure giving State employees additional emergency pay of six percent, but not over \$1,000 additional, and not for those earning more than \$17,500.

Governor Dewey has signed the measure continuing the State Youth Commission for three more years.

In approving the bill extending the life of the Mental Health Commission to 1956, the Governor praised its accomplishments in formulating a broad program for the diagnosis, prevention and

treatment of mental and emotional illness, and the expansion of community mental health facilities. The Commission, he said, "has sought to augment the supply of trained personnel for psychiatric work. It has provided scholarships and special training courses for psychiatrists, psychologists, social workers and nurses. Training pro-

grams and seminars have been conducted for doctors, nurses, teachers, clergymen, and other groups interested in mental health programs."

### 300 More Troopers

Three hundred additional State troopers will be added to the State Police force, making a total of 1,200, according to provisions of an act signed on March 9. The measure was a key part of the Governor's 1953 highway safety program, which included increasing enforcement of State traffic laws. The group is now at full authorized strength, due in large measure to salary increases granted in recent years. Most of the 300 additional officers will be used for highway patrolling.

Another law makes physicians appointed to State Health Department posts without U. S. citizenship requirement eligible for promotion, if they apply for citizenship diligently and are otherwise qualified.

### Loyalty Law Renewed

A law which provides that public employees may be removed, and applicants for civil service jobs disqualified, if they are deemed dangerous to national welfare, safety and security, was continued for another year. First drafted in 1951 by the Civil Service Commission, in response to Governor Dewey's request for "a legislative program to set up procedures to assure the loyalty State civil service personnel working in sensitive areas," the Condon-Wadlin Law was extended in 1952. A new provision of the measure allows workers brought up on charges under the law to be represented by counsel at hearings, and to present evidence in their own behalf.

# NYC Issues 12 More Eligible Lists

Twelve eligible lists were established last week by the NYC Civil Service Commission. The lists, with number of names on each, are:

- OPEN COMPETITIVE**
- Assistant civil engineer (building construction), 8.
  - Assistant program director, 2.
  - Junior chemist, 57.
  - Occupational therapist (2nd filing period), 12.

### PROMOTION

- Assistant foreman (structures—group C), NYCTS, 38.
- Chief marine engineer, Marine and Aviation, 8.
- Junior chemist, Health, 1.
- Junior chemist, Hospitals, 23.
- Junior chemist, Public Works, 1.
- Methods analyst, Bureau of the Budget, 1.
- Methods analyst, Housing Authority, 1.

### LABOR CLASS

- Laundry worker (men), 132.

The lists maybe consulted at The LEADER's office, 97 Duane Street, Manhattan, until Friday, March 20.

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# Activities of Civil Service Employees in N. Y. State

## State Insurance Fund

**WILLIAM DILLON**, 1st vice president of the State Insurance Fund chapter, CSEA, was elected State Fund representative to the Service Rating Appeals Board. He was the chapter's candidate for the post.

Al Greenberg reports 600 chapter members as of March 10. New members will have their names published.

Congratulations to Harry S. Miller of Actuarial, who recently welcomed his second grandson.

Happy birthday to Juanita Lee. She celebrated March 7.

Condolences to Beverly Bowens on the death of her father, and to Blanche Malovich on the death of her mother.

The bowling teams are really

struggling for extra points. Underwriters dunked Medical, and Payroll edged Safety to continue in first place. Claims Examiners beat Accounts, Orphans slipped by Policyholders, and Claims Seniors blasted Actuarial.

If you've got any chapter news, see Nat Lewis.

## Metropolitan Public Service

**NEXT MEETING** of the Metropolitan Public Service chapter, CSEA, will be held Tuesday, March 24 in the Commission hearing room, 8th floor, 233 Broadway, at 5:30 P.M.

Invited guests are Charles Culyer, CSEA field representative, and Thomas H. Conkling, chairman of

the Metropolitan Conference.

**John F. Powers**, CSEA 1st vice president, will discuss progress of Association legislation at the meeting.

The agenda will include the nominating committee report for chapter officers, reports of officers and other committees, and latest report on legislation. Nominations for officers will be closed at this meeting.

All members are urged to attend. Refreshments will be served.

## Metropolitan Armories

**FATE** of the armory employees bill is still pending in the State Legislature.

**Herbert Kleiber** of the 71st Infantry is a new chapter member. Welcome.

The chapter sends wishes for a speedy recovery to Al Vecchione, who is seriously ill.

Next meeting will be held at the 69th Inf. Armory, 26th Street and Lexington Avenue, NYC, on March 25. It might turn out to be a vic-

tory meeting. Everyone should be there.

## New York City

**NEWS** of the New York City chapter, CSEA:

**Ely Jacobs**, review examiner with the Workmen's Compensation Board, "is retiring after 27 years of State service. He'll travel and see the world. His friends have arranged a dinner in his honor, to be held on March 26 at Gasner's Restaurant. Tickets may be obtained from Ed Vopat, 80 Centre Street, CO 7-9800, Ext. 246.

Welcome to new chapter members **Irving Silverman** and **Bernard Elgart** of the plans acceptance unit of Workmen's Compensation.

**Jeanne Chillemi**, of the W. C. Board, and husband **Dom** announce the "heir-rival" of a son, **Robert**, on March 3. Weight: seven pounds one ounce. Congratulations, Mom and Pop.

The nominating committee will meet on Friday, March 20, in Room 903, 80 Centre Street. Chapter members may submit candidates to **Sam Emmett**, committee

chairman, at 15 Park Row, Digby 9-1714, Ext. 27, prior to that date.

**Mike Lazar**, building guard at 55 Franklin Street, is an ardent baseball fan, which may account for his statement that the Yanks will surely win this year. Bases his conclusion on the fact that Stalin will no longer be pitching for the Reds.

The Civil Service Commission recently issued a ruling that all 1952 vacation accruals must be liquidated by March 31, 1953. There are many rumors to the effect that a personnel officer in one of the departments has refused to allow employees to liquidate accrued vacation, thereby forcing these employees to lose the time that rightfully belongs to them. If any employee finds himself in this position, it is suggested that he call the matter to the chapter's attention.

## Diners Honor Van Auken

**UTICA**, March 16 — A testimonial dinner was given to **Arthur H. VanAuken**, assistant superintendent of the Utica District, Division of Employment, who completed more than 20 years of State service. There were 133 persons present, including representatives from Albany headquarters and other districts.

Among the speakers was **Frank B. Mercurio**, Assistant Industrial Commissioner. Heading the Albany delegation was **M. Joseph Tierney**, employment security area director (upstate). Three of his upstate consultants — **Peter Raglan**, **Stanley LaPaugh**, and **John Smith** — also attended as did **Leland H. Gardiner**, assistant superintendent of the neighboring Syracuse District; **C. Albion Kenworthy**, manager of the Oneonta office, and representatives of the various offices in the District, including **Ogdensburg**, **Malone**, **Gloversville**, **Amsterdam** and **Saranac Lake**. Several retired employees and

workers in other Divisions of the Labor Department attended. **M. James McManus**, Utica District superintendent, played a major role in arranging the affair. **Bert Channer**, employment interviewer, was the master of ceremonies.

**Mr. Mercurio** presented the honor guest with a gold pin on behalf of Commissioner **Edward Corsi**. **Mr. Tierney** entertained with his witticisms, and eulogized **Mr. VanAuken** as a model public servant. Messrs. **Gardner** and **McManus** spoke briefly. **Mr. Channer** then surprised **Mr. VanAuken** with three gifts. **Mr. VanAuken** expressed appreciation and reminisced.

In 1931 **Mr. VanAuken** began work with the Employment Service in Syracuse, where he remained for two and one-half years. During 1934 a Utica office was opened and he was appointed manager. In 1949, he became assistant superintendent of the Utica District.

## Mamaroneck and Larchmont Workers Hear Dooley and Stearns

**Eddie Dooley**, former All-American football star, and **J. Allyn Stearns**, 3rd vice president of The Civil Service Employees Association, were joint speakers at a meeting of the Mamaroneck and Larchmont units of Westchester chapter, held in the Mamaroneck Village Hall on March 10. Also present were Village Manager **William Johnson**, Village Treasurer **Fred Bull**, and **Ivan S. Flood**, president of Westchester chapter. The meeting was presided over by **Frank Combo**, president of the chapter's recently organized Local Unit. Approximately 100 members were present.

**Mayor Dooley**, now public relations counsel for the Health Insurance Plan, expressed pleasure at the local employees becoming members of the Association, which he praised highly for its constructive approach to employee problems.

The Mayor praised highly the caliber of public employees in the Mamaroneck area and favored good pay scales and fair employment conditions for employees. He said public officials must show loyalty to the employees and their needs, as well as to the general public.

**Mayor Dooley** pledged continuance of good employment practices and expressed a desire to expand them in amicable discussions with the employees' Unit.

**Stearns' 10-Point Plan**  
**Mr. Stearns**, a vice president of the CSEA, expressed appreciation

for the fair attitude indicated by Mayor Dooley and called attention to amicable meetings which Mr. Flood and he held with Manager Johnson. Mr. Stearns called Mr. Johnson a progressive public official.

Pointing out that the largest business corporations spend hundreds of thousands of dollars to insure satisfaction among employees and have found this to be a rewarding investment, Mr. Stearns stated that the following should be requisites of every public employee's working conditions.

1. The advantages of a true career, merit system.
  2. To have his job duties properly defined.
  3. To have his job properly related to all others on the payroll.
  4. To receive equal pay for equal work.
  5. The opportunity to advance by promotion.
  6. To be qualified by examination so far as practicable.
  7. To have job security and not to be vulnerable to the operation of a political spoils system.
  8. To receive pay equal to that of comparable positions in large private industry.
  9. To be subject to fair personnel rules, working hours, sick leave, and vacation.
  10. To have a liberal retirement system, be covered by unemployment insurance and have available group life, accident and sickness and hospitalization plans.
- Speaking on salary comparisons, **Mr. Stearns** said that the wages of public employees should be established on a par with comparable jobs in large private industry and should not be governed primarily by an amount of money which a municipality decides to allot in its budget for personnel. Proper pay for the employee is a responsibility of government, he asserted, and the employee should not be penalized so that other projects might be advanced.

### LEGAL NOTICE

**MILBANK, LEAMAN & CO.**—Notice is hereby given of the filing of a Certificate of Limited Partnership signed and sworn to by all of the partners, and filed in the New York County Clerk's Office on February 3, 1953. The Certificate as filed reads as follows:

"The undersigned do hereby certify that they are conducting or transacting business as members of a limited partnership under the name or designation of **MILBANK, LEAMAN & CO.**, a limited partnership dealing in wholesale woolens, at No. 36 West 46th Street, City of New York, in the County of New York, State of New York, and do further certify that the full names of all the persons conducting or transacting such limited partnership including the full names of all the partners with the residence address of each such person, and the age of any who may be infants, are as follows:

**Robert W. Milbank**, General Partner, 11 Overlook Road, Scarsdale, New York  
**Beverly R. Newbery**, Limited Partner, 10 Belmont Terrace, Yonkers, New York.

The present partnership agreement expires April 30, 1953. **Beverly R. Newbery's** personal contribution as a limited partner is \$5000 cash and no other property. No additional contributions have been agreed to be made; limited partner's contribution to be returned by August 1, 1953, in instalments; to receive interest at 5% on his contribution and 2% of the profits; has no right of substitution and no right to admit additional limited partners; has no right to demand anything but cash.

**WE DO FURTHER CERTIFY** that we are the successors in interest to **Robert W. Milbank**, **Charles A. Hendler** and **Beverly R. Newbery**, the person or persons heretofore using such name or names to carry on or conduct or transact business."

As a service to applicants for civil service jobs, The LEADER supplies free notary service at its office, 97 Duane Street, NYC, across the street from the NYC Civil Service Commission.

## Where to Apply for Jobs In Government Service

**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 the New York, N. Y., post office.

**STATE**—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArcley 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.; Room 302, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. All of foregoing applies to exams for county jobs.

**NYC**—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880.

**NYC Education (Teaching Jobs Only)**—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIn 4-2800.

**NYC Travel Directions**  
Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission—IND 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-inch 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 at rates fixed by law.

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Further information about these and other jobs may be obtained by phoning CHickering 4-7350, Ext. 290.

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week. Gas station attendant, \$50-\$65 week plus tips. Jobs all over Queens. Must be able to read and write English. . . . Apply NYSES Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L.I.C.

### Elevator Repairman

Engineers, stationary, for mid-town hotels. Must have NYC high pressure steam or unlimited refrigeration permit, \$90 week. . . . Also, elevator repairmen, \$55 to start, to repair, adjust and maintain Westinghouse elevators. Must have Westinghouse experience, AFL union or join membership; five day week, 4 P.M. to 12, or 12 P.M. to 8 A.M. Apply Hotel Placement Office, 40 East 59th Street.

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### Weavers

Doll wig workers, turners, combbers and finishers, \$40 week up. . . . Weavers, \$60 week. . . . Yarn and thread winders \$45-\$50. . . . Braiding machine operators \$42

week. . . . Hand binder on lamp shades, Mutual binding machine \$40-\$45 week. . . . Camera repairmen \$2-\$2.50. . . . Watch repairmen, \$40-\$70. . . . Rhinestone setters, buttons, piece work average \$60. . . . Button and buckle makers, 80c-\$1.25 hour. . . . Automatic or hand screw machine operators \$1.25-\$2.25 hour. . . . Steel rule benders \$50-\$80. . . . Sheet metal mechanics up to \$2.75 hour. . . . Bench machinists, nights, \$2.26 1/2 hour, plus 15% for nights. . . . Zipper workers, all operations, \$34 and up. . . . Apply NYSES Manhattan Industrial Office, 87 Madison Avenue.

### Truck Builders

Tool and die maker, full experience building steel and Bacimum copper molds for plastic injection machines, \$2.50 up; Foreman, complete charge of plastic injection molding department, \$1.75 and up; Truck body builder, experienced for assembly on motor truck bodies, \$1.50 — \$1.70; Die and mold maker to complete plastic injection molds, \$2.75 up. Apply NYSES Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L.I.C.

Fancy candy packer, \$1 and up; Beef boners, \$1.83 1/2 hour; Roller or pinner on nets and vealings, \$1 hour; Paint brush worker, all operations, \$35 a week up; Olive packer, piece work average \$50 and up. Apply NYSES Manhattan Industrial Office, 87 Madison Avenue.

Hostesses for hotel dining rooms in Manhattan. Must have NYC hotel or first-class restaurant experience; to work two meals, \$40-\$50 week. Prefer young and attractive women. Apply NYSES Hotel Placement Office, Section 214, 40 E. 59th St.

100 hospital workers, men and women, 5 days, rotating shifts, ward attendants, \$2,500-\$2,759 a year, with yearly increases. Must be citizen and read, write and speak English. Meals and uniforms furnished. Apply NYSES Service Industries Office, 40 East 59th Street.

Shipbuilding workers, arc weld-

ers, acetylene burners, ship fitters, sheet metal workers, chippers and caulkers, iron workers, riggers, \$1.80 an hour, plus 7 percent for night work; Marine workers, waiters and room stewards, one year experience coast guard endorsement, \$226.24 a month, plus \$1.29 an hour for overtime over 40 hours; Also, life boatmen in all other marine classifications, prevailing wages. Apply NYSES Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn.

### Packers

Capsulators and tablet coaters, men, drugs \$50 plus; Auto body repairmen and metal helpers to do metal straightening, soldering and brazing. Must be A-1 men or good helpers and have recent experience, \$1.50-\$2.00; Export packers, men with previous export packing experience to do packing, freight mailing, box mailing and strapping, \$1-\$1.25 hour; Machinists up to \$2.25 hour, operate all machine tools, close tolerances; Wires and solderers \$1.20-\$1.30 hour; All-around auto mechanic, experienced \$40-\$70, must have own tools and operator's license; Apply NYSES Brooklyn Industrial Office, 205 Schermerhorn Street.

### Accountants

Quilting machine operator, A-1 production worker, able to supervise quilting department, 5 or 6 workers, \$75-\$100 to start, jobs in Dallas, Texas, transportation paid; Also, double needle operators, women experienced on corsets and bras, piece work average \$45-\$70; also single needle operators, experienced on housecoats, complete garment or section work, piece work, union or non-union, \$50-\$80. Apply NYSES Manhattan Needle Trades Office, 225 W. 34th Street. Ask for Miss Miller.

Public accountants, Jrs. and Semi-Srs.; several openings for men, \$40-\$70 a week to work for CPA firms in NYC, do write-ups, audits, statements and taxes; college graduates with experience, or any experience up to three years. Apply NYSES Commercial Office, 1 East 19 Street.

## Chauffeurs Press Claim For Back Pay

ROCHESTER, March 16 — Representatives of the Brooklyn State Hospital chapter of the Civil Service Employees Association presented a complete file on the claims of chauffeurs for back pay and other charges, covering many years' service, to counsel to the Association. The chapter hopes that counsel will be able to see Dr. Newton Bigelow, Commissioner of Mental Hygiene, and get the controversy finally straightened out. John T. DeGraff, counsel, promised that every effort would be made to aid the employees to get their claims satisfied.

Francis L. Wilson, vice president, and Rudolph Rauch, treasurer, acted for the chapter, in the absence of its president, Arnold Moses, who is ill.

The Association delegates were attending a meeting here in connection with the annual dinner when the file was presented.

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## Paid Holidays Sought for Hourly & Per Diem Worker

ROCHESTER, March 16 — Angelo J. Donato, president of the Palisades Interstate Park Commission chapter, speaking at the meeting of delegates of the Civil Service Employees Association argued for paid holidays for hourly and per diem employees. A bill to make such holiday provision is before the Legislature.

Mr. Donato, who has been working for the hourly employees on the holiday question, said:

"It is important for the Association to do all possible to achieve these paid holidays.

"An hourly employee working for the State is not necessarily one who is employed with the idea of being kept on the job only a short time, but rather to remain employed indefinitely. It is my understanding that in some instances men working at an hourly rate remain on their particular jobs anywhere from one year to six years, and in some cases 10 years or longer. The intent behind hiring hourly employees is the same intent that goes with the hiring of employees on an annual salary and the difference lies mainly in the method by which they are paid."

Mr. Donato also offered a reso-

lution for conferences with State officials on the subject. John T. DeGraff, counsel to the Association, offered to make efforts in that direction.

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# NYC Eligibles Within Reach for Appointment

Eligibles on the following NYC eligible lists were certified by the Municipal Civil Service Commission to various NYC departments and agencies for possible appointment.

More names are sent to City departments than there are vacancies to fill, so all certified may not be called to job interviews.

The number of the last eligible on the list who was certified is given.

"V" means non-disabled veteran or disabled veteran. "Y" means that investigation of the eligible has not been completed, "M" that verification is made subject to medical examination and "VC" subject to confirmation of veteran preference claims.

**OPEN COMPETITIVE**

Alphabetic key punch operator (IBM), grade 2, Welfare; 51 Y.

Assistant resident buildings superintendent, Housing Authority; 5 Y.

Assistant supervisor of mechanical installations, grade 4, Housing Authority; 5 Y.

Attendant (women), grade 1 (appropriate), Hospitals; 1066.

Auto mechanic (revised), Education; V 122.

Buyer (appropriate), Education; 2 Y.

Cable splicer's helper Fire; 17.

Carpenter (appropriate), Education; V 85 Y.

Clerk, grade 2, Hospitals, City Magistrates' Court; 9587.

Dental hygienist (10th filing period), Fire, Health, Hospitals; Y.

Dietitian, Welfare; 69.

Foreman of sewer repairs, grade Manhattan Borough President's Office; 6 Y.

Housing assistant, Housing Authority; 444 Y.

Junior accountant, Welfare; 42 Y.

Junior bacteriologist, Health, Hospitals; 18.

Machinist (revised) (appropriate), Education; 113.

Maintainer's helper, group B, Transportation; 1006 Y.

Maintenance man, Housing Authority; 1346.

Mechanical engineer, Housing and Buildings; 25.

Medical social worker, grade 1, Hospitals; 99.

Messenger, grade 1: attendant (male), grade 1 (appropriate), Transportation; 949.

Messenger and watchman, grade 1: attendant (male), grade 1 (appropriate), Hospitals; 2598 Y.

Office appliance operator, grade 2 (revised), Education; 66.

Oiler, Hospitals; 167 Y.

Probation officer, grade 1 (revised), Court of Special Sessions, City Magistrates' Court; 90.

Sewage treatment worker, Public Works; 188.

Stationary fireman, Public Works, Hospitals, Welfare; 264.

Structure maintainer, group A, Transportation; 36.

Structure maintainer, group C, Transportation; 148 Y.

Surface line operator, Transportation; 5787 Y.

Turnstile maintainer (appropriate), Marine and Aviation; 92.

**PROMOTION**

Assistant foreman (structures — group A), NYCTS; V 15.

Captain, Police; D 40.

Car maintainer, group F, NYCTS; 202.

Conductor, NYCTS; 30.

Foreman (turnstiles), NYCTS; 7.

Janitor, grade 2, Public Works; 9.

Lieutenant, Police; 256.

Section stockman, Hospitals; 6.

Sergeant, Police; 841.

Stenographer, grade 4, Welfare; 185.

**SPECIAL MILITARY**

Cleaner (men), Transportation; 3011 Y.

Clerk, grade 2, Hospitals, City Magistrates' Court; 9761 Y.

Laborer, Health; 4045 Y.

Maintenance man, Housing Authority; 1264.

Messenger, grade 1, Transportation; VC 3253.

Messenger, grade 1; watchman, grade 1, Hospitals; VC 3253.

Surface line operator, Transportation; 5580 Y.

**LABOR CLASS**

Cleaner (men), Transportation; 3011.

Cleaner (women), Health, Public Works, 80 Y; Marine and Aviation, 87 Y.

Laborer, Health; 4045 Y.

## NYU Student Group Tells Of Mental Hygiene Needs; Asks Raise for Employees

A 386-page report has just been published by New York University on "Intergovernmental Relations in the Administration of Mental Health Programs in the New York Metropolitan Area." State and municipal activities are discussed, as well as the Federal grant program. The possibility is broached that prevention and treatment of mental illness might be improved if there were a Federal department charged with coordinating responsibility. At least, a Federal government committee to function as part of co-ordinated effort is advised. So far, the report indicates, inter-governmental co-operation has produced splendid results, even in the absence of any common plan.

**Work of Graduate Students**

The report was written by a student group of the Graduate Division of Public Service. Successful participation was accepted as a substitute for the thesis for the degree of Master of Public Administration. The survey was financed largely by the Carnegie Corporation.

The reporters had faculty guidance, including that of the director of the division, Professor William J. Ronan, but were on their own on the research and writing.

The report compliments New

York State for its administration of mental institutions, and its forward approach to the solution of the problems, but finds that NYC is not equipped with institutions or programs though it contributes some commendable research studies.

**State's Work Commended**

The report recommends that mental institutions of the future be located in urban centers, and not out in the sticks where they are inaccessible to friends and relatives of patients, and inconvenient for employees, thus worsening the hiring problem. Skilled personnel is stressed as a continuing need. State institutions are described as being often overcrowded with patients and understaffed, so that even in-service training programs become difficult to conduct. Training is badly needed, so that personnel will be able to advance to positions of higher responsibility.

**Higher Pay Recommended**

The report recommends that each institution should have beauty parlors, barber shops, canteens and libraries.

Higher pay for employees, better promotion opportunities, and standardization of pay, are recommended.

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# Activities of Civil Service Employees in N. Y. State

## Laboratories and Research, Albany

OFFICERS of the Laboratories and Research Albany chapter, CSEA, were re-elected for the coming year: Richard Davis, president; Ann Hohenstein, vice president; Janet Reinhardt, secretary; Irene Chicoine, treasurer; William Weedmark, delegates.

## Workmen's Compensation

THE NEWLY-organized Workmen's Compensation Board, Albany, chapter of the CSEA have elected the following officers, president, Mrs. Grace Myers; vice president, John M. Kochian; secretary, Dell Clothier; treasurer, Helen Nester; delegates, Arthur Lamborn and Michael Pomodoro; alternates, Mrs. Dorothy Smith and Victor Costo.

Members of the executive council are: Workmen's Compensation Office, Michael Pomodoro; Disability Benefits Office, Arthur Israel; Finance, John Quigley; Insurance Examining, Mary Agnes Reilly; Research and Statistics, Arthur Lamborn; State Office Building, Paul Tafter.

## Insurance, Albany

AT THE RECENT annual meeting of the Insurance Department chapter, CSEA, the following were elected: president, James Moran; vice president, Stephen Banks; secretary, Harriet Bastian; treasurer, Rita Halpin; delegates, Hazel Smith and Nelson Berninger.

## State Employment Service, NYC

A MEETING of the executive committee of the State Employment Service chapter, NYC and Suburbs, was held March 11 at the 32 Club and Restaurant, 32 East 32nd Street, NYC. Details of this successful get-together will be forthcoming in a later issue.

Deepest sympathy to Dorothy Fleming, LO 610, on the loss of her mother March 6.

The entire staff of LO 710 was shocked at the sudden death of chief statistical clerk Grace Aquilo on March 4.

## Standards & Purchase

AT A RECENT meeting of the executive council of the Division of Standards and Purchase chapter, CSEA, the following nominating committee was chosen for the annual election of officers, to be held next month: William J. Cullen, chairman; Mae A. McTague, Louise Hutchings, Dorothy J. Minahan and Raymond J. Roohan.

Helen M. Clancy is back on the job after a three week's sojourn in Florida, including a flight to Havana. . . . Alice Gregory is the proud mother of a beautiful boy. . . . Mabel Malone has returned after a long illness. . . . \$101 was raised for Rockwell Stout, whose home at 706 Strong Street, Schenectady, was totally destroyed by fire. . . . The annual Bowling League Banquet will be held at Joseph's, Ravenna, on April 20. . . . Mary E. O'Connor is back after a protracted illness. . . . Elaine Knapp will return to the Division next month after an assignment in the Governor's office.

## Sing Sing

THE SING SING Employees Credit Union has adopted a plan whereby members may take up to three years to repay a loan. A loan for any purpose costs one percent per month on the unpaid balance. The rate for an automobile purchase loan is 3/4 of one percent per month. All loans are insured. A savings account may also be opened with the Credit Union. For further information, contact M. D'Amrosio. All transactions are dealt with in strictest confidence.

Sing Sing employees are sorry to learn of Joe Curtis' illness. Ditto Ray Wood and Nelson True. Condolences to Robert Walker

## MRS. BLAKE RENAMED TO ALBION SCHOOL POST

ALBANY, March 16 — Governor Dewey sent to the Senate the nomination of Mrs. Dorothy S. Blake of Albion for reappointment as a member of the Albion State Training School, for a full seven-year term.

of the power house on the recent death of his mother.

Tickets for the Sing Sing chapter's dinner and dance are now on sale. The affair will be held at Bill Rieber's in Elmsford on April 8.

The following Sing Sing employees celebrated anniversaries with the Department of Correction during March (years of service included): Bruno Tautenkam, 26; Idwal Jones, 24; Glenn Mosch, 22; Rufus Tunnel, 22; Patrick McCawley, 17; John Corcoran, Joseph Fox, John Manning, Norman Newell, Frederick Rickert, Harry Rosa, Charles Morgan and Jerome Theise, 16; Rev. Thomas Donovan, 14; Thomas Bentley, 9; Robert Ward, Christopher Beckerich, Hugh Flanagan, Nicholas Scandalis, Anthony Siciliano and Frederick Biegner, 6.

## Barge Canal

AT THE ANNUAL convention of the Barge Canal chapter, CSEA, held at the Hotel Wellington, Albany, on February 23, 24 and 25, the following officers were elected: Charles Harrier, Brockport, president; Theodore Veditz, Amsterdam, vice president; Otto Burkhardt, Gasport, secretary-treasurer; George J. Eddy, 334 South Street, Lockport, and M. B. Atkinson, 238 Main Street, Whitesboro, delegates.

Unit officers are: Champlain Unit: T. J. Conners, Ft. Miller, president; Harold Hunter, Ft. Miller, secretary.

Eastern Unit: Wesley Neary, 259 Fourth Avenue, North Troy, president; Evan D. Evans, 21 Clinton Street, Amsterdam, secretary.

Eastern Central Unit: Raymond H. Peters, 1410 Kellogg Avenue, Utica, president; M. B. Atkinson, Whitesboro, secretary.

Central Unit: Joseph Grieve, Box 74, Minetto, president; Milard Hawthorn, RFD 3, Fulton, secretary.

Western Central Unit: Joseph Weibeld, 94 Monroe Street, Brockport, president; Richard Walker, 502 West Avenue, East Rochester, secretary.

Western Unit: Otho Burkhardt, Gasport, president; A. W. Lilley, 9 Beatie Avenue, Lockport.

## Pilgrim State Hospital

EDWARD J. KELLY represented Pilgrim State Hospital chapter, CSEA, at the Association meetings in Rochester on March 7.

William H. Hampton, Building I, has recruited 23 more members. He's aiming at the \$50 for the member bringing in the most newcomers.

Mrs. Kazmeir K. Firth is the new chief supervisor in Edgewood division. She was principal of the school of nursing.

The chapter is happy to report the recovery of Dr. E. Kris of Building 28, who underwent a serious operation some time ago.

Leo V. Donohue, bedridden with the grippe, is progressing.

Eddie Edwards of Norwood, employed in Building I, and Phyllis Johnson of Hermon were married February 20. Eddie looks swell after the honeymoon.

Cars and more cars: Fred Woelber in a Buick, Vincent Angelo, DeSoto, and Donald Wright, Chevrolet.

The Mental Hygiene Employees Association passed a resolution urging that Syracuse State School remain open. Its closing would put many State employees out of work.

The MHEA is working overtime to win passage of the 10 percent salary increase and freeze-in bills.

## Gratwick

MRS. ANNA AUNGST represented Gratwick chapter at the recent CSEA emergency meeting in Albany. On her return, she reported the results to the chapter's executive council.

Welcome to Mrs. Sophie Biddlecome and Mrs. Florence Stefanski, nurses, and to Mrs. Alva Wilkins and Dolores Harper of the research staff. Uncle Sam has requested the services of Drs. Willard Boardman and Robert McCormick. They will leave next month. Mrs. Duch, one of the ladies in blue, has become a housewife full-time. The chapter is sorry to report that Mary Stravino, ill for some time, has resigned.

Congratulations to Helen Parker, who received a B.S. in Nursing from the University of Buffalo, and to Joseph Krastner of the bio-chemistry department on his engagement. New parents of baby girls include Mr. Johnson and Mr.

Nagy, male nurses, and Mrs. Lee Knittle, former medical technician.

Six chapter members attended the March 7 Association affair in Rochester. Other travelers are Drs. Joseph O'Brien and Leslie Backus of the medical staff and Frances Dubner, X-ray, in Florida, and Nurse Doris Bisnett, in California.

Welcome to participants in the nursing institute for public health nurses, being held at Roswell Park.

The chapter wishes speedy recovery to Norman Sprickman, senior administrative assistant, who underwent another operation at Buffalo General Hospital.

Mr. Kelley and "Ma" Kelley, former chapter president, are moving into a new home. And Tom McQuade is purchasing a home for his bride-to-be.

## Warwick State School

NEWS ITEMS from Warwick State School chapter, CSEA:

On the sick list are Ralph Conkling of the laundry, in Horton Memorial Hospital, Middletown; Mrs. Cora Taylor, of the cottage area; Mrs. Harriet Howland, officers dining room, and Mrs. Alice Winfield, secretary.

Returning from sick leave are Mr. Brooks and Mrs. Ritchey of the hospital; Mr. Reed, boys' supervisor; and Mary O'Malley, secretary, who broke her wrist attempting a figure 8 on the ice. She'll leave that to the experts.

Vacations included Mrs. Patricia Nolan and husband Jack, of the annex, on a month's motor trip to Florida; Henry Elsig of the clinic, for whom wedding bells will soon ring; William Rawlins and F. Dzierzek of the power plant, Dr. Knapp of the clinic, Mr. and Mrs. Bruen of the cottage area, Mr. Baltuch of the education department, and Mr. Appleton, assistant superintendent, who may be heading south.

Mr. and Mrs. Roberson have returned from a trip south.

Sympathy to Mr. Baltuch on the loss of his father, and to Mr. Roberson on the death of his sister.

Congratulations to night supervisors. They received an award for 80 percent membership in the Association.

New employees are Mr. and Mrs. Bufania, cottage parents, and Beatrice Davis, school teacher.

Standings of the staff noon-time pool tournament are: 1. Frank Sisco (winner of the last tourney), 2. James Daniels, and 3. Anthony Gobeo.

## Rochester

RAY MUNROE, 2nd vice president of the CSEA and Rochester resident, is out of the hospital and on the road to recovery.

The Department of Education presented service pins on February 26 in Albany. Rochester chapter members receiving pins were Melba Binn, Walter Prien, William Skuse and Alease Jackson.

The chapter was well represented at the annual dinner-dance at the Powers Hotel on March 7, including: Mildred Zarccone, Beverly Goodell, Terry Presutti, Eleanor Bell, Betty Larch and Sarah D'Amico, who worked with CSEA headquarters staff; Eleanor Ribley, Lillian Wilson and Lucille Pennock who, with Edward Geen of the Monroe County chapter, acted as unofficial hospitality committee; Celine Farrell, Mary Ann Baglia, Teresa Izzo, Barbara Kick, Joan Morsch, Marguerite Surridge and Laura Tarricone, ladies of the chorus; and Melba Binn, who attended to those important details which don't always show.

Favorable comments have been received about the March 6 TV appearance of Jack Kurtzman, CSEA field representative, and Melba Binn. Too bad most chapter members were working and couldn't see it.

Some people are lucky. There's Sadye Berman, State Insurance Fund, basking in the Florida sun; Helen Kahn, Conservation Department, enjoying the sights of Chicago, and Merely Blumenstein, Compensation Board, in Pittsburgh.

Melba Bill, Merely Blumenstein and Stewart Wright and his wife had a wonderful time at Syracuse chapter's valentine party February 14.

Sol Grossman, chairman of the nominating committee, presented the following slate of officers: Earl Struke, president; Sol Grossman, 1st vice president; John Cosmano, 2nd vice president; Lucille Pen-

nock, treasurer; Rose Nicoletta, secretary; Melba Binn, delegate.

Next chapter meeting will be April 7, when nominations may be made from the floor.

Reason why news of Rochester chapter has been absent for the past few weeks is that Ruth Lazarus, publicity chairman, hasn't been receiving items from members. If you want the chapter mentioned, send material to her, 155 West Main Street, Rochester, or call Baker 7745.

## Dannemora State Hospital

REV. AMBROSE R. HYLAND, Catholic chaplain at Dannemora State Hospital and Clinton Prison for the past 15 years, was feted at a buffet luncheon at McCorry's Hotel, Dannemora, prior to his transfer to St. Patrick's Church, Chateaugay. Priests from the area, institutional workers and hundreds of friends paid tribute to Father Hyland, who has labored for so many years on behalf of both inmates and personnel. He was of great assistance to the Association chapter and often accompanied chapter delegates to hearings and meetings. A reception committee presented him with a purse of money. Lynn King was master of ceremonies.

Father Hyland was honored last week by Pope Pius XII, who designated the second Sunday of October as St. Dismus Sunday, in recognition of Father Hyland's accomplishment, the erection at Clinton Prison of the first church within prison walls, St. Dismus the Good Thief.

The Rev. John F. McNamara will take over Father Hyland's institutional duties.

Employees at Dannemora were saddened by the recent death of Leonard R. Kelley, criminal hospital attendant for the past eight years. A delegation of uniformed personnel, lead by Chief Attendant Owen Brooks paid their respects. Recitation of the rosary was led by Edward Beauchemin, charge attendant. Services were held at St. Peter's Church, Plattsburg.

The Rev. George Lemieux, O.M.I. sang the Requiem Mass, assisted by Father Beaucage as deacon and the Rev. Chouinard as sub-deacon. The honor guard, under Alfred DeFayette, consisted of Theodore Wright, Parnell Buckley, Leo Breen, Joseph Mayette, Alfred DeFayette, Eugene Carroll, Wallace LaCount, Edwin Collins, Raymond Casey and Harold Wilkie.

Howard J. St. Clair, chapter president, represented the Association. Sympathy is extended to Mrs. Kelley and family. One of Leonard's three sons, Donald, is an attendant at Matteawan State Hospital.

Among employees on the sick-list are James Carter, Nelson LaJoie, Robert Parker and Clinton Manley. George Waddy is still confined to the Neurological Institute in Montreal. A get-well card would be appreciated. Recent returnees from a stay at Plattsburg hospitals are Frank Kimbell and Leon Romeo.

Walter Davey and Arthur Baker took a three weeks' jaunt to Florida during their vacations.

Mrs. Fenwick Wheeler, wife of the Protestant chaplain, is chairman of Dannemora's Red Cross drive. Clifford Tripp was chairman of the recent U.S.O. campaign.

Lloyd Welch recently transferred from Matteawan St. Hospital. Al Foster represented the chapter at Association meeting in Albany, February 11. He also attended the Correction Conference meeting in Albany, February 17 and 18 and the annual Association dinner meeting in Rochester, March 6. Al never tires of travelling, so he was delegated to accompany Gilbert Jock to Albany on the 12th to attend a hearing for cooks and assistant cooks of Dannemora and Matteawan. It is hoped that the request for an up-grading will be forthcoming.

Glen Teeter and Joseph Golovach attended the Albany hearing on the appeal of industrial shop workers and similar titles. Both men praised CSEA representatives for the case presented in their behalf. Favorable action on the appeal is expected.

List of trailerites has increased. Dick Hurd found an ally in Clarence Phair, who is making it a permanent affair. He's sold his home in Cadyville. Dick's plans call for summer excursions only.

Latest additions to the institutional staff are new druggist Hyman Weiner and new steno, Miss

Wrisley. Mr. Weiner comes to us via Saranac Lake, where he has been in the drug business for many years. Miss Wrisley, native of Clintonville, received business training at the Plattsburg Business Institute.

Among local employees who survived their first degree in the local council of the Knights of Columbus were Harold Smith, Robert Canning, Dr. Stephen Pelathy, Norman Beauchemin, and Israel Dubrey. Two of the more prominent parts of the degree team were taken by Edgar Kennedy and Bernard Racette.

The list of papas increased recently, as the Joseph "Carl" Mayettes were blessed with a boy. The stork, also left a girl at the Roger Wrights. Congratulations.

One of the latest grandfathers is Eugene Bombard, head laundryman. A son arrived for his son and daughter-in-law in Schenectady. William Pollock, clinical nurse, was called home to Buffalo recently due to the sudden illness of his father. The chapter hopes the malady is not too serious, and that he will have a speedy recovery.

Several employees are contemplating taking the prison guard exam, to be held later this month.

Gerald Sprague is back on duty in the laundry after being out for sometime due to a broken shoulder.

The O.T. Department crew has been acting as transfer agents. Latest trip to Rochester State Hospital was made by Harold Lavarney and Adolphus Laporte. Bernard Wallace and John Lagre recently transferred some inmates to Elmira Reformatory.

Formation of a new fire district in Cadyville has called upon the talents of 40 men from that town, including Eugene Carroll, Charles Norcross, Everest Norcross and Harold Ducatte. Everyone connected with the project is to be commended for great community spirit.

Congratulations to Mr. and Mrs. George Ryan on their recent marriage. Mrs. Ryan is the former Irma Healey Marshall.

Dannemora State Hospital was well represented at a recent buffet luncheon for past grand knights of the local council. They included Arthur Lefevre, Raymond Martin, Edgar Kennedy and Bernard Racette.

## Gowanda State Hospital

THE GOWANDA State Hospital chapter, CSEA, regrets to learn of the death of Edith I. Goldsmith, physical therapist, wife of Dr. Ernest F. Goldsmith, former member of the medical staff. The couple was employed at Woodbourne Institution. Patrolman Chester Milks and family left March 7 to reside in San Diego, Calif.

On vacation are: Dorothy Gillett and E. Hazel Harvey, on a Caribbean cruise; Mr. and Mrs. Clarence Markham, Mr. and Mrs. Elmer Vance, Mrs. Cecil Unger and Milford Anderson, in Florida, and Margaret Anker, in Arizona.

Joe Smith of the engineering department is ill at home. John Howard, same department, has returned after a four-week illness.

Mrs. Genevieve McQuillin, assistant principal of the school of nursing, will serve on the personnel policy committee of District No. 1, State Nurses Association.

Ernest C. Palcic, business officer, attended the payroll meeting in Syracuse on February 24 and 25, with Richard Tarbox and Mrs. Bette Connolly of payroll division. They attended the Syracuse-Canisius basketball game while there.

Walter McIntyre received first and second prize for his brown eggs, with a score of 94.25, at the Erie County Egg Show, held March 3 to 5 at the new Farm and Home Center, East Aurora. Mr. McIntyre is also famous for his White Rock breed.

## B'nai B'rith Lodge To Hear Schechter

Joseph Schechter, counsel to the State Civil Service Commission, will be guest speaker at the meeting of the Excelsior Lodge, B'nai B'rith, on Thursday, March 19 at 8 P. M. at Rappaport's Restaurant, 93 Second Avenue, NYC. Mr. Schechter will discuss current civil service legislation. The lodge, composed entirely of State employees, extends an invitation to all public employees to attend. There is no admission charge and no contributions will be solicited.