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Drive for \$300 State Pay Minimum, 10% Increase, Shifts into High Gear



State Senator Seymour Halpern (left) is seen submitting his two salary bills, one calling for a 10 per cent salary increase, the other for a \$300 minimum increase. On the right is Myron Hartman, index clerk, receiving the measures for recording in the Senate.

Let's Call Him John

We'll just call him John. He's a real person, and he works for New York State. He may be the fellow at the desk next to yours in the office, or maybe he's the quiet chap with the pleasant wife

and two kids who lives next door to you. John is 35 years old.

John's base salary is a little over \$3,100 plus his emergency increase, which brings his salary up to \$3,500. We'll talk about how much money he makes, since this is what buys the groceries and the kid's shoes. Twice each month he draws a check of \$145.83. Since he has a wife and two kids Uncle Sam will nick his check for \$7.00. His check now amounts to \$138.83 each pay day, or about \$69.40 a

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Percentage Not What It Seems

ALBANY, Feb. 18 — Jesse B. McFarland, President of the Civil Service Employees Association, has indicated concern over reports that the Association, in its negotiations with the Director of the Budget, was not aware of the fact that the 6 per cent pay increase proposed by the Administration was calculated on base salaries. This was not the case since both parties were making their calculations of costs and salary increase requirements on base salaries. All statistical figures for State services are on base figures. However, the Association was quite conscious of the fact that base salaries were those being considered and that due consideration was given to the fact that a percentage increase over base salaries looks like a greater figure than

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Legislative Committee Urges Action

ALBANY, Feb. 18—The twenty-member Legislative Committee of the Civil Service Employees Association meeting on February 8, expressed unanimous disappointment with the State's proposed salary adjustment program for the coming fiscal year.

The Committee supported fully the Halpern-Preller-Wilcox bills and called upon State employees to contact the Governor and legislators in strong appeals for approval of these measures.

What You Can Do About It

Senate Int. 1388 Print 1450 Senator Seymour Halpern — Restores \$300 Minimum
Assembly Int. 1781 Print 1831 Assemblyman Fred W. Preller — Same As Above
Senate Int. 1387 Print 1449 Senator Halpern — Grants 10% Salary Increase
Assembly Int. 1784 Print 1834 Assemblyman Orin S. Wilcox — Same As Above

What State employees can do to assure consideration of salary bills increasing pay by 10 percent and restoring the minimum increase of \$300 a year.

1. Write a personal letter setting forth your own and your family's need for increased income to meet increases in the cost of the necessities of life. Mention actual figures where you can, including new taxes. State your support of the bills listed above. Your letter should go to the following persons:
Governor Thomas E. Dewey, State Capitol, Albany, N. Y.
Your representative in the State Senate.
Your representative in the State Assembly.
2. Association chapters and conferences should call emergency meetings throughout the State, prepare and send resolutions to the Governor and to the Legislature urging support of the Halpern-Preller-Wilcox salary adjustment bills.
3. State employees should request their local newspaper editors, businessmen, radio stations, civic organizations, and fellow citizens to help maintain the quality of public service by maintaining fair salaries for public employees.

Comparison of Gross State Salaries for Various Grades and Steps Affected by Omission of the \$300 Minimum 1951-1952 -vs- 1952-1953

	Years of Service	Base	Gross Salary 1951-1952	Gross Salary 1952-1953	\$ Increase Over Last Year	% Increase Over Last Year
G-1	0	1840	2140	2180	40	1.8
	1	1978	2278	2344	66	2.8
	2	2116	2416	2516	100	4.0
	3	2254	2554	2664	110	4.1
	4	2392	2692	2825	133	4.7
G-2	0	1840	2140	2180	40	1.8
	1	1978	2278	2344	66	2.8
	2	2116	2416	2516	100	4.0
	3	2254	2554	2664	110	4.1
	4	2392	2692	2825	133	4.7
G-3	0	1955	2255	2317	62	2.7
	1	2093	2393	2478	85	3.4
	2	2231	2531	2638	107	4.1
	3	2369	2669	2798	129	4.6
G-4	0	2070	2370	2451	81	3.3
	1	2208	2508	2611	103	3.9
	2	2346	2646	2771	125	4.5
	3	2484	2784	2931	147	5.0
G-5	0	2208	2508	2611	103	5.0
	1	2346	2646	2771	125	4.5
	2	2484	2784	2931	147	5.0
G-6	0	2346	2646	2771	125	4.5
	1	2484	2784	2931	147	5.0
G-7	0	2484	2784	2931	147	5.0

NOTE: The above could be further extended in a similar manner for the Labor Grades.

Memo to State legislators: Look over these figures carefully, please. They show how, in this year of high living costs, the lower-paid employees of New York State fare under the administration's bill which omitted to include the \$300 pay minimum that was incorporated in last year's measure. Observe, for example, how instead of a six percent increase, a new employee in Grade I and in Grade II comes home with only 1.8 percent. That's hardly munificent, and it's before deductions. An employee who has worked four years in one of these low grades comes out 4.7 percent ahead. In cash, gentlemen, that's very, very little. Doesn't it appear incredible that in 1952 a pay raise of \$40 (for a whole year, that is) should be written into the statutes? The very least that members of the Legislature can do, in all justice, is to restore that \$300 minimum. (Editorial on page 6 describes the above chart more fully.)

McFarland Asks Added Pay Funds of Legislature

ALBANY, Feb. 18 — Jesse B. McFarland, President of the Civil Service Employees Association, appearing at the hearing on the State Budget on Wednesday, Feb. 13, urged that appropriations for personal service for State employees be increased sufficiently to reinstate the \$300 minimum contained in last year's budget and to provide an increase of ten per cent instead of the proposed approximate six per cent increase contained in the present budget, and that an additional five per cent of the personal service total

be provided as a contingency fund to be used by the Civil Service Classification and Compensation Division in establishing fair adjustments within titles and services "to maintain a fair salary plan comparable with just plans in effect in private and progressive public jurisdictions and designed to promote the maximum of efficiency in government."

Mr. McFarland praised the planning for betterment of services to the people of the State as

outlined in the budget and stated: "We find, however, an amazing oversight in the budget. In its political, economic and social objectives, the budget unrolls a detailed picture of careful husbanding and progressive vision. Its perspective is that of a State especially advanced in culture among the other states in a Nation where civilization is more developed than anywhere else in the world."

"This budget ignores the basic

(Continued on page 16)



Assemblyman Fred W. Preller, co-sponsor with Senator Seymour Halpern of a legislative measure restoring the \$300 minimum pay provision of State employees. The bill bears the numbers Senate Int. 1388, Pr. 1450; As. Int. 1781, Pr. 1831.

State's Minimum Pension Plan Still Unrevealed

ALBANY, Feb. 18—Public employee groups and individuals who worked hard to obtain approval by the State's voters last November of an increased pension amendment were worried over the failure of the State Administration to introduce a timely bill carrying out the expressed will of the voters.

Up to LEADER presstime, no bill had come from the administration.

The Civil Service Employees Association drafted a measure for introduction prior to 2 P.M. Tuesday, February 19, the last moment for the introduction of bills by individual legislators.

An inkling that a "tight budget" policy was inducing Administration aloofness to any legislation implementing the Mahoney amendment was obtained by some pension experts as long ago as last December. Louis Taylor, former secretary of the NYC Teachers Retirement System, saw Comptroller J. Raymond McGovern and came away with the idea that Mr. McGovern was interested in the project. Mr. Taylor was unable to obtain later any commitments.

Van Name Protests

Ralph L. Van Name, secretary of the NYC Employees Retirement System, submitted the basis of a proposed bill to Governor Thomas E. Dewey last November, soon after the voters ratified the proposed amendment to the State

Constitution. After waiting in vain for some sign of action he wrote both Comptroller McGovern and H. Elliot Kaplan, Deputy Comptroller in charge of the administration of the State Employees Retirement System.

Mr. Van Name wrote Mr. McGovern: "I wonder whether you, the Governor and the legislators have forgotten that the voters have imposed on you a responsibility and that you can not escape it."

He added that if the plan was to let the whole thing slide, so that delay would restrict or defeat the voters' purpose, "count me out."

Warned McGovern

He warned Mr. McGovern that other means would be adopted to obtain legislation, and reminded him of what happened at the closing session of the Legislature last year. Then the administration opposed the Mahoney amendment, but it was passed, anyway, along

with the Mailler bill which permitted pension aid on a strictly limited basis. The relief measure hasn't been utilized much by needy pensioners.

Assn. Saved Day Last Year

The Mahoney amendment removed a restriction against raising pensions generally, since such action might be classed as a prohibited gift of public funds.

Another organization that has rushed the drafting of a bill to

fill the gap is the NYC Civil Service Technical Guild. Philip F. Brueck, recently re-elected president of the Guild for the 15th time, drafted the bill.

The Civil Service Employees Association was successful in the last-ditch fight in the legislature last year, and on behalf of the Guild Mr. Brueck lent a helping hand.

The upstate teachers held a rally on Friday at which they deplored the administration delay.

LATEST STATE ELIGIBLE LISTS

STATE PROMOTION

- 227. Joyce, John J. Albany ... 81999
228. Zimman, Joshua, NYC ... 81981
229. November, Elliott, Bklyn ... 81954
230. Keiler, Howard R., Binghamton ... 81951
231. Jordan, Frances H., NYC ... 81904
232. Nimmis, Joane E., Bronx ... 81902
233. Speisegger, A. N., NYC ... 81881
234. Lowe, Velma A., Elmhurst ... 81846
235. Gottfried, Hattie, Bronx ... 81794
236. Derbyshire, George, Albany ... 81794
237. Blumenthal, F. B., Albany ... 81695
238. Nise, Agnes W., Albany ... 81639
239. Barrow, Winifred L., NYC ... 81637
240. Landrigan, Grace J., Troy ... 81624
241. Vanslyste, D. E., Menasha ... 81584
242. Schaap, Jane B., Albany ... 81564
243. Schaap, Alice M., W. Albany ... 81517
244. Skinner, Ruth F., Albany ... 81434
245. Tooley, Ralph G., Albany ... 81394
246. Marche, Edith W., Albany ... 81363
247. Parcell, Catherine, Troy ... 81363
248. Meikle, Edith W., Albany ... 81394
249. Allen, Bert R., Bronx ... 81310
250. Devine, Ellen C., Buffalo ... 81284
251. Roth, Miriam L., Bronx ... 81253
252. Ferridge, Gladys, Bklyn ... 81219
253. Amos, Alan F., Troy ... 81118
254. Leckey, William P., Flushing ... 81114
255. Campbell, Rose S., NYC ... 81077
256. Klein, Nathan, Bklyn ... 81047
257. McCormick, John C., Albany ... 81039

- 345. Sampson, Margt., Lackawanna ... 78011
346. Marion, Lorraine J., Watervliet ... 77894
347. Lapiere, Arnold H., Moores ... 77874
348. Markey, John P., Bklyn ... 77768
349. Friedman, Florence, Bklyn ... 77724
350. Shraghomsey, W. S., Bklyn ... 77684
351. Johnson, Olivia, NYC ... 77674
352. Trawick, Laurelei, Schtly ... 77504
353. Bowers, Beverly A., NYC ... 77528
354. Moree, Frieda, Bklyn ... 77418
355. Edmonds, Helen K., Jasha Hgt ... 77394
356. Zimmerman, Bertrum, Bronx ... 77294
357. Malone, Ada C., S. Bethlehem ... 77259
358. Tillman, Daisy, NYC ... 77018
359. Lockwood, Gertrude, Bronx ... 77008
360. Harper, Jacqueline, Bklyn ... 76918
361. Hickman, Anne, Bronx ... 76908
362. Bloch, Harris Jay, NYC ... 76903
363. Bloomer, William J., Renaissance ... 76770
364. Wolf, Margaret, Albany ... 76528
365. Silver, Faye L., NYC ... 75923
366. Leblach, Jean, NYC ... 75632

HEAD STATIONARY ENGINEER

- (Prom.), Interdpartamental
1. Wright, Dean E., Woodbourne ... 90964
2. Grevert, Robert V., Ossining ... 90289
3. Toussaint, W. H., Dannemora ... 91358
4. Wickes, Joseph E., Wallkill ... 90741
5. Crumb, Warren J., Whitesboro ... 90553
6. Kennedy, Maurice E., Albion ... 90184
7. Tennity, Milford L., Industry ... 90085
8. Ludewig, Herman, Hopewell Jct ... 89965
9. Melmerney, Liam, Binghamton ... 89578
10. Scott, Edwin B., Rochester ... 89519
11. Files, Bertrand C., Elmira ... 89135
12. Hoover, George T., Thiells ... 89109
13. Ruch, Loyola W., Glenham ... 88889
14. Ryan, Patrick J., Willard ... 88782
15. Jones, Herbert W., Rome ... 88556
16. Davis, Richard H., Delmar ... 88173
17. Summa, Edward S., Newark ... 88066
18. Smyers, Emerson P., Attica ... 86746
19. Scott, Donald J., Gowanda ... 86737
20. Kelley, Henry J., Gowanda ... 86553
21. Macomber, S. Leslie, Syracuse ... 86479
22. Michel, Robert C., Napanoch ... 86549
23. Gurbacki, M. B., Buffalo ... 86522
24. Lahue, George W., Mt. Morris ... 84996
25. Sullivan, Harry E., Saranac ... 84515
26. Conover, William R., Staten Isl ... 84293
27. De Julio, Frank J., Udenburg ... 84013
28. Basser, Edgar H., Amenia ... 83321
29. Devaney, Michael J., Bellrose ... 82888
30. Garapone, Peter, Phelps ... 82048

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Legislation Is Drafted to Abolish State Civil Service Commission

ALBANY, Feb. 18 — Measures will be introduced this week in the State Legislature to alter radically the nature and functions of the State Civil Service Commission. In fact, the bills propose that the present Commission be abolished altogether, and that other State personnel agencies be re-organized.

Basic Faults

In sweeping recommendations, the State's "Little Hoover Commission" — the Temporary State Commission on Coordination of State Activities—found that the present setup is "antiquated and inefficient." Without laying the blame upon individuals, the Commission, headed by Senator Walter J. Mahoney, found five basic faults. These are:

1. Confusion concerning administrative responsibilities.
2. Undue delays in decisions.
3. Inconsistency in actions and decisions.
4. Hesitancy in making or amending personnel policies.
5. Failure to provide expert leadership in personnel policy.

Says the report: "It is accordingly recommended that the Civil Service Commission be abolished and a new pattern of organization be established for the central personnel agency."

Recommendations

In place of the Civil Service Commission, the Mahoney group recommends that: (1) a single administrator be made head of

the department of Civil Service; and (2) a part-time advisory board be created to advise the administrator. The report goes farther. If it were not for constitutional restrictions, it would urge that the present Civil Service Department become a part of the Executive Department like the Division of the Budget.

In addition, the Mahoney recommendations would:

1. Abolish the Personnel Council now headed by Mary Goode Krone. In its place would be set up a Council of Personnel Management composed of the personnel directors of the various State departments.

2. Create a Division of Personnel Services, which would undertake a variety of personnel functions, including counseling, fuller use of personnel, training, promotion of better personnel relations, employee transportation and housing problems, recreation programs, preparation of employee handbooks, formulation of leave and tardiness rules. It would seek ways to use the services of handicapped persons, perform work simplification, work out promotion and transfer policies.

Personnel Relations

It has been erroneously reported in some newspapers that the Personnel Relations Board would, under the Mahoney proposals, become a minor unit of the civil service board. Actually, the matter of personnel relations is still



Daniel Shea, personnel head of the State Mental Hygiene Department, congratulates Sidney Alexander, X-ray technician at Psychiatric Institute, upon winning another award from the State Merit Award Board for his inventiveness. Mr. Alexander has won many citations for his X-ray work, including a number from private organizations. In 1949 he was a Harold J. Fisher Memorial Award winner.

First Reaction To Recommendations

Immediate reaction of employee representatives to the Mahoney proposals late last week was: "Let's go slow!" The report incorporating the views of the Commission on Coordination of State Activities has not been widely distributed, and its contents have not yet been studied by many persons and groups having a deep interest in civil service and the merit system. There was some reaction that no legislation ought to be hastily passed, and that a re-organization of State civil service so drastic as that recommended ought to be most carefully considered before action is taken.

Shea Presents Award to Sid Alexander

300 employees, their friends and special guests attended the third annual Psychiatric Institute Chapter Dance, which also was the occasion of honoring Sidney Alexander, its chapter president.

Daniel Shea, personnel director, Mental Hygiene Department, was the main speaker of the evening, presenting Mr. Alexander with his third Merit Award for improving services in the X-ray Dept. Mr. Shea highlighted his remarks by stressing: "For the third time the Merit Award Board has recognized his inventiveness and originality by another award which I have the honor to present tonight. Mr. Alexander was also the winner of the Harold Fisher Memorial Award in 1949, as an outstanding State employee bringing nationwide recognition to the State because of his work in the field of X-ray. He was chosen from some 60,000 State employees."

Delegates from the various institutions were represented. Among those attending the dance were: Solomon Bendet, president N.Y.C. Chapter; Arnold Moses, president Brooklyn State Hospital; John Wallace, president Manhattan State Hospital; Clyde Morris, treasurer Metropolitan N. Y. Conference; Harold Herzstein, regional attorney, C.S.E.A. and Joseph Byrnes, treasurer, NYC Chapter.

Legislature Extends State Loyalty Act

ALBANY, Feb. 18 — The State Legislature has voted to extend for another year the Loyalty Act providing for transfer or dismissal of employees in so-called "sensitive" positions. The bill, which originated with the administration, is assured of Governor Dewey's signature.

The measure provides that any State employee may be transferred or dismissed if his continued presence in the job would constitute a danger to national security. The accused employee has the right of appeal to the head of his agency and then to the Civil Service Commission.

Before any position is declared "sensitive" the Civil Service Commission must rule on it upon a request from the department head.

The measure was widely attacked when introduced last year but went through both houses of the Legislature with relatively little comment last week. One Assemblyman told his colleagues he had been assured by the Civil Service Commission that a detailed statement of charges would be presented to any accused employee and that he would be given the right of counsel.

Metropolitan Chapter Heads Meet On Pay

The presidents of Civil Service Employees Association chapters in the NYC metropolitan area met on Thursday, February 14, at Brooklyn State Hospital to consider ways of implementing the 10 per cent pay increase bill now in the Legislature. Sidney Alexander presided.

Vet Counselors Won't Lose Jobs

ALBANY, Feb. 18—The veterans counselors who feared they might lose their jobs on April 1 because of a \$452,850 slash in the budget of the Division of Veterans Affairs are to remain, after all.

James C. Hagerty, secretary to Governor Thomas E. Dewey, announced: "There will be no layoffs of veterans counselors, but the office will not fill vacancies."

About 50 counselors would have lost their jobs had not a supple-

mental appropriation been arranged.

As soon as the veteran counselors learned of the proposed budget slash they used all their influence, and got veterans organizations to support them, to see that their jobs were not eliminated. From all over the State arguments converged on the Capitol in opposition to the slash. Not only the Governor but all the legislators were importuned not to abolish the jobs.

QUEENS COUNTY D. A. ASKS EXEMPTIONS ON 4 JOBS

ALBANY, Feb. 18 — The Queens County District Attorney's Office has asked the State Civil Service Commission for approval of exempt classification for 2 criminal law investigators, 1 law stenographer, and 1 law stenographer acting as private secretary.

being studied. The Mahoney group is clearly dissatisfied with the way the Personnel Relations Board has functioned up till now. It says, however: "For the present it is recommended that the Board be continued for hearing complaints and grievances which are not settled at the department and agency level. The grievance and complaint machinery, however, is still under study and will be treated more extensively in a future report."

Top Administrator

The top administrator proposed under the plan would be called State Personnel Commissioner. It is recommended that he be appointed by the Governor with the consent of the Senate and be removable at the pleasure of the Governor. The Mahoney group turned down selection of this officer by civil service examination, on the ground that "a competitive examination is more likely to produce a technician than the kind of broad-gauge administrator envisioned."

8-Year Terms

The proposed Civil Service Board would consist of the top commissioner and four part-time persons, no more than two being

members of one political party. They would have 8-year staggered terms, and would receive per diem compensation.

Another recommendation is that the present Classification and Compensation Appeals Board be available for appeals only when other remedies available through the Compensation and Classification Division had first been exhausted.

Advantages Cited

The Mahoney Commission cites these advantages of the proposed reorganization:

1. By establishing a board of citizens outside the line of administrative responsibilities, it provides a widened resource of advice and counsel.

2. It provides the efficiency of a single head with principal responsibility for the conduct of the merit system and operation of the State's personnel program.

3. It provides for the Governor a more effective instrument for the discharge of personnel management duties.

4. It provides for the State's employees "a more realistic assurance" that merit and fitness will be conserved.

Breitell Will Install State B'nai B'rith

On Thursday evening, February 21, 1952, at 8:15 P. M., Excelsior Lodge of B'nai B'rith composed of New York State employees will have its Charter presented to it and its Officers installed at the Central Synagogue, 128 East 55th Street, N. Y. C. Charles D. Breitell, Justice, New York State Supreme Court will install the officers and present the Charter. Hon. Mortimer H. Michaels, a member of the State Unemployment Insurance Appeal Board and a member of the Lodge, will be chairman. Key-note address will be given by Arnold Forster, National Director, Civil Rights Division, Anti-Defamation League. Many distinguished State officials have accepted invitations to attend the ceremonies.

Any inquiries with respect to the ceremonies of the Lodge should be addressed to Mr. Louis C. Ovedovitz, Secretary, 1360 Ocean Avenue, Brooklyn 30, N. Y.

Extension Asked for State Lists

ALBANY, Feb. 18 — The State Civil Service Commission has been asked to extend the following eligible lists:

- Corresponding Censor, to June 1, 1952;
- Senior Architect, to December 31, 1952;
- Transfer Agent, to June 1, 1952;
- Sr. Stationary Engineer, to November 29, 1952;
- Prin. Stationary Engineer, to November 29, 1952.



New York State civil service employees on civil defense duty, at the location "Altitude," one of the principle defense aircraft observation posts atop the State Office Building in Albany. The watch is being inspected by the County Supervisor of Civil Defense Ground Observer Corps and his staff. In this photo are: Charles McIntosh, Health Dept.; Edward Gilchrist, Dept. of State; H. A. Gould Supervisor Observer for the county; Harry DeMibe, Chief County Observer of Corps, he's of Taxation and Finance; and Carl Berger, Health.

Activities of Civil Service Employees in N.Y. State

Dannemora State Hospital

THE BOWLING LEAGUE of Dannemora State Hospital chapter, CSEA, completed the first half of its season in a close finish. Until the last week, Brooks team led. Final standings for the first half are:

Team	W	L	Pts.
Kourofsky	34	22	607
Brooks	33	23	589
Paciello	32	24	571
King	30	26	536
Baldwin	27	29	482
Parker	24	32	429
Lavarnway, A.	22	34	393
Wright, R.	22	34	393

John Kourofsky captains the winning team, and is aided by Harold LaFontaine, Edgar Kennedy, Bernard Racette, and Theodore Wright.

Individual high game series goes to Owen Brooks, with 608; Robert Brooks, 600; and Frank Kimball, 592. Individual high games go to Robert Brooks, 233; Herman Rounds, 225; Frank Kimball, 222; and George Manor, 222. Team high game series are Brooks, 2565, and Lavarnway, A., 2503. Team high single games are Brooks, 908; Kourofsky, 900; and Baldwin, 899.

The bowling teams will have new members to replace Robert Brooks and Roy McGee who transferred to Matteawan State Hospital; John Parmeter, who quit and took another job; and Everett Peno, who is seriously ill. It is sincerely hoped, though, that Everett will be well again soon. There are now three south-paws in the league: Roger Baldwin, George Manor and Royal Noelting.

Since the Criminal Hospital Attendant list has been released by the State Civil Service Commission, Dannemora has lost many employees. Those who left include Harold Tedford, Mitchell Garrand, Kenneth LeClair, Richard Ducatte,

Harold Recore, Ralph Walker, John Parmeter, Robert Beauchemin, Leon Lagree, Lloyd Welch, John Lagree, Robert Brooks, Harold Cromie, Roy McGee, Ellsworth Napper, and Harold Parrott. In return, Martin Conway Tobin was transferred from Matteawan to Dannemora. It is the hope that all the men who left the hospital will be transferred back when there are vacancies.

Congratulations to the temporary employees who received permanent appointments: Robert Harnett, John Fish, Harold Manley, Roger Wright, Clarence Bushey, Bernard Dwyer, Charles Barnes, and Edward Liberty. Other Dannemora workers who became Criminal Hospital Attendants are Conwald Kiroy, Raymond Carter and Gilbert Darrah.

Welcome to new employees: Norman Beauchemin, Matthew Ryan, Charles Hayden, Morris Martin, William Thwaits, George Waddy, Arnold Beauchemin, Harold Smith, Leland Berg, Daniel Mitchell, Arthur Renadette, Joseph Mayette, William Martin, Lawrence Lajoie, Raymond Casey, William McCorry, Vernon Furnia, and Eugene Carroll.

Ralph E. Gibson has returned to work after being away a long time with a back injury.

Bernard Brunell and Jess Jock are now cook and truck driver, respectively. And Harold Lavarnway is now in the Occupational Therapy Department.

Back from sick bay are Al Foster and Kenneth Farr. Still there are Bernard Bressette, Henry Provost, Emmett L. Ryan, and Mrs. Francis J. Manogue, principal stenographer and secretary to the Hospital's director.

Morrisonville, N. Y., will be the address of the new office of Dr. Adam Krakowski, who will be there three hours each day. He will remain on the staff at Dannemora. Lucille Haley has left the front

office. She will be much missed. Marjorie Lyman and Helen Phifer are new clerical workers, and Dr. Laszlo Eber has just joined the medical staff.

Recently visited by the stork are the Michael Paciellos, with a girl. Dannemora workers who made the State list for Senior Account Clerk include Margaret Douglas, Russell Lyman, and Gordon Deyo. Congratulations.

New houses are occupied by Armand Racette, Henry Levesque, and the Francis Mitchells.

"Father of the Bride" recently was Francis Carter, who gave away his daughter Jane in marriage to Edward Bouvia. Elizabeth Carter, a Dannemora typist, was bridesmaid for her cousin. Best wishes to the bride and groom.

Chet Kilfoyle's son Tom, and Everett Welden's nephew, Dean Benson, were successful in their initial bouts in the Golden Gloves, with T.K.O.'s. Here's hoping.

The Rev. Fenwick Wheeler, Dannemora's Protestant Chaplain, recently vacationed with his family around Bostontown.

Chapter members are very interested in the bills introduced in the Assembly by their local representative, James A. Fitzpatrick.

Chemung

AT A GENERAL meeting of the Chemung chapter, CSEA, held January 28, at the Highway Department, in the form of a picnic supper, President Kenneth West, named the following to the Employee Relations Committee to work with the Committee set up by Anson Saunders, Chairman of the Board of Supervisors: Thomas Wood, Highway, Chairman; Sara Bisbee, Veteran's Service; Katherine O'Connor, Library; Marion McCarthy, Child Welfare Department.

A new civil service paper named Civil Service Chapter has been

started. Patricia Varn of the Welfare Department was responsible for setting up and getting out the first issue. It gives data on what has happened to the employees during the month, and is considered interesting.

A vote was taken to amend the Constitution making the chapter president chapter representative. An amendment to the by-laws was voted upon, providing honorary membership for employees who have either retired or have left the county's employ. These memberships will be given at the discretion of the chapter to persons who have done outstanding work for the good of the chapter. Both of these amendments will take effect at the 1952 election.

The following people were named by Mr. West to the Nominating Committee for the April election of officers:

County: Jessie Hungerford (chairman), Katherine McNamara, Marion Goldsmith, Francis Howard.

City: William O'Connell chairman, Charles Mofte, Edward Lane, Margaret Collins.

Mrs. Hazel Payne was named chairman of the annual banquet to be held in May, with Anthony Giordana as co-chairman from the city.

Laurence J. Hollister, Field Representative of the Association, was guest speaker at the picnic supper. He answered questions on the insurance policies.

Well-wishes were sent to Mr. Charles Epstein and Anthony Giordana who were hospital patients but are now on the road to recovery.

Training For Matrons Held at Albion

The Albion State Training School for Women is conducting an in-service training course for matrons, under the direction of Walter Byrnes, training technician of Walkkill Prison.

The lecturers include Superintendent F. J. Brummell, Mr. Byrnes, Miss L. Weillhamer, Mrs. E. Robinson, Mrs. M. Faganelli, R. Reed, M. Thompson, M. E. Kennedy, Mrs. M. Van Orden, W. Johnson, Sr., Dr. B. S. Scheinman, Mrs. A. J. Montgomery, Miss G. Hicks, and Mrs. E. Triber, chaplains and others.

Several of the lecturers attended the conference on crime and delinquency at St. Lawrence University.

LEGAL NOTICE

CITATION—The People of the State of New York, By The Grace of God Free and Independent, To MARGARET SULLIVAN, ELIZABETH DOWLING, WILLIAM CONWAY, MARGARET BRETT WALTER CONWAY, MARY O'CONNELL the next of kin and heirs at law of ANNIE SWEETMAN, deceased, send greeting: WHEREAS, ROBERT J. KEEGAN, JR., who resides at 1924 University Avenue, Bronx County, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the last will and testament of ANNIE SWEETMAN, deceased, who was at the time of her death a resident of 563 West 144th Street, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 21st day of February, one thousand nine hundred and fifty-two at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 7th day of January in the year of our Lord one thousand nine hundred and fifty-two.

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

Craig Colony

THE SIXTH Annual Semi-formal Ball held by the Craig Colony chapter, CSEA, at Shannah Hall on February 9 was a great success. The committee under the Chairmanship of Germaine K. Mannix worked diligently to make this affair the fine thing it was. Music was furnished by Link Milliman and his Statesmen.

It is with great regret the chapter reports the deaths of Mrs. Mary Downey, a nurse here for 25 years and Mrs. Katherine Michels, and attendant for the past five years. Both employees are a loss to the Institution and will be greatly missed.

Mary Rongo and Edward O'Connor are both confined at Peterson Hospital on account of illness, but are steadily improving.

Mrs. William Storey, a former chief supervisor, who retired, was confined at Peterson Hospital for surgery. Her many friends wish her a speedy recovery.

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Employee Activities

Westchester

WITH APPROXIMATELY 100 members in attendance at the Roger Smith Hotel on February 13, the Westchester County Competitive Civil Service Association held its annual meeting and re-elected as president Anne H. McCabe, Director of Nursing in the County Department of Health. This will be Miss McCabe's second term.

Elected with Miss McCabe were first vice president John J. Breen, Park Commission; second vice president Delos J. McKinstry, Penitentiary; secretary Margaret W. Trout, Recreation Commission; Financial Secretary Alexander J. Ligay, Family and Child Welfare; treasurer Eileen Kelleher, Accounting-Public Welfare; sergeant-at-arms Solomon Leider, Grasslands Hospital.

Also, Directors for 3 years, Julia F. Dugan, Planning; Ivan S. Flood, Law Library; Loretta D. Smythe, Grasslands; and J. Allyn Stearns, Park Commission, Chairman of the Board of Directors; Director for 1 year, Ralph F. Delino, County Clerk's office.

The Nominating Committee Report was presented by Leonard Mecca of the Finance Department, Chairman of the committee, who also introduced the officers and directors following the election.

DPUI, Albany

THE DPUI Chapter of Albany held a Third Annual Mid-Winter Party on Thursday evening, January 17, at the Holiday Manor in Menands. Mrs. Dorothy Honeywell, Chairman of the Social Com-

tee, was in charge of arrangements and was assisted by the Building Chairmen in the sale of tickets. A buffet supper was served during the evening. Dancing was enjoyed to the strains of Johnny Costos' orchestra. Exhibitions of the "Charleston" were given by Mr. & Mrs. Michael Costello and Miss Patsy Patti. First and second door prizes were won by Miss Nicki Mantello and Mr. Rollo Davenport. An enjoyable evening was spent by all who attended and a vote of thanks is in order to Mrs. Honeywell for arranging such a successful party. Photographs are by courtesy of Thomas Bolan.

Albion

THE FOLLOWING matrons at the Albion State Training School are on vacations: Mrs. Anna Kinnear, Mrs. Blanche Lawton, and Mrs. Ruby Berean. Those recently returned from vacation are Mrs. Mable Cain, Mrs. Adeline Germao, Mrs. Rose Eggleston, Mrs. Smith, Mrs. Daum, Mrs. Starkweather and Mrs. Nora Gay.

Mrs. Mary Sennwald is our new sewing instructor and Garnet Hicks is teaching physical education.

President Rose Ann McCarthy and Eleanor McGaffick attended the Western Conference meeting held in Buffalo.

The following matrons are taking the new in-service training course in correctional administration: Mrs. Lila Bartlett, Virginia DeLaura, Mrs. Lillian Padale, Mrs. Harriett Gaze, Mrs. Adeline Germao, Mildred Gibbs, Alva Heisler, Mrs. Vivian Howe, Mrs. Bernice Irvine, Mrs. Jane Larsen, Mrs. Frances Lupo, Mrs. Cecelia Malin-

ASK NON-COMPETITIVE STATUS FOR PUBLIC RELATIONS JOB

ALBANY, Feb. 18 — The Public Service Commission has requested non-competitive classification for the position of Sr. Public Relations Assistant. The State Civil Service Commission will rule on the request this week.

oski, Mrs. Cecile Miller, Mrs. Kathryn Monacelli, Miss McCarthy, Mrs. Elizabeth Parker, Mrs. Dorothy Smith, Mrs. Dorothy Starkweather, Mary Wais and Mrs. Mildred Walker.

State Insurance Fund

THE ENTERTAINMENT Committee of the State Fund Chapter, CSEA, is working out its plans for its forthcoming Spring Social affair on April 25th, to be held at the 165th Infantry Armory at Lexington Avenue and 25th Street where there are ample facilities to make the function a real success.

The State Fund Bowling League has a pretty close contest going on for the season's honors. Just when it looks as if one team is going great guns, along comes some other team to tighten up the contest and take the forerunning team down a few pegs. That's what happened when the Orphans met the Policyholders. The Policyholders were hot and couldn't be stopped when they won 3½ points from the top team.

The Underwriters couldn't do anything wrong either. They beat the Claims Sophs by 4 points. Individual high score honors were shared by Schiro of Payroll and Marron of Safety, each having a 224 game. Ordinarily such a score would be more than sufficient to ensure top honors to the man who made it. But even these top honors did not produce the high 3 game average. Heatley of Policyholders had a 3 game average of 206 and McClain of Claims Sr. and Sweeney of Underwriters each had 3 game averages of 200. Those are scores they can well be proud of!

The team standings are now as follows:

Team	W.	L.	Pts.
Orphans	31½	19½	44½
Medical	27½	23½	37½
Claims Srs.	29	22	38
Personnel	27½	23½	35½
Accounts	25	26	35
Payroll	26	25	35
Claims Soph.	25	26	34
Safety	23	28	29
Underwriters	23	28	28
Policyholders	17½	33½	25½

Team highs for the evening go to Policyholders with 376, to Safety with 904 and to Underwriters with 903. That was an evening of pretty good bowling generally!

Members of the Chapter join in extending their congratulations to the Anthony Iadanzas on the birth of their second child, Andrew.

The Policyholders Department extends a cordial welcome to its new Sales Representatives. They are William Sweeney formerly of Payroll Audit and Milton Birne and Minnie Pokodner formerly of Underwriting. Best wishes to them in their new jobs.

Onondaga County

LAURENCE J. HOLLISTER, field representative of The Civil Service Employees Association and Vernon A. Tapper, representative from Onondaga Chapter on the Association's Board of Directors, County Division, conferred with Fred Sears, Chairman of the Board of Education and Fred Lusching, Business Manager of the North Syracuse Central School District, on February 5. Object of the conference was about membership of the non-teaching employees of this school district in the Association and the Onondaga Chapter.

Fort Stanwix

FRED J. KRUMMAN, president of the Mental Hygiene Employees Association, was a guest of Fort Stanwix chapter, CSEA, at the January 30, meeting. He spoke on the merits and principals of the Association, and its aim in working through the parent organization. The Civil Service Employees Association.

At the chapter's meeting on February 27, candidates for elective offices for the coming year will be announced. This will be one of the most important meetings of the year. All members are urged to attend.

The Civil Service chapters of Oneida County held an informal dinner at Hotel Hamilton, Utica, February 2. Many from Rome State School attended.

Patrolman Armand Gaudin.
(Continued on page 7.)

CLOSED All Day FRI., FEB. 22nd — Washington's Birthday

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BRONX: Bronx Winter Garden, Washington & Tremont Aves.

MONDAY at 6 P.M.

QUEENS: 90-01 Sutphin Blvd., near Jamaica Ave.

TUESDAY at 6 P.M.

CLERK—Grade 5

Meeting in MANHATTAN ONLY on **MONDAY** at 6 P.M.

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TUESDAY, FEBRUARY 19, 1952

6% That Isn't 6%

IN his budget message, Governor Dewey indicated that State employees would receive a raise of "approximately" 6 per cent. To prevent any misunderstanding when the employees start receiving their checks with the new increase added, it should be made clear that the 6 per cent called for by the administration bill now before the Legislature is 6 per cent of *base salary*, in addition to the existing emergency compensation—but without the \$300 minimum.

The omission of the \$300 minimum will have a considerable bearing on the amount of this year's increase for many State employees. The chart on Page 1 shows gross salaries under last year's emergency compensation, gross salaries under the present administration bills, together with the increase in dollars and percentage over last year's gross salaries. This indicates clearly that the raise of those persons earning less than \$2,500 falls far short of the "approximate 6 per cent" called for in the budget message.

Most persons in Grades 1 and 2 will be affected by the omission of the \$300 minimum even if they have four years of service. Grade 2 is the most populous single grade in the service, containing about 25,000 positions. The chart shows that persons in as high a place as Grade 7 will be affected by greater or lesser amounts depending on their salary.

An employee at the entrance level of Grade 1 or 2 will receive only a \$40 raise in pay under the administration proposal. The restoration of the \$300 minimum would give these people an additional pay increase of \$70, and even this would mean a raise in pay of only \$110 over last year. A person appointed after October 1, 1951, to Labor Grade 1 will receive then a 1 per cent increase in salary over last year as the administration bill now stands.

The accumulated loss in income to the approximately 18,000 people who earn between \$1,800 and \$2,400 affected by the omission of the minimum is staggering. It is lost income that can never be regained.

Every employee in Grade 1 of State service is affected by the omission of the \$300 minimum, and every employee except those at their maximum in Grade 2 is affected by it. Approximately 70 per cent of those in Grade 2 are below their maximum and therefore are affected under the administration proposal.

The table also shows that none of the 18,000 people affected by the omission of the \$300 minimum will receive more than a 5 per cent increase. The largest salary increase for the group affected is less than \$150 a year—less than \$3.00 per week gross pay. After deductions, this means even less take-home pay to cover the substantial increases in living costs even since last year.

All the facts and figures show clearly that the raise in pay of less than \$100 that will be received by thousands of State employees is unjust, and actually means a reduction in their standard of living because of the declining value of the dollar.

The \$300 minimum must be restored.

EXAMS FOR PUBLIC JOBS

The following exams by the State Civil Service Department remain open until Friday, March 21. Written tests will be held on Saturday, April 26.

STATE

Open-Competitive

6002. Associate Cancer Gastroenterologist, \$7,916 to \$9,610. One vacancy in Roswell Park Memorial Institute, Buffalo; Health Department. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State, plus completion of one year's, or 9 months' accelerated, internship;



Solomon Lenchitz, clerk at the New York, N. Y. post office, is the author of "Pictorial Oddities from Hebrew Literature." He spent 18 years of spare time searching through volumes of the Talmud and came up with 400 oddities. For instance, he notes that Esther won a beauty contest to become a queen when she was 40.

HIP Campaign Resumed in Transportation

A Health Insurance Plan enrollment campaign is now under way in the Board of Transportation, with the Board's full cooperation. HIP, now in its fifth year, offers prepaid medical care. It already serves 300,000 persons.

The drive permits employees of the Board to join during the special enrollment period which ends on Monday, March 10, without physical exam or waiting. Pre-existing physical and medical condition is no deterrent to membership and there are no age limits.

The cost of the health insurance is shared by Board and employees who join the HIP.

Service includes diagnostic and laboratory procedures, periodic health exam, immunizations, physical therapy, x-ray examinations and treatments, blood plasma services, eye exams and prescriptions, maternity and child care and psychiatric diagnosis, but not treatment by a psychiatrist.

Subscribers are also entitled to ambulance transportation from home to hospital, visiting nurse service in the home and cash indemnity for medical expense incurred during hospitalized illness while outside NYC.

and (2) three years of residency or clinical specialization in general surgery including experience in abdominal surgery. Open to all U. S. residents. No written test. Fee \$5.

6001. Supervising Tuberculosis Roentgenologist, \$7,916 to \$9,610. One vacancy at J. N. Adam Memorial Hospital, Perrysburg, Department of Health. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State plus completion of one year's, or 9 months' accelerated, internship; and (2) two years of full-time experience on a tuberculosis hospital medical staff including one year of specialization in roentgenology; and (3) either (a) one more year of such experience, or (b) two years of general medical experience, or (c) an equivalent combination of (a) and (b). Open to all U. S. residents. No written test. Fee \$5.

6003. Senior Supervisor of School Medical Service (General), \$6,449 to \$7,804. One vacancy in Albany, Education Department. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State plus completion of one year's, or 9 months' accelerated, internship; and (2) two years of satisfactory medical practice including service as a school physician. Open to all U. S. residents. Open until further notice. Fee \$5.

6006. Senior Librarian (Catalog), \$4,710 to \$5,774. One vacancy in the State Library, Albany. Requirements: (1) possession of or eligibility for a New York State public librarian's professional certificate; and (2) a bachelor's degree plus one full year's training in an approved library school; and (3) one year of professional library experience in a supervisory capacity, involving responsibility for one or more phases of the technical processing of library materials, in a library with at least 300,000 scholarly volumes; and (4) either (a) two more years of experience involving technical processing of library material, or (b) an equivalent combination of professional library training and experience. Open to all U. S. residents. Fee \$4.

6007. Assistant in Citizenship Education, \$4,710 to \$5,774. One vacancy in Albany, Education Department. Requirements: (1) a master's degree in education, government, political science, economics, geography, history or sociology plus possession of or eligibility for a permanent certificate valid for teaching social studies in secondary schools in New York State; and (2) three years of experience in teaching social studies in secondary schools and (3) either (a) one more year of such experience, or (b) 30 additional graduate credits with specialization in subjects listed in (1) above, or (c) an equivalent combination of such experience and graduate training. Fee \$4.

6008. Assistant in Mathematics Education, \$4,710 to \$5,774. One vacancy in Education Department, Albany. Requirements: (1) a master's degree in education or mathematics plus possession of or eligibility for a permanent certificate valid for teaching mathematics in secondary schools in New York State; and (2) two years of experience in teaching mathematics in secondary schools; and (3) either (a) one more year of such

teaching experience, or (b) 30 additional graduate credits with specialization in mathematics and/or education, or (c) an equivalent combination of such experience and graduate training. Fee \$4.

COUNTY AND VILLAGE Open-Competitive

6418. Intermediate Social Case Worker (Public Assistance), Westchester County, \$3,075 to \$3,525. One vacancy in the Department of Family and Child Welfare. Requirements: (1) a bachelor's degree with courses in sociology, psychology or allied social sciences and (2) either (a) two years of full-time paid experience, within the last 10 years, in social case work with a public or private social agency adhering to acceptable standards, including 1 year in the family case work field, or (b) one year of such social case work plus one year of graduate study in an approved school of social work, or (c) graduation from a 2-year course in an approved school of social work or (d) a satisfactory equivalent of such training and experience. Fee \$2.

6419. Senior Social Case Worker (Public Assistance), Westchester County, \$3,465 to \$4,005. One vacancy in the Department of Family and Child Welfare. Requirements: (1) a bachelor's degree; and (2) either (a) 4 years of recent full-time paid experience in social case work with a social agency adhering to acceptable standards, including one year in family case work, (b) 2 years of such social case work, including one of family case work plus graduation from a two-year course in an approved school of social case work, (c) a satisfactory combination of such training and experience. Fee \$3.

6414. Assistant Planner (Planning), Westchester County, \$3,615 to \$4,360. One vacancy in the Department of Planning. Requirements: (1) a bachelor's degree in city planning, architecture, landscape architecture, or civil engineering; and (2) one year of experience in planning activities in state, county, municipal or other governmental planning in a governmental or non-governmental agency; and (3) either (a) one more year of such planning experience, or (b) an equivalent combination of additional training and experience. Open to all U. S. citizens. Fee \$3.

6415. Planning Aid (Planning), Westchester County, \$3,075 to \$3,675. Present vacancies: one in the Department of Planning. Requirements: Either (a) a bachelor's degree with specialization in city planning, or (b) a bachelor's degree with specialization in architecture, landscape architecture, or civil engineering plus one year of full-time paid experience in State, county, municipal or other governmental planning, or (c) high school graduation plus four years or full-time paid experience in state, county, municipal or other governmental planning, or (d) an equivalent combination of such training and experience gained in (Continued on page 7)

Retirement Plans In A Nutshell

The two main retirement plans under the State Employees Retirement System follow.

The Basic Plan—Age 60

You may voluntarily retire at age sixty and be paid a retirement allowance consisting of:

1. A pension equal to 1/140 of your "final average salary," multiplied by the number of years of service as a member of the System—plus a pension equal to 1/70 of your final average salary multiplied by the number of years "prior service," if you are entitled to it.

2. An annuity paid from your accumulated contributions.

Fifty-Five Year Plan (effective April 18, 1950)

As a new employee taking the fifty-five year plan, you may retire any time after age fifty-five.

Your retirement allowance will consist of:

(1) A pension of 1/120 of your final average salary for each year of member service up to age fifty-five.

(2) A pension of 1/140 of final average salary for each year of member service after age fifty-five.

(3) A pension of 1/60 of final average salary for each year of prior service credit up to age fifty-five.

(4) A pension of 1/70 of final average salary for each year of prior service after age fifty-five.

(5) An annuity paid from your accumulated contributions.



They made the news in Syracuse. On the dais at the annual meeting of the Civil Service Employees Association Syracuse chapter, held February 9. Sitting, left to right: Assemblyman Lawrence M. Rulison; CSEA president Jesse B. McFarland; Martin P. Catherwood, Dean of the School of Industrial and Labor Relations, Cornell University; Jack Smith, State

Insurance Fund, Syracuse; Raymond G. Castle, president of the Syracuse chapter; Syracuse Mayor Thomas J. Corcoran; The Rev. William F. Murphy. Standing: Nigel L. Andrews, regional CSEA attorney; Ernest L. Conlon, 4th vice-president, CSEA; John F. Powers, 1st vice-president, CSEA; Assemblyman Donald H. Mead; Molly Doyle, chairman of the affair; J. Allyn Stearns, 3rd vice president, CSEA.

State's Argument For 6% Rise Viewed As Insubstantial

ALBANY, Feb. 18—The Civil Service Employees Association has introduced legislation calling for a 10 per cent increase in pay in place of the administration-sponsored bill of "approximately 6 per cent." The organization is urging the government and members are importuning the local legislators, urging this 10 per cent wage adjustment.

The Association, after careful study of all the economic and statistical facts, states that on the basis of the facts that the minimum adjustment for state employees is the 10 per cent called for in its bill.

A study of the history of the state salary structure shows that the wage problem is a complex one. It is fair to state, the Association says, that no one single figure would provide the answer to the question of how large a raise is called for by the facts. But a consideration of all the facts can but lead to the conclusion that a minimum of 10 per cent is the smallest amount justified.

At All-Time High

During each of the last four months the Consumer Price In-

dex, probably the most important and significant single figure available, has been at "an all time high." The latest figure available (December 15, 1951) is 189.1, and there is good reason to believe that the spiral will continue to rise as inflationary pressures increase through defense spending and other important economic considerations. Substantial wage gains have been made in nearly every labor market since the last wage adjustment to State employees. A study of the progress of the current wage negotiations in the steel industry gives every indication that the employees in steel will receive a substantial wage boost, possibly in excess of 18½ cents per hour, and above that allowed under the current Wage Stabilization Board formula. An adjustment in the steel industry would have a strong impact on the wage structure. State employees, even with a 10 per cent adjustment, would receive far less of a wage adjustment than seems certain to occur in many private employments.

The State's Argument

One of the reasons put forward to justify the 6 per cent administration bill has been that the State did not wish to participate in creating further inflationary pressure through salary increases and that, even though not subject to it, did not wish to go contrary to the current Wage Stabilization Board wage and salary formula. In the first place, the so-called formula has been used flexibly to conform to the needs of a particular wage situation and its history. Secondly it is doubtful if the 6 per cent exceeds or even equals that WSB formula requirements, particularly when the history of the state salary structure is considered. Thirdly, state employees ought not to be made the victims of such an argument; they suffer as much from rising living costs as other segments of the community.

NYC PUBLIC WORKS GROUP HOLDS ANNUAL DANCE

The twelfth annual dance of the NYC Department of Public Works Association was held February 15 at the Riverside Plaza Hotel, NYC. Proceeds went to the Good and Welfare Fund of the organization.

John Van Gulder is president. Mary Kenny, vice president, headed the arrangements committee.

PRELIER COMMISSION TO REPORT BY MARCH 15

ALBANY, Feb. 18—Governor Thomas E. Dewey has signed a bill giving the Prelier Commission, which studied the Civil Service Law, until March 15 to report.

Employee Activities

(Continued from page 5)

president of the Employees Club, who suffered a fractured limb some time ago, is on the "mend." All are pulling for your early return, "Army. . . ."

Tom Farley of Ter Bush and Powell, has been on a temporary assignment, but will return to Rome State soon and resume working through the institution with his health and accident insurance offer. Many have taken advantage of this offer and several have asked about his return. . . .

The Employees Club held another dance at Rainbow Inn, February 8, which was well attended. Another of the Club's good "Get-togethers". . . .

Employees of Rome State School are disappointed with the pittance of pay-raise offered by the employer. . . . Denton "Jack" Bellinger, has returned from a twelve day trip to Sarasota, Florida.

Your correspondent regrets his error in stating in the February 5 issue of The LEADER that Earl Hyatt was elected Treasurer of the Rome State School Credit Union. Mrs. Harriett Anson was elected Secretary - Treasurer. However, Mr. Hyatt is enjoying the honor of being Treasurer of the Employees Club.

EXAMS FOR PUBLIC JOBS

(Continued from page 6)

a governmental or non-governmental agency. Open to all U. S. citizens. Fee \$2.

6416. Senior Planner (Planning), Westchester County, \$4,035 to \$4,995. One vacancy in the Department of Planning. Requirements: (1) a bachelor's degree in city planning, architecture, landscape architecture or civil engineering; and (2) two years of experience in planning activities in state, county, municipal or other governmental planning in a governmental or non-governmental agency; and (3) either (a) two more years of such planning experience, (b) an equivalent combination of additional training and experience. Open to all U. S. citizens. Completion of 30 graduate credits in city planning will be accepted in lieu of one year of the required experience. Fee \$3.

6421. Junior Sanitary Chemist, Westchester County, \$3,515 to \$4,155. One vacancy in the Department of Laboratories and Research. Requirements: (1) a bachelor's degree with specialization in chemistry, bacteriology, or sanitary science; and (2) either (a) one year of laboratory experience preferably in sanitary chemistry, or (b) completion of one full year of graduate study in chemistry, bacteriology, or sanitary science, or (c) an equivalent combination of such graduate

training and experience. Open to residents of New York, New Jersey, Connecticut and Massachusetts. Fee \$3.

6432. Senior Sanitary Chemist, Westchester County, \$5,055. One vacancy in the Department of Laboratories and Research. Requirements: (1) a bachelor's degree with specialization in chemistry, bacteriology, or sanitary science; and (2) one year of professional laboratory experience in sanitary chemistry; and (3) either (a) three more years of such experience, or (b) a master's degree in chemistry, bacteriology, or sanitary science plus 2 more years of such experience, or (c) an equivalent combination of graduate training and such experience. Open to qualified residents of the United States. Fee \$4.

6427. Laboratory Technician, Wyoming County, \$2,100 to \$2,325. Two vacancies in the County Laboratory. Requirements: Either (a) high school graduation with courses in physics and chemistry plus two years of experience in public health or hospital laboratory, or (b) two years of college with courses in chemistry, biology, bacteriology and related fields plus one year of experienced in a public health or hospital laboratory, or (c) an equivalent combination of such training and experience. Open to qualified residents of the U. S. Fee \$2.



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ily is covered. When anyone's sick, your HIP family doctor—and his supporting staff of specialists and surgeons—takes over. He comes to your home . . . you visit his office. No clinics! . . . you and your family receive private treatment at home, in doctors' offices, in hospitals and medical centers. And you choose the group of doctors you prefer from the many groups affiliated with HIP. Then you choose your family doctor from those belonging to the medical group you select.

Thousands of your fellow-employees are now members of HIP-Blue Cross. They'll tell you what it means to enjoy real peace of mind . . . never having to worry again about getting a doctor or surgeon . . . never having to worry about the bills afterward. So see your Supervisor today. He'll help you join. He has your enrollment card ready. You just can't afford to miss out!



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Pass High on the Assistant Gardener Exam. Get a copy of the Arco Study Book prepared especially for this test at The Leader Book Store, 97 Duane St., New York 7.

Report on Civil Service Legislation

NOTE ON LEGISLATION

The measures listed below represent only a portion of the civil service legislation introduced, and do not cover the entire program of the Civil Service Employees Association. In a number of cases, introducers and numbers of measures already introduced are not cited. The full and complete data will appear in next week's issue.

ALBANY, Feb. 18—Below is a report on legislation affecting State and local employees. The State Legislature is now in session. Symbols have been used in the material below to aid readability. The symbol **D** means the bill has been drafted by the Civil Service Employees Association and introduced at its request. **S** means sponsored by the Association and drafted in cooperation with others. **A** means approved after conference with the State administration and supported by the Association. **E** means endorsed and supported by the Association. Above each brief description the following information appears where it is available. House (Senate or Assembly) where bill has been introduced; name of legislator introducing it; introductory number of bill; print number of bill (these numbers identify the measure); and committee where the bill rests. If only one number appears, that is the introductory number.

Salary and Increment Legislation

1a. 10% INCREASE (D)
Senate, Halpern, 1387, Finance, Assembly, Wilcox

Provide 10% increase over base pay in addition to existing emergency compensation, the bill is introduced by the Association as a substitute for the emergency 6% bill.

1b. EXISTING EMERGENCY INCREASE REINSTATE MINIMUM (D)
Senate, Halpern, 1388, Finance, Assembly, Preller, 1781, Ways & Means

This bill would continue the 1951 emergency compensation for another year, i.e. 12½% on the first \$2,000, 10% on the next \$2,000 and 7½% on the balance of base salaries with a minimum of \$300.00 and a maximum of \$1,000.

1c. EXISTING EMERGENCY COMPENSATION WITHOUT MINIMUM
Senate, Mahoney, W. J., 1016, 1046, Finance, Assembly, Stephens, 1301, 1320,

Ways & Means.
This bill is identical with the Association bill above except that it omits the \$300.00 minimum.

1d. 6% PAY INCREASE
Senate, Mahoney, 1015, 1045, Finance, Assembly, Stephens, 1302, 1321, Ways & Means.

This bill is identical to 1a except that it is limited to 6 per cent.

2. INCREMENT CREDIT — TEMPORARY AND PROVISIONAL SERVICE (D)

Provides that increment credit earned through service in a temporary or a provisional capacity shall be retained if the employee is permanently appointed to the same or similar position. The present law expires April 1, 1952. This bill extends the provisions of the Lupton Law to April 1, 1953.

3. EXTRA INCREMENTS AFTER SERVICE AT MAXIMUM GRADE (D)

Senate, Hatfield, 1043, 1073, Civil Service, Assembly, Gans

Provides one extra increment after an employee has been at the maximum of his grade for five years, a second after ten years, a third after fifteen years, and a fourth and final increment after twenty years of such service. Provides ceiling of \$453.00 beyond which salary cannot be increased by these additional increments.

4. INCREMENT CREDIT — EMPLOYEES OF STATE COLLEGES EXPERIMENT STATIONS AND INSTITUTIONS (D)

Provides for mandatory annual increment for satisfactory service. Repeals present provisions which make granting of such increment discretionary. Provides for appeal procedure in the event increment is denied for unsatisfactory service.

5a. SALARY SCHEDULES — POLITICAL SUBDIVISIONS (D)

Assembly, Milmo, 1612, Education.
Requires that all political subdivisions of the State establish salary plans and title structure for employees in the classified civil service.

5b. SALARY SCHEDULES — SCHOOL DISTRICTS (D)
Assembly, Milmo

Requires school districts to file salary schedules with the Education Department for non-teaching school employees.

6. SALARY INCREASES — TUBERCULOSIS SERVICE (D)
Senate, Graves, 1144, 1178, Civil Service, Assembly, Main, 1385, 1405, Civil Service.

Provides tuberculosis service pay for all employees in hospitals in the Health Department maintained solely for the care and treatment of tuberculosis patients. Provides such increases for employees in institutions in other departments who are directly connected with the care, treatment or service of tubercular persons in such institutions.

Retirement Legislation

7. INCREASED RETIREMENT ALLOWANCE — RETIRED EMPLOYEES (D)

The successful passage of Amendment 3 must be implemented by legislation and appropriation. The Association is presently conferring with the Administration concerning appropriate legislation on this matter. If no agreement is reached with the administration, the Association will introduce legislation.

8. RETIREMENT AT AGE 55 — HALF PAY (D)

Senate, Halpern, 945, 975, Civil Service, Assembly, Noonan, 737, 742, Ways & Means.

Permits all employees who elect to retire at age 55 or after upon completion of 25 years of service at half pay. Requires extra contributions on the part of the employee. Increases pension part of retirement allowance to 1/100th of final average salary which with employee's increased annuity contribution produces retirement at half pay after 25 years of service.

9. MINIMUM RETIREMENT ALLOWANCE (D)

Senate, Halpern, 948, 978, Civil Service, Assembly, Noonan, 736, 741, Ways & Means.

Produces a minimum pension of \$40 per year for each year of service up to 30 years, thus providing a pension part of \$1200. This credit plus employee's annuity credit assures minimum retirement allowance of \$1500 or more after completion of 30 years service.

10. VESTED RETIREMENT BENEFITS (D)

Permits member who leaves service after ten years for any reason except disciplinary action to

leave contributions on deposit and have pension credit vested to produce deferred retirement allowance at age 55 or 60 depending on which plan member has elected.

11. 25 YEAR RETIREMENT — CORRECTION INSTITUTIONS (D)

Senate, Metcalf, Assembly, Cusick.

Provides for retirement at half pay after 25 years of service of custodial forces in institutions in the Department of Correction.

12. 25 YEAR RETIREMENT MENTAL HYGIENE (D)

Senate, Halpern, Assembly, Rabin

Makes same provisions as No. 11 above for employees in institutions in Department of Mental Hygiene.

13. INCREASED DEATH BENEFIT (D)

Senate, Halpern, 946, 976, Civil Service, Assembly, Noonan, 735, 740, Ways & Means.

Provides that death benefit shall be computed at one month's salary for each year of service up to 12 years. No benefit may be increased after age 60. Under present law

such benefit is computed at one month's salary for each year of service up to six years and is thus limited to one half year's salary after six years of service. Under this bill after 12 years of service death benefit equals one year's salary.

14a. INCREASED EARNINGS — RETIRED EMPLOYEES (D)

Senate, Campbell, Assembly, Noonan

Extends date of present law permitting retired employees to earn \$750 in public employment if retirement allowance does not exceed \$1500.

14b. INCREASED EARNINGS — RETIRED EMPLOYEES (E)

Senate, Erwin, 1039, 1069, Civil Service.

Permits employee retired at less than \$2500 to earn up to \$1,000 in public employment without penalty against retirement allowance.

15. EXEMPT RETIREMENT ALLOWANCE FROM FEDERAL TAX (D)

This is a resolution which calls upon Congress to exempt from Federal income tax all sums up to
(Continued on page 9)

CSFA Makes Salary Appeal to Gov. Dewey

ALBANY, Feb. 18—The Civil Service Employees Association, responding to expressions of sincere disappointment and distress on the part of State employees throughout the length and breadth of the State, is presenting an urgent appeal to Governor Thomas E. Dewey and members of the Legislature to supplement the budget recommendations for salary adjustment at least to the extent of a ten per cent increase and a reinstatement of the \$300 minimum which applies under the adjustment of last year in the case of low paid employees. Senator Seymour Halpern and Assemblyman Fred W. Preller have joined in introduction of Senate Bill No. 1388, Print No. 1450 and Assembly Bill Intro. No. 1781, Print No. 1831, to restore the \$300 minimum which applied last year and which was eliminated in budget bills of this year. Senator Halpern and Assemblyman Orin S. Wilcox have joined in the introduction of Senate Bill Intro. No. 1387, Print No. 1449 and Assembly Bill Intro. No. 1784,

Print No. 1834, to provide an increase in State salaries of ten per cent instead of the approximate six per cent proposed in budget bills.

Prompt Appeals Urged
The Association calls upon all of its 53,000 public employee members to make prompt appeal to Governor Thomas E. Dewey, all members of the Legislature, and their local businessmen and community leaders to support the salary adjustments which the serious impact of inflation has made necessary.

The rise of the cost of living to the highest levels in history and the threat of further rise during the coming twelve months when the Legislature is absent and unable to move to meet conditions, the fair adjustments made in private employment which is making recruitment in State service daily more difficult, all point, the Association states, to the justice of at least supplementing budget proposals by the amounts contained in the Halpern-Preller-Wilcox measures.

Where to Apply for Jobs In Government Service

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.; Room 303, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. Same applies to exams for county jobs.

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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



Important Announcement

for

Officers of all Civil Service Organizations

Do you know that members of Civil Service employee organizations can obtain their automobile insurance at discounts of up to 30% from standard manual rates? The heads of many employee groups have already distributed informational material describing GOVERNMENT EMPLOYEES INSURANCE to their members. If you wish to do the members of your group a service . . . inform them of the many advantages made available to them by THE GOVERNMENT EMPLOYEES INSURANCE COMPANY . . . advantages which have been enthusiastically received by thousands of government employees. For information, telephone:

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Organization

(Continued from page 8)

\$2,000 per annum received from retirement systems by retired members of those systems.

16. LEAVE AND OVERTIME CREDITS ON RETIREMENT OR SEPARATION (D)
Senate, Campbell
Assembly, Fitzpatrick, J. A.
Provides that unused sick leave, vacation, holidays, pass time and overtime shall be paid in lump sum upon retirement or separation from service without fault. If member dies before retirement such payment is made to estate.

17. SICK LEAVE CREDIT ONLY ON RETIREMENT OR SEPARATION (D)
Senate, Campbell
Assembly, Fitzpatrick, J. A.
Limits the provisions of No. 16 above to sick leave credit.

18. DEATH BENEFIT — CLOSED HOSPITAL SYSTEM (D)
Senate, Halpern
Assembly, Noonan
Provides for ordinary death benefit for members of closed State Hospital Retirement System.

19. OPTIONS — CLOSED CORRECTION SYSTEM (D)
Makes available to members of closed Correction Retirement System same options presently available to members of Employees' Retirement System.

20. RETIREMENT CONTRIBUTIONS — ONEIDA COUNTY EMPLOYEES (D)
Permits employees of Oneida County to contribute additional amounts equal to one and one-half

times their annual salary immediately prior to the inclusion of maintenance in certain salaries.

21. ACCIDENTAL DISABILITY RETIREMENT — EXTEND AGE LIMIT—(D)
Senate, Manning, 774, 784, Civil Service.
Assembly, Caffrey, 1248, 1267, Civil Service.
Repeals provisions of present law prohibiting accidental disability retirement after age 60.

22. DISABILITY RETIREMENT— OCCUPATIONAL DISEASE (E)
Senate, Wachtel, 193, 193, Civil Service.
Assembly, Graef, 219, 220, Ways & Means.
Assembly, Gilbert, 1175, 1191, Ways & Means.
Permits member of Retirement System disabled through occupational disease to retire on same allowance as in case of accidental disability.

23. 25 YEAR RETIREMENT (D)
Permits retirement after 25 years of service regardless of age with reduced benefits if under 55 or 60.

24. 30 YEAR RETIREMENT (D)
Permits retirement after 30 years of service regardless of age with reduced benefits if under 55 or 60.

25. RETIREMENT CREDIT — PHYSICAL DISABILITY.
Permit member of Retirement System who is off payroll by reason of physical disability, illness or pregnancy to obtain credit for lost time upon reinstatement by paying both the state and employee contributions for such lost time.

Veterans Legislation

26. RETIREMENT CREDIT — ALL VETERANS WORLD WAR II (D)
Senate, Mitchell
Assembly, Noonan
At present only veterans who were employed by State or participating employer at time of entry into military service are eligible for credit for service in World War II. This bill provides that all veterans, even though not employed by State or participating employer at time of entry into military service, shall be entitled to credit for service in World War II upon becoming a member of Retirement System provided they were residents of the State at the time of entry into military service.

27. RETIREMENT CREDIT MILITARY SERVICE (E)
Senate, Mahoney, W. J., 202, 202, Civil Service. Passed.
Assembly, Morgan, 246, 247, Ways & Means.
Provides military service credit for members of Retirement System who are on civil service lists at time of entrance into armed forces.

28. VETERANS OF KOREAN WAR
Chapter 14 of the Laws of 1951 extended the provisions of Section 246 of the Military Law to veterans of Korean War. The original Section 246 was drafted by the Association and the Association will continue to play a leading part in the protection of the rights of persons called to military service during the present crisis.

Westchester Group Begins Survey to See If Pay Has Kept Pace With Living Cost

WHITE PLAINS, Feb. 18—The Westchester County Competitive Civil Service Association has begun a survey of salaries, it was announced at a meeting held on February 13. The survey seeks to determine whether the salaries of County employees are keeping pace with increasing living costs and with salaries in comparable jurisdictions and private business. It was announced that Henry Galpin, Salary Research Analyst of The Civil Service Employees Association, of which the County employees are a unit, was in White Plains during the past week. He checked upon present salary levels in White Plains, New Rochelle, Mt. Vernon and other areas of the County. A Salary Committee was named last night to work with the Salary Analyst and prepare a proposal for presentation to the Board of Supervisors within the next month or so. This will indicate any necessary adjustment in County salaries and contain statistics and facts to establish the need for such adjustment.

Reports Received
A report on the condition of the Westchester Association was made by the President, Miss McCabe; a financial and membership report by the treasurer, Eileen Kelleher; a report on salaries and State legislation by J. Allyn Stearns, Directors' Chairman; proposed revisions of the State Civil Service Law by Ivan S. Flood and a nominating committee report by Leonard Mecca, chairman.

Listed as accomplishments during 1951 were the Association's

major victory last July when the Board of Supervisors voted to pay the same increased Emergency Compensation to all County employees instead of paying reduced amounts to about 2,400 workers in lower brackets. It was pointed out that hundreds of the lowest paid County workers would even now be receiving only \$75 E. C., instead of the \$225 which all get, if the Association had not been able to obtain approval of the additional \$150 for them. Liberalization of personnel policies regarding appointment of temporary employees and promotion of permanent employees, which allows these employees to continue to receive at least the same rate of pay or higher, instead of often dropping back as in the past, was noted as a big step forward. Also, the recent action of the Board in increasing the mileage allowance to County employees using their own automobiles, from 6½ to 8 cents per mile, was listed as an Association victory after a number of years work.

Objectives Reaffirmed
The Association reaffirmed a lengthy list of objectives for County employees including liberalization of the County Personnel Rules, improved personnel procedures for the handling of County employee matters, and added benefits to bring the County's working conditions to parity with those now common elsewhere. A detailed list is being prepared for distribution.

(Officers were elected at the meeting. See Chapter News.)

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Feld-Hamilton Amendments

29. REALLOCATIONS — EFFECT AND DATE (D)
Provides that allocations and re-allocations, classification and reclassifications shall become effective immediately when made rather than at commencement of next fiscal year, and further than re-allocations shall result in employee moving into same increment step in new salary grade that his years of service had earned for him in the grade from which he has been allocated.

30. REPEAL BUDGET DIRECTOR'S VETO POWER (D)
Assembly, Austin
Provides that veto power of Budget Director in respect to classification and allocation matters shall be repealed and final power vested in Director of Classification and Compensation Division.

31. BUDGET DIRECTOR — REASONS IN WRITING (D)
Senate, Halpern
Assembly, Wilcox
Mandates Budget Director to give reasons in writing when he disapproves classification or allocation recommendations of Director of Classification and Compensation Division.

32. SALARY SCALES — DANNEMORA AND MATTEAWAN (D)
Senate, Hatfield.
Assembly, Fitzpatrick, J. A.
Provides that custodial em-

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY: Sal Gebbia, plaintiff, against Elizabeth Neugebauer, individually and as Executrix of the Estate of Norman C. Neugebauer, also known as Norman Charles Neugebauer, deceased, Nora Ryan, and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, legatees and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, legatees, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants:
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, December 10, 1951.
HARRY HAUSKNECHT,
Attorney for Plaintiff,
Office and P. O. Address, 135 Broadway, New York, New York.
Plaintiff's address is 847 Throgs Neck Boulevard, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants:
The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. Eugene L. Brisach, Justice of the Supreme Court of the State of New York, dated January 18, 1952, and filed with the amended complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose two transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the Second Cause of Action, which is for the foreclosure of Bronx Lien No. 68535, in the sum of \$110.37 with interest at 12% per annum from January 11, 1944, affecting Section 18, Block 6450, Lot 43 on the Tax Map of Bronx County.

Dated: New York, January 26, 1952.
HARRY HAUSKNECHT,
Attorney for Plaintiff,
Office and P. O. Address, 135 Broadway, New York, New York.

employees at Dannemora and Matteawan shall be allocated to the same grade as custodial employees in other institutions in Correction Department.

33. SALARY SCALES — WESTFIELD AND ALBION (D)
Makes same provisions as No. 32 above for women in custodial force at Westfield and Albion.

34. PRISON GUARDS ABOLISH DIFFERENTIAL (D)
Abolishes differential prison guard's pay. Increases maximum salary of all prison guards to level attained by some guards under Chapter 360 of the Laws of 1947.

HOURS OF WORK — OVERTIME PAY

35. 40 HOUR 5 DAY WEEK AT TIME AND ONE HALF FOR OVERTIME — STATE EMPLOYEES (D)
Senate, Halpern, 947, 977, Civil Service.
Assembly, Fitzpatrick, J. A., 940, 948, Ways & Means.
Provides for repeal of discretionary powers of Budget Director regarding overtime. Mandates 40 hour 5 day week for all State employees. Repeals present 48 hour week for institutions under Section 168 of Labor Law. Provides for overtime at time and one half.

36. 40 HOUR 5 DAY WEEK AT TIME AND ONE HALF FOR OVERTIME — POLITICAL SUBDIVISIONS (D)
Senate, Hatfield, 1392.
Assembly, Van Duzer
Makes same provisions respect-

ing work week and overtime rate as No. 35 above for employees in political subdivisions by adding new Section 168-a to Labor Law.

37. ELIMINATES SPLIT SHIFT — STATE EMPLOYEES (D)
Senate, Hatfield, 1046, 1076, Labor.
Assembly, Van Duzer
Prohibits split shift in State institutions. Provides that all work assignments shall be of eight consecutive hours with appropriate time for meals.

38. ELIMINATES SPLIT SHIFT — ALL PUBLIC EMPLOYEES (D)
Senate, Cooke
Assembly, Van Duzer
Prohibits split shift in public employment of State or any civil division thereof.

39. PER DIEM EMPLOYEES — HOLIDAYS (D)
Senate, Cooke
Assembly, Van Duzer
Allows all per diem employees of State and political subdivisions legal holidays with pay or compensatory time off.

Civil Service Amendments

40. APPEALS — POWER TO REINSTATE (D)
Senate, Manning, 508, 511, Civil Service.
Assembly, Fitzpatrick, T., 581, 582, Civil Service.
Empowers Civil Service Commission after hearing an appeal to order reinstatement of dismissed employee to job from which dismissed. Under present law if ap-

(Continued on page 10)

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Officers of Syracuse Chapter



Officers of the Syracuse chapter, CSEA. Sitting, left to right: Etola Muckey, DPUI, 3rd vice president; Raymond G. Castle, Commerce, president; Doris LeFever, Workmen's Compensation, executive secretary. Standing, left to right: Catherine O'Connell, DPUI, treasurer; Tom Ranger, College of Forestry, 1st vice-president; and Helen Hanley, State Fund, secretary.



Officers and directors elected at the annual meeting of the Westchester County Civil Service Association. Seated, left to right: Margaret W. Trout, of Recreation, secretary; Anne H. McCabe, of Health, president; Eileen Kelleher, of Public Welfare, treasurer. Standing, left to right: Solomon Leider, of Grasslands Hospital, sergeant-at-arms; Loretta D. Smytho, Grasslands Hospital, director; J. Allyn Stearns, Park, chairman of directors; Ivan S. Flood, Law Library, director; John J. Breen, Park, 1st vice president; Alexander J. Ligay, Family and Child Welfare, director.



Col. James Cooke, Assistant Adjutant General of the State and Major Joseph Middlebrooks, Finance officer in the Adjutant Office, Albany, were guests of the Armory Employees Metropolitan Area at a recent meeting. Major Middlebrooks reported on his progress in the proposed changes in the Military Law with regard to Armory Employees. From left: Bill Maher, president; Col. James Cooke, Major Joseph Middlebrooks, George Fisher, treasurer. Standing from left, Anthony W. Scala, recording secretary; Henry Clark, vice president; Capt. Edward Bernius, supt. 105th FA Bn. Armory; Jack DeLisi, Frank Gonsalves, members of executive committee, and Frank Wallace, secretary, executive committee.

17,000 Are Expected In State Clerical Series

ALBANY, Feb. 18—Receipt of applications in the State's clerical series of exams has been extended from February 4 until Thursday, February 21.

Up to Friday of last week 13,620 applications had been received, of which 8,537 were for clerk jobs, the remainder for clerical specialties.

Exam Is Wide Open

The re-opening is expected to attract about 4,000 more candidates.

There are no training or experience requirements.

The written test will be held on Saturday, March 8.

Besides the regular exam centers, special centers will be located at Albion, Arcade, Beacon, Cairo, Catskill, Chatham, Cobleskill, Coxsackie, Dannemora, Delhi, Dover Plains, Fillmore, Geneseo, Gowanda, Granville, Holley, Hudson, Huntington, Ilion, Niagara Falls, Ossining, Rome, Warwick and Whitehall.

Jobs Listed

Many of the jobs are in hospitals, schools, and other institutions

and offices at or near exam centers.

Positions include clerk, mail and supply clerk, account clerk, file clerk, and statistics clerk. The starting salary is \$2,140, or about \$41 a week, with five annual in-

Site Sought for Metro Group's First Art Show

The Metropolitan Conference of the Civil Service Employees Association is studying various NYC locations at which to hold a spring art show, its first event of the kind. Armories and other locations are under consideration. A decision will be reached soon.

A complete story of the Conference's art show plans will be published in next week's issue

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creases to \$2,833, plus any increase the Legislature may vote.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. Salvatore J. Lucchese, plaintiff, against George E. Little, "Mrs. Mary Little", this person being fictitious and unknown to the plaintiff, the person intended being the wife of George E. Little, "John Doe" this name being fictitious and unknown to the plaintiff, the person intended being the tenant in possession of all or part of the premises being known as Lot 10, Block 4563, Section 16, on the Tax Maps of the Borough of the Bronx, Harold Briggs, and The City of New York, defendants. Plaintiff resides in and designates Bronx County as the place of trial.

You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with the summons to serve a notice of appearance on the plaintiff's attorney within 20 days after the service of the summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

To George E. Little, and Harold Briggs, the foregoing summons is served upon you by publication pursuant to an order of Hon. S. Samuel Di Falco, a Justice of the Supreme Court of the State of New York, Dated the 21st day of December 1951, and filed with the complaint in the office of the Clerk of the County of the Bronx, at the Supreme Court in the Borough of the Bronx, City and State of New York, Dated January 4, 1952. Joseph Bandler, attorney for the plaintiff, 1330 Wheeler Avenue, Bronx, New York.

85 P. C. of Candidates Fail Career-Builder Exam But Casualties in '50 Were Worse

WASHINGTON, Feb. 18 — The failures in the U. S. junior management assistant exam totalled 85 per cent. The 15 per cent who passed constituted 1,744 of the 11,700 competitors. The failures were 9,956.

The exam was nationwide. It was advertised "to select young men and women who show outstanding promise of developing into top-level administrators." Fifteen U. S. agencies make ap-

pointments from the list. The U. S. Civil Service Commission says that the demand for such personnel always exceeds the supply. Those appointed are trained for higher positions.

Successful candidates are being interviewed until Monday, February 25 throughout the U. S.

The Commission admits that the exam was "exceptionally difficult."

In 1950, when the previous exam was held, 14,000 competed and only 6 per cent or 800 passed.

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Fire Officers Find Legislators Receptive to Heart Bill And Widow's Pension Rise

ALBANY, Feb. 18 — A canvas of State legislators made by Captain John A. Mullen, and Battalion Chief Thomas J. Hartnett, of the NYC Uniformed Fire Officers' Association legislative committee, discloses strong sentiment in favor of the UFOA bill which would make heart trouble presumptive evidence of disability incurred in line of fire duty.

The bill was introduced in the State Senate by Seymour Halpern, of Queens, and in the Assembly by Joseph F. Carlino of Long Beach.

If the bill is enacted, uniformed

members of the Fire Department who suffer from heart trouble could be granted line-of-duty disability retirement. The pension in such cases is on a three-quarter pay basis and the receipts are exempt from U. S. income tax.

How Fraction Applies

The fraction applies to salary being received at time of retirement for those who entered the system prior to July 1, 1940, otherwise to the average salary during five consecutive years. The final average salary is nearly always that of the five consecutive years immediately preceding retirement.

The UFOA's position is that, while not every case of heart trouble necessarily arises from duty performance, about 98 per cent does, and the burden of proving that the affliction arose from other causes than work would be on the City.

Young Officers Stricken

The UFOA has instances of relatively young officers and firemen who died of heart trouble after returning from a particularly severe fire. It points out, also, that the bill aims to extend to the Fire Department the same principle that governs retirement for heart trouble in the armed forces.

Promising Prospects

"The prospects look promising that the bill will pass," said Captain Hartnett.

The UFOA expects its bill requiring two gas masks on each engine or truck in cities throughout the State will be enacted. A bill to the same effect passed both Houses last year but was vetoed by Governor Thomas E. Dewey because it included all fire departments, even volunteer fire departments which might have only one vehicle. The present limitation to cities is believed to remove all of the Governor's objections.

Two other UFOA bills provide for a 30 per cent salary increase, and a 30 per cent retirement allowance for widows.

The salary bill is affected by the Mayor's request for more taxing powers and State aid, and is temporarily in abeyance.

The widows' pension bill received close attention of legislators when the reasons for its introduction were thoroughly explained to them.

Keating Active, Too

The present pension allowance to a fire officer's or a fireman's widow is \$600 a year, which was 30 per cent of the pay when the pension law was originally enacted three decades ago. Applying the same percentage to present or future pay would give recognition to the rise in living costs and the needs of widows whose \$50-a-month pension doesn't come anywhere near supporting them or their family, in fact, only pays the rent, if it does that.

The third member of the legislative committee is Lieutenant Patrick J. Keating. He usually alternates with Battalion Chief Hartnett in accompanying Captain Mullen on weekly trips to Albany on behalf of the UFOA legislative program.

Expenses That Reduce Tax

Expense allowances being limited, public employees at least may claim a deduction under the U. S. income tax law the excess of expenses over what they received, provided that all the expenses were for official duties.

A State Legislator who lives or works far from where the Legislature meets may deduct his travel expenses, and these are more

than the mere cost of transportation; they include meals, lodging, and many other possible items. While legislators usually are given allowances, these allowances may be limited to a definite number of trips, or by the number of sessions and circumstances which require some legislators to make additional trips, whereupon the deduction would apply to the excess.

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The Federal Scene

WASHINGTON, Feb. 18—Bills to liberalize future retirement benefits and aid former U. S. employees already retired met strong opposition from the Truman Administration.

The Administration wants to bring Federal employees under the Social Security System. The Budget Bureau is circulating a memorandum in support of that bill. But the U. S. Civil Service Commission remains silent.

The Budget Bureau says that Social Security would provide protection that a U. S. employee could take with him wherever he works. Increased survivor benefits, substantial protection after a year and a half of work, plus the transferability, make Social Security extremely attractive to U. S. workers, said the Budget Bureau.

Relief Rolls Recommended
The Commission stresses the plight of those already retired but says that they are like other persons on fixed incomes, and that to aid through the U. S. Civil Service Retirement System or other Federal funds would constitute discrimination against the run of citizens. The Retirement System's deficit, the Commission pointed out, is now five billion dollars.

The Commission wants the pensioners to seek aid through public relief laws.

The Budget Bureau didn't go along with that reasoning but warned that no increase to present pensioners should impair the equities of future pensioners.

The Commission opposes a bill to permit U. S. employees, to retire at age 50 if laid off after 20 years' service.

Meanwhile any action on the pension bills, other than the Social Security measure, is in abeyance pending an actuarial study of the whole Retirement System.

Revenue Bureau as a Model
A MODEL civil service system in the Internal Revenue Bureau of the Treasury Department is sought by Senator Mike Monroney (Dem., Okla.), "freed from the red tape and gobbledegook that now surrounds too much of our civil service system." He asks for "new standards, simplified procedures, in short, a model civil service system."

President Truman has announced that he will have all except a relatively few officials of

the IRB in civil service status, and will act by executive order if Congress doesn't pass the bill he wants enacted.

The President gave no details of how he would bring the jobs under civil service, but he did say that the object was to get rid of politics in the administration of the Bureau. The Monroney bill would provide a method. A \$14,800 a-year expert would be hired to institute the streamlined system based on passing exams.

Permanent Promotions
THE COMMISSION wants to authorize permanent promotions, now prohibited, with few exceptions, by the Whitten Amendment. The September 1, 1950 level of permanent employees would be the limit.

The restrictions against permanent transfers and reinstatements would not be affected.

Meanwhile the Commission is holding off on authorizing permanent appointments to the June 30, 1950 level, as it has been convinced it is authorized to do by the revised Whitten Amendment.

The Great Conversion of '52
THE CIVIL SERVICE COMMISSION believes that 1952 will go down in civil service history as the year of the "great conversions."

About half a million employees who were appointed on an "indefinite" basis will begin to be converted to a quasi-permanent status, to be known as "probationary-indefinite." In 1952 possibly 200,000 who took jobs on only the "indefinite" basis would likely be converted to the quasi-permanent status. This would come to them as a windfall, especially because of some retention rights.

While the plan was received with approval by employee groups, the danger of confusing "probationary indefinite" and "probationary (permanent)" was stressed. The Probationary (permanent) appointments are made only in a small percentage of jobs, for which, under the Whitten Amendment, the Commission has authority to make exceptions. These apply to hard-to-fill jobs mostly. "Probationary-indefinite" is now offered as an added attraction to candidates. The junior engineer and scientist exam now open is an example.

Liberal Party Supports Career Plan With Changes

"Subject to recommendations for modification of the Griffenhagen Report . . . we support its general provisions. In our opinion that report must be substantially modified." The Liberal Party supports the report, however.

So said the Liberal Party in a memorandum submitted to the NYC Formal Hearings Board which is hearing representatives of employee organizations, civic and other associations discuss the report.

Former Councilman Ira J. Palestin spoke before the Board at a hearing in the Municipal Building, NYC. One of the outstanding points he made was that no employee should be downgraded in title, even though his salary remains intact, because it is not the employee's fault if the duties assigned to him are below those for which he was tested in a competitive exam.

Equivalent Titles
Mr. Palestin recommended that employees, instead of being downgraded in a reclassification, as would happen if the Griffenhagen report were adopted, shall be given title equivalent to their present one. As an alternative, fewer and broader titles are asked. The recommendations are restricted to the "duration of the tenure of the employees indicated to be demoted."

The general policy, expressed in the report, announced from the start by the O'Dwyer Administration and reaffirmed by the Impeller Administration, is that no employee should suffer a salary reduction because of downgrading. The Liberal Party recommendation goes a step farther.

The party recommends an immediate pay raise. It says that prices have risen faster than NYC pay and that employees must not be compelled to await the final outcome of the report before receiving a raise.

Protection of Seniority
When employees are reclassified into another title, they should carry their previous seniority with

them, the Liberal Party said. Paying an employee with five years' experience the same in the same title as an employee with a years' experience would be unfair, the party added.

Classification study and enactment should be a regular part of the City's business, the Liberal Party set forth, and thought also that some means of providing a grievance board to hear grievances must be provided. The recommended functions should be exercised by the NYC Civil Service Commission, the party added, excepting possibly that grievance procedure could be administered by a Labor Relations Board.

Wants Enlarged Commission
An enlarged Commission was requested.

"The further the administration of civil service matters can be removed from the office of any political executive, the more likely are the people to approach a perfect merit system," Mr. Palestin said.

Uniform vacation and sick leave rules were asked. The need for a thorough reclassification was emphasized.

"The Griffenhagen report can be amended," Mr. Palestin stated, "in a transitional period. So amended, it will benefit the civil service and the entire City."

Personnel Society's Comment
The Municipal Personnel Society also submitted a brief. The society, like the Liberal Party,

found fault with the pay plan because it was geared to salaries existing in the City government when the study was made, instead of pay in private employ and in other public jurisdictions for comparable work. Both pointed out that outside pay and living costs have risen since.

The duties descriptions were too wordy, the society felt, and in some instances meaningless.

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Syracuse Group Puts on Affair With All-Star Cast

SYRACUSE, Feb. 18—With an all-star cast of legislators and public figures from all parts of New York State, and with a program that delighted the more-than-200 visitors present, Syracuse chapter of the Civil Service Employees Association conducted its gala annual dinner on February 9 at the Hotel Syracuse.

Although this was not a business meeting, it was the consensus that much valuable business resulted, with public officials hearing the views and needs of State employees, and witnessing the unity with which these sides are going about obtaining those objectives.

One Major Address

One major address was made—by Dr. Martin P. Catherwood, dean of the New York State School of Industrial and Labor Relations, Cornell University. Shorter talks sparked with humor were made by Syracuse Mayor Thomas J. Corcoran, Assemblyman Donald H. Mead, CSEA President Jesse B. McFarland, 1st vice president John P. Powers, and Raymond G. Castle, President of the Syracuse chapter.

Member Certificates

Mr. McFarland delivered certificates to the units of the chapter which had attained high membership goals. Among those receiving certificates, and the percentage of membership, were: administrative and engineering section, Public Works, 80 per cent; State College of Forestry, 80 per cent; Workmen's Compensation Board, 8 per cent; S. I. P., 90 per cent; Tax and Finance, 80 per cent; Health Herald Building, 80 per cent; Department of State, 100 per cent; Mental Hygiene, 100 per cent; Commission Against Discrimination, 100 per cent; Commerce, 10 per cent; Banking, 100 per cent; Audit & Control, 100 per cent.

The Association president stated that the organization's membership for the current year will reach over 55,000, and pointed out the significance of its majority position in public service. "We have a responsibility," he

said. "We're willing to assume that responsibility. We don't strike. We continue to work while we negotiate. We give a good day's work for a good day's pay."

Assemblyman Mead, speaking for three legislative colleagues in the area, lauded the Statewide organization. Of his own job, he said: "We have pressures other than employees."

Toastmaster was Jack Smith, of the State Insurance Fund, who smoothly carried the meeting through its phases. Dinner was followed by dancing until 1 a. m. Molly Doyle was general chairman of the committee arranging the affair.

At the head table were the following: Mr. Catherwood, Mr. McFarland, Assemblyman Lawrence M. Rulison, Mr. Powers, 4th Association vice president Ernest L. Conlon, Nigel L. Andrews, regional attorney for the Association, Assemblyman Mead, 3rd Association vice president J. Allyn Stearns, Miss Doyle, The Rev. William F. Murphy, Mr. Castle, and Mr. Smith.

Other guests present included: Joseph Felly, 5th vice president, CSEA; Charlotte Clapper, CSEA secretary; Harry G. Fox, CSEA treasurer; Meade Brown, CSEA public relations director; Kenneth Valentine, Board of Directors member; Charles Methe, Board of Directors member; Melba Binn, president of the Rochester chapter; Margaret Fenk, president of the Utica chapter; Mrs. Helen Todd, chairman of the CSEA social committee; Mrs. Florence Drew, secretary, Binghamton chapter; Isabelle O'Hagen, State Department, Albany; Helen Musto, former president of the Ithaca chapter; Robert J. Clift, president of the Onondaga chapter; Vernon A. Tapper, co-chairman of the CSEA membership committee; Walter Jenner, president, Syracuse State School chapter; Fred Krumman, president, Mental Hygiene Employees Association; Doris LeFever, Board of Directors member; Ivan Stoodley, president, Onondaga Sanatorium chapter.

Also: Dr. Nathan Beckenstein, Director, Syracuse Psychopathic Hospital; Joseph Mercurio, Director Taxation and Finance office, Syracuse; Eugene Vanderbilt, Ter Bush & Powell; Frank J. Costello, Assistant Industrial Commissioner, State Labor Department; Smith T. Fowler, District Administrator, Workmen's Compensation Board; Edward P. Carr, former District Manager, State Insurance Fund; Joseph S. Illick, retiring Dean of the State College of Forestry, Syracuse University; Shirley T. Hardy, acting dean, State College of Forestry, Syracuse University; Maxwell Lehman, LEADER editor.

Civil Service Labor Problems To Be Aired

The delicate problem of labor relations in civil service will be the subject of a many-sided "town hall" meeting to be held Wednesday evening, February 20. Employee affiliation with unions, questions of collective bargaining rights and limits, strike action in government, the implications of political strength among public employees—all these matters are on the agenda for thrashing out at a panel sponsored by the New York Metropolitan chapter, American Society for Public Administration. The event will take place in the Faculty Dining Room, Hunter College, 695 Park Avenue (at 69th Street), NYC.

Participants in the panel will be:

Morton R. Godine, formerly of Harvard University, author of "The Labor Problem in the Public Service."

Arnold P. Zander, president of the American Federation of State, County and Municipal Employees, AFL.

H. Eliot Kaplan, deputy State comptroller.

Sterling D. Spero, professor of public administration, New York University.

Maxwell Lehman, editor of the Civil Service LEADER, will act as moderator.

Audience participation will be a feature of the discussion.

All Invited.

The meeting will begin about 8 p.m. Preceding it, there will be a dinner, beginning at 6:30, at which many persons active in NYC administration will be present. Interested persons are invited to attend the dinner as well as the meeting. While there is no charge for the meeting, the cost of the dinner is \$2. Those desiring to attend the dinner should phone Mr. Daniel Kurshan, president of the New York Metropolitan chapter, at VAnderson 6-1390.

John Powers Puts It On the Line

SYRACUSE, Feb. 18—John P. Powers, 1st vice-president of the Civil Service Employees Association, put it on the line. Speaking extemporaneously at a meeting of the Syracuse chapter, CSEA, on Saturday, February 9, after a State legislator had expressed affection (but not in definite terms) for the aims of State employees, Mr. Powers took him up on it. "I believe," said Powers, "the legislators are trying to help us. We hope to build up that 6 percent to 10 percent." The statement drew a round of applause.

Mr. Powers was referring to the administration's 6 percent pay increase bill, which is unacceptable to employees. The CSEA has put in an alternative measure calling for a 10 per cent increase.

Painters Settle Pay Suit for \$130,000

More than 120 painters in the employ of the NYC Housing Authority received about \$130,000 in settlement of claims to prevailing rates of wages for work performed between 1938 and 1946.

Court action was brought to compel the Authority to give its painters all the benefits of a city-wide settlement of painters' claims for prevailing rates of wages for work performed between 1938 and 1946.

The Authority claimed that the settlement, made by a resolution of the Board of Estimate on November 14, 1946, was not binding on the Authority because the Authority was an independent agency, not subject to the jurisdiction of the Board of Estimate and that the painters had no right to back pay because they had not filed Labor Law complaints.

Congressman Sidney A. Pine, 1440 Broadway, NYC, and his associate, Morris Weissberg, represented the painters in the suit and in the settlement.

Listen to Workers More, Catherwood Advises Bosses

SYRACUSE, Feb. 18 — Public employees expect six things out of their employment—security, recognition, opportunity, participation, belonging, and good supervision.

These are the factors that go into human relation, Dr. Martin P. Catherwood told an audience of State civil service employees on Saturday, February 9. Dr. Catherwood is dean of the School of Industrial and Labor Relations, Cornell University, and his address was made before the Syracuse chapter of the Civil Service Employees Association.

Under security, Dr. Catherwood stated that "public employees expect reasonable pay, a reasonably clear definition of their job tenure, and some provision for the hazards of unemployment, illness, disability, and old age." He added that a feeling of security is not based on financial considerations alone, but includes confidence in management.

Symbols of Status

Of recognition, he said: "The symbols of status cannot be over-emphasized and protection from unnecessary humiliation is important. There is no job so lowly but what it has its elements of status for the individual."

Dr. Catherwood considers opportunity to mean more than advancement, and includes under it opportunity for training and development. Employees "expect the chance to use their abilities."

Employees expect, also, he con-

tinued, to participate. "They expect the opportunity for being a part of the organization, for understanding why certain decisions are made. They expect serious consideration and credit for their suggestions."

They want to be accepted as part of a team, and have the companionship of their associates.

Good Supervision

Dr. Catherwood called good supervision "a basic essential for the other things employees expect, but merits special emphasis because of the key function at all levels in all problems of human relations. To the employee the supervisor is the employer. They expect a supervisor who is consistent rather than of the 'hot and cold' variety."

People can't be treated as cogs in a machine, the former State Commerce chief insisted. He cited as one of the reasons for this an unbridged gap between the policy makers and the supervisors and line employees.

More Listening

Mr. Catherwood suggested more listening to employees and the use of employee attitude surveys. "Many administrators," he pointed out, "would benefit from a frank—preferably anonymous—expression of the opinions, gripes, and reactions of their employees. . . . Grievance procedures and suggestion systems are good as far as they go—but they don't go far enough." He called for additional training of supervisors.

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Activities of Employees

Buffalo

HENRIETTA RUSCH, who completed 37 years with the New York State Employment Service, was guest of honor at a dinner party held January 31 at the Park Lane, Buffalo. More than 65 friends and fellow employees of the Buffalo office of the NYSES attended.

Franklin LeMon, sr., interviewer, was master of ceremonies. Eleanor Gorham, sr., employment security manager, complimented Miss Rusch on her years of faithful service, and wished her happiness in her retirement. A gift from her fellow-employees was presented to Miss Rusch by Fred Dopp, employment manager, and a congratulatory letter from Mr. Loysen, director of the Division, was read to her by Louis Voisin, sr., interviewer.

Mr. LeMon, president of the Buffalo chapter of I.A.P.E.S., presented her with a life membership in that organization. She is also a member of the Buffalo chapter, CSEA.

Miss Rusch entered State service with the newly created New York State Employment Service in 1915, coming to Buffalo from Dunkirk. Called "Ruschy" by her fellow workers, she has placed thousands of people in jobs. Originally hired as a stenographer at \$720 a year, in 1919 she was named assistant superintendent in the farm division. In 1929 she was transferred to the labor division. During World War II, because of her experience and background, Miss Rusch was assigned to special statistical work. After the war and until the present she worked in the labor division.

Celebrating with Miss Rusch were Misses R. Stilwell, Catherine Downey, Mary Whalen, Mrs. Agnes Keating, Mrs. Mildred Mooney, Fred Dopp, and John Devitt, all of whom have served more than 20 years with the Service.

The committee in charge of the

party included Mr. LeMon, chairman, Miss Stilwell, table decorations and dinner arrangements, and Miss Downey, reservations.

Insurance Department

ALBANY

AT THE ANNUAL meeting held February 7, the Albany office of the Insurance Department re-elected Davis L. Shultes president of the CSEA chapter.

Other officers elected are William J. Dugan, Jr., vice president; Lillian M. Campion, secretary; Helen M. Finkelstein, treasurer; and Esther S. Cooke and Hazel I. Smith, delegates.

Warwick State School

THE REGULAR monthly meeting of the Warwick chapter, CSEA, was held in the club rooms of the chapter, February 4. Thirty members attended. Reports from the constitution and by-laws committee, membership committee and publicity committee were heard, and final preparations were made for the members who planned to attend the Southern Conference meeting held at Rockland State Hospital on February 16.

After the meeting hot roast beef sandwiches, pickles and coffee were served, having been prepared by the Messrs. Robertson, Quackenbush and Dickman.

Get well wishes to Frank Green who has been confined in St. Anthony's Hospital, Warwick, since the first of the year.

Mr. and Mrs. Lepiaa are vacationing in Florida. . . . Vice president and Mrs. Edward Gibbons leave Saturday for a month's holiday. . . . Mr. and Mrs. L. Drew are also on vacation.

Congratulations to Mr. and Mrs. F. Fichter on their tenth wedding anniversary.

Our sincere condolences to the family of the late Thomas Fen-

nell. Mr. Fennell was a cottage father for a number of years until his retirement two years ago.

February birthday greetings to Frances Horton, Agnes Longwell, Florence Rogers, John McKay, Eleanor Collins, Mary O'Malley, Rose Reichman, Sidney Owens, Joseph Neenan, Arthur Piggery, Eva Van Tassell, and Harry Brandt.

Binghamton

EMPLOYEES of the State Hospital and the Binghamton chapter, CSEA, were grieved on learning of the death of Edward A. Rozelle, an employee of the hospital for 22 years. Mr. Rozelle was a staff attendant. . . .

Sympathy also to Louis Harrington, grounds supervisor, on the death of his mother.

Mr. and Mrs. Peter E. Cipriani are spending their vacation in the southland. Hope the Buick holds out, Pete. . . .

Frances Reilly, one of the Association's charter members and a booster throughout the years, fractured her left wrist in a fall. The bowling team really misses you, Frances. . . .

Gerald and Hazel Reilly attended the Utica chapter dinner and dance held February 9. . . .

The following are ill: John R. McCormack, Mrs. Carl Platner, Leon Robinson, and Clarence Stott.

Tompkins County

TOMPKINS CHAPTER, CSEA, held a dinner at the Lehigh Valley Hotel, February 6. Sixty members attended and door prizes were awarded. Guest speaker was Professor Alpheus Smith, of the School of Industrial and Labor Relations, who talked on the point of what the employee wants from business. He said in effect, that workers expect an opportunity to better themselves, to be treated always like human beings, and to have a sense of dignity that what they do is useful to society as a whole.

Laurence J. Hollister, field representative for the Association, spoke also. He discussed membership and other Association activities. A representative of Ter Bush and Powell spoke on insurance for chapter members. Jack Mannix, a Cornell student, entertained with magic.

Jean Bailey, Arthur Broadhead, Percy Robinson, Harriett Chaffee and Alex Yener worked on the dinner committee.

Hudson River Hospital

THE HUDSON chapter, CSEA, at a recent meeting welcomed the following: Bernice Crosby from Syracuse, Mary Weinberg from NYC, Mr. and Mrs. John Bodecker from Willowbrook State School, Leona Montalbana from Long Island. . . .

The chapter extended profound regrets to Maurice Taylor over the death of his father, Hiram Taylor, who for many years had been a valued officer on the staff of the Training School. . . .

A new class has been formed by the local chapter for first aid in connection with the extensive civil defense program. The classes are being held each week on the campus under the leadership of Clinton Stickle, who is head of the Greenport Volunteer Rescue Squad. . . .

A farewell party was tendered Mrs. Perry Joe on February 12 by her many friends—Mrs. Joe has been a staff officer for many years—she is leaving to join her husband who has just returned from Japan. . . .

The chapter sure boasts a patriotic family. Mr. and Mrs. Michael Mullins. Mike was in the Ambulance Corp stationed in France, World War I. A son John was Staff Sgt. 8th Air Force, in England, World War II. A daughter, Priscilla, Wave, Naval Air Station, Glenview, Ill., World War II. Now, 1st Lt. Elizabeth I. Mullins, Army Nurse Corps, stationed at Fort Jackson, So. Carolina; Mary F. Mullins, SA Wave, assigned to Naval Air Technical Training Command at Jacksonville, Fla. Pfc. James E. Mullins, teletype operator with 24th Signal Corp on Maneuver at Camp Drum. . . .



At the annual meeting of the Geneva chapter, Civil Service Employees Association. Left to right, Grace Hillery, vice-president of the Western Conference; James Hartan, president of the Geneva chapter, which functions out of the Geneva Experimental Station; Maxwell Lehman, LEADER editor, who was main speaker; and Noel McDonald, president of the Western Conference. Mr. Lehman explained how a newspaper operates.

Let's Call Him John

(Continued from Page 1)

week. Since Mr. Jones, frankly, is not in the higher pay brackets, he needs some insurance protection (even more than his boss) to cover his family in case things go wrong or young Tom has to part with his tonsils. So Mr. Jones belongs to a group life plan for cheap protection. This costs him \$1.50 each pay day. And John felt he owed his family the protection of accident and health insurance to cover him off the job, so he signed up for this. This cost him \$1.15 each pay day. Now his check amounts to \$136.18 or about \$68.00 a week.

Joined Retirement System

John was required to join the State Retirement System when he first started to work for the State, even though he was a pretty young guy and thoughts or retirement seemed to lack reality to him at the time. This assures him that later on in life he won't be dependent on the kids for support. His contribution toward retirement will vary a lot depending how old he was when he started working for the State and how old he'll be upon retirement, among other things. But his contribution will be about \$7.25 each payday. After this deduction his check will amount to \$128.93 each pay day or a little less than \$64.50 a week. That's less than government agencies consider a minimum for decent standards.

It is difficult to see how John and his family can enjoy what has become an accepted part of our way of life. That means a presentable car to take the gang on a Sunday picnic, save enough to have a vacation, save enough to give the kids a reasonable edu-

cation. By the time John is 35 years old, the age that we have been using in this story, he should have been able to save enough to make a down payment on a home. That is hard to do today on \$65 a week when groceries cost about 130% more today than they did in 1940. He just can't do it.

John is entitled to the same advantages as other citizens. In order for him to have them, the State of New York has a responsibility toward John and thousands of other State workers so that he may maintain a decent standard of living and participate in the American way of life.

Asked 26 for The Answer—Didn't Get It

SYRACUSE, Feb. 18 — Service to the public is a "must" if public employees are to improve public attitudes now held about them, Jesse B. McFarland told listeners at the annual meeting of the Syracuse chapter, Civil Service Employees Association, on February 9. Mr. McFarland is State-wide president of the organization.

To demonstrate the sort of thing that public employees must help combat, Mr. McFarland told the story of a citizen who called on 26 units of government in Washington to get the answer to a single question—and then returned home without getting the answer.

"We are not leeches on the public purse," Mr. McFarland said. It is imperative to get this over in dealing with the public by giving all possible service, he pointed out.

McFarland Asks Added Funds

(Continued from page 1)

principle that the carrying out of any program, political, economic or social, depends upon human beings—men and women of flesh and blood, of genius, of experience, of industry, of loyalty. This budget blueprints good government and then scuttles it by not providing the ways and means of attracting to and holding in its service the men and women equipped to perform the tasks visualized in printers ink."

LABOR DEPT. ASKS EXEMPT FIELD REPRESENTATIVE

ALBANY, Feb. 18 — The Department of Labor is seeking exempt status for the position of field representative (Women in Industry). The State Civil Service Commission is scheduled to consider the request this week.

DEPT. OF STATE SEEKS TWO EXEMPT POSTS

ALBANY, Feb. 18 — The Department of State has asked the Civil Service Commission to approve the positions of confidential investigator and senior physician in the exempt class.



This is a group of DPUI party-goers at a recent Albany shindig. They're enjoying an exhibition of the Charleston given by Patsy Patti. The party was the mid-winter event of the DPUI chapter of the CSEA.



Marjorie Dorr and Dorothy Rafferty are preparing to enjoy the buffet luncheon served at the DPUI party.