-Civil Service

America's Largest Weekly for Public Employees

Tuesday, December 7, 1954 Price Ten Cents

Civil Service Con Chang

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State Jobs That Wind Up In 1955; Harriman Can

that will be available for filling patronage appointments any gov-

He series of articles on State jobs many term appointments to make of the November 2 election. in 1955, in addition to the regular The daily press has co

tions set up for all buildings on

the State's "campus site" on the western outskirts of Albany.

new office buildings to house the State Commerce and Civil Service

Lounges Included

The plans call for three-story buildings, with space set aside for regular employee lounge and rec-reation areas. In addition, the buildings will be completely air-

The move to air-condition the buildings was led by the Civil Ser-

Construction contracts may be

let soon after the first of the year, it was reported. The bid opening has been set for January 13, and State Public Works officials estimate that the first two buildings

can be completed in about 18

vice Employees Association.

departments.

months.

State officials have advertised for bids for construction of two

The daily press has concenman, the first Democrat on Capi- to a great extent have been over-

State Employees to Work In Air-Conditioned Comfort On Albany 'Campus' Site

ALBANY, Dec. 6 — State em- lounges, according to specifica-ployees will work in air-condi- tions set up for all buildings on tioned comfort and relax in roomy

Children's Party Set for Dec. 18

ALBANY, Dec. 6 - The annual Health Department's children's Christmas party will be held on Saturday morning, December 18 at Chancellors Hall, State Education Building, Albany, for children of department employees. Last year more than 370 children attended. An even larger number is expected this year.

The program will include presents for all the children, given to them by Santa, and entertainment.

Hugo Gentilcore is general chairman of the committee, which is now making preparations. Other officers of the committee include: Paul Robinson, chairman-elect; Dr. Meredith H. Thompson, vice chairman; Virginia Clark, secre-tary; and Clifford Hodge, treas-

Committee chairmen are: Dr. James Quinlivan, entertainment; Clifford Hodge, raifle; Mr. Henry, gift selection: Charlotte Clapper, gift wrapping: Paul Robinson, gift distribution: James Quigley, decorations and Christmas tree: orations and Christmas tree; Helen McGraw, attendance; Don Treamor, floor arrangements; Clark LeBoeut, checking; Dr. Meredith Thompson, donations; William Hoffman, programs and favors; Athan Baskous, publicity.

Members of the general com-mittee are Mr. Gentilcore, Mr. Robinson, Mr. Hodge, Miss Clark and Dr. Thompson.

Dr. Wm. Siegel At Roswell Park

ALBANY, Dec. 6-Dr. William Biegel, of the State Health Department, is in Roswell Park Hospital, Buffalo, as a patient. Dr. Siegel is widely known to State employees through his activities as former chairman of the Civil Service Employees Association grievance committee. He would appreciate hearing from his friends throughout the State.

A. J. ROSMAN DIES

Alexander J. Rosman, supervis-ing compensation claims referee, in charge of the Referees' Bureau, Workmen's Compensation Board, died on December 1. Fellowdied on December 1. Fellow-workers, members of the Bar, and insurance carrier representatives overflowed the Riverside Chapet, NYC, at funeral services held De-cember 3. Mr. Rosman is survived by his wife. Sophie, daughter, Sandra, and brother, Isidor.

Syracuse Aides Win 26 Pay Days

SYRACUSE, Dec. 6 - For the first time in New York State, employees will be paid 26 times a year rather than twice a month.

The reform will be instituted

for Syracuse employees beginning January 1, 1955, and affects all salaried individuals on the City payroll. The new plan has been approved by the Mayor and the City Auditor. Under it, employees will be paid every second Friday. The change is considered stabilizing to the employees and helpful to bookkeeping efficiency for the City. The change was brought about through the combined efforts of the police, fire, and Civil Service Employees Association

In addition, pay increases of one bonus increment have been won by the employees. These increments vary from \$130 to \$360.

Museum Director's Pay Is Increased

ALBANY, Dec. 6 — The salary of the Assistant Director of State Museum has been temporary in-creased to \$8,774.



Mildred Hazard, chairman of the prize committee of Cort land chapter, CSEA, is shown above presenting the second place winner's medals, given by the chapter to Dick Ames, chairman of the Junior Chamber of Commerce Teen-Age Road-E-O. The Cortland chapter participates in community

CSEA Opposes **Probation Period** n Promotions

gone on record in opposition to a proposal for extending the probationary period to first promo-

The proposal, advanced by the State Civil Service Commission staff for discussion purposes, provides that the first promotion, on

ALBANY, Dec. 6 - The Civil a permanent basis, of a competi-Service Employees Association has tive class employee shall be for a probationary term of three to nine months. The position left vacant would be held open until the successful completion of the probation; and at any time dur-ing this period, the employee could choose to return to his for-

mer position.

John J. Kelly, Jr., associate counsel to the Civil Service Employees Association, reporting to its Board of Directors last Tues-day, said that the CSEA had al-ways taken the position that there should be a three-month "top" to probationary periods even on or-iginal appointment. The present proposal, which would allow probation up to nine months on promotions, would violate CSEA policy on the matter entirely, he pointed out.

The Board then moved to ree

ord its opposition.

Reasons Pro In setting forth the idea, ad-vanced by Civil Service Commis-sion staff, a number of reasons were adduced in its behalf: These

1. Success at the entrance level in a State job does not necessarily

mean success as a supervisor.

2. The success of any large enterprise depends to a large degree upon leadership. Particularly in this true of "first line" supervis-

3. From the viewpoint of the employee, it is most important that supervisors be competent and

Arguments Con

Association spokesmen had registered a variety of objections to the plan in addition to that cited by Mr. Kelly. One of these objections, cited by William F. McDonough, executive representative, was that first promotions would become subject to whim and caprice of "countless" junior excaprice of "countless" junior ex-ecutives. The proposal would also hamper the "tenure" and security provisions of civil service promo-tion, Mr. McDonough argued.

Another argument, made by Mr. McDonough and by Solomon Ben-det, of the New York City chap-(Continued on Page 16)



Maxwell Lehman, editor of the Civil Service Leader (center) is shown discussing his paper with members of the Commerce Department chapter, CSEA, last week in Albany, prior to a meeting at which Mr. Lehman was the principal speaker. Left to right: Mrs. Jeanette La-Fayette, chapter secretary; Edwin J. Roeder, president; The LEADER editor; Maurice Schwadron, chapter vice president; and Joseph LaVenia, treasurer.

Looking Inside

By H. J. BERNARD -

Injustices in Some Public Jobs

UNDER SOME UNUSUAL CIRCUMSTANCES, it is not only fitting but necessary to have jobs filled in an "acting" capacity, as when a Commissioner becomes incapacitated, and a deputy is named Acting Commissioner. The person in the "acting" title receives the pay, not of the higher post, but of his own regular job. But using a means for coping with an unusual situation, for reducing the cost of day-to-day operations, is just plain chiseling.

The NYC Fire Department is a pointed example of such violation of sound administration and the best principles of labor relations. Commissioner Edward P. Cavanagh Jr. wants to eliminate the practice of having men serve in the next higher grade. To do that requires increasing the quota, so that the number of men and officers will meet the needs of the service in the titles to which they were promoted, and not in the titles to which they aspire to rise through permanent promotions.

Men Have a Strong Case

The City's object is not to have men act in the next higher job to train them for it, because all that is provided in other established ways, but to save money. If the men were provisionally promoted, they would receive the pay of the higher job, but when no form of promotion is provided, but opportunism practiced at the expense of the men, the situation becomes alarming. Nowhere else is this vice of "acting" titles practiced so extensively as in the NYC Fire De-

For years the Uniformed Fire Officers Association, and the Uniformed Firemen's Association, have presented strong moral arguments against it, and a group of fire officers sued the City recently, asserting the practice is illegal. The Appellate Division held it 18 illegal. The case is now in the Court of Appeals, There was a dissenting opinion in the Appellate Division, so an appeal by the City probably was implicit, but as much as the Corporation Counsel is rooting for a reversal, so much, or more, is Commissioner Cavanagh rooting for an affirmance.

Use of the recognized purpose of having officials and employees serve in "acting" titles prevails in the Federal and State governments within the limits one would expect of an employer who seeks to play fair with his employees. It is NYC that dishoners itself with the abuse.

Solution No Mystery

The Fire Department example is pointed up by the fact that many of the men in an "acting" title are eligibles on competitive lists for promotion to that title. No wonder such men in particular are rolled at having to serve in "acting" titles that instead should provide them with permanent premotion opportunities.

Before the budget is adopted, NYC has a good idea of how many men will be needed in every rank of the Pire Department, barring emergencies, when the number needed would increase, anyway. By having the quota undercut needs, not enough are provided for each of the titles. "Acting" appointments then become a rule. In one 24-hour period, 276 firemen and officers were serving in "acting" titles in the Fire Department.

It is surprising the intolerable attuation has been allowed to be repeated year after year. The firemen and officers have put up a strong case against it. The public, as the real employer, should be concerned. Why do not civic and reform associations campaign for the elimination of this vicious practice? An aroused public would soon cause NYC to amend its ways.

Difference Explained

There is often confusion among the public and even among public employees about "acting" titles, provisional promotions, and probationary periods on promotion. The meaning of "acting" titles has been explained. A provisional promotion is quite different, for it is an actual promotion, though conditioned on the promotee qualifying for permanent promotion. The employee provisionally promoted should get the higher pay of the higher job, and in the State service does get it, but in Federal and NYC Federal service seldom does. A probational period for a promotee, now being proposed for State employees, would mean a trial period, to see whether the promotee who met all the minimum requirements, and passed all the tests. should be given still another test of whether he can perform supervisory duties satisfactorily. Meanwhile, however, he would receive the ay of the higher job, and if he does not qualify by probation, return to his former job. There is much opposition to the proposal, but as the promotion grade salary is paid as long as the employee is in the promotion title, no aspect of chiseling arises.

When a promotion job becomes vacant, through death, resignation, retirement, dismissal, or the like, the money to pay the salary is in the budget, and every provisional promotee, should get it. In State service, he does. In Federal service, with a small percentage of exceptions, he does not. In NYC he does not, unless the job is filled from the "outside," allowable when there is no list. In the case of new jobs, and a classification of them establishing the promotion grades, that could arise quite properly, even though providing a boon to politicians, until the open-competitive eligible lists are issued. When there are no present employees in eligible titles for promotion, naturally the positions are filled through open competition, and not in the closed-shop manner of the promotion exam.

Safeguards, Present and Absent

A person "acting" in a promotion title, who may not have proved his qualifications yet, though he will have an opportunity to do so in an exam, faces a danger, because of overlapping grades, that he might move into a higher position at lower pay. In State service a law prevents that. The employee carries his old salary with him, and gets the benefits of annual increments, so that if he must return to his old job, after earning the increments, he keeps them. He may go back to the old job at more pay than he received when he left (Continued on Page 8)

Legal Service Salary Plan Approved by Board

The Board of Estimate unanimously approved the new salary scale for the legal service, under the Career and Salary Plan.



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Pharmacists Wagner Sees Sought by U.S. Police Raise

Pharmacists, \$4,205 to \$5,500 a year to start, are needed for jobs with Veterans Administration hospitals and regional offices throughout the country and in Puerto

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U. S. Civil Service Examiners, Veterans Administration, Washington, Process of the REAL ESTATE buys. See Mention exam title and number, Page 11. erans Administration, Washington

Speaking at exercises at which 407 probationary patrolmen and five probationary policewomen were graduated, Mayor Robert F. Wagner expressed hope of increas-ed pay for the NYC police. He said:

"I sincerely hope that within this year we will complete our survey and adopt our career and salary plan for the Police Department, as well as other depart-ments in our city, and under this plan be able to give those entering our department, those who are in the department, the type of re-numeration which will be comparable to outside employment, so that we can continue to attract the very finest men and women to our department."

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LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER. Be sure to read it.





A smorgasbord supper for the membership com-mittee of Rockland State Hospital chapter, Civil director of the hospital; Rebella Eufemio, chapter Service Employees Association, was held in Home secretary, Henry Marier, president; Irene Gowett, Nolan, Marguerite Lynch and William Keeshan.

THE STATE SCENE

Prevue: Watch for a move, soon to be publicized, that would give State Civil Service officials new powers over the downgrading of State jobs, without a waiting per-tod as now mandated under the "earmarking" policy.

BACK in Albany is Theodore Becker, Civil Service legal expert and examination specialist. He's been serving temporarily as a consultant to the NYC Civil Service Commission.

Robert Quinn, president of the Albany chapter of the Civil Ser-vice Assembly, is sparking mem-bership drive by this fast-growing organization . . Edwin Roc-der, Commerce Department CSEA president, finds chapter luncheon meetings so popular each one is

a sellout.

QUESTION of the Week: Why
is it that State officials so often keep elevator operators and guards in Capitol and State buildings waiting for three and four months for overtime pay?
ALL NYC Republican legisla-

tors have been alerted by L. Jud-son Morhouse, State GOP chair-man, to be ready for a high-level policy meeting before the first of the year to discuss city-state re-lationships. Although not a legislator, Attorney General-elect Ja-cob K. Javits, will play an impor-tant role at this parley.

Sidney G. Lutzin, State Youth Commission employee, is widely in demand as a speaker and rated, in State circles, as one of the most effective... The Youth Commission's publication, "Youth Service News" has a "new look" that's being credited to the efforts of Bruce F. Meservey, its editor... William F. Speneer, Middleburg, has been named by Governor Dew-ey as chairman of a nine-member council for the State Institute of Agriculture and Home Economics at Cobleskill.

PSC Chairman Benjamin Feinberg recently was elected 1st vice president of the National Association of Railroad and Utilities Commissioners at a Chicago convention. He's slated for the presi-dency in 1955 and is known as one of the group's most vigorous proponents of State's rights.

CIVIL SERVICE Department child Service Department employees will hold their annual Christmas party December 23 at the Knights of Columbus Hall in Albany, with Louis Liuzzi in charge of the festivities . . New Civil Service appointees include: Shirley Gaudette, typist; Helene Good, junior personnel technician; Helen Reedy, clerk, and Majorie Geurtze, stenographer . . . Recent CS promotions went to Paul Brayer and Marty Kenny, now sporting senior personnel technician titles.

Commission Change Seen

ALBANY, Dec. 6 — Governor-elect Averell Harriman is faced with the prospect of a Civil Service Commission consisting of two Republicans and one Democrat. Moreover, the term of the Democrat—Commissioner Alexander A. Falk — expires in less than three months; the terms of the two Republicans have years to go. Commission President Oscar M. Taylor is in until February I, 1959. Commissioner Mary Goode Krone's term runs until February 1, 1957. Under the law, the President of

the Commission serves at the pleasure of the Governor. Thus, Mr. Harriman could remove Mr. Taylor as Commission president. But Mr. Taylor could not be re-moved as a member of the Commission, unless he voluntarily re-signs or is brought up on charges.

Commission Composition

There has been some talk that Mr. Falk would be re-appointed when his term is up on February 1, 1955 and moved up into the Presidency. If Mr. Taylor's resignation were asked, it is surmised that he would not insist on remaining in the Commission, even though he has more than four years of his term left. In that case, Mr. Harriman would appoint another Democrat, and the Comanother Democrat, and the Com-mission would then consist of two Democrats and one Republican.

CSEA Defers Action on DE Chapter

of Directors of the Civil Service Employees Association has deferred until its next meeting consideration of a proposal, advanced by the New York State Employment Service (Metropolitan area) chapter, that it be permitted to recruit unemployment insurance members. The chapter currently takes in only aides who are in the employment branch of the agency. employment branch of the agency.

The Board deferred action so that the NYC chapter could be officially informed of the proposed change. The NYC chapter now has jurisdiction over these employees. Under the proposal, unemployment insurance aides would have the right to join either chap-

Miss Grace Nulty, first president of the Employment chapter, told the Board that a petition containing 369 names of employees now unaffiliated indicated they would join the Employment chapter if the unit were enlarged to permit their coming in.

The NYC chapter will take the matter up at its next meeting, and inform the Board of its reand inform the Board of its response to the susgestion. Solomon
Bendet, NYC chapter president,
said he could not give an advance
indication of the NYC chapter's
action on the matter. He requested, however, that the Board extend to the chapter the courtesy
of informing it about the pending
change.

See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U. S. policy of injecting politics into civil service.

Civil Service Sam Gets in Tax Girl Wins On Funny Story \$175; Idea

Sam Emmett, senior tax collector at the State's 15 Park Row office of the Collection Bureau, Department of Taxation and Finance, NYC, is also a collector of some very funny stories. Here's one he tells on himself. Seems the other night when he came home from work, his two young sons asked him to play a game with them. The youngsters told, Mrs. Emmett to stand with her arms raised high, like the branches of a tree. They played trees, too. Then they told Sam to say, babble, babble, babble, like a running brook. "Now, run be-tween the trees, daddy." The kids waxed poetic: "The trees are raising their arms to the joyous springtime, the brook is babbling in the sparkling sunlight, and the sap-he's run-

StudyofRules On Time-Off Is Suggested

ALBANY, Dec. 6 - Re-study of time-off rules was proposed to the Board of Directors of the Civil Service Employees Association Board of Directors of the Civil Service Employees Association last Tuesday evening. Representatives of institutional employees, Robert L. Soper and Charles Lamb, pointed out that these rules often hit such employees onerously. Christmas, New Year's Day and Lincoln's Birthday all fall on Saturdays, Mr. Soper pointed out. Yet, while other departmental employees are off on these days, institutional off on these days, institutional employees who must work on these days don't get equivalent time off.

What the institutional people want is some arrangement whereby they will get equivalent timeoff when they must work while other employees get a day of rest.

Saves Money

ALBANY, Dec. 6 — The New York State Employees' Merit Award Board announced the fol-lowing awards to State workers employed in the Albany area:

\$175 to Marion C. Welter, head clerk in the Income Tax Bureau, Department of Taxation and Finance, whose proposed changes in the method of processing taxable returns received without remittances have been found achieve substantial savings time and money.

Surplus Oil Drainage

\$50 to James W. Gillespie, a chief lock operator, Department of Public Works, who suggested a better method of draining off surplus oil from the rotating armature shafts of canal water wheel generators and thereby helped to cut maintenance costs.

\$25 awards were granted to:

Robert Cassidy, junior person-nel technician, Department of Civil Service, Albany;

Joseph Gancher, senior clerk, Division of Employment, Albany; Frank J. Pazziola, junior tax examiner, Department of Taxation and Finance, Albany;

Certificates of Merit were awarded to:

Faye Wilsey, principal steno-grapher, Department of Social Welfare, Albany.

Frances Sussman, stenographer, Albany offices, Motor Vehicle Bu-

CSEA Board Approves 1954-55 Budget

ALBANY, Dec. 6 The Board of Directors, CSEA, has approved a proposed budget for 1954-55 presented by President John F. Powers, The Board went over the budget item by item. Most of the CSEA staff aides have received salary increments.

trai Islip Team 3, of the Long Island Bowling League, Civil Service Employees Association, shut

L. I. Employees Engage

In Active Bowling Season

Central Area Meeting Plan IsWorkedOut

council of the Central New York Conference, CSEA, will meet in the Onondaga Hotel on Saturday, December 11, at 1:30 P.M. Purpose of the meeting, says Conference president Charles D. Methe, is to plan the agenda of the regular February 5 meeting of the Conference, scheduled to be held in Syracuse. Members of the steering for the County workshop group in the Central New York area will also meet with the advisory coun-sel. Both county and State employees are participating in the joint venture, and thorough plan-ning is involved. Mr. Methe points out, to see that all activities are fully meshed.

Syracuse Group Attends

Officers of the Syracuse chap-ter, which is acting as host, will also attend the meeting. Arrangements are in the hands of Ray-mond G. Castle, 1st vice president of the Conference, with the assist-ance of Helen Musto, executive secretary.

The group of meetings and workshops planned will constitute the largest program of its kind ever undertaken in the area, Mr. Methe said.

CENTRAL ISLIP, Dec. 6 - Cen- | out Central Islip Team 2 by s score of 5 to 0, to gain undisputed possession of first place in league competition.

Kings Park Team 1, which had been tied for the top spot, was upset 3 to 2 by Kings Park Team

Other league action saw Central Islip Team 1 trounce Public Works District 10 by 4 points to 1.

Standings, as of November 28,

Team
Central Islip 3 Kings Park 1 Central Islip 1 Public Works 10 11 13 Central Islip 2 Kings Park 2

Individual scores for the evening's competition, for three-game series: Joe Pucci, 546; Vinny Pucci (213), 564; Ed Jones (204), 520; John Hancock, 528; Bill McWilljams, 524; Fred Albright (211), 540; Charles Emering (222), 565; Ed Schnittger (219), 519; Ted Asher, 567; Bill Melton, 520; Fred Bjorkran, 541; P. Ryan, 519; Charles Lull, 546; Pete Pearson (202), 383

Several of the teams are sponsored by local automobile sales and insurance firms.

Blanchard Acts as Deputy Chief Engineer

ALBANY, Dec. 6 — Carroll F. Bianchard, an employee of the State Department of Public Works for 33 years, has been appointed acting deputy chief engineer in charge of bridges, grade separa-tions and structures, to succeed Edward W. Wendell who retired December 1. The post pays \$13,570 a year.

ACTIVITIES OF EMPLOYEES

used facts and figures he acquired through 20 years' service with the State Retirement System.

The attendance at this get-together was very good. Frank was bombarded with questions from all sides. His years of experience with retirement work served him in good stead as his answers were given in a clear cut, down to earth manner which left no doubt in the minds of the listeners. Walter Tipps, claims clerk, O.S.R.O., chairman of the planning com-mittee, arranged for the meeting and speaker.

The start of what is hoped will be an annual event, a Christmas party for the "small fry" of the Division's employees, is now in the planning stage. Tom Bolan, chairman of social committee, chapter officers, executive council, and building chairmen have joined with Harry Smith, director of personnel; Robert Purcell, director of business administration, and Joseph Redling, assistant director of business administration, to plan the party and get it off to a flying start. Plans include: children's

Employment, Albany | movies, a visit from Santa Claus, a gift from Santa for each child, ment chapter, CSEA, heard Frank
Casey, Association field representative, discuss retirement benefits
at a recent meeting. Mr. Casey
used facts and figures he accurred istration and chapter have ' ed up" in a joint venture such as this, and it looks like a team that will be hard to beat.

Plate Files News Marylan Stoddard, OMO, Unit 1, had a birthday recently. The staffers of Unit 1 remembered her with an earring and bracelet a beautiful sparkler on the third

finger of her left hand.
On the sick list in Unit 1:
clerks Charlotte Apple, Theresa
Ginder and Margaret Lucas, who
is in St. Peter's Hospital, Albany. for a check up.

The staff of Unit 1 joins in offering sympathy to Mrs. Catherine Roose, clerk, on the loss of her brother-in-law.

Frank Blot, Supervisor of Unit 1, making good use of his annual leave by taking his wife and chil-

LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER, Be sure to read it.

Jobs for Harriman to Fill

(Continued from Page 1)
Here is an exclusive LEADER
listing of jobs—important ones—
that will go over Mr. Harriman's
desk during the coming months.

Of course, it is to be expected that the incoming Governor will re-appoint a number of these men. Jobs and Names

Mr. Harriman can appoint a member of the State Board Against Discrimination in July, when the term of Mrs. Caroline K. Simon expires. The job pays \$13,700 a year and is considered. \$13,700 a year and is considered one of the choice patronage

On June 31, the term of Ralph A. Lehr expires on the State Building Code Commission. It pays \$15,400 a year. Dr. Cillan B. Powell comes to the end of his term on the State Athletic Commission January 1.

Mission January 1,
Governor Harriman will have
the opportunity of making not
one but two appointments to the
State Tax Commission when he
takes office. The terms of Allen J.
Goodrich, chairman, and F. Roberts Blair expire December 31.
The jobs pay \$18,500 and \$16,400,
respectively. respectively.
Samuel M. Birnbaum's post on

State Parole Commission at \$15,900 a year expires June 18, 1955. Also up in the spring is the term of Arthur F. Robertson, State Liquor Authority, at \$10,800

a year, Two appointments to the Veterans Affairs Commission are open January 1, with the terms of James P. Moore and Edward I. Condren expiring December 31.

During the coming year, Mr.

During the coming year, Mr. Harriman also will be called upon to appoint six members of the Medical Advisory Board of the State Athletic Commission.

Secretary of State Appointments His appointee as Secretary of State will have the job of appointing two directors of the State Division for Servicemen's Voting. The terms of the present directors William T. Simpson and directors, William T. Simpson and Neil M. Lieblich, both of Brook-lyn, expire April 1. The jobs pay \$8,000 each, plus expenses. One is a Republican, one a Democrat.

Mr. Harriman will have numerous State Park Commission appointments to make. They will include appointees to the Niagara Prontier Park Commission, the Pallsades Interstate Park Com-mission, the Allegany State Park Commission, Finger Lakes and Taconic Commissions, as well as the Central New York, Genesee and Thousand Islands Park com-missions. The posts are without

The Governor-elect also will make one appointment during 1955 to the Newtown Battlefield Reservation Commission, The term of Everts H. Howell, Elmira, expires February 1, 1955.

Labor Dept. Posts

An appointment that will interest labor greatly will come up next fall, when the term of John E. McGarry, Syracuse, as chairman of the Unemployment Insurance Appeals Board express Noance Appeals Board expires No-vember 18.

Other appointments to Labor Department advisory boards are due, including posts on the State Council on Unemployment Insurance and the Advisory Board on Prevailing Rate of Wages on Public Work lic Work.

There will be a vacancy on the Workmen's Compensation Board, and in the chairmanship of the State Board of Standards and Appeals at \$15,900 a year. In addi-

Investigation Jobs Being Studied

Joseph Schechter, Personnel Director and Chairman of the NYC Civil Service Commission, announced that the twenty-ninth questionnaire in the Salary and Career Plan is being circulated. It deals with the reclassification of investigation positions. It was sent to City departments, and employee, professional and civic or-

ganizations.

The questionnaire solicits advice regarding the existing classification. Also, a tentative pro-posed classification of these posi-tions is offered by the Commis-

December 24 is the deadline date for return of this question-

The Democrats can take control of the State Board of Media-tion in June, when four members of the seven-member board will reach the end of their three-year terms. Among those whose terms expire is Merlyn S. Pitzels, chair-

Several members of the State Insurance Fund Commission will be up for re-appointment during the early months of the Harriman regime, as will some members of the Apprenticeship Council in the

Labor Department.
One member of the State Board of Regents comes up for election at the coming legislative session.
The term of Edgar W. Couper,
Binghampton, is expiring.
Honorary Posts

A number of appointments are upcoming on river regulating dis-trict boards, including the presidency of the Hudson River District on November 9, when the term of Fred H. Ramsey, of Johns-

town, expires.

Mr. Harriman can name three new members of the Saratoga Springs Commission after June The appointments are hon-

In addition, there are numerous honorary appointments which Mr. Harriman can make to boards of visitors for State schools and historic sites during the coming

Health, Mental Hygiene The chairmanship of the Pub-lic Health Council comes up the first of the year. It is now held by Dr. L. Whittington Gorham, of NYC. The salary of members is

Kenzie, Brooklyn, on the Labor ber of appointments that Mr. Relations Board expires June 24. It pays \$14,800 a year.

Mediation Board

Mediation Board Harriman will be called on to make to boards of visitors to State hospitals. The number to-tals 54 alone for the State mental hospitals.

Four appointments can be made after the first of the year to the State Mental Hyg.ene Counca, and another four appointees can be named by Mr. Harriman next year to the State Board of Social Welfare. Nine advisory and hon-orary jobs in the mental hygiene field also are due to cross Mr. Harriman's desk in 1955, including appointments to the board of visitors for the department school at Industry.

The term of Charles M. Trunz, Forest Hills, is up June 21 on the State Commission of Correction. It pays \$1,150 a year. Four appointments will be made by Mr. Harriman, if he fills current vacancies, on boards of visitors for three Correction institutions.

Banking Board

Mr. Herriman and will have an

Mr. Harriman also will have an opportunity in March to appoint three members of the State Banking Board. Expiring terms are held by George L. Harrison, Carl T. Hogan and William L. Kleitz. Also up is the term of Frederick W. Barker as a member of the Savings Banks Life Insurance Fund Commission.

Expiration dates on terms held by members of the State Insur-ance Board will give Mr. Harri-man an additional opportunity to fill State posts that, while paying no salary, are key prestige jobs in any administration.

Term appointments on various authorities and commissions also will be up for consideration within the next six to nine months. For \$1,350 a year.

In the health and mental hy- Civil Service LEADER. an additional listing, watch your

Employees For a century, the average number of hours spent

Tacts of Life

For

Montal Hygiene

on the job has been declining steadily, at about the rate of three hours a decade. The work-week has fallen to 40 hours from 70. The six-day week began to fade in the World War I period. The five-and-ahalf day work-week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so-is now starting to

BUT, Mental Hygiene employees still plod along at a World War I pace—a six-day, 48-hour work-week. Salary scales are NOT up to modern standards. Mental Hygiene workers do NOT enjoy time-and-a-half for overtime.

Employees in the State Mental Hygiene Department should band together and put their shoulders to the wheel to help achieve the five-day 40hour basic work week.

- 1. The strength of organized employees was shown in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching ever larger groups through the media of communication.
- 2. A meeting was called last January. with a group of legislators present. These men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in preceding years.
- 3. Growth of the Mental Hygiene Employees Association has added forcefulness to its aims. The institutional employees have been able to recruit the effective assistance of the parent-body, the Civil Service Employees Association.

Continued all-out efforts of the organization will be maintained. In order to achieve the aims of shorter work-week, higher pay, better conditions of work, we urge you to help strengthen yourself by strengthening the organization. Join the Mental Hygiene Emplayees Association. Pay your \$1 dues to your membership committee or forward the coupon below to Dorris Blust, secretary, Mental Hygiene Employees Association, Marcy State Hospital, Marcy, N. Y.

THIS IS THE ONLY ALL-STATE MENTAL HYGIENE **EMPLOYEES ASSSOCIATION**

Dorris Blust, Secretary Mental Hygiene Employees Association Marcy State Hospital Marcy, N. Y.

I wish to join the Mental Hygiene Employees Association. Enclosed is \$1, in payment of dues for 1954-55.

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OPEN EVENINGS BY APPOINTMENT

MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material in this column is gathered from communities throughout the United States. ******************

LEGISLATURE AND EXECUTIVE BRANCH

A TIMELY subject-"The Legislature In Its Relation To The Executive Branch"-will be the general topic of discussion at the December 14 evening meeting of Albany chapter, American Society of Public Administration, it was announced by President William Byron and Leonard Requa, chairman of the program committee.

Dr. Belle Zeller and Kirtland E. King will be the main speakers. Homer E. Scase, of the Empire State Chamber of Commerce, will act as moderator.

Dr. Zeller, a nationally recognized authority on legislative procedure, is professor of political science at Brooklyn College. She is chairman of the committee on American legislatures of the American Political Science Association, and edited the 1954 American State Legislatures Report. In addition, she is the author of several articles on legislative process and pressure groups.

Mr. King is a veteran reporter, and is now chief of the United Press office in Albany. He has been reporting the activities of the New York State Legislature through several administrations with all the possible combinations of political conflicts.

In addition, there will be a speech by William Parsons, national president of the Society and administrative secretary, U. S. Department of the Treasury.

TRAINING AND DEVELOPING PUBLIC EXECUTIVES

FOUR REQUISITES for the systematic development and training of government executives are suggested by James C. Worthy, Assistant Secretary of Commerce (U.S.), writing in "Good Government,"

(Continued on Page 6)

Two Groups Find Raises Still Stalled

Although ALBANY, Dec. 6 the leaders of the State Legisla-ture met in Albany last week, they did nothing about the matter of salary increases for employees of the Legislature and Judiciary. They did not commit themselves to refusal, but they kept putting off a final decision. Seen or Austin Erwin, one of the lenders, did say that they had found "no inequi-ties" in the pay of the two groups of employees Same of the employees expre and anxiety lest they were being sell and to a "stall" by the leaders. Strong efforts are

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0

being made by William Sullivan, who represents the Judiciary employees on the Board of Directors of the Civil Service Employees Civil Service Employees Association, to obtain a favorable decision on the issue.

Four More U. S. Jobs Put in Schedule C

WASHINGTON, Dec. 6 -U. S. Civil Service Commission has put four more jobs in Schedule C, for policy-determining or confidential ones, outside the competitive civil service.

The positions are: Export-Import Bank of Washington. One private secretary to each of the three members of the Board of Directors. These jobs are new.

In the Department of Labor, Office of Information—One pri-vate secretary to the Director. This position was taken from the

competitive service. Since April, 1953, the Commis-sion has put 1,132 jobs in Schedule C. Of these, 304 were new posi-tions, 269 taken from the competitive service, 557 from Schedule A. and two from Schedule B.

Industrial Safety Group Holds Its Annual Party

The Quarter Century Club of the Division of Industrial Safety Service, State Department of Labar, held its annual party at the

Wivel, NYC, on December 4.
Guests of honor were three re-tiring members, John Hofman, William Smith and John Ellrodt, and their wives.

Herman Kinstler is president of the club, Margaret M. Shields sec-

Cavanagh Warns **About Christmas Trees** here is one thing the good

people of this city should not buy for Christmas, and that is a Christmas tree for use in the home, unless they take proper precautions to prevent the tree from TER, \$5,360 to \$6,640. One va-burning," warned NYC Fire Commissioner Edward F. Cavanagh Jr. "If they buy a Christmas tree, it should be freshly cut, kept in a pail partly filled with water, and away from an open flame."

Supported Ives: Asks Re-Appointment

The Schenectady Federation has adopted a resolution urging Governor-elect Harriman to reappoint Richard J. Carmichael to the Workmen's Compensation Board. Mr. Carmichael's term expires December 31. The move caused comment in political circles because Mr. Carmichael was one of the few AFL leaders who supported Senator Irving Ives in the recent election.

Questions answered on civil ser-vice. Address Editor, The LEADER, 97 Duane Street, New York 7, N.X.

Current State Tests

petitive exams are now open for receipt of applications. Candidates must be U.S. citizens and residents of New York State, unless otherwise stated.

Apply to offices of the State Civil Service Commission: Room 2301, at 270 Broadway, New York 7, N. Y.; 39 Columbia Street or State Office Building, Albany, N. Y.; or Room 212, State Office Building, Buffalo, N. Y. Applications may be obtained by mail at 29 Columbia Street, Albany, Enclose self-addressed envelope at least 9 inches wide, bearing six cents postage.

cents postage.

Last day to apply given at end of each notice.

STATE Open-Competitive

0291. INSTITUTION EDUCA-TION SUPERVISOR (VOCATIONAL), \$4,350 to \$5,460. One vacancy in State Agricultural and Industrial School, Industry Requirements: (1) State certificate to teach shop subject; (2) six semester hours in educational administration or educational super-vision; and (3) two years' experlence in shop subjects (trades). Fee \$4. (Friday, December 31).

0292, SENIOR PARK ENGI-NEER, \$6,590 to \$8,070. One va-cancy in L. I. State Park Commis-Requirements: State license to practice professional engineering and two years' experience in design and construction of parks and parkways. Fee \$5. (Friday, December 31).

0293. PARK ENGINEER, \$5,360 0293. PARK ENGINEER, \$5,360 to \$6,640 One vacancy in Jones Beach State Parkway Authority. Requirements: (1) high school graduation or equivalent; (2) two years of park and parkways engineering experience; and (3) either (a) bachelor's degree in engineering, architecture or landscape architecture, plus one year's scape architecture, plus one year's experience assisting in engineer-ing, architecture or landscape architecture work, or (b) master's degree in engineering, architec-ture or landscape architecture, or (c) five years' experience, or (d) (c) five years' experience, or (d) equivalent. Fee \$5. (Friday, December 31).

0294. JUNIOR PARK ENGI-NEER, \$4,350 to \$5,460 One va-cancy each in L. I. State Park Commission and Finger Lakes State Park Commission. Require-ments; (1) high school gradua-tion or equivalent; and (2) either (a) bachelor's degree in engineer. (a) bachelor's degree in engineering, architecture or landscape architecture, plus one year's experience assisting in engineering, architecture or landscape architecture, or (b) master's degree in engineering, architecture or land-scape architecture, or (c) five years' experience, or (d) equiva-lent. Fee \$4. (Friday, December

0295. SENIOR ARCHITEC-TURAL SPECIFICATIONS WRI-TER, \$6,590 to \$8,070. One va-cancy in Division of Housing, NYC. Requirements: (1) high school graduation or equivalent; (2) three years' experience in pre-paring architectural specifications; and (3) either (a) bachelor's de-gree in architecture or engineering, plus one more year's experience in preparing specifications and one year in architectural or engineering work, or (b) master's degree in architecture or engineering, plus one year in type of work indicated above, or (c) five years' experience in architectural or engineering work, plus one more year's experience in preparing specifications, or (d) equiva-lent. Fee \$5. (Friday, December 31).

0296. ASSISTANT ARCHITEC-TURAL SPECIFICATIONS WRIcancy in Department of Public Works, Albany. Requirements: same as for 0295, given above, ex-cept that requirement (2) is for one year (instead of three years) of experience in preparing architectural specifications. (Friday, December 31).

Visual Training OF CANDIDATES For

PATROLMAN HOUSING OFFICER

FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS

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engineering or construction, or (b) master's degree in mechanical engineering, and one year's experience in either type of work indicated above, or (c) five year's experience in mechanical engineering or construction, plus one school graduation or equivalent;
(2) one year's experience in preparing mechanical specifications;
and (3) either (a) bachelor's degree in mechanical engineering,
plus one more year's experience in lent. Fee \$5. (Friday, December

PATROLMAN CANDIDATES

The Dept. of Personnel is aiming at a Jan. 15th target date for completing the rating of the Written Test. This indicates that the Physical Test will commence not long thereafter.

Any man who does not attain the minimum qualifying mark of 70% in the Physical Test cannot be appointed!

If you feel that you have passed the Written Test you should start Physical Training without delay.

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America's Largest Weekly for Public Employees Member Audit Bureau of Circulations

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TUESDAY, DECEMBER 7, 1954

Top Flight Corps Proposed for Civil Service

WHAT do you think of the idea of a select corps of a thousand competitive employees, to constitute the Senior Civil Servants, who could be assigned to any department, would be paid handsomely, and even paid while they were not working, just for the protection the government gets in merely having them around?

The Hoover Commission is considering whether to recommend such a plan to the Federal government. But if it's good for U.S. employees, it's just as good for State and local government workers.

A special board would be created, to select the members of the Competitive Brain Trust (though that certainly would not be the official name) and to have full authority to assign and transfer them to any department. Only employees receiving \$9,600 and up would be eligible.

The select group, in the main, would consist of specfalists, in both professional and administrative fields, all assignable to departments that find a need for them. The need may be temporary, but in some instances, as where a department is entering new fields, assignments might last indefinitely. If a department wants to set up a library, or install a modern filing and indexing system, for instance, members of the commando force would attack the problem until it was solved. There would be no intent to displace or supervene present employees, nor to create new bosses for old employees.

Time for Enlargement

Civil service administration has been growing stiff and unwieldy, and greater leeway in its administration is a likely prospect of the years immediately ahead. The basic protections to employees would remain, under the changed conditions, but new avenues would be opened to them, and means afforded for adequately rewarding outstanding skills. At present, outstanding skills bump against salary ceilings, and government employees too often bounce into private industry. The idea is to make the Competitive Brain Trust a holding operation, as well as an achievement stimulant. Thereby would be recognized the need for enlargement of opportunities at the top, for they must be enlarged there, as well as in between and down below. Civil service does not now offer to the outstanding nearly as much as it should.

As soon as admitted to the choice corps, members would receive substantial pay increases, even prior to actual assignment to duty by the board. The elect might be doing something else for the Government meanwhile, or nothing, not an obnoxious idea, because having a standby force of outstanding excellence is a valuable asset in itself, and a recognized practice in private industry. The members of the select group would have a special status, not one connected with any particular job, but one personal to themselves, because of their demonstrated knowledge and skill.

The principal motives behind the idea are to improve the workings of the Federal Government and to avoid the present loss of such a high percentage of talent to private industry. To make retention work well, the Civil Service Beniors would have to be put in a grade of their own, without any real salary limit, and the novelty introduced in the competitive service of paying a man as much as he is worth, however high his worth. While top grades now exist without tabular ceilings, there are practical ceilings them, nevertheless, but under the new plan even these would be removed for members of the Civil Service Sepiors. If the president of a small business may be worth baying \$50,000 or \$100,000 a year, why should not a competitive employee, if he holds an equally responsible job with the largest employer of all, be paid as much?

The idea is worth trying. It may provide just the of the dangers in the new U.S. policy of injecting politics into mulation civil service administration needs.

Comment

Finds Influence Still Plays Important Part

Editor, The Leader: There is still too much use if influence in civil service, although some of it is far from political or personal. Some eligible lists result in faster appointments and pro-motions than others, because the department heads are closer to the Chief Executive.

In all the excitement over other civil service matters that has been engaging the attention of the press and officials, the grand pro-ject of making the exams for filling postmaster jobs really com-petitive seems to have been forgotten. It should be revived.

Also, we heard murmurings a few months ago about the U. S. Civil Service Commission being interested in filling supervisory jobs through promotion exams, instead of the present method of department head decision, which could be based on personal or political or merit, and it is difficult sometimes to decide on which was based.

Car Allowances Called Still Too Low

Editor, The LEADER:

When public employees have to use their own private cars on pub-lic business they ought to better compensated for such use. Standard rates are set by government, of course, but these fall to take into account the proportion of to-tal expenses that the business trips incur. It is notorious that nobody but the owner realize what ex-penses his car involves. Any employer appreciates fully the extent of expenses of his own personal car, or the car owned by the business or government. A little more

thoughtful realism is needed. WILLIS C. REGARDEN Brooklyn, N. Y.

Question, Please

annual leave to my credit at the end of the year. May I carry them over to next year? E. V

Answer -That depends on what your leave ceiling is. Normally, continental employees have a 30day ceiling and overseas employees have a 45-day ceiling. However, some employees have higher ceilings on an individual basis because of a saving clause in the Leave Act. In general, this higher ceiling is the number of days the em ployee carried over to the 1954 leave year. If your individual ceil-ing is 50 days, then you can carry over that amount. If you have a lower ceiling, you can carry over only that part of the 50 days which is within your ceiling.

WHEN DOES the end of the U. S. leave year fall this year?

Answer — The end of the leave year is January 1, 1955. Since that is a non-work day, the end of the year for purposes of taking leave is December 31, 1954.

WHEN A NEW eligible list is established in NYC, for certification purposes, what happens to the old list? J.J.

Answer - The new list kills the old one, unless special circum-stances prompt the City Civil Ser-vice Commission to have concurment for one.

New Lists Will Cut Number of Provisionals

The number of provisionals in NYC on November was 9,761, an increase of 503 over the preceding month. In the Transit Authority they numbered 1,525. All figures are for jobs that are permanent, though the provisionals in them are not. Counting all jobs, the total is 11,279, an increase of 575. Reduction in the number of pro-

visionals will result from the pending issuance of the social investi-gator list. The housing caretake list has been established, which will further reduce provisionals. The number of clerk, grade 2, provisionals was reduced materially from the November figure as the result of a hiring pool held this week

See "Looking Inside". Page 2. civil service.

Public Administration

(Continued from Page 5)

I. Top Management Support. Impetus for an executive development program must come from the heads of major operating units.

2. Systematic Development Through Experience. Classes and conferences are useful, but in the last analysis people grow and develop according to the kinds of experience to which they are exposed and the degree of responsibility they are required to assume.

3. An Adequate Executive Appraisal System. Appraisals should be the result of a combination of judgments- responsible line officials familiar with the individual's performance and a member of the personnel staff. The latter should know the members of the reserve executive group so well that he can contribute to the appraisal of which one of six or seven people would best fit into the position where a vacancy exists.

4. Intelligent Executive Placement. An executive development program, if it is going to be more than something of an organization chart, must be tied in with the process through which positions actually are filled.

WRITING AN ANNUAL REPORT

WHAT MAKES an annual report a prize-winner? What information should be presented? Which statistics? In what order shall departmental reports be presented? A number of suggestions have been made by the Michigan Municipal League.

Annual report planning can be made part of the regular administrative routine. Department heads can help by noting the year, items and events that would be of particular interest to local residents, By writing short paragraphs on these items or events as they occur, they can be made more interesting reading than if written six months or a year later from notes and memory. When taking pictures of public works, recreation program, improvement projects, etc., it would be a good idea to take them, or have them taken, not only for the records, but with an eye to possible use in the annual report. Many poor pictures will make a report look cluttered and confusing. But a few carefully selected, quality pictures, can make a report comprebensive and attractive.

Printed bookiets and newspaper supplements are the most common types of annual reports. Municipalities sometimes do a creditable Job with inexpensive, mimeographed reports, making use of cartoons, easy-to-read charts and graphs. Pictures are sometimes printed separately and inserted into the mimeographed booklet,

The list of items going into the report should be pared carefully to include only the most significant material. The writer must present the material in clear, concise language. The reader's attention will be held by a well-written, well-illustrated document.

Here is where imagination comes into play. The report must be so written as to give the average citizen a better understanding of local government or of the department. The format, whether booklet, newspaper supplement, or mimeographed job, should be convenient for reading, carrying, and filing,

"Accessory pages" include table of contents, index, financial and statistical data. This material can be presented so as to be very useful to the reader.

HUES TELL WHOSE HOSE IS WHOSE

FIREMEN in Richmond, Va., have painted their department's hose couplings with 21 different colors to help in sorting out each

company's hoses after multiple-nlarm fires.

Now each company has its own color. Formerly, hoses were distinguished by numbers, but these were hard to see at night. During fires calling for the aid of more than one fire company, the lines of several companies are often hooked together. The use of bright colors will make it easier to tell one company's set of hoses from

another's, officials said. Under the new system, the ends of the hoses, which used to be all red, may now turn up in such hues as French green, aqua, daffodil yellow, and ocean coral.

MAYOR HAS FOUR ALTER EGOS

WHENEVER the mayor of Tulsa, Okla., is out of town, his duties fall equally on the other commission members, the American Municipal Association reports learned.

The mayor has designated all four of his colleagues to serve as mayor pro tem. And each one of them has been assigned one sixmonth portion of the two-year term, during which he will serve as the absence of the mayor. city's chief executive in the absence of the mayor,

DOZING DRIVERS JOLTED BY RIBS IN ROAD
Sleepy drivers on their way to Luke Air Force Base near Phoenix,
Ariz., are joited to wakefulness when their cars travel over some rib-

like rises in the macadam surface near a dead end in the road.

The American Public Works Association says that three sets of the ruffles have been placed as safety measures in the road near an intersection where previously some drivers had smashed through a fence and ended up in an irrigation canal,
Is this an idea for the N.Y. Thruway, maybe?

National Police Elect Information Manual Carton Vice President

John E. Cavton, president of the YC Patrolmen's Benevolent Benevolent Association, has been elected 1st vice president of the National Conference of Police Associations. Representatives of 130,000 members of local police associations from 40 cities in the U.S., Canada, Mexico and Hawaii chose Mr. Carton at a four-day meeting in Los Angeles.

considered conference considered means to remedy law enforcement throughout the country and in neighboring countries.

U. S. Publishes Personnel Booklet

WASHINGTON, Dec. 6 — The U. S. Civil Service Commission has published a booklet entitled "The Government Personnel System.

Designed primarily as a guide to the solution of practical problems of operation and supervision within the Federal service, the booklet is the first of its kind.

The booklet discussed job classification and other matters.

Asked for Chapters

ALBANY, Dec. 5-A manual of information for chapters was suggested to the Board of Directors, Civil Service Employees Association, by Henry Shemin, president of the Metropolitan Conference, Mr. Shemin sug-gested that such a manual ought to set forth the key features of the civil service law, and retirement, and also should include sections of help to chapters on how to run meetings, and how to operate chapters efficiently.

Prize-Winner Promoted At Governors Island

Leo Meyer has been appointed program coordinating officer First Army at Governors Island, succeeding Lieutenant Colonel A. Michaelis, now secretary of the General Staff.

In September Mr. Meyer received an Outstanding Performance rating, and at the time of his promotion, a Superior Accomplishment award.

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Reserve Alice or Anne, or both, for Christmas giving to your favorite young lady. Send \$1 in part payment and fill in the coupon below. We will put the dolls of your choice away for you as soon as they are ready.

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To get Alice or Anne immediately, send \$4.43 plus 22c for mailing and handling charges. (In N.Y.C. please add 12c for city sales tax). If you prefer, you may visit The Leader office after November 1 and carry off the doll of your choice.

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"The Leader's Money Back Guarantee. If, for any reason, you are not completely satisfied with Alice or Anno, you may return the doll for a full refund.

Comparable dolls have been advertised in New York City Papers as \$12.95 value.

Battle Starts for U.S. Raise Of 10 P.C. Instead of Only 5

washington, Dec. 6 — Employee leaders are getting ready to influence the incoming Congress to grant a raise of 10 percent or \$400, whichever is greater. Some Democratic leaders have said that a 5 percent increase is being plana 5 percent increase is being plan-med by legislators, but the em-ployees are not deterred from their

higher goal; if anything, incited to work still harder to achieve it. The Government Employees Council, AFL, is solidly behind the 10-per-cent-or-\$400 plan, for both postal and classified employees.

A bill to that effect is to be introduced by Senators Olin D. Johnson (D., S. C.) and Matthew M.

Neely (D., W. Va.). Who is to

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the next Congress are scattered all over the U. S., since Congress is not now in session, but the AFL has locals everywhere.

Stand on Reclassification

The Council voted opposition to any reclassification plan that would deprive Congress of its authority to set wages and establish classifications. A plan that would have stripped Congress of much of that authority, regarding postal employees, died a troubled death in the last Congress. It was pro-posed by Postmaster General Arthur E. Summerfield, who supported it with a recommendations made by a private engineering firm. The value of surveys made by such firms is hardly recognized by the employee leaders, to say the

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recommendations always become those desired by the department that paid for the survey.

Engineers Dispute ReformGroup

The Society of Architects and Engineers, NYC Board of Educa-tion, in a letter to Mayor Robert F. Wagner, says the Civil Service Reform Association is wrong in claiming that the reclassification proposed by the Personnel De-partment, for the engineering and architectural service, would con-stitute promotions without exam-The society denies the ination. plan would give unlimited salary rights to certain persons assigned to important professional engineer positions for which they have not qualified through examniation,

"They had such (unlimited salary) right under the 1942 re-classification," wrote Edward T. Kruglak, legislative representative, on behalf of the society, "and it was specifically retained there-

Misunderstanding Claimed The letter continues:

"These employees reached the unlimited salary grade by promo-tion or open-competitive civil service examination. The possession of professional licenses granted by the State of New York is sufficient evidence of their qualification to hold the highest position in the engineering and architectural classification without further examination.

"The Civil Service Reform Association has obviously misread the proposal of the Personnel De-partment which clearly provides that all employees who were Grade 4 of the engineering and architectural service, at the time of the 1942 reclassification of this ser-vice, shall be entitled to be classifled and allocated into the levels of engineer, architect or any other ranks above such level, without examination, provided their duties and salary warrant it and they possess the required professional licenses."

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Looking Inside

it. If he qualifies for the promotion job finally, he gets the higher pay of that position.

The increments earned as a provisional in State service are retained when the employee is permanently appointed, under a law formerly enacted annually, but now permanent, and the same protection exists in the Federal service, for anybody in a job that is permanent, though the employee has an "indefinite" standing personally. All in U.S. service except those whose jobs have a specific time limit of a year or less get annual increments and keep them as they rise in job category. Not so in NYC, where provisionals lose their past increments and must start all over again at the beginning pay of the job. While provisionals passed no exam, but were appointed in the absence of a competitive list, or when such a list had too few eligibles to satisfy needs, they did render service that proved acceptable, and it is cruel to take their increments away from them.

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IDEAS FOR IMPROVING How Many Applied SECURITY PROGRAM SWAMP EISENHOWER

gesta-ns are pouring in on President Eisenhower on ways to improve the program for deciding whether U. S. employees are security risks. The present method, which gives the Loyalty Boards and others more power than ever before, is unpopular with the President. He asked his department heads for ideas. He's getting them faster than he expected.

President Eisenhower himself Issued the executive order that for the first time made it possible to fire a U.S. employee on suspicion, though the phrasing of the order was that the employee could be separated if there was reasonable doubt about whether his retention was consistent with national security. The former distinction between national security and loyal-ty lost much of its sharpness through the new order. Employees with access to top secret information involving national security can be fired if they talk too much,
get drunk, or associate with persons or groups not approved. Op-

WASHINGTON, Dec. 6 - Sug- ponents compare the personal or group provision to the Communist

doctrine of guilt by association.

The case of John Paton Davies
Jr. brought up the subject at the press conference. Mr. Davies was a veteran career diplomat. Secretary of State John Foster Dulles dismissed him for "lack of judgment, discretion and reliability."
After 26 years' service, Mr. Davies also lost all his pension rights. The State Department has a non-contributory pension system. What provoked a storm of protest was the fact that no accuration of disthe fact that no accusation of disloyalty was made in fact, Mr. Dulles affirmed Mr. Davis' personal loyalty to the U.S. This affirmation, taken into consideration with the dismissal, did not make sense to the newspaper correspondents. The President, however, upheld Secretary Dulles' decision.

The President was asked if he does not think the whole security program needs overhauling, and his reply indicated he certainly

In Six NYC Tests

The following number of candi-dates applied in six NYC tests that closed recently: Inspector of carpentry and ma-

sonry, grade 3; 277.
Assistant chemist, 146.
Assistant superintendent of construction (buildings), grade 4; 122. Marine stoker, 126.

Supervising tabulating machine operator (IBM), grade 3: 122.
Foreman, grade 3 (Prom.), Borough President's Offices, 114.

tinuous study is being made, but the President, though he has read many reports already, has not made up his mind about his next move. He will await the additional reports he requested.

Investigations Coming

Democratic-controlled commit-tees in the new Congress are certain to investigate the subject. This certainly prompts the President to speed up whatever changes are to be made. He would rather anticipate committee recommen-dations than be embarrassed by

stations than be embarrassed by the necessity of adopting them. Senator Mike Mansfield (D., Mont.) wants the names of every one of the 6.926 that the Eisep-hower administration announced were dismissed or who resigned as

U.S. Is Asked to Pay More Toward Life Insurance

WASHINGTON, Dec. 6 - A larger share of the cost of life insurance should be borne by the Federal government, employee groups contend. They point to ing on the amount of insurance contributory life insurance plans but would not exceed \$100 a year.

in private industry, in which the employer often pays up to half. Under the U. S. plan, the government pays up to \$26 a year. Employee contributions vary, depending on the amount of insurance,

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cal), and medical photographers, erans Administration, Washing-

25, D. C. The exam is No. 439 (B). Candidates for \$3,410 jobs as

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of their medical art illustration work. Study in a medical art school may be submitted for up to three years' experience. Medical photographers must

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1. The names and addresses of the publisher, editor, managing editor and business managers are Consulting Publisher: Jerry Finkelstein, 27 Duane Street, New York 7, N. Y. Keitor, Maxwell Lehman, 97 Duane Street, New York 7, N. Y. Managing Editor; Herman Bernard, 27 Duane Street, New York 7, N. Y. Managing Editor; Herman Bernard, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Bushess Manager; Nathan H. Marer, 27 Duane Street, New York 7, N. Y. Sushess of the individual owners must be given. If owned by a corporation, the names and addresses at the individual owners in name and addresses as well as these of each individual member must be given. Civil Service Leader, Inc. all of whose stock is awned by Leader Enterprises, Inc.

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LEGAL NOTICE

AT A SPECIAL TERM, PART II. OF the Supreme Court of the State of New York, look in and for the County of New York, at the County Court House therein, on the 3th day of Xovember 1951.—

TRESPAT: HON TEGGENE I. BRYSACH.

Justice.

In the Matter of the Application for the Dissolution of SHAW STANDARD. CORPORATION, a New York corporation.—

ORDER TO SHOW CAUSE.

Unen relation and filing the petition of Frederick H. Gimare. William W. Kennedy and Gibn W. Weitkins, and the schedules the petitioners on the 29th day of October, 1951. In the sential of Shaw Standard Corporation under Section 161 of the General Corporation Law, and it appearing that said neithieners of Shaw Standard Corporation: that the said entropying under the them of the State of New York and has its principal effect beneficial at 30 Chineck Steed. New York, 7. New York: that such potificorer, as such majority of the directors of said exporation, death if beneficial to the interests of the stockholders that such superation has transacted no obselves that such separation be dissolved for the reasons set forth in the potition, including, amore others, that excepting for literation set forth in the potition, including, amore others, that excepting for literation which has been finally concluded, the corporation has transacted no business and has bud no business in transaction for the reasons set forth in the potition, including amore others, that excepting for literation which has been finally concluded, the corporation has transacted no business and has bud no business in transaction for the said special residency of the said petitioners. It is benefit of the factor of the count of the factor of the count for said petitioners, it is benefit in the potition of the said special residency of the count of the factor of Man hatten believes the said county of this day of the count of the potition of the said special residency of the count of the potitioners interested in the factor of Man hatten for the appear of the count of the said count of the potition o

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Justice of the Supreme Co Filed Novomber 15, 1954, New County Clerk's Office. Court

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101	HEAD DINING ROOM ATTENDANT,
113	(Prom.). Harlem Valley State Hospital.
Ø.	Department of Mental Hygiene
o.	I. Patterson, E., Wingdule 84450
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10	NICIAN,
101	(Prom.), Institutions in the Department
H	of Mental Hygiene.
10.	1. Cahill. Elizabeth. Marcy 80750
90	2. Read. Mildred. Utter 80450
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100	JUNIOR ADMINISTRATIVE ASSISTANT,
10	(Prom.), Workmen's Compensation Board,
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90	1. Siegel, Morton, N Rochelle . 91750
90	2. Auerbach, Samuel, Jumaica
59	3, Wejas, Joseph, Bronx89100 4, Rosephluth, L., Balyn88550
00 10	5. Fenier, Thomas, Albany 87350
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2	Shouk, Elizabeth, Buffale 92180	ı
3.	Terpak, Helen, Buffalo 88415	١
6.	Braun, Florence, Tonawands 88138	ı
4	Hall, Pharilee, Buffalo85500	ı
6	Mojesser, Dorothy, Buffale 85155	ı
7	Ernst, Margaret, Williamsvi 84535	ı
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	Reating, Rhea, Lackawanna 85185	ı
4.	Harris, Margaret, Buffalo 81610	l
	Reiman, Anne. Buffalo 80980	ı
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ASSISTANT DIRECTOR (ADMINISTRA-TIVE).

Hespital, Westchester County.

1 Saven, Martin, White Plus ... 85560

2 Halk, Milton, White Plus ... 74730
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1 Natoli, Thomas, Norwich ... 87830

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5 Maffet, Michaef, Tonkers ... 81150

6 Wetheral, Thomas, White Plus 80010

7 Granger, Arthur, Tonkers ... 78160
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GRADE III,
Town of Bedford, Westchester County.

1 Maticson, Delmar, Katonsh ... 76364
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(Prom.), Department of Public Works,
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1 Schulz, Richard, Tuckahoe ... 86820

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Gross Max, Bityn. 93340
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Senalam, Charles, Bronx. 92010
Rosenthal, Samuel, Bronx. 91300
Haviland, Richard, Chatham. 91370
Shub, Ell. Bronx. 91300
Marx. Edostoni, NYC. 90850
Stein, Berman, Bityn. 93570
Caponzola, Carmine, Brook. 30230
Cannes, Lee, Bronx. 88180
Weiss, Martin, Bityn. 88640
Caldwell, Bernard, NYC. 88480
Caldwell, Bernard, NYC. 87290
Ross, Victor, Rekyle Ctr. 87490
Lanton, Harsid, NYC. 87290
Ross, Victor, Rekyle Ctr. 87490
Lanton, Harsid, NYC. 87200
Subervi, Felix, Bityn. 87350
Cobb, Joseph, Bronx. 87130
Goldbert, Herman, Bulyn. 87130
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Cobb, Joseph, Bronx. 87140
Ristner, Robert, Bronx. 87040
Osai, Daniel, Staten Let. 87023
Reithen, Henry, NYC. 86230
Cooke, John, Lynbrook. 80010
Chanin, Harty, Bulyn. 86840
Cade, Jeng, Lynbrook. 80010
Chanin, Harty, Bulyn. 86840
Cooke, John, Lynbrook. 80010
Chanin, Harty, Bulyn. 80840
Cooke, John, Lynbrook. 80010
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Eligibles Start Letter-Writing Drive

The Supervisor, Grade 3, Eligibles Association of the NYC Department of Welfare has embarked on a letter-writing campaign to Mayor Wagner, to enlist his support for speeding up use of their list, James Constanti, mublished sharman of the grain publicity chairman of the group, has announced.

"Although this list was promulgated more than 15 months ago," Mr. Constanti said, "there are still about 25 persons holding assignments as acting case super-visors."

The group has elected the following officers: Jessie Ash, chair-man; Willard Strandberg, vice chairman; Goldie Kahme, recording secretary, and Julius Stern, treasurer.

SCIENTIFICATION OF STATE BACTERS STATES STAT

29 East 124th Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrocate's Court of our County of New York, at the Hall of Records in the County of New York, on the Eith day of January, one thousand nine hundred and fits-five, at half-past ten o'cleck in the formoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testiment whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereinto affixed. Witness, Homerable George Frankenthaler (L. S.) Surrogate of our said County of New York, at said county, the lat day at December in the year of our Lord one thousand nine hundred and fifty-four.

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

COUNTY AND VILLAGE
Open-Competitive
SENIOR CLERK-TYPIST,

(Press.), Town Clerk's Office, Town of

REHABILITATE WINDOWS STATE OFFICE BUILDING SO CENTRE STREET NEW YORK CITY NOTICE TO BIDDERS

Scaled proposate to Rehabilitate Windows, State Office Building, 80 Centre St., New York City, in accordance with Specification No. 18775 and accompanying drawing, will be received by Henry A. Caben, Director, Eureau of Contracts and Accounts. Department of Public Works, Lith Pioor, The Governor A. E. Smith State Office Building, Alhany, N. Y., until 2:00 o'clook P.M., Eastern Standard Time, on Thursday, January 6, 1955, when they will be publicly opened and read.

Time, on Thursday, January 6, 1955, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelore provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commission of Taration and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded in him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phrascolory of the proposal, Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the payment of laborers and materiation, each bond in the sum of 100% of the mount of the contract. Drawing and encelleation may be examined feer of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, The Goy, A. E. Smith State Office Blds., Albany, N. Y.

District Engineer, 100 N. Genesce St., Utles, N. Y.

District Engineer, Barge Canal Terminal, Rochaster, N. Y.

District Engineer, Barge Canal Terminal, Rochaster, N. Y.

District Engineer, 30 West Main St.,

Versell N. Y.

District Engineer, 33 Court St., Bunato, N. T.

District Engineer, 30 West Main St.,
Hornell, N. Y.,
District Engineer, 444 Van Dusce St.,
Watertown, N. Y.,
District Engineer, Pleasant Valley Road,
Poncylheepsie, N. Y.,
District Engineer, 71 Feederick St.,
Bluchamton, N. Y.,
District Engineer, Babylon, Long Island, N. Y.,
Drawings and specifications may be obtained by calling at the Bureau of Con-

Drawings and specifications must be obtained by calling at the Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Africa E. Smith Scare Office Bullings, Albany, N. Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New Tark City, and by making deposit for cards set of \$5.00 or by malling speh deposit to the Albany address, Checks should be made thysble to the State Department of Public Works, Propocal biants and envelopes will be furnished without charge, DATED: 11.29-54 MFM/S

affixed.

Witness, Honorable George Frankenthaler, a Surrogate of our said County, at
the County of New York, the 16th day
of November in the year of our Lord sast
thousand nine hundred and fifty-four,
(Scal)

Clock of the Surrogate's Court,

ENJOY DELICIOUS GOLDEN BROWN **POTATO CHIPS**

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p. "我看看我的这样的,我们就是我们的是我们的是我们的是我们的,我们就是我们的。"

Men Wanted As Investigators; U.S. Jobs in N

Office is seeking investigators (general) for jobs at field offices, particularly in NYC and in Wash-ington, D. C. There are openings

ington, D. C. There are openings throughout the country.

Starting salary ranges from \$3,-410 to \$7,040 a year, depending on experience and education.

A minimum of three years' experience is required, in investigative or accounting work, in the practice of law before the courts, or in rendering counselling neor in rendering counselling, ne-gotiating, trial or hearing services primarily on international or gov-ernmental operations, controver-sies or fiscal matters.

Requirements Listed

Candidates for the \$4,205 jobs must have one year's experience, for \$5,060 jobs two years' experience, and for \$5,940 and \$7,040 jobs three years' experience, in investigative work which requires substantial public contact in the collection and development of facts and information, and the preparation of written reports and analyses of such data; or exper-ience in examining or adjudication of difficult and complex claims for a governmental agency, insurance company or other business; or experience in fiscal accounting, fiscal administration, budget analysis and estimating, and procurement activities; or a combination or such experience.

College study of accountancy, law school training, possession of a certificate as a certified public accountant, or membership in the bar of a State, territory or District of Columbia, may be substituted for up to three or four years' experience.

Students who expect to meet

Students who expect to meet the educational requirements by August 31, 1955, are eligible to

Mobility Stressed

Only men will be hired. The positions require considerable positions require considerable travel, usually within a field office area; but investigators must be ready for temporary travel any-

grommonomonomonomo EQUIVALENCY

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Application forms may be obtained from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Mention the exam title and number, 437 (B).

Send filled-out form to the Board of U. S. Civil Service Ex-aminers, General Accounting Of-fice, 441 G Street NW, Washing-ton 25, D. C. It must be received, or postmarked, not later than January 18.

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See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U.S. policy of injecting politics into civil service.

Sanitation Anchorites To Give Children's Party

The Anchor Club, Branch 39, NYC Sanitation Department, headed by Deputy Chief of Staff John B. Tyrell, will be host to 35 homeless children at Mount Loretta Home, Staten Island, on Frider Descriptor 17 day, December 17

City Exam Coming For

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DEARES, 154 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalists,
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Planned in Winter Sports

ALBANY, Dec. 6 — The State Department of Commerce is aim-ing at more than 30 big sports events in the winter. Ski competition opens December

18 at Bear Mountain. The fifth annual metropolitan invitation ski jumping tournament will be held under lights that evening. The following afternoon, December 19, will see the tenth performance of the jumping for the Torger Tokle Memorial.

Bobsled racing on the Mt. Van Hoevenberg Run in the Adiron-dacks will start December 26 and continue Saturdays and Sundays

until February 27.

Lake Placid begins its season with a New Year's Day jumping tournament. Jumping events will be held at Bear Mountain the following weekend, the Swedish Ski Club tournament, January 8 un-der lights, the Harold Nelson Memorial and Franklin D. Rooseveit Trophy events the afternoon of January 9. The New York State cross country championships will be held at Paul Smiths, January

Ski Races at Pine Hill

Bear Mountain again takes the ski jumping spotlight with a tournament of the metropolitan ski clubs the evening of January 15, and the New York State championships and Harold E. Doerr Memorial the following

afternoon, January 16.
The first of the ski races will be the New York-New Jersey giant slalom at Pine Hill, January22. A combined slatom and downnill of the Syracuse aiumni will be January 23 at Turin, Old Forge will hold its Covey-Pashley interscholastic meet on January 28, 29. The Norsemen Ski Club jumping tournament will be at Bear Mountain, January 30.

February's calendar opens with slalom, jumping and cross country at St. Lawrence University, Feb ruary 5 and 6. Junior downhili, slalom and combined Alpine events will be held at Lake Piacid February 5 and 6. The Telemark Ski Club will hold a jumping tournament at Bear Mountain, February The New York State junior jumping championships at Bear Mountain will be February 12.

Carnival at Paul Smiths

The Lake Placid High School winter carnival will be held Feb-ruary 11 and 12. The Old Forge winter carnival and the Potsdam winter carnival will both be held Pebruary 11-13. Also that week-end, Feb. 12 to 13, the women's ski competition for the Kate Smith trophy will be held at Lake Placid. The New York State statom championships will be held at Sar-

A winter carnival will be held at Paul Smiths, February 19 and 20, A ski jumping competition at Lake Placid is scheduled for February 21.

The St. Lawrence University winter carnival will be February 25 and 26. A downhill race at Bell-eayre Mountain will be February 26 and a junior giant slalom at Belleayre will be February 27. The last February event is a downhill and slalom event at Whiteface Mountain, February 27.

The New Jersey novice-junior race is set for March 6, and the Catskill downhill race, March 13, both at Highmount.

Daily Reports to Start The New York State Ski In-formation Center, at 342 Madison Avenue, NYC, will start issuing reports as soon as skiable snow arrives. Skiers may phone MUrray Hill 7-6850.

The daily reports will be distributed to the news wire services other editorial throughout New York and neighboring states. The service is a cooperative project sponsored by the Commerce Department as part of its program to promote recrea-

tional travel. An instruction pamphlet listing the standards and terms of the reporting service has been distributed to ski centers as part of the Commerce Department's continuing program to ensure accuracy

and high standards. A free guide to fifty ski centers, "Ski New York," may be obtained from the New York State Department of Commerce, 112 State Street, Albany 7, N. Y.

Big Program State Promotion Exams Now Open

Candidates for State promotion senior stenographer. Fee \$3. (Friexams must be present, qualified day, December 31), employees of the department or promotion unit mentioned. Last day to apply given at end of each notice.

9140. PRINCIPAL STENOGRA-PHER (Prom.), Executive Divi-sion, Department of Audit and Control, \$3,540 to \$4,490; one va-cancy in Albany. One year as senior stenographer, Fee \$3. (Friday, December 31).

9141. PRINCIPAL STENOG-RAPHER (Prom.), Banking De-partment, \$3.540 to \$4.490; one vacancy in Albany. One year as senior stenographer, Fee \$3. (Priday, December 31),

9142. PRINCIPAL STENOGRA-PHER (LAW), (Prom.), New York

9143. PRINCIPAL STENOGRA-PHER (Prom.) main cilice (in-cluding staff of Correction Commission), Department of Correction, \$3.540 to \$4.490; one va-cancy in Albany. One year as senior stenographer. Fee \$3. (Fri-day, December 31).

9144. PRINCIPAL STENOGRA-PHER (Prom.), New York office, State Insurance Fund, \$3,540 to \$4,490; one vacancy. One year as senior stenographer, Fee \$3. (Friday, December 31).

9145. PRINCIPAL STENOGRA-PHER (Prom.), State Thruway Authority, \$3,540 to \$4,490; sevoffice, Banking Department, \$3,540 eral vacancies expected. One year to \$4,490; one vacancy. One year as senior stenographer. Fee \$3. as senior stenographer (law) or (Friday, December 31).

PHER (Prom.), Department of Public Works, \$3,540 to \$4,490; one vacancy in Albany, One year as senior stenographer, Fee \$3, (Friday, December 31).

9147. SENIOR CLERK (Prom.) State Bridge Authority, \$3,830; one vacancy in Poughkeepsie at Mid-Hudson Bridge, Two years in competitive class. Fee \$3. (Pri-day, December 31).

9143. ASSOCIATE PARK EN-GINEER (Prom.), L. I. State Park Commission, \$8,090 to \$9,800; one vacancy in Jones Beach State Parkway Authority. One year as senior park engineer; State license to practice professional engineering. Fee \$5. (Friday, December 31).

9149. PARK ENGINEER (Prom.), L. I. State Park Commis-9149. sion, \$5,360 to \$6,640; one vacancy

ing leaving Creedmoor for a new

job as transfer agent at Manhat-

Brooklyn State

Hospital

Hospital, chapter president, asks

all those groups who have not sent

in their salary appeal reallocation to do so, as December 31st is the

final date for retroactive appeals.

committee chairman, reported on her committee's work. The com-mittee's advice to non-members,

Don't be a free rider! Help your

self by strengthening your Civil Service Employees Association or-

ganization today! The Association record stands — and it lists many

accomplishments for the State em-

Rudolph Rauch, chapter treas-

urer, reported that Association car emblems are obtainable by

Congratulations to Eddie Boyle

Vacationers include Alice Sla-

vinski, in Texas; Margaret Chapin,

Mamie Sharperson, Joseph Mayer,

Jack Dulbert, Joseph Sumpter, in

on becoming a great uncle.

Sweet, membership

EMIL IMPRESA, Brooklyn State

tan State Hospital.

Barbara

members at \$1.50.

Jones Beach State expected in Parkway Authority. One year as junior park engineer, junior ar-chitect or junior landscape archi-tect. Fee \$5. (Friday, December

9150. ASSISTANT SUPERIN-TENDENT OF OPERATION AND MAINTENANCE (CANALS), (Prom.), Department of Public Works, \$12,230 to \$14,490; one vacancy in main office at Albany, Either (a) two year as assistant district engineer, principal civil engineer, principal civil engineer (design), prin, civil engr (h'way) planning), principal building electrical engineer or principal soils engineer; or (b) four years as associate civil engineer, associate civil engineer (design), associate civil engineer (highway planning), associate building electrical engineer, associate electric engineer or associate soils engineer; and State license to practice professional en-gineering. Fee \$5. (Friday, December 31).

9151. SENIOR SUPERINTEND-9151. SENIOR SUPERINTEND-ENT OF CONSTRUCTION (Prom.), Department of Public Works, \$5,360 to \$6,640; one va-cancy. One year as assistant su-perintendent of construction. Fee \$5, (Friday, December 31), 9152. CLERK OF THE TRIAL TERM, GRADE 6 (Prom.), Surro-gate's Court, New York County, \$8,095; one vacancy. Six months

\$8,095; one vacancy. Six months in position allocated to grade 5 or higher, Fee \$5. (Friday, Decem-

9153. RECORD CLERK, GRADE 6 (Prom.), Surrogate's Court, New York County, \$5,276; one vacancy. Six months in position allocated to grade 5 or higher. Fee \$5. (Friday, December 31).

9154. RECORDING CLERK, GRADE 4 (Prom.), Surrogate's Court, New York County, \$4,221 to \$4,875; one vacancy. Six months in position allocated to grade 3 or higher. Fee \$4 (Friday, December 31).

9155. PERSONNEL TECHNI-CIAN (PHYSICAL EXAMINA-TIONS), (Prom.), Department of Civil Service, \$4,130 to \$5,200. Men only. One year as junior personnel technician. Fee \$4. (Priday, December 31).

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 8) ent."... Bob Smith, assistant supervisor, Unit 1, passed out ci-gars and candy. His lovely wife, Pat. presented him with a son ... Bernadette Deeb, OMO, has her

foot out of the cast now.

Things - we - can - do - without - Department: the window opening and closing contest that still rages hot ond heavy in Unit . . the yellow slips of paper that you find under your wind-shield when you park in the No Parking Areas because of the fouled up conditions of the back parking lots. Fouled up because some need 11/2 car widths to park a car. A suggestion has been made that angle parking be used. It's said you can park more cars in a smaller space that way. O.S.R.O. News — Dolores Hen-

derson, claims examiner, is back at work after her recent illness . . . Jeanne Watson, typist, is now working at the Watervliet Arsen-A party is to be held for al . . . A party is to be held for Mary Superenant, claims clerk, who is going on maternity leave ... Bob Bullis, son of Howard Bullis, manager of O.S.R.O., was home from Brown University for

Thanksgiving.
The CSEA Division of Employment, Albany chapter, held the November meeting at CSEA headquarters on Elk Street, November 23. Following the dinner, Jack Blendell, associate personnel administrator, spoke on the proposed plan for a three to nine months probationary period following first promotion.

Psychiatric Institute

A FAREWALL party was given on his retirement to Dr. A. Ferraro, research scientist in neuropathology, author of many monographs and publications, and outsctanding authority in his field. P. I. is very proud to have been associated with him for 28 years. Among those present to do him honor and wish him well were: Dr. Henry Brill, Assistant Commis-sioner: Dr. L. C. Kolb, director of P.I : Dr Harry LaBurt, director of Creedmoor; Dr Leo O'Donnell, di-rector of Harlem Valley; Dr. Stein, clinical director of labs. at Manhattan State; Dr. Gideon Eros, director of clinical labs, at Brooklyn State; Dr. George Gold, director of clinical labs at Willowbrook; Dr. Fred Mettler, professor of neuroanatomy at P. and S. Columbia University; and many of Dr. Ferraro's former students associated with hospitals and universities all over the world His son and daughter-in

in from Florida as a surprise for the occasion. Also present was his wife, Mrs. Norma Perraro, author of the recent novel, "Few Are

It was a wonderful party and much of the credit goes to Dr. L. Rotzin, chairman of the commit-tee, and to Stuart Martin and Miss Kogan who made all the arrangementa to make this party a mem-orable one. A good time was had by all. Best of luck to Dr. Ferraro.

Thanksgiving Feast
Many thanks to the Dietary Department for its hospitality and delicious food, from those of us who could not get home for Thanksgiving P. I. was happy to have as guests Mr. Kleinfeld; Dr. Godwin, museum curator, and Godwin, museum curator, and Mrs. Godwin; and Lieut, Berko-witz, formerly of P.L. now of the U. S. Navy, stationed at Bain-

bridge, Md. 'Good Luck Charm'

Victory Dinner dance with tackle Ed Scottong, who is contemplat-John Hopkins at the Bellevue Stratford in Philly, Lucky girl! Lucky boy!

William Mitchell let Institute employees share his European trip via a showing of colored slides in 2 S. Lounge. Bill and a friend toured Europe by car this summer and were able to visit many spots missed by the tourist who must depend on trains and busses. His running commentary on the slides was most informative and interesting. A loyal member of P.I., he stopped in Vienna to visit the University where Freud did most of his research and where he originated the concept of psychoanalysis.

Welcome to Louise Nelsen, new member of the nursing staff. Miss Nelson is a graduate of Orange Memorial Hospital in New Jersey. She had formerly worked at Manufacturers Trust Company of New York. After an absence three years, she is happy to be back in NYC where she can renew old friendships and make new ones.

Good to see Mary Shea, laundry department, back at work and looking so fine after her recent ill-

Creedmoor State

Get well wishes to Edward Fleming, who is still in sick bay, and Irene Kabath, student affiliate from Flushing Hospital.

Awards Addenda At the recent 25-year service award ceremony, there were a number of awards besides those previously reported. Leonard Bernheim, president of the Board of Visitors, presented certificates of merit and \$50 to Ellis K. Busk, head farmer; Charles C. Caton. laundry supervisor; Frederick C. Lingen, machinist, and William F. Fitz, carpenter, Mrs. John S. Groat, a member of the Board, presented the following special awards for meritorius service: \$25 and certificates of merit to Jessie E. Vivian and Thomas Neville, staff attendants; certificates of merit to Vincent J. Farrugia, Claire Hintze and Mary Sexton, staff attendants, and John J. Coultaus, attendant.

Through an oversight, your reporter failed to include the name Theresa H. Farrell on the list of 25-year pin recipients.

O.T. Sale The O.T. Department held its annual sale of articles made by patients, and, as usual, it was a tremendous success. Congratula-tions to Mr. Brown, who heads the department, and all his staff.

Best wishes for much continued success go to Frank Tancredi, who leaves Creedmoor to work as chief pharmacist at Manhattan State Hospital. Frank will replace Joe who is retiring.

Congratulations to Mr. and Mrs. Dave Powers, who recently cele-brated their twentieth anniversary. It couldn't happen to two nicer

Bowling Briefs

The bowling season is in full swing. At the end of the quarter period, Ken Roseboom, secretary, reports these standings: first place, Team 2 captained by Tex May-field; second, Team 1 headed by Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER's Comment column Send letters to Editor, The LEADER. After the game she attended the Finck has lost one of his bowlers,

Hospita!

CREEDMOOR chapter, CSEA, wishes to extend its sympathy to Mrs. Georgia Stewart of the School of Nursing on the death of her husband, November 27.

Convalescing were Jeremiah Bullock, Pearl Robinson, Jamie Gardner, and Florence O'Reilly, The chapter extends condolences

to the families of Mr. and Mrs. T. Ringleben, Gonzales Rivera, Anastasia Stone, on their recent bereavements,

Albion State School

THOSE able to enjoy the beautiful fall weather while vacationing were Mrs. Slack, Mrs. Lupo and Mrs. Cain, who is visiting her son in Tucson, Ariz, Virginia Di-Laura attended a regional Girl Scout conference at the Statler in Buffalo prior to spending her va-cation in Cleveland. Ruby Berean is vacationing in Cleveland.

Those absent due to illness were Gertrude Andrews, Alia Benton and Mr. Wagner, Mr. and Mrs. Donald Larsen are suffering from Alia Benton injuries sustained in an auto accident.

Welcome to Iona Gay, new nursing staff member.

Maurice Kennedy attended a conference of institution engine-ers in NYC recently.

Mr. and Mrs. Roger Wakefield of Florida have been the guests of his mother, Cora Wakefield, Mrs. Katherine Dragon has com-

pleted the civil defense project started last April. Sympathy to Grant Belson and Albert Van Stone. They both have lost members of their families.

Florida; Charles Rumsey, in Canada; Ellen De Bayeux, Char-lotte Smith, Anna ohnson, Brid-get Doherty, Inez Martinez, EARN EXTRA MONEY . GET BETTER MARKS AT SCHOOL

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Calendar of Prayers for Each Day

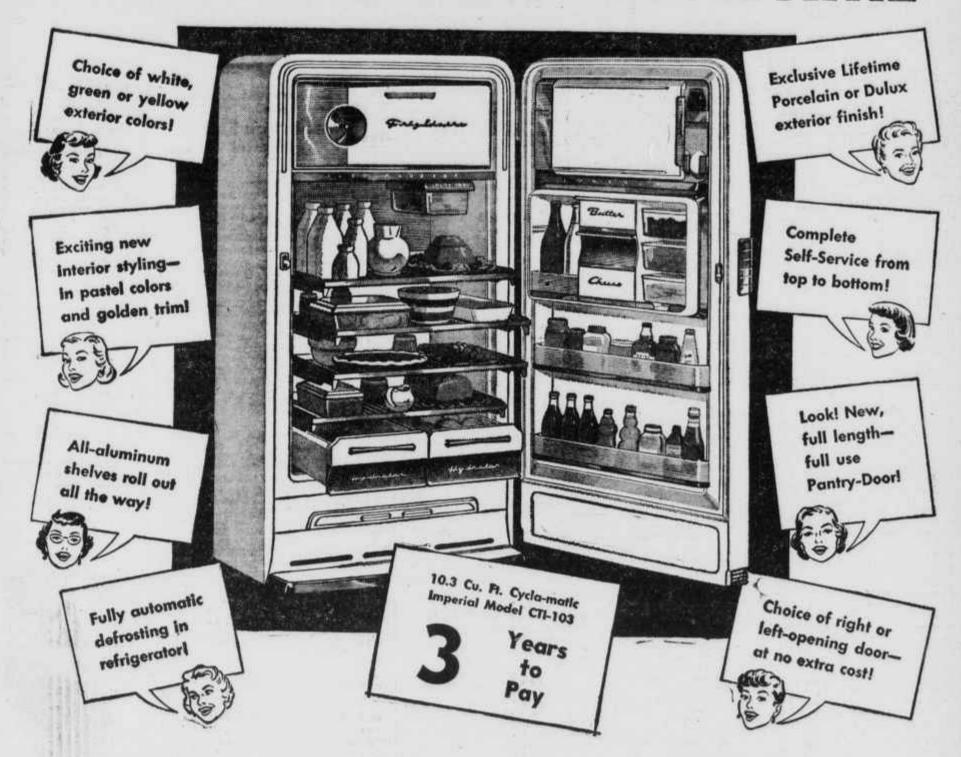
55. Devotional prayers full of poetry, beauty and divine supplication for every day in the year. These prayers in poetry and prose, com-piled by Elizabeth Hamil Davis, have been selected from the thinkers, hymnists, poets, writers and clergymen of the ages. This is a perpetual calendar and will cease its usefulness only when it is worn out. It carries an index so that any prayer throughout the year may be instantly

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

New York City

NEW YORK CITY chapter. OSEA, regrets to announce the death of Edward Ramirez' mother in Miami, Fia. Condolences to Eddie (BMV, Files Division) and his family.

Jack Goldberg, BMV Files Diviwill spend the next two weeks in

Miami Beach, Lucky guy,
Happy birthday to Virgil Seymore, BMV Safety Records Section, on December 8; Ben Lurie,
same unit, December 20, and Ben Kramer, Audit Unit, December 22. Belated birthday greetings to John Anderson, Hearing Section; Lyman Moakley, Testing and Inves-tigating Unit; Marguerite Shepard, Safety Records Section; and K. S. Azarigian, File Division. All have the same date of birth, November 9

Congratulations to Mr. and Mrs. Anthony R. Pisani on the birth a baby girl. Tony is employed BMV Files Division.

Delegates in the Brooklyn area may send news of chapter mem-bers to Bill Hogan, care of Motor Vehicle Bureau, 320 Schermerhorn Street, Brooklyn 17, N. Y. Workmen's Compensation

The employees of WCB are erry to learn that Rose Fay (Higgins) is retiring from State service on January 1. Miss Fay is supervisor of the unit handling cases involving fatal injuries, Many of her friends are tendering a dinner on Wednesday, December 15 at Miller's Restaurant, 233 Broadway, NYC. All join in wishing her a long and healthy Anyone wishing to attend dinner should contact Sol 7:45 P.M.

Messias or Grace Walsh at CO 7 - 9800.

Congratulations to Abraham Eletz, civil service employee who has been sworn in as director of the Commodities Tax Bureau,

Inter-County State Parks

THE INTER-COUNTY State Park Chapter, CSEA, will hold a gala Christmas party on Tuesday, December 28, at Veterans Hall, Bedford Avenue, Belmore, L. I. The social committee, arranging the affair, is headed by William Ryan, administration office, Jones Beach. George Siems is chapter president. He urges all members to attend. 'You'll enjoy the event immensely," says George.

Employment—NYC and Suburbs

BLOOD BANK. This is the time of the year when each one of the staff can be of help to one another. The Division of Employment Blood Bank needs your assistance. The blood which you contribute to the American Red Cross will be credited to the bank. Call your nearest American Red Cross office for an appointment. In Manhattan the ARC is located at 323 Lexington Ave. (corner of 38th Street), tele-phone MU 9-1000. The hours in New York are: Monday and Thurs-day — 2 P.M. to 7:45 P.M.; Tuesday, Wednesday and Friday, 10 A.M. to 3:45 P.M. In Brooklyn the office is located at 57 Willoughby telephone MA Brooklyn hours are: Monday, Thursday and Friday — noon to 5:45 P.M., and Tuesday 2 P.M. to are: Monday,

TOWN AND COUNTY EMPLOYEE NEWS

Monroe

ACTIVITY was paramount in Monroe chapter this past month with the continuation of the membership drive; conference with the City Manager in connection with Bush and Powell's insurance plan for city employees; the inclusion of about 60 new members as a unit from the playgrounds diviand many other chapter sion. activities.

Plans are also being made in connection with the combining of Western Conference county chapters with the State groups for the meeting in Rochester on January 15. This should be a most interesting meeting for all. At the afternoon county meeting, Harry Pox, Association treasurer, will speak on What Becomes of the Association Dollar"; and Roches-ter's City Manager Robert P. Aex is going to discuss "Employee-Employer Relationship in Public Service." Both men are well quali-fied to speak on their respective and should prove most instructive and profitable. The dinner and evening meeting is planned by Claude Rowell and his committee; and all look forward to a special treat there. It is hoped that a good county representation will gather. The social committee reports

that inasmuch as there are many parties arranged for Christmas time and there is difficulty in securing reservations, the midwinter social meeting will be held in January. Watch for further announcements.

chapter meeting will be held in City Hall Annex Monday, December 13 for all members to connecessary changes in the constitution.

Tompkins

THE County Highway boys are back from vacation.
At Tompkins County Memorial

Hospital: Catherine Reed is on vacation. Macy Margaret VanPeit is a patient in the hospital Doro-Hayden is off duty ill. John Potter is back from yacation.

Onondaga

A FEW NOTES from Onendaga chapter, CSEA:

Welfare Department members: Congratulations and thank you for the fine cooperation in early payment of chapter dues. This group is 100 per cent paid. Now for a new record—let's get some new members. Thanks also to Margaret Majoney and Don Boyle for their work, Margaret on membership and Don as delegate and a member of the executive com-

Ann Loughlin has been out ill for more than two weeks. Hope to have you back soon.

Ruth McCullum, a member of program and music for dancing. the executive committee, is in Symmetric General Hospital. The ter president.

chapter wishes her a speedy recovery. Can't be without workers like Ruth.

Quarterly meeting and Christmas party will be held Tuesday, December 7 at Kirk Park Com-munity House at 8:15 P.M.

Broome County

THE BROOME COUNTY chapter, of the Civil Service Employees Association's theme for 1954 and 1955 is "Know Your County."

tour and meeting will be held on December 13, at 6:45 P.M. at the Broome County Tuberculosis Hospital, Chenango Bridge, N. Y. Host and hostess are Mr. Norman Baker and Evelyn Ward.

The following committee will be in charge of arrangements, transportation, refreshments and gifts: William Miller, Martha Race. William Miller, Martha Race, Larry Taylor, Jessie Every, Helen Murphy, Eva Spencer, Clarence Chase, Edgar Hathaway, Helen Kern, Ida Gialanella.

Donations will be gratefully accepted from anyone interested for the purchase of phonograph records for the T. B. Record Liphonograph brary; and Tobacco, cigarettes and candy to take to the "Oldsters" at the County Home at a later date. If you wish to contribute, contact any of the persons listed above or any member of the membership

committee in your department.
A tour of the hospital is being arranged by Norman Baker, Business Manager, beginning at 6:45 P.M. until 8 P.M. on December 13. Place of Meeting, Business Admin-istration Bldg.; Speaker, George O'Brien, Federal Security Bureau; Subject, Social Security for County Employees.

There will be Christmas Carols and refreshments.

Oneida County

A CHRISTMAS membership party has been scheduled by the Oneida County chapter, CSEA date is Tuesday, December 14. Dinner and dance will be pre-ceded by a short business meeting. Chairmar of the committee making arrangements is Mrs. Ruth Mann, Welfare Department.

Jefferson County

JEFFERSON chapter, CSEA, will have a top official of the statewide Association at its membership dinner, to be held at 7 P.M. on Wednesday, December 8 at La Martina's Restaurant, 1020 Mill Street, Watertown, All civil service employees, mem-

bers and non-members, are welcome, as this is strictly a member-ship drive for Jefferson chapter, George B. Daniels, the chapter representative, said.
A spashetti dinner that will cost

each person \$1 will be served. In addition to the guest speak-

er, there will be an entertainment

members and call or go in person to your Local ARC Blood Bank. sure to say you want your contribution credited to the Division of Employment Blood Bank, Administrative leave is granted if contributions are made during office hours.

Around the Town; Staff wishes Joseph Rose, associate employ-ment manager of L.O. 200, a speedy recovery from his recent Robert Cohen of LO. illness 730 is leaving the service to enter private law practice . . . Bob Cicale of L.O. 730 has been transferred back to the Shipyard Office . . . Louis Rosenwasser has been transferred from the Brooklyn Industrial Office to L.O. 730 . . . Birthday greetings are extended to Bernard Federgreen.

News from L.O. 630: Staff welcomes back Nickolas Amico after being away ill.

Best wishes are extended to Irma Cooper on her taking a leave of absence. We all hope to see her back soon.

Congratulations are extended to Hewie Bourne on the birth of a baby girl.

Deepest sympathy is extended to Albert Berry on the passing of his

News from L.O. 115: Staff extends to Kathleen Clough, June Kirkpatrick and Elsie Garten best wishes for a speedy recovery . . . Here we go again: Congratulations are extended to George Stelnick on the announcement of his engagement . . . Congratulations to Ray-mond Kozberg on the birth of a baby daughter. News from L.O. 610: Birthday

greetings are extended to: Marion Smith, December 6; Frank Prior, December 24: Lester Dean, December 16; and Robert Nathan, Decembear 15 . . . Speedy recovery is extended to Howard Simpson by the staff. Howard is confined to the Saint Elizabeth Hospital . . . The chapter wishes to welcome Lillian Gewing as a new member.

State DE Committee: Al Reinhardt, chairman of the State committee, announced that the special meeting in Albany on December 3 heard discussions on the proposed promotion examinations for DE employees and changes in the evaluation appeals procedure.

Charter Change: A request by this chapter for a change in the chapter's charter to read "Division ' was submitted to of Employment, the Board of Directors in Albany. Action was postponed until the January meeting.

Willard State Hospital

JOHN W. ENGEL has recovered from his recent illness and returned to his duties at the hospital

Frank Hagadorn and Ruth Mc-Guire have returned from illness-

The service committee of Willard State Hospital met at the hospital on November 29. The following have accepted

employment at the hospital: Son-dra Finkel, James P. Mannix Jr., Ruth Slocum and Harold E. Hayes. Sympathy is extended to Dr. acob Schneider and Edward Jacob Edward Schultz whose mothers died re-

The following employees have A. Erickson, Pauline K. Bondas, Marguerite McGuire, Joyce W. Williamson, Dorothy I. Filipeck and Dolores M. Johnson.

you have not paid your Association dues for this year, please do so as soon as possible. You may pay your dues to your supervisor or head of department. The chapter is striving for 100 per cent membership, and can accomplish this if everyone will do his part, Most employees secured a raise in pay and carry Blue Cross — Blue Shield insurance which was made possible by the Association. This alone should encourage every employee to become a CSEA member. Don't be a free rider - join with your fellow employees.

Buffalo

BUFFALO chapter, CSEA, held its November meeting at the Buf-falo Turn Verein, President Albert C. Killian presided, Several future activities and projects for the improvement were planned, both so-cial events and expansion of the Association. Kenneth Riexinger has been appointed membership committee chairman. Following the meeting, which was well attended, square dancing was en-joyed and a buffet luncheon

Be of service to your fellow staff | their friends for this affair. The | received by Perry DeLong, John tembers and call or go in person | league promises an active, inter- | Fisher, Robert Kirkpatrick and esting season for Buffalo chapter.

Coming Events

An educational program on the services rendered by the various departments will be part of the Departmental program. speakers will be heard, and a radio program is being considered.

S. J. Bellissimo was appointed chairman of a committee to promote a group dance, to be spon-sored by all the Civil Service chapters in the Buffalo district, city, county and State. Considerable in terest has been expressed by all the groups in this joint venture, which will probably be held in February.

Officers, delegates and membership of Buffialo chapter wish to extend to all CSEA chapters and members their best wishes for a Very Merry Christmas and Happy

Manhattan State Hospital

THE MANY friends of the late James McGee extend deepest sympathy to his family. Jim re-tired from State service in 1951 after 44 years' service. He was a senior engineer and very popular. His retirement was noted with a large party and a gold watch was presented on behalf of his fellow employees.

Sincere get well wishes are extended to the following employees: Michael Cregan, Mary Duncan, Anne Martyn, John Gilbride, Jim Deidget Daly, James Mc-Gee, Josephine Donlon and Tim Sullivan.

Mrs. Anne Martyn wishes to thank those friends who so generously sent Mass cards, flowers and prayers for her recovery. She has left the hospital and is recuperating at home. Keep up the good work, Anne, and get all well soon.

Employees on the 44 and 40hour workweek are anxiously awaiting word as to what time they will be given for the Christmas and New Year holidays, which fall on Saturdays. According to the attendance rules, 10 paid holidays accorded employees. If this time is not allowed the employees stand to lose the time. Telegrams have been sent to the Civil vice Employees Association for its attention to this matter. Other chapters are urged to do the same.

Blood donor volunteers continue to make their contributions, but more is always needed. The blood will be used for employees who are in need of it. Mrs. Alice Gamble, Eugene Deutsch and John Wallace are the committee handling the program. Volunters are urged to contact any of the committee for an appointment. Six employees have received blood through this program since its inception in April of this year.

Many employees have been asking about a general Christmas party, to be held in the Amusement Hall on the Island. Every service and department may make arrangements for tables and seating. Music, dancing, buffet-dinner and refreshments would be on the program. Tickets will be \$3 each. The date will be announced in the LEADER and on all bulletin boards in the institution. Contact John Wallace, Ext. 169 for further information.

Attica Prison

THE BLOODMOBILE from the Rochester Regional Blood Center visited Attica Village on Novem-ber 22 and, with the usual co-operation of the Attica Prison ployees, obtained 158 pints of blood which exceeded the quota by eight pints.

Five members of the prison staff became members of Attica Red Cross chapter's Gallon Club by donating their eighth pint under this program. They are: Russell Blum, Ulysses Byram (blood program chairman for the Attica Red Cross chapter), Joseph Heller, Phillip O'Shea and Nelson Steinbaugh.

Two members of the Gallon Club who were always familiar figures at the visits, were sadly miss ed. Paul Andrews who recently transferred to the Elmira Recep-tion Center, and Aldei Peron who received a promotion to Syracuse

Citations for having given five times under this program will be

PROBATION

(Continued from Page 1) The bowling league, in which there are 18 teams, sponsored a dinner-dance at the Francis Donorvan Post, American Legion. The players gathered together all of

David Spink.

Others who donated, many of whom are on their way to joining the Two Gallon Club, are Sgt. Willard Baker, Elwyn Barrett, John Bloom, Gregory Brady, L. ter Brown, Charles Churchill, William Cortright, Benjamin Davis, Assistant P. K. Leo J. Dumke, Richard Fargo, Thomas Hardman, Dorman Herrington, John Hickey, Emmett Kime, Frederick Knausdorf, Lawrence Law, Harold Leslie, Patrick McSharry, Marion Merrick, Wallace Parrow, Gerald Reger, Glenn Schurr, Fred Scofield, Arthur J. Smith, Harold Steggs, William Stevens, Kenyon Ticen, Wm. Tiffany, Kermit Van Nostrand, Robert Vickery, David Waby, Roy Wagner, Lester Wech-ter, Chauncey Wellman, John Wiecjorek, Wendell Wilkinson, Vincent Witkowski and Lewis Wood.

St. Lawrence State Hospital

JOHN E. McNAMARA, an em-ployee of St. Lawrence State Hospital, has received \$25 and a certificate of merit from the State Merit Award Board for proposing the design and manufacture of trousers with elastic waistbands for the use of patients. Dr. Herman B. Snow, hospital director, made the presentation at ceremonies attended by heads of all the departments and supervisors of all the services at the hospital. Dr. Newton Bigelow, Commissioner of Mental Hygiene, has extended his personal congratulations.

Mr. McNamara's suggestion won the approval of both the member Department of Mental Hygiene Merit Award Board and the three-member statewide Award Board, headed by Dr. Frank L. Tolman, All employees are invited to submit suggestions better working conditions and conditions under which patients live, and to improve efficiency.

Broadacres

AFTER more than 30 years' State service, Mrs. Elizabeth pler, nee Creamer, retired from Broadacres Sanatorium last

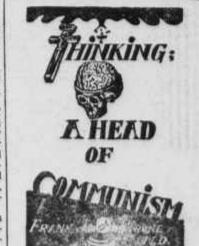
She graduated from Utica State Hospital in 1926, and following a post-graduate course in laboratory technology, was employed at Brooklyn State Hospital until 1942. as chief laboratory technician. In 1944 she came to Broadacres as a nurse. She was promoted to charge nurse in 1945, and held that position until her retirement.

Mrs. Appler expects to spend the winter with her family in Palm Beach, Fla., and then she will be home in Clarks Mills, N. Y. Gifts of luggage were presented her by associates at Broadacres

Rochester

ROCHESTER chapter's fifth annual Christmas party will be held at 8:30 P.M. on Friday, December Tickets, \$1 cach. The Wishing at Chili Avenue. may be secured from departmental delegates. The program includes entertainment, fun, dancing and buffet lunch.

Frank Straub of the Milk Marketing Area is general chairman. Come and bring your friends, the chapter advises.



This book, written by a State employee who is psychiatrist at Filgrim State Hospital, gives a new insight into the nature of Communism. The volume is the product of over 20 years of study, lectuding many disciplines from communicate to psychology. Coales mology to psychology. Copies cost \$3. They may be ordered directly from Dr. Frank J. Pi-rone. Pilgrim State Haspital, Brentwood, L. I.