

Civil Service LEADER

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CAPITOL STATION
ALBANY N Y
COMP

Civil Service Anniversary

See Page 3

Only CSEA Group Life Members To Get Refund Check

Due to a misunderstanding, The Leader announced last week that holders of the CSEA Health-Accident Insurance policies would receive some refund of premiums. The mistake was in the headline of the story which appeared on Page 1.

The refunds are due only to members of the CSEA Group Life Insurance Plan and will be mailed out in January.

Here is how the refund for Group Life members will come about.

During the year beginning November 1, 1957 the 30 percent additional insurance in effect under the CSEA Group Life Insurance Plan will continue and, based on favorable loss experience under the Plan during the last year, a cash refund payment of four weeks premium will be sent to each CSEA member insured under the Group Life Plan as of November 1, 1957. This payment will be made by check to all insured members in January, 1958.

Montgomery Aides Win Pay Boost, Dues Payroll Deduction

Montgomery County officials have approved an upward adjustment of \$300 for all of its employees, The Leader has learned.

This is in addition to the \$250 wage adjustment from last year.

The Montgomery County Chapter headed by Richard Tarmey, president, had met with county officials and played an important role in arriving at the \$300 adjustment. The adjustment will go into effect, with the effective date of the budget, January 1, 1958.

Payroll deduction of Civil Service Employees Association dues was also approved. Montgomery County is the first county to participate in a payroll deduction plan for Association dues.

Rochester Sets Christmas Dance

The annual Christmas Dance of the Rochester chapter, CSEA, will be held at Doud Post, American Legion Home, 898 Buffalo Road, Rochester, December 13.

Francis W. Straub, president, has appointed Merely Blumenstein, of the Workmen's Compensation Board, as chairman of the event.

This is the outstanding affair of the chapter. There will be door prizes, lunch and dancing from 9:00 P.M. to Midnight. Donation \$1.00.

Tickets may be secured from the delegates of each State Agency, or from Walter Corcoran of the ABC Board. Phone him at Locust 2-6750.

COMMISSION POST FILLED

ALBANY, Dec. 2 — Governor Harriman has designated Lewis C. Ryan of Syracuse as vice chairman of the Treasury Commission on the Courts to succeed Louis M. Loeb, resigned. Mr. Ryan is president of the American College of Trial Lawyers.

Harriman Seeks to Amend State's Social Security Law to Extend Coverage

Per Diem, Hourly Aides Inclusion in Attendance Rules Is Sought By CSEA

ALBANY, Dec. 2 — Inclusion of hourly and per diem workers under the State Attendance Rules was the subject of long discussions here recently between the State Civil Service Department and representatives of the Civil Service Employees Association.

The Association has long sought to include such workers under the Attendance Rules.

There are approximately 3,800 employees in the State Department of Public Works alone who are paid on an hourly basis. These employees work the year round and some of them have 25 or 30 years of service.

The Association hopes that the necessary amendment to the State Attendance Rules needed to carry out this recommendation may be adopted at the earliest date possible so that these hourly and per diem employees can secure equal treatment with all other state employees relative to holidays, vaca-

tions, sick leave, personal leave, etc.

At the present time hourly and per diem employees do not receive paid holidays or personal leave. In some departments they have been covered by vacation and sick leave rules established by the particular agency but these various rules do not provide uniform treatment for all per diem and hourly employees and in many instances these employees are not covered by any existing rules.

Westm't Sanitarium Closes Down

ALBANY, Dec. 2 — Dr. Herman E. Hillboe, State Health Commissioner, has announced the closing of the Westmount Tuberculosis Sanatorium at Glens Falls, effective last week. The sanatorium was opened in 1928. Patients will be transferred to other hospitals,

(Special to The Leader)

ALBANY, Dec. 2 — Governor Harriman will propose amendments to the State's Social Security Law at the next legislative session "to protect the interest of state and local public employees."

Mr. Harriman, in making the announcement, said the amendments he will propose "offer the only way the State can correct certain problems that are raised by Federal requirements."

The Harriman-backed legislation will be designed to enable state and local government employees, who are now ineligible for Social Security benefits, to obtain coverage if they desire it.

The governor's office issued the following statement:

"Under requirements of Federal law and Federal regulations, Social Security coverage may be extended only to those state and local employees who are members of a state or local retirement system or have been declared by law or regulation to be ineligible for participation in such a retirement system. Accordingly, last year state and local employees who were eligible to join a public retirement system but had not done so, were declared by New York law

to be ineligible to do so, in order to permit them to secure Social Security coverage. The status of such individuals, however, changes from time to time and, in recognition of this fact, the Governor indicated that many of these people may now or later wish to join a public employee retirement system and that they should again be given this opportunity.

Future Employees Affected

"A similar problem rises for future public employees who are eligible to join a public employee retirement system but who do not exercise this option. Under present legislation they cannot secure Social Security coverage. This situation arises largely in the case of unclassified, provisional, exempt, and temporary employees. The measure which the Governor will recommend will provide that future public employees in these categories will have a six-month period during which they may decide to join the public pension system. If at the end of six months they fail to exercise this option, they will be declared ineligible for membership so as to make them eligible for Social Security coverage under Federal regulation.

Plan Called "Only Way"

"The Governor pointed out that these amendments offer the only way the State can correct these problems which are raised by Federal requirements. He indicated, however, that he hoped the Federal law might be amended so as to permit public employees who are eligible for a state or local public employee retirement system but do not join it, to have Social Security coverage without first having to lose their eligibility for coverage in the state or local system."

'Public Assurance' Praised

The Civil Service Employees Association, leader in the promotion of Social Security for public employees in New York State, expressed its gratification of "public assurance by Governor Harriman" on this issue.

The Governor's action is in line with a resolution dealing with the matter, approved by 600 delegates to the annual meeting of the CSEA in Albany in October.

GROVER CLEVELAND'S PRIVATE CAR IN MUSEUM

ALBANY, Dec. 2 — "The White House on Wheels," President Grover Cleveland's private railroad car, has been saved from an uncertain fate. Charles Diebold, member of the board of directors of the State University's Research Foundation purchased it at a bankruptcy sale for \$3,020 and presented it to the Buffalo Historical Society for safe-keeping.

GUESTS WHO HONORED SYRACUSE MAYOR



Among those who honored retiring Syracuse Mayor Donald Mead at a testimonial dinner sponsored by the Onondaga chapter of the Civil Service Employees Association were, from left, Arthur Darrow, chapter president; Frank S. Moore, former Lieutenant Governor, president of the Government Affairs Foundation; Nelson A. Rockefeller, chairman of the Temporary State Commission on a Constitutional Convention, and John F. Powers, president of the CSEA. Mr. Mead is between Mr. Moore and Mr. Rockefeller.

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QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

For Real Estate Buys See Pages 10 & 11

Say you saw it advertised in The Leader

Lefkowitz Holds Payment Of Social Security Tax Out Of Annuity Fund Is Legal

The legality of an employee of the State or one of its communities applying part of his contributions to his annuity fund in a recognized retirement system to the financing of Social Security tax was supported by Attorney General Louis J. Lefkowitz.

In a letter to Assemblyman Malcolm Wilson, Mr. Lefkowitz said that the provisions of state law, permitting such use of part of contributions from salary to one's annuity savings account does not offend the State Constitution.

Consistent with Constitution

The organic law makes pension rights contractual and forbids their impairment or diminution. However, employees may forgo that right — waive it, as the legal expression goes — and case law supports this opportunity, Mr. Lefkowitz added.

The letter:

This is in reply to your letter of November 13, 1957, in which you asked whether the provisions of the Constitution, Article V, Section 7, relating to the contractual relationship of memberships in public pension or retirement systems would be violated if a public employee who is a member of such a system applies part of his annuity savings account toward his contributions, retroactive or prospective, for coverage under the Federal Old Age and Survivors Insurance program. You stated that this question had been raised by an organization of public employees and that you felt that assurance on this point would be helpful.

Section 7 of Article V of the Constitution reads as follows:

"§ 7. After July first, nineteen hundred forty, membership in any pension or retirement system of the state or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired."

Cites State Law

Chapter 776 of the Laws of 1957, which you and Senator Frank E. Van Lare sponsored in the Legislature, provides a broad program for old-age and survivors insurance coverage for public employees in this State. In addition, it adds Section 138-b to the Retirement and Social Security Law, which reads as follows:

"§ 138-b. Use of annuity contributions to pay old-age and survivors insurance contributions

"1. Where a retirement system or plan provides retirement allowances consisting of separate pensions and separate annuities, each member thereof whose position is also covered by old-age and survivors insurance pursuant to this article shall have the privilege, by written notice filed as prescribed by the head of such system or plan, of decreasing his annuity contributions to the system or plan by not to exceed the amounts required to pay his contributions for such old-age and survivors insurance coverage including retroactive coverage where it is provided.

"2. No pension otherwise payable by such a retirement system or plan shall be increased by reason of any such reduction in annuity contributions.

"3. The head of each system or plan shall have power, by

(Continued on Page 12)

EDITORIAL

Hiring Problem Persists

WITHIN the next few weeks advertisements will appear in the various newspapers, asking for applicants for scientific and engineering positions in the United States service.

The authorization for advertising—the first ever approved for soliciting candidates for Federal jobs—is the result of a marked shortage of personnel in this field. It comes after a constant loss of personnel, in some departments at the rate of 25 per cent or more a year.

The government desperately needs these men. It needs them not merely as bodies, but as enthusiastic employees with great initiative, imbued with the task of keeping the United States abreast of Russia in scientific competition.

The government at last has started advancing some scientific and engineering employees to the top of the grade, but large extension of this remedy is imperative.

Here is a summary of a recently released report on the attitudes of scientists and engineers in government and industry:

1. Ninety-five percent of government scientists and engineers feel they would receive more money in a similar job in private industry; 78 percent feel they would get more than \$1000 more in salary, 22 per cent that they would receive at least \$3000 more.

2. Sixty-eight percent think industry offers better overime pay.

3. Sixty percent feel that industry offers better opportunities for advancement.

This survey, was published last April, before the economy drive got into full swing. Even at that time, the attitudes were based on solid facts as revealed in the Cordiner Report.

Today these civil service employees, our front line soldiers in the scientific war, in spite of much discussion, are in exactly the same position they were in two years ago. Meanwhile, industrial employees have received an average raise of 14.5 percent.

In the name of patriotism, we ask most of these men and women to stay on their jobs. But is it fair to ask them to continue to work for less pay?

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for Job Opportunities

THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President

Civil Service Employees Association



Important Birthday For Civil Servants

Seventy-five years ago, on January 16, 1883, the Pendleton Act establishing a merit system of competitive examinations, for the national civil service, was passed in Washington. Later in the spring of the same year, New York State passed a similar bill, patterned upon the Federal legislation. Under the New York State law, cities of 50,000 and over in population were permitted to set up comparable systems, and in the fall of 1883, New York City, Long Island City and Brooklyn (then a separate city) established civil service commissions.

The passage of the Pendleton Act was the culmination of a long, hard, and often discouraging campaign. A group of men and women decrying the deterioration and corruption which attended the system of manning government offices joined their forces in the Civil Service Reform League in the 1870's. These early proponents of civil service reform were the aristocrats and intellectuals of the late 19th Century. George William Curtis, Carl Schurz, Charles Buonaparte, Dorman B. Eaton, and others through constant writing, speaking and lobbying, strove to arouse the public indignation against the evils of the spoils system. The time in which they worked was a time of easy virtue in America. It was the age in which the Tweed Ring plundered New York City, when the Black Horse Cavalry spread their corruption through the legislative halls of the state, and when financial scandals were blooming almost daily in Washington. The moral tone of the day was aptly described by Jim Fiske—the notorious partner of Jay Gould, in the wrecking of the Erie Railroad—when he was detected in a particularly odorous misdeed, said: "Nothing is lost save honor."

Evils of The 'Spoils' System

Ever since the time of Andrew Jackson, when the doctrine that any American was fit to occupy any government position became part of the American way of life, the rewarding of faithful party workers with political jobs was the accepted practice. "The Spoils System" as it was called, grew by leaps and bounds. Presidents caught in its net struggled futilely against it. Buchanan, Lincoln, and Hayes openly denounced the hordes of office seekers who crowded the White House after every election. President Grant took bolder steps, and signed an appropriation rider which in 1877, established the first civil service commission which the Congress promptly starved to death by failing to appropriate sufficient funds for it.

It was not until the dramatic shooting of President Garfield, in 1881, in a Washington railroad station, by a fanatic described as a "disappointed office seeker," that the nation's people became aroused. Their revulsion inspired, fed and stimulated by the Reform League and the newspapers of the time became so marked that the Congress reluctantly passed the Pendleton Act two years later.

Civil Service Seeks The Best

Since that time the doctrine that the best shall govern the state has become entrenched in the American consciousness. It would be a bold party which today would pronounce against the system of competitive examination for government jobs.

America, under the impetus of the industrial revolution, has grown so enormously, that her complexity has been reflected in the maze of governmental services which have grown up with her. All civil service in this country in 1883 numbered somewhat less than 500,000. Today there are nearly 10,000,000 people employed by all governments in the nation.

The development of the civil service in America has had a spectacular history. It deserves telling. Every civil servant, as well as every citizen, should know it.

The year 1958 would be a fitting time to talk about the public service. Perhaps, if it were freely discussed by taxpayer and civil employee, schools and colleges, civic groups and corporations, progress could be made towards a greater understanding of the growing problem of government.

State Civil Service Dept. First to Adopt Federated Fund Plan to Aid Charity

(Special to The Leader)

ALBANY, Dec. 2 — The first Federated Fund for a state agency here has been set up in the State Civil Service Department.

A ten-member board of directors will run the fund. The directors were elected by the Fund's 125 members from the five divisions within the department.

Purpose of the Fund is to center all charitable collections in one drive. A member's contribution can be collected in 26 equal installments by means of payroll deductions, or it can be made in a lump sum payment.

William Riley of the department's Classification and Compensation Division is chairman of the ten-member board. Other officers include Margaret Hussey, secretary, and Wilson Sumner, treasurer.

Other members are Joyce Mc-

Collum, Marianne Adams, Erb Simon, Sylvia Gregory, Sally Miller, Elizabeth Staley and Janet Macfarlane.

In its first official action, the board voted a contribution of \$1,200 to be made from the Fund for the Albany Community Chest drive.

How Fund Works

Here is how the Fund will work: "There shall be one appeal each year within the department to payroll members in the Fund and to solicit contributions for all fund-raising drives.

"Membership in the Fund shall be on a voluntary basis. The amount of each member's contribution shall be voluntary and a member may elect to withdraw from the Fund any time. Members who leave the Department after making a lump sum contribution will, at their request, have the

contribution pro-rated and a correct percentage will be returned to them.

"A member's contribution to the Fund can be collected in twenty-six equal installments by means of payroll deductions. For administrative purposes, a minimum deduction of 25c per payroll period will be set for those contributing under the payroll deduction option. However, a member can elect to make his contribution in a lump sum, payable in 60 days, or in four quarterly installments, payable at the beginning of each quarter with a 30-day grace period.

Can Choose Agency

"A member may designate how he wishes to have his contribution apportioned among the agencies soliciting contributions from the Fund. He may do this by submitting to the Fund a letter explaining the way in which he wants his contribution apportioned.

"Fund members shall be provided with a certificate stating that they support charitable drives through the Civil Service Department Employees' Federated Fund. The organizations covered by the Fund will be listed on the certificate.

"A list of contributing employees will be available to chairmen of individual drives so that they will be aware of which employees have already contributed.

"Before January 31 of each year, each member will be furnished with a statement, for tax purposes, of the amount he contributed during the calendar year.

"All money collected by the Fund from employees will be held in two separate accounts: the bulk in an interest-bearing savings account, the remainder in a checking account.

Solicitors to Ask Board

"Each organization wishing to solicit funds among the employees of the Department who are members of the Fund shall make its request to the Board of Directors.

"The Board of Directors shall establish standards for determining whether the request shall be honored and if so the amount of the contribution which shall be made. The Board's decision shall be based on, but not limited, to the following factors:

The amount of past contributions by Department employees to the particular agency; the amounts which may be designated by the members for specific agencies; the current need of the agency; the amount available in the Fund.

"Organizations wishing to solicit funds in the Department but refusing to do so through the Fund will not be permitted to solicit from members, nor will members be asked to solicit for these organizations.

"Approval by eight members or four-fifths of the total membership of the Board of Directors shall be required in order for a contribution to be made from the Fund.

"Checks disbursing money from the Fund must be signed by the chairman and the treasurer.

"The Board of Directors shall prepare and distribute to each member of the Fund an annual report of the auditor."

Jewish Assn. Sets Chanukah Festival

The Jewish State Employees Association will hold their annual Chanukah party on December 17, 1957 at 5:15 P.M. in Room 659 of the State Office Building at 80 Centre Street, N.Y.C.

It was announced by the President Morris Gimpelson of the Motor Vehicle Bureau that the party will be open to members and their friends.

A feature of the party will be the lighting of the first Chanukah candle. Chanukah is the Jewish holiday which is called the Festival of Lights. It is symbolized by the lighted Menorah which like the torch on the Statue of Liberty is a torch of Freedom. The Menorah reminds the Jews of the struggles of Judah Maccabee several thousand years ago to attain religious freedom.

Prominent figures from the State government and from community life are expected to attend.

Mrs. Edna Carlin is in charge of arrangements. She will be assisted by Benjamin Kramer, Sylvia Greenbaum, Herman Alpert, Milton Chasin, Henry Zogor and Rita Mendelsohn.

Rabbi Harold Gordon, Executive Secretary of the N. Y. Board of Rabbis will officiate at the services.

Entertainment and refreshments will round out the program.

Workmen's Board Hearings To Be A Lot Cooler

ALBANY, Dec. 2 — District offices of the State Workmen's Compensation Board here have been renovated and air conditioning is slated to be installed in the Spring.

The announcement has been made by Angela R. Parisi, board chairman, who set Dec. 9th as opening day for the board's improved quarters at 1949 Broadway, Menands.

Miss Parisi said all area hearings will be held in the new offices, adding: "We have decided upon this new arrangement after careful study and consultation with all interested parties and in our continuing effort to increase board's operations. By establishing the efficiency and economy of the a single hearing point in Menands, we will have a site which is practically equidistant from the State Office Building in Albany, from Cohoes and from Troy."

In announcing the change, Miss Parisi said, "With the increasing consideration that must be given to traffic and parking problems, I feel that the claimants and others who appear before us will be particularly pleased. The parking facilities at our offices in Menands are very ample and accessible thus further serving the convenience of all."

LETCHWORTH VILLAGE FIRE DEPT. INSPECTION



Members of the Letchworth Village Volunteer Fire Department line up for inspection before taking part in the Haverstraw annual inspection parade. Organized in 1952, the department now numbers 40 members. Made up entirely of Letchworth Village employees, the department has two ex-

cellent pieces of equipment, with a third piece being readied for use in the near future. The company has participated in three firemen's parades this year. Seen at far left is Ernest C. Palcia, senior business officer, who was largely responsible for the development of the company.

Local Govt. Employees Vote in Referendum on Social Security Coverage

ALBANY, Dec. 2 — A referendum on Social Security was held for local government employees who are members of the State Employees Retirement System.

The Social Security Agency, a division of the Department of Audit and Control, distributed ballots and instructions concerning the manner in which the referendum would be conducted to all the municipalities which participate in the retirement systems. After the referendum, the political subdivisions will certify the results to the agency.

Those statements will form the basis of the Governor's certification to the Federal Secretary of Health, Education and Welfare, which must accompany the proposed Social Security agreement applicable to local employees.

Subject to the results of the referendum, it is expected that agreement will be approved December 31.

Teachers Vote December 12

A referendum for teachers who are members of the State Teachers Retirement System will be held on December 12 under the same conditions.

The referendum for State employees was held in September and the vote was overwhelmingly affirmative, largely because the Civil Service Employees Association strongly urged its members to declare in favor of Social Security, in the first instance, and to vote Yes in the referendum. The same holds true of local government employees, of whom the Association has a large number of members. Only the referendum constituted an actual vote. The declaration of preference was purely a personal matter, not binding on

anybody; however, all employees who declared in favor were entitled to vote in the referendum, nobody else, and all affirmative

declarations are bound by the referendum result.

The results of both referenda are therefore foregone.

Public Administration

Government administrators seem to be moving more freely from one department or unit of government to another and from university teaching and administration to government work, the American Society for Public Administration notes. Even more mobility is urged by experienced administrators.

Recent examples of shifts are: John W. Macy, Jr., executive director of the U.S. Civil Service Commission, has accepted a position as executive vice president of Wesleyan University, Conn.; Arthur Flemming, former director of the Office of Defense Mobilization, returned to the presidency of Ohio Wesleyan University; John Perkins, president of Delaware University, recently became Undersecretary of the Department of Health, Education and Welfare.

City Managers Shift

City managers more and more are moving from one city to another. One-third of the newly-appointed city managers last year were managers of cities when appointed. This compares to 29 per cent the previous year and only 18 per cent during the 1940's.

To increase mobility, the federal government now will allow management personnel of two U.S. agencies — Tennessee Valley

Authority and Atomic Energy Commission — to take positions in other federal organizations and vice versa) without the additional examinations that were formerly required.

Even greater mobility is urged by the International Association of Personnel in Employment Security, which has called for exchange of federal and state employees working on employment security.

Addressing a recent conference, Joseph Rupley, treasurer of Safeway Stores, San Francisco, former U. S. Regional Budget Director, urged a combined training program for persons planning to enter public service, with internships on all levels of government. Other speakers favored elimination of residency requirements for state and other local government jobs and a combined public service retirement system so personnel could move about without losing benefits.

TRANSIT EMERALD SOCIETY HONORS CHIEF O'ROURKE

Chief Thomas J. O'Rourke of the New York City Transit Police, was presented with a plaque by the Transit Police Emerald Society at the Towers Hotel, Brooklyn. Edward J. O'Hara, president of the society, made the presentation.

Magistrate James J. Comerford, a former transit worker himself, inducted the following officers of the society: Edward J. O'Hara, president; John Mahoney, 1st Vice-president; Anthony Morrissey, 2nd vice president; Edward J. O'Hagan, treasurer; Joseph Condon, financial secretary; John McCabe, recording secretary, Eugene V. Soden, corresponding secretary; Thomas Hickey, Patrick Ward and John J. Scott, sergeants-at-arms; Joseph Norton, Edward Rising, John J. Martin and Mary McNamara, directors.

Present were Transit Commissioner E. Vincent Curtayne, Deputy Police Commissioners Martin H. Meany and Aloysius Melia, Special Sessions Judges Matthew J. Troy and Louis Kaplan, and Deputy Transit Police Chief Robert H. Rapp.

ARMORY GARAGE, ALBANY, ENLARGES FLOOR SPACE

A new building, adding 45,000 square feet of floor space, has helped to increase sales for Armory Garage, Central Avenue, Albany.

The garage is owned and operated by Anthony Metzner and James Clark, and has been among the top 10 De Soto dealers in the country during the past several months.

The corporation asserts that it now operates the world's largest show rooms. It will have 75 new De Soto and Plymouth cars on hand, all ready to go, at all times, an announcement said. Besides, it has a large used-car business. Eight of the 20 salesmen devote their time exclusively to selling used cars.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

Eligible Lists

STATE

- STATIONARY ENGINEER (Prom.)**
Interdepartmental
1. Brasseur, Patrick, Ogdensburg ... 10813
 2. Fusta, William, Islip Ter. ... 0917
 3. McHugh, Archie, Genesee ... 0920
 4. Sullivan, Cecil, Auburn ... 0500
 5. Cox, William, Kings Park ... 0457
 6. Vandenberg, Henry, Catskill ... 0307
 7. Ebert, Edward, Brentwood ... 0307
 8. McAllister, Robert, Bayshore ... 0327
 9. Quaglietta, Julio, Delmar ... 0300
 10. Sehnz, Charles, Leicestershire ... 0247
 11. Raaf, Ronald, Auburn ... 0167
 12. Latscher, Joseph, Mt. Morris ... 0127
 13. Linsley, Howard G., Albany ... 0123
 14. Merwin, Lauren, Olean ... 0127
 15. Vanstone, Alberto, Albion ... 0123
 16. Scott, Jotham, Brentwood ... 0100
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 18. Rennie, Gerald, Pearl River ... 0033
 19. Deuce, Laverne, Oakfield ... 0027
 20. Davis, Thomas ... 0023
 21. McWilliams, Edward, Kings P. ... 0000
 22. Whitney, Ralph, Islip ... 0000
 23. Brichel, William, Eggertsville ... 0000
 24. Dowling, Paul, Cuxsackie ... 0000
 25. Phillips, Elma, Deruyter ... 0000
 26. Brown, George, Verona ... 0000
 27. Rivera, Antonio, Bayshore ... 0000
 28. Garrard, Mitchell, Plattsburgh ... 0047
 29. Huttie, Louis, Islip ... 0017
 30. Byrck, Herbert, Batavia ... 0043
 31. Perron, Astin, Huntington ... 0000
 32. Hinde, Gilbert, St. James ... 0000
 33. Roper, Joseph, Binghamton ... 0000
 34. Tripp, Salvatore, Mt. Morris ... 0027
 35. Sarvey, Joseph, Elmira ... 0023
 36. Grant, James, Schenectady ... 0023
 37. Emrick, Henry, Albany ... 0003
 38. King, Robert, Olean ... 0003
 39. Hoffman, John, Valatie ... 0003
 40. Davis, Edgar, Marathon ... 0050
 41. Williams, Arthur, Ogdensburg ... 0047
 42. Gurbow, Bert, Buffalo ... 0047
 43. Graveline, C., Ogdensburg ... 0000
 44. Elmhoff, Herman, Salem ... 0000
 45. Peck, Cameron, Binghamton ... 0003
 46. Emerson, Frederick, Kirkwood ... 0003
 47. Budman, Henry, Genesee ... 0003
 48. Fadden, Paul, USATC AAA ... 0000
 49. Alexander, Alan, Rome ... 0000
 50. Hyde, Sheldon, Watertown ... 0000
 51. Sweet, William, Rochester ... 0000
 52. Ulmer, William, Ossining ... 0000
 53. Kruk, Joseph, Pearl River ... 0000
 54. Lawler, Edwin, Central Islip ... 0000
 55. Schiffer, William, Gowanda ... 0000
 56. Pratt, Richard, Binghamton ... 0000
 57. Embling, Floyd, Genesee ... 0000
 58. Beattie, John, N. Falla ... 0000
 59. Vanwater, Dubois, Whitesboro ... 0000
 60. Sears, John, Albany ... 0000
 61. Bebolal, Calixto, Islip ... 0000
 62. Farmer, Walter, NY Mills ... 0000
 63. Hensel, Nelson, Yorkville ... 0000
 64. Purdy, Albert, Fredonia ... 0000
 65. Pils, William, Whitehall ... 0000
 66. Mignola, Sam, Albany ... 0000
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 68. Carr, Donald, Rochester ... 0000
 69. Bologna, William, Central Islip ... 0000
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99. Krant, Robert, Canton ... 7007

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 16. Breen, Jane, Menands ... 0075
 17. Conners, Betty, Albany ... 0020
 18. Jandzinska, V. J., Albany ... 0000
 19. Sitterly, Anna, Albany ... 0000
 20. Navaretta, Arlene, Schuylkill ... 0075
 21. Morreale, Marilyn, Amsterdam ... 7730

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 3. Tiche, John, Glenham ... 0005
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 12. Kimball, Frank, Dannemora ... 0020
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 15. Leclair, Bernard, Dannemora ... 0070
 16. Broderick, Casimir, Plattsburgh ... 0070
 17. Gardiner, Alvin, Glenham ... 0020
 18. Carpenter, E. K., Beacon ... 0020
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 20. Dethlefs, Hermann, Fishkill ... 0020
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 22. Baumgarten, E. J., Dannemora ... 0080
 23. Waddy, George, Morrisville ... 0075
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 25. Sands, Joseph, Beacon ... 0020
 26. Donnelly, Francis, Beacon ... 0020
 27. Woodin, Clare, Beacon ... 0020
 28. Edelman, Theodore, Poughkeepsie ... 0075
 29. Rouds, Robert, Beacon ... 0075

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 2. Powell, Ebel, Beacon ... 0020
 3. St. Clair, Howard, Plattsburgh ... 0020
 4. Lavanway, H. N., Cadysville ... 0020
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 8. Smith, Vincent, Beacon ... 0020
 9. Fitzpatrick, L. W., Coeymans ... 0020
 10. Cummings, Thomas, Dannemora ... 0020
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 13. King, Adrian, Dannemora ... 0020
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Upsurge Is Expected In U.S. Entrance Test

Director James P. Googe of the Second Regional Office, U.S. Civil Service Commission, expects an upsurge in applications in the service entrance tests. The jobs are of a technical, scientific or semi-professional nature.

As a new college term is to begin soon, and as college juniors may compete, a sizeable response from the new juniors is expected. The total number of juniors won't increase materially, but many sophomores who were waiting for an opportunity to compete are expected to apply. Quite a response was obtained from present college juniors, the prospective seniors. They, too, will continue to be eligible to compete.

The next of the series of tests in this title will be held on Saturday, January 11. The last day to apply is December 25. Prospective juniors may apply, subject to proof of promotion, if the advancement does not happen early enough to meet the December 25 minimum.

Colleagues and college graduates are sought, but no college degree is required, if one has the necessary related experience.

The positions fall into three grade groups:

Grade GS-5, \$396 a month, \$3,870 a year.

Grade GS-6, \$340 a month, \$4,080 a year.

Grade GS-7, \$377 a month, \$4,524 a year.

The examination is designed primarily to provide an avenue through which young persons may begin a career. It is a qualifying examination used by Federal departments and agencies to fill a wide variety of positions at the entrance or trainee level.

The young men and women who measure up to the standard required and who demonstrate their ability to grow and develop on the job may aspire to the highest career assignments in the years ahead, said Director Googe.

Called an Opportunity

The jobs offer an opportunity to work on programs of national and international importance, to develop new ideas and methods for improving the administration and operation of the Federal service, and to advance to position of responsibility and leadership.

Positions to be filled are in various agencies in Washington, D. C., and throughout the United States, its Territories, and possessions. A few overseas positions may also be filled. Most appointments will be made at grade GS-5; however, a number of appoint-

ments will also be made at grades GS-6 and GS-7.

Successful candidates will be assigned for training to positions in such fields as general administration, social science, business, analysis and regulation, Social Security administration, management analysis, production planning, communications, personnel management, budget management, real estate management, tax collection, electronic data processing, library science, statistics, investigation, information, food and drug inspection, recreation, customs inspection, procurement and supply, and records management, also positions in agriculture and the natural sciences will be filled, such as in agricultural economics, agricultural writing and editing, fishery biology, market reporting, marketing specialization, park ranger activities, plant pest control inspection, plant quarantine inspection, soil science (research), agricultural statistics, and wildlife biology.

Minimum Requirements

To qualify for grade GS-5 one requires completion of a four-year college course leading to a bachelor's degree; or three years of experience in administrative, professional, investigative, technical, or other responsible work

which has prepared you to enter into the positions for which this examination is appropriate; or any equivalent combination of the above education and experience.

Management Internships

Some agencies offer a limited number of management internships. Such agencies have specially planned programs designed to develop persons with unusual promise as future administrators. Persons to be considered for these internships will be required to pass additional tests of greater difficulty. If you are selected for one of these programs, you will receive specialized instruction, varied work assignments, and understudy other types of training designed to develop your managerial skills and knowledges.

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TUESDAY, DECEMBER 3, 1957

Pride and Pensions

THERE must be some object, though none is stated in the New York City Uniformed Fire Officers Association circulation of a series of articles on the pension system that promises comparison with advantages existing in other pension systems not accorded to members of the Fire Pension Fund.

A Leader reporter interviewed fire officers and firemen and got responses that indicate that a move by the older men, who are members of Article 1 of the Fire Pension Fund, to improve their pension position is under way. The older men would be those who were on the fire force when the new pension law went into effect 17 years ago.

Objections now raised against any change made then may prove cogent but can hardly be called timely.

Comparative Membership

The Pension Fund is divided into three parts—Article 1, the pre-1940 men, Article 1A, the post-1940 men who want to pay the high cost for widow's pension benefit (only one man is a member of this system), and Article 1B, the other post-1940 group. In the post-1940 group are included, for convenience of expression in these remarks, those men hired in 1940 after the new law went into effect.

An analysis of the Pension Fund rolls discloses that 80 percent of all members of the force, firemen and fire officers, are under Article 1B, 40 percent under Article 1, so if the older men seek benefits that would accrue to them only, they could hardly expect members of the force who would not be benefitted to extend themselves particularly. Those would be the appointees of the second half of 1940 and subsequently, who are not all firemen, by any means, but who in fact represent the majority membership of the UFOA itself. Under Article 1 are 3,547 members; Article 1A, 1; Article 1B, 8,400. The total is 11,948.

Possible Objectives Explored

Either or both of two plausible objectives of the older men are suspected, especially in view of the subjects stressed in the first installment of the series of pension articles.

One is the creation of a reserve fund. None exists for Article 1 members, though one does for the Article 1A and 1B members. Instituting such a fund would require additional contributions. The younger men would not object, since they would not be affected, and would be footing no part of the bill.

The other possibility broached is to convert the Article 1 into a 100 percent employer-paid plan. Now it's 75-25, the City paying the larger percentage. Objection raised to such a change is that the contractual nature of pensions might be jeopardized. The State constitution provides that pension rights are contractual and shall not be impaired or diminished.

Want No Charity Handouts

Of Fire Pension Fund members, fire officers and firemen alike, who were interviewed, many distrusted any effort to convert Article 1 into a non-contributory system. The possible effect on the contractual relationship was not the only objection; many men want to continue paying into the system as a matter of pride and self-esteem, and to safeguard the high respect that the public has for members of the fire force, officers and firemen alike.

There are no open cost-free public pension systems in New York City or anywhere else in the State.

LETTERS TO THE EDITOR

SMALL DIFFERENCES'
BIG EFFECT IN EXAMS
Editor, The Leader:

On occasion, an examination prospectus indicates that the subject of the examination is confined to a written test weighted at 100 percent. Ostensibly, this represents an instance of strict adherence to the essential concept of impartial civil service. More often we find relative weights assigned to various factors, including 'he written, the oral, training, experience, service record and seniority, are all part and parcel of a final grade in a promotion test.

Fractional Differences

Inevitably, insofar as evaluations reflect a single supervisory opinion, a toss of a coin can give a candidate a bit more than, as much as, or a bit less than that to which he may be entitled. Loss of critically important fractional percentage points can measure the difference between appointment and disappointment.

In its personnel control procedure, New York State provides supervisors with a form entitled the employee's "Work Performance Rating Report." Not only does this analyze the worker as such, but it affords a picture of a personality. In so doing it covers eight broad fields of exploration: quality of work, quantity of work, work habits, work interest, relationships with people, promotability, resourcefulness and supervisory skills. These, in turn, are further detailed with particular inquiries which would leave no room for doubt that the ultimate rating is as valid as an entry in the Doomsday Book.

All this caution can not preclude one supervisor from reacting a bit differently from another with reference to the same worker to be rated. Just that shade of difference can make or break a candidate's advancement. It should be possible to compose a set of inquiries addressed to an applicant whose responses would be measured in conformity with a pre-established consensus prevalent among most performance raters. The supposition would be that the answers fit the individual into a particular niche rendered secure

(Continued on Page 7)

LOOKING INSIDE

By H. J. BERNARD
Contributing Editor



Friendly Compulsion Not Such a Bad Thing

FRIENDLY COMPULSION isn't such a bad thing, after all. In connection with Social Security, some New York City firemen and policemen, and many misguided sanitationmen, certainly felt that it was obnoxious.

The compulsion relates to the necessity of the employee paying Social Security tax, particularly the tax covering the period retroactive to March 16, 1956 (January 1, 1956, if one earned at least \$50 during the first quarter of 1956, as practically all did).

Fear was expressed, by some firemen particularly, that in the future some City employees would be covered by Social Security without paying any retroactive tax. Such fear is groundless. There is no evidence to support it. The law prohibits it. Were that law to be changed, one of the fundamental concepts of Social Security would be violated.

Nothing New or Strange

There are other aspects of beneficial compulsion. All employees hired on or after January 1, 1953 in the eligible categories will be required to be covered by Social Security. Thus eventually even all sanitationmen will be under Social Security, since the New York City Employees Retirement System, of which the large majority of sanitationmen are members, voted by a ratio of more than 97 to 1 in favor of Social Security in the November 15 referendum.

The referendum is the only real vote by public employees. The earlier declarations of intention, which had to be affirmative to entitle one to vote in the referendum, were mere expressions of personal preference for oneself, not effective on any employees at all. Even the referendum is not effective on those who took a stand against Social Security for themselves in the declaration of intention and did not change their mind in time.

But even the compulsion exercised on new employees is itself nothing strange to public employees. Competitive employees of the State, New York City, and other communities of the State, are compelled to become members of the retirement system established to protect them. If the employees were allowed a choice, some might prefer not to become retirement system members, and take their chances on the future, so that they could live better during their working years.

It does not reflect on public employees at all that such a possibility of passing up a valuable asset exists. They are no different, by and large, than the run of humanity. In any substantial cross-section of the population the same condition would exist. So the framers of the pension laws decided on compulsion. Their wisdom has been affirmed and reaffirmed during the past 37 years.

The same compulsion exists throughout Social Security. Employees of private industry, and under certain circumstances the self-employed, are compelled to accept Social Security coverage, and pay the required amount of tax. The Federal law does not permit employers to assume the entire tax share, or any share other than half. The only exception was when the Federal government paid both ends for the members of the armed forces, exclusive of officers. That exception was written into the law for compelling reasons that for-

(Continued on Page 15)

Questions Answered On Social Security

HOW MUCH will the old-age benefits be for someone who retires next year at age 65, who has had average earnings of \$250 a month for the last two years?

C. E.

In this particular case, \$88.50 a month. That figure is arrived by adding \$60.50 (55 percent of the first \$110.00 of the average monthly wage) to \$28 (20 percent of the remainder of the average monthly wage). When using this formula, it should be remembered that the maximum payable is \$108.50.

I AM RECEIVING Social Security benefits. If I should earn over \$1,200 in a year, do I lose as much of my Social Security benefits as the amount by which I go over the \$1,200?

P. L. E.

No. If you earn over \$1,200 in the year, you may lose as much as one month's benefits for every \$80 or fraction thereof by which you go over the \$1,200. That is,

if you were to earn exactly \$1,200 in the year, you wouldn't lose any benefits, but if you earned \$1,200.01, then the one cent over would cause you to lose your entire benefits for one month.

HOW MUCH is the lump-sum death payment?

J. J. O'R.

The amount may vary between \$90 and \$255, depending on the average monthly wage of the deceased.

WHEN A MAN DIES, can his widow always get the lump-sum death payment?

B. C.

The widow is eligible for the lump-sum death payment only if, at the time of her husband's death, she was either living with or receiving regular contributions from him for her support, or he was under a court order to support her. It is not necessary that a widow meet these requirements to be eligible for monthly benefits at age 62.

HOW DO I GO about finding the Social Security office closest to me?

O. T.

Look in your telephone book under "United States Government; Health, Education, and Welfare; Department of; Social Security Administration; Bureau of Old-Age and Survivors Insurance." The names and addresses of district offices are listed there.

IS IT TRUE that the child of someone receiving Social Security benefits may also receive benefits when unable to work, regardless of the child's age?

B. L. T.

The child of someone who is deceased or who is receiving Social Security benefits may be eligible for benefits also, if under age 18. If age 18 or older, the child may be eligible only if unable to work due to a physical or mental impairment and the disabling condition must have existed continuously since before attaining age 18.

Letters to the Editor

(Continued from Page 6)
 by the suppression of accidental supervisory preferences. By incorporating in the written test certain queries on supervisory responsibilities that much of a burden could be lifted from individual shoulders in ascertaining whether the competitor's work performance is unsatisfactory, fair, good, superior or outstanding.

There exists an appreciable span between the cumulative results of a statistical survey of an employee's work performance and the validity of that performance in meriting promotion. Comparing two employees in the same grade, when one is arbitrarily assigned more responsible work than the other in disregard of considerations of capacity, the work performance ratings for "proper" responses leaves much to be desired.

Credit earned for seniority can not be impugned since it traverses a proven period of years. But an opinative service record rating is not readily adjusted to the thou-

sandth of a percentage point that may determine one's relative standing on a list.

Private industry's "organization man" has been wrung through the wringer of psychological testing for "proper" responses. Civil service could do better on its civil level.

JULIUS CHAIET

Education Dept. Adult Education

ALBANY, Dec. 2 — Naval Reserve Training Centers in New York State soon will be used for adult and secondary education programs, State Education Commissioner James E. Allen has announced.

Dr. Allen called the program "a further sharing of resources by agencies of government." The offer for use of the facilities, when not in use by the Navy, was made by Admiral Milton E. Miles, U.S.N., commandant of the Third Naval District.

STORES CLERKS PLAN MEETING

The Supervisory Stores Clerk personnel have scheduled a meeting at 1:00 P.M., December 7, at Civil Service Employees Association headquarters, 8 Elk Street, Albany. It was announced by John O'Brien, chairman of this group. Means of further implementing a current salary appeal that the principal stores clerks have before the Division of Classification and Compensation will be discussed. All interested Supervisory Stores Clerk personnel are invited.

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"Looking Inside," LEADER'S forecast, by H. J. Bernard. Read weekly column of analysis and it regularly.

Certify 42 Names For Correction Officer

The New York City Department of Personnel has certified 42 eligibles to the Department of Correction to fill 11 vacancies as correction officer at \$3,973 a year. The last certification on the list was No. 14186.

LONGSHOREMEN GET MORE

ALBANY, Dec. 2 — The Waterfront Commission of the New York Harbor reports "a dramatic increase in average earnings of longshoremen" since the bi-state regulatory body took office. A payroll for 1956 of \$100,114,899 was shared by 24,595 men, the commission said against a payroll of \$75,875,580 in 1954, shared by 33,551 men.

BOOK HELPS PLANNERS

ALBANY, Dec. 2 — Latest techniques to aid community planners are presented in a new booklet published by the State Commerce Department. Copies may be obtained from department offices at 112 State St., Albany.

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FORDHAM UNIT REELECTS CARMODY AS CHAIRMAN

Thomas Carmody was reelected chairman of Fordham Hospital chapter, Local 237, Teamsters. Other officers elected were Henry Waile, vice chairman; Edward Goodbody, secretary-treasurer, and George J. Silver, recording secretary. Chris Healy, Harry Sachs and Frank Romero are trustees.

Max Weinberg, hospital organizer for the local, addressed the group on meal charges, rectifying titles, and providing life insurance. Mr. Carmody spoke on salary and classification appeals.

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George Wachob	Field Supervisor	3562 Chapin, Niagara Falls, New York
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The following examinations have just been opened by New York City. Application may be made in person, by representative or by mail; if by mail, enclose six-cent stamped self-addressed envelope. Application fee is not to be paid until returning the filled-out form. Address Personnel Department, 96 Duane Street, New York 7, N. Y. The application office at that address is two blocks north of City Hall, just west of Broadway, opposite The Leader office. The complete filing period is given in parentheses at the end of each digest.

OPEN-COMPETITIVE

8152. ACTUARY. \$4,850-\$6,290. Various vacancies. Fee \$4. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics and two years of satisfactory full-time professional experience in actuarial work; or a satisfactory equivalent. The maximum period of time for which credit may be given for experience gained solely as a provisional employee or for duties performed outside the scope of the title in an emergency may in no case exceed nine months. Test date, March 5. (December 3-23)

8196. DENTAL ASSISTANT. \$3,000-\$3,900. Two vacancies at present. Fee \$2. Candidates must

have each of the following or its equivalent: (a) graduation from a four-year high school course and (b) one year of full-time paid experience as a dental assistant. All candidates who pass the written test will be required, prior to appointment, to pass a qualifying performance test. Candidates will be summoned for the performance test in order of their standing on the list in accordance with the needs of the service. No second opportunity will be given to candidates who fail in the qualifying performance test. Candidates who fail to appear for the performance test will not be given a second opportunity unless the needs of the service require it and then only after all other candidates have been summoned. Candidates will be required to pass a qualifying medical test prior to appointment. Test date, March 13. (December 3-23)

8183. JUNIOR MECHANICAL ENGINEER. \$4,790-\$5,990. 35 vacancies in various departments. No residence requirements. Fee \$4. Requirements: A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four (4) years of satisfactory practical experience in mechanical engineering work; or a satisfactory equivalent combination of education and experience.

Applications accepted from 9-11 A.M. only. Daily testing. (December 2, until further notice)

7993. MOTOR VEHICLE OPERATOR. (Men only). \$3,500-\$4,580. Various vacancies. Fee \$3. Requirements: There are no formal educational or experience requirements for this position. Candidates must possess a valid chauffeur's license issued by the New York State Bureau of Motor Vehicles. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Test date, March 23. (December 3-23)

7965. PHOTOGRAPHER. \$4,000-\$5,080. Seven vacancies in various departments. Fee \$3. Requirements: Three years of full time paid experience acquired within the last twelve years as a photographer; or not less than two years of such experience acquired within the last ten years plus sufficient acceptable related educational training in an approved trade, vocational or technical school. Each school year of acceptable related educational training will be credited as equivalent to six months of acceptable experi-

ence. Test date, March 15. (December 3-23)

7936. PLASTERER. \$24.06 a day. 23 vacancies. Fee \$50. Requirements: Not less than five years of full time paid experience as a plasterer; or not less than three years of full time paid experience as a plasterer plus sufficient acceptable related educational training or full time paid experience as a plasterer's apprentice to make a total of five years of acceptable experience. Each 12 months of acceptable related educational training or full time paid experience as a plasterer's apprentice will be credited as equivalent to six months of acceptable experience. Test date, March 22. (December 3-23)

7838. PRINCIPAL INSTITUTIONAL INSTRUCTOR. \$4,550-\$5,990. Two vacancies in Department of Correction. Fee \$4. Requirements: A baccalaureate degree issued after completion of a four-year course at an accredited college or university, including or supplemented by 36 semester hours in approved professional (Continued on Page 9)

DINER'S HANDBOOK FOR ALBANY:

When you good Civil Service people in the Capital Area are looking for the right spot to hold your group dinners, consider the facts about Petit Paris. At Petit Paris, a little bit of the Paris transplanted in Albany: you dine; you are not served with fare a hungry eagle would turn up his nose at. Nor do you wash your food down with watered cocktails or immature mescal wines. You, we charge a few cents more; we have to. You can't buy unparalleled skill of French pastry cooks, hors d'oeuvres that deserve the name, piping hot soups and consommés a la Continental, stizzling steaks and savory fowl, fussy baked Alaska and *crème suzette*, all the celebrated vintages obtainable in the sidewalk cafes along the Seine, at cut-rate prices. These culinary accomplishments are the fruit of many years experience in pleasing lusty appetites and meticulous palates. Take into account the menu and the environment, and you'll admit the cost is cheap. Discriminating banquet chairmen are reserving space NOW at Petit Paris for full and winter retirement parties, Christmas get-togethers, chapter dinners, and New Years. You'll like the quaint cosmopolitan atmosphere, convenient location (plenty of parking), and you'll rave about the *flavorous* French cuisine. **PETIT PARIS**, 1000 Madison Ave., Albany, N.Y. Tel. 2-7804.

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NYC Jobs

(Continued from Page 8)

courses in the field of education plus two years of satisfactory teaching experience in accredited public or private schools. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of a baccalaureate degree. Test date, February 14. (December 3-23)

8176. ASSISTANT ARCHITECT. \$5,750-\$7,190. 53 vacancies in various departments, some without residence requirements. Fee \$5. Requirements: A baccalaureate degree in architecture issued upon completion of a course of study registered by the University of the State of New York and three years of satisfactory practical experience in architectural work; or graduation from a senior high school and seven years of satisfactory practical experience in architectural work; or a satisfactory equivalent combination of education and experience. Test date June 25, for those applying before April 25. (December 5, until further notice)

8227. DIETITIAN. \$3,750-\$4,830. Various vacancies. Fee \$3. Candidates must have the following or its equivalent: a baccalaureate degree in home economics issued upon completion of a course of study registered by the University of the State of New York, with major studies in foods, nutrition, or institutional management. Applicants pursuing a course of study for which they expect to receive a baccalaureate degree in home economics by June, 1958 may file for this examination. They will be required to submit evidence that they have complied with the foregoing requirement. Test date, March 8. (November 1-December 23).

PROMOTION

8161. ACCOUNTANT. (Prom.) \$4,850-\$6,290. Various vacancies. Fee \$4. Open to each employee of any of the departments of City government who on the date of test: is permanently employed in the title of assistant accountant or senior bookkeeper; has served as

a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, May 10. (December 3-23)

7681. SENIOR PHYSICAL THERAPIST. (Prom.) \$4,550-

\$5,990. Various vacancies. No residence requirement. Fee \$4. Open to each employee of the Department of Hospitals, who on the date of the test: is permanently employed in the title of physical therapist; has served as a permanent employee in such title in the department for a period of not

less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Candidates must possess a valid New York State license to practice physiotherapy. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of ap-

pointment. Test date, March 21. (December 3-23)

8168. SENIOR TABULATOR OPERATOR (IBM). (Prom.) \$3,500-\$4,580. Various vacancies. Fee \$3. This examination is open only to employees of the following departments: Education, Finance, Comptroller's Office, City (Continued on Page 15)

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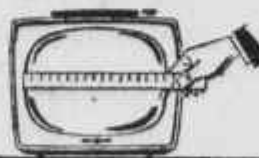



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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Oneonta

The November meeting of the Oneonta chapter, CSEA, was held on Wednesday, November 20, 1957 at the New York State Employment Office, 14 Diets Street, Oneonta. Marlon Wakin, president, presided. A nominating committee was named for the election of officers of the chapter. A report will be made at the January meeting by Roland Lunn, Hilda Meroun and Betty Moore.

Plans were also made for a Christmas party to be held following the December 11th meeting. The place of this meeting will

be announced later. Mrs. Marlon Birdsall and Mrs. Gladys Hotelling were named to the committee to have each member that attends bring a 25c grab bag gift.

Following the business meeting Joseph Donnelly, field representative for this area, spoke to the members present. He mentioned the fact that the officers of the Association are already meeting with the legislature members in Albany for the promotion of the Civil Service resolutions passed at the annual October meeting. A special push was being made for the increase in salary and forty hour work week of institutional

workers. He also brought up some of the new points of interest in the new health insurance plan, particularly the extension dates for members enrolling in the plan without needing a physical examination which will be necessary later. He also stressed the membership drive which is being conducted at the present time. He presented the Oneonta chapter officers with all the cards and information necessary for this push. These will be distributed within a few days. Refreshments were served at the close of the meeting.

New York City

Joseph M. Ajello of the BMV, NYC, a chapter member, was recently nominated without opposition for president of the Columbia Association of State Employees. The office is for a two-year term. Mr. Ajello is president of the Richmond County Democratic organization.

Tax and Finance News

Dorothy Simenson of the Stock Transfer Bureau has become engaged to David Mortman of the Income Tax Bureau.

EDWARD ROSE APPOINTED

ALBANY, Dec. 2—Edward Rose of Brooklyn has been named sales finance representative for the State Banking Department. The temporary appointment pays \$4,530 a year.

Where To Apply For Public 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 the New York, N. Y., 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., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite, The LEADER office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

Board of Education, Teaching Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULter 8-1000.

NYC Travel Directions

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

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

U. S. Civil Service Commission — IRT Seventh Avenue local to Christopher Street station; IND trains A, E, F, D, AA or CC to Washington Square.

Data on Application 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. Both the U.S. and the State accept applications if postmarked not later than 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 issues and receives blanks by mail when the exam notice so states and if six-cent-stamped envelope enclosed, self-addressed.

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

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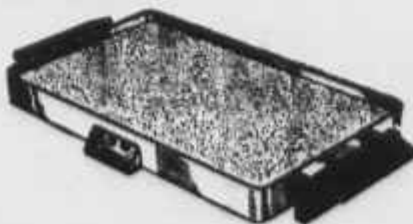
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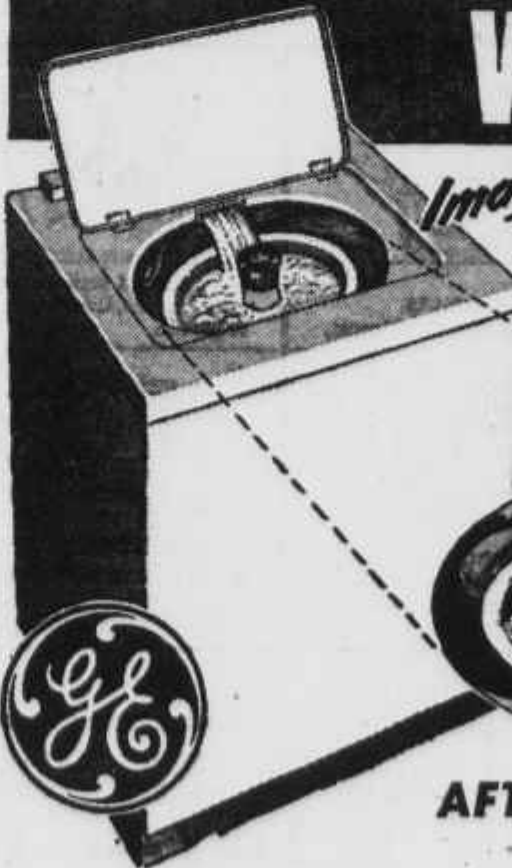
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How Many Applied For Jobs With NYC

During the month of October, the New York City Department of Personnel received 14,992 applications of which 13,942 were for open-competitive, 735 for promotional, and 265 for license examinations. The number filing for each title is given below. Where filing was open prior to October, the number of applications previously received is given followed by the figure for the month. The total number for the title may be obtained by adding the two.

OPEN COMPETITIVE	
Junior civil engineer	44
Assistant chemist	65
Assistant physicist	3
Attorney (excise taxes)	60
Cable splicer's helper	53
Fire marshal	53
Horseshoer	11
Housing officer (men only)	1891
Institutional band music instructor	3
Program manager	8
Psychologist	75
Radio operator	71
Senior building custodian	35
Speech and hearing therapist	17
Supervising housing groundman	67
Transit patrolman, NYC Transit Authority	4496
Youth guidance technician	29
Asst. chemist	26
Mechanical engineering draftsman	11
(second filing period)	25
Asst. architect	8
(second filing period)	1
Asst. civil engineer	16
(second filing period)	13
Asst. electrical engineer	9
(second filing period)	14
Asst. mechanical engineer	4
(second filing period)	7
Civil engineering draftsman	19
(second filing period)	26
Electrical Engineering draftsman	5
(second filing period)	15
Dental hygienist	8
(second filing period)	6
Occupational therapist	2
(second filing period)	2
Public health nurse	11
(second filing period)	10
X-ray technician	110
(first filing period)	
Assistant accountant	102
Assistant actuary	5
Assistant statistician	15
Junior physicist	3
Recreation leader	30
(second filing period)	
School lunch manager	10
Social investigator	423
(second filing period)	
Dentist	48
(second filing period)	
College secretarial assistant A	33
Civil engineering draftsman	1
(third filing period)	
Electrical engineering draftsman	2
(third filing period)	
Mechanical engineering draftsman	5
(third filing period)	
Stenographer	1236
first filing period	27
Typist	1934
first filing period	68
Patrolman, Police Dept.	9984
	1322
	4069
Laborer (men only)	
Assistant civil engineer, all departments	125
Assistant electrical engineer, all departments	28
Assistant mechanical engineer, all departments	32
Assistant supervisor (structures) NYC Transit Auth.	102
Second amended notice	8
Cable splicer, Fire Department	2
Chief marine engineer, department of Marine and Aviation	7
Chief Marine Engineer (Diesel) Department of Public Works	7
District foreman (water supply), Department of Water Supply, Gas and Electricity	70
First assistant marine engineer (diesel), Department of Public Works	10
Foreman (highway and sewer maintenance) Offices of the Presidents of the boroughs of Bronx, Brooklyn, Manhattan, Queens and Richmond	79



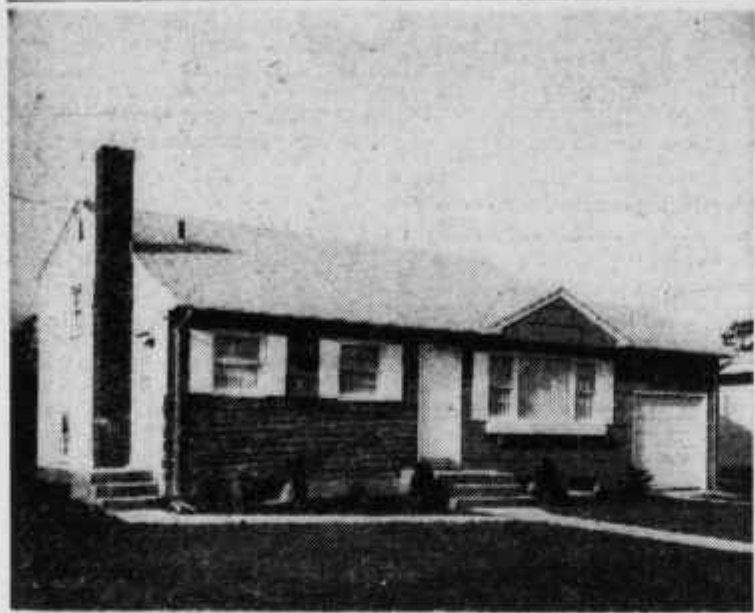
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1 family, 7 rooms, 4 masterbed bedrooms, 1 1/2 modern tiled baths; finished basement. All modern improvements, small cash.

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Foreman (signals), NYC Transit Authority	124
Light maintainer, NYC Transit Authority	66
Marine engineer, Department of Marine & Aviation	33
Power cable maintainer NYC Transit Authority	51
Senior psychologist, Departments of Correction, Hospitals, City Magistrates' Courts	17
Steam fitter, Departments of Education, Marine & Aviation, Correction, Hospitals, Parks, Borough President of Queens and Department of Public Works	18
Supervisor (ventilation & drainage) NYC Transit Authority	1
Supervising housing officer NYC Housing Authority	201
Senior custodial foreman, Bd. of Higher Education	13
Auto machinist, Depts. of Parks, Sanitation, Public Works and Fire	50
Attorney (excise taxes)	60

PROMOTION

First assistant marine engineer (diesel) depts of public works and sanitation	10
Housekeeper (first filing period)	23
Psychologist	75

OPEN COMPETITIVE

Housekeeper (first filing period)	23
Psychologist	75

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NOTICE is hereby given that a limited partnership has been formed in pursuance of the Act of 1922 entitled "The Uniform Limited Partnership Act" of the State of New York, as modified.

That the name of the firm is PFEIFER BROS. and that the general nature of the business to be transacted is the general metal fabricating business.

That the name and place of residence of the general partner is H. Whitman Dunstan, 11 Barry Place, Radburn, New Jersey, and the name and place of residence of the limited partner is William Pfeiffer, Jr., 41 Barry Place, Radburn, New Jersey.

The partners have contributed as their shares of the capital of the limited partnership, as follows:

H. William Dunstan . . . \$25,736.47
William Pfeiffer, Jr. . . . 23,736.47

That the period at which said limited partnership is to commence is September 1, 1957, and the partnership shall continue for an indefinite term.

That a certificate thereof as required by law was filed for record in the office of Clerk of New York County, on the 14th day of October, 1957.

Dated at New York City in said county on the 18th day of October, 1957.

H. WHITMAN DUNSTAN
General Partner.
WILLIAM PFEIFER, JR.
Limited Partner.

SOCIAL SECURITY news, comment, questions, answers appear regularly in The Leader.

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FI 1-1950

OPINION BY LEFKOWITZ ON SOCIAL SECURITY

(Continued on Page 13)
 rule and regulation, to prescribe terms and conditions for the exercise, withdrawal and re-exercise of such privilege. Such rules and regulations shall be in the best interests of such system or plan and of the affected employees and for the protection of the efficient operation and management of the system or plan."

Authority Called Clear

This provision clearly authorizes members of certain retirement systems or plans to apply portions of their annuity contributions to the payment of their retroactive and prospective contributions for old-age and survivors insurance coverage. It is noted that this provision only applies to retirement systems or plans which provide "retirement allowances consisting of separate pensions and separate annuities." In such systems the annuities are provided from contributions made by members plus the accumulated interest thereon. The effect of a member's applying a portion of his annuity contributions to the payment of his old-age and survivors insurance contributions would, of course, be to reduce the amount which otherwise would be in his annuity savings account. Thus, the amount of annuity which eventually would be payable to him upon retirement would be proportionately lower. This, however, is a decision which Section 138-b permits the member to make if he so desires. Such a decision falls within the field of "waiver" of a legal right to which he otherwise would be entitled. It is my opinion that such a waiver is in accord with the pub-

lic policy of the State and with the decision of the courts in *Matter of Carroll v. Grumet*, 281 App. Div. 35 (1953), appeal denied, 281 App. Div. 863 and 306 N.Y. 692. In that case the courts upheld the waiver of the right to have the amount of a cost-of-living bonus included as salary or compensation for retirement purposes as a prior condition to the right to be entitled to receive such bonus from the City of New

York. Subsequent cases have recognized and followed the ruling in the *Carroll* case (*Driesbach v. City of New York*, 1 N.Y. 2d 272 (1956) and *Rosen v. New York City Teachers' Retirement Board*, 282 App. Div. 216 (1953), aff'd 306 N.Y. 826). The law on this point must be regarded as well settled. Thousands Resort to Method The provisions of Section 138-b of the Retirement and Social Security Law are being availed of

by many thousands of public employees in this State. I am of the opinion that such provisions are valid and that any employee who applies a portion of his annuity contributions to payment of his old-age and survivors insurance contributions would in no way impair his employer's responsibility to provide all the other retirement benefits to which the employee is entitled under the law.

APPELLATE POST FILLED
 ALBANY, Dec. 2 — Governor Harriman has designated Supreme Court Justice James Gibson as an associate justice of the Appellate Division, Third Department. He succeeds Justice Howard A. Zeller.

ED. COUNCIL POST FILLED
 ALBANY, Dec. 2 — Newest member of the Elementary Education Council in the State Education Department is Mark H. FitzGibbons, Oswego. His term of five years began Oct. 1.

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For Real Estate Buys See Pages 10 & 11

MAYOR KRAMER AMONG 4 NAMED TO COLLEGE BOARD
 ALBANY, Dec. 2—Governor Harriman has named four new members to the Council of Harpur College of the State University. They are: Robert E. McCormick and James L. Kane of Buffalo, president of the State Federation of Post Office Clerks and Buffalo Federation of Labor; Morris Giltz of Binghamton, and Mayor Donald W. Kramer of Binghamton.

LEGAL NOTICE

WINEB, BEN EION, also known as B. HEYWOOD WISANT. — SUPPLEMENTAL CITATION.—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent TO: BETTINA MAKLER WISANT, also known as BETTINA MAKLER WINEB and BETTINA BERGAY, Murrayfield Court, Johannesburg, South Africa, individually and as the former Administratrix of the 3006, 4340th and credits of BEN EION WINEB, also known as B. HEYWOOD WISANT, deceased, and as distributee, UNITED STATES FIDELITY & GUARANTY COMPANY, 100 William Street, New York, N. Y. ALFRED J. MARROW, 870 Fifth Avenue, New York, N. Y.

Upon the petition of CYNTHIA R. BLACKSBURG, who resides at 39 Bearer Hill Road, Elmwood, New York, you and each of you are hereby cited to show cause before the Surrogate of New York County, at the Court House, 31 Chambers Street, in the County of New York, on the 13th day of December, 1957, at half past ten o'clock in the forenoon of that day, why the Surrogate of New York County should not take and state the account of the proceedings of Bettina Makler Winer and Bettina Bergay, as the former Administratrix of the goods, chattels and credits of Ben Zion Winer, deceased, known as B. Heywood Wisant, deceased, whose last residence was at 993 Fifth Avenue, New York, N. Y., and why a decree should not be made and entered judicially settling said account of proceedings, and surcharging said Bettina Makler Winer and Bettina Bergay, also known as Bettina Makler Winer and Bettina Bergay, for the full rental value of cooperative apartment No. 6-B in 993 Fifth Avenue, New York, N. Y. for the periods during which she occupied the same and for the periods during which she stored her own furniture, furnishings and other property therein and for the periods it was not sublet because of her failure to use due diligence to keep it sublet and for the subrentals paid by subtenants which she converted to her own use and for which she has failed to account (other than those described in the judgment and decree dated June 18, 1957, made and entered in this Court) and for the value of 50 shares of the stock of Omnibus Corporation or the proceeds of the sale thereof, which she converted to her own use and for which she has failed to account and for the value of any other property of the decedent which came into her possession and which she converted to her own use or for which she failed to account and for any other losses or damage to the estate resulting from her maladministration, misfeasance, misfeasance and neglect and why the amount of such surcharge should not be set off against her distributive share in the estate of the above named decedent to the extent that said distributive share is sufficient therefor and why the amount of such surcharge, if and to the extent that it shall exceed the amount of her said distributive share, should not forthwith be paid by her to Cynthia R. Blacksburg, as Administratrix De Bonis Non of the above estate and, in default of such payment forthwith and the return of execution against her property unsatisfied, why the surty on her administratrix' bond should not be required to pay the same up to the amount of said bond; and for such other, further and different relief as the Court may deem just and proper.

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
 (Seal) WITNESS, HON. S. SAMUEL DI PALCO, a Surrogate of the said County of New York, on the 1st day of November, 1957.
 Clerk of the Surrogate's Court.
 PHILIP A. DONAHUE

CITATION—P1497, 1957.—The People of the State of New York By the Grace of God Free and Independent. To ALTA MARQUETTE SMITH and CORDELIA MARQUETTE, if living, and if dead to their heirs at law, next of kin, and distributees whose names and places of residences are unknown and if they died subsequent to 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 Mildred Marquette Haviland, decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained.

PUBLIC ADMINISTRATOR, County of New York and greeting:
 Whereas, CAROL BRANDON BERGERON, who resides at Birch Street, Lake Garda, Connecticut, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 18th day of March, 1957 relating to both real and personal property, duly proved as the last will and testament of MILDRED MARQUETTE HAVILAND, deceased, who was at the time of her death a resident of 408 East 34th Street in the City and 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 11th day of December, one thousand nine hundred and fifty-seven, 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 S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 5th day of October in the year of our Lord one thousand nine hundred and fifty-seven.
 PHILIP A. DONAHUE
 Clerk of the Surrogate's Court

Law Cases

Sidney M. Stern, counsel, reported to the New York City Civil Service Commission on law cases as follows:

DECISIONS Special Term

Horvath v Patterson. The petitioners were tried on charges by the Transit Authority. Upon being found guilty they received suspensions of from five to seven days and were placed on probation for six months. Subsequently, and after this proceeding was commenced, the probation was rescinded, and since the suspension was for not more than ten days the court (Morrissey, J.) held that it was without jurisdiction to entertain the petition.

Feller v Wagner. The petitioner filed an application for accident disability retirement which was denied by the Medical Board of the Retirement System and subsequently the Board of Estimate approved the denial on May 17, 1955. An application for further re-consideration was made after that date but no new evidence was submitted and the Medical Board found no basis to change its previous decision. The Board of Estimate affirmed this finding on June 28, 1956. The proceeding was commenced on October 18, 1956. The court dismissed the petition on the ground that the final determination was made on May 17, 1955 and consequently more than four months had elapsed before the proceeding was brought.

Jaslow v NYC Employment Retirement System. Petitioner made an application for retirement under Option 2. Before the Retirement System or the Board of Estimate had acted, the named beneficiary died. The petitioner then elected to cancel her selection of Option 2 and to select Option 1. The retirement system refused to honor the requested change and she was retired under Option 2. She brought an Article 78 proceeding to rescind the resolution under which she was retired. The court found that the statute is not ambiguous and states clearly that selection may be made "until the first payment on account of any benefit is made". The application was granted.

Adasko v Schechter. The petitioners complain that certain per-

sons were appointed senior administrative assistants who either did not take the examination for promotion or who failed to pass examination. Petitioners passed the test and are on the eligible list. They further complain that persons appointed to such positions are doing out-of-title work and have been placed permanently into newly created and higher positions contrary to law. The court ordered a trial of the issue involved as outlined under the decision of the Appellate Division in the Mandle case.

Kennedy v Schechter. This proceeding involves the same question as Adasko v Schechter but affects certain resident building superintendents. The same disposition was made by the court.

McCarthy v Carey. This action was brought for a declaratory judgment seeking an adjudication that the promotional examination for police captain in the City of Yonkers held on May 26, 1956, and the resulting list, are illegal and invalid in that the examination was held prior to the occurrence of a vacancy. The court held that under existing Municipal Civil Service Rules, the defendants were not required to wait until a vacancy had occurred before holding the examination, but that they were vested with discretionary power to hold the promotion examination for the purpose of establishing an appropriate list at a time they deemed the same necessary even though no vacancy then existed.

Simineri v Screvane. Petitioner, a probationer, was dismissed from the Sanitation Department. He sought to annual the determination of the Commissioner. The court denied the motion on the ground that the Commissioner acted well within his powers, and his judgment may not be disturbed.

OPINION

Opinion No. 104,018 of July 11, 1957, Corporation Counsel.

The Uniform Leave of Absence Regulations adopted by the Board of Estimate properly apply to employees of the City Magistrates' Courts.

DR. PERRY IS NAMED CORNING COLLEGE HEAD

ALBANY, Dec. 2—Dr. William Lee Perry is the new president of Corning Community College, one of the 14 community colleges in the State University system.

Dr. Perry, prior to his appointment, was dean of students and assistant to the president of Oregon College. He is a graduate of Harvard University.

BROOKLYN POST OFFICE FUND GIVES UJA \$2,500

Brooklyn Postmaster Edward J. Quigley presented a check for \$2,500 to the United Jewish Appeal representatives from the Post Office Community Fund.

LAB COUNCIL'S INAUGURAL

The Laboratory Council, Civil Service Forum, will hold its third inaugural luncheon Thursday, December 5 at noon at the Ting Yat Sak Restaurant, 21 Mott Street. Isidore Moses is president.

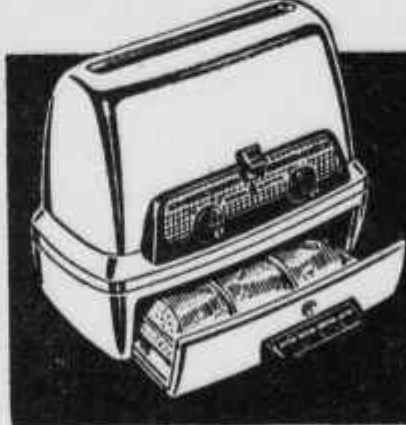
NUTRITIONIST POST FILLED

ALBANY, Dec. 2—Olive B. Hayes has been appointed nutritionist for dietary study at the State Health Department's cardiovascular health center.

AIR FORCE HONORS WOMAN

Mrs. Ruth Hesselton, of Flushing has been awarded an Air Force superior accomplishment award of \$200.

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EMPLOYEES ACTIVITIES

Raybrook

Congratulations are extended to Mr. and Mrs. Carl Conti on their recent marriage.
 Mrs. Della Marouski, supervising housekeeper, retired October 1, after thirty-five years of employment at Ray Brook. A gift of luggage was presented to Mrs. Marouski by her co-workers. Mr. and Mrs. Marouski will make their home at Oenida, N. Y. and will spend the winters in the sunny south. Our best wishes go with them both to their new home.
 Welcome back to Marjorie Nemeth, supervising housekeeper, after seven years absence.
 The next chapter meeting will be held on Tuesday, December 3, at which time a 63 piece chest of silver will be given away to some lucky person. Refreshments will be served after the meeting. All members are urged to attend.
 Harry Hallock, our well known groundsman, recently retired from State service. Mr. and Mrs. Hallock expect to spend the winter in California. Lots of luck, Harry.
 Lou Wagner, one of our lucky hunters, got a six point buck last week.
 Our congratulations to Dr. and Mrs. Scarano on the birth of a son.

Now! at

WHITEHALL JEWELERS

two great ALL NEW

Lady Sunbeam

SHAVEMASTERS

Only the LADY SUNBEAM has the "compact" shape and the new precision MICRO-TWIN shaving head designed especially for feminine shaving needs—one side for underarms, the other for legs. Either model in choice of six beautiful colors.

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NEW Glamorous Designs, Beautiful Cases, Lovely Colors

Lady Sunbeam Deluxe in French Door Case

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WHITEHALL JEWELERS
 74 W. 23rd STREET next to Nedicks) OR 5-4755-6-7

Softball Season Is Over But the Fever Remains

The season for softball is over but the fever remains at many of the sites occupied by members of the Mental Hygiene Softball Leagues.

The downstate group was formed last April, chiefly through the efforts of Ernest Palcie, business officer of Letchworth Village, Joseph Anderson, business officer of Creedmoor State Hospital, and Frank DiMaria of Letchworth Village. The group became known as the Metropolitan Mental Hygiene Softball League.

Each team played seven games and wound up brilliantly when Willowbrook State School took the championship from Central Islip State Hospital and Middletown State Hospital. The champions received a softball trophy. All the games were played on institutional grounds where patients, employees and their families and friends were the audience.

The final standings were, in order, Willowbrook State School, Middletown State Hospital, Central Islip State Hospital, Letch-

worth Village State School, Kings Park State Hospital, Creedmoor State Hospital, and Rockland State Hospital.

On August 15, Willowbrook played the all-stars of this area and won. At a buffet dinner that night, they were presented with a softball trophy, as champions of the Metropolitan League.

The following week, Willowbrook played Buffalo State Hospital, upstate champions, at Letchworth Village. Buffalo won 9 to 8. After the game a picnic dinner was served to the players and their guests. Mr. Abel, Supervisor of Recreation, Albany, and Mr. Palcie presented a state championship trophy to "Whitey," softball manager of Buffalo State Hospital. The affair was attended by approximately four hundred.

Next year an early start is expected in this league. It is suggested that institutions which did not participate in the league this year, start scouting softball players now. Competition will be keen.

MENTAL HYGIENE LEAGUE SOFTBALL CHAMPIONS



State Mental Hygiene softball champions from Buffalo State Hospital are seen. As upstate champions they defeated Willowbrook, 9 to 8 to take the State title.

Rochester State Bids Farewell To Marion Muntz

On October 31, a farewell party was held for Marion Muntz, a member of the occupational therapy department of the Rochester State Hospital for several years.

Over fifty friends and associates were present to extend their best wishes to Miss Muntz in her forthcoming marriage to Harold Sanwick of the Gowanda State Hospital, and in her transfer to the occupational therapy department at Gowanda.

Patrick J. McCormack, business manager of the Hospital, acting as toastmaster of the dinner, stressed the many contributions freely given by Miss Muntz while an employee of the hospital. He read a letter from the Rochester State Hospital chapter of the Civil Service Employees Association thanking her for her many generous contributions to the chapter in all of its activities. Mr. McCormack then presented a gift on behalf of the employees.

Among those present were Mrs. Sanwick, Mrs. Laura Stonegraber, Eve Emerton, Edna Fingar, Mrs. Monica Dieffenbacher, Mrs. Helen Baker, Mrs. Marjorie Johnston, "Fe" Monachino, Mrs. Edna McNair, all of the occupational therapy department, Mr. and Mrs. George Stevens and Martha Finnegan.

Those on the committee planning the dinner were Mrs. Edna McNair with Eve Emerton and "Fe" Monachino.

St. Lawrence

Our sincere congratulations are extended to the three employees of St. Lawrence State Hospital who were recently elected to city offices. First and foremost, we congratulate Mr. Lee W. Keyes who was re-elected as Mayor of the city of Ogdensburg. We hope he will have a successful and happy second term.

Congratulations also to Joseph Sovis who was re-elected as Supervisor, and John Cole who was re-elected as Alderman. We know that they will be an asset to the city and will contribute a great deal.

Pharmacists Hold Seminar at Albany

The pharmacists of the department of Mental Hygiene recently held an annual meeting and seminar at the Albany College of Pharmacy. An administrative meeting was held with Dr. Elliott, Mr. Daran and Mr. Zaron, followed by the organizational meeting.

The following officers were elected to head the N. Y. State Mental Hygiene Pharmacists Association for the next two years: chairman, Robert D. Silverman, Ph.G., senior pharmacist at Willowbrook State School; vice-chairman, Lawrence Mann, Ph.G., senior pharmacist at Craig Colony, and secretary-treasurer, Everett E. Crowell, Ph.G., senior pharmacist at St. Lawrence State Hospital.

The seminar and refresher course was arranged and conducted by Dr. Francis J. O'Brien, Dean of the College.

EMPLOYEES ACTIVITIES

Harlem Valley

A warm welcome is extended to Father Edward J. Mitty, who succeeds Father Breidenbach as our Catholic Chaplain.

Recent visitors at the hospital were Virginia Scullin, director of occupational therapy and Mrs. Mable Kirkpatrick, assistant director of social service.

Helen Schwenk of the stenographic department was honored at a dinner held at Talbot's Inn in Pleasant Valley. She plans to make her home in Houston, Texas; and the good wishes of her many friends go with her. Appropriately enough, she received a handsome piece of luggage from her co-workers as a parting gift.

On October 25, Gloria Pozza was married to Charles Beebe at St. Charles Church in Dover Plains, and the reception was held at Inesleys. Miss Pozza was graduated from the Nurses' Training School in 1955 and since then has been employed on the nursing staff. Her husband works at Green Haven Prison, and the couple will reside at Dover Plains. A long and happy wedded life is wished for the young couple, and we are pleased to know that Mrs. Beebe will continue her nursing career.

Mrs. M. H. Sahle, principal of the Nurses' Training School, and Josephina Wright, chief super-



Metropolitan Area Mental Hygiene Employees Softball League champions, the Willowbrook State School team is seen at the end of a successful season of competition.

visor, attended a joint meeting of principals of Schools of Nursing and chief supervisors of the Department of Mental Hygiene in Syracuse on October 17 and 18. They also attended a Mental Health Forum at the Hotel Onondaga in Syracuse during that period.

Doctor Arthur Gorfinkel, our former assistant director, has accepted a position in the same capacity at the Manhattan After-Care Clinic.

On November 14, a dance was held for the hospital employees and their guests at the Alfred E. Smith Hall auditorium. The net proceeds will be used for the benefit of the patient's recreation fund.

Rochester

A Christmas party is being planned for 8:30 P.M., Friday, December 13 at the Doud Post. There will be dancing, refreshments and prizes. Admission is \$1. Marelly Blumstein is chairman. Assisting Miss Blumstein are Walt Corcoran, ABC Board; Sol Grossman, Rent Control; Melba R. Blinn, Vocational Rehabilitation; Sam-

Cristantello, Employment; and Terry Presutti, Law. Tickets may be obtained from departmental delegates or by mail from Miss Blumstein, Workmen's Compensation Board, 155 West Main Street, or Walt Corcoran, ABC Board, 119 Main Street East. This is an open party.

Our thanks to Stephen Joy, District Administrator, Workmen's Compensation Board, for the interesting talk he gave at our chapter meeting on November 12.

Lou Boyce, formerly with Motor Vehicle, has recently joined the staff of Vocational Rehabilitation.

Tompkins

Sympathy is extended to Mabel Parks of County Hospital and John Parks of County Highway on the death of their father.

Mrs. Annette Andrews, Assistant Director of nurses at County Hospital, is vacationing in Florida, and Mrs. Martha Hickey, telephone operator at the Hospital, is vacationing in California and Washington, D. C.

Helen Deavney, Admission Officer at the hospital, has returned to work after a recent illness.

A speedy recovery is wished for Miss Hazel Benson and Mrs. Grace McGill, of the Hospital Nursing Staff who are both patients in the hospital.

Mrs. Blanche Gregory, of County Welfare Department, has returned home after being hospitalized for the past month.

Leland Flint and Aubry Holman of the Board of Education have been ill for some time. We hope they are recovering and will be back with us soon.

KAPLAN NEW HARRIMAN AIDE

ALBANY, Dec. 2 — Milton Kaplan is the new administrative assistant to the counsel to Governor Harriman. Mr. Kaplan, a native of Binghamton, lives in Albany and is a former associate counsel to the State Comptroller.

MRS. PICKEN REAPPOINTED

ALBANY, Dec. 2 — Governor Harriman has reappointed Mrs. Mary Brooks Picken of New York City as a trustee of the State University Fashion Institute of Technology of New York City for a nine-year term.

Looking Inside

(Continued from Page 6)

unately no longer exist. Attempts to get the employer to bear the entire tax now are futile.

It is understandable that public employees should be anxious to have any pension gains financed entirely by the employer. Social Security may be included among those gains, since it does include pensions among the four-fold benefits.

The public employee has a hard time getting along on his present salary, not only in cases where the salary is below what duties and responsibilities entitle him, but because of deductions that leave hardly sufficient take-home pay. Besides the deduction for the public employee retirement system, he is subject to withholding for Federal income tax purposes the same as anybody else, pays for health insurance, and beginning January 1 will pay the Social Security tax, currently, meanwhile having to put up a lump sum to meet the cost of the retroactive tax.

Piling Expense on Top of Debt

No doubt the extra drain on the purse, more than anything else, moved some firemen in particular to object to the retroactive tax. Expressing fear that in the future some employees might derive the same benefit without having to pay any retroactive tax could have been a simple way of avoiding confession at an open meeting that the objector already owed so much money he didn't want to go into debt any more deeply. The debts are present but not permanent. The protection that Social Security affords applies only to the future, however near that future may be; it could be a year and a half after one first gains coverage, but including retroactive coverage as well.

The extra effort of paying one's share would have been well worth while, for the protection to one's self, wife, and possible dependents, not to mention the personal monthly benefit attainable by parents. But opposition on untenable grounds was costly. There is no prospect of coverage for objectors through their public job unless they switch jobs, and enter as new employees, or get coverage through some outside job. In the case of outside jobs opportunity for more than meagre benefits does not usually exist because of the low pay, and the City-job shift often would reduce the annuity interest to 3 percent from 4.

Refusal to go along with any pension advantage for which the employer does not pay the entire cost of the gain may have been one reason that impelled the leadership of Local 831, Teamsters, to produce the result that shocked City officials. Sanitationmen were the only group in which many stood against Social Security in the declaration of intention. Thus the objectors could not even vote in the referendum, and cannot be covered by Social Security on the basis of their public job. But if this was the reason, it was hopeless because of the prohibition of Federal law.

If the opposition was also based on the fear that acceptance of Social Security would injure the prospects of getting a 75-25 pension plan, the City paying the higher percentage (replacing the present approximately 50-50 plan), policemen and firemen will have both, beginning January 1. There seems no reason why, if sanitationmen overwhelmingly accepted Social Security, they could not have both.

The difficulty of obtaining the 75-25 plan has nothing to do with Social Security. The fact that the minimum Social Security retirement age for men is 65, and the sanitationmen would want a 20-year-service retirement plan, are not related in the case of sanitationmen any more than in the case of policemen and firemen.

As it is the majority of sanitationmen did declare in favor of Social Security.

Picture Badly Distorted

The entire Social Security picture became distorted in the minds of many sanitationmen. Many of them were led to believe that when they declared against Social Security originally that no sanitationman would be able to get coverage. But coverage would depend on how the members of their retirement systems voted. One such system is the NYCERS. The other is the Street Cleaning Pension Fund, with small membership, and in that case nearly all did declare in favor of Social Security for themselves, and in the referendum the vote was overwhelmingly Yes. About 4,700 of the nearly 10,000 sanitationmen in the NYCERS signed affirmative declarations, and nearly 400 members of the other pension system, so that 5,100 sanitationmen are eligible for Social Security, or more than half of the membership of Local 831. The leadership of that local sent no notices to members, as all the other unions did, advising a Yes vote, in fact, took a stand obviously in opposition to Social Security for sanitationmen.

What characterizes the opposition in nearly all instances, whether by some policemen and firemen, and more numerously by sanitationmen (though by a minority of the sanitation men at that) are failure to recognize the benefits, coupled with groundless fears, and efforts to achieve aims prohibited by law.

The Social Security benefits are four-fold: pension, to the member and his wife, allotments to survivors, disability pension, and lump-sum cash payment to help defray funeral expenses. Passing up such benefits is something even the most ingenious will find it difficult to defend, especially in the case of sanitationmen, who are engaged in the City's most hazardous occupation, the second most hazardous one in the United States.

NYC Opens New Series

(Continued from Page 9)

Magistrates' Courts, Hospitals, Personnel, Public Works, Welfare, and Board of Higher Education. A separate promotion eligible list will be established for each department. No general promotion eligible list will be established. Open to each employee who on the date of test: is permanently employed in any title in salary grade Six or lower in the office appliance operator occupational group, except senior tabulator operator (IBM), or in any of the following titles: clerk, senior clerk or typist; has served as a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, May 24. (December 3-23)

7921. ASSISTANT SUPERVISOR (Telephones), (Prom.), \$6,500-\$7,000. Various vacancies in NYC Transit Authority. Fee \$5. Open to each employee of the New York City Transit Authority who on the date of the written test: is permanently employed in the title of Foreman (Telephones); has served as a permanent employee in such title in the transit authority for a period of not less than one year immediately preceding that date; and is not otherwise ineligible. Test date, February 26. (December 3-23)

8093. ASSISTANT DIRECTOR OF LABORATORY, (Prom.), \$9,000-\$11,000. One vacancy in Police Department. Fee \$5. Open to each employee of the Police Department who on the date of test: is permanently employed in the title of Senior Chemist or Senior Physicist; has served as a permanent employee in such

title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, February 28. (December 3-23)

8128. SUPERINTENDENT OF CONSTRUCTION, (Prom.), \$7,100-\$8,900. Various vacancies. Fee \$5. Open to each employee of the Department of Education who on the date of test: is permanently employed in the title of assistant superintendent of construction; has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, February 24. (December 3-23)

8126. GENERAL SUPERINTENDENT OF CONSTRUCTION, (Prom.), \$8,200-\$10,300. Various vacancies. Fee \$5. Open to each employee of the Department of Education who on the date of test: is permanently employed in the title of superintendent of construction; has served as a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, March 3. (December 3-23)

7920. ASSISTANT SUPERVISOR, (Prom.) (Structures-Group C), \$6,500-\$7,000. Various vacancies. Fee \$5. Open to each employee of the New York City Transit Authority who on the date of the written

test: is permanently employed in the title of foreman (Structures-Group C); has served as a permanent employee in such title in the transit authority for a period of not less than one year immediately preceding that date; and is not otherwise ineligible. Test date, March 5. (December 3-23)

8294. ASSISTANT SUPERINTENDENT OF CONSTRUCTION, (Prom.), \$5,450-\$6,890. Various vacancies. Fee \$5. Open to each employee of the NYC Housing Authority who on the date of test: is permanently employed in the title of Senior Housing Construction Inspector; has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, February 17. (December 3-23)

8296. SENIOR BUILDING CUSTODIAN, (Prom.), \$4,850-\$6,290. Various vacancies in DPW. Fee \$4. Open to each employee of the Department of Public Works on the date of test: is permanently employed in the title of Building Custodian; has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, February 24. (December 3-23)

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LEGAL NOTICE

RUSSELL, ANNA, also known as ANNIE RUSSELL—File No. P3263, 1957 CITATION—The People of the State of New York By the Grace of God Free and Independent, To the distributees of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, and if any of them be dead, their respective husbands, wives, issue, next of kin, heirs at law, distributees, legatees, devisees, executors and administrators and successors in interest, if any, the names of whom and their residences being unknown to petitioners, the next of kin and heirs at law of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, send greeting:

WHEREAS, Mary Moore, who resides at 30 Westminister Road, Brooklyn, New York and Sidney A. Gold, who resides at 630 Fifth Avenue, the City of New York, have lately applied to the Surrogate's Court of our County of New York to have two certain instruments in writing bearing dates May 5, 1949 and July 5, 1957, respectively, relating to both real and personal property, duly proved as the last will and testament and codicil thereto of ANNA RUSSELL, also known as Annie Russell, deceased, who was at the time of her death a resident of 178 Lexington Avenue, 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 11th day of December, one thousand nine hundred and fifty seven, at half-past ten o'clock in the forenoon of that day, why the said will and testament and codicil 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.
(L.S.) WITNESS, Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 30th day of October in the year of our Lord one thousand nine hundred and fifty seven.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

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CORRECTION CORNER

By JACK SOLOD

Some Comments on Retirement

Social Security is now an accomplished fact for all State employees. Most Correction officers have signed up and will now pay \$94.50 per year, plus a retroactive payment of \$178.50. Of all State employees, the Correction officer in N. Y. State Prisons has the least to gain from Social Security.

Longevity records of leading insurance companies show that the life span of a prison officer is 62 years. Retirement benefits of Social Security begin at age 65 and no method of collecting this money from the grave has yet been devised. Don't get me wrong. I still say Social Security is very good, survivors' benefits, disability benefits at age 50, etc., but when it comes to retirement benefits the Correction officer is at a disadvantage. What then is the answer?

Increased efforts towards a better and earlier retirement is the only answer.

Any officer after 20 years' service behind prison walls, coming in daily contact with felons and the dregs of society, is entitled to a decent retirement for the rest of his life.

The Postal Service has a motto which reads "Thru snow or storm or sleet, etc.," show business sings a song, "The Show Must Go On," one of the leading businesses in America has a motto "Think." At railroad crossings we see a sign "Danger ahead." Wrap up all these fancy slogans in one package and apply them to the Correction officer every day of his life behind prison walls.

The time of year is Christmas, jingle bells, white snow, peace on earth, etc. Millions of people are home with families, loved ones, but the Correction officer is behind prison walls Christmas, Thanksgiving, Easter, birthdays, anniversaries, confirmation, joyous times in the hearts of all people—just another day in the life of a Correction officer. No compensatory time off or any amount of money can fill this void in the heart of an officer.

The show must go on and does, but behind prison walls we do not call it a show, we call it "the program." The program! Everything is subservient to the program. Sunday you want to attend church. Stop worrying, if you're lucky you might get to attend the inmate services inside prison walls. Nights, days, afternoons, three shifts, the program must go on.

If I were a Hemingway or a Philip Wylie, perhaps I could put into words the sacrifices and feelings of these men who carry out the State's program behind prison walls. For this splendid job done by these officers and the many sacrifices, the average take-home pay for a newly appointed officer is \$62.00 a week! Retirement? Are you kidding? Too late and too little.

One of the few men in Albany acquainted with these conditions is Assemblyman Malcolm Wilson of the Pension Revision Committee. For years he has been attempting to educate the State Legislature towards a better pension system for Correction officers.

Let's back the C.S.E.A. and marshal all our friends throughout the State in an all-out effort for a better retirement at the coming legislative session.

Gowanda Annual Dinner Addressed By Powers

The 13th annual dinner of the Gowanda State Hospital chapter, CSEA, was held at the Gowanda Moose Club. John F. Powers, CSEA president spoke briefly on the Association's plans to obtain better pay and shorter working hours for State employees.

Other guests were: Dr. Rossman, director of Gowanda State Hospital; Robert Colburn, hospital business officer; Albert Killian, 5th vice president, CSEA; Celeste Rosenkranz, CSEA Western Conference president; Jack Kurtzman, field representative, CSEA; William DeMarco, president of the Erie County chapter; Dolores Rupp, secretary of the Western Conference, and Mrs. Charlotte Clapper, secretary of the CSEA.

The invocation was given by Father Drescher, Catholic Chaplain at the hospital. Reverend Lehman, Protestant Chaplain, gave the benediction.

Vito J. Ferro was reelected president of the chapter. Other officers are: Clemen Keller, vice pres-

ident; Diane Smith, secretary, and Victor Neu, treasurer. All were installed by Mr. Powers at the dinner. Retiring officers are Doris Spires and Sue Eaton.

Dancing, under the direction of Gunnard Nelson, chairman of the social committee, followed the dinner. Harold Kumpf, recreation supervisor, acted as toastmaster.

M. J. JASEN IS NEW SUPREME COURT JUSTICE

ALBANY, Dec. 2 — Governor Harriman has named Matthew J. Jasen of Buffalo a justice of the Supreme Court to succeed Judge Leo Hagerty, who resigned. Judge Jasen is a graduate of Harvard University and the University of Buffalo Law School. He served as U.S. Judge for the Third Judicial District of Germany at the end of World War II, winning a commendation for his work on the bench.

8 Are Honored On Retirement From MVB

An unprecedented event in the annals of the history of the Bureau of Motor Vehicles took place when eight experienced and valuable employees retired. Their combined years of service equals 299 years. The 25-year Club of the BMV gave a testimonial dinner to them at the Hotel One Fifth Avenue. It was attended by more than 200.

The retiring employees in the order of their seniority in the Bureau are William R. Wiener, Mary G. Hannelly, Helen A. Schweitzer (formerly Agnew), Harry H. Rose, Edwin J. Ryan, Helen E. Getschlig, Lawrence V. Cluen and Charles J. Conklin.

Among the guests were Tax Commissioner George M. Bragalin, Deputy Commissioners John J. Donnelly, Walter Wichtowski, and William A. Carroll; Assistant Deputy Commissioner Morris J. Solomon, former BMV Commissioner Charles A. Harnett, former Deputy Commissioners I. James Brody and Niles R. Becker, and Classification Director J. Earle Kelly. Those present from the Albany office included William Glaheen, Rose Holland, Anne Preska, Marcus Riback, Rose Vener and Margaret Verhagen. From Westchester County there was Harold Gibbs.

The toastmaster was John J. Welsh, who in turn relinquished his duties to Commissioner Bragalin. Mr. Bragalin called upon Messrs. Harnett, Becker and Brody to make some of the presentations. The other presentations were made by Messrs. Wichtowski, Carroll, Solomon and Kelly.

Telegrams and letters of congratulations and best wishes were received from Governor Averell Harriman, Deputy Commissioner Leo W. Begley, former Deputy Commissioner C. William Rich; Alfred A. Starger of the A.A.A., and Margaret Cassidy, retired employee.

Anne Roesch, president of the 20-year Club, was chairman of the dinner committee. She was assisted by William Regan, Margaret Gillen, Sarah Hall and Margaret Willie, all of the entertainment committee.

Orleans Membership Dinner Is Held

Orleans County Chapter of the Civil Service Employees Association held their annual membership dinner on Nov. 14 at the Half Moon Inn at Ridgeway.

The speaker of the evening was Genevieve O'Connell of the Albion State Training School.

Guests at the dinner included Vernon A. Tapper, third vice-president of the Civil Service Employees Association; Jack Kurtzman, field representative and George Wachob, Jr. of Ter Bush and Powell Insurance Co.

MENTAL HYGIENE MEMO

By A. J. COCCARO

TAKE HOME PAY

A real honest effort to improve working conditions for our institutional employees has had a reverse effect on the individual.

In 1956, through the initiative of the Governor of the State of New York, the work week was reduced 48 to 44 hours with no loss in take home pay. In 1957, through the initiative of the State Legislative Majority Leaders, the work week was reduced from 44 to 42 hours a week with the same no loss in take home pay proviso. These reductions were originally pressed for by your Association.

Making this change in the reduction in work hours for our institutional employees is a most worthy and quite costly project. It is a job that must be done if the State is to have fair labor practices for institutional employees. A maximum 40-hour week has been a standard for private industry and non-institutional State employees for a good number of years. This work reduction should have been completed many years ago.

Worker's Dilemma

In speaking to State officials, I found that they felt this reduction in work week was a most worthwhile move. It's a blessing to the employee. The average man on the job feels very different about these changes. On the surface it appeared good to him also. Work less hours, no loss in take home pay.

What he didn't know was the cost of living would rise in 1954, 1955, 1956 and 1957. He has come home with the same check since 1954, but his purchasing power has decreased because of the continual rise in prices of goods at the markets. His standard of living has been lowered by the result of these events. He can only make these hours pay off by getting another job.

Your Civil Service Employee Association delegates, quite aware of this problem our institutional employees are facing, are asking that a raise in take home pay go along with the reduction in work hours in '58. It will be necessary for each one of us to support and cooperate with the Association's legislative program to accomplish this in the ensuing months.

Aide Named To Improve PW Efficiency

ALBANY, Dec. 2 — In a move to increase department efficiency, State Public Works Superintendent John W. Johnson has named an assistant superintendent for engineering and research.

The new assistant is John F. Lucey, former city engineer of the City of Schenectady who has held a number of top civil engineering and military posts.

Mr. Johnson said the appointment of Mr. Lucey "completes the naming of top echelon personnel to strengthen planning, coordination and supervision of department activities." Mr. Lucey will be responsible for all phases of highway activity — programming, construction, maintenance and operation. The position pays \$19,000 a year.

Success Reported In Membership Drive At Rochester State

Successful progress in the membership campaign recently launched by the Rochester State Hospital chapter of the CSEA was reported by Mrs. Millie Lewis at a recent meeting of the chapter.

In thanking members of the committee for their hard work in the campaign, Mrs. Lewis reported that the increase in membership was approaching the "100" mark. She urged all employees to participate in the Association by contacting any of the following members of the committee for membership applications: Mrs. Lewis and Paul Bocka, co-chairmen; Frank Annunziata, Frank Barnish, Ed Brennan, Allene Chapman, Charles Coe, Don Coe, Marlon Dewan, Roy Eligh.

Martha Finnegan, Mary Guest, Archie Graham, Louise Graham, Marion Hickey, Winifred Hadden, Elizabeth Haegney, Iris Jackson, Mary Jamalkowski, Gordon Lane, Herb Lenke, Mary Larabee, Leo Lamphron, Arthur Lalonde, Beatrice Lyness, Janie McNeil, Bruce McLaren, Edna McNair, Emma Mack, Pearl Miles.

Merle Marsh, Gardener Mildfeldt, Robert Nugent, Goldie Parr, Lurleen and Claude Rowell, Laura Stonegraber, George Stevens, Mary Seidler, James Surrudge, Iola Stevens, Donald Sager, Everett Sambrook, Leonard Swanson, William Schramm, Philip Sullivan, Thelma Snider, Ed Schmanke, Creola Shelton, Ellen Stillhard, Clara Thompson, Clement Uschold, Willard Weiss, Eva Westling, Beverly Williams and John Waters.

TROY MAN IN \$12,000 POST

ALBANY, Dec. 2 — Harry Lee, a Troy attorney, has been appointed consultant on administration problems in the Governor's Office. The job pays \$12,000 a year. Mr. Lee is an Albany Law School graduate.



Arrangers and guests at the Gowanda State Hospital CSEA chapter's annual dinner. Seated, from left, Celeste Rosenkranz, Charlotte Clapper, Dr. Rossman and Diane Smith. Standing, Albert Killian, Harold Kumpf, Robert Colburn, John F. Powers, Vito J. Ferro, Jack Kurtzman and William DeMarco.