

# Civil Service LEADER

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See Page 2

## Exam Roadblocks, Problems Of Personnel, Solved on Spot In New Civil Service Plan

ALBANY, Oct. 22 — The State Department of Civil Service has adopted a new device to resolve problems and conflicts connected with personnel supply to State departments.

It has established as a policy the holding of conferences at which the personnel officer of a State department will meet with representatives of the Examinations, Classification and Compensation, and Administrative divisions of the Civil Service Department in order to plan for the coming year.

### Tried Experimentally

The meetings will be similar to the annual budget meetings at which executive and fiscal officers of departments meet with representatives of the Division of the Budget to plan for their financing.

Tried experimentally September 26, with James Sullivan, personnel officer for the Department of Social Welfare, the meeting was deemed so successful that it is being instituted as a regular thing.

### Two Scheduled

A conference is scheduled with the Education Department for October 31, and another with the Division of Placement and Unemployment Insurance will follow soon after.

Details of the program were revealed by William J. Murray, assistant administrative director, Department of Civil Service, in a talk given during the recent Detroit meeting of the Civil Service

Association of the United States and Canada.

### On The Agenda

On the agenda for a typical meeting is a listing of all positions of the department concerned which are vacant or filled on a non-permanent basis. Also included is a compilation of the agencies promotion lists, together with information as to their current status and expiration dates.

Each conferee has the privilege of adding other items to be considered. These may be new jobs requested in the budget, anticipated retirements which will mean personnel changes, or matters of a similar nature.

### Decisions on the Spot

In the first conference it was often possible to decide when an examination should be held and what actions either by Civil Service or Social Welfare were required in the meanwhile. Decisions made were dictated to a stenographer on the spot and memorandum were later prepared and distributed to each conferee.

Among advantages listed for the personnel conference is the time saving factor by which the personnel director can tell his story only once and be heard by all the Civil Service Divisions concerned, instead of visiting each of them separately and rehashing the tale.

Employees are expected to benefit from the system in that decisions as to status and promotion problems may be reached earlier and more easily, and examination roadblocks may be cleared.

## Average Salary of Personnel Men in Private Industry Is \$8,581—Some Get \$20,000

Average salaries of manpower managers — personnel managers, employment managers, industrial relations directors and their assistants, rose by nearly 5 percent between early 1950 and the first part of this year, a new survey published by the American Management Association indicates. Complete findings appear in an article in the July issue of the Association's bi-monthly magazine, "Personnel."

The survey, conducted by Dale Yoder and Lenore P. Nelson, of the Industrial Relations Center of the University of Minnesota, covered 530 executives in firms located in 34 states and six provinces in Canada. Seventy percent of these were manufacturing companies but trade, banking and finance, transportation and public utilities were also represented.

Average salary for entire group of executives was \$8,581, an increase of 4.8 percent over the \$8,188 reported by the authors in an earlier survey in the first part of 1950. Those with the title of vice president in charge of industrial relations — who numbered only about 3 percent of the sample — averaged \$21,097, as against \$19,957 last year. For industrial relations directors, the 1951 average was \$12,011, a rise of 1.8 percent over last year, and for personnel managers \$7,162 as against \$6,873 in 1950.

A further analysis by actual function rather than job title indicates that the largest increase — 23.7 percent — was among the executives specializing in labor relations and collective bargaining. Here the average increased from \$5,924 in 1950 to \$7,329 in 1951.

## Text of Two Resolutions Adopted by Association

ALBANY, Oct. 22—The final resolutions adopted by delegates to the Civil Service Employees Association annual meeting indicates error in facts as to one resolution and an omission in another. Altogether the delegates adopted 66 resolutions, while referring a number of proposals to committees of the Association for attention.

As to provision for meal tickets to obviate the charging for meals not taken in institutions, the following resolution was adopted:

"Resolved that the Association continue to urge upon the appropriate officials that a system of

meal tickets be instituted for employees in State institutions in lieu of present system of compulsory payment for meals whether or not the meals are actually taken at the institution."

Resolution No. 23 relating to retirement time credit, should read:

"Resolved that the Association seek amendment to the Retirement Law which will permit contributions to the retirement system of both the employee's and the State's share, upon reinstatement, for the period for which an employee was excluded from the payroll by reason of physical disability, illness or maternity leave."

## Sharkey, Halley, Latham All Favor Amendment 3, To Help Indigent Pensioners

Three candidates for the office of President of the NYC Council this week have come out in favor of amendment 3, which would allow the Legislature to raise the pensions of low-income indigent pensioners.

The three are Joseph T. Sharkey, Democratic candidate; Rudolph Halley, Liberal-Fusion-Independent candidate; and Henry J. Latham, Republican candidate.

All three gave their statements of support to The LEADER this week.

### Need for the Amendment

The need for the amendment,

as seen by two different State legislatures, lies in the fact that many retired public employees receive allowances of \$40 or \$50 a month. The hardship cases are obvious. Under present law, nothing can be done to raise the pensions paid these oldsters. Amendment 3, which will be on all New York State voting machines on election day, would permit the necessary laws to be passed. The LEADER learns (as indicated in another article in this issue) that if the amendment passes, legislation will be introduced raising to \$100 the minimum pension paid

any member of the State Retirement System.

Mr. Sharkey and Mr. Latham issued straight endorsements of the amendment. Mr. Halley's endorsement was accompanied by this statement:

"I favor amendment 3. Enabling legislation should be passed to help those pensioners who have been victimized by inflation. However, the language of the amendment is such that civil service employees must be on guard lest it be used to pull up the pensions of certain individuals having political pull."

## Group Life Insurance Offers Extra Benefits Free

ALBANY, Oct. 22—The report of its pension-insurance committee to the delegates at the annual meeting of the Civil Service Employees Association announced several valuable improvements in the Group Life Insurance which the Association makes available to its members. They were:

**Free insurance**, amounting to 10% of the face amount of insurance issued each member, with a minimum of free insurance of \$250, without extra premium charge, is guaranteed each insured member for the year beginning November 1, 1951.

**Double indemnity** for accidental death, without extra premium cost, is also guaranteed all insured members of the plan for the same period.

**Reduced premiums** for insured members 34 years old or younger, which took effect on November 1, 1950, will be continued for another year. This amounted to reduction from 60 cents to 40 cents monthly per thousand of insurance for those 29 years or younger and from 60 cents to 50 cents per month per thousand for those 30 to 34 years.

### Forgiveness Clause

Premiums will not be charged to insured members while they are disabled and unable to work for gain or profit. At present, waiver of premiums during disability is in effect for only one year or for a period equal to the time the policyholder has been in the Group plan, if less than one year. This liberalization is guar-

anteed for the year beginning November 1.

In the future, when an insured member applies for conversion of his group insurance, he or she will be allowed to continue with one year interim term insurance prior to conversion to the permanent form of insurance.

Emergency compensation now in effect in State service will be considered as salary to determine the amount of insurance issuable to members insured under the plan who are employed by the State.

Applications for the Group Life Insurance, or descriptive literature, is furnished to its members on request by The Civil Service Employees Association, 8 Elk Street, Albany, N. Y.

## Pay Raise Bills Voted By Senate and House

WASHINGTON, Oct. 22 — The Senate and the House voted the U.S. pay increase bills. The postal rate bill, voted the same day, provides for a graduate annual leave for all Federal employees.

The general Federal pay increase is 10 per cent, with a \$300 floor and an \$800 ceiling.

The postal pay increase is a flat \$400.

The postal pay bill eliminates the two lowest grades and provides for a two-grade upgrading. The upgrading would benefit

veterans particularly, since it applies to those who entered the postal service since July 1, 1945, and who didn't benefit by laws which raised the pay of those then on the job. These public laws were Nos. 377, 577 and 428. Beneficiaries would receive both the upgrading and the pay increase, or about \$600 a year.

### Annual Leave Formula

The annual leave formula provides for 13 days for those with service up to but not including three years, 20 days for those with

up to but not including 15 years, and 26 days for those with 15 years or more of service. The word "service" includes both civil service and military service. There is practically nobody among clerks or carriers in the post office with less than three years' service.

The present leave is 20 days total, having been cut from 26.

The pay raises would be retroactive to July 1, 1951, in regard to both pay bills.

President Truman is expected to sign the measures.

## Who Are Eligible As Assn. Members

All employees of the State of New York, regardless of whether they are temporary or permanent, are eligible for membership in the Civil Service Employees Association's State Division.

All employees of Cities, counties, towns, villages, school or special districts, or other units of local government within the State are eligible for membership in the County Division of the Association, regardless of whether they are temporary or permanent employees.

### Answers Many Queries

This information was released by headquarters of The Civil Service Employees Association in answer to many inquiries.

Executive Secretary Joseph D. Lochner advises that members of the Association who retire from active public employment have the choice of continuing regular membership or changing to associate membership. Continuance of regular membership, at the regular dues rate, carries with it all the rights and privileges the membership provides. Associate members do not have the right to vote or hold office, do not receive The Civil Service LEADER, and this type of membership does not include any dues refund to any chapter of the Association. It does convey the right to continue Group Insurance issued by the Association, within the provisions of the insurance contract. Membership dues for associate members is only \$1 a year.

## Psychology Of Working Together

Albany, Oct. 22 — A course entitled Occupational Psychology will be conducted for employees of State personnel offices in NYC beginning Tuesday, October 23.

The course is designed to deal with certain psychological problems arising in groups of people working together, and consider the practical approach to solving these problems.

The course is limited to 25 persons, and they must be in personnel work. Classes will be held in Textile High School, Tuesday evenings, 7 to 9 p.m.

Sponsor of the course is the State Training Division, in cooperation with the NYC Board of Education.

# 42 P.C. Signed Up for Age-55 Pension Plan; State Opposes Reopening

ALBANY, Oct. 22—A total of 66,000 workers have taken advantage of the age-55 retirement plan, Deputy Comptroller H. Ellok Kaplan reports.

Mr. Kaplan states that members total 155,000. Thus about 42 per cent took advantage of the State's offer.

Of these, the vast majority joined during the first year the opportunity was given. Figures show that this year only 8,732 persons signed up for the plan between January 1 and September 30, the closing date.

**Expects No Extension**  
Mr. Kaplan told THE LEADER that, as far as he can see, further extension of the date by which current employees may elect the plan is not contemplated.

"The feeling is pretty strong that those who wanted the plan have joined," he said. "Of course, the plan is still open to new employees. They have a year from their date of hiring to sign up, if they desire."

**Why More Didn't Say Yes**  
Asked for reasons why more public workers did not elect the 55-year plan, Kaplan cited five:  
"1. Among younger employees, particularly among women, who are still fairly new in their jobs,

the idea of retirement is not even considered probable. The girls are not out for a career, but are planning to marry and leave the matter of working to their husbands. Many of the young men take a fatalistic attitude that to worry about where they will be 25 or 30 years hence is a waste of time. In short, retirement is too remote to be considered.

"2. The increased contributions required seems high to many workers, particularly those who tell themselves they must take the money now and forget about the added advantages of the shorter plan."

"3. Some employees have an idea that whether or not they elect the plan, by the time they are to retire legislation will have been enacted to give it to them.

"4. Another group argues that sooner or later Social Security benefits will be extended to them and the coupling of that with their regular 60-year retirement will be sufficient.

"5. There is still another group, not often mentioned, which holds the hope that pensions will be increased sufficiently under the regular plan to allow them to retire in security."

Another reason, often mentioned by employees, is that their incomes will not permit them to expend the amount needed to make up the deficiencies under the plan.

**Selling Job Well Done**  
For these and some other reasons, Mr. Kaplan said, a large number of potential pensioners did not elect the 55-year plan.

However, he felt that the job of explaining the plan had been carried on so thoroughly, and the time in which eligibles might sign had been extended so long, that now there seemed to be no need to again extend the date for joining.

Further breakdown of Mr. Kaplan's report to Comptroller McGovern reveals that of the total of 155,000 members of the retirement system, 70,750 were State employees; 24,300 were employed by counties, and 23,955 were city employees.

Some 250 miscellaneous agencies, such as libraries, the Port of New York Authority, and others, contribute another 19,060 members. From the 430 school districts in the system come another 7,300 employees. There are 5,183 employees covered in 285 towns and 4,630 more in 325 villages.

## Erie Highway Work Day Is Reduced

BUFFALO, Oct. 22—Erie County Highway employees will have their work-day reduced from 10 to 9 hours, beginning January 1. Any cost-of-living pay increase to be decided upon will also go into effect on that date.

Sixty members of the Highway and Parks unit, Erie County chapter, Civil Service Employees Association, heard these assurances on October 12 from Mr. Earl Lexo, chairman of the Highway Committee of the Board of Supervisors.

Mr. Burton Gibby of the Highway Department, present at the meeting, stated that his office would do everything possible for the welfare of highway employees.

**Parks Men Reassured**  
No Parks Department officials were present, but employees of that agency were assured that any advantages granted the Highway employees would go to them also.

Mr. Arthur C. Brodbeck, president of the Erie chapter, described the annual meeting of the Civil Service Employees Association in Albany, and pointed to the advantages gained by the chapter in belonging to the Association.

## Public Service Employees Elect Grievance Unit

The following employees have been elected as Unit Panel members to handle employee grievances in the office of the Public Service Commission: Wendell F. Adams, Henry O. Letiecq, Harold M. Olmsted, Kenneth A. Valentine and Philip Wexler.

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# Japanese Send Letter Of 'Dear Gratefulness' To Association President

ALBANY, Oct. 15—A Japanese delegation which had earlier this year conferred with Jesse B. McFarland on aspects of civil service, last week sent the president of the Civil Service Employees Association a letter of "dear gratefulness."

The missive follows:

"We are happy to inform you that the Japanese Civil Service Administration Delegation returned to Japan on the first of May by boat from San Francisco and returned safely upon completion of its 90-day tour of inspection in the United States of America.

"It is the belief of the delegation that we have learned a lot through the tour and that the knowledge we have obtained will be of high value for the successful establishment and development of and returned safely upon completion of the democratic Civil Service System in Japan on prefectural city and town level.

"We feel it is our privilege to

express on this occasion our most sincere appreciation and dear gratefulness to the cordial reception and valuable assistance rendered to us by you and staff of your office during our stay.

"We are looking forward of reciprocating to you on the occasion of your visit to Japan some day in the near future.

"Yours most sincerely,"

**Japanese Civil Service Delegation**  
Yuichi Osawa, Governor of Saitama Prefecture  
Yoshio Kasyua, chief information bureau, National Personnel Authority  
Tatsuo Hagiware, chief general affairs bureau, Tokio metropolitan  
Shigemitsu Hayashida, chief, Economic Department  
Kyushu, Office of the Ministry of Foreign Affairs  
Shiro Nagano, chief administration section, Local Autonomy Agency  
Reigiro Tsunoda, assistant chief, public service section, Local Autonomy Agency  
Kazuo Okamoto, chief, Personnel Affairs Section and Witgate Prefecture.

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COUNTY AND LOCAL EMPLOYEES:

# Building Your Case For a Raise

The following material has been prepared by the research staff of The Civil Service Employees Association.

City and county employees, in all sections of the State, are approaching the zero-hour in their 1952 wage negotiations. The Association believes that, as a minimum program, employees should seek to merge all temporary cost-of-living pay adjustments that have been made in the past, plus 10 per cent for the difference in cost of living between now and a year ago.

**Permanently Up**

The facts make it quite clear that the cost of living is permanently well above its original point of 1935-39. In addition, the statistical facts and the salary activities of organized industrial employees clearly show that additional adjustments are needed not only to take care of the increased cost of living since a year ago, but also to take care of any additional increases that will occur between now and the time of completion of negotiations.

**Now and Last Year**

You should receive salary increases that would be sufficient to cover the difference in cost of living between now and a year ago. In addition, you should strive to obtain an additional increase to bring your salaries, at least in part, in line with the cost of living. Generally the public employees, particularly at the municipal level, have not been adequately paid in the past.

**The Facts to Help You**

Here are some facts that can be used to substantiate salary requests that you make to local ad-

ministrations. On July 15, 1951, the latest available period, the U. S. Bureau of Labor Statistics Consumers Price Index stood at 85.5 above its 1935-39 average. This is an all-time high! It is 8 per cent above the same figure one year ago July, 9 per cent a year ago June. The Federal Government by admission expects it to go higher. The recent "10 per cent" formula has been broken through and adjusted to take this into account. The Wage Stabilization Board had previously been approving a 10 per cent increase in factory wages, and is now making allowances beyond this based on the 1950 wage in its relation to the Jan. 1951 index.

An analysis of the earnings of the nation's industrial workers throws further light on this question of salary increases, and proves that industrial pay is moving upward.

The U. S. Bureau of Labor Statistics reports that the average weekly earnings of production workers in manufacturing industries amounted to \$65.44 in mid-June, 1951. This is an annual wage of \$3,400. Men in New York State Manufacturing earned considerably more than this, nearly \$74 per week average. This represents a 160 per cent increase over the 1940 weekly wage of \$25.20. From the annual figure of 1949-1950, there was an 8 per cent increase in average weekly earnings; and from June 1950 until June 1951, there was an 11 per cent increase in average weekly earnings.

Key turning points in the course of the prices for necessities and average weekly earnings of manufacturing production workers in the past 11 years are shown in the following table:

Look at the Annual Consumers Price Index in the table below and see its steady rise:

Year	Index
1940	100.2
1941	105.2
1942	116.5
1943	123.6
1944	125.5
1945	128.4
1946	139.3
1947	159.2
1948	171.2
1949	169.1
1950	171.2

Since 1946, with one exception, industrial earnings have shown a steady rise. Industrial workers made their greatest wage gains in the first two years of the war, while government employees were forced to struggle along on shrinking pre-war salaries. The value of the dollar was decreasing. There has been a steady "expansion of the economy," and industrial earnings have shown an equally steady upward trend. The facts show that the average weekly industrial wage in the early part of the war had risen 68%, and the Consumers Price Index 24% before New York State granted its first emergency compensation adjustment of a maximum of 10% in 1943. Since the end of the war, industrial workers have had five major rounds of wage increases, and are in the sixth round of negotiations. There is an increased emphasis, more recently, on escalator clause contracts, with wages hitched to cost-of-living adjustment plans.

When living costs are rising and wage adjustments are not secured for public employees, real salaries are being cut. Your dollar just does not buy as much as it did before. It is necessary for you to restore or maintain the purchasing power of your dollar. Your dollar is worth 54 cents.

If, through sustained effort, you are able to get your salary level to a point where you know you are at a "point of parity" with the cost of living, then at that time escalator clause plans and wage adjustments hitched to the cost of living present many advantages to you. In your thinking and in your calculations, it is recommended that you establish accurately what would be a point of parity. Perhaps in the negotiations before you, this question can be broached and possibly solved. Subsequent negotiations will then be relatively easy.

The war and post-war reconversion periods, when living costs were sky-rocketing, were periods of multiplying job opportunities, and we are now working under similar circumstances. With the Federal Government increasing its

emphasis on military preparedness, defense plants are opening up and so are job opportunities. Undoubtedly, in your own area you can point to specific examples. Government workers stick to their jobs because they understand the great necessity of carrying on the normal functions of government. They appreciate that they owe the job something. In turn, the job owes them something! A fair day's pay for a fair day's work. In the past, workers have had the reason to believe that their past performance, their loyalty and devotion to their job, would be recognized and it has, in varying amounts, depending on the locality. This is as it should be, and should be made clear to the local administration. Most progressive governmental bodies have followed the practice of granting temporary bonuses for cost of living adjustments while there was uncertainty about the permanent rise in living costs and

pay scales. It seems clear that all doubt that high costs will continue have been dispelled. It is clear that the changes in prices of necessities and general wage scales are "here to stay," and therefore the adjustments necessitated by these changes should also be made permanent.

Below you will find several tabulations that will show statistically what has happened to your cost of living, and what has happened to earnings in private industry. These figures can be used in your negotiations. We have also made a tabulation showing the effect at various salary levels for flat across-the-board increases.

In view of the eight or nine per cent increase in the cost of living since one year ago, there seems to be every justification for asking for at least 10% adjustment for 1952. If, in the past, adequate adjustment has not been made to you, then it seems clear that at least a further partial adjustment should be made at this time.

Salary Levels	Dollar Bonus			
	\$300	\$500	\$700	\$800
	Percent Adjustment			
	%	%	%	%
\$ 900-1199	33-25	55-42	78-58	89-67
1200-1499	25-20	42-33	58-47	67-53
1500-1999	20-15	33-25	47-35	53-40
2000-2499	15-12	25-20	35-28	40-32
2500-2999	12-10	20-17	28-23	32-27
3000-3999	10-7½	17-12½	23-17½	27-20
4000-4599	7½-6½	12½-11	17½-15	20-17½
4600-4999	6½-6	11-10	15-14	17½-16
5000-5999	6-5	10-8	14-11½	16-13
6000-10000	5-3	8-5	11½-7	13-8

**SELECTED COST OF LIVING AND INDUSTRIAL EARNINGS DATA, 1940-1951**

Date	B. L. S. Consumers Price Index (1935-39=100) *	Av. Weekly Earnings Production Workers (Manufacturing) U. S. (Dollars) (1940=100)	Av. Hourly Earnings Production Workers (Manufacturing) U. S. (Dollars) (1940=100)
1940 mo. av.	100.2	\$25.20	100
1941 mo. av.	105.2	29.58	117
1942 mo. av.	116.5	36.65	145
1943 mo. av.	123.6	43.14	171
1944 mo. av.	125.5	46.08	183
1945 mo. av.	128.4	44.39	176
1946 mo. av.	139.3	43.82	174
1947 mo. av.	159.2	49.97	198
1948 mo. av.	171.2	54.14	215
1949 mo. av.	169.1	54.92	218
1950 mo. av.	171.9	59.33	235
June 1950	170.2	58.85	233
July 1950	172.0	59.21	234
August 1950	173.4	60.32	240
Sept. 1950	174.6	60.64	240
Oct. 1950	175.6	61.99	246
Nov. 1950	176.4	62.23	246
Dec. 1950	178.8	63.88	254
Jan. 1951	181.5	63.76	252
Feb. 1951	183.8	63.84	254
Mar. 1951	184.5	64.57	256
Apr. 1951	184.6	64.74	256
May 1951	185.4	64.55	256
June 1951	185.2	65.44	260
July 1951	185.5	-	-

\* Source: U. S. Bureau of Labor Statistics

## Commission Upheld on Voided Lackawanna Tests

BUFFALO, Oct. 22 — In Erie County Supreme Court the State Civil Service Commission won a sweeping victory in defending its cancellation of a group of exams, and the voiding of appointments and promotions made from resultant eligible lists, as an aftermath of the investigation of the Lackawanna Civil Service Commission. The Commission after a long inquiry, found the tests had been improperly conducted and favoritism practiced.

In five proceedings petitioners sought to compel the Commission to restore the lists, and the ousted employees to their jobs. Supreme Court Justice Raymond A. Knowles found that there had been no proof that the Commission's action had been arbitrary, capricious or unreasonable, as charged by the petitioners. At issue were lists for filling jobs as police matron, fire lieutenant, fire captain and police lieutenant. There were two actions concerning the fire captain list.

Attorney General Nathaniel L. Goldstein appeared for the Commission, with Assistant Attorney General Emil Cohen.

Some of the contentions of the petitioners had been decided against them by Supreme Court Justice Batt last January. The decision by Justice Knowles took care of the remainder, and wound up the whole case. A final order was entered, dismissing the petitions.

Justice Knowles said that the Court had no power to substitute its judgment for that of the Commission as to the validity, sufficiency and adequacy of the exams, but only to decide whether there was some reasonable ground for upsetting the Commission's action. The Court not only found

no such ground but paid a compliment by "recognition of the expert character of the administrative body," meaning the Commission.



Some CSEA people. Seated, from left, Lula Williams, president of Broome County chapter; Laurence J. Hollister, field representative, CSEA; Jean Marie Kroboth, chairman of the membership committee of Binghamton chapter. Standing, Ernest L. Conlon, 4th vice president, CSEA; Gerald Reilly, president of Binghamton chapter. They attended a recent get-together.

**Selected Percent Changes in Cost of Living and Industrial Earnings Data, 1940-1951**

Period	B. L. S. Consumers Price Index*	Av. Weekly Earnings*	Av. Hourly Earnings*
	%	%	%
Increase from 1940 to 1943	23	71	45
Increase from 1943 to June 1946	8	0.3	13
Increase from 1946 to June 1949	22	28	29
Increase from 1949 to 1950	1	8	5
Increase from June 1950 to June 1951	9	11	10
Increase from 1940 to date	85	160	142

\* U. S. Bureau of Labor Statistics

## Armory Employees Attend Guard Meeting

The State Armory Employees who attended the meeting of the National Guard Association held in Buffalo were Clifford Asmuth, president of the Armory Employees Conference; John Karnath, George Lund and Harry Moon.

Watch the Civil Service LEADER for an interesting new column on public administration. Starts soon.

# Activities of Civil Service Employees Assn. Chapters

## Rochester Public Works

**THE FOLLOWING** officers of the Rochester chapter, Department of Public Works District 4, CSEA, were elected at the chapter's annual meeting: president, A. D'Annunzio; vice president, Leonard Bach; secretary, Patricia Harvey; treasurer, Rita Vanderweel; delegates, T. Stallman and R. Bishop; alternate, T. Hogan.

## Buffalo State Hospital

**THE BUFFALO** State Hospital Chapter, CSEA, has elected the following officers: president, Thomas A. Diina; vice-president, Robert Kirkpatrick; secretary, Marie Donovan; treasurer, Joseph Kieta; delegates, Fred P. Conley and John S. Davignon.

## State Insurance

**"IMPORTANT":** That's what they're saying about a meeting to be held October 29, 5:15 p.m., consisting of the board of direc-

tors of the State Insurance Fund chapter, CSEA. Place: Hotel Nassau, NYC . . .

The Fund's membership drive is rolling along well . . . The Bowling League resumed its fall schedule on October 16, at Bill Nast's Astoria Alleys, in Astoria. The Orphans are leading the League. Officers of the Orphans team are: Charles Mallia, captain; Salvatore Arena, financial secretary; Max Garfinkel, manager; Moe Brown, head coach; Eddie Kretch, assistant coach; Jack Stein, chairman of the entertainment committee; Bernie Eisner, bowler.

## Erie

**A REGULAR** meeting of the Erie chapter, CSEA, was held on October 10. Reports were heard from Clarence Britton, Health Department; Carl Lein, Highway and Parks; and Arthur G. Brodbeck, chapter president and delegate to the annual meeting in Albany.

George Fishie, first vice president, reported on the excellent progress made by the Buffalo unit. All those present evinced enthusiasm over the possibilities of

building Erie County membership to well over 2,000 for the coming year.

On October 30, officers and all unit presidents will attend a dinner-meeting of the Buffalo unit on October 30 at the Markeen Hotel.

## Attica Prison

**AT A RECENT** meeting of the Attica Prison chapter, the following were elected: president, Harry Joyce; vice president, Joseph Ingalls; recording secretary, Thomas Hardman; treasurer, Lawrence Spencer; financial secretary, Kenyon Tice. The executive committee includes N. Waggoner, H. Spencer, J. Sime, R. Zinke, G. Schurr, K. Tice, P. Blake and W. Ganey.

## Canton Agricultural Institute

**THE CANTON** Agricultural and Technical Institute chapter, CSEA, has elected the following officers: Harry Bentz, president; Florence Boak, vice president; Elva Billings, secretary; Mary Lake, treasurer.

## Capital District Conservation Dept.

**THE CONSERVATION** Department chapter, CSEA, Albany, has elected Mrs. Mildred Valiant for the coming year. Other officers include: vice president, Joseph Dell; secretary, Agnes Keenan; treasurer, Alfred Griffin.

## Veterans Vocational School, Troy

**THE Veterans** Vocational School chapter, CSEA, has elected the following officers to serve for the forthcoming year: president Leon

Tunkel; vice president, Donald Heath; secretary, Mrs. Ursula Cummings; treasurer, Ralph O'Brien; delegate, Wilbur Hopkins. The School is in Troy.

## Department of Law

**THE DEPARTMENT OF LAW** Chapter, CSEA, has elected, the following officers: president, Estelle J. Rogers; vice president, Alfonso Bivona, Jr.; secretary, Erma L. Hemmett; treasurer, John Hartigan.

## Mount Vernon

**MEMBERS** of the Mount Vernon unit of Westchester chapter, CSEA, will be represented on October 30th at the hearing on the budget of the Mount Vernon Board of Education. Philip Kerker, field representative of the Association, will appear on behalf of these members to present material being prepared by the Association's salary research division at Albany Headquarters.

Enrollment of members in the Mount Vernon Board of Education and other Mount Vernon departments is proceeding, according to reports from the Westchester chapter, and a committee has been elected by the Board of Education members as their representatives until formal organization of a city-wide unit is effected. Members of the committee are William J. Whyland, Chairman, Mrs. F. Colleluori, Frank Wachsmuth, Henry Veneri and George Weber. The next meeting of the Board of Education employees group is to be held in November.

## Division of Laboratories and Research, Albany

**ELAINE L. MACART** of the Division of Laboratories and Research CSEA chapter, Albany, was married at a candlelight service to Edward K. Witherell. The ceremony was held at the First Baptist Church in Hoosick Falls. The maid of honor was the bride's sister, Hazel MacArt, who also works at the Laboratory. Elaine's friends at the Laboratory gave her a non-tarnish silver chest and sterling silver table and sugar spoons.

Mrs. Witherell will return to her job as secretary after a honeymoon in Virginia and the couple will live in Watervliet. Ruth A. Brecht of the Laboratory was one of the bridesmaids.

## Chenango County

**THE NEWLY** organized Chenango chapter, CSEA, is holding its charter presentation meeting on Thursday, October 25 at the Canasawacta Country Club.

At a recent meeting the following officers were elected: president, Burton Tiffany, Norwich Fire Department; 1st vice president, Lewis Lamb, County Highway Department; 2nd vice president, William Clark, Norwich Schools; 3rd vice president, Catherine Hill, Norwich Schools; 4th vice president, Munroe Kinsman, Mayor of Greene; secretary, Eleanor Gibson, County Judge's Office; assistant secretary, Margaret Hebbard, County Judge's Office; treasurer, Donald Burr, Norwich City Chamberlain; chapter representative, Burton Tiffany.

The following members were elected to the Board of Directors: Earl Conway, County Highway Department; Katherine Lyons, County Welfare; John B. Halpin, County Sheriff's Office; Frank Favaloro, Norwich Police and Fire Departments; Sherman Rife, City Street Department; Edward Cate, City Water Department; Charles Biviano, Oxford, school district southern area of the county; Marian Tartanian, Sherburne school district north area; Margaret Lothridge, Norwich school district central area; Earl Conley, Sherburne village employees; Burr Harrington, New Berlin, village employees central area; William Payne, Bainbridge, village employees southern area; Harry Holdredge, Afton, township employees southern area; Dudley Crumb, Preston, township employees central area; the representative of the township employees for the northern area will be named later.

Committee chairmen were also named at this meeting: William S. Barnes, County Clerk, is chairman of the salary committee; Katherine Lyons, membership, and Margaret Canny, a special committee to arrange for the charter

presentation program. Other members of the charter presentation committee are Edward Cate, Eleanor Gibson, Lynn Westcott and Charles Biviano.

William Barnes, who was named temporary chapter representative when the chapter was first organized, addressed the members and pointed out some of the things he had learned while at the annual meeting in Albany.

The constitution was read and explained by Laurence J. Hollister, field representative, CSEA. The constitution was adopted unanimously.

Non-teaching school employees of the Norwich, Sherburne and Bainbridge school districts petitioned the Association to ask their respective school boards to bring them under the Retirement System.

## Craig Colony

**THE Craig Colony Nurses' Alumni** Association held its annual banquet in honor of the graduating class at Terry's at the Ridge. The guests included Dr. Henry Brill, director; Dr. Robert Wise, assistant director, and the Principal of the School of Nursing, Mrs. Mable Ray. The graduating class presented Mrs. Ray with a cash gift to be used as a (Continued on page 5)

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# Activities of Assn. Chapters

(Continued from page 4)  
recreation fund for the School of Nursing. The job of toastmaster was very facetiously handled by John Welch. The banquet was followed by dancing and the entire affair was a tremendous success.  
It's dance time again, and plans are under way for the forthcoming

annual Halloween dance to be held by the Craig Colony chapter, CSEA, at Shanahan Hall, on October 30.  
Cassie Frasier, a stenographer in the medical office, is on vacation.  
Mrs. Harold Bill has been appointed head cook at the Schuyler Division, succeeding Mrs. Burgett,

who has retired from State service. Our good wishes to both.  
The following are new employees at the institution: Mrs. Betty Swager, Evelyn Tubbs, Loretta Peritore, Lena Fusco, Veronica Keysaw, Natus Laspeas and James Trubia.  
Marion Hughes has resigned  
(Continued on page 7)

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TUESDAY, OCTOBER 23, 1951

## Discrimination In Washington

IN Washington, D. C., the firemen last week adopted a resolution "imploing" the District Commissioners to continue segregation in the Fire Department—that is, forbidding white and negro firemen from working together. A bill has been introduced in Congress to rivet into law this pattern of segregation.

Democracy is experiencing a tough battle throughout the world, and all groups in this country owe it to the United States to think carefully about the repercussions of their acts. It will create little good will among the colored peoples of Asia, now in ferment, when it comes to their attention that the firemen of Washington have taken so un-democratic an action.

It is difficult, of course, to fight prejudice and bigotry with reason. But it isn't at all amiss to point out to the Washington firemen that in New York City, dark-skinned and light-skinned firemen work together, side by side, in friendship; fight the fires together; and are often injured together. The negro policemen in New York are as competent and as brave their white brothers; with whom they work. In New York State institutions, negroes have become "integrated," and perform their work with the same character and efficiency as do the whites. There is no friction.

The Washington firemen need to be reminded that a cardinal principal of the merit system is choice by merit and fitness alone. It seems to us that Washington will be better protected against fire if this is the sole principle of selection.

In July, 1948, President Truman issued an executive order banning discrimination in Federal appointments on grounds of race, creed, religion or national origin. This has long been the policy of government. It is a proper policy.

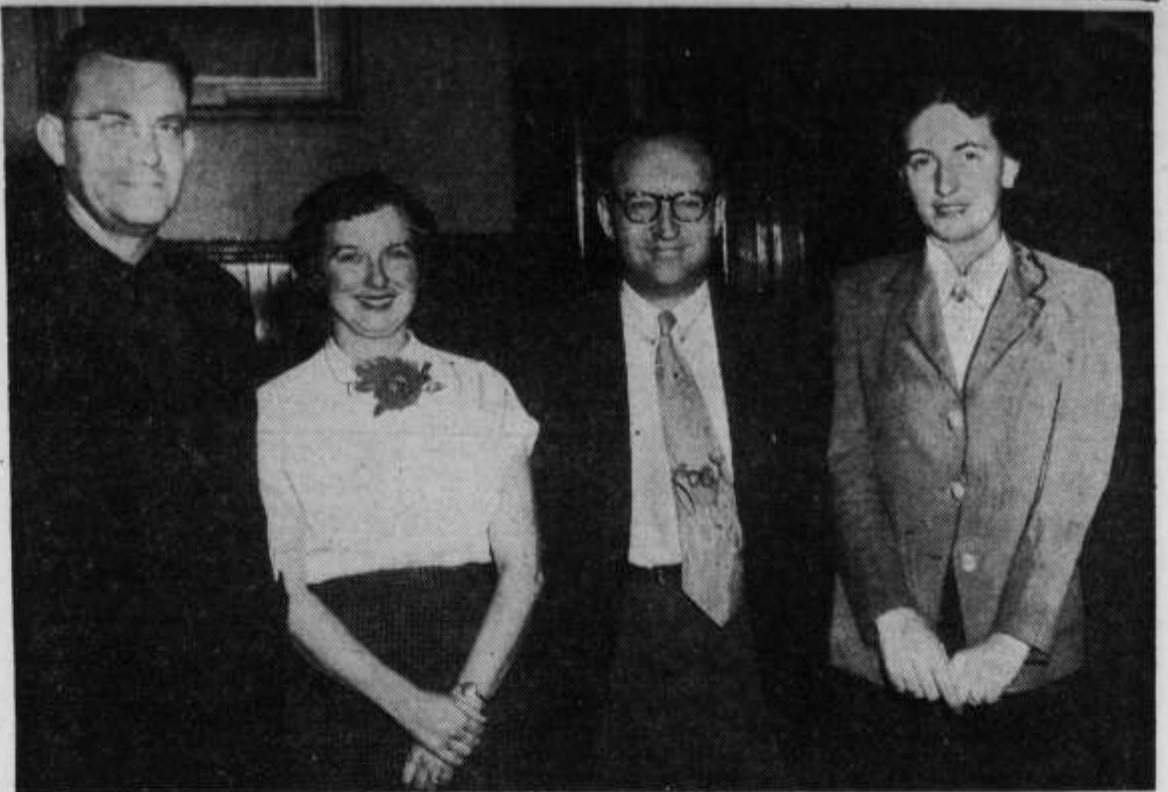
The Washington firemen would do well to reconsider their stand. Far more in line with democratic traditions is the stand taken by Washington's Fire Commissioner Joseph Donahue, who called the proposed discrimination legislation "unconscionable".

## Vice President Of Association On West Coast

J. Allyn Stearns, 3rd vice president of The Civil Service Employees Association, left for San Francisco on October 20 to attend the annual meeting of the American Bridge, Tunnel and Turnpike Association at the St. Francis Hotel. He will represent the

Westchester County Park Commission. Mr. Stearns is chairman of the committee on administration and public relations of the Association and is in charge of the speakers and reports program for the annual meeting.

Members of the Association in-



Officers of the newly organized Chenango chapter of the CSEA. Burton Tiffany, president; Eleanor Gibson, secretary; Lewis Lamb, 1st vice president, and Margaret Hebbard, assistant secretary.

## Probation Men Appeal Pay Case

Twelve senior probation officers, who were denied the pay of supervising probation officers by Supreme Court Justice McNally in New York county, are taking their case to the Appellate Division.

The employees base their case on Section 16 of the Domestic Relations Act, which provides that where a grade has been legally established, the Presiding Justice of the Domestic Relations Court, NYC, "may promote to any such grade any employee who is eligible for such position without reference to, or action by, any other authority." The employees say that they are called case supervisors, just an office title, and that they do the work of supervising probation officers, hence are entitled to the higher pay.

Justice McNally cited Section 67 of the NYC Charter, which empowers the Board of Estimate to establish salaries. He remarked that there was no appropriation for supervising probation officer jobs for the petitioners, hence they weren't entitled to the higher pay, even if they performed the duties of supervising probation officers. Also, Section 68, he said, authorizes the Board to create, abolish or modify positions, and the Presiding Justice doesn't possess that power, regardless of the language of the Domestic Relations Law section on which the petitioners rely.

The employees' attorney is A. Mark Levien.

## Question, Please

WHAT RIGHTS have a person who has been appointed contrary to the provisions of the Civil Service Law? A. J.

He has no right to the job, but the officer who employed him, and not the State or civil division thereof, is responsible for paying his salary. The officer can not collect from the State or division of the State for any money he thus pays out. Employees regularly appointed, who continue to work when there is known to be no appropriation for their pay, do not have any financial redress against

the officer who appoints them or continues them.

IF A TITLE is in the exempt class, may more than one appointment be made? K. O'S.

Except for unskilled laborers, who are in the exempt class in the State service, only one appointment may be made to a title in a department or agency, when the title is in the exempt class, unless the classification resolution adopted by the Civil Service Commission provided for more, and the government has provided the money to pay salaries.

## Civil Service Interested In Art, Crafts

ALBANY, Oct. 22—Civil service persons have certainly become interested in arts and crafts.

The State Training Division has received requests for training in arts and crafts far in excess of its present capacity to serve the needs of its employees.

Arts and crafts courses are now closed. They will be reopened again in February.

## Retiring NYC Budget Aides To Be Feted

The NYC Bureau of the Budget will sponsor a testimonial dinner in honor of five retiring members of the Budget Director's staff at the Tavern on the Green in Central Park at 7:30 o'clock, October 29. The retiring staff members are Elizabeth M. Barry, William C. Fitzpatrick, Thomas P. O'Connell, Thomas J. A. Rahilly and Perry Winston. Chairman of the arrangements committee is John D. Williams. Serving on the committee are Lillian Curley, John Osborne, Rose Dolan, James Carroll, Timothy Cronin, Edward McEnaney, Henry Rotanz, Loretta Tierney, Stanley Longhurst, Katherine Carlin, and Joseph Lowe.

## Winnifred Kelly Is Honored on Her Retirement

ALBANY, Oct. 22—Winnifred Kelly, head clerk in charge of the notification unit of the State Civil Service Department's Examinations division, was honored by fellow-employees at a party in Albany last week on her retirement from State service.

During 36 years in the Department of Civil Service Miss Kelly watched the growth of that department from 50 employees in a single office in the State Capital, to 476 employees in six major divisions in Albany, NYC, and Buffalo.

Toastmaster at the party at Walfert's Roost County Club was Lawrence Kirwin, associate personnel technician in charge of the qualifications review session. Mrs. Eugenia McLaughlin was in charge of arrangements.

In attendance were fellow employees and top officials in the Department of Civil Service.

For many years Miss Kelly was in charge of contacting all applicants for State jobs and notifying them of examinations and results.

## Names of Those Who Attended Correction Meeting

ALBANY, Oct. 22—Correction Department chapters of the Civil Service Employees Association held a successful meeting at the De Witt Clinton Hotel, as reported in the October 9 issue of the LEADER.

Stark in the Chair

Reginald Stark, of Clinton Prison, president of the Correction Conference, presided. Harry Joyce, president of the Attica chapter, spoke pointedly on the 25-year retirement project. Mrs. Alice Wagner, of Albion, was present. Delegates included Milo Gray and Harold Corcoran of Clinton; Mr. Joyce and Howard Strang of Attica; Ken Ward and John Mulvaney of Auburn, who is vice president of the Conference; Ross Ann McCarthy of Albion; Ford Hall of Westfield; Charles Scully and Charles Lamb of Sing Sing; Peter Walsh of Wallkill; Roger Becker and Mrs. Abranshe of Woodbourne; Erwin Kinath and Raymond Mahron of Coxsackie; Arthur Drew of Napanoch; Joseph Dell and Ralph Peatie of Matteawan; Cornelius Rush of Green Haven; John Leahy of Great Meadows; Francis Crawley of Elmira; Albert Foster of Dannemora, and Mary O'Connell, Francis Daley and Helen David of the Capital District.

## Police Lieutenants To Meet on October 24

The regular monthly meeting of the NYC Lieutenants Benevolent Association will be held on Wednesday, October 24, in the Governor's Room, Hotel Governor Clinton. The meeting follows the sixth annual entertainment and reception of the organization held on Monday evening, October 22, at the Hotel St. George.



Membership committee of the Binghamton chapter, CSEA. Seated, front row, from left, Stuart H. Anderson, 2nd vice president; Clarence W. F. Stott, executive secretary. Seated, second row, Howard Pike, Maurice Sokolinsky, Frances Reilly, Hazel Reilly, Noralene Curley, George E. Bley. Standing, Clare L. DeJean, Philip C. Myers, Ralph Hutto, Frank Bell, Gerald Reilly, president; Arthur Smith, Anna H. Noonan, Roger Donahue, Margaret T. Moran, Helen M. Van Atta, Jean Marie Kroboth.

# Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from page 5)  
her duties in the Social Service Department to further her studies towards her B.A. degree at Mercyhurst College, Erie, Pa.

## Steuben County

A DINNER MEETING of the Steuben County chapter, CSEA, will be held on Thursday, November 1, at 6:45 p.m. at the Hotel Stanton, 67 Bridge Street, Corning. Elizabeth Morse, chapter president, will preside.

George Crippen will report on a recent meeting of the executive board. President Morse will report on the 41st annual meeting of the Association, which she attended in Albany, October 3 and 4. A report will be made to the highway employees in regard to their request for consideration of vacation pay.

Charles R. Culyer, CSEA field representative, is expected at the meeting. Entertainment is planned.

Civil Service Employees who are not members of the Steuben chapter are invited to attend the meeting.

Employees in the Corning area should make their reservations with George Deuerlein, telephone Corning 6-5474 or 2-1961, by Tuesday night, October 30.

Other reservations should be made with President Morse, telephone Bath 437 or 603-J, by Tuesday, October 30.

Will you make a special effort to attend this meeting?

## Civil Service Dept.

JOHN W. DOLAN was elected to a second term as president of the Civil Service Department chapter, CSEA, at the organization's recent meeting at Association headquarters' 8 Elk Street. Other officers are J. Paul Gregware, vice president; Pauline Bates, secretary; Matthew J. Lavenia, treasurer; Thelma M. Westervelt and Peter H. Hilton, delegates. Eugene Bessette Fowler, Betty R. Schoonmaker, Mary T. Colwell, Elizabeth M. Welch, Virginia M. Leatham, Mildred E. Ladd, William Kilian and Admiral Wickert were elected to the executive council. Lawrence W. Kerwin was reelected as a member of the State executive committee.

The membership committee, under the able leadership of Florence McKee, has started a drive for new members. The committee's goal is 100% membership in the department.

Helen Lawrence, chairman of the social committee, got off to a good start by announcing that the annual fall party will be held at the Circle Inn on Election Day Eve, with Kenneth (Tell Ya What I'm Goin' To Do) Haselton, Mayor of Couse Corners, acting as chairman. She also announced that plans for the annual Christmas party are now in progress with Sam (Lover Boy) Ciulla as chairman.

## LEGAL NOTICE

STUHM, ANNA W.—CITATION.—P 2535  
1951.—The People of the State of New York By the Grace of God Free and Independent. To ETHEL HANSON, CARRIE JOHNSTON DENNEHY, JAMES JOHNSTON, MURIEL JOHNSTON, CAROLYN JOHNSTON to all if living and if dead, to their heirs at law, next of kin and distributees whose names and places of residence are unknown, and if they died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of ANNA W. STUHM, the decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, send greeting:

Whereas, Ruth Anderson of 611 Academy Street, New York, N. Y., and Simon Schechter, of 11 Park Place, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 2, 1950, relating to both real and personal property duly proved as the last will and testament of ANNA W. STUHM, deceased, who was at the time of her death, resident of 15 East 88th Street, the County of New York.

Therefore you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 2nd day of November, one thousand nine hundred and fifty-one, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, on the 24th day of September in the year of our Lord one thousand nine hundred and fifty-one.  
PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court.

## Brooklyn State Hospital

PRESIDENT ARNOLD MOSES of the Brooklyn State Hospital chapter, CSEA, has appointed Frances L. Wilson as chairman of the social committee which is planning a dance for December 7. Clara Straker is head of the prize committee for the dance.

Mr. Moses has called a joint meeting of the board of directors and membership committee for Tuesday, October 23, at 4:15 p.m. in nurses' classroom in Building 10.

The Psychiatric Forum held its monthly meeting in the auditorium, with Emanuel K. Schwartz, supervisor of psychotherapy, Post Graduate Center, and practicing psychoanalysis in charge. He gave an excellent talk on mental health activities in Sweden, England and Israel. The November speaker will be Doris Clark, chief probation officer, NYC Magistrates Court.

A bridge luncheon, sponsored by BSH Mental Guild, is coming up on October 24 at 1 p.m. in Assembly Hall.

The following attended a recent dinner at Duffy's, Nostrand and Parkside Avenues: Deila O'Dowd, Mrs. Lillian Dowling, Mrs. Lilly Nash, Mrs. Laura Kampe, Mr. and Mrs. H. Brown, Miss K. McNamara, Miss W. Cawley, Miss A. Lucy, Miss Callahan, Miss M. McAllister, Mrs. Crown, Mrs. Lily Ketchens, Miss S. Stone, Mr. and Mrs. Michael Cooney, Mr. Michael Brennan, Miss Brogan, Mr. and Mrs. J. Regan, Miss Rose McLaughlin, John O'Kane, Joseph and Raymond O'Dowd. MC John O'Kane played the accordion and sang Irish ballads. Michael Brennan and Frank Brody also entertained. They were grand. Everyone had a fine time.

Recent word from Anthony Moreno and Richard Behan, who are vacationing in Cuba. They are thinking of taking up Calypso singing.

Congratulations to Mr. and Mrs. Peter J. Romeo on their baby girl. Mrs. Ann Robertson is a recent grandmother.

Every good wish to Catherine Delsio who is taking up household duties and to Hosea Brown and George Turner, recent inductees into the armed forces.

The following are enjoying vacations: Helen Scarborough, Jane Johnson, Augustine Stovall, Willie Sharp, Floria Scarpa, William Crawford, Annie Carroll and Carrie McCourt.

The following are improving in sick bay: Edna Kidd, Mary Laughlin, Lottie Houston, John McCoy, Harry Blake, Pete McKenna, and Mrs. M. Natale. William J. Farrell and Adrea Charles have returned to duty after recent illnesses.

Our deepest sympathy to the Trapanotta family on the loss of their son John, in Korea. To R. Owens, engineer, on the loss of his son in upstate New York. To Anthony Grabouckas on the loss of his mother. To Earl Jones on the loss his father.  
(Continued on page 14)

# Hiring Only Temporaries Is Wrecking Post Office, Unions Inform Congress

WASHINGTON, Oct. 22—Organizations of postal employees, aided by other Federal employee members of the American Federation of Labor, are protesting to Congress that the Whitten amendment, which limits hiring of temporary employees, is wrecking the postal service. It is destroying the morale of the postal employees, the union says, and resulting in making it impossible to render the high quality and speedy service for which the Post Office Department had been noted.

The amendment was introduced by Representative Jamie L. Whitten of Mississippi.

Break-down Charged  
"This law," say the unions, "has led to a complete breakdown of the civil service system and has brought about the use of temporary hire, to fill the gaps, especially in the postal service." On request of the Federation, Senator Johnston, has suggested an amendment already adopted by the House and pending before

the Senate Appropriations Committee, which would exempt the postal department from the provisions of the law.

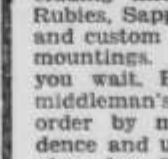
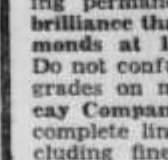
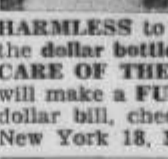
Wide Support  
This move has the support of the Government Employees Council, the National Association of Letter Carriers, American Federation of Government Employees and other groups seeking to protect the civil service system. Indications are that the suggested amendment will be approved and relieve the Post Office Department of the headache involved in recruiting competent help to move the mails.

In NYC the Joint Postal Conference, as well as individual groups, like the New York Federation of Post Office Clerks, is making a strong drive to have an exception made of postal employment. The movement is expected to grow, so that once that relief is obtained, the total repeal of the amendment, applying to all Federal hiring, will be attempted.



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Dr. Shoub who has perfected the FAMOUS NON-TOXIC CAT LOTION has also now perfected a NON-TOXIC DOG LOTION. These Lotions will rid Cats and Dogs of Fleas, Lice and Odors PERMANENTLY. Both Lotions are HARMLESS to Cats and Dogs and approved by Alice & John. With the dollar bottle which makes a PINT of Cat Lotion, the book on the CARE OF THE CAT will be given FREE. A two ounce bottle which will make a FULL QUART of DOG LOTION costs only \$1.00. Send a dollar bill, check, or M.O. to DR. H. L. SHOUB, 222 W. 42nd St., New York 18, N. Y. Please indicate which of the Lotions you wish.

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Gems are gems in their own right, crystallized by science, assuring permanent beauty and brilliance that outshines diamonds at 1/30th the cost. Do not confuse with inferior grades on market. The Arcaay Company also handle a complete line of jewelry including finest quality Star Rubies, Sapphires, diamonds and custom type 14 Kt. gold mountings. Settings while you wait. Buy direct, save middleman's profit. You can order by mail with confidence and use our lay away plan for Christmas. Open daily and Sat., 9-5, or by app. THE ARCAAY COMPANY, (where you can expect quality-integrity and personal service), 299 Madison Ave., (at 41st St.), N. Y. 17. Phone MU. 7-7361.—John

### FROM A NOTED DERMATOLOGIST

In reply to your request I wish to state, that I am using your ULADON CREAM since a considerable length of time in my extensive dermatological practice with full satisfaction for the treatment of various forms of so called "Ringworm group" (Dermatophytosis, "Tinea capitis, Tinea pedis"). ULADON CREAM is indeed an extremely potent remedy for the aforementioned diseases. It is important to mention that extensive work with ULADON CREAM reveals, that the preparation is definitely non-toxic, non-irritating, therefore it is SAFE TO USE. Wishing you the best of luck, I remain, ULADON approved by Alice & John. (Letters above on file in office. Look for ULADON ad on this page.

### Leather Table Top Beautifies Furniture

You'll be amazed how much prettier your table, desk, TV doors, etc., will look when covered with top grain leather. I found a wonderful choice of shades to blend with any color scheme, at prices that fit any purse. You can get a free estimate by calling Fine Art Leathercraft Co. EV. 7-2828. — Alice

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Are you a frequent sufferer from sinus headache, "stuffed-up" nose, or other irritating nasal discomfort? Send now for introductory bottle of PONARIS. Recommended by Doctors for over twenty years. Now available through the mail. PONARIS is a pure vegetable compound, gentle action. No narcotics or opiates. Non habit forming. Instant beneficial results. \$1.00 by mail. We pay postage. HUNTINGTON PRODUCTS, 140 E. 59th St., New York 22, N. Y., Dept. C. Recommended by Alice & John.

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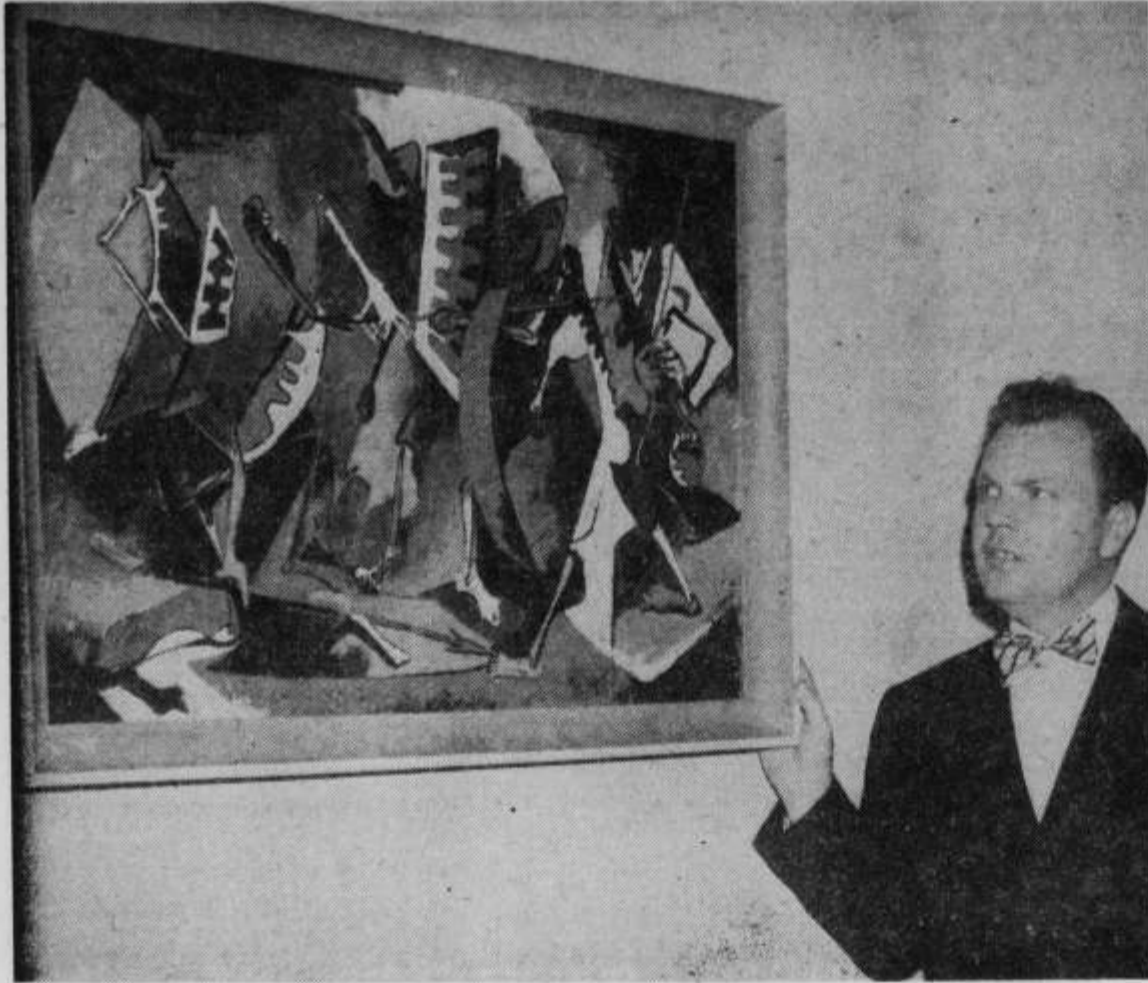
## Huge Savings In Special TV Sales

Excello is featuring a 20" Open Face Console at \$199

Due to public demand, Excello TV are continuing the sale for one more week of the 20" open face console at \$199. They also have a beautiful full door mahogany 20" console framed extrav-

agantly in gold rim which frames a genuine safety glass masking to give the most in clarity to your picture. This console is being sold at the very low price of \$259, and is highly comparable to top name sets which are selling as high as \$499. Plus the fact of the 31 tube super powered licensed RCA chassis and the new level beam tuning that gives you perfect vision on every square inch of this 20" picture. Be sure to come in and see these two wonderful buys; there's only 15% down and 18 months for the balance at Excello TV Stores 878 Gerard Ave. (cor. 161st) two blocks east of Yankee Stadium. CY 3-3326. Open 9 a. m. to 10 p. m.

# Prizewinners in Civil Service Art Show



James V. Gilliland, of Schenectady, with his oil painting "Warriors," which won the second prize in the art show of the Civil Service Employees Association. Mr. Gilliland lives in Schenectady.



It's clear that Jesse B. McFarland, president of the Civil Service Employees Association, enjoys paying over the prize money to Elizabeth Rothstein who won first prize in oils with her "The Clancy Place." The prize was donated by employees of the State Commerce Department.

## Frank Reed Wins First Prize in Watercolors

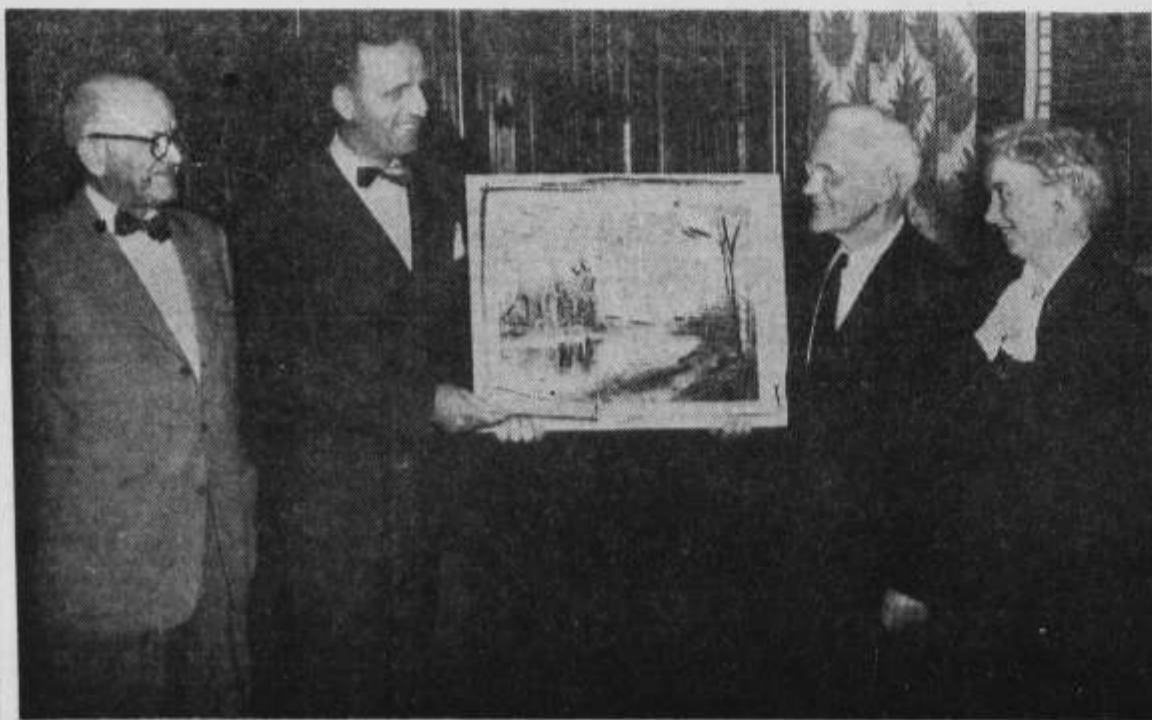


"Composition," by Frank Reed of the State Education Department, won first prize in watercolors. The prize was given by employees of the Education Department. Jesse B. McFarland, Association president, awards the prize to Mr. Reed.



E. G. Weinheimer, of Ballston Lake, stands next to his art work entitled "Dancer," which won the accolade of "Best in Show." The exhibit, held in the Albany Institute of History and art, was the best-attended event of its kind.

## D. E. Morey's Landscape Voted 'Most Popular'



D. E. Morey (second from right), winner of the prize given by the Capital District Conference for the most popular picture, entitled "Autumn Landscape." Left to right: Charles E. Sheridan, chairman of the Art Show Committee; Dr. Theodore Weisz, Education Department, chairman of the Capital District Conference; Mr. Morey, also of the Education Department; and Margaret Mahoney, of the Public Service Commission, who served on the Art Show Committee. (The photo was taken by Howard A. Shiebler, coordinator of Public Relations, State Education Department, Albany.)



David E. Kuschaer, of the State Tax Department, was 1st prize winner in Ceramics and Sculpture, with his piece called "Sgrawomen."



Helen C. Ryan of Schenectady took second prize with her water color entitled "Maine Fish Shacks."

The art show held by the Civil Service Employees Association, an idea of its field representative Philip Kerker, proved to be the most popular event ever held at the Albany Museum of History and Art.



# Medical Aides, Boiler Makers, Inspectors Needed

NYC

## Open-Competitive

The following NYC exams are now open to the general public. The starting salary is given and includes the bonus. The last day to apply is at the end of each notice.

**5392. Boiler Maker, \$4,250, 250 days.** Twenty-four vacancies in the Department of Marine and Aviation. This is a prevailing rate position. Fee \$4. Date of Test: The performance test is expected to be held January 16, 1952. This date may be changed. Minimum Requirements: Five years' satisfactory experience as a boiler maker in the type of work outlined under duties; or a satisfactory equivalent. Open only to persons who shall not have passed their 45th birthday on October 16. This requirement does not apply to veterans. Duties: Under close supervision, to overhaul and repair fire and water tube boilers, stacks, tanks and similar equipment; re-tube boilers, chip, caulk and rivet by hand or by use of air or steam operated tools; perform related work. Tests: Performance, weight 70, 70 per cent required; physical, weight 30, 70 per cent required. The physical test is designed to test the candidate's strength and agility. A qualifying written test may also be given. A rating of 70 per cent will be required. (Wednesday, October 31).

**6099. Medical Consultant (Obstetrics), Grade 4, (Part Time), \$3,240.** Appointees will be permitted a reasonable amount of time in hospital or other activities to maintain professional competence. One vacancy in the Department of Health. Fee \$4. Minimum Requirements: Candidates must be graduates of a school of medicine and must have completed one year as intern in a general hospital. In addition, candidates must have each of the following or its equivalent: (a) two years of residence in obstetrics in a hospital (b) five years of experience in obstetrics, 2 years of which must have been on the obstetrical in-patient service of a hospital and (c) certification by the American Board as a specialist in obstetrics and gynecology. A New York State license to practice medicine will be required. (Wednesday, October 31).

**6370. Inspector of Heating and Ventilation, Grade 3, \$3,671.** Two vacancies in the Department of Education. Appointments by the Department of Education are exempt from the three-year NYC residence requirement. Fee \$3. The written test is expected to be held December 20. This date may be

changed. Minimum Requirements: Five years' experience in the installation of heating and ventilation plants, one year of which must have been as a foreman, inspector or superintendent; or a baccalaureate degree in mechanical engineering or a satisfactory equivalent. Written, weight 100, 70 per cent required. (Wednesday, October 31).

**6372. Inspector of Repairs and Supplies, Grade 3, \$3,671.** Two vacancies in the Office of the Comptroller. The written test is expected to be held November 30. Fee \$3. This date may be changed. Minimum Requirements: At least five years' experience in the manufacture, purchase or inspection of construction materials in a large mercantile or manufacturing establishment; or five years' satisfactory experience as an inspector of construction materials and supplies in a government agency; or five years of satisfactory experience as a supervisor or foreman in building construction and repairs to buildings of a character to qualify for the duties of the position; or a satisfactory equivalent. Tests: Written, weight 50, 70 per cent required; experience-oral test will include experience, speech, manner and judgment. (Wednesday, October 31).

**6394. Junior Bacteriologist, \$2,961.** Certification to positions in the Bureau of Social Hygiene or to the biological production laboratories of the Department of Health may be restricted to male eligibles only. Twenty-eight vacancies in the Department of Health and four in the Department of Hospitals. Other vacancies occur. A promotion exam open to qualified employees of the Departments of Health and Hospitals is being held in conjunction with this exam. The resulting promotion lists will have priority, but are not expected to provide as many eligibles as there are jobs. Fee \$2. The written test is expected to be held December 15. This date may be changed. Minimum Requirements: (a) A baccalaureate degree with a major in a biological science or in chemistry or (b) high school graduation plus three years of experience as a laboratory technician in a laboratory of a recognized hospital or in a biological or chemical research laboratory; or (c) a satisfactory equivalent. Candidates who expect to be graduated in 1952 will be admitted. Tests: Written, weight 100, 75 per cent required. (Wednesday, October 31).

**6401. Architectural Assistant, \$2,961.** One vacancy in NYC Housing Authority. Appointments by the Authority are exempt from the Authority's residence requirement. (Continued on page 10)

## Where to Apply for Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., and Room 302, State Office Building, Buffalo 2, N. Y. Hours 9:30 to 5, excepting Saturdays, 9 to 12. Same applies to exams for county jobs.

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

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

### NYC Travel Directions

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

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

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

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs, do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9" or larger envelope. The State accepts postmarks as of the closing date. The U. S. does not, but requires that the mail be in its office by 5 p.m. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 p.m. to obtain a postmark of that date.

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

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

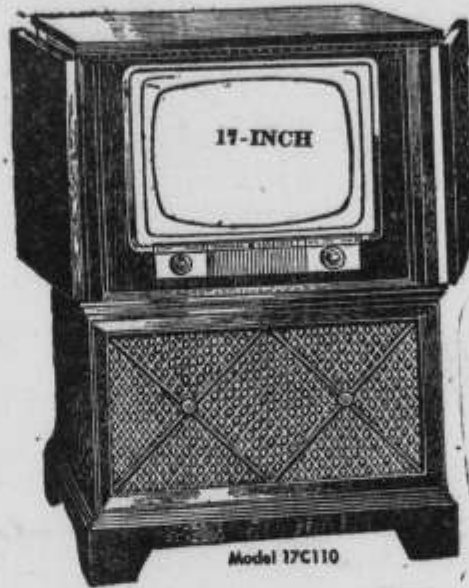


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while we're primping  
you'll be skimping  
on the price  
of the new  
big as life  
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seventeen inch



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Model 17C110



Model 17C103



17C103	was 319.95	now 289.95
17C105	was 349.95	now 289.95
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# Real Estate, T. B. Clinician and Drafting Jobs

**NYC Open-Competitive**  
(Continued from page 9)  
the three-year residence requirement. Fee \$3. Minimum Requirements: Graduation from senior high school and two years' satisfactory practical architectural experience; or a satisfactory equivalent. The written test is expected to be held December 8. This date

may be changed. (Wednesday, October 31).  
6402. Assistant Landscape Architect, \$4,391. Four vacancies in the NYC Housing Authority. Appointments in this department are exempt from the three-year residence requirement. Fee \$4. Minimum Requirements: A baccalaureate degree in Landscape Architecture and three years' exper-

ience in landscape architectural work; or a satisfactory equivalent. Tests: Written, weight 50, 75 per cent required; experience, weight 50, 70 per cent required. The written test is expected to be held December 6. This date may be changed. (Wednesday, October 31).

6403. Civil Engineering Draftsman, \$3,550. About 53 vacancies. Fee \$3. Minimum Requirements: Graduation from a four-year high school course and four years' practical experience; or a baccalaureate degree in engineering; or a satisfactory equivalent. Persons who expect to be graduated by June 30, 1952 will be admitted. Tests: Written, weight 100, 75 per cent required. The written test will consist of civil engineering problems and drafting. The written test is expected to be held December 1. This date may be changed. (Wednesday, October 31).

6407. Tuberculosis Clinician, Grade 4, \$5,650. Appointees will be permitted to spend time in hospital or other activities to maintain professional competence. Fee \$4. Minimum Requirements: Candidates must be graduates of a school of medicine, and must have completed one year in a formal appointment as intern in a general hospital. In addition, candidates must have each of the following or its equivalent: (a) one year of a formal appointment as a resident in a tuberculosis hospital or on the chest service of a hospital whose internships and/or residencies are approved by the Council on Medical Education of the American Medical Association; (b) two years of experience since the completion of the residency in the examination and treatment of patients and interpreting x-ray films in a chest clinic treating at least 3,500 patients annually. A license to practice medicine is required. Tests: Written, weight 40, 75 per cent required; training and experience, weight 30, 70 per cent required; oral, weight 30, 70 per cent required. The factors in the oral test will include manner, speech, judgment and technical competence. (Wednesday, October 31).

6426. Real Estate Agent and Appraiser, \$6,000 and \$5,500. Two vacancies in NYC Housing Authority fee \$4. Minimum Requirements: Candidates must possess a minimum of five years of experience in appraising and negotiating for the purchase of properties equivalent in value to at least \$500,000 annually, at least three years of which should be in an executive or administrative capacity with a firm or public agency engaged in large scale appraising and purchasing of real property; or a satisfactory equivalent. A New York State real estate broker's license is required. Tests: Written, weight 30, 75 per cent re-

quired on each part, experience, weight 50, 70 per cent required; oral, weight 20, 70 per cent required. The oral test will include the following factors: professional competence, manner and bearing, and speech. (Wednesday, October 31).

In addition to the foregoing new NYC open-competitive exams, the following have been re-opened for receipt of applications. The salaries are the ones paid at start and include the cost-of-living bonus. The last day to apply is at the end of each notice.

6386. Senior Physicist, \$5,250. Requirements: A baccalaureate degree with a major in physics or electrical engineering, plus 5 years of satisfactory responsible experience in physics or electrical engineering of which at least 2 years must have been in radiological physics and at least 1 year must have been in a supervisory capacity. An equivalent combination of graduate training and experience will be accepted. Fee \$4. (Wednesday, October 31).

6384. Physicist (Radiation), \$3,971. Requirements: A baccalaureate degree with a major in physics or electrical engineering, plus 3 years of satisfactory responsible experience in physics or electrical engineering of which at least 1 year must have been in radiolog-

ical physics. An equivalent combination of graduate training and experience will be accepted but applicants must have at least 1 year of experience in radiological physics. Fee \$3. (Wednesday, October 31).

6381. Assistant Physicist (Radiation), \$3,431. Requirements: A baccalaureate degree with a major in physics or electrical engineering, plus 1 year of satisfactory laboratory experience of which at least 6 months must have been in radiological physics. Satisfactory experience may be substituted for the undergraduate training. Graduate work may be substituted for the required experience. Fee \$3. (Wednesday, October 31).

6379. Assistant Physicist (Electronics), \$3,431. Requirements: A baccalaureate degree with a major in electrical engineering or physics, plus 1 year of satisfactory laboratory or shop experience in electronics. Satisfactory experience may be substituted for the undergraduate training. Graduate work may be substituted for the required experience. Fee \$3. (Wednesday, October 31).

6387. Senior Physicist (Isotopes) \$5,250. Requirements: A baccalaureate degree with a major in physics, electrical engineering,

(Continued on page 11)

## CLERK 3-4-5 STUDY BOOK 2.50

SAMPLE QUESTIONS  
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for

### Officers of all Civil Service Organizations

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(Continued from page 10)  
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valent combination of graduate training and experience will be accepted. Fee \$4. (Wednesday, October 31).  
6385. Physicist (Isotopes), \$3,971. Requirements: A baccalaureate degree with a major in physics, electrical engineering, chemical engineering, chemistry or biology, plus 3 years of satisfactory responsible experience in

physics, chemistry or electrical engineering of which at least 1 year must have been with radioisotopes. An equivalent combination of graduate training and experience will be accepted but applicants must have at least 1 year of experience in radioisotopes. Fee \$3. (Wednesday, October 31).  
6380. Assistant Physicist (Isotopes), \$3,431. Requirements: A baccalaureate degree with a major in physics, chemistry, biology, electrical engineering or chemical engineering, plus 1 year of satisfactory laboratory experience of which at least 6 months must have been with radioisotopes. Satisfactory experience may be substituted for the undergraduate training. Graduate work may be substituted for the required experience. Fee \$3. (Wednesday, October 31).  
6383. Junior Physicist, \$2,961. Requirements: (a) A baccalaureate degree with a major in physics, chemistry, biology, electrical engineering, chemical engineering or (b) high school graduation plus 4 years of satisfactory shop or laboratory experience; or (c) an equivalent combination of undergraduate training and experience. Those who will graduate by June 1952, will be admitted. Fee \$2. (Wednesday, October 31).  
5835. Supervisor, Psychiatric Social Work, \$4,140 to \$4,620.

professional engineering experience, including two years in the design of sanitary engineering facilities; and (4) either (a) a bachelor's degree in engineering plus 1 more year of professional engineering experience involving the design of sanitary engineering facilities or (b) a master's degree in sanitary engineering or (c) 8 more years of engineering experience plus one more year of experience as described in (a) or (d) five more years of experience as described in (a) or (e) an equivalent combination of such training and experience. Fee: \$5. (Friday, October 26).  
4280. Mechanical Equipment Inspector; one vacancy in the Division of Standards and Purchase in Albany; \$4,710 to \$5,774 Requirements: (1) high school graduation or possession of an equivalency diploma; (2) two years of experience involving the manufacture, installation, inspection or testing of various types of mechanical equipment with a major manufacturer, factory branch contrac-

tor or underwriters' testing laboratory; and (3) either (a) three more years of such experience or (b) a bachelor's degree in engineering plus one more year of such experience or (c) a bachelor's degree in engineering with specialization in mechanical engineering or (d) an equivalent combination of training and experience as described in (a), (b), and (c). Fee: \$4. (Friday, October 26).

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4283. Supervisor of Social Work (Public Assistance); one vacancy each in Albany and Syracuse; one each expected in Albany and NYC; \$4,425 to \$5,313. Requirements: (1) a bachelor's degree or equivalent education; and (2) either (a) six years of full-time paid experience, within the past 10 years in social welfare or social insurance with a recognized agency, including two years of responsible supervision of a staff of professional workers or field supervision of operations of public or private welfare agencies and three years of major responsibility for determining eligibility for economic assistance and or granting of financial assistance and services to needy families or adults or (b) an equivalent combination of such training and experience. If eligible, a candidate may apply for Senior Social Worker (Public Assistance) below, paying an extra fee. (Friday, October 26).

4284. Senior Social Worker (Public Assistance), four vacancies in Buffalo, three in NYC, two in Syracuse, and one in Rochester; two vacancies expected in NYC and one each in Albany and Syracuse; \$3,991 to \$4,781. Requirements: (1) a bachelor's degree or equivalent education; and (2) either (a) four years of full-time paid experience, within the past 10 years, in social welfare or social insurance with a recognized agency, including one year of responsible supervision of a staff of professional workers or field supervision of operations of public or private welfare agencies and two years of major responsibility for determining eligibility for economic assistance and/or granting of financial assistance and service to needy families or adults or (b) an equivalent combination of such training and experience. If eligible, a candidate may apply for Supervisor of Social Work (Public Assistance), above. Fee: \$3. (Friday, October 26).

4282. Office Machine Operator (Bookkeeping); eleven vacancies in Albany and five in NYC; \$2,140 to \$2,833. The entrance salary for positions in NYC is \$2,416. Requirements: either (a) three months' experience in the operation of a multiple register bookkeeping machine or (b) successful completion of an acceptable course in the operation of a multiple register bookkeeping machine. Fee: \$1. (Friday, October 26).

4279. Senior Sanitary Engineer (Design), one vacancy expected in the Dept. of Public Works, Albany, \$5,774 to \$7,037. Requirements: (1) possession of a license to practice professional engineering in New York State or eligibility to obtain such license by April 26, 1952, (2) high school graduation or possession of an equivalency diploma; (3) four years of

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# Inside Story of Five Unions' Heated Battle For Sanitation Department Membership

By HERMAN BERNARD

The existence of competing unions has complicated the labor relations problems of the NYC Department of Sanitation. The department has always experienced labor problems, though they reach serious climaxes only occasionally.

Mayor Fiorello H. LaGuardia, during his administration, seeking to avoid jurisdictional squabbles and competitive organizing in the other departments, parcelled out the department to the American Federation of Labor. The CIO got the Department of Welfare. Now the AFL unions who represent the sanitation men total three. There have been switches to one branch or another of the AFL, with two more such moves being weighed.

Meanwhile the stage is more or less monopolized by the slow-down of garbage collections, directed by the Local 111-A of the Building Service Employees Union, AFL. This union was formed by Stanley B. Krasowski, its incumbent president, from members of Local 111, American Federation of State, County and Municipal Employees, AFL.

**LOCAL 111 ACTIVE:** Another switch has resulted in the formation of the Uniformed Sanitation Men's Association, Local 831, of the Teamsters, Chauffeurs, Warehousemen and Helpers Union. Previously Local 49, in Queens, combined, when in the State-County AFL groups, with Local 308 in other boroughs, to form Local 831 of the Teamsters union. John De Lury is president

of Local 831. To switch over to the Teamsters he had to resign an international vice presidency of the State-County AFL group.

However, the State - County group reports that it is actively enrolling members in Local 111 at a good pace and that after the present flurry of "sensational tactics" is over, will be able to show membership strength among sanitation men, both Class A and Class B, second to none. Thus there are three AFL unions in the field for sanitation men, besides the numerous other unions representing clerical workers and men in the skilled and semi-skilled trades.

### CIO Tries Its Hand

In addition the Government and Civic Employees Organizing Committee, CIO, stating that the

quarrels by the AFL unions show the need for stabilization, is organizing Local 376. Anthony Laregina is president. Harry Gray serves as the union representative.

Thus a fourth union representing sanitation men is in prospect. All of them have much the same objectives, principal among them a salary increase, a five-day 40-hour week and pension liberalization.

The CIO, because of the fight among the AFL unions, seized what it considered a good opportunity to move in.

Neither Mr. Krasowski nor Mr.

DeLury gives any inkling of why he shifted from one AFL union to another. In Mr. Krasowski's case, since he is a relative newcomer, compared to others, in the AFL labor picture, friends stated that he saw his opportunity and he seized it.

### Krasowski Group Succeeds

There is no disputing the fact that he succeeded. Also, his following consists of younger men, many of them relatively recent additions to the department. Mr. DeLury's strength lies largely among the men who have spent more years in the department, in which he

(Continued on page 13)

## Sanitation Dept. Runs Own Grievance Bureau

The NYC Department of Sanitation, which employs many different types of workers in addition to sanitation men, has labor relations system in operation that is regarded as satisfactory.

A labor relations mediator, who is actually on the staff of the Mayor's office, is stationed in the department. Although his authority is citywide, he has been working on Sanitation Department cases exclusively. The mediator is Dominic T. Aurichio, an attorney who formerly handled labor cases in private practice.

Mainly the cases come to Mr. Aurichio through union leaders. Employees with grievances prefer to have skilled representation by leaders of the union of which they are members. Any employee or group of employees may bring a grievance directly to Mr. Aurichio, however.

### Employees Get Hearing

In each case a hearing is given to the employee or his representative. Mr. Aurichio takes notes, if the facts are not elaborate, otherwise a stenographic record is made. Then he sees the division

head. After weighing the facts and the law, he makes a recommendation. He reports that he has never had a single instance of lack of co-operation by a division head, and that many grievances have been settled. If they do not involve department-wide problems, or other employees, or budget considerations, they are put into effect without even going before Commissioner Andrew W. Mulrain. The Commissioner is apprised in reports to him of all the activities of the bureau.

If no solution can be reached, or a recommendation is unsatisfactory to the employee, an appeal may be taken to the Commissioner. If the employee is still dissatisfied, he may appeal to the Division of Labor Relations, of the Mayor's Office. The Mayor may accept or reject the Division's recommendation, and if he accepts it, may order the Commissioner of any department to comply with it, if the subject-matter is one over which the Mayor has jurisdiction. If the case involves a disposition that only the Board of Estimate may make, the recommendation is submitted to the Board, and the Board's decision then becomes binding.

### Advices Commissioner

The present drive by one union for a five-day, 40-hour week for sanitationmen involves citywide policy and added funds, hence is outside of Mr. Aurichio's jurisdiction. He does, however, advise Commissioner Mulrain on problems arising from the slowdown and other aspects of the union's impact on the work of the department.

### LEGAL NOTICE

#### NOTICE

Will Thomas Barry, son of Edmund Barry and Mary Quinn Barry and brother of Margaret Barry, and who was born in New York City in the year 1886 or 1881, or anyone having knowledge of the whereabouts of said Thomas Barry or knowing whether he be dead or alive, please contact the undersigned immediately in reference to a matter of some interest to said Thomas Barry.  
JAMES H. GLAVIN, JR.,  
Attorney at Law,  
Post Office Box K,  
Waterford, New York.

### STATE OF NEW YORK, DEPARTMENT OF STATE, ss:

I do hereby certify that a certificate of dissolution of D. K. B. REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 18th day of October, one thousand nine hundred and fifty-one.

THOMAS J. CURRAN,  
Secretary of State.  
(Seal) BY SIDNEY B. GORDON,  
Deputy Secretary of State.

### CITATION—The People of the State of New York, by the Grace of God, Free and Independent, To Attorney General of the State of New York and to "John Doe," the name "John Doe" being fictitious, the alleged husband of Augusta Rohr, deceased, if living, or if dead, to the executors, administrators and next of kin of said "John Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of Augusta Rohr, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of Augusta Rohr, deceased, who at the time of her death was a resident of 1310 Park Avenue, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, said at the Hall of Records, Room 509, in the County of New York, on the 13th day of November 1951, at half-past two o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable [Seal.] George Frankenthaler, a Surrogate of our said County, at the County of New York, the 2nd day of October, in the year of our Lord one thousand nine hundred and fifty-one.

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

### LEGAL NOTICE

#### SUPREME COURT, BRONX COUNTY—

RUTH ADAME, plaintiff, against ELIZABETH SULLIVAN, and at other heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, legatees, trustees, executors, administrators, and successors in interest of said Elizabeth Sullivan, and if any of them be dead, the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, trustees, legatees, executors, administrators and successors in interest of the aforesaid classes of persons, if they, or any of them be dead, and the respective husbands, wives, or widows, if any, all of whom, and whose names and places of residence are unknown to the plaintiff, and all other persons, if any, having any rights, or interest in, or lien upon the property affected by this action, or any part thereof, Defendants. Plaintiff designates Bronx County as place of trial.

To the above named defendants: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.  
Dated: Bronx, New York City,  
June 8th, 1951.

JOSEPH J. NISTA,  
Attorney for Plaintiff,  
Office & P. O. Address, 260 East 161st Street, Bronx, N. Y. C.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an Order of Hon. Ernest E. L. Hammer, Justice of the Supreme Court of the State of New York, dated October 1st, 1951, and entered October 2nd, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of the Bronx, City of New York.

This action is brought to foreclose a transfer of tax lien sold by the City of New York to the plaintiff, No. 66028, in the amount of \$1,905.00, with interest at 12% per annum, from November 11th, 1941, affecting real property situated in the Borough of Bronx, City and State of New York, designated and shown upon the tax map of the said City of New York for said Borough as Lot 47, Section 17, Block 4983, and being on the East side of Duray Avenue, approximately 225 feet south of Strang Avenue.  
Dated: October 3rd, 1951.

JOSEPH J. NISTA,  
Attorney for Plaintiff.

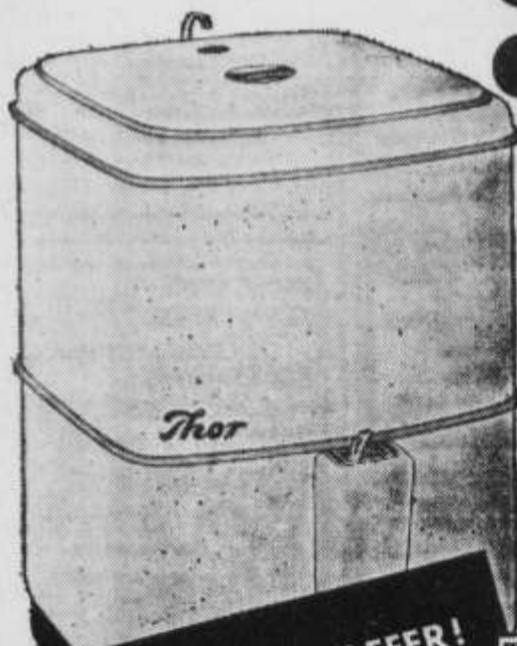
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# Sanitation Unions Use Strategy for Upper Hand

(Continued from page 12)  
himself is a veteran employee. His friends say he felt he could work more effectively through the Teamsters Union.

The uniformed officers of the department are members of Local 750 and call themselves the Classified Officers Association. This is one of two additional unions reported as discussing joining the Teamsters union, the other being the 1140, composed of clerical workers, most of them employed in the Sanitation Department. Both are AFL groups. If such a switch does take place, it would be ascribed to the influence of Mr. DeLury, especially since he set the pattern. Also one of Mr. DeLury's groups, in days gone by, had been connected with the Teamsters.

### Fight to Stay

Both Local 111, which is working hard to build up its twice-reduced AFL membership, and Local 376 of the CIO group, announced that they are in the fight to stay. The two other sanitation men's unions didn't consider it necessary to make such an announcement, as their membership at present, so far as could be learned, is larger. But it was generally agreed among most union leaders that, despite the presence of four unions competing for sanitation men membership, the field is fertile. They say that and a fifth, consisting of officers, the majority of sanitation men are members of no union. Mr. Krasowski is an exception, as he claimed, at a television performance, a membership of 8,000 out of the 9,000 employees.

The fact that there are now three AFL unions in the department, all competing for sanitationmen membership, has caused many persons to wonder where the AFL itself stands. Does it support any one of the three, or does it remain neutral?

### Policy Called Violated

The set-up of the AFL is not such whereby one central agency directs or controls the locals of its international unions. However,

in NYC the Central Trades and Labor Council is the AFL agency, and in the State it is the State Federation of Labor. The president of the Central Trades and Labor Council is Martin T. Lacey, influential not only in labor but also in politics. Mr. DeLury, who also possess both talents, is extremely close to Mr. Lacey. Neither Central Trades nor the AFL in the State has said one word on behalf of the current operations of Mr. Krasowski's Local 111-A and his union is not a member of either. In fact, leaders of AFL public employees unions point out that the AFL national policy regarding such employees is to settle grievances across the conference table by negotiation or agreement, or by arbitration or mediation, and that the "job action" tactics of Local 111 are strictly out of line and will receive neither sympathy nor support from the main bodies of the AFL. However, the Building Service International, with which Local 111 is affiliated, is backing Mr. Krasowski to the hilt. In fact, it was that international that induced Mr. Krasowski, with what was reported to be a flattering offer, to form his present unit of the Building Service group, and pull out of the State-County AFL group.

### Main Differences

Since the objectives are much the same, the differences among the unions are largely ones of method and the way in which they function. The AFL goes in for separate categories of labor to a large extent. The CIO wants to cover employees either city-wide or department-wide. Hence Local 376, CIO, in which membership is now being solicited for the first time, while addressed primarily to sanitation men at the moment, is intended to cover all employees of the department, regardless of title or rank. The AFL unions are separate by occupation. The CIO, as now constituted, shares with the AFL, the policy of discussion at the conference table, instead of resorting to extreme measures, although there have been a few instances of threats of job action, for example, in the threatened stoppage of the ferries because of pay dispute, which was finally settled, and the ferries ran.

In the present slowdown in the collection of garbage there was some police intervention. Mr. Krasowski objected, but none of the other union leaders did. They said that it was the duty of the City to see that the garbage was removed and that if it became necessary to call on the police for an assist that was not only proper but imperative.

### 40-Hour Week, But When?

All the unions want the 40-hour week, and all the union leaders realize that the day will come when the 40-hour week will exist not only in the Sanitation Department, but in all other City departments, with provisions for manpower for emergencies and to insure protection of life and property, with suitable compensation for added hours worked.

The labor situation in the Sanitation Department, as in other City departments, is not unrelated to municipal politics, and who backed whom in the past

election Mr. Krasowski is said to have first backed Impellitteri, then switched to Pecora.

### Gets Mayor's Goat

Mr. Krasowski further disturbed Mayor Impellitteri by refusing an offer of a \$350 raise in base pay for sanitation men, retroactive to July 1, 1950, predicated on withdrawal of complaints under Section 220 of the Labor Law, under which sanitation men claim they are entitled to the rates of pay prevailing in private industry. Mr. Krasowski held out for a \$1,200 raise, while Mr. DeLury was ready to accept the \$350, especially as the \$250 bonus loomed as a possible addition to the increase in base pay, total \$600.

Since then Comptroller Lazarus Joseph has ruled that sanitation men are not covered by the Labor Law's provision. Once that decision came down, the \$250 bonus that had been withheld, from sanitation men pending a determination on that issue, was granted. The men are receiving it, retroactive to March 1 last. The "back pay" part of the bonus

is being added in pro-rated amounts to the checks.

### Acts When Mayor is Away

Another action by Mr. Krasowski that angered the Mayor was the picketing of City Hall last July. That device was finally abandoned on what Mr. Krasowski says was the City Administration's promise to listen to the union's case, particularly its plans for a five-day, 40-hour week without adding one cent to the annual budget. The plan was unfolded to Budget Director Thomas J. Patterson, but without effect. Then the Mayor went to Europe. Slowdown began. The Mayor was also out of town when a previous slowdown was attempted. That time he was spending a brief vacation in the Thousand Islands with James A. Roe, the Queens County Democratic leader. Men were suspended then, as now, for a slowdown accomplished through strict observance of departmental rules. Then the rules were changed and the slowdown ended. This time it was started under the amended rules, and an epidemic of "sickness" was added, but all Mr. Krasowski insisted, was within the law. The Sanitation Department claims otherwise, though not making an issue of that point.

### Department Seeks Peace

The Sanitation Department prefers to end the present slowdown, and attendant disturbances. Commissioner Andrew W. Mulrain says that the slowdown has been a dismal failure, that collections are practically at par, and that he doesn't want the men's families to suffer loss of income because of suspensions. So he gave the men until last Thursday to return to work. They would have to stand whatever penalties were imposed, if they were already tried, and found culpable later, but the indication was that the penalties would be light, and that any penalties wouldn't have to stop one's income. Amounts would be deducted from payroll over a considerable period. That was motivated by tactical considerations, since the department said, wives

and even children informed the department that papa wasn't bringing home any money. The department, in addition, had suspended 323 in the latest union reprisal. Department doctors examined those who reported sick, and if no signs of illness were present, the suspension took place.

Also, 987 men were recalled from vacation, which the department figured didn't make those men feel any better; but the recall was described by the department as necessary to meeting an emergency. Temporary sanitation men also are being hired from the civil service eligible list, so that there'll surely be enough men, come what may.

### Nearly 100% AFL

The offer of at least part of an olive branch without yielding the principle that collection must go on, plus possible resentment toward the union for indirectly necessitating the vacation recalls, were calculated by the department as further undermining the union's effort to disrupt service. But Mr. Krasowski charged that Commissioner Mulrain was using union-busting tactics.

Meanwhile AFL officials who also have responsible jobs in the department were helping to advise the Commissioner on his labor problems. Commissioner Mulrain's chief adviser in such matters, however, is Dominic T. Aurichio, labor relations mediator, now assigned exclusively to the Sanitation Department, although his job is with the Mayor.

The CIO was formerly in the department to a degree and is now attempting a come-back. The United Public Workers, as a union, were ousted as subversive in 1949. The union membership in the department is now practically 100 per cent AFL.

Watch the Civil Service LEADER for an interesting new column on public administration. Starts soon.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, BRONX COUNTY  
SUMMONS: Plaintiff Resides in Queens County and Defendant Bronx County as the Place of Trial. EVELYN CADWAY, Plaintiff; against NICOLA STISO, ANTONIA STISO, also known as MARIANTONIA STISO, widow of Pasquale Stiso, deceased; FRANCESCO STISO; DOMENICO STISO and "DIANA" STISO, his wife, if any; SABELLA STISO; CHARLES McDONOUGH and "CATHERINE" McDONOUGH, his wife, if any; ARTHUR McDONOUGH, also known as ARTHUR A. McDONOUGH, and "ALICE" McDONOUGH, his wife, if any; ELLEN McDONOUGH, GILBERT WILLIAM CULLEN, MARGARET DORERTY, MARY CAREY, REV. JOSEPH F. SMITH, REV. JOSEPH A. FOLEY, EMILY M. McDONOUGH, FRANCIS McDONOUGH and "FRANCES" McDONOUGH, his wife, if any; ANNIE CURRAN, MARIE ELIZABETH COX, BERTHA D. GLUHR; ARTHUR E. GOLDBERGER, an infant; FREDERICK H. GOLDBERGER, an infant; GEORGE J. SEUFERT, and "ELSIE D." SEUFERT, his wife if any; "ELSIE D." SEUFERT, HELEN McCULLOUGH, MRS. JULIA PHELAN, MISS KATHERINE DORANEY, said first names "DIANA," "CATHERINE," "ALICE," "FRANCES," and "ELSIE D.," being fictitious and true first names unknown to plaintiff; if all the aforesaid defendants be living, and all the heirs at law, distributees, next of kin, devisees, grantees, trustees, lessors, creditors, assignees and successors in interest of any of the aforesaid defendants who may be deceased; and the respective heirs at law, distributees, next of kin, devisees, grantees, trustees, lessors, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated; MARIANTONIA STISO, as Executrix and Trustee, under the Last Will and Testament of PASQUALE STISO, deceased; JAMES F. CHEEVERS, as sole Executor and Trustee Under the Last Will and Testament of ELLEN McDONOUGH, deceased; and others.

Defendants,  
TO THE ABOVE NAMED DEFENDANTS:  
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's Attorneys within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.  
Dated: New York, N. Y.  
November 10, 1950

MASON & MASON, Attorneys for Plaintiff, Office & P. O. Address, 170 Broadway, Borough of Manhattan, New York, N. Y.

### TO THE ABOVE NAMED DEFENDANTS IN THIS ACTION.

The foregoing summons is served upon you by publication pursuant to an order of Hon. Edgar J. Nathan, Jr., a Justice of the Supreme Court of the State of New York, dated September 6, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, in Bronx County, New York.

The object of this action is to foreclose nine transfers of tax liens sold by the City of New York and now held by plaintiff, in the amounts stated below with 12% interest annually, affecting premises in Bronx County known on the Tax Map of the City of New York for the Borough of Bronx in Section 18 thereof by the descriptions below stated. You are interested in the following tax liens described in said action:

Lien No. 67656: \$821.65; Block 5324, Lot 43; west side of Vinograd Avenue 100' north of Fairmount Avenue, 25' x 95'.

Lien No. 67657: \$142.08; Block 5325, Lot 1, west side of Wilcox Avenue, at the north side of Fairmount Avenue, 20' x 100'.

Lien No. 67660: \$1101.18; Block 5325; Lot 8; north side of Fairmount Avenue, 20' east of Vinograd Avenue, 25' x 100'.

Lien No. 67666: \$955.08; Block 5326, Lot 31; west side of Clarence Avenue at the south side of Fairmount Avenue 45' x 100'.

Lien No. 67674: \$233.11; Block 5327, Lot 22; east side of Clarence Avenue at the south side of Fairmount Avenue, 20' x 100'.

Lien No. 67686: \$973.09; Block 5330, Lot 34; south side of Waterbury Avenue, 170.35' east of Wilcox Avenue 25.05' x 100.56' x irregular.

Lien No. 74760: \$194.06; Block 5330, Lot 36; south side of Waterbury Avenue, 195.40' east of Wilcox Avenue 25.05' x 95.38' x irregular.

The last tax lien above described bears interest from February 4, 1947; the other tax liens bear interest from September 21, 1943.

Dated: New York, September 13, 1951  
MASON & MASON  
Attorneys for Plaintiff

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# New Life Insurance Certificate to Be Issued By CSEA After Nov. 1

ALBANY, Oct. 22—Changes in amount of insurance issued to members of the Civil Service Employees under its Group Life Insurance Plan, based on their annual salaries, automatically take effect November 1 each year. Changes in Group Life Insurance, or because certain policyholders move into the next higher age

brackets, are made each year on the last half of October payrolls.

New life insurance certificates will be issued to all members of the Association's Group Life Insurance Plan and sent direct to each insured member shortly after November 1. These new certificates will provide the new amount of insurance effective November 1 in the cases of those insured members whose amount of insurance has been adjusted in accordance with the annual salary they are receiving as of November 1.

Group Insurance policyholders who go off the State, county or city payroll for any reason are reminded to get in touch with Association Headquarters relative to payment of insurance premiums so that their insurance protection does not terminate.

# Conway's Brother, State Engineer, Dies at Age 65

KINGSTON, Oct. 22 — Henry P. Conway, 65, a State Department of Public Works assistant civil engineer, brother of J. Edward Conway, president of the State Civil Service Commission, died Monday, October 15.

The Commission's meeting in Albany was adjourned because of the death.

Henry Conway was the oldest of seven brothers and one of ten children. He was a widower. He had been an employee of the Public Works Department since 1904.

# Career Man Named for Judicial Post

A civil service career man, a public employee for 30 years, is nominee for Municipal Court Judge of the 5th District, covering the area from 65th Street to 110th Street in Manhattan.

The man is Pat Mason, who has been with the State Fund since 1933, and who before that time was employed in various public posts in New York City and State agencies.

### Technical Suits

In his present job as attorney he handles various common law actions against State Insurance Fund policyholders, highly technical and involved actions.

For one period during 1936 and 1937, Mr. Mason was designated to represent the State Attorney General and the Industrial Commissioner in the accident fraud investigation then being prosecuted by the District Attorney in New York County. Mr. Mason was assigned the duty of investigating and prosecuting workmen's compensation frauds. He uncovered rampant corruption in the building contracting field; and obtained the first convictions in this type of fraud since the inception of the Workmen's Compensation Law. From 1933 to 1938, he was designated a Special Assistant Attorney General.

Mr. Mason, the Democratic designee for the judgeship, is president of the Security Federal Credit Union. He is a member of the Knights of Columbus.

### RETIRED NATIONAL GUARD OFFICERS

ALBANY, Oct. 15—A retired national Guard officer may be ordered to active duty with the New York Guard, in which event his retirement compensation (from the Guard) is suspended until his return to retirement status. State Attorney General Nathaniel Goldstein so ruled last week.

# Chapter Activities

(Continued from page 7)

## James E. Christian Memorial Chapter

THE ATTENTION of all James E. Christian Memorial chapter members is directed to the business meeting to be held on Wednesday, October 24, at the CSEA headquarters, 8 Elk Street, Albany, starting at 12:15 p.m. This will be a combined luncheon and business meeting, at which important matters will be discussed. If you can't attend the luncheon, please endeavor to be at the meeting which will get under way about 12:45 p.m.

Dr. William Siegel, chapter president, will preside. John P. Coffey, vice-president; Virginia Clark, secretary; and George Fisher, treasurer, will act in their official capacity...

The fourth annual Health Department Children's Christmas party will be held again this year, and tickets for the Turkey Drawing are now in circulation in the different offices. All proceeds will be added to the party fund. Ben Minch, public health education officer, has generously donated a 15 lb. gobble from his turkey ranch, down North Chatham way (may your Thanksgiving Day be a happy one, Ben!) and the drawing will take place at the PHE Viewing Room, Basement, 18 Dove Street, on Friday, November 16, at 12:30 p.m. Everybody is invited to drop in and watch the lucky number pulled out of Cliff Hodge's top hat...

Regina Hickey, Stenographer Unit, office of business administration, has returned to her job after an absence of six weeks following an operation... Lester Jones of mail and supply reproduction unit, has resigned as of October 16. Fred J. Gonsowski has been appointed permanent mail and supply clerk in the same office. Aside: Fred lost no time in joining the Health Dept. Chapter of CSEA. Congratulations Fred! Charles Rosch of Medical Services, has a veddy good reason to remember this year's World Series. How about it Charlie?

### Public Works

NEWLY-ELECTED officers of the Orange County State Public Works chapter are: president, Roland Schoonmaker; vice president, Richard Bray; secretary, Edward Pimm; treasurer, Russell Hill.

### Public Works, District 8

THE PUBLIC WORKS District 8 chapter, CSEA, has elected the following officers: president, John D. Manning; 1st vice president, John J. Balog; 2nd vice president, F. William Heidel; secretary, Eleanor R. Renihan; treasurer, Ethel Thomas. The new directors are Thomas E. Ringwood and Paul R. Hof; Delegates, Fred F. Liguori, William J. Hurlie and Thomas Ringwood.

The executive committee consists of Robert I. Doxsey, Harold F. Hohel, Dominic D'Engelis, Ina F. Mable and Anne C. Riley.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. IRVING TRUST COMPANY and FRANK W. AIGELTINGER, as Trustees under Agreement made by Harry J. Schmidt, dated June 5, 1936, Plaintiffs, against HELENE SCHORK, FLORENCE MINNERS, AND OTHERS, Defendants. Plaintiffs designate New York County as the place of trial. SUMMONS, Corporate Plaintiff's Principal Place of Business New York County.

TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorneys within twenty days after the service of this Summons, exclusive of the day of service. In case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, September 1, 1951. HOWIE & ROBERTSON, Attorneys for Plaintiffs, Office and Post Office Address: One Wall Street, New York 5, New York

To the above named defendants in this action: The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. M. McNally, Justice of the Supreme Court of the State of New York dated the 14th day of September, 1951, and filed with the complaint in the office of the clerk of the County of New York, at the County Courthouse, Foley Square, Manhattan, New York.

HOWIE & ROBERTSON, Attorneys for Plaintiffs, Office and P. O. Address: 1 Wall Street, New York 5, N. Y.

### District 10 Public Works

DISTRICT 10, Public Works chapter, CSEA, has re-elected Paul Hammond president. Other officers serving with Mr. Hammond are: 1st vice president, Charles Weber; 2nd vice president, Carl Hamann, 3rd vice president, Howard Henderson; secretary, Irene Bodie; treasurer, William Cassidy; delegates, William Greenauer, Alfred Downs and Harry Goodale.

### Chautauqua

The Chautauqua chapter, CSEA, has elected the following officers: president, Claude M. Geertson; 1st vice president, A. Moreland Lazier; 2nd vice president, Peter Brooks; 3rd vice president, Mrs. Mildred L. Fink; 4th vice president, E. Burdette Howard; secretary, Allena Calhoun; treasurer, John O. Bowman. The chapter representative is John O. Bowman.

### Psychiatric Institute

Elected to serve as officers of the Psychiatric Institute and Hospital Chapter, CSEA, were: president, Sidney Alexander; 1st vice president, Charles Morley; 2nd vice president, Jack Matulat; secretary, Margaret Neubart; treasurer, Estelle Granay.

### NYC

SOLOMON BENDET, president of the NYC chapter, is reporting to his members that the chapter has been successful in achieving its major aims:

The first was to urge a resolution for a 15 per cent pay increase. The Civil Service Employees Association passed such a resolution at its annual meeting in Albany.

The second was a plan making it easier for employees who enrolled or will enroll in the new age-55 retirement plan. Mr. Bendet noted that many employees were not accepting the plan because of the large deficiencies in contributions for service in past years. The chapter suggested that the State make up the difference, and then amortize it over a long period of time—say 20 years, at the State's expense. The board of directors of the Association last week agreed to go along with the suggestion. It will be incorporated in a bill to be presented before the Legislature.

Watch the Civil Service LEADER for an interesting new column on public administration. Starts soon.

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### Post Office Players Announce Show Dates

The Post Office Players, New York, N. Y. post office, will present "Schemes of 1951" on November 9, 10, and 11, at night, and at a Sunday matinee on November 11, at Central High School of Needle Trades, 225 West 24th Street, NYC. Proceeds will go to the Edward M. Morgan Foundation, to aid hospitalized postal employees. Tickets are \$1.25 each, tax included, and are obtainable from Post Office Players, 1995 Ceston Avenue, Bronx 53, N. Y.

Watch the Civil Service LEADER for an interesting new column on public administration. Starts soon.

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# Westchester Rule Changes Are Sought

WHITE PLAINS, Oct. 22—A regular meeting of the board of directors of Westchester County Competitive Civil Service Association was held October 17, with President Anne H. McCabe presiding. Reports on the annual meeting of The Civil Service Employees Association at Albany were made by Richard A. Flinn, Ivan S. Flood and J. Allyn Stearns.

It was decided again to request a meeting with personnel officer Denton Pearsall, Jr., to discuss early revision of various parts of the County Personnel Rules. Miss McCabe was instructed to ask the Board of Supervisors for satisfactory action on the Association's request for a revision of the present County mileage rate in line with the eight cent per mile rate recently adopted by the State.

**Requested Rule Revisions**  
Among revisions of the personnel rules sought are:

Provide that holidays occurring during a vacation period shall not be counted as a vacation day.  
Remove present restriction of twelve days per year which employees may receive as supplemental time off so that full supplemental time earned may be allowed.

Adopt a uniform and liberal policy on Religious time off.

Allow an employee to earn sick leave during the first six months of employment.

Allow time off for death in the family in addition to present sick and vacation allowances.

# AFL Suspends Clerical Union

The American Federation of State, County and Municipal Employers, AFL, announced at its NYC office that it suspended Local 1140, the Clerical Workers Union of which Herbert S. Bauch is president. Non-payment of per capita tax was the reason given.

The union is being reorganized, under orders from Arnold S. Zander, national president. The AFSCME had learned that Local 1140 was considering joining the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, also AFL. An AFSCME local of sanitation men, of which John J. DeLury is president, recently went over to the Teamsters' international.

**New Local**  
All members of 1140 employed in the Hospital Department have formed a new local, chartered as Local 1506, and has held two meetings. The officers are Nelson Uehler, president; Henry Wise, secretary-treasurer; Henry Richter, vice president. Most of the other members of 1140 work in the Sanitation Department.

**Action to Prevent Switch**  
The fast suspension action was taken, it was reported, to prevent Local 1140 from making the switch and taking that local's books and funds into the Teamsters' international. The AFSCME previously had difficulties with another of its sanitationmen locals, No. 111, when Stanley B. Krawowski went into the Building Service Employees Union, also AFL, as Local 111-A.

## ORMYIM GROUP PLANS MEETING

On Wednesday evening, October 24th, Ormyim, the Jewish Society of the Department of Water Supply, Gas and Electricity, will hold its first meeting of the season at Adelphi Hall, 74 Fifth Avenue, at 8 p.m. After nomination and election of officers for the coming year, a Simchas Torah party will finish the evening.

Watch the Civil Service LEADER for an interesting new column on public administration. Starts soon.

# Brainiest Candidates Sought for U.S. Jobs That Lead to Big-Pay Positions

The Federal Government is extending itself to get top-notch candidates for its junior management assistant and junior professional assist exams, for which applications are being received until Tuesday, November 13.

The U.S. Civil Service Commission emphasizes the opportunities of rising to responsible and well-paying jobs, by starting in Government employ in either capacity. "This examination," it says of the JMA test, "is intended to bring into the Government those young men and women who show outstanding promise of developing into future administrators." The same is said of the JPA exam, except that the talents would be in the fields of bacteriology, economics, geography, geophysics, social science and statistics.

The JMA jobs pay \$3,100 and \$3,825 to start, and the JPA jobs \$3,100. The grades are GS-5 and GS-6. Whatever salary increase is enacted would be applicable to these jobs, as well.

**JMA Exam**  
The JMA test is for persons with background in public or business administration or the social sciences, including public affairs, who are interested in and have an aptitude for administrative work. The JMA jobs are described by the Commission as "leading to high-level positions in the Federal Government."

Appointments will be made throughout the U.S., and there may be vacancies in Puerto Rico and Hawaii.

The Commission's JMA announcement sets forth:

"Successful candidates will be assigned to work which will prepare them for promotion to higher-level administrative, staff, and planning positions. They will perform varied administrative and program work in one or a combination of the following kind of assignments:

"(1) As a staff management assistant engaged in organizational and procedural studies; in budget preparation, analysis, and review; in personnel activities; or in other management operations; or

"(2) as a management assistant engaged in the acquisition, compilation, and analysis of information in the form of reports and studies dealing with management problems involved in the administration of programs in the fields of economics, history, political science, international relations, intelligence, or other social science fields. Persons who receive appointments may be assigned to almost any kind of management work.

"This examination will not be used to fill professional positions where the primary emphasis is on research competence. Such positions will be filled from the junior professional assistant examination."

**Seeks the Outstanding Ones**  
Again reverting to the opportunities, as part of its unusual promotion of a recruitment campaign, the Commission says that the JMA test "offers you an opportunity for an interesting career with the Federal Government, with excellent opportunities for promotion to higher grade positions of greater responsibility." The exam is intended to determine "whether or not candidates possess, in outstanding degree, certain qualities which are considered necessary for development into future administrators." These qualities include integrity, leadership, emotional stability and social adjustment. Mental qualities that the Commission seeks include analytical ability, understanding, imagination, judgment and common sense, besides ability to make written and oral presentations, contacts, negotiations and demonstrate vitality, initiative and proper motivation. Good appearance bearing and manner are considered quite important as preparation for work in management and public affairs.

To qualify for the test the candidates must meet these requirements:

1. **FOR GS-5.** Completion of a four-year college course leading to a bachelor's degree, including or supplemented by 30 semester hours of study in one or a combination of the following fields: Public or business administration, political science, government, economics, international relations,

industrial management, industrial engineering, sociology, psychology, anthropology (social or culture), geography (economic or political), or history; or you must have had 3 years of experience as a staff management or professional assistant in one or a combination of the types of work described in the text above, or you must have an equivalent combination of such education and experience.

**FOR GRADE GS-7:** In addition to meeting the requirements outlined for grade GS-5 above, you must show the successful completion of 1 year of graduate study matter fields outlined above, or in one or more of the subject-1 year's experience of the type outlined in the text above, or a combination of such education and experience totaling 1 year. This experience must have been in work comparable in quality and difficulty to that performed at grade GS-5, or higher, in the Federal service.

If you are now a student and expect to complete the required educational courses by June 30, 1952, you should apply for this exam. If you are found qualified in all other respects, you may receive provisional appointment but you may not enter on duty until proof is received of the successful completion of your college study.

2. **YOU MUST** pass two written tests: (a) A test of general abilities and (b) either a test of administrative problems or a test in public affairs, whichever you choose.

3. **YOU MUST** demonstrate in an interview that you possess the outstanding personal qualities required for these positions.

4. **YOUR REFERENCES** (to whom confidential inquiries will be sent) must show that, in their opinion, you possess to an outstanding degree the personal qualities required for these positions. Failure in any one of the above four tests (education or experience requirements, written test, interview or confidential inquiry) will result in ineligibility. Additional details concerning these four tests will be sent to you after you file your application card orm 5000-AB.

**Written Test December 8**  
You must also be a United States citizen or owe allegiance to the United States; be physically able to perform the duties of the positions; and not have passed your 35th birthday on the closing date for receipt of applications. (Age limits do not apply to persons entitled to veterans preference.)  
The written test will be held on Saturday, December 8.

# HIP Wins High Public Health Award

The Health Insurance Plan of Greater New York has won the annual Lasker Award of the American Public Health Association for achievement in the fields of medical insurance and public health.

HIP was cited for "courageous pioneering with a combination of group medical practice and prepayment to provide comprehensive health service of a high quality."

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<input type="checkbox"/> Car Maintainer .....\$2.50	<input type="checkbox"/> Power Maintainer .....\$2.50
<input type="checkbox"/> Civil Engineer .....\$2.50	<input type="checkbox"/> Probation Officer .....\$2.50
<input type="checkbox"/> Clerk, CAF 1-4 .....\$2.50	<input type="checkbox"/> Railroad Clerk .....\$2.00
<input type="checkbox"/> Clerk, 3-4-5 .....\$2.50	<input type="checkbox"/> Real Estate Broker .....\$3.00
<input type="checkbox"/> Clerk, Gr. 2 .....\$2.50	<input type="checkbox"/> Sanitation Man .....\$2.00
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<input type="checkbox"/> General Test Guide .....\$2.00	<input type="checkbox"/> Student Aid .....\$2.00
<input type="checkbox"/> H. S. Diploma Tests .....\$3.00	<input type="checkbox"/> Surface Line Opr. ....\$2.50
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# \$100-a-Month Minimum Pension Bill Is on Way—If Amendment 3 Passes

ALBANY, Oct. 22—Legislation designed to bring pension payments to retired public workers to a minimum of \$100 a month may be introduced in the next legislature.

Whether or not the measures, now in preparation, will be introduced will depend upon the action of voters in the State this fall on a constitutional amendment proposal on the ballot.

That proposed amendment would allow the Legislature to use State funds to supplement pensions of public workers where those pensions are considered inadequate.

If the constitutional amendment is adopted the Legislature will be free to consider measures calling for a realistic approach to the pension problem.

### Now \$900 Minimum

At present, under an emergency law enacted last winter, persons whose pensions total less than \$900 annually and who have no other means or source of income

by which they can be maintained, or who are unable to secure support from a legally-responsible spouse able to provide that support, may receive additional payments which will bring their pension income to not more than \$900 annually.

In other words the State, in what is actually a one-year welfare measure, grants its pensioners at least \$75 a month. The bill became effective July 1, and will expire next June 30.

Payments totaling \$35,325.25 have been made by the State during the first three months of the law's operation. Not yet tallied are amounts spent by lower governmental bodies operating under the law. The State pays half of

whatever supplemental payments these lower echelons make.

### What They Receive

During July, 551 former State employees received supplemental assistance averaging \$20.22 each for a total of \$11,140.28. In August, 593 pensioners received supplemental aid averaging \$20.20 each. During the first part of September 602 State pensioners had received assistance averaging \$20.32.

Albany political observers expect that if the proposed constitutional amendment (Amendment 3) is approved legislation designed to provide a minimum pension of \$100 monthly to retired public employees who can meet other provisions will be introduced.

## Metropolitan Armory Employees Have Fine Time

Metropolitan Chapter Armory Employees held a dinner dance at the 71st Regiment Armory, 34th St., and Park Avenue on Saturday evening, October 13. The Armory Employees and their friends had an evening described as "wonderful."

Letters were received from the president of the State Civil Service Association, Mr. McFarland, and Assemblyman Becker, who were unable to attend.

Twenty-five year awards were presented to the following Armory employees:

Francis W. Cleveland, 33rd Fleet Div.; David Krone, 2nd BN NM; Herbert G. Shera, 1st BN NM; Peter A. McConville, 107th TNF; Samuel L. Forte, 369th AAA; Israel Kesten, 71st Inf; Harold S. Waring, 8th Regt.; William Williams, 106th Inf.; Walter S. Derby, 2nd Bn NM; Richard C. Montoux, 1st BN NM; Edward F. Dowling, 107th Inf.; Joseph H. McGrath, 107 Inf.; Amos Knighton, 369th AAA; Patrick Morris, 101st Cav., Frank Ridout, 8th Regt.

Awards were presented by John F. Powers, 1st vice president of the Civil Service Employees Association.

Among the guests, in addition to Mr. and Mrs. Powers, were Sidney Alexander and Mrs. Alexander; Mr. Kleffer, oldest living former Armory employee, who had served as an Armory employee for 38th years, before retiring 13 years ago.

Jack De Lise, chairman of the Award Committee, expressed appreciation for the support given by the Armory employees, and the fine catering job done by Mr. Medvie of the 71st Regiment Armory. The superintendents of the various armories was welcomed by the master of ceremonies Frank E. Wallace, chapter executive secretary. The State Association of Armory Employees was represented by George Fisher, member of the board of directors, State Civil Service Association. It was stated that representatives of the Armory employees have been in touch with Assemblyman Becker, and that the present legislation concerning them will be adjusted.

William Mahar, President of the Metropolitan Chapter, welcomed the Armory Employees and their guests.

## Welfare Clerks To See Sharkey

A meeting of various NYC Welfare Department organizations with Acting Mayor Joseph T. Sharkey will be held in City Hall on Thursday, October 25, 10:30 a.m. Representatives of the groups will then appear before the Board of Estimate that day.

The purpose of the meeting with Mr. Sharkey is to discuss use of the clerk, grade 4, eligible list, which still has on it 226 eligibles after three years.

The groups involved have formed a joint committee, consisting of local units of the AFL, CIO, Civil Service Forum, Ozanam Guild, St. George Association, B'nai Brith, and the Clerk Grade 4 Eligibles Association. Joseph Schechter is temporary chairman of the committee.

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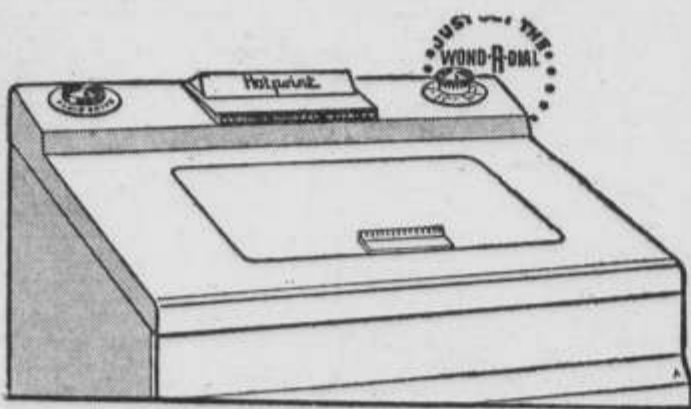
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