

APPLY UNTIL MAY 25 FOR NYC LABORER JOBS

More than 100 NYC Laborer jobs will be offered immediately
(Continued on Page 14)

U. S. Offers Nursing Jobs; Pay to \$73

By HERBERT M. BENON

An examination for permanent appointment to the positions of General Staff Nurse, GS-5, and Head Nurse, GS-7, has been announced by James E. Rossell, Director of the New York Office of the U. S. Civil Service Commission. The exam will be used to fill vacancies in Federal Government agencies in New Jersey and New York. The starting salaries are \$3,100 and \$3,825, respectively.

Candidates must take a written examination consisting of two sections, one a test of general ability, and the other a test of knowledge of nursing subjects and important related topics. They must have successfully completed a full three-year course in an approved school of nursing; or a full two-year course in an approved school of nursing, plus additional appropriate nursing experience or pertinent education, which would be comparable to a three-year course. They must be currently registered as graduate professional nurses in a State or Territory of the United States, or of the District of Columbia at the time of appointment.

Opportunity for Others

Applications will be accepted from persons who have not yet been registered as graduate nurses but who have successfully completed the required nursing course in a school of nursing. Applicants for the GS-7 grade must also have had one year of experience as a general staff nurse in a hospital, plus appropriate study in professional nursing subjects; or two years of satisfactory nursing experience in the hospital field, one year as a general staff nurse, and one year as an assistant to a head nurse, instructor, or supervisor.

Apply until Thursday, June 8 to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., by mail or representative, or in person.

Skilled Mechanics in State Service Win Pay Increase

By MAXWELL LEHMAN

ALBANY, May 22 — It's good news for skilled mechanics and foremen in the State service.

Their petition for higher pay, made between July and November 1949, has been favorably acted upon by the Classification and Com-

pensation Division. J. Earl Kelly, State Director of Classification, has already sent the recommendation to the Budget Director. About 300 employees will be affected.

Grade 8 to 9

Mr. Kelly recommended that the following classes be reallocated from Grade 8 (\$2,622-\$3,312) to Grade 9 (\$2,760-\$3,450):

Asbestos worker, blacksmith, bracemaker, carpenter, locksmith, motor equipment repairman, painter, rigger, roofer and tinsmith, sheet metal worker, welder.

A recommendation was also included that four classes be reallocated from Grade 11 (\$3,036-\$3,726) to Grade 12 (\$3,174-\$3,864):

Bracemaker foreman, carpenter foreman, maintenance foreman, Painter foreman.

Some Titles Not Included

Mr. Kelly added that no decision has yet been made in the case of a few additional titles which had also been included in the request for review. These titles are glazier, upholsterer, maintenance man. "We feel," said the Director, "that in such classes of employment, there are differences which set them apart from the classes for which we are recommending salary changes. We feel that because of the work, training and experience differences, any review of the salary allocations of these classes should be accompanied by separate appeals."

Main Arguments

In making the upward pay adjustments, Mr. Kelly cited two main arguments put forward by

(Continued on Page 11)

Fire Dept. Groups Seek \$350 Raise

An immediate \$350 increase in pay for all members of the uniformed force of the NYC Fire Department was requested by John J. Broderick, president, the Uniformed Fire Officers Association, and John P. Crane, president, the Uniformed Firemen's Association, in a joint letter to Mayor William O'Dwyer. The two presidents outlined methods of raising the additional revenue to finance the raise.

Also, the letter proposed means of raising additional revenue so that next year NYC employees generally could receive a \$250 increase.

The letter also gave the results of a survey which showed that the purchasing power of the pres-

(Continued on Page 15)

\$1,000 Raise Asked for Technicians, Pharmacists

A \$1,000-a-year raise for X-ray technicians and pharmacists was requested by the American Federation of State, County and Municipal Employees, in an interview with Joseph E. O'Grady, Director of the Mayor's Division of Labor Relations. Mr. O'Grady promised to bring the matter to Mayor William O'Dwyer's attention.

New Drive Begins to Exempt Pensions from Income Tax

By H. J. BERNARD

WASHINGTON, May 22—A renewed drive is on to exempt government employee pensions from Federal income taxation. Social Security pensioners are exempt from such taxation up to \$1,020 and Railroad Retirement System pensioners to \$1,440. Those are the pension limits, not the tax exemption limits.

The Civil Service Employees Association of New York State has been backing an exemption move for pensioners of State and local governments for years. Various

teacher organizations have been active on the same project. Now efforts are being made to get the American Federation of Labor and the CIO also to support some measure that will represent the united stand of public employees.

Van Name Makes a Proposal
One solution has been proposed by Ralph L. Van Name, secretary of the NYC Employees Retirement System, who in a letter to Walter F. George, chairman of the Senate Finance Committee, proposed an amendment to H.R. 6000. The measure is to be reported out by

the Senate Finance Committee tomorrow. It has been passed by the House.

"You know that by existing law (Railroad retirement) or by construction (Social Security), both railroad and social security pensioners are totally exempt from Federal income tax on all of their pensions, whereas the pensions of teachers and other employees of the States and municipalities are taxable for Federal income tax," wrote Mr. Van Name.

"Particularly as the bill origi-

(Continued on Page 2)

Assn. Studying Salary Picture

By HELEN NOLAN NEIL

ALBANY, May 22—Should the State salary structure be revised? Should a new minimum salary be established, based on the State Labor Department's estimate of a \$2,038 income as basic for a decent standard of living?

Should State employees begin to lay their lines for an overall wage increase request?

These were the three general questions submitted to members

of the Salary Committee of the Civil Service Employees Association at a meeting held May 16. No decisions were made, pending completion of work assignments which will provide the information on salaries for the Association's program.

Reports on these assignments will be made about June 15.

Attending the meeting were David L. Shultes, Insurance chair-

(Continued on Page 11)

Civil Service Employees Assn. Attains All-Time Membership High; 50,000 Goal Within Sight

ALBANY, May 22—An all-time record has been established in the membership campaign of The Civil Service Employees Association.

The State Division announced that its membership now exceeds the figure of May last year. Total

paid membership in the State Division alone—not counting the County Division—is 40,100. Moreover, substantial additional increases in the membership strength of the State Division is anticipated within the next few weeks, on the basis of informa-

tion obtained from the organization's field representatives. Last year, as of this date, the State Division's paid membership was 38,300, indicating that the membership is now 1800 ahead.

Together with County member-

(Continued on Page 3)

Exam Study Books

Study books for Social Investigator, Employment Interviewer, Assistant Unemployment Insurance Claims Examiner, Practical Nurse, Motor Vehicle License Ex-

aminer and other popular exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y. two blocks north of City Hall, just west of Broadway. See advertisement p. 15.

Special Supplement on Age-55 Retirement Plan

AS A SERVICE to readers, there is now being prepared for the CIVIL SERVICE LEADER a special 4-page supplement dealing with the 55-year retirement measure which is now State law. Prepared with the advice and assistance of experts, the supplement will answer in the simplest, most readable language, the questions being asked about the 55-year plan by employees who are members of the State Retirement System. The supplement will appear in a forthcoming issue. Don't miss it.

STATE AND COUNTY NEWS

Employee Dropped by 'Resignation' Device Is Ordered Reinstated

By MORTON YARMON

S. David Stutson, a Beverage Control Investigator whom the State Liquor Authority declared had "resigned" because he had failed to return to work after a year's excused absence without pay, was ordered reinstated by unanimous decision of the Appellate Division, First Department.

Mr. Stutson had brought a proceeding in the Supreme Court, Bronx County, seeking reinstatement on the ground that he had been led by the Liquor Authority to believe that his leave would be extended, only to be suddenly confronted with the Authority's announcement that he was deemed to have resigned, under an interpretation of a section of the Rules of the State Civil Service Commission.

Association Aids Employee

Following denial of his petition by Special Term of the Supreme Court, Mr. Stutson appealed, through Attorney David Greenstein, to the Appellate Division. Before the appellate court Attorney Emil K. Ellis argued the appeal on Mr. Stutson's behalf and Attorney John T. DeGraff submitted a brief supporting the ap-

peal on behalf of The Civil Service Employees Association.

Mr. Stutson's absence resulted from serious illness, the petition set forth, and medical proof was obtained by the Authority. Also, the Authority had requested the Commission to approve an extension of the leave for another year, and on the very day that the first year's leave was up, the Commission granted the request, the petition added. Mr. Stutson says he relied on the additional leave and also on the solicitude about his health shown by the Authority. He did not present himself for resumption of work until September, about four months after the first year's leave had expired. He admitted that had the Authority done nothing after the expiration of the first year's leave, he would have been deemed to have resigned, as the Rule provides, as of the date when the absence began, but that he had been led on.

Calls Acts Unconscionable

"We submit," said Mr. DeGraff in his brief, "that the respondents, (members of the Liquor Authority), by their unconscionable acts lulled the petitioner into a sense of false security and maneuvered him into a situation in which he is declared to have 'resigned,' although it is manifest that he had no intention to resign from the service."

Discussing the sudden shift of tactics by the Authority from a request for approval of additional leave to a declaration that a "resignation" had taken place, Mr. DeGraff said:

"The facts are so patent that they seem to us to reveal a concerted plan to create a situation in which a technical 'resignation' could be claimed.

Late Information

"Good faith and fair dealing require that respondents inform a sick employee that his leave will be extended or that it will not be extended. Such information should be available in sufficient time to enable the employee to act. . . . The employee in the instant case was not told until after his leave expired that it would not be renewed."

The Association brief charged that the "employee was tricked into a so-called 'resignation' by the change of heart of some undisclosed person in the Liquor Authority."

The Appellate Division's order required the Authority to reinstate Mr. Stutson "immediately and forthwith."

Income Tax Exemption Backed By Senator Ives

(Continued from page 1)

nated in the House and must again be passed on by the House, your committee can easily end this unjustifiable discrimination by a line or two in the Finance Committee draft along these lines:

"Such federal income tax exemption as is granted by this statute or by any construction thereof shall not be withheld from pensioners of any governmental retirement system, whether on the federal, State or municipal level."

"Fortunately, little revenue is at stake. If it were greater, it still would be imperative to remove the discrimination in taxation of governmental pensioners without further delay."

Ives Supports Exemption

A copy of the letter was sent to Senator Irving M. Ives of New York by Mr. Van Name, who received a reply in which Senator Ives said:

"It is regrettable that something was not done by the committee about the problem to which you call attention, but you have my assurance that it will receive my careful consideration when before the Senate for debate.

"I feel very strongly that action of this nature, which would make our tax laws more equitable, is much needed and should be taken as soon as possible."

After the House passed H.R. 6000 strong objection was voiced to a provision in the bill which would have authorized members of existing State and local governmental pension systems to vote themselves into the Social Security System. An amendment was agreed upon in principle, whereby public employees who have no pension system of their own, may come under Social Security, but not those who are now members of adequate governmental pension systems. The text has not yet been released.

Senator George's Reply Awaited

The fight against wide inclusion was won after protests by The Civil Service Employees Association, the Uniformed Firemen's Association, the Patrolmen's Benevolent Association, the Civil Service Forum, and other NYC employee organizations, and with the support of both of New York's Senators, Herbert H. Lehman and Mr. Ives.

A copy of Mr. Van Name's letter was sent to Senator Lehman, who replied that the taxing of governmental pensions does appear unfair, but that general tax legislation is usually handled separately from Social Security legislation.

Word is yet to be received from Senator George as to his stand regarding Mr. Van Name's proposal.

Van Duzer Honored

MIDDLETOWN, May 22—State Assemblyman Wilson Van Duzer, a resident of Middletown, was signally honored "for services on behalf of the civil service employee" at a huge dance held in the Middletown Armory on Saturday, May 13.

Spearheaded by Francis A. MacDonald, chairman of the Southern Regional Conference, the event brought approximately 500 civil service employees and friends into the huge auditorium. The dancing was marshalled by two bands, and perhaps the largest variety of steps ever witnessed in Middletown were performed on the floor, there were square dances, barn dances, waltzes and all other ballroom dances, mazurkas.

Superintendent Present

Among the guests present were Superintendent Alfred Cohen of the Warwick State School for Boys and Mrs. Cohen; Deputy Superintendent Fred Appelton; Kay Randolph and a delegation from Westfield State School; Maxwell Lehman, LEADER publisher.

Buffet lunch was served, cafeteria style.

The money taken in has been donated to the patients at the

Veterans Administration hospital at Castle Point.

Assemblyman Van Duzer is known for his vigorous advocacy of the Mitchell-Van Duzer bill which modified veteran preference in New York State, and for his support of other public employee objectives.

One of the unique aspects of the event was this: No speeches.

Rent Control Jobs Sifted

ALBANY, May 22.—The civil service, title and pay grades of approximately 500 temporary employees of the State Rent Control Division will be determined by the Classification and Compensation Division by July 1.

At the present time, these 500 employees, transferred from Federal authority, are continuing their duties under Federal classification in the area's rent control offices throughout the state. All made application for state employment at the time the office changed from Federal to State jurisdictions on May 1.

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STATE AND COUNTY NEWS



State Armory employees with more than 20 years of service are here seen receiving their 20-year awards, at a meeting of the Harlem Valley Armory Employees on May 10. Service of from 23 to 43 years is represented in this group. Left to right: P. H. Roe, Catskill, J. F. Carroll, Newburgh, W. B. Millard, Peekskill, E. A. McCoppin, Foughkeepsie, M. F. Beake, Kingston, J. E. Middlebrooks, of the Adjutant General's Office, making the awards of scrolls, and Robert B. Minerly, past president of the chapter.



The Public Employee

By Dr. Frank L. Tolman
President The Civil Service Employees Association Inc. and Member of Employees Merit Award Board

A FRESH LOOK AT AN OLD PROBLEM

CLASSIFICATION and Compensation are firmly wedded in both the Classification and Compensation Division and the Classification and Compensation Appeals Board. Classification comes first in the official titles of both agencies. Compensation comes after Classification, which suggests that salaries follow and depend upon proper Classification.

The aim of classification is to take a job apart, to analyze the job, to determine just what the essentials of the job are; what its primary characteristics are, how it differs from and how it is related to similar jobs, what are its distinguishing complexities and its chief difficulties; what training and what experience are necessary for the proper performance of the position.

The essential nature of classification is that it deals with particular single jobs. Each job is treated separately as if it were unique and different from every other job. This is done simply to ensure impartial and fair study of each job for the next step is to arrange similar jobs into groups or classes under a common title. These common descriptive titles become the official title of all the jobs sufficiently alike to be treated equally in salaries, civil service examinations, promotion, etc.

Salaries Based on Classification

Salaries are determined largely on the basis of classification. Nearly every salary appeal is based on the inherent nature, duties and responsibilities of the job as determined by a proper classification study.

An element that is distinctly different from classification but which frequently intrudes to complicate things, is administrative organization. Organization charts deal with interworking relationships of different jobs in a simple or complex operating organization. Good public administration certainly depends on using jobs to the best advantage. The art and science of public administration is of a different order than the technical processes which it uses to attain its ends of economy and efficiency.

A fundamental problem for employees lies in the confusion that surrounds appeals which may involve correct classification, fair salaries and problems of organization and administration.

Broader Procedure Indicated

I venture to suggest that a broader procedure may be indicated in which all the actual facts and conditions relating to an appeal are brought into focus. In the past with two separate and distinct boards, this was difficult, if not impossible. The Classification Board could not make any decision on salaries and the Salary Board could not act on any matter of title or specifications. Administrative factors were chiefly the concern of the Department and the Budget and had chiefly a veto value.

It should now be possible to look at a job as a whole, giving due consideration to all the factors which make it important. Classification studies should give expert advice on the structure and function of the job. Compensation studies should provide going rates, available sources of supply turnover, salary trends, etc. Administrative and personnel studies should indicate the place and importance of the job in the operating mechanism, work relationship, in-service training needs, actual working conditions, promotion opportunities and morale factors.

Two-Thirds of the Job

The present Division and Appeal Board offer opportunity to accomplish two-thirds of the whole job in making it possible to consider at one time both the proper classification or job analysis and the compensation that will attract the best qualified persons to the job.

In its early days the Budget Director sat as a member of the Salary Board and all decisions and determinations were openly arrived at. Is it too much to hope that the Director of the Budget may again decide that the veto power is less important in the long run than decisions jointly arrived at in full and open conference with the salary team?

Metro Group Gives Unique Refresher Training Course

Something for State employees — a General Education Refresher Course: 45 Enrolled

Forty-five students have enrolled, and they represent employees from Public Works, DPUI, Brentwood, Creedmoor, and Manhattan State Hospitals. The Conference Education Committee, of which Elizabeth Mooney is chairman, is responsible for the course. Sidney Alexander is Conference chairman.

Correction Aides Discuss Wide Variety of Problems

NEWBURGH, May 22—The second meeting of the Correction chapters of the Civil Service Employees Association was held at the lower Hudson Regional Market, Newburgh. All Correction institutions south of Albany were represented, except Westfield State Farm and Greenhaven State Prison.

Chapter President Charles Scully of Sing Sing Prison presided as chairman and introduced Charles Lamb, Delegate of Sing Sing Prison, who explained the purposes of such meetings.

Mr. Lamb spoke on the necessity of the chapter members instructing delegates properly. "A delegate is only a messenger conveying the wishes of his chapter members at Association meetings or the wishes of all the employees at the commissioner conferences," he said.

40-Hour Week

The 40-hour week was discussed. Those present were asked to bring back to their chapters the information that "we have a 40-hour week for pay purposes only, as an executive order of the Governor and at the discretion of the Bud-

get Director, which can mean a 20% cut in salary at any time. A realistic 40-hour bill was sponsored in the Association last year but was turned down."

Unity

Mr. Lamb introduced Francis A. MacDonald, 2d vice-president of the Association, who spoke on the need for greater unity among the employees of the State, as the best means of making greater gains and receiving more recognition.

Departmental representative Harry Fritz spoke on the value of this type of meeting to insure the dissemination of important information by discussion, rather than the cold method of letter-writing.

Longevity Pay

Mr. Lamb brought up the question of the longevity pay bill, whereby increases after 10, 15, and 20 years of service would be rewarded by additional increments.

Minimum Pension

A discussion arose as to the possibility of having a minimum pension for all employees and this minimum "large enough to more than just sustain life." It was pointed out that employees in the upper brackets did not have to

worry about paying annuities or deficiencies but the \$2,000 or \$3,000 employee would never be able to accomplish this feat.

Matteawan and Dannemora

An issue about salary difference and competitive status was raised by the delegation from Matteawan. It was pointed out that they have been fighting this issue for years without much success. They stressed the need of support from other employees.

It was brought out that the "New York State Red Book," containing "thumb-nail" information about all the members of our State Government including members of the Senate and Assembly should be in the possession of each chapter for reference material. Mr. MacDonald offered his service in securing these books for the various chapters from the Albany office.

Chairman Scully asked those present for their opinions on the advisability of continuing these group meetings and it was unanimously agreed that they be continued in the future.

Members from Matteawan offered to sponsor the next meeting in September.

Assn. Reaches All-Time Membership Record

(Continued from Page 1) ship, the year's goal of a 50,000 membership total is near realization.

Dr. Frank L. Tolman, Association president, announced that special commendatory certificates will be issued to every chapter which has enrolled 75 per cent or more of the eligible employees. Certificates will also be issued to all chapters who have been successful in securing an increase over last year's membership total.

McFarland and Stearns Lead

Plans are being made to have the certificates presented through the state-wide Membership Committee, which is comprised as follows: Jesse B. McFarland, co-chairman; J. Allyn Stearns, co-chairman; and State Division members John J. Cox, Margaret Fenk, Marie Owen, Everett H. Quinn, Joseph T. Waters.

Some Are 100%

A membership report issued by Association headquarters a few days ago indicates that the following chapters have now attained a 75 per cent or better membership standing:

- Morrisville, 100.
- St. Lawrence County Public Works, 100.
- Columbia County Public Works, 100.
- Hudson Valley Armory Employees, 100.

- Orange County Public Works, 100.
- Albany Division of Parole, 99.
- Ray Brook State Hospital, 98.
- Veterans' Vocational School, 97.
- Cobleskill, 97.
- Oxford, 94.
- Albion, 93.
- Department of Agriculture & Markets, Albany, 92.
- Niagara Frontier, 91.
- Public Service Motor Vehicle Inspectors, 90.
- State School for the Blind, 90.
- Bridge Authority, 90.
- Metropolitan Public Service, 88.
- Vocational Institution, 88.
- Education Department, Albany, 87.
- Broadacres, 86.
- Hudson Training School, 85.
- Westfield State Farm, 85.
- Thomas Indian School, 85.
- Albany Conservation Department, 84.
- Clinton Prison, 84.
- Canton Agricultural & Technical Institute, 84.
- Public Service, Albany, 83.
- Attica State Prison, 83.
- Craig Colony, 82.
- Great Meadows Prison, 81.
- Capital District Armory Employees, 80.
- Syracuse State School, 80.
- Willowbrook State School, 80.
- Western New York Armory Employees, 79.
- Fort Stanwix (Rome State School), 78.
- Dannemora State Hospital, 78.
- Walkkill Prison, 78.

- Albany Correction Department, 78.
- Armory Employees of Syracuse & Vicinity, 77.
- Rochester, 77.
- Auburn Prison, 77.
- New Hampton, 77.
- Genesee Valley Armory Employees, 76.
- Forest Protection, 75.
- Not included in the above are the following chapters that have exceeded their last year's membership total:
- Albany Office, Department of Law.
- Division of Laboratories & Research, Albany.
- Civil Service Department, Albany.
- James E. Christian Memorial, Health Department.
- Motor Vehicle, Albany.
- Albany Department of Labor; Insurance Department Chapter, Albany.
- Binghamton.
- Brooklyn State Hospital.
- New York Parole District.
- Pilgrim State Hospital.
- Creedmoor State Hospital.
- State Insurance Fund.
- Hudson River State Hospital.
- Rockland State Hospital.
- J. N. Adams Memorial Hospital.

County Report

A progress report on the membership campaign being conducted in the County Division of the Association will be carried in next week's LEADER.

STATE AND COUNTY NEWS

Chapter Activities

CIVIL SERVICE EMPLOYEES ASSOCIATION

Nassau County

THE NASSAU county chapter held its first annual dinner-dance-entertainment-meeting on Tuesday, May 16. All pronounced it a "splendid" event, and the results were seen in immediate requests of non-members present for applications into the Association.

George Uhl, chapter president, set the pace for the meeting with a carefully planned program, staged at the South Shore Terrace in Merrick, L. I. A galaxy of guests was present. Among them John F. Powers, 1st vice-president of the Association; J. Allyn Stearns, 3d vice-president; Donald Simmons, of the Municipal Service Bureau, Civil Service Commission; Charles Culyer and James Pigott, Association field representatives; Maxwell Lehman, LEADER publisher.

Mr. Stearns presided, and kept his audience in delighted laughter with one sparkling story after another. But in serious vein, he explained the necessity of strong employee organization, contrasting the situation in Nassau with that in Westchester.

Mr. Powers brought the greetings of Dr. Frank L. Tolman, Association president, to the group. He also told them that, as a Nassau County resident himself, he was always ready to help the chapter.

Mr. Culyer took the word "security" as his theme, pointing out to the assemblage that only by their own strength do employees gain real security and the ability to move forward.

Mr. Lehman told the group the story of the dismissals and reinstatement of civil service employees in Schenectady, pointing to the diverse factors involved in that situation. He looked upon it as an example which indicated, among

other things, the necessity of a proper public relations program.

A professional floor show completed the evening.

Both Mr. Uhl and Mr. Stearns thanked the committee which had arranged the successful event (their names will appear in next week's LEADER). Mr. Uhl added that by next year's celebration the chapter will have three times its present membership.

Brooklyn State

THE BOARD of directors of the Brooklyn State Hospital chapter recommended that the chapter sponsor a bowling team and purchase shirts for members of the team. It is planned to have matches with other chapters next year.

The board also recommended the distribution of daily newspapers as compliments of the chapter to ill employees in Sick Bay. Philip Mastridge heads this project.

A nominating committee, headed by Lida McDonald and including Henry Girouard, George Farrell and Charles Rumsey, is preparing a proposed slate of officers for 1950-51.

Application forms for the new 55-year retirement plan may be obtained from Herman Kraus in the Payroll Office. All employees are urged by the chapter to take advantage of this plan. If you have any questions concerning the plan please consult Lida McDonald.

Congratulations in the Stork Department: to Dr. and Mrs. Paul Tarantola (it's a boy); to Mr. and Mrs. William Stepton (it's a girl).

To the following in the Sick Bay, hurry and get well: John McCoy, Tom Gane, George Cerillo, Pete McKenna, Charles Selitto, Dr. Agnew, Margaret Belford, Louis Cohn, Brooks Keyes, and Cleona Whitfield.

What Employees Should Know

HOW PRIVATE IS A PUBLIC EMPLOYEE'S LIFE?

By THEODORE BECKER

YOU HAVE probably heard, or heard of, the supervisor who says he doesn't care what you do on your own time after hours so long as you do a good day's work on the job. This type of supervisor is, and for some time now has been, the subject of considerable adverse criticism by the new school of personnel managers.

The modern supervisor is expected to take an active interest in what his staff does "off-the-job." Such outside activities, and attitudes that are developed as a by-product, are recognized as having a profound effect on the employee's "on-the-job" attitudes and performance. This "human" approach to personnel relations is being fully expounded by writers primarily interested in private personnel administration. But the existence of limitations on the outside activities by public employees has long been recognized and required by no less authority than State and Federal law.

Statutory Limitations

For example, we are familiar with limitations on otherwise legitimate political activities such as are imposed by the Federal Little Hatch Act. This bars active participation in a political campaign by State or local employees whose salaries are paid in whole or in part out of Federal funds.

Some statutes and local laws prohibit political activities, in varying degrees, by the holders of specified public office. Some declare that an official convicted of a felony is deemed to have vacated his job. Others declare felons ineligible for certain public offices.

But suppose a public employee commits an act of misconduct on his own time for which he has not been convicted criminally and which does not appear related to the duties of his job. Is this any business of his supervisor or his appointing officer? And if so, can they do anything about it?

The Supreme Court in New York County was recently faced with this problem in proceeding brought by a former civil engineer, in the New York City Department of Housing and Buildings, who had been dismissed on charges from his competitive class position.

Indictment Dismissed

It appears that the employee had been arrested and indicted for sodomy, but the indictment had been dismissed on the recommendation of the District Attorney because he did not feel that the guilt of the defendant could be established beyond a reasonable doubt—the test in criminal cases. However, the accused had signed a confession (which he claimed was obtained by force), and charges were brought against him by his department head. A hearing was held. The hearing officer found no proof that the employee was guilty beyond a reasonable doubt, although he found that the confession had been signed in the presence of two police officers who were witnesses at the hearing. On review, the Commissioner of Housing and Buildings found the employee guilty of the charge and directed his dismissal from the service.

In his suit for reinstatement the employee urged that with the indictment dismissed, the alleged action could not form the basis of departmental charges; that the sodomy charge had nothing to do with his competency on the job; was not connected with his duties as an employee; and even if committed, was not committed during working hours.

Dismissal Upheld

The Court saw no merit to these contentions. It ruled as follows:

1. The dismissal of the indictment has no bearing upon the disciplinary proceedings.
 2. The rule of reasonable doubt does not apply to the hearing of departmental charges.
 3. The charge, if true, established such a disregard of morality and decency as to constitute convincing proof of misconduct, evidencing unfitness for the official position he occupied, or any other.
 4. The Commissioner had enough evidence on which to base a finding of guilty. The Commissioner had come to the conclusion that the employee's action "would necessarily affect his efficiency, that his duties bringing him in constant personal contact with the public, some of whom are women," and that his reinstatement would have a bad effect upon the morale and efficiency of his fellow employees.
- Accordingly, the petition for reinstatement was dismissed. (Berman v. Gilroy, 4/16/50 N. Y. Law Journal, 1316 col. 7)

Armories

Hudson Valley

AT THE ANNUAL meeting of the Hudson Valley Armory Employees chapter the following officers were elected for the coming year: President, Alfred W. Aldrich, State Armory, Poughkeepsie; vice president, Burton T. Giles, State Armory, Kingston; Executive secretary, Lewis N. Greene, State Armory, Newburgh; Treasurer, Arthur W. McDonald, State Armory, Mt. Vernon; recording secretary, Michael S. Galvin, State Armory, Yonkers; delegate, Benjamin Alulis, State Armory, Poughkeepsie.

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Mid-State Armory Employees

THE MID-STATE Armory Employees Chapter of the Civil Service Association of the State of New York held its annual meeting and election of officers Saturday, May 13, at the State Armory, Watertown. The employees of the following State Armories comprise the Mid-State Armory Employees Chapter: Malone, Ogdensburg, Rome, Parkway East, Utica, State Infantry Armory, Watertown, Naval Militia Armory, Watertown, Mohawk, Oneonta, Saranac Lake, Steuben Park, Utica.

The guest speakers were Mr. Clifford G. Asmuth, Chairman, Conference of Armory Employees, and Mike Murtha of the Conference Legislative Committee.

The following Officers were elected for the year 1950:

W. Bernard Lawrence, President; Clarence C. Goode, vice-president; Henry G. Cole, secretary; Clarence G. Phillips, treasurer; Peter Smith, Mohawk, N. Y. and Clarence C. Goode, Watertown, Conference delegates.

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STATE AND COUNTY NEWS

35,000 Years of Employee Service Recognized by State Mental Hygiene Department

ALBANY, May 22.—Twenty-three administrative office employees and four special agents of the State Department of Mental Hygiene received insignia marking their 25 years or more of service in that department. This concludes a series of ceremonies held during the past few months by which the department, for the first time in its history, made formal recognition of the quarter-century or longer service of employees. The combined service of the 1,178 employees who qualified for awards totals 35,000 years.

Employed mainly in the 27 institutions administered by the department at various locations in the state, 712 have been on duty from 25 to 30 years, 370 from 30 to 40 years, and 70 for more than 40 years.

Dr. Newton Bigelow, Commissioner, commended employees for

devotion to public service and for teamwork.

Started in 1897

Alanson H. Blydenburgh, a carpenter at Central Islip State Hospital, has the longest service record of any employee in the department. On August 30, 1897 he started work as a wheelwright at Kings Park State Hospital, where he remained until 1914. After eight months out of state service he took employment at Central Islip, where he has remained continuously from that time.

52 Years of Service

Longest in continuous service is Mary Flanagan, senior clerk at Manhattan State Hospital, Ward's Island, New York City, who started working at the same institution in February 1898 as an attendant. After advancing to the position of supervising attendant, highest grade in that service, Miss Flanagan in 1928 transferred to clerical work in which she has advanced through several grades to her present position.

Doran Has 39 Years

Daniel J. Doran, who heads the bureau of business administration, has the longest service record of the Albany office employees. Assistant to the Commissioner, Mr. Doran is responsible for management of the department's budget amounting to

more than \$115,000,000 a year. He has been employed in the department for the past 39 years, starting work as a junior clerk in 1911 and advancing through many grades to his present high executive office. Runner-up in length of service is Dudley B. Mattice, senior state accounts auditor, who started in 1911 two months later than Mr. Doran, as a stenographer.

25,000 Employees

Referring to the two institution employees who had been in service for more than 50 years, Dr. Bigelow said they have witnessed the introduction of practically all forms of modern therapy for mental disorders and have seen the expansion of the Department of Mental Hygiene to its present status as the largest department of the state government, with 25,000 employees.

Employees who received the awards represent all grades in the civil service classification of personnel. Included are doctors, nurses and attendants, kitchen and laundry workers, clerical help, skilled workmen and laborers, cooks and bakers, maintenance men, institution police and firemen, and others engaged in the administration and operation of the state hospitals and schools of the mental hygiene system.

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— An Invitation —

Those who have filed applications for any of the following examinations are invited to attend a class lecture as our guests:

- SOCIAL INVESTIGATOR - TUES. at 6:30 P.M.
- STEAMFITTER - MON., TUES., or THURS. at 7 P.M.
- ELECTRICAL INSPECTOR - TUES. at 7:30 P.M.
- INSPECTOR of ELEVATORS - WED. at 7:30 P.M.

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Chapter Activities

Civil Service Employees Assn.

State College

Cornell

THE ANNUAL DINNER of the State College chapter, Cornell University, was held in the South Lansing Grange Hall.

A baked ham dinner was served to 80 members and guests. The tables were decorated by the committee with yellow candles, crepe paper and flowers.

Dr. J. H. Bruckner, vice president, was toastmaster.

Dr. Albert B. Corey, executive representative of the Education Department on the board of directors of the Civil Service Employees Association, was the guest speaker and gave an interesting talk about the placing of historical signs about the country.

Mayor Stanley C. Shaw of Ithaca and Larry Hollister, field representative of the Association spoke.

The diners were entertained by J. Beris, accordion player, of Ithaca College. Song sheets were furnished for group singing.

Ernest Newbury, son of Mr. and Mrs. Clarence Newbury, entertained with piano numbers. R. S. Brewer, amused everyone with his magic card tricks.

Wantagh

THE MEMBERS of the Long Island Interstate Park chapter at their regular monthly meeting, held at the fire house at Wantagh, heard James B. Kavanaugh, of Conservation Department headquarters at Babylon, discuss the prospects of the Assn's 25-service-year retirement legislation, and Sidney Alexander, chairman of the Metropolitan Conference, discuss the functions and importance of Regional Conferences.

Refreshments were served. The next meeting will be held at the same place on Monday, June 19. A half-hour movie film, "Jones Beach," will be exhibited. It was taken by George Mesaros of the Amateur Cinema League.

George Siems is president of the chapter.

Chips of Old Blocks Win Oratory Prizes

ALBANY, May 22 — Laurence J. Hollister, Jr., son of the field representative of The Civil Service Employees Association, and Barbara Hungerford, daughter of Isaac Hungerford of the State Retirement System, were first prize winners at the ninth annual interclass speaking contest at Altamont High School. Miss Hungerford rated highest among the girl contestants and Mr. Hollister was tops among the boys. The prizes were awarded for interpretation, enunciation and poise.

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STATE AND COUNTY NEWS

Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Rochester

THE 40TH ANNIVERSARY affair of the Rochester chapter was celebrated at the Annual Spring Dance, which was held at the Hotel Rochester, May 13.

J. Allyn Stearns was principal speaker. He gave the highlights of the accomplishments of the State Association from 1920 to the present. He paid tribute to the unselfish work of the many members through the years, who have helped bring about the gains made, and suggested that new members ask not what to do for us but rather what we can do for the Association.

John J. Conway Jr., Assistant

District Attorney in Rochester, briefly described his work as Regional attorney in the Association and his desire to be useful to the local chapter.

Other guests were Senator Raymond B. Tuttle, Assemblyman and Mrs. A. Gould Hatch, Assemblyman and Mrs. Raymond H. Combs, Mrs. Joseph O'Brien, Mr. and Mrs. Raymond L. Munroe and Mrs. John J. Conway Jr., Joseph O'Brien, District Administrator, Workmens Compensation Board was toastmaster. He introduced the newly elected officers of the chapter, and extended greetings to the Syracuse delegation, consisting of Doris LeFever, Helen Hanley, Molly Doyle, Etola Muckey. He also paid highly de-

served credit to Hugh Lee, General Chairman of the dinner.

Dancing in the Garden Room concluded the evenings activities.

Department of State

AT A RECENT meeting of the Department of State chapter, Civil Service Employees Association, the following officers were chosen to serve for the coming year: President, Joseph Reilly, License Division; Vice President, Marguerite Varriall, Corporation Division; Treasurer, Darwin Kyser, License Division; Secretary, Mary Martin, License Division; Delegates, Edward Gilchrist and Viola Zimmer, both of the Corporation Division.

Cayuga Chapter Holds Second Annual Dinner

AUBURN, May 22—"Civil service employees have the real responsibility for whatever good government we have," William F. McDonough, executive representative of The Civil Service Employees Association, declared in addressing 150 guests at the second annual dinner of the Cayuga county chapter of the Association in Auburn.

He pointed out that the Association, now observing its 40th birthday, has always held to the faith that good government is dependent upon the application of the merit system provisions on the State Constitution.

"This provision," he added, "calls for the selection and promotion of the best trained and experienced citizens for civil government on all levels of government within the State."

"It is unfortunate that despite the proven worth of the merit system, it is only partly or poorly applied in many governmental units. This calls for an awakening of civic spirit throughout the State."

Mrs. Alyce J. Bogert, president of the chapter, a case worker in the Auburn Welfare Department, was toastmistress. She introduced Mr. McDonough and Assemblyman

Charles A. Cusick, the speakers, also the guests of honor, including Vernon Tapper of Syracuse; John Mullaney, president of the Prison Guards chapter, and Marie Harwood, chairman of the dinner committee.

LEGAL NOTICE

CITATION. — The People of the State of New York, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of George Kupranitz, deceased, if living, or if dead, to the executors, Administrators and next of kin of said "Mary Doe", deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of George Kupranitz, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of GEORGE KUPRANITZ, deceased, who at the time of his death was a resident of 1873 Second Avenue, New York City, Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 23rd day of June, 1950, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. **WITNESS,** Honorable William T. Collins, Surrogate of our said County, at the County of New York, the 5th day of May in the year of our Lord one thousand nine hundred and fifty.

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

CITATION. — The People of the State of New York, By the Grace of God, Free and Independent, To EMIL BURGIN, HEDWIG SCHIESS, ELLA BURGIN, ELIZABETH SAUTTER, JAMES BURGIN, the next of kin and heirs at law of KATHERINE T. SKINNER, deceased, send greeting:

Whereas CHARLES S. SKINNER, who resides at Hudson View Gardens, West 183rd Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 16, 1948 relating to both real and personal property, duly proved as the last will and testament of KATHERINE T. SKINNER, deceased, who was at the time of her death a resident of Hudson View Gardens, West 183rd Street, Borough of Manhattan, City and 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 19th day of June, one thousand nine hundred and fifty, 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 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 8th day of May in the year of our Lord one thousand nine hundred and fifty.

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

JENKS, HARRY.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent TO Edna Kanzer, Rita Severs, Hartford Accident & Indemnity Co., Bernard Kappell, Collector of Internal Revenue, 3rd District, State Tax Commission, Louis Lerner, Robert Edelman, Schreiber & Memmo, Inc., N. Y. Telephone Co., Dr. Kurt Lange, Lawer & Binder, Charles Cox, Phil Cooper, Inc., Fineberg & Rubin, Baroda Furs, C. R. Jones, Jr. Inc., Regent & Sons, Inc., Dr. Alexander Bonis, Rotholz Bros., Chernak Furs, Inc., Soloff & Wechsler, Inc., Sidney Lambert, Inc., F. D. Service, Inc., Center Printing Co., Levy-Theisen, Inc., General Fur Cleaners, Inc., Celano Bros, Inc., Homer Zograph & Co. Inc., Rockefeller Center, Inc., John Capasso, Gabriel Abel, George Klavens, Richard Parsells, Christy Eberling, Rose Fromm, Buckingham Florist, Weber & Heilbronner, Dr. Sidney L. King, N. Y. Times, S. Freirich, Inc., Beesie Scabrook, William Sloan and Camille M. Berg, Administratrix, Estate of Herman Berg, Deceased, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of HARRY JENKS, deceased, who at the time of his death was a resident of 137 Riverside Drive, New York City, Send Greeting:

Upon the petition of MAX SCHREIBER, residing at 35 Eastfield Road, Mount Vernon, New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 27th day of June, 1950, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of MAX SCHREIBER, as Executor should not be judicially settled, and why the Executor should not be authorized to reserve the balance, on hand, applicable to the payment of general creditors, to meet possible income tax assessments which may be made upon final audit of the decedent's returns.

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, at the County of New York, the 17th day of May, in the year of our Lord one thousand nine hundred and fifty.

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

Advertisement ADVERTISEMENT—NYC TEACHERS Advertisement

Mr. MAYOR

HOW LONG do you intend to force the High School Teachers of this city to struggle along on a proposed 25.6% salary increase over the past 21 years?

We feel that the public is entitled to know that, despite our repeated requests for the past eight weeks, you have refused to discuss this matter with our accredited representatives.

HIGH SCHOOL TEACHERS ASSOCIATION

The only organization that speaks for high school teachers exclusively.

Dick Tracy Helps

Chester Gould, creator of Dick Tracy, has donated the aid of his comic-strip hero to the New York State Department of Labor in its campaign to inform school children they must have working papers to get jobs this summer.

Mr. Gould has drawn a poster, now widely distributed over the State, depicting Dick Tracy with his two-way wrist watch radio, calling all boys and girls between the ages of 14 and 17 to get working papers for their summer employment.

To acquaint the State's youngsters with the provisions of the labor law the posters are being placed in all public and parochial schools, theatre lobbies, business and mercantile establishments grange halls and public buildings.

LEGAL NOTICE

THREE BUILDINGS STATE DEPT. OF PUBLIC WORKS POUGHKEEPSIE, N. Y. NOTICE TO BIDDERS

Separate sealed proposals covering Construction, Heating, Sanitary and Electric Work for Boiler Plant (Building No. 6), Shop and Garage (Building No. 7), and Chlorination Building (Building No. 8), State Department of Public Works, District No. 8, Poughkeepsie, N. Y. in accordance with Specifications Nos. 13059, 13060, 13061 and 13062 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y., until 2:00 o'clock P.M. Advanced Standard Time, which is 1:00 o'clock P.M., Eastern Standard Time, on Wednesday, June 14, 1950, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawings and specifications may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City
- State Architect, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 353 Broadway, Albany, N. Y.
- District Engineer, 109 N. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y., and making deposit for each set as follows: Construction \$30.00; Heating, \$15.00; Sanitary \$10.00; Electric \$10.00; or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: 5/15/50 MFM/JHJ

STATE AND COUNTY NEWS

Auto License Examiner Test Closes on June 6

Applications may be filed until Monday, June 5, for the popular Motor Vehicle License Examiner test. Pay starts at \$3,036 and rises to \$3,726 in five annual increments.

Candidates must have lived in New York State for at least one year immediately preceding July 18, 1950, and must be between 18 and 40 years old. They must have a New York State driver's license for the past two years and one of the following: four years of high school, four years of business experience, or a satisfactory equivalent. They must be not less than 5 feet 6 inches in height and must weigh not less than 135 pounds stripped.

Duties of the job include conducting road tests, vision, knowledge of the traffic law and safety regulation and English tests of applicants for chauffeurs' and operators' licenses; investigating applicants for licenses by drivers' schools, private service bureaus and dealers; investigating complaints; examining applications for licenses; and a variety of related tasks.

Apply in person at the Motor Vehicle Bureau, 80 Centre Street, Manhattan, where forms may also be filed, or by mail from the State Department of Civil Service, State Office Building, Albany, N. Y. If applying by mail, enclose 6-cent, self-addressed large envelope.

Bendel Heads Examiners

The Association of New York State Insurance Department Examiners elected the following officers: Solomon Bendel, president; Edmund J. Pieret, 1st vice president; William Karlin, 2d vice president; Patricia Ryan, secretary, and Philip M. Levine, treasurer.

The executive committee will be composed of John D. Byrne, Chester A. Cassidy, John Christensen, John T. Hanley, Charles F. Horan, Irving W. Layman, Jack Malmuth, Jack Salant and Samuel Sokol.

There was a tie vote for the tenth position on the executive committee between Warren T. Gray, Joseph S. Schantz and Herbert Stern. A special election will probably be held to fill this position.

Former Deputy Superintendent of Insurance Carl F. Typermass and Associate Actuary Max J. Schwartz addressed the meeting.

Claims Examiner And Interviewer Tests Close May 26

Apply until Friday, May 26, for the forthcoming State exams to fill jobs in the Labor Department as Assistant Unemployment Insurance Claims Examiner and Employment Interviewer.

Claims Examiners' salaries start at \$3,174 and rise in five annual increments to \$3,864. Applicants must have a high school diploma and five years of business experi-

ence, of which one year must have been concerned with the adjustment of claims; or must have a college diploma and the year of specialized experience; or a satisfactory equivalent of all the foregoing. A year of graduate work in Public Administration, Business Administration or economics will be accepted in place of the year of specialized experience.

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Apply to the New York State Civil Service Department, State Office Building, Albany; State Office Building, Buffalo; or at the Commission's office at 270 Broadway, NYC.

STATE PROMOTION EXAMS

Apply until Monday, May 29, for the following State promotion exams. Written tests will be held Saturday, June 24:

1155. Principal Clerk, Long Island State Park Commission, Department of Conservation. Entrance salary \$2,898 with five annual increments to \$3,588. Fee \$2. Only male eligibles will be certified because of the duties of the position.


1154. Principal Audit Clerk, Office Audit Section and Local Assistance Section, Department of Audit and Control. Entrance salary, \$3,451 with five annual increases to \$4,176. Fee, \$3.

Adv.


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Learn Tailoring and become an expert on men's, women's and children's wear at the Craftsman School, which is well staffed with competent instructors, and approved for veterans. You can enroll immediately if you wish, for either the day or evening class. The Director has assured me that they operate a free job placement service. Write for explanatory pamphlet No. 1 or phone Triangle 5-3301. CRAFTSMAN SCHOOL, 341 Bridge St. (Boro Hall) Brooklyn.—Alice



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TUESDAY, MAY 23, 1950

ARE PUBLIC EMPLOYEES IN N. Y. STATE BETTER PAID THAN THE INCOME TAXPAYER?

By IRVING COHEN

Research Consultant, The Civil Service Employees Association

EVEN before the inflationary forces have spent themselves, the wage and working conditions of the public employee are under attack. These attacks become more popular as governments struggle with tax problems and budgets in precarious balance. Under these conditions, the public servant becomes an easy sacrifice on the altar of "economy." This is bargain basement budgeting—evidently much simpler than an objective and realistic appraisal of the total income expenditure and function of government in relation to its values and benefits to the citizens.

New Wrinkle

One of the newest wrinkles developed in the campaign against the public employees is the charge that public servants are better paid than the public which pays them, the personal income taxpayer.

What are the facts?

Who Is the Taxpayer?

First, to clarify who the New York State taxpayer is. In New York State, approximately 2½ million individuals paid personal income taxes in 1947. Total employment in the State was estimated at about 6½ million for that year. Thus only about 3 out of every 8 employed persons actually paid the State income tax. In New York State, therefore, the taxpayer and the industrial wage worker or even John Q. Public are, by no means, identical. Since personal exemptions from the income tax start at \$2,500 for a married couple plus \$400 for each dependent, the taxpayer is generally a more affluent citizen than the average factory worker, who on the basis of January 1950 weekly earnings averages about \$3,000 a year in New York State. In this article, we are concerned with the person who files the personal income tax return.

Personal Income Tax

How much money does the New York State taxpayer earn? How much of his income does he actually pay for the support of all State functions?

Answers to these questions can be dug out of the article by Dr. Chester Pond, Director, Research and Statistics Bureau, New York State Department of Taxation and Finance on "Personal Income in New York State" which appeared in the New York State Commerce Review of August 1949. This article analyzed State personal income tax returns covering income in 1947. Income tax data quoted above came from this article. An "easy" approach might be to strike averages from the various data reported. For example, the average income of all 2,401,221 persons paying income tax in 1947 was \$5,019. This average could then be compared with the average State salary of \$2,941 of July 1948 estimated by the New York State Personnel News of November 1948. Averages, however, are very deceptive and often conceal rather than reveal the most pertinent data.

Hidden Figures

Hidden, for example, by the \$5,019 figure is the fact that 73% of all the taxpayers earned less than \$5,000 in 1947. Comparatively, in State service, 93% of all classified employees made less than \$5,000 in 1948. This is a fairer and more objective comparison.

Concealed by the "average" State salary of \$2,941 in 1948 is the fact that 46% of all classified employees received less than \$2,500 a year and 68% less than \$2,900 a year in salary.

Furthermore, the "average" annual State salary is used to blur the exact nature of the adjustments granted State employees. Adjustments have ranged between 25% and 50% for nearly all employees between 1940 and 1948, but the "average" salary rose 74%. This 74% increase includes a large number of other factors, such as Feld-Hamilton compulsory increments, new high-paying positions created, changes in the character of State labor force, rapid promotions in a labor shortage market, overtime payments, reallocation of salary grades, etc.

Taxes Paid

We will, therefore, turn from "averages." Let us, first, give attention to the distribution of income among taxpayers and State employees. The following table summarizes by percent the number of taxpayers, their total gross in-

come and their tax liability in each gross income class.

Gross Income Class	No. of Tax-payers	Percent of total in each group	Total Normal Gross Tax Liability
Under \$5000	73	44	16
\$5000 to \$9,999	20	26	17
\$10,000 to \$24,999	6	16	28
\$25,000 to \$49,999	1	7	18
\$50,000 and up	(a)	7	21
Total	100	100	100

(a) Less than ½ of 1 percent.

Seventy-three per cent of all New York State taxpayers earned less than \$5,000 in 1947. However, this income group earned only 44% of all income and paid 16% of the taxes.

Ninety-three per cent of all taxpayers earned up to \$10,000. Yet, these 93% paid only one-third, 33% of the tax.

Two-thirds, 67% of the entire tax, was paid by New York State taxpayers who made more money than did 99% of all State employees. There is a limited number of State employees (800 out of approximately 62,000 classified employees) who earn between \$10,000 and \$25,000. These constitute a fraction over one per cent of the total.

Not Better Paid

Even if we include the gross income class of \$10,000 to \$24,999, we find that 99% of the taxpayers earned 76% of income and paid 61% of the tax. Almost 40% of the tax was, therefore, paid by taxpayers whose income was above the very highest State salary. This cannot be stretched to mean that public servants are better paid than the public which pays them.

Is taxpayer income higher than State employee income because it is derived mainly from sources other than wages and salaries? The fact is that wages and salaries comprised nearly ¾ths (73.4%) of all gross income reported. Even individuals reporting incomes of \$50,000 and over received 27% of their income from wages and salaries.

The Relationship

The following table summarizes the relationship between the wages and salaries earned by the New York State taxpayer and the State employee income.

New York State Income Taxpayers

Gross Income Class	Total Gross Income in Each Group	Wages & Salaries as % total Gross Income	Wages & Salaries in each Group	No of State Employees in each Group
Under \$5000	44	89.5	54	93
\$5000 to \$9,999	26	76.7	27	6
\$10,000 to \$24,999	16	56.8	13	(a)
\$25,000 to \$49,999	7	45.9	5	—
\$50,000 and up	7	27.1	(a)	—
Total	100	73.4	100	100

(a) Less than ½ of 1%

Modest Scales

Do State employees receive better pay for the particular work they are doing than private employees? This question is out of the province of this article. Here, we will only point (1) to the large number of requests for salary reallocations which arise because of the State failure to pay the going wage in private industry; (2) to the failure of the State's Salary Standardization Board, despite its claim, to set and to keep State salaries in line, in most instances, with the middle range of salaries paid in comparable outside employment, and (3) statistical studies reveal great modesty in State salary scales compared to private industry.

'Nuisance' Taxes

Although this subject of State vs. comparable industrial wage is out of the province of this article, the following figures may prove of value since most New York residents pay nuisance taxes (gasoline, cigarette, transportation) even when they do not pay income taxes to New York State. The following table shows the average weekly earnings and their conversion to a 52-week year for selected New York State industries and New York State employees in July 1948.

Industry	Avg. Weekly Earnings	Avg. Annual Salary
New York State Government	\$56.56	\$2940.96
All Manufacturing	57.75	3003.00
Construction	76.94	4000.80
Wholesale trade	61.01	3172.52
Heat, light and power public utilities	63.83	3319.16

Not a Large Wallop

Does the State take a large wallop out of its taxpayers in income taxes? In 1947, the vast majority, 69% paid in less than 1% of net income (gross income less allowable deductions). The highest rate, 3.89% was paid by those with incomes of over \$50,000.

Income Rose 113%

An interesting sidelight is thrown on this discussion by the rise in net yield from personal income in State revenue. These data are given in the Governor's

Annual Budget Messages. These figures must be corrected for forgiveness or credit allowances. Correcting the figures which appeared in Governor's budgets for the fiscal years 1943-44 and 1949-50 covering income in the calendar years 1942 and 1948, shows personal income rising 113% in New York State in this period.

The calculations supporting this conclusion are as follows:

Actual personal income tax collections for the year 1942 were \$82.3 million (Table 2, p x, vol. 1 of the Executive Budget, State of New York 1943-1944). During that year the State permitted a 25% reduction in personal income taxes. If there had been no reduction, the State would have collected \$108.8 million.

For the year 1948, the State estimates a net yield of \$232 million. (Table 1, p. 8, vol. 1, Executive Budget, State of New York, 1950-1951). This estimate takes into consideration the 10% reduction allowed in personal income taxes. Dividing \$232 million by \$108.8 million gives an increase of 113.2 per cent.

Taxpayer Earns More

In summary, then, the income of the New York State taxpayer is generally much higher than the income of the State workers. How much truer is this of the public employee in the political subdivisions of the State. Salaries in the municipalities are, in the main, from 20% to 30% below State levels.

Do public employees resist "efficiency" and "economy" in government? By no means. Government can be and should be far more efficient but not at the cost of quality of performance. One of the most effective means of increasing the efficiency of government operations is to set up fair and adequate wage scales which will attract personnel of the highest caliber. Strict observance of civil service rules and regulations is also an essential condition. The political clubhouse has made very little real or lasting contribution to the

Local Governments Make Pathetic Record

A RATHER pathetic record has been hung up by the local units of government in New York State in the simple matter of providing protection for their employees.

Not a single one of them has submitted an application to accept unemployment insurance protection for employees. Yes, that's correct—not a single county, not a single city, not a single one in the State, as this is being written.

In 1949 a "permissive" law was written on the books—a law permitting any local unit of government to provide unemployment protection for its employees in case of reduction in force. State employees have this protection. Local government workers need the same protection, in the event of dismissals, which are enjoyed by State employees and by workers in private industry. The law allows local units of government to come in—that is, to give their workers unemployment protection—under the most advantageous conditions.

There's a deadline—and it's very soon. The date is June 5. If local governmental jurisdictions don't enter by that date their employees are denied unemployment insurance protection for at least another year.

The sentiment was strong when the measure was being considered by the State Legislature, for a law making it mandatory to provide such protection for local workers. But representatives of local units argued they would do it on their own—they didn't have to be "forced." It hasn't worked out that way. It appears that it may well be necessary, when the 1951 Legislature convenes, to introduce legislation making action mandatory.

The Case for The Maintenance Men

IN view of the decision of the State Classification and Compensation Division to reallocate all journeyman mechanics in Grade 8 to Grade 9, the salary allocation of the maintenance man positions, Grade 5, ought to be re-examined.

It seems to us that the following considerations are most pertinent in this connection:

1. The maintenance man position is essentially a training or apprentice position for future journeyman.
2. In private industry, after an apprentice or trainee has served his 3, 4 or 5 years of apprenticeship, he is accepted as a journeyman and becomes entitled to journeyman's pay.
3. The State recognizes the apprentice or aid character of the position but gives no salary recognition to its corollary development into a journeyman.
4. A promotional series could be established as follows: any maintenance man who reaches the top of his grade should be automatically placed on a promotion list for journeyman and the next journeyman opening in his trade made available to him.
5. As a matter of actuality, there is a great deal of out of title work, many maintenance men are doing journeyman's work, and many are and long have been qualified mechanics.
6. The maintenance man position deserves upward re-allocation first because the salary is substantially below that paid in private industry, New York City and Federal Government, and secondly, because the Classification Division itself recognizes the more complex character of the jobs for which they are being trained.

8,000 Apply Under New Age-55 Plan

ALBANY, May 22 — Approximately 8,000 applications to the new 55-year retirement plan have been received by the State Retirement System to date, with the tempo increasing daily.

New quarters for processing retirement applications, which may be turned in until December 30 of this year, have been taken. A staff of nearly 100 persons is processing the applications.

Although the plan became effective last month, the daily quota of elections didn't show a definite climb in numbers until last week. This acceleration is expected to increase with the over-all distribution of the necessary application blanks.

Applications will be processed in the order received, except that elections accompanied by applications for retirement will receive priority.

The flood of inquiries by mail on retirement questions dealing with past deficiency and return of contracts have all but swamped the seven actuaries retained to handle this phase of the program. Deputy Comptroller H. Eliot Kaplan said that written inquiries are being answered as rapidly as possible. The cost of the change-over to the new plan of voluntary retirement at 55 years, open to the 150,000 members of the State Retirement System, is estimated at \$50,000,000.

conscientious service of the people.

"Economies" can be effected through improved operations, better organization, deletion of unnecessary and political projects, etc., but not by undermining the hard won and as yet inadequate wage standards of the public employee.

AFL Reserves Criticism In Welfare

The State, County and Municipal Employees, AFL, last week stated its position on the order recently issued by NYC Welfare Commissioner Hilliard regarding staff discipline. The statement signed by Sidney Bengeldorf, president of the Welfare local, and Jerry Wurf, international representative for the AFL group, read:

"1. We made known to the Commissioner that, as a trade union, we reserve the right of criticism.

"2. We demand the right of honest and sincere disagreement.

"3. That this action in no manner will stifle creative thought by demanding unquestioning obedience to administrative orders."

The union representatives reported that at a meeting held on Thursday, May 11, Commissioner Hilliard stated that he is in full agreement with the union statement.

VETERINARIAN PROMOTION

Assistant veterinarians in the NYC Department of Health may apply until Wednesday, May 24, for a promotion exam to fill a vacancy for Veterinarian. The basic salary grade is \$2,700 to but not including \$3,300.

STATE AND COUNTY NEWS

Westchester Will Honor Field

Robert J. Field, County Clerk, has been selected as the outstanding representative of the large group of County employees of more than 25 years of service who will be honored on Tuesday, June 6 at the annual dinner-dance of the Westchester County Competitive Civil Service Association at Schmidt's Farm, Scarsdale.

"Mr. Field will speak at the dinner on behalf of all the long-time employees of Westchester County who will receive Service Certificates that night," said Margaret W. Trout, general chairman

of the dinner. "He is well qualified for this honor, having entered County service in 1913 and advanced through the ranks in true career-system manner to County Clerk, one of the most important elective posts in the County.

Got Tremendous Vote

"Having County Clerk Field as their representative is a real tribute to all the 25-year employees," continued Mrs. Trout, "for he has always been a real friend of the employee and an outspoken crusader for betterment of working conditions. He is one of the most

popular officials, not only among his associates in public service but throughout the County, and was elected to his second term in 1946 by over 118,000 votes, the greatest plurality ever obtained by any candidate in Westchester County. He is now serving his third term."

Greatly Honored

In an interview County Clerk Field said he was "greatly honored by the opportunity to speak as the representative of our many fine County workers who have given more than a quarter-century of loyal work to Westchester. Knowing a great majority of them personally, I know how well deserved is the tribute which this dinner will pay to them."

County Executive Herbert C. Gerlach is expected to present the 25-Year service certificates to the employees.

New Drive Starts To Raise Criminal Hospital Salaries

ALBANY, May 22—There should be a final determination in the case of attendants at Dannemora and Matteawan State Hospitals, who seek the scales of pay which apply to men guarding prisoners in the State's correctional institutions. The Civil Service Employees Association made its position on this issue known once again last week. John E. Holt-Harris, Jr. and John J. Kelly, Jr. of the Association's legal staff, and William F.

McDonough, executive representative, took a strong interest in the situation.

Mr. Kelly said last week. "This is a most meritorious appeal and no one seems able to gainsay it on its merits. The difficulty, of course, seems to be strictly fiscal and has nothing to do with the intrinsic merit of the appeal."

The attendants maintain that their work is even more hazardous than the work of prison guards, in that they are dealing not only with criminals, but with insane criminals.

William F. McDonough, executive representative of the Association, last week called upon the Classification and Compensation Division, in whose hands the latest appeal rests, for immediate action "and a recommendation to the Budget Director that prison guard pay be established for the workers involved."

Said Mr. McDonough: "The words 'equal pay for equal work' which epitomize the State's policy in dealing with salaries paid civil service employees, and which appear in the civil service law, have been made meaningless by non-use in the case of the workers at Matteawan and Dannemora."

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STATE AND COUNTY NEWS

State Seeks 30 'Best' Employees

ALBANY, May 22 — The heads of all State departments were asked last week by J. Edward Conway, President of the State Civil Service Commission, to submit the names of employees they select as nominees for the new program of in-service training in public administration for State employees.

Each department head was asked to submit three nominations by June 2. From these, 30 will be selected to participate in the program. They must have been permanently employed in the State service for at least one year in jobs with salaries ranging from \$2,346 to \$4,572. They will be selected on the basis of demonstrated ability and interest in the field of public administration. Candidates will be notified of their selection during the week of June 12, and the program will run for one year beginning July 1.

Accompanying a memorandum from Mr. Conway was an outline of the training program planned, which will occupy up to one-third of the employee's time. It will include personnel management, administrative analysis and budgeting, seminars, and special training in the agency where the trainee is employed. The program is administered by the Training Division of the Civil Service Department under the guidance of Governor Dewey's Sponsoring Committee.

Noting that employees have been eager for a training opportunity comparable with that provided public administration interns, Mr. Conway told the department heads:

"It will not be easy to spare from their regular daily duties, even for a limited time, employees of the caliber we are seeking. I hope this will not deter you from selecting nominees from your agency. We are confident that the training now planned will enhance the potential value of the employee to his department as well as provide an important opportunity for personal development of the individual employee."

Glens Falls Group Asks Bonus Freeze, Salary Plan

GLENS FALLS, May 22—A special committee of the Warren County chapter of the Civil Service Employees Association appeared before Mayor Tibbits and the Common Council on behalf of freezing the Glens Falls bonus into base pay and the creation of a comprehensive salary plan.

C. Edward Kennedy, chapter president, and Emma Gregory, secretary, joined the special committee in presenting the case. William F. McDonough, executive representative of the Association accompanied the delegation.

Pay Rates Called Inadequate
A four-point program was presented by the group on behalf of a salary plan:

"1. A review of present rates of

Bendet Elected NYC Chapter President

Sol Bendet was elected president of the NYC chapter of The Civil Service Employees Association at the regular monthly meeting of representatives, held at Willy's restaurant on William Street. Mr. Bendet had been 1st vice-president. On July 1, he will succeed Michael L. Porta, who has been president for three and a half years, and who declined re-nomination.

Mr. Porta congratulated Mr. Bendet on his election and wished him a successful administration. Mr. Bendet is the Insurance Department representative on the Association board of directors and is also president of the Insurance Examiners Association.

A motion was unanimously carried, amid applause, thanking Mr. Porta for his progressive and able administration as president. Mr. Porta expressed his thanks and said that he had enjoyed the work immensely, and he felt much had

been accomplished during his term of office.

Other Officers Elected

The other officers elected were Al Corum, 1st vice-president; Carl Muller, 2d vice president; Max Lieberman, 3d vice president; Joseph J. Byrnes, treasurer; John Woods, financial secretary; Mrs. Margaret Shields, recording secretary and Mrs. Elvira Hart, corresponding secretary.

Herman Pogul submitted a report on the Health Insurance Plan of which now nearly 90,000 NYC employees are members, with the recommendation that the Association consider seriously the possibility of entering some prepaid health insurance plan in which the cost is shared by employer and employee. He said that a meeting had been held with an Association committee at Albany, at which HIP leaders were present and which he attended by invitation. He hoped that early action would be taken by the Association.

Higher Pensions Asked

Edith Chapman, chairman of the pension committee, submitted a report in which higher pensions were recommended, including a minimum pension for those with at least 20 years of member-service. The report set forth that retirement at age 60 after 20 years of service should provide a sufficient retirement allowance on which to live, which isn't true now, except for those in the higher pay brackets. Also, for those over age 60, it recommended that 2 per cent a year be added for each of the five next years preceding retirement.

A vote of thanks to Mr. Pogul

and Miss Chapman was voted for the thoroughness of their reports.

Promotion Tests Sought

A proposal that an exam for promotion to Motor Vehicle License Examiner be held was discussed. Mr. Corum recommended that the employees who feel that the title should be a promotion one for them should obtain blanks from the State Civil Service Commission and present their request through this established method.

Also, Mr. Corum reported that an exam for promotion to Assistant Claims Examiner, which many employees favor, should be sought in the same way.

Applications are now being received for open-competitive tests in the two titles.

A motion was carried to request the Association to assign a full-time field representative to the metropolitan district. There is a project before the Association budget committee to hire two new field representatives.

Overtime Bill Backed

Mr. Muller asked support for the Herter bill, now before the Post Office and Civil Service Committee of the House, which would provide overtime payment for those State employees who worked more than their normal hours of employment as established by the State, when they were transferred to the Federal government as part of the U. S. Employment Service during the war. The object is to get the bill, H. R. 1572, reported out of committee.

Association headquarters will be asked to request all chapter presidents to encourage members to write to their Congressmen in support of the measure.

Nassau Opens Exams For Clerk and Steno

Nassau County residents may apply until Thursday, June 28, for exams for Clerk and Stenographer, both jobs paying \$1,660 to \$2,350 plus additional compensation as cost of living adjustment.

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pay indicates that they are inadequate in many instances in that they do not reflect the increase in salary and wage rates in private and public employment brought about by changes in economic conditions which have occurred since 1939-1940, and therefore do not fairly reward present workers nor are they attractive to highly efficient workers when replacements are necessary.

"2. In many cases the present salaries are discriminatory and employees in the same title and doing like work are paid at different rates.

"3. The principle of like pay for like work which is generally recognized in industry and government as vital to employee satisfaction and to the efficiency of operation, is not adhered to in the present Glens Falls salary schedules.

"4. The establishment of salary grades with fixed minimums and maximums and annual salary increments has proven sound and desirable in public service."

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, No. 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 19th day of May, 1950.

PRESENT: Hon. Edward J. McCullen, Justice. In the Matter of the Application of SAMUEL ITZKOWITZ and MARION ITZKOWITZ For leave to change their names, and that of their infant son, MARSHALL GENE ITZKOWITZ, to Samuel R. Ives, Marion Ives and Marshall Gene Ives.

Upon reading and filing of the annexed Petition of SAMUEL ITZKOWITZ and MARION ITZKOWITZ, duly verified the 10th day of May, 1950, praying for leave to assume the names of SAMUEL R. IVES, MARION IVES and MARSHALL GENE IVES, in place and stead of their present names, SAMUEL ITZKOWITZ, MARION ITZKOWITZ and MARSHALL GENE ITZKOWITZ, and it appearing to the satisfaction of the Court that there is no reasonable objection to the change of names proposed.

NOW, on motion of EMIL ROGERS, Attorney for the Petitioners herein, it is hereby

ORDERED, that SAMUEL ITZKOWITZ, MARION ITZKOWITZ and MARSHALL GENE ITZKOWITZ, be and they are hereby authorized to assume the names of SAMUEL R. IVES, MARION IVES and MARSHALL GENE IVES, on and after the 28th day of June, 1950, upon the condition however, that they shall comply with the further provisions of this Order, and it is further

ORDERED, that this Order and the aforementioned Petition be filed within ten days of the date hereof in the office of the Clerk of this Court, and that a copy of this Order shall within ten days of the entry hereof be published once in the Civil Service Leader, and that within forty days after the making of this Order proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, County of New York, and it is further

ORDERED, that following the entry and filing of the Petition and Order as hereinabove directed, the publication of such Order and of filing proof of publication thereof, that on and after the 28th day of June, 1950, SAMUEL ITZKOWITZ, MARION ITZKOWITZ and MARSHALL GENE ITZKOWITZ shall be known by the names of SAMUEL R. IVES, MARION IVES and MARSHALL GENE IVES and by no other names.

ENTER
E.J.M. J.C.C.

STATE OF NEW YORK, DEPARTMENT OF STATE, s.s.: I do hereby certify that a certificate of dissolution of

InterState Contracts Corporation has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 195 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) Dated, the 9th day of May, 1950.

Thomas J. Curran, Secretary of State. By Ruth M. Miner, Deputy Secretary of State.

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STATE AND COUNTY NEWS

Albany Conference To Elect Officers

ALBANY, May 22—The annual meeting and election of officers of the Capital District Conference of The Civil Service Employees Association is scheduled for early June, and will be held at the Crooked Lake Hotel, a summer resort in Rensselaer county. The exact date has not yet been set.

Officers to be elected are chairman, vice-chairman, secretary and treasurer and nominations for these offices are exacted to be made by the end of this week by the nominating committee of which E. Kenneth Stahl of the Employees Retirement System, former conference head, is chairman. Other members of the nominating committee include Frank

Egan, president of the Great Meadows Prison chapter; Dr. Theodore Wenzl, president, Education Department chapter; Dr. William Siegal, president, Health Department chapter; and Arthur Lamborn, president, Albany Department of Labor chapter.

Mrs. Helen Todd, president of the Conservation Department chapter is chairman of arrangements for the meeting and picnic, the date of which will be announced within the near future.

Discount Prices
The Discount Committee of the Conference is hard at work lining up arrangement whereby State employees living in the Albany area may be able to purchase products from local merchants at reduced prices. John Cox, of the Albany Public Works chapter, is head of this committee and will make a report to the Conference.

David M. Schneider, of the Social Welfare Department, is chairman of the Conference.

White Plains

NEWLY-ELECTED officers of the White Plains Civil Service Employees Association, a unit of the Westchester chapter, CSEA, are as follows:

Harry J. Rodriguez, president; Edward Drury and William Johnson, vice-presidents; Regina Marano, financial secretary; Edward Harmon, treasurer; Gabrielle Daly, recording secretary.

A meeting of the group was held on Monday, May 22, 8 P.M., at City Hall.

STEINMAN TO SPEAK

Dr. David B. Steinman, prize-winning bridge designer, will address a meeting of the Society of Municipal Engineers of the City of New York at the Engineering Societies Building on Wednesday, May 24 at 8 P.M. on "The Romance of Bridges."

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Assn. Group Probes State Pay Plan

(Continued from page 1)
man; Charles M. Armstrong and Dr. Theodore M. Wenzel, Education; Dr. Sylvia Parker, Correction; Mary O'Connor, Standards and Purchase; Mildred M. Lander and Samuel Chart, Labor; Max S. Weinstein, State Employees Retirement System; Arthur W. Moon, Public Works; Fred Decker, State Teachers Retirement System; and Irving Cohen, Research Consultant, CSEA.

The Assignments

The following assignments were accepted:

Studies of principles of salary structure, Messrs. Armstrong and Schultes.

Equivalent annual wages for crafts, protective and custodial classifications, Mr. Moon.

Reallocation requests that have been and are before Classification and Compensation Board, Messrs. Decker and Cohen.

Comparative analysis of State salaries with city and other State standards, Mr. Cohen.

Relationship of State salary grades paid equivalent occupational groups, Messrs. Armstrong, Moon and Cohen.

Relationship of other statutory and non-statutory salaries, Mr. Decker.

Clerical and professional salaries in private industry in comparison with rise in cost of living, Mr. Chart.

Analysis of promotional ladder and organizational structure, Messrs. Parker, Moon and Wenzel.

Turnover in State service and inability to recruit, Messrs. Schultes, Lander and Cohen.

Pay Raises Won By Mechanics

(Continued from page 1)
the employees:

1. Since the same conditions of employment apply to all the skilled mechanics working for the State and since the work, training, and experience of all are equal, the journeymen mechanics who are now in Grade 8 should be paid equally with electricians, machinists, masons, plasterers, plumbers, steamfitters, and general mechanics, all of whom are now in Grade 9. The foremen in these trades, now in Grade 11, should be made equal in pay with electrical, machinist, plumbing and steamfitting foremen, now in Grade 12.

2. The salaries offered by Grade 8 to skilled mechanics and Grade 11 to the foremen are low in rela-

tion to the same kind of salaries paid for the same kind of work in business and industry.

The Civil Service Employees Association had presented the case for the employees.

Mr. Kelly also analyzed the "prevailing pay" question which had come up in the hearings. Said he: "Any attempt of ours to follow the fluctuating and widely divergent pay rates which characterize private employment in determining the salary grades of these annual State workers must result in confusion and discrimination not only within the group itself but, as well, among other State employees."

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- Dyckman, W., Q'ns. Vig. 85162
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- Irwin, T., Albany81988
- Kaiser, D., Albany80698
- Lazarus, R., Rochester ..80677
- Lilly, A., Albany80504

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- Goettler, A., Rockvl. Ctr. 88780
- Masucci, D., Rochester ..88390

- Moran, J., Voorhesvle86589
- Dapson, M., Herkimer ..85723
- Speed, L., Rensselaer ...84390
- Jordan, F., Troy83410
- Besha, H., Watertown ...82780

- Perhach, P., L I City85430
- Rattigan, M., Albany83269

PRINCIPAL CLERK, (Prom.)
Allegheny State Park Commission
Department of Conservation
Non-Veteran

- Becelia, L., Red House ..81301

ASSISTANT DIRECTOR, (Prom.)
Nursing Service,
Edward J. Meyer Memorial
Hospital
Erie County
Non-Disabled Veteran

- Marshall, K., Kenmore ..81286

PICKETT'S SCORE 93.514
George H. Pickett, of Mechanicville attained a score of 93.514, not 83.514, in the Senior Purchasing promotion exam, as reported in last week's LEADER.

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- Bulman, T., Albany88612
- Levy, H., Troy88033
- Comparella, F., Albany ..86984
- Bindrim, L., Albany86593

ASSOCIATE EDUCATION SUPERVISOR (Prom.),
(School Health Education) Division of Health and Physical Education, Education Dept.
Non-Veteran

- Rappaport, M., Albany ..88084

PRINCIPAL FILE CLERK (Prom.), Department of Social Welfare
Non-Veterans

- Hart, F., Albany90960
- Strohmaier, H., Albany ..89843
- Reilly, M., Bronx88697
- O'Brien, K., Albany88284

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STATE AND COUNTY NEWS

Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Manhattan State

THE MANHATTAN State Hospital chapter is proud of the untiring efforts of Elizabeth McSweeney in securing facilities and operation of a General Refresher Course under the direction of the Civil Service Commission. The first class started May 8 at the Central Commercial High School, 214 East 42 Street, NYC. Temporary as well as permanent employees are eligible and there is no charge or education pre-requisite for this course.

Extension of bus service to the Nurses Home was approved by Senior Director John H. Travis and the NYC Omnibus Corporation new schedules has three more runs to the Home, at 6:25 and 7:25 A.M. and 6:10 P.M. These are in addition to those already in service.

The chapter officers and members are awaiting the action of the Board of Directors of the Association, in introducing action to outlaw the UPW in all State Departments.

Andy Canfield, Chairman of the Show and Entertainment Committee, is a sick man these days in the Mahon Building Sick Bay. All employees hope he will recover very soon.

Mrs. Beatrice Campbell of Higgins 1 is sailing May 20 on the SS America, to visit relatives in County Caven, Ireland. Bon voyage and a safe return.

Miss Helen Cameron, of Higgins 5, was married on May 13 to Buddy Lee Williams in Philadelphia. After a honeymoon in Atlantic City, the couple will reside in

Brooklyn. Best wishes for a long and happy life, folks.

Jimmie O'Malley, popular Charge Cook in Kitchen 2, is on the sick list. Mary Mason and Mrs. Farley are also ailing. Let's hope they will all have a speedy recovery.

Spring is in the air and, looking around the Island these days, new delights fill the eye. New metal benches in solid green or yellow are placed in strategic places, new signs have been installed, and road improvements have been going along at a steady pace. And of course the baseball diamond is full of eager beavers.

The chapter will hold a regular meeting in the fire house lecture hall early in June. Watch The LEADER for date.

Chemung

THE ANNUAL banquet of the Chemung county chapter was held in the main ballroom of the Mark Twain Hotel, Elmira. Gordon Ride-nour, local radio announcer, was master of ceremonies. Among the guests were Mayor Emory Strachen and several of the Councilmen and Supervisors and their wives.

Charles R. Culyer, field representative of The Civil Service Employees Association, was guest speaker and installed the newly elected officers. Music was provided by Mrs. Sutton, accordionist. Song and dance acts were put on by members of the Welfare Department.

The new officers of the chapter are: President, Albert Merriam, County Clerk's Office; 1st vice-president, Douglas Joralaman, Maintenance Department; 2d vice-president, Aileen Broich, Veterans Assistance; 3d vice-president, Marion Goldsmith, County Treasurer's Office; treasurer, Milford Wheeler, Airport; recording secretary, Madalon Sanstead, Public Welfare; corresponding secretary, Marjorie McConnell, Highway Department; sergeant-at-arms, James Daniels, Public Welfare.

State College

Oswego

THE NEWLY ORGANIZED Oswego State College chapter of The Civil Service Employees Association chose the following officers: President, Carey Salander; vice president, Charles Snyder; secretary, Florence Mohr; treasurer, Mildred Watts. The execu-

tive council, in addition to the above officers, includes A. C. Taylor, Anne Kray and Arthur Hauler.

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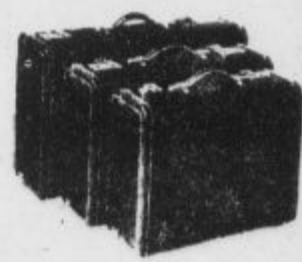
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NEW YORK CITY NEWS

Uniformed Fire Groups Show How to Finance Raise

(Continued from page 1)
 ent top pay of a Fireman, taken as an example, fell far below that of the purchasing power of the pay in 1940.
 "The letter," commented Presidents Broderick and Crane, "offers evidence to show that the fire fighter's salary has not kept pace with the cost of living and has even fallen behind that of other comparable city employees."
 The letter follows:
 The Uniformed Firemen's Association and the Uniformed Fire Officers Association have conducted a survey for the years 1940 to 1950 to determine the relationship between the take-home pay of members of the uniformed force of the Fire Department for the years 1940, 1946 and for 1950 as indicated in the new 1950-51 budget. Additional comparisons were made with the take-home pay of other city employees for the same periods. The survey was concluded with a comparison of the standard of living for the firefighters today with the standards of living of the firefighter in 1940 and in 1946. Further, a comparison was made with the standard for the nation as a whole. The following comparisons were revealed:

Comparative Take-Home Pay
 First grade fireman with 3 years of service at each date.

	1940	1946	1950
SALARY	\$3,000	\$3,420	\$4,150
Deductions			
Pension	none	\$ 370	\$ 518
Income tax—			
1 child	none	297	324
Fire Dept. Insur.	\$ 24	36	36
Fireman Widow	48	48	60
Commissary	12	24	24
Fire Dept. Charity			
Fund	6	6	6
Surgical Plan	none	none	8.40
Total Deduction	\$ 90	\$ 781	\$ 978.40
Net Take-Home Pay	\$2,910	\$2,639	\$3,172.00

According to the U. S. Department of Labor, Bulletin 927 of 1947, the minimum budget for a New York City family in that year was \$3,347. Today's cost of living is about 10 per cent above 1947 and therefore the minimum budget for the coming year should be \$3,681.

Not Enough to Live on
 The chart above indicates that a firefighter for the year 1950-51 cannot expect to live on \$3,172, or \$501 less than the minimum budget believed fair by the United States Government. Therefore in the face of the national increase of 130 per cent and of a Fire Department increase of only 38 per cent, a raise of \$500 should be given to the New York City firefighter.

The United States Labor Department reports that in the nation as a whole, salaries have increased 130 per cent and the standard of living has increased 35 per cent. In the Fire Department the standard of living today is materially below that of the 1940 standard, and substantially below the 1946 standard, due primarily to the high pension costs of the firefighter and also because of the increase in cost of living far exceeds the increases in salary received by the firefighter over these periods.

The survey indicates that the most immediate need in the Fire Department is a salary adjustment to restore our living standards to our 1940 levels.
New Revenue Sources
 The Uniformed Fire Officers Association and the Uniformed Firemen's Association, representing over 99 per cent of the employees of the uniformed force of the Fire Department, have studied the sources of funds the city may have for the purpose of providing the increase needed to adjust our standard of living and bring our take home pay more in line with the present day cost of living. It is our finding that the only place

immediate funds can be acquired is through permit fees collected by the Fire Department from the business people of the City of New York. Upon examining the record of the Fire Department of the past years we find that in 1949 the New York Fire Department received \$1,800,000 in fees collectable by the Fire Department. It is our experience as members of the uni-

Civil Service In NYC in 'Status Quo'

"Everything is as dormant as ever."
 This was the response of a City Hall spokesman, just before press-time, when interviewed by a LEADER reporter concerning new developments in the case of the NYC Civil Service Commission.

The new Democratic appointee, taking over from Joseph A. McNamara, former Commission president, was plunging into his new work with a will. The announced Republican appointee, former Congressman David M. Potts of the Bronx, didn't wait to be sworn in. He turned down the post after strong protests to his appointment from many sources. Among those who assailed the appointment were the National Association for the Advancement of Colored People, the American Federation of Labor, the Congress of Industrial Organizations, the Liberal Party, the Civil Service Reform Association, and others.

Bromley to Finish Term
 The case of Mrs. Esther Bromley was in status quo. She had not submitted her resignation, the Mayor had announced he would not re-appoint her. A plan to bring her up on charges was not being pushed at City Hall. She will apparently be permitted to finish out her term, which ends May 31.

The name of Municipal Court Justice James A. Watson came up constantly as a possibility for appointment to one of the vacant posts. A Democrat and a Negro, he would, if appointed, fulfill the tradition of recent years that one of the three appointees must be a Negro. City Hall sources emphasized, however, that no conclusions were to be drawn about any appointments until Mayor William O'Dwyer made the announcements. Many names are under consideration, it was said.

City Hall sources stated that Judge Watson, if appointed, would probably be the Commission President.

NEXT WEEK—Inside story of the PBA election.

formed force and of our officers who supervise the collection of all fees that this represents only 25 per cent of the potential.

These fees can be increased by 300 per cent as follows:

First by bringing them more in line with the fees collected by other departments for similar services and more in line with the actual cost of collecting the fees.

Second, by organizing limited duty men into squads to make a proper survey of the city to determine those people receiving the services without proper permits from the City of New York to conduct their business.

It is our observation that three-quarters of the equipment existing in New York requiring permits is uncovered principally because the fee for the permit is \$1, whereas it costs \$1.87 for the City of New York to collect that fee. It is our recommendation that no fee be less than \$5 and that all fees in the Fire Department be adjusted from \$5 up in line with the adjustments that were made by other city departments to bring their permit fees more in line with the cost of collection and the cost of supervising the occupancy so approved. This adjustment should bring over \$3,000,000 in fees into the Fire Department which will create a surplus in the Fire Department budget which should be immediately applied to a \$350 increase for all members of the uniformed force of the Fire Department.

Other Possible Income

On a long-range basis the Uniformed Firemen's Association and the Uniformed Fire Officers Association make the following recommendations as to sources of income not now being used in order to supplement the income of the City of New York and also of the Fire Department to provide better service to the people and more equitable salaries for all members of the Fire Department and all employees of the City of New York.

Our first recommendation is that the City of New York should request the State of New York to pass a permissive tax of 2 per cent to be applied against all property insurance premiums collected in the City of New York. The revenue from this source should provide some \$7,000,000 or \$8,000,000 in revenue to the City of New York annually. A 2 per cent tax of the foreign fire insurance, which has always been applied to the Fire Department, if collected on all fire insurance premiums paid on property within the City of New York and collected within the City of New York will increase the income of the Fire Department by a million dollars.

The \$7,000,000 is not sufficient to give a substantial pay raise to all employees in the City of New York. However, it will at least give \$100 to 70,000 of them.

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