

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVII — No. 2 Tuesday, September 20, 1955 Price Ten Cents

## CSEA Candidates For Express Views

PHILIP KERKER  
P O BOX 125  
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See Page 3

## CANDIDATES IN CSEA'S ELECTION FOR DEPARTMENT REPRESENTATIVES

The following biographical sketches and photographs have been submitted by candidates for election as departmental representatives in the State Division, Civil Service Employees Association. They are listed in the order of appearance on the official ballot. Where photographs or biographical sketches do not appear, they have not been submitted.

Biographies and photos received from the remaining candidates for representative will be published in next week's LEADER.

Last week's LEADER carried biographical sketches of candidates for state-wide office.

### WILLIAM F. KUEHN

Candidate for Representative, Agriculture and Markets

WILLIAM F. KUEHN entered State service in 1932 as a messenger in the State Department of Agriculture and Markets. After earning several promotions he is now serving as market reporter in the Bureau of Markets.

He entered the U.S. Navy in March 1942 and served as a classification specialist until his discharge in November 1945. Upon his return to State service he was elected to the board of governors of the State Association, representing Agriculture and Markets. He has served continuously in this capacity until the present time. As a member of the board of directors he was elected to the charter committee and directors committee for two years, and served on the grievance committee.

He was also instrumental in organizing a chapter in the Department of Agriculture and Markets, and served two years as president. He also served as a member of the ways and means committee, a member of the executive council, transportation and entertainment committees, and as chairman of the membership committee.

A firm believer in adequate salary and working conditions for all State employees, he has long sought an effective grievance machinery.

### EDWARD G. SORENSON

Candidate for Representative, Audit and Control

EDWARD G. SORENSON was appointed in 1939 to the position of clerk in the Department of Audit and Control and has been with that department continuously, except for military service in 1943 and 1944, for which he had volunteered. Early education was in the public schools of New York City. Completed his high school education at Albany Evening High School since coming to Albany from New York City in 1939, and subsequently received the degrees of bachelor of business administration from Siena College in 1950, with a major in accounting, and master of public administration in 1954 from Syracuse University. Is a member of the American Society for Public Administration.

Has been responsible for the administration of the special assistance, supplemental pension, and Social Security programs, in turn, and is presently chief of the State Social Security Agency, a division of the Department of Audit and Control.

Mr. Sorenson is earnestly interested in the welfare of employees of the State and its political subdivisions, particularly with regard to retirement benefits and social security coverage. (No photo submitted).

### FRANK C. MAHER

Candidate for Representative, Banking Department

No biographical sketch or photo submitted.

### MARIE ROSE DEBES

Candidate for Representative, Civil Service Department

MARIE ROSE DEBES is presently employed as a personnel technician in the Examinations Division of the Department of Civil Service. Since she entered State service in 1951, she has been an active member of the Civil Service Employees Association, serving for two years as a representative of the Examinations Division on the executive council of the Civil Service chapter. In addition, she has acted as chairman of the chapter's legislative committee. During the past year, she attended several Capital District Conference meetings as proxy delegate from the Civil Service chapter, and was also proxy delegate from the chapter to the annual March meeting of the Association.

Miss Debes is a graduate of the College of New Rochelle and Fordham University Law School. She was admitted to the New York State Bar in 1951 and has, since that date, been engaged in private practice of law in addition to her State employment.

Consistent with her belief that an individual has a right and an obligation to work toward the betterment of the business or profession in which he is engaged, she is an active member of the Albany County Bar Association and the New York State Bar Association. She recently served as chairman of the membership committee, Albany chapter of the Civil Service Assembly. (No photo submitted.)

### PETER H. HILTON

Candidate for Representative, Civil Service Department

PETER H. HILTON is now a senior personnel technician in the Division of Classification and Compensation, State Department of Civil Service. He entered State service after World War II as a clerk, was promoted to senior office machine operator, principal clerk, head clerk and junior administrative assistant under the Director of Examinations.

He has been a delegate three years for the Department of Civil Service chapter and has been very active in the chapter social and business activities.

In 1951, Mr. Hilton was a public administration interne in his department.

During World War II, he was a navigator in the Navy Air Force, and at the present time is a lieutenant in the Naval Reserve.

Mr. Hilton, born in NYC, lived most of his life in Albany and has been a resident of Troy since his marriage to the former Mary Re-



WILLIAM F. KUEHN  
Agriculture & Markets



MILDRED O. MESKIL  
Commerce



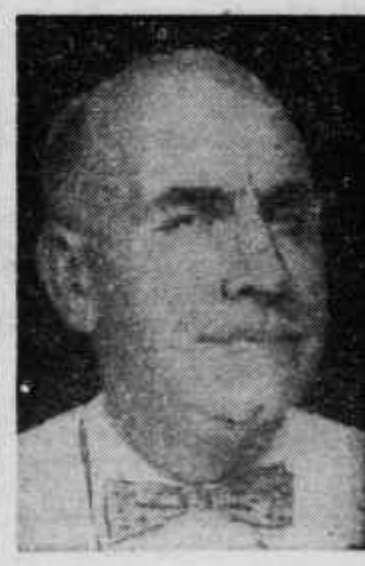
GEORGE H. SIEMS  
Conservation



JAMES L. ADAMS  
Correction



HAZEL G. ABRAMS  
Education



JACK M. DE LISI  
Executive



DELORAS G. FUSSELL  
Executive



ALBERT C. KILLIAN  
Executive

gina Kenny. He is the father of three children.

He graduated from Albany High School and Siena College with a business administration diploma after five and one-half years of night classes.

### MILDRED O. MESKIL

Candidate for Representative, Department of Commerce

MRS. MILDRED O. MESKIL was educated in Albany public and private schools, and received a bachelor of science degree from New York State College for Teachers. Her majors were in chemistry, English and art.

She taught English and art at Highland Falls for a year, and after working hours gave Americanization instruction to a factory class of men.

She joined the staff of the State Department of Agriculture and Markets as a food chemist, analyzed foods and did research work and trial work, including food adulteration investigation, for 13 years.

She transferred to the newly organized Division of Milk Control as milk control investigator and eventually became dairy and food inspector in the Division of Feed Control, also working on seed enforcement, and in the Cold Storage Division. She is the only woman in these fields throughout State service.

Loaned to the State Department of Commerce in 1946 to work under Jane H. Todd on a newly organized woman's program, Mrs. Meskil liked it so well that she remained. She is now Albany manager of the Woman's Program, counselling women on all phases of

small business, speaking at clinics across the State and County fairs.

Mrs. Meskil has been representative of Agriculture Department members, for Commerce, and was first president of the Commerce chapter. She was chairman of the Association nominating committee, member of the committee on revision of the civil service law, the balloting committee and the committee on revision of the constitution.

### GEORGE H. SIEMS

Candidate for Representative, Conservation Department

GEORGE H. SIEMS, born in Brooklyn, 1894, moving to Wan-

tagh, L. I. in 1902. A veteran of World War I, he joined State service in 1935, becoming active in the Long Island Inter-county State Park chapter. Served in all the offices of this chapter. Was present at the formation of the Metropolitan Conference and served as 1st vice president for two years. Served on the grievance committee of the chapter during the four years as president.

A quiet, soft-spoken man, who has often gone out of his way to help individual employees. Wins the respect of all who know him. (Continued on Page 10)

# Mental Hygiene Expands; 300 New Jobs Created; First Listing of Titles

ALBANY, Sept. 19 — The Harriman administration has put in a "rush call" for more than 300 new State employees to staff a pilot program to help the mentally ill in State institutions. The LEADER obtained previously unpublished ramifications of the program.

Governor Harriman announced the recruitment drive to obtain the needed professional and clerical staff to man expanded reception facilities at four State hospitals, two after-care clinics and two day-care hospitals.

The cost of the program is placed at more than a million dollars for the last six months of the State's current fiscal year, April 1 to March 31, 1955.

### Immediate Hiring

Dr. Paul Hoch, State Commissioner of Mental Hygiene, told The LEADER he hoped the pilot program could be launched within

the next few weeks. He said the department would begin immediately to recruit staff.

The department will work closely with the State Civil Service Commission. Some of the jobs might be filled on a part-time basis, to avoid delay. Where to get specialists is a problem that vexes the Commissioner. Each year the department finds it more difficult to get them.

The Commissioner also announced a stepped-up in-service training program in State hospitals, utilizing "more teaching physicians." The main purpose of the program is to train psychiatrists.

Under the program developed by Commissioner Hoch, there are immediate job openings for senior psychiatrists, resident psychiatrists, head nurses, staff nurses, attendants, occupational therapists, occupational instructors, recreation supervisors, social workers, clinical psychiatrists, stenographers, typists, psychiatric assistants, psychiatric nurses, assistant cooks, kitchen helpers.

Treatment facilities for newly

admitted patients are being expanded at Brooklyn, Manhattan, Rockland and Rochester State hospitals.

### Where New Aides Are Needed

Here is a detailed outline, obtained by The LEADER, of the staff expansion planned for each of the four hospitals. All are new positions.

Rockland: Seven senior psychia- (Continued on Page 12)



Dr. Paul Hoch at more than a million dollars for the last six months of the State's current fiscal year, April 1 to March 31, 1955.



James M. Watson, executive director, National Civil Service League, will become the director of the Senator's staff investigating civil service. He accepted on condition that the inquiry be conducted on an objective and nonpartisan basis. He will be on leave from his league job meanwhile.

## NYC Weighs Limitations On Supervisors Organizing But Not Denial of Right

The labor relations problems concerning supervisors are discussed in a preliminary study issued by the NYC Department of Labor, the fifth study in a series. NYC is heading toward the establishment of a permanent Code of Labor Relations. Public hearings, and the series of studies, are part of the determination to find solutions to controversial issues.

The problem of supervisors, in the main, is whether they represent management, and therefore should not be entitled to collective bargaining and other rights enjoyed by those they supervise. It has tormented both government and private industry. The Federal government itself has been on both sides of the fence successively, although has reverted to affirmation of the rights of organization and separate recognition of supervisors.

The Taft-Hartley law bars supervisors from such benefits, but that law does not apply to public employees.

### Court Decisions Liberal

The general trend, as shown in the NYC Labor Department's study, is to deny that any conflict of interests prohibits supervisors from being represented separately as union members. The argument is that most supervisors render routine decisions, hence serve as sort of traffic cops. The Federal government reached that conclusion, and so did the New York State Labor Relations Board. The U.S. Supreme Court and the State Court of Appeals affirmed, respectively, findings of that nature.

The courts generally recognize that there are residual problems, which may require limitation,

without denial, of the rights of supervisors. The NYC report deals with these aspects, too, and, while taking no sides, makes certain assumptions that indicate that NYC will probably follow more liberal lines. This is particularly true since organizations of supervisors now exist, and enjoy all the rights that the study subjects to inquiry. The report mentions, for instance, the Uniformed Fire Officers Association.

### Single Group Theory

Among the questions posed in the report is one relating to any necessity for restrictions:

"Assuming the appropriate course to be that of restriction and limitation, does it call for restraints on the grant of recognition for collective dealing, in terms particularly of the bargaining unit and the bargaining representative? This would involve primarily considerations of whether and to what extent supervisors and their subordinates should be permitted to be represented together as a single group in the actual collective negotiations."

### Nearing End

A public hearing on the supervisory topic will be held at the Department of Labor, 93 Worth Street, NYC, on Tuesday, September 27, at 10:30 A.M. On October 4 a hearing will be held on the right of the police to organize.

The department hopes to complete all hearings by the end of next month, and soon therefore submit a proposed local law, establishing a permanent labor relations code, to supplant the present interim and experimental set-up created by executive order of Mayor Robert F. Wagner.

## NYC Studying Nurses' Fear of Wrong Titles

The NYC Department of Personnel announced it is weighing a complaint by hospital supervisory nurses included in the Career and Salary Plan that they may be slotted in titles that do not properly reflect their higher duties. A review of the table of equivalencies for the Nursing Occupational Group is under way, said Personnel Director Joseph Schechter.

"The Board of Estimate resolution of July 9, 1954 clearly stated that no employees coming under the Plan should be adversely affected," Mr. Schechter added. "In carrying out the Board's wishes, the Personnel Department has proceeded with this principle in mind. The review affects an estimated 1,500 supervisory nurses."

The title and grade changes requested would result in pay increases for the supervising nurses.

## State Issues Social Worker List

ALBANY, Sept. 19—Ten candidates qualified in the State's open-competitive exam for social worker (medical). The general list is headed by Roberta Klein of Southampton, with Sadie A. Welsh of Orwell second, Helen Danile of Newburgh third and Alicia K. Lukas of Buffalo.

Miss Lukas, Barbara Davis of Hartford, Conn., and Eloise Coley of Buffalo are on the special list for Roswell Park and West Haverstraw institutions.

# Looking Inside

By H. J. BERNARD

## Provisionals Are Entitled To Retroactive Raises

Refusal by the NYC Board of Estimate to grant retroactive raises to provisionals, that other employees get, is discriminatory. True, the provisionals were appointed without having to pass an exam, but because NYC did not have any eligible lists ready in their title. Those employees went to work for the City when the City needed them, and they ran the risk of job insecurity, besides. There are no reasons for punishing them.

Pay increases for a title are made retroactive to July 1, 1954, for an employee at the minimum of a grade, if the pay of the grade is increased under the Career and Salary Plan, and he was a City employee for that full year. The Board of Estimate resolution, however, made some exceptions, provisionals among them. When a union protested at a public hearing, it was given to understand that the provisionals were to be included among those benefitting. A plea was made to the Board to amend the resolution. The latest action is the Board's rejection.

It is easy to understand why employees who do not fit into the Career and Salary Plan, like those paid under the Labor Law, can constitute exceptions, but not why those among the 8,000 who otherwise qualify should be denied the 40 retroactive lump-sum payment of 40 percent of the raise.

The Board should reconsider the subject, and grant the provisionals' request.

## Benefits Derived from Employee Paying Higher Rate of Annuity Contributions

PUBLIC EMPLOYEES who are making only normal contributions to a retirement system have an opportunity to increase their contributions, usually by up to 50 percent more than what they are now paying. If they can at all afford to do so, they should increase their contributions, not necessarily to the full extent allowed, but at least to some unit percentage of salary, say, 2 or 3. Delay is avoided by preferring such a fixed-percentage plan. The retirement system then can come up quickly with the answer. The employee would be notified of the exact amount of contribution.

The time to think about making the annuity as large as possible is not just a month before retirement, but now. It does not matter what the employee's age is. The earlier one starts contributing the extra amount, the smaller the deduction from pay check to accomplish a given goal.

The money one puts up is his own and, remains so, except that he can not draw it out, unless he resigns. The employer pays interest on the deposits, which are called the employee's annuity account.

### Effect of Salary Increase

When one's salary is raised, pension benefits increase proportionately. The pension is the part of the retirement allowance that the employer finances by his own contributions. Also, without any increase in rate, the annuity will increase, because the absolute amount of contribution by the employee will rise. In other words, the same rate will be applied to the higher salary.

The pension and the annuity increases are automatic. The idea is to compound the benefit. But whether one is or is not willing or able to pay a higher contribution rate, the pension will rise. It will equal a certain fraction of one's final average salary, for each year of member-service. Multiply the number of years by the fraction, and ascertain what the pension will be. Finding out the annuity amount is more difficult, since that is not based on the average of any five consecutive years, but on all the years of service, including the early years of much lower pay.

### Avoiding Hard Times

With some exceptions, resulting from excessive length of service usually, the annuity will not be nearly as much as the pension. In other words, the employer will be more generous to the employee than the employee is to himself. That is as it should be. The whole pension idea is based on the employer doing more for the employee. In some systems, the entire cost is borne by the employer. In those instances, however, except for corporation officials, the pension will be comparatively smaller than that which the public employee gets.

When retirement time comes, one often finds that he is too old to increase his pension income by much, if anything; and if he has not laid aside a nest egg, he may be hard up to live on at least a fair standard. That is why the employee should give serious and early attention to increasing his contribution rate, unless he is wealthy in his own right, but how many public employees are?

## Costanzo Is Named SLA Buffalo Deputy

Robert F. Costanzo of Buffalo has been sworn in as a Deputy Commissioner of the State Liquor Authority. He has been assigned to the SLA's Buffalo office.

Prior to his appointment, Mr. Costanzo served as deputy director of the Buffalo Water Department and had been employed there for 20 years.

CIVIL SERVICE LEADER  
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### Leader Increases Subscription Price

Effective October 1, 1955, the subscription price of the Civil Service LEADER will be \$3.50 a year.

The newsstand price will remain at 10 cents a copy.

# Castle and Powers Speak Out

As interest grows in the 1955 election of the Civil Service Employees Association, partisans of the two presidential candidates have requested that their views be printed. They urge this particularly because the current election will put the winning candidate in office for a two-year period. Both candidates — incumbent John F. Powers and challenger Raymond G. Castle — have agreed. Two of their addresses, incorporating their views, are printed below.

By Raymond G. Castle

## Full Partnership Is Aim

I would like to see the civil service employee on a plane of respect and prestige that will enable him to deal with the Governor, the Legislature and other Administrative bodies directly and on a man-to-man basis, rather than have to continue, hat in hand, entreating where he should be presenting reasonable demands based on provable facts — taking crumbs when he should be receiving the entire loaf to which he is entitled.

I would like to see the civil service employee able to meet the Governor and the Legislature, or anyone else for that matter, on the same equal basis as the worker in private industry meets his employer around the conference table.

I would like to see the civil service employee able to enter the bargaining room by the front door, rather than by the back door. I would like to see him present his case in the open, where it can be judged by the public, rather than in closed bargaining sessions where he always seems to come out second or third best.

I would like to see the civil service worker given some say in the disposition of his fate, in his salary, in his hours, in his working conditions — in fact, in the whole labor relations structure. I don't want any of this disposed by outsiders — or by one man, secure in the secrecy of his operations, who can dispose of the case of the civil servant, without appeal, without recourse of any kind.

## Blueprint for Action

That is my goal. Now here is how I propose that we achieve it. Here are my four points — my Blueprint for Action.

1. Strong, effective business-like leadership.
2. A forceful, professional public relations program.
3. Open, front-door negotiation.
4. The same working conditions as private enterprise currently gives its employees.

## Effective Leadership

When I speak of strong leadership, I do not personally impugn any of our present or past officers. In fact, I commend them for carrying on as well as they have under difficult conditions imposed by our traditional ways of doing things and by our present Constitution and By-Laws. Our Constitution sets forth premises that are as sound today as they were when first promulgated, but our By-Laws are terribly inadequate. Our officers have been forced to work with tools which were designed not for an organization over 60,000 strong, but for an organization of perhaps 10,000. They have been forced to work with organizational tools originally designed to be largely social, not of a group dealing in labor relations and other complex situations.

No, I do not blame our past and present officers, because they were working under very difficult conditions imposed on them by an outdated system of operations. Yet I do feel that they have neglected a sorely needed job of By-Law revision.

It is my intention, if you elect me president of the Civil Service Employees Association to work for a revision, a modernization of the ground rules of our operation to meet the changing conditions enforced by our greatly enlarged membership and the present day needs of our membership.

I pledge myself to begin this work immediately by employing the talents which are available to us in our own membership. But this process should logically be started, let me say, by changes in our By-Laws which are subject to change by the Board of Directors.

One of the changes I would make is in the duties of our five vice presidents. According to our present requirements, their only function is to take over, in order of rank, when the president is unable to function or be present for one reason or another. Aside from that their function is purely social.

Our vice presidents, both now and in the past, have been able men elected from the ranks of our membership. They have been elected because our members had confidence in their personal qualities. They have outstanding leadership abilities and are capable of doing far more than a stand-by or social job. It is my proposal that we give them something to do to utilize their talents, to realize some of the potential that is now lost to the Association.

Each of our five vice presidents, for instance, could supervise and coordinate some of our important committee activities, and would be responsible for coordination within his group, and for coordination with the activities supervised by other vice presidents. This would not only result in better committee work but would relieve the president of many tasks which now deprive him of the time that could be devoted to administrative duties in other areas. Such an arrangement would be of great help to the staff also. It would, in effect, make for a stronger leadership at the top and result in a stronger Association.

## A Treasure House of Talent

We have within the membership of this Association just about every skill known to man. We have, for instance, skilled, experienced researchers; we have accountants and auditors and attorneys; analysts of all kinds; public relations men of the highest talents — yes, we have wage and hour experts and labor relations experts. We have them — but how often do we use them, how often do we really call on them to give the Association the benefit of their intelligence, their skills, their experience? Not often enough, I contend.

But this is a way we can build a strong leadership, and an effective, highly-skilled organization to help us do our job — because it is their job and their cause. That is my number one point — the keystone of a strong CSEA.

## Strong Public Relations Program

This utilization of our resources would make possible a forceful professional public relations program. We have the experts in our ranks. Some have participated in our programs — many more have never been called upon. Yet these are men and women who are skilled enough to write speeches for governors and other high State officials, experienced enough to advise communities, talented enough to write copy that is read and understood by millions of people each day. These men and women are a gold mine to an organization that is wise enough to employ their services in a public relations program.

So we have the equipment without doubt. What then does this public rela-

(Continued on Page 14)

By John F. Powers

The Presidency of the Civil Service Employees Association is not a prize to be won.

The Presidency of the Civil Service Employees Association is not a sweet-tasting dish for an individual or group that seeks power.

The Presidency of the Civil Service Employees Association is not a plush job, where a man sits at a fancy desk smoking a big cigar and giving out orders.

Shall I tell you what the Presidency of Association really is like?

It is a difficult, wearying, thankless, tension-producing job. It is a job that requires of a man his time his energy, and all the capacities of which he is capable. Churchill once spoke of "blood sweat and tears." He might have been speaking of the Presidency of this organization.



John F. Powers

And for all that a man puts into his job, what is recompense? Not money. Not even thanks. Only the satisfaction that he has done honestly, with the help of God, what needed to be done for the employees.

So why am I running for re-election?

## A Job to Be Finished

You are my fellow-employees. This is a fair question. And you are entitled to a straight answer.

I am running for re-election because I started something which must be finished.

I started a campaign to make this the largest civil service organization of its kind.

I started a campaign to build up our resources so that we would have the strength to meet the grave problems that face us.

I started a campaign to gain salaries that would place the employees of New York State and all its counties and towns at the top.

I started a campaign to build for the employees a labor relations program that would give real security and dignity to our jobs.

I am running for re-election because I believe in my heart these are important objectives, and I can't drop them in the middle.

## Personal Will versus Democracy

Now let me become specific. I want you to know how I work and think. First, I consider my job to be following the directives laid down by your representatives. These representatives serve on the Board of Directors. They are elected by you. They are a cross-section of the employees, State and County. Every matter concerning public employee welfare comes before this Board. Their decisions are not arrived at lightly. When these decisions are made, I consider it my duty to carry them out. This is the same as the duty imposed upon the President of the United States to carry out the laws enacted by Congress. Often, the decisions made by the Board are not those which I recommend. But we are a democratic organization. And whatever the decisions, I carry them out with all the vigor at my command. I will never impose my will over the united will of the employees as expressed by their representatives.

## Leadership With a Conscience

Second, I believe that a man in the position of President must at the same time exercise leadership. It is very easy to talk, to condemn, to berate. It is a different thing to sit on the "hot seat" and to do what in good conscience you know has to be done. Early this year, I brought to the attention of the members the existing financial condition of the Association. That condition wasn't good. We had grown enormously in recent years, and this growth justifies the confidence in our policies. But with growth came growing pains, and the growth cost money. Many services were being demanded by the membership — services which they ought to have. I could have slunk away from this problem. I preferred to face it. I told the Board of Directors and the members that in my opinion we needed a dues increase. I explained the fact that we were facing new conditions in 1955 — powerful competition from other civil service organizations, the need for supplying extended legal service for the membership to effectuate the legislative gains we had won, the need for additional representation with the legislature, expansion of the field service, and other things. I pointed out that our dues were the lowest of any employee organization.

You know the battle that ensued. You know how often and how bitterly I was personally berated. I could have pulled away from this battle. That would have been the cowardly thing to do. That would have meant I was giving up an objective which to me was most important — assuring the future strength of this organization. I stuck it out. The delegates did raise the dues, not to the figure originally suggested, but to a figure that will enable the organization to do more for you.

## Higher Pay, 40-Hour Week for All

On top of my agenda is this: PAY RAISES FOR THE EMPLOYEES HAVE GOT TO COME. I am not waiting until the Legislature opens. I am not waiting hat in hand until the Governor says "Let's talk about this." Two months ago, I instructed our Salary Committee to gather for me all the facts. I have already communicated with the Governor. Our negotiations have already opened. And we will not be satisfied with half-measures. We will not take a bone. I am dedicated to this battle, and I will fight with all my energy to bring the salaries up to the point where they must be. And this goes not only for State employees. It is not fair that the salaries of County and other local aides be lower than the salaries of State people working in the same areas. The fight for higher pay — the grand objective for this year — includes ALL OUR MEMBERS.

And with that fight goes another, one that we can't let go by the board. I want to see the true 40-hour work-week established where it does not exist. We are no longer living in the nineteenth century. I am putting myself heart and soul into this campaign. I want you to help as employees in getting this through.

## Adequate Labor Relations Program

Now our other major objective — a decent, modern, workable labor relations plan. It is easy enough to sneer at the executive order on labor relations just signed by Governor Harriman. But good working conditions are not built by sneers. Good working conditions are obtained by study and negotiation, by "knowing the score," and pressing for the attainment of objectives. This we have done. The new executive order on labor relations was approved by the

(Continued on Page 14)

# Motor Vehicle Inspector Test To Open Soon

ALBANY, Sept. 19 — State jobs as motor vehicle inspector, \$3,920 to \$4,950, will be filled from an exam which opens for receipt of applications on Monday October 3. Do not attempt to apply before that date.

The test is among 16 state-wide and six local exams scheduled to be held on Saturday, December 10. Application forms may be obtained in all 21 exams from Oc-

tober 3 through November 14, at offices of the State Civil Service Department, in NYC, Albany and Buffalo.

Candidates must be U.S. citizens and residents of New York State, except where special residence requirements are given.

Railroad, Accounting Jobs  
The exams: (See next column.)

Senior civil engineer (traffic), \$6,590 to \$8,070.

Railroad equipment inspector, \$4,350 to \$5,460.

Railroad equipment inspector (electric), \$4,350 to \$5,460.

Railroad inspector, \$3,920 to \$4,950.

Motor vehicle inspector, \$3,920 to \$4,950.

Motor carrier investigator, \$3,920 to \$4,950.

Transportation -service inspector, \$3,540 to \$4,490.

Assistant administrative supervisor of machine accounting, \$5,090 to \$6,320.

Assistant accountant, \$4,130 to \$5,200.

Assistant accountant (public service), \$4,130 to \$5,200.

Senior clerk (interpreting Spanish), \$2,870 to \$3,700—open only to residents of NYC, Nassau and Suffolk Counties.

Junior photographer, \$3,020 to \$3,880.

Senior physician, \$7,300 to \$8,090.

### Other Vacancies

Bacteriologist, \$4,130 to \$5,200.

Junior scientist (anatomy), \$4,130 to \$5,200.

Histology technician, \$3,020 to \$3,880.

Consultant on child detention care, \$5,090 to \$6,320—open to all qualified U. S. citizens.

Intermediate social case worker (child welfare), Westchester County, \$3,170 to \$4,050.

Intermediate social case worker (public assistance), Westchester County, \$4,170 to \$4,050.

Senior social case worker (child welfare), Westchester County, \$3,780 to \$4,860.

Senior social case worker (public assistance), Westchester County, \$3,780 to \$4,860.

Psychiatrist, Westchester County \$9,320—open to all qualified U.S. citizens.

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

## EMPLOYEES ACTIVITIES

### Attica Aides Hold Dinner

ATTICA, Sept. 19 — A group of officers assigned to B Block, Attica State Prison, held a steak dinner at Eddie's Restaurant on September 7. Nineteen couples attended.

Francis Bottone, Aiden Logan and Joe Conway were the committee on arrangements. Joseph Inglis was toastmaster, assisted by the dry humor of Bill Kolberg and Ben Davis.

Highlight of the party was the masterful dancing of Dorman Harrington, with Joe Conway taking the honors for his ballroom dancing. Andy Blujus was disappointed because the juke box did not carry enough polkas.

At the event were Mr. and Mrs. P. Bottone, Mr. and Mrs. J. Conway, Mr. and Mrs. A. Logan, Mr. and Mrs. P. Carnevale, Mr. and Mrs. J. Inglis, Mr. and Mrs. A. Tice, Mr. and Mrs. G. Stamp, Mr. and Mrs. V. Andrews, Mr. and Mrs. H. Fargo, Mr. and Mrs. R. Fargo, Mr. and Mrs. W. Kolberg, Mr. and Mrs. A. Blujus, Mr. and Mrs. R. Snyder, Mr. and Mrs. H. Hay, Mr. and Mrs. R. Jones, Mr. and Mrs. B. Davis, B. Bernard and daughter Cathy, D. Harrington and Julia Gatgen, and Sgt. and Mrs. Willard Baker.

### Bridge Authority Unit Names Maurice Keating

KINGSTON, Sept. 19 — The New York State Bridge Authority chapter, CSEA, held its annual meeting and clam bake here September 7. Maurice Keating of Hopewell Junction was elected president.

Other officers: Charles H. Clapper, Hudson, vice president; Aloysius Curran, Hudson, secretary-treasurer, and John J. Gallagher, Poughkeepsie, delegate.

H. Cosgrove and his committee were in charge of the fine clam bake.

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SOCIAL SECURITY for public employees. Follow the news on this subject in the LEADER.

## Limits Proposed On Government Forbidding Strike

The controversy over whether public employees should have the right to strike is in the news again.

The subject was discussed in a standing committee's report to the labor section of the American Bar Association. While the committee did not recommend that public employees should have the right to strike, it did indicate that if government has such an anti-strike law, the necessity for having a prompt and effective means of dealing with grievances is accentuated.

The committee, headed by H. Elliot Kaplan, former New York State Deputy Comptroller, said:

"Government which denies to its employees the right to strike against the people, no matter how just may be the grievances, owes to its public servants an obligation to provide working conditions and standards of management-employee relationships which would make unwarranted any need for such employees to resort to stoppage of public business."

### House of Delegates Yet to Act

The labor section unanimously approved the report, which will now go before the association's house of delegates for action.

While the report did not take any stand in favor of the right to strike, in various State and local jurisdictions, opposition to the anti-strike laws is growing. Governor Averell Harriman is expected to renew his efforts to have the Condon-Wadlin Law repealed by the State Legislature. That law prohibits strikes by employees of the State or its communities.

opposite anti-strike laws, not because they want to strike against the government at any time, but because they feel that the proper solution is to earn freedom from strikes, or even strike threats, is proper labor relations.

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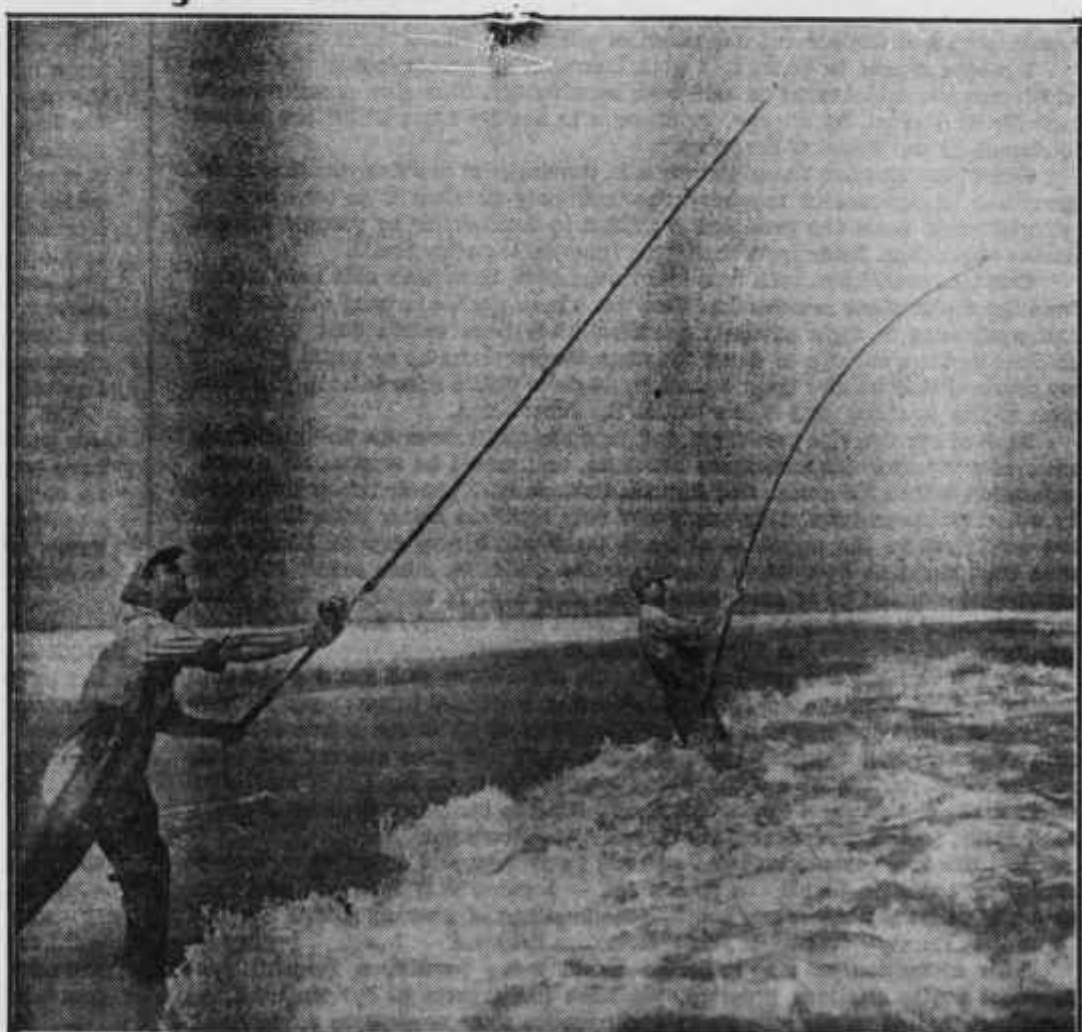
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# THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



## Government Must Meet Its Own Standards

THE LAST REPORTS giving the number of public servants in United States stated there were some seven million. This total is larger than the combined number of employees in several of our large industries. It makes government—all government—in this country the biggest employer of all, and it gives to government as an employer an important and dominant role in the field of labor relations.

Government's attitude in the area of the public employee has been laggard and far from progressive. Government has generally been unwilling to regard the worker in this field with the same respect and understanding with which it regards the workers in other fields.

In industry, government has imposed standards of work, pay and safety upon the owners of the concerns, whether they be large corporations or individuals. It has protected the worker against exploitation, through legal restrictions on all conditions of his employment. And it has insisted that the worker shall have a voice in determining the conditions of his employment by protecting the rights of the employee to organize into unions and bargain collectively.

### Laggard in Hours, Pay, Safety Standards

However, in its own field—that of the public employee—government has shown neither the same tolerance nor understanding of the employee's problems. In industry it has insisted upon the minimum wage, the 40-hour week, the maximum safety. Yet many governmental agencies today—in our own state—insist that its employees work more than the 40-hour week, pay the employees less than the minimum wage, and are neglectful of the ordinary safety factor which its safety inspectors would demand of any business organization.

In this indictment of the careless attitude of government against its workers, we are joined by a committee of the American Bar Association. In a report which has just been issued, the committee says "Government as an employer has failed in many instances to practice what it compels industry to do."

### Vigorous, United Action is the Answer

There are many reasons for this attitude rooted deeply in our own history. The discussion of them would take too long for this column. However, whatever the reasons, the government workers have become resentful over the careless attitude of its managers. They are showing their resentment by rapidly organizing unions or associations to represent them in their human problems with their governmental managers. These organizations are becoming vocal and vigorous in their insistence that the public employer regard its employees as human beings, having the same needs and desires as the employees of a manufacturing concern or other industry.

Your Association is part of this movement. It has been actively representing the employees of the State and municipalities for many years. It knows the problems. It has the knowledge to solve them. It needs the help of its members. It needs more members. It needs the strength, loyalty, and solidarity of all public employees in its insistence that the same conditions of work which government forces upon industry, it provides for its own workers.

## Full Text of Appeals Section Of Governor's Grievance Plan

In the August 16 issue, the LEADER published the full text of the Governor's Executive Order which established a new, 3-man grievance board for State employees. Through a mechanical inadvertence two lines were omitted from Section VI, as published in The LEADER. The full text of the provision:

Section VI, on appeals, read as follows:

"An employee, within a time limit and upon compliance with the regulations of the board, may appeal to the board from a determination of the head of his department or agency, or his designated representative, as the case may be made pursuant to this order. Such employee shall be granted a hearing on such appeal before the board, at which he shall be entitled to a representative of his own choosing, except that with the consent of the employee such hearing may be conducted by one or more members of the board instead of the full board. If the appeal involves the enforcement of a law, a civil service rule or regulation or a written rule, regulation or order of a department or agency, the findings of fact and the recommendation of the board shall be transmitted

to the departments or agencies involved for appropriate action in accordance with the facts found by the board. In all other cases, the determination of the board shall contain a statement of the facts and an advisory recommendation to the departments or agencies involved, to his representative and to the President of the State Civil Service Commission, and a copy shall be filed in the Department of Civil Service as a public record."

### GOLDEN HEADS LIST

ALBANY, Sept. 19—Leon Golden of Albany heads a five-name State open-competitive list for education publications editor. There had been 21 applicants for the \$5,000 to \$6,320 jobs.

### Visual Training

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# Important Facts

## For Persons Interested in Civil Service Exams

The percentage of failures in popular examinations is extremely high

FOR EXAMPLE: In the last exam for PATROLMAN, 14,710 participated in the written test; ONLY 2,449 NAMES FINALLY APPEARED ON THE ELIGIBLE LIST.

AND, in the last examination for POLICEMAN, 934 took the test, 114 ATTAINED A PLACE ON THE ELIGIBLE LIST.

... But Over 80% of All Those on Each List Were Delephanty Students!

### REASON FOR SO MANY FAILURES

Persons who compete in these examinations are of course adults. However, most of them have been away from school for years and have never competed in a civil service examination. They merely learn that an examination is approaching, become interested, file an application, pay a fee but give little or no further thought to the test until the day of the mental examination. Because they are not prepared and are not familiar with the technique of taking an examination, they misinterpret the reading matter and questions that are asked, fail to properly apply the time allotted and make careless mistakes on questions based on mathematics, grammar, vocabulary, civics, judgment, and the like.

### WHAT AN INCREASE OF 10-15 POINTS

#### MEANS IN A CIVIL SERVICE EXAM

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TUESDAY, SEPTEMBER 20, 1955

## A Job Is Only as Good As the Protection It Gives

Almost a year to the day after they complained of interference by the hospital director's wife, seven employees of the Onondaga TB Sanitarium were discharged.

Three other hospital employees made similar complaints but are still on the job. These three are in the competitive class—the seven were non-competitive.

From this distance, one can only surmise the obvious—that the seven unprotected employees paid the price of their complaints with their jobs.

The unlucky seven have no legal recourse to get back their positions. Their plight serves only to accent the urgent need to make competitive as many jobs as possible. There is no other way such dismissals, as in the case of the seven, can be prevented.

## NYC Laying Basis for Good Labor Relations Code

NYC is preparing well for a permanent Labor Relations Code. In a series of reports, the basic problems are being analyzed, and experience in both government and private industry cited, but all questions are left open for final decision.

The problems are divided into the separate groups into which they naturally fall. Each report is factual, temperate, and searching, and gives the arguments on both sides.

The latest report deals with the supervisor. Should he be permitted to unite with his own kind, to form a separate unit for collective negotiation, or does a supervisor represent management and thereby forfeit the right that others enjoy, because otherwise he would be on both sides of the fence?

While no conclusions are reached, the tone of the report indicates clearly that NYC will affirm the right of supervisors to be members of associations and unions, for collective dealings with their employer. The report cites present examples of such collective action. The Uniformed Fire Officers Association, as well as groups of supervisors in the Transit Authority and the Department of Sanitation, has been in successful existence for years.

Any change as to the rights they enjoy must be for those that bespeak progress, not hedging in a situation that demands foresight and courage.

## Firemen's Heart Bill Deserves Enactment

The coming session of the State Legislature should enact the law that fire-fighters want almost as desperately as they want anything else—a declaration that heart ailments be presumed to be caused by the nature of their duties.

This goal is so important to firemen because heart condition has become an occupational hazard. A survey, made for the NYC Uniformed Firemen's Association, confirmed statistically the long realized hazardous nature of the fire-fighter's job.

When the eligible was appointed a fireman he was in excellent physical and medical condition, otherwise he would have been promptly disqualified. If, in later years, heart condition develops, all that the fire-fighter asks is that the ailment be presumed to be the result of performance of duties. That would not prevent the employer from

## Question, Please

WHAT IS the situation in regard to pay for jury duty? L.M.

Answer — When one is called to jury duty, he should take the matter up with his supervisor, who will usually recommend a visit to the departmental personnel officer. The rules differ somewhat in different jurisdictions, but, in general, an employee on jury duty is not charged with an absence for sick leave or annual leave, but is simply excused from duty in his office. It is known as jury leave. The department usually deducts from the employee's pay the amount he receives for doing jury duty, if the jury fee is less than one's pay; if the jury fee is more, most unlikely, then only the pay for the absence period is deducted. In some jurisdictions the pay goes right on, for the jury leave period, but the jury duty fee must be given to the employer.

WHAT IS the reason for the age-50 retirement benefit granted to FBI agents and some other specialists in U.S. service? L.I.C.

Answer — The arduous and perilous nature of the work.

IS THE parking meter collector exam, for which NYC is now receiving applications, open to women, too? W.C.D.

Answer — No. It is restricted to men because of the heavy load collectors have to carry.

### J. E. KELLEY NAMED

ALBANY, Sept. 19 — Commerce Commissioner Edward T. Dickinson has named Dr. James B. Kelley of Uniondale, Long Island, as special assistant on technical research.

Dr. Kelley, who has been president and technical director of Physical Research Laboratories since 1952, will assume duties of his \$10,000-a-year State post on October 1.

## Comment

READER GIVES REASON FOR PENSION LOAN RISE

Editor, The LEADER:

A recent LEADER article, entitled "Pension Loans Hit New High" surmised that members of the State Retirement System must have a lot of new cars, television sets, washing machines and swimming pools, or are in debt for nothing.

Are not State employees, most with long years of service, entitled to borrow our own money and pay interest on it, to have a new car or television set or a washing machine?

In order to have these things, the average State employee has to borrow from the Retirement System (his own money) and spread payment over a long period. He can not pay the high payments required by finance companies or banks.

What does this mean? Only one thing, as I see it after 37 years of service as a canal structure operator with take-home pay very little over \$100 for 15 days' work — "low State wages."

I have a family and home, no new car or swimming pool — and how can we?

L. W. BARLOW SR.  
Rochester, N. Y.

proving, in any particular case, that the condition arose from some other cause.

The fire-fighters have been striving for years to have the bill enacted. They have proved their case, and are ready to prove it anew. This time they must not meet disappointment again.

## TIME OFF

We hear that the latest "Do It Yourself Books" are on "Brain Surgery Self-Taught" and "How To Get Out of Doing It Yourself."

A lawyer named Higsbrtzlopvtanz decided he wasn't getting any business because of his complicated name so he changed it to Greene.

Shortly after the change, he called his wife and asked her to meet him at his club for dinner. She was to ask for him when she arrived.

The lawyer got to the club first and decided to play a little poker while waiting for his wife. Suddenly he realized two hours had passed.

He ran down to the club lobby and there sat his wife.

"Good gravy," he said, "Why didn't you call for me?"

Shrugging her shoulders she said, "I forgot your name."

NYC police were chuckling last

week over the "Man Wanted" bulletin tacked on to the end of a gangster movie playing the City.

After giving a grim description of this "desperate killer" the movie announcer showed a picture of the man wanted.

It was none other than Elmer (Trigger) Burke, who had been captured days before the movie arrived in town.

A clerk in the Motor Vehicle Bureau was particular that everything in an application for a driver's license must be just so. If there was the least thing wrong, even a misplaced comma, when the applicant asked if the application was all right, the answer would be, "Yes, but—"

The same applicant had the same experience with the same clerk two years in a row. On the third year he asked the clerk:

"Say, can't you just transpose those two words?"

## MODERN PUBLIC ADMINISTRATION

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

### Village Publicizes Municipal Services

A public relations program in Oak Park, Ill. shows taxpayers how their money is being spent on municipal services.

There, the American Public Works Association reports, citizens in a certain neighborhood are informed when the city is performing a municipal service for them.

For example, when a sewer cleaning crew is scheduled to clean the main sewer on a particular street, one crew member places a brochure in each mail box of the residences fronting on the street while other workers set up the equipment. The brochure describes the objectives of the program, how the citizen can cooperate, progress of the program, whom to contact for service, source of money for the work, and other items of interest. Tripod signs have also been placed at job sites telling what is being done.

### Program to Be Expanded

The brochures are attractive, colored, one-page folded sheets, entirely prepared by village employees and run off on the village multilith. And the scheme has been so successful in emphasizing sewer cleaning and forestry operations that the village is planning to extend it to other activities. These include street marking, regulatory parking signs, street repair, and street lighting projects. Variations are also being developed for parking violations, refuse collection, water main repairs, and various inspection services.

## Law Cases

Sidney M. Stern, counsel, submitted to the NYC Civil Service Commission the following summary of new law cases:

### DECISIONS:

#### Supreme Court.

Ruchalsky v. Adams. Petitioner, a candidate for patrolman, was rejected because of high blood pressure. The court held that the action of the Police Commissioner was not arbitrary, capricious or unreasonable, as the candidate received three examinations, with rest period between tests.

Kiernan v. McCarthy. The petitioner challenged the Personnel Department's selective certification

of the list for assistant director (child welfare) as appropriate for filling the position of assistant secretary of the Commission for the Foster Care of Children. The court held that it was not shown that the action was arbitrary or unreasonable, hence would not set aside the determination.

Cooper v. Patteron. The petitioner seeks reinstatement as transit patrolman.

Adams v. Department of Personnel. The petitioner seeks a review of the medical examination for social investigator. He was rejected by the Civil Service Commission.

Delicati v. Schechter. The petitioner was passed over on list for patrolman (P.D.). He seeks to compel his appointment.

### PROCEEDINGS INSTITUTED: Municipal Court.

Kostrin v. NYC. The plaintiff, a former chief of the fiscal bureau of the Civil Service Commission, sues for \$1,613.32 allegedly due him, for accumulated overtime and vacation not allowed when he resigned.



# Bulletin for Mental Hygiene Employees

## What is the Mental Hygiene Employees Association?

It is an organization of employees in the Department of Mental Hygiene who have banded together for the purpose of promoting those objectives which would insure better working conditions; adequate salaries; promotional opportunities; realistic personnel policies; resolution of problems and the general welfare of its members.

Who, except an association of the employees themselves, is in the best position to know institutional problems and has a keen interest in the solution of these problems?

## How does the Mental Hygiene Employees Association gain its objectives?

Working closely with C.S.E.A.; and through its representative, this association prepares resolutions and promotes legislation for the welfare of Mental Hygiene employees.

The M.H.E.A. also has several meetings each year with the Commissioner of Mental Hygiene and the Director of Personnel. At these meetings those problems are discussed which do not require legislation but may be solved by a directive from the Commissioner's office. This is a common meeting ground and sounding board for Mental Hygiene problems. Many problems have been solved by this conference.

## What can the M.H.E.A. do for me?

Through its power and prestige, as it composes the largest departmental group of employees in the State of New York; it therefore, can influence the realization of the following objectives:

1. A serious salary study to reflect the duties and responsibilities of each title.
2. A 40-hour, 5 day work week.
3. Salary scale comparable with the current trend in industry.
4. Modernized pension system.
5. Fringe benefits comparable with those in industry.
6. Promotional series for Attendants.
7. A closer working arrangement with C.S.E.A.
8. Modernized Attendance Rules.
9. A continued study for an adequate and effective grievance machinery.
10. Encourage Civil Service as a career through a study to improve promotional opportunities in all titles.

## What can I do for the M.H.E.A.?

I can become a member; an active member. I can recruit members and in so doing I will help the M.H.E.A. to help me.

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

I wish to join the Mental Hygiene Employees Association. Enclosed is \$1, in payment of dues for 1955-56.

Name ..... Title.....

Institution .....

Home Address .....

Post Office .....

or

see your institution representative who is a member of the Board of Directors of M.H.E.A.

# U.S. Commission Approves Idea Of a Civil Service Brain Trust

WASHINGTON, Sept. 19 — The recommendation of the Hoover Commission, which is headed by former President Herbert Hoover, that a corps of senior civil servants be established, has been endorsed in principle by the U.S. Civil Service Commission. Before detailed plans can be applied, more study is needed, the Civil Service Commission stated in a report made to President Eisenhower at his request.

The corps would consist of from 1,500 to 3,000 competitive employees. They would be selected and supervised by a board of five appointed by the President. Instead of being located in any one job or department, a corps member would be sent anywhere. His salary would range from \$10,800 to \$17,000 a year. He would be "commissioned," like an officer of the

armed forces or the Foreign Service. Each member would be selected for his special skills, and assigned wherever his services are necessary, to stay as long as necessary.

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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

## Two Erie County Rosters Are Issued

ALBANY, Sept. 19 — Two Erie County open-competitive eligible lists have been issued by the State Civil Service Department.

Ellen M. Kenny of Buffalo is the lone eligible for the \$4,920 post of senior librarian III (music). There had been one other applicant.

Two qualified for police clerk with the Town of Lancaster's Police Department. They are George Eberhardt of Depew, heading the list, and Harold L. Glor of Bowmansville.

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# NEW YORK STATE JOB OPENINGS

## Open-Competitive

The following State open-competitive exams are now open for receipt of applications. Candidates must be U.S. citizens and residents of New York State, unless otherwise indicated. Last day to apply is given at end of each notice.

**2136. RECREATION SUPERVISOR**, \$4,350 to \$5,460; one vacancy in Hudson-Taconic region. Requirements: (1) bachelor's degree; (2) one year of administrative or supervisory experience in recreation work; and (3) either (a) one more year's experience, or (b) 30 graduate hours in appropriate field, or (c) equivalent. Fee \$4. (Friday, October 21).

**2137. RECREATION INSTRUCTOR**, \$3,540 to \$4,490; 16 vacancies. Requirements: (1) bachelor's degree, or three-year course with diploma in physical education; and (2) either (a) bachelor's degree with specialization in physical education or recreation, or (b) one year's experience in recreation work, or (c) 30 graduate hours in appropriate field, or (d) equivalent. Fee \$3. (Friday, October 21).

**2138. ASSISTANT RECREATION INSTRUCTOR**, \$2,720 to \$3,520; 45 vacancies. Requirements: (1) high school graduation; and (2) either (a) one year's experience in recreation work, or (b) bachelor's degree with four semester hours in physical education or recreation, or (c) equivalent. Fee \$2. (Friday, October 21).

**2139. INSTITUTION EDUCATION DIRECTOR**, \$5,090 to \$6,320; one vacancy each at State Training School for Girls, Hudson, and one at State Training School for boys, Otisville. Requirements: (1) State certificate as principal of secondary or elementary school, or supervisor of elementary education; and (2) one year of supervisory or administration experience in secondary or elementary education, including supervision of instructional personnel. Fee \$5. (Friday, October 21).

**2140. EXAMINATIONS EDITOR**, \$4,130 to \$5,200; one vacancy in Albany. Requirements: (1) bachelor's degree, and (2) three years' experience teaching English or languages in secondary schools. Fee \$4. (Friday, October 21).

**2142. SUPERVISOR OF MATHEMATICS EDUCATION**, \$7,936 to \$8,890; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: either (1) either (a) State certificate for supervising mathematics education in public secondary schools, or (b) equivalent qualifications; (2) 60 graduate hours in mathematics; (3) either (a) five years' teaching mathematics in secondary schools including two years in supervisory capacity, or (b) three years' of teaching in secondary schools and two years at college level; and (4) either (a) one more year of teaching, or (b) completion of requirements for doctorate, or (c) equivalent combination. Fee \$5. (Friday, October 21).

**2084. SUPERVISOR OF ENGLISH EDUCATION**, \$7,936 to \$8,890; one vacancy in Albany. Requirements: similar to supervisor of mathematics education, above, except that certificate and experience must be in English education specialty. Fee \$5. (Friday, October 21).

**2143. ASSOCIATION INDUSTRIAL HYGIENE PHYSICIAN**, \$9,346 to \$10,810; one vacancy in Buffalo. Open to all qualified U.S. citizens. Requirements: (1) State license to practice medicine in New York State; (2) medical school graduation and completion of internship; (3) three years' full-time practice, including one year of industrial medicine; and (4) either (a) one year of full-time industrial medical practice, or (b) post graduate course in public health or industrial medicine, or (c) one year of full-time medical research in industrial employment or health. Fee \$5. (Friday, October 21).

**2144. SENIOR INDUSTRIAL HYGIENE PHYSICIAN**, \$7,618 to \$8,890; three vacancies in NYC. Open to all qualified U.S. citizens. Requirements: (1) license to practice medicine in New York State;

(2) medical school graduation and completion of internship; (3) one year of full-time practice; and (4) same as associate industrial hygiene physician, above. Fee \$5. (Friday, October 21).

**2141. SENIOR OCCUPATIONAL THERAPIST (PSYCHIATRIC)**, \$4,350 to \$5,460; one vacancy each at Central Islip, Marcy and Middletown State Hospitals. Requirements: (1) either (a) occupational therapy school graduation, or (b) bachelor's degree plus 10 months' training in O.T. school; and (2) two years' experience including one year in treating mentally ill patients. Fee \$4. (Friday, October 21).

**2145. PHOTOFLUOROGRAPHER**, \$2,720 to \$3,520; one vacancy in Department of Health. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) two years of X-ray or photofluorographic experience, or (b) one-year course in photofluorography including course in theory, or (c) equivalent combination. Fee \$2. (Friday, October 21).

**2147. MARKETING FACILITIES SPECIALIST**, \$4,350 to \$5,460; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) two years' experience either (a) as solicitor for commercial or wholesale house buying and selling farm products, or (b) in large scale production and sale of farm products, or (c) as buyer for large scale cannery; and (3) either (a) bachelor's degree in appropriate specialty, or (b) two year agricultural course and one more year of experience, or (c) two more years' experience, or (d) equivalent combination. Fee \$4. (Friday, October 21).

**2149. TREE PRUNER FOREMAN**, \$3,180 to \$4,070; one vacancy at Rochester. Requirements: two years' experience in tree care and tree removal. Fee \$3. (Friday, October 21).

**2150. BUOY LIGHT TENDER**, \$2,580 to \$3,350; two vacancies in Albany. Requirements: either (a) one year's experience in repair or operation of gasoline-driven motor boats, or (b) two years as helper or service man in repair and servicing of automobiles or other equipment powered by internal combustion engines, or (c) equivalent combination. Fee \$2. (Friday, October 21).

**2151. CAMP SANITARY AIDE**, \$265 a month. Requirements either (a) high school graduation or equivalency diploma and six months' experience as sanitary inspector or investigator; or (b) one year's experience as seasonal sanitary inspector of investigator; or (c) completion of one year study of engineering, sanitary science appropriate study at technical or vocational institute; or (d) certificate to teach biological or physical sciences in secondary or higher schools; or (e) two-year course two years' study of general science of college study; or (f) equivalent. Fee \$3. (Friday, October 21).

**2152. SUPERVISOR OF TOLL AUDIT**, \$5,090 to \$6,320; one vacancy in Albany. Requirements: (1) three years' experience in financial credit, insurance, collection or tax records, including use of mechanical tabulating equipment, including two years of which must have been in supervisory or administrative capacity; and (2) either (a) bachelor's degree with specialization in accounting or business administration, or (b) four more years' experience, or (c) equivalent combination. Fee \$5. (Friday, October 21).

**2148. AUTOMOTIVE MAINTENANCE INSPECTOR**, \$4,130 to \$5,200; one vacancy in Albany. Requirements: five years' experience in maintenance and repair of automotive equipment, including one year with supervisory responsibility, plus New York State chauffeur's license at time of appointment. Fee \$4. (Friday, October 21).

**2153. EXECUTIVE OFFICER**, ABC Board, Yates County, \$3,540 to \$4,490; one vacancy. Requirements: (1) one year of business or investigative experience; and (2) either (a) college graduation, or (b) high school graduation or equivalency diploma plus two more years' experience, or (c) four more years' experience, or (d) equivalent combination. Fee \$3. Open only to residents of Yates County. (Friday, October 21).

**2154. ASSISTANT SANITARY ENGINEER (DESIGN)**, \$5,360 to \$6,640; four vacancies in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience in design of sewage systems, treatment plants or other sanitary engineering facilities; and (3) either (a) bachelor's degree in engineering plus one more year's experience

## Where to Apply for Public Jobs

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

**STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel Barclay 7-1616; lobby of State Office Building, and 39 Columbus Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.**

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

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

### NYC Travel Directions

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

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

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

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

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

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

and one year assisting in civil engineering work, or (b) master's degree in sanitary engineering plus either one more year's experience, or (c) five years' assisting in civil engineering plus one more year of professional experience, or (d) equivalent combination. Fee \$5. (Friday, October 21).

**2156. SUPERVISOR OF SOCIAL WORK (ADOPTION)**, \$5,090 to \$6,320; one vacancy each at Rochester and NYC. Open to all qual-

ified U.S. citizens. Requirements: (1) two years' graduate study in school of social work; and (2) four years' experience in child welfare work in public or private agency, with one year in supervisory capacity and one year in adoption work. Fee \$5. (Friday, October 21).

**2903. FARM PLACEMENT REPRESENTATIVE**, \$3,730 to \$4,720; one vacancy in Malone. Requirements: (1) high school graduation

## J. G. Kovalcik Named to State University Post

ALBANY, Sept. 19—Jerome G. Kovalcik has succeeded Daniel E. Button as public relations officer for the State University. The appointment was announced by Dr. William S. Carlson, University president. The post pays \$8,520.

Mr. Button recently was named executive assistant to the president. Mr. Kovalcik resigned as public relations director for the State College of Forestry in Syracuse to accept the new post. He will take office Oct. 1.

## 17 Pass Factory Inspector Test

ALBANY, Sept. 19—There are 17 names on the State's open-competitive roster for factory inspector, \$3,730 to \$4,720 a year. Daniel Blattberg of Brooklyn heads the list, with a rating of 94.75, including 10 points as a disabled veteran. Lambert F. Duffy of Staten Island is second, Robert L. Wright of Livingston Manor third, Joseph F. Romano of Utica fourth, and Charles D. Lawler of Rochester fifth.

## LANDSCAPE ARCHITECT LIST

ALBANY, Sept. 19—The State junior landscape architect list has been announced. There are seven names on the roster for the \$4,350-\$5,460 jobs, headed by Gordon C. DeAngelo of Campbell Hall.

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# U. S. Civilian Workers Took Home \$10 Billion

WASHINGTON, Sept. 19 — Almost ten billion dollars in wages went to civilian employees of the Federal Government in the last fiscal year, a Senate-House committee has reported.

The figure was \$9,621,000,000, which represents an increase of \$168 million over the fiscal 1954 total.

The report, by the Joint Committee on Reduction of Non-Essential Federal Expenditures, said the number of civilian aides averaged 2,367,290. That was just 487 under the average reported for the previous year.

It was pointed out that the payroll figure reflected only a small part of the pay raises Congress

**U.S. EMPLOYERS STAY LONGER THAN THEY MUST**

WASHINGTON, Sept. 19 — Although employees of some U.S. agencies, like the FBI, may retire at age 50, after 20 years of service, among the 260 who retired last year under that provision, the average age was 59.7 years.

voted for U.S. workers last June. These increases will show fully on the payroll for fiscal 1956, the current year.

## Police Lieut. Study Aid

The LEADER continues publication of study material for the NYC promotion exam for lieutenant (P.D.). Sample questions are given. Key answers are at the end.

66. In all counties in New York City except Richmond, in what court would you arraign a person charged with driving while intoxicated at an excessive rate of speed?

67. In what court in New York City should a person charged with a violation of the Alcohol Beverage Control Law be arraigned?

68. What elements, if any, are common to the crimes of blackmail and extortion?

69. What elements, if any, are common to the crimes of extortion and robbery?

66. Vehicle Accident Court.  
67. Gamblers Court.  
68. Similar threats are made.  
69. Taking or obtaining proper-

# CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

## Principles (?) of Penology

Sheriff Donald P. Tulloch, president of the Massachusetts County Commissioners and Sheriffs Association, gets off some real gems in the Boston papers. Some of these dillies can really be appreciated by prison personnel. Here is some of his "expert" advice:

1. We have found that we can learn a great deal by listening to the advice of prison inmates. Although they already have their own newspapers in some institutions, perhaps it would be better to set up a television station in each prison so that they could get their gems of wisdom out to the public more effectively.
2. If we are going to solve the crime problem we must listen more to those who are actually committing the crimes and less to biased and narrow-minded police and prison officials. Inmate councils should be encouraged, but the members should be allowed to elect not only their own officials, but also the guards, who shall be employed to wait on them.

### Happiness Is the Goal

3. We are told that there is a new treatment for the nonconformist. If an inmate stuffs his shirt in the toilet in his cell and floods the cell block, or kicks the plumbing off the wall, it is simply because he is unhappy, and modern study tells us that we certainly don't want anyone to be unhappy in jail. We must have happy prisoners so—a lovely furnished room with light and ventilation, tasty meals, recreation, radio, television, books, visits from relatives and friends and very little work.
  4. During recent investigations of prison disturbances we have found out some things about human nature that we never knew before. We have discovered that as soon as a person is locked behind bars of a penal institution, he or she suddenly loses all tendency to deviate from the truth. Everything is the truth, so help me.
- These are but a few "suggestions" of the Sheriff.

## Plaudits for a Monumental Task

The Southern Conference resolutions containing 47 full pages have just come in the mail, a tremendous job which covers all possible improvements for State employees. These resolutions have been submitted to the Civil Service Employees Association. Who was responsible for this splendid job? You guessed it! Charlie Lamb of Sing Sing Prison, president of the Southern Conference.

## 40-Hour Week Must Share Top Billing

As we approach the annual CSEA meeting in October, sounds are heard from the State prison personnel.

In the forefront of the Association's resolutions is a 10 percent general raise for all State employees. It is assumed from this that the full resources of the CSEA will be expended toward this end. It is to be hoped the 40-hour week, with the same pay, for institution employees will get equal support. We in the State prisons are interested first in the 40-hour week, same pay. We are perfectly willing to support and fight for a 10 percent raise for all other State employees, but we want a 40 hour week!

Correction employees for years have sat back in amazement as State employees discussed air-conditioning in State buildings, time off for Christmas shopping, 35 hours a week instead of 37½, half holidays due to excessive heat. The record will show we have supported all groups in their fight to improve working conditions.

Now we ask this same support. We want the 40-hour-week-same-pay bill given equal priority with the 10 percent general raise.

## J. G. ROSENBLUM PROMOTED BY EDUCATION BOARD

Superintendent of Schools William Jansen appointed Joseph G. Rosenblum assistant chief clerk of the Office of Superintendent of Schools. Mr. Rosenblum started working for the NYC Board of Education 30 years ago.

## Probation Meeting Held by Correction

ALBANY, Sept. 19 — The first regional institute on probation will be held in Albany at the De Witt Clinton Hotel on Tuesday, September 20, under the auspices of the Division of Probation of the State Department of Correction and the State Probation Commission.

All interested officials and the general public in the ten participating counties are invited to attend. The Institute is designed to set forth the effectiveness of probation treatment as a protection to the community.

The ten counties are Albany, Fulton, Montgomery, Otsego, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington.

Later, similar institutes will be held at Corning, Garden City, Poughkeepsie, Saranac Lake, Gouverneur, Syracuse, Buffalo and Rochester.

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- Governmental Reporting—Government Publicity ..... Mon. 5:50- 7:50 P.M.
- Social Security in the United States ..... Mon. 8:00-10:00 P.M.
- Financial Administration ..... Tues. 5:50- 7:50 P.M.
- Intergovernmental Relations—Federal—State—Local ..... Tues. 8:00-10:00 P.M.
- Constitutional Law—Civil Rights ..... Wed. 5:50- 7:50 P.M.
- Organization and Management ..... Wed. 5:50- 7:50 P.M.
- Introduction to Public Administration ... Wed. 8:00-10:00 P.M.
- Basic Statistics ..... Thurs. 5:50- 7:50 P.M.
- Current Problems in American Public Policy ..... Thurs. 8:00-10:00 P.M.

Registration begins Sept. 19; Classes start Sept. 26  
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\$ 7,700	BAISLEY PK.	5 Rooms, Modern Garage	B No. 385	\$150
\$ 8,500	S. OZONE PK.	5 Rooms, New Heating, Modern	B No. 400	\$170
\$ 9,500	JAMAICA	6 Rooms, detached, oil walk to	Train, B No. 402	\$190
\$10,000	S. OZONE PK.	5 1/2 Rooms, detached, 40x100,	Garage, B No. 370	\$200
\$10,000	SPGFELD. GDNS.	5 Rooms, Corner, Oil, Modern	B No. 431	\$200
\$10,500	PKWY. GDNS.	5 Rooms, Corner, Oil, Garage	B No. 450	\$210
\$10,500	S. OZONE PK.	5 Rooms, Brick, Oil, Modern	B No. 455	\$210
\$11,000	SPGFELD. GDNS.	5 1/2 Rooms, Bungalow, Oil,	40x100, Garage, B No. 424	\$220
\$11,500	PKWY. GDNS.	6 1/2 Rooms 3 Bedrooms, Oil,	Garage, B No. 452	\$230
\$12,000	RICHMD. HILL	5 1/2 Rooms, 50x100, detached	B No. 456	\$240
\$12,500	LAKEVW. QNS.	6 Rooms, Solid Brick, Oil, Garage	B No. 450	\$250
\$12,500	ST. ALBANS	5 1/2 Rooms, Detached, Oil, Garage	B No. 420	\$250
\$12,500	ST. ALBANS	7 1/2 Rooms, Detached, Oil, Garage	B No. 394	\$250

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**SPRINGFIELD GARDENS**  
2 family brick; 5 and 5; finished knotty pine basement with a playroom; modern baths and kitchens; oil heat; 2 car garage. GI \$1,200.  
Price .. ..... \$12,800

**CHAPPELEE GARDEN HOLLIS**  
6 room stucco; natural fireplace; modern kitchen & bath; finished basement with bar; beautifully landscaped plot 50x100; 1 car garage; barbecue pit in back yard. G.I. \$1,000 down.  
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### STOP PAYING RENT! OWN YOUR OWN HOME!!

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 2.

### SECURE YOUR FUTURE OWN YOUR OWN HOME

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

# Mental Hygiene Expands

(Continued from Page 3)

**Manhattan:** 12 resident psychiatrists, 12 head nurses, nine staff nurses, 18 attendants, eight occupational therapists, one occupational instructor, 12 recreation supervisors, 18 social workers, eight clinical psychologists, 12 stenographers, 13 typists.

**Brooklyn:** Eight more senior psychiatrists, 12 resident psychiatrists, 10 head nurses, three staff nurses, 40 attendants, five occupational therapists, five recreation supervisors, 13 social workers, seven clinical psychologists, one stenographer.

**Rochester:** Six additional resident psychiatrists, four attend-

ants, three occupational therapists, four clinical psychologists, four psychiatric assistants.

**Manhattan:** Five more senior psychiatrists, three head nurses, seven staff nurses, 11 attendants, two occupational therapists, seven social workers, four clinical psychologists.

**After-Care, Day-Care Clinics**

Additional help is being sought for State after-care clinics in Brooklyn and the Bronx. The job openings include two part-time psychiatrists, one occupational therapist, one psychiatric nurse, for each clinic, or a total of eight new jobs.

The new program also calls for additional employees at day-care hospitals or clinics to be set up in Hudson River State Hospital and at the Brooklyn clinic.

At Hudson River, a senior psychiatrist will be required, as well as one additional resident psychiatrist, one head nurse, one staff nurse, 13 attendants, one occupational therapist, one social worker, one occupational instructor, one social worker, one recreation supervisor, one stenographer.

### LEGAL NOTICE

**CERTIFICATE OF CONTINUED USE OF PARTNERSHIP NAME OF J. F. KAUFMANN & CO., 27 Wall Street, Borough of Manhattan, NYC.**

Pursuant to Article 7 of the Partnership Law of New York

WHEREAS, the business of the firm of J. F. Kaufmann & Co., a partnership which has transacted business in this State, continues to be conducted by certain of the partners thereof, and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter as a limited partnership by the undersigned in the name of J. F. Kaufmann & Co.

NOW, THEREFORE, the undersigned in pursuance of the statute in such case and provided, do make, sign and acknowledge this certificate and declare that the persons (including to deal under the name of J. F. Kaufmann & Co. with their respective places of residence are as follows:

General Partners (Names and Places of Residence): William D. Keveney, 1801 Metropolitan Avenue, Bronx, New York; Ernest F. Wagenbach, 9447 Ridge Boulevard, Brooklyn, New York.

Limited Partner: Jesse F. Kaufmann, 200 Buckingham Road, Fox Chapel, Pittsburgh, Pa.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this 22nd day of June, 1955.

William D. Keveney  
Ernest F. Wagenbach  
Jesse F. Kaufmann

### STATE OF NEW YORK, COUNTY OF NEW YORK

On the 22nd day of June, 1955 before me personally came JESSE F. KAUFMANN, to me known, and known to me to be the individual described in, and who executed the foregoing instrument, and duly acknowledged to me that he executed the same.

Gertrude Miano  
Notary Public, State of New York  
No. 41-2687200  
Qualified in Queens Co.  
Term Expires March 30, 1957

### STATE OF NEW YORK, COUNTY OF NEW YORK

On the 22nd day of June, 1955, before me personally came WILLIAM D. KEVENEY and ERNEST F. WAGENBACH, to me known, and known to me to be the individuals described in, and who executed the foregoing instrument, and duly acknowledged to me that they executed the same.

Gertrude Miano  
Notary Public, State of New York  
No. 41-2687200  
Qualified in Queens Co.  
Term Expires March 30, 1957

### NOTICE OF FORMATION OF LIMITED PARTNERSHIP

Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the Clerk's office of the County of New York, the substance of which is as follows:

The name of the limited partnership is J. F. Kaufmann & Co.

The character of the business is public accounting.

The location of the principal place of business is 27 Wall Street, Borough of Manhattan, New York City.

The name and place of residence of each member is as follows:

General Partners: William D. Keveney, 1801 Metropolitan Avenue, Bronx, New York; Ernest F. Wagenbach, 9447 Ridge Boulevard, Brooklyn, New York.

Limited Partner: Jesse F. Kaufmann, 200 Buckingham Road, Fox Chapel, Pittsburgh, Pa.

The term for which the partnership is to exist is from January 1, 1955 to December 31, 1955 inclusive, and from year to year thereafter unless terminated by notice as provided in the partnership agreement.

The limited partner is to contribute certain accounts for servicing by the general partners. No cash is to be contributed by the limited partner and the contribution of the limited partner is not to be returned.

The compensation of the limited partner is 15% of the gross fees billed to said accounts during the term set forth in the partnership agreement.

No right is given to the limited partner to substitute an assignee as contributor in his place nor may the partnership admit additional limited partners. In case of the death of a general partner the surviving general partner may continue the partnership.

The certificate referred to above has been sworn to by all the general and limited partners.

Dated: August 31, 1955.

William D. Keveney  
Ernest F. Wagenbach  
Jesse F. Kaufmann

### STATE OF NEW YORK, COUNTY OF NEW YORK

On the 31 day of August, 1955 before me personally came WILLIAM D. KEVENEY, ERNEST F. WAGENBACH and JESSE F. KAUFMANN, to me known, and known to me to be the individuals described in, and who executed the foregoing instrument, and duly acknowledged to me that they executed the same.

Signed, Beatrice S. TODD, NOTARY PUBLIC, State of New York, No. 50-5094275, Qualified in Westchester County, Westchester filed in New York County, Commission Expires March 30, 1957

# 62 More Provisionals Occupy NYC Jobs

Seasonal employment helped cause the number of NYC provisionals to rise by 62, so that the total figure stood at 8,166, as of August 1.

Topping the list is social investigator, with 396.

Provisionals in other titles: junior civil engineer, 339; clerk, grade 3, 308; stenographer, grade 3, 308; typist, grade 3, 290; housing caretaker, 265; assistant gardener, 222; public health nurse, 194. The grade 3 titles were formerly grade 2.

# Water Inspectors Elect Officers

The Water Inspectors chapter, City Employees Union, Teamsters, elected the following officers: George Hauser, chairman; Walter W. Keller, treasurer; J. Robert J. Ryczek, vice chairman; Fred Boe, secretary.

The executive committee consists of Charles Serle, Murray Blum, George Lodes, Harry Anson, Louis Schmidt, David Fishor and Edward Shanahan.

**6 ON PAROLE WORKER LIST ALBANY, Sept. 19**—Six applicants passed the State's open-competitive test for youth parole worker. The list established last week is headed by Fern Urling of New Rochelle. There had been 23 candidates for the 33,920 jobs.

Looking for a Home?  
See Page 11.

# Eligible Lists

STATE	
Open-Competitive	
GAME WORKER, JUNIOR SOCIAL CASE WORKER	
(Continued from Last Week)	
170. Hunt, Alys M., Syracuse	78530
171. Goodrich, Isabelle, Olean	78530
172. Darata, Rosalie M., Buffalo	78530
173. Hardy, Roslyn J., NYC	78530
174. Ferguson, Kathleen, Cobleskill	78530
175. Grandon, William A., Schady	77780
176. Wasserman, Hilda, Syracuse	77780
177. Williams, Mary L., Syracuse	77780
178. Speciale, Vincent, Syracuse	77780
179. Curran, Coletta C., Canandaga	77780
180. Whittier, Maude J., N. Rochel	77780
181. Waldorf, Mary T., Bronx	77040
182. Fulkerson, Kathryn, Wren Ga	77040
183. Gance, Michael K., Endicott	77040
184. Connell, Elfa M., Champlain	77040
185. Scott, Cornell B., Buffalo	77040
186. Grossman, Barbara, Syracuse	77040
187. Carey, Harriet C., La Placid	77040
188. Hazard, James E., Patchogue	77040
189. Knippel, Dorothy J., Troy	77040
190. Knapp, Marie J., Syracuse	76300
191. Moore, Mary E., Larchmont	76300
192. Stewart, Harry J., Buffalo	76300
193. Zubos, Irene, Auburn	75560
194. Polite, Marie, N. Bellmore	75560
195. Karas, Bernice K., Poletam	75560
196. Carter, Catherine, Glens Falls	75560
197. Murphy, Francis A., Lockport	75560
198. Deiora, Lucile K., Utica	75560
199. Woster, Evelyn E., Conesus	74810
200. Rathgeber, Nancy L., Fingule	74810
201. Scully, M. F., Schady	74810
202. Kammer, Lotty J., Whit Plains	74810
203. Tomasetti, Thelma, Rochester	74810
204. Mesty, Katharine, Moors Pla	74810
205. Day, Edna L., Canandaga	74810
206. Larosa, Patricia, Palham	74810
207. Cline, Madeline O., Hecks Pla	74810
208. Murrin, Johnson, Ordanatory	74810
CLINICAL PSYCHOLOGIST	
1. Topp, Richard S., Terrytown	80980
2. Friedman, Bert, Comstock	80980
3. Weinman, Bernard S., Bklyn	80980
4. Alexander, Eugene, Colony, Va.	80780
5. Appell, William T., Jamaica	80480
6. Seltzer, Samuel M., Lancaster	80480
7. Smith, Archibald D., Rochester	80330
8. Bozang, Irwin, Bronx	80480
9. Bird, H. Robert, NYC	80480
10. Weiner, Paul S., Chicago, Ill.	87900
11. Hausman, Ruth H., NYC	87240
12. Redlener, Joe, Bklyn	87040
13. Thomas, William E., Buffalo	86100
14. Gluskin, Samuel W., Batavia	84440
15. Marr, Virginia B., Pkpsale	84230
16. Nissman, Howard S., Bklyn	84230
17. Seymour, John H., Staten Id	83930
18. Schovic, Paul P., Utica	82880
19. Schwarz, L. A., Brandon, Va.	82680
20. McFarland, Gloria, Catskill	82460
21. Walker, Harry A., Orangeburg	82360
22. Landy, Jack C., Peru	81840
23. Friedman, Gloria B., Flushing	81700
24. Liu, Ying, Albion	80920
25. Yudelovitz, Irving, Bklyn	80680
26. Lipschitz, Fred, Woodhams	80570
27. Gootstein, Martin, Bklyn	80440
28. Montgomery, Ruth P., Flm Mr	80200
29. Peck, Rosalind, NYC	80000
30. Mann, Gerald I., Rome	80000
31. Nickens, L. R., Crwnsvl, Md	79500
32. Rome, Howard S., Rochester	78900
33. Gottsgren, Monroe, Bronx	78800
34. Gottsgren, Gloria, Bronx	78040
35. Miola, John A., Bklyn	77780
36. Jabin, Norma, Jamaica	77000

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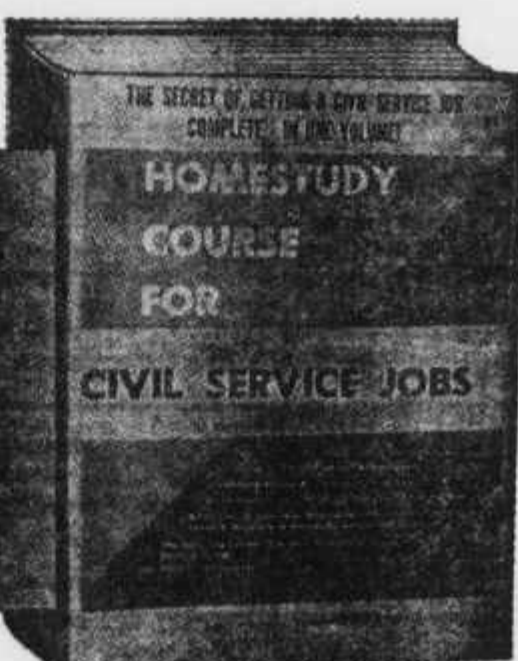
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CUSTOMS-INSPECTOR	POLICEMAN
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WIREMAN	TYPIST

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ACTIVITIES OF EMPLOYERS THROUGHOUT NEW YORK STATE

Commerce Aides Meet on Sept. 21

ALBANY, Sept. 19—Ray Castle, a regional manager of the Commerce Department and candidate for CSEA presidency, will address members of the Commerce chapter at their fall luncheon-meeting in Albany on Wednesday, September 21.

Progress reports will also be made by the following committee chairmen: Jane Oliver for membership, George Von Frank for the legislative committee, Mrs. Lorraine Brundage, publicity, Harold Rubin, insurance, Virginia Catalano, social committee, and George Haynes, paid president committee.

The motion for a paid CSEA top executive, which has the backing of the Commerce chapter, is to be included in a list of resolutions to be presented for approval at the next Association meeting.

Civil Service Chapter Acts

ALBANY, Sept. 19 — Harry Fox and Lawrence Karwin, candidates, respectively, for offices of treasurer and first vice president of the Civil Service Employees Association, have been endorsed by the Civil Service Department chapter of the Association. This was announced by James Carding, chapter president.

Van Amburgh Dead; Was B'klyn State Aide

BROOKLYN, Sept. 19 — Employees of Brooklyn State Hospital were shocked by the sudden death of Edward Van Amburgh. The 36-year-old graduate of the Class of '23 was employed at Brooklyn State until recently when he moved to Newburgh following his marriage to the former June Horst, also of the '23 class. Joseph Munn, president, represented the Nurses Alumni at the funeral in Port

Jervis. Returned from sick leave are Midge Langehorne, Agnes Searson and Mrs. Martha Garvey. Convalescing in sick bay: Beatrice Baldin, Frances Wilson, Emily Torres, Mary Sealy, Carrie McCourt, and Stiney Russelevage.

St. John's University will continue to hold extra-mural classes for Brooklyn State Hospital nurses this year. The classes will meet on Wednesday afternoons at 4:15 P.M.

The class of '45 held a successful class reunion in the nurses residence on August 27. The class of '47 held a reunion at the Latin Quarter in NYC. . . . Mary Melia wired that she is stranded in Ireland due to lack of reservations to return. . . . A group of employees were entertained recently at the home of James Piacatola, popular neighborhood restaurateur. . . . Dean Nason studying anesthesia in Albany. . . . Anne Cooper returned from leave of absence.

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

Conference Coverage Next Week

Stories on the CSEA Western and Metropolitan Conference meetings will appear in next week's issue of The LEADER.

The Central and Southern Conference meetings will be reported the week after that.

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## By Raymond G. Castle

(Continued from Page 3)

tions program consist of? Simply enough, it is a program to bring the story of the civil service worker at all levels in the State to the tax-paying public — and we all know how urgently this is needed.

### The Public and Civil Service

Ask yourself — what is the average man's opinion of the civil service worker? You know the answer. In the main, his feeling is that the civil servant is a politically appointed loafer, who does nothing but sleep at his desk and collect a fat check twice a month.

We know the truth. Our Governor and the Legislature are aware of some of the truth. And many of the people to whom we give daily faithful service know the truth. But not enough of the public does. And until everyone knows, we are at a continual disadvantage in every negotiation, because the public's attitude acts as a brake on the thinking of legislators and administrators at all levels.

The simple truth is this — over 90 per cent of us get our jobs through competitive examinations, and our promotions — such as they are — through the merit system. But the public doesn't know this — and should.

The truth is that close to 100 per cent of us are hard workers. Many of us — our institutional workers in hospitals and prisons, for instance — work longer, harder and more dangerous hours than anyone in private employment. How many people in private jobs still work 48 hours a week? How many in private industry have to buy their own special uniforms? How many work in conditions as continually dangerous as in our prisons? Very few. But does the public know this? It doesn't, but it should.

As for fat pay checks — that's a joke, and I won't go into it on this serious occasion. It is sufficient to say that our level of wages in private industry would bring about a strike. Does the public know about this — or care? They don't care, because they don't know.

I propose that they shall know all of this, and that when they do know, they will care enough to back us up.

### Front Door Negotiations

My third point is open negotiations through the front door. This, I assure you, is something radically new in this Association. We are too accustomed to using the back door to participate in secret conferences to completely understand what this means.

It is also a bad thing for all of us. We gain nothing by doing business out of the public limelight. We gain nothing by having our negotiations conducted under conditions in which our own membership knows little or nothing about what is going on.

Basically it is a hangover from the days when we were a small organization, with no real strength, when we had to do things quietly and had to ask favors because we felt our case was weak or unpopular. But it is not the way in which an organization of 60,000, sure of itself and possessed of talents and resources, should do the job.

I believe we reached the point when we can go in the front door and forget this side-door secrecy. As president of this Association, it would be my policy to go directly to the Governor, to go directly to the Legislature, and to any other division of government which employs our people, and present our case openly.

I would have every step of the negotiations open and public so that every one of our 60,000 members would know exactly what was going on. It would prevent bad bargains, and most important, it would put the burden of a refusal where it belongs. The Association would not have to apologize to its members. No — it would be the Civil Service Commission that would have to explain. It would be the Budget Director who would have to give his reasons. It would be the Director of Classification and Compensation who would be on the spot, not the officers and Board of Directors of this Association — as they are under present conditions.

We have nothing to lose by being open and forthright and willing to have the light of publicity on our negotiations. We have nothing to lose but our disadvantages, which we now have by this secret method of back-door bargaining. We have nothing to hide. We are not being unreasonable.

All right then — why not work in the open, as we should? That is what I pledge myself to do.

### Attainment of Sound Working Conditions

My fourth point concerns wages, hours, labor relations and working conditions. All are sore points with every one of us. Briefly, I pledge myself to the utmost possible effort to see that all these situations are improved.

Perhaps I'm a poor politician not to promise an immediate remedy or quick results for everything that ails us. But I am also trying to be realistic — and honest. My feeling is that we can expect only token gains, perhaps more promises and a few crumbs as in the past, until we have strong leadership to show us the way, to bring our story out in the open, and to negotiate openly and on an equal footing with the other parties to the bargain.

I repeat again, I can make no cure-all promises or big pronouncements because I recognize a fundamental truth — we have to creep before we walk, we have to walk before we run. I do not propose to run until we can win the race.

But I will assure you that if we build the type of organization that I want to build, we will find ourselves running a four-minute mile almost before we realize it.

That type of organization is what we need. We can accomplish little or nothing without it. And personally, I don't care who heads that organization — as long as we have it.

But I am committed to it. I understand the basic needs of such an organization. I think I know how to put it together, I think I know how to get the help — from within our own ranks.

If you feel that is what we need, then let's work together for it. If you feel that I can supply the necessary drive and coordination and imagination to put this plan to work for our Association and its members — then let it be known by your ballots.

If you want an effective organization, work for it — starting right now.

### Bozek Withdraws

Edmund J. Bozek of the State Insurance Fund has withdrawn as a candidate for Labor Department representative on the State Executive Committee of the Civil Service Employees Association. The announcement came too late, however, to remove his name from the ballot.

### Harlem Valley Graduate Five

WINGDALE, Sept. 19 — Harlem Valley State Hospital School of Nursing graduation exercises on September 8, in the Alfred E. Smith Hall, were attended by about 200 people.

Reubin Sirlin, member of the Board of Visitors, and Judge of the local court in Mamaroneck, was speaker of the evening.

## By John F. Powers

(Continued from Page 3)

Board of Directors of the Civil Service Employees Association. The Board studied it for several months. The recommendations of its members are incorporated in it. We must give the order a fair chance to work. If it doesn't work as well as we like, we'll find a better way. We know the Governor feels that way too.

Let me point out that labor relations has advanced on other fronts, too. We have won the right of counsel and witnesses in disciplinary hearings. We have won the right of reinstatement where an employee is wrongfully dismissed. These gains didn't just happen. They were won, if I may use the phrase again — by blood, sweat and tears — not by sneers.

I am not going to make vast promises. I am not going to say, "Re-elect John Powers, and you'll get the moon." With Al Smith, I say only this: "Look at the record." The only promise I give you is that I will work for you, work for you with all the energy at my command, work to bring to a successful conclusion the program I undertook when you first elected me to office.

### Scenes at State Fair at Syracuse



Governor and Mrs. Harriman (center) visiting the State University's booth. Esther Northridge, assistant professor at Teachers College, Oswego, explains teaching methods in the classroom. The youngsters are from Liverpool, N. Y., schools.



Herbert Simon and Cindy Wellisch of the State Civil Service Department can tell folks they "went water skiing" at the Commerce Department's exhibit. Taking the picture is Donald Roznowski, and Marcia Griffin distributes department pamphlets on vacationlands throughout the State.

### 'Big Stick' Sought For DE Counselors

ALBANY, Sept. 19—Assembly-Fred W. Preller, Queens Republican, wants to give State Employment counselors who help the aging find jobs a "big stick" to prevent discrimination in employment of "senior citizens."

Mr. Preller reports he will introduce legislation at the next session of the Legislature to amend the Executive Law, which declares that "practices of discrimination in employment because of race, creed, color, and national origin is unlawful," by adding the words "or age."

Fine REAL ESTATE buys. See Page 11.

### Bus Driver Work Load Endangers School Tots

WAPPINGER FALLS, Sept. 19—Bus drivers employed by the Board of Education here are complaining that their work schedules may be endangering the lives of school children.

The men are compelled, during part of their time on the job, to work 16-hour shifts. Then, on top of that, they have to make "activity runs," like taking students to and from athletic events.

"It just isn't possible for us to work at full efficiency with such a killing schedule," one of them said last week. "We're really worried about the children we drive when we come to the job with insufficient sleep."

# Civil Service Commission To Weigh CSEA Proposals For New Attendance Rules

ALBANY, Sept. 19—The Civil Service Employees Association has been assured by the State Civil Service Commission that very careful consideration will be given to the changes in the State attendance rules proposed by the Association, and that the Commission is working on a tentative draft of new attendance rules which may be studied by the Association before their final adoption.

The Association is most hopeful that the new proposed tentative rules, when completed, will contain many of the improvements sought by the Association to correct conditions which have been a source of dissatisfaction to employees for some time.

The appeal of the Association to the State Civil Service Commission embraced the following recommendations for improvements of the attendance rules:

1. Remove from Article IX of Attendance Rules for institutional employees the requirement that death be imminent insofar as leave with pay for sickness or death in immediate family is concerned. Employees generally feel that this requirement is unfair and indefinable in many ways.

#### Lump Sum Payment

2. That the Attendance Rules provide for payment in a lump sum of accrued vacation, overtime and sick leave on retirement or separation from service, and that this payment be made to the Retirement Fund beneficiary in case the employee becomes deceased while in service. It is felt that this would encourage a better attendance record of employees generally and would result in more just and uniform treatment of all employees.

3. That the Attendance Rules be amended to prohibit the "split shift in State service."

4. That the Attendance Rules provide a uniform 37½ hour week for all office employees in both the administrative departments and State institutions.

5. Amend the Attendance Rules relative to time off for sickness or death in immediate family to include brother-in-law and sister-in-law of married, as well as unmarried employees. The present rules cover only unmarried employees in this respect.

#### Paid Holidays for Per Diems

6. All legal holidays with pay for per diem and seasonal employees.

7. That time off with pay be allowed employees for necessary attendance at their naturalization ceremonies.

8. That a uniform allowance for religious observance be established.

9. That credit for time spent in

traveling on official business be allowed.

10. That employees who regularly work on a 5-day a week or 5½ day a week basis be given same guarantee in Attendance Rules as to number of days off duty with pay each year as is accorded institutional employees who work regularly the 6-day week, so that departmental employees do not lose time off by reason of holidays falling on Saturdays.

The Association also urged the Commission to survey the various state departments to determine the various systems in effect relative to penalization of employees for tardiness, for the purpose of discontinuance of such systems which result in over-drastring penalizations for tardiness.

#### 'Personal Business Leave'

CSEA also requested careful consideration of the possibility of the attendance rules being amended to provide a "personal business leave"

with pay to replace time off now granted for various reasons including sickness or death in the immediate family, dental and medical visits, and religious observance. The Association suggested that a "personal business leave" with pay of eight days a year would, in the long run, provide more uniform and just treatment of all employees.

The CSEA appeal urged consideration of a more favorable and equitable rule relative to closing of state offices during periods of intolerable heat. Suggestion was also made that consideration be given to the possibility of changing the year in which vacation leave credits are accumulated. Suggestion has been made by some Association members that if this year was changed to end on September 30 each year, instead of March 31, it might enable employees to more readily use accumulated vacation and overtime credits.

### ACTIVITIES OF EMPLOYEES IN STATE

#### Now's the Time to Get DE Chapter Dance Tix

NEW YORK CITY, Sept. 19—This is your last chance, says the Division of Employment chapter, metropolitan area, to secure tickets in advance for the annual dance on September 30, at the Beekman Tower Hotel.

Tickets may be obtained from Local Office representatives, or from committee members: Robert Rubin, Al Reinhardt, George Moore, Carl Mueller, William Kleinman, Dick Feltz, Dwight Hawkins, Etta Steinman, Al Baumgarten, Pat Ricci, Ed Croft and Mary Malm.

Bernard Federgreen, publicity chairman, is also selling tickets. Call ES 5-9456 after 6 P.M.

Tickets will also be sold at the hotel's grand ballroom before the social event gets under way at 9 P.M.

Local office representatives will meet September 21 at 6:30 P.M. at One East 19th Street.

#### Dist. 10, Public Works Holds Quarterly Meet

HICKSVILLE, Sept. 19—District 10, Public Works chapter held its quarterly meeting on September 8 in the Public Works Storehouse here.

The CSEA members discussed paid holidays for per diem workers, and the general increase in pay for all State employees. The Highway Bond Amendment met with the approval of the group.

The chapter was advised that a State Retirement System information bureau is being set up.

#### Creedmoor Chapter To Meet Sept 29

QUEENS VILLAGE, Sept. 19—Creedmoor chapter, CSEA, will meet in the hospital's social room on Thursday, September 29.

The chapter was host to the recent Metropolitan Conference meeting. Dr. Harry A. LaBurt, director, welcomed the delegate and extended them a cordial invitation to return at their pleasure.

The Creedmoor World War Veterans are planning the annual fall dance. Tickets will soon be on sale. The usual fine turn-out and swell time are expected.

Edward Flemming, George Nadeau, Max Reiderer, Joe Leonard, Chris Tucker, Gertrude Grant, Bessie Sabine and Mary Clark are in the sick bay. All wish them a speedy recovery.

A party was held for Tyrom McEvoy, P. T. instructor, who goes on record as the first employee to retire who spent his entire career at Creedmoor Hospital. Dr. LaBurt presented Mr. McEvoy with a watch, on behalf of

the members of the Recreation Department. The ceremony was followed by refreshments and dancing.

The Annual Fun Day was held September 8. More than 3,500 patients and visitors enjoyed themselves at the various events. Among the highlights was a wheel chair parade which had a representation from each building. The NYC Sanitation Department Band furnished the marching music and the Creedmoor Band and Glee Club rendered selections which were enjoyed by all.

Congratulations to Mr. and Mrs. Ferguson and to Mr. and Mrs. Roland. Your reporter understands they are waiting for "that bird."

### TOWN AND COUNTY

#### Dutchess Unit Elects Flynn

POUGHKEEPSIE, Sept. 19—Joseph H. Flynn was elected president of Dutchess chapter, CSEA, at its September 7 meeting at the Nelson House here. Others elected for 1955-56: Frank B. Smith, 1st vice president; Anthony J. Cuchello, 2nd vice president; Aubrey B. Coons, treasurer. Chapter secretary will be chosen at the next meeting.

At the meeting were Vernon A. Tapper, CSEA 4th vice president and chairman of the County Division, and Charles R. Culyer and Francis M. Casey, field representatives.

Installation will take place Wednesday, October 5 at Morse School, 101 Mansion Street, Poughkeepsie.

#### News Notes from Tompkins Chapter

IITHACA, Sept. 19—Mrs. Charlotte D. Taber of Tompkins chapter, CSEA, reports the following news of employees:

At the County Hospital—Clara Woolsey was welcomed back after 11 months' absence. Best wishes to Mrs. Catherine Reed Howley on her recent marriage to Andrew Howley. Harriet Main has left the hospital staff and is now employed in Cortland. Dr. Murray P. George, Mrs. Vera Fatula, Mrs. Dorothy Hayden and Mrs. Charlotte Taber are back from vacations.

Sympathy is extended to Adolph Kastenhuber of the County Highway Department on the death of his sister, Mrs. Mary Landori.

Thirty-three of the County Highway men are back on duty after a one-week vacation.

At the Board of Education—Principal Frank R. Bliss is a patient in the hospital, and Harrison Muckey is back from vacation. Joseph Minardi has returned from a vacation trip to Ohio.

Adeline Lull, chapter treasurer and City Chamberlain has returned from a vacation in the New England States.

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#### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—IDA KING, Plaintiff, against JOSEPH KING, Defendant.—SUMMONS WITH NOTICE.—Index No. 31133-1955.—Action FOR ABSOLUTE DIVORCE.—Plaintiff resides in New York County.—Plaintiff designates New York County as Place of Trial.

To the Above-named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint. Dated: New York, March 9th 1955. ANDREW B. TYLER, Attorney for Plaintiff, Office & Post Office Address 225 Broadway, New York 7, N. Y.

TO JOSEPH KING: The foregoing summons is served upon you by publication pursuant to an order of Hon. Vincent A. Lupiano a Justice of the Supreme Court of the State of New York dated August 23rd, 1955, and filed with the complaint in the office of the Clerk of New York County, Foley Square, Borough of Manhattan, City and State of New York. Dated, New York, August 24th, 1955. ANDREW B. TYLER, Attorney for Plaintiff.

# CSEA Candidates



**EUGENE J. CAHALAN**  
Health

(Continued from Page 1)

**JAMES L. ADAMS**  
Candidate for Representative,  
Correction Department

JAMES L. ADAMS has been a member of Sing Sing Prison chapter since its organization in 1939. Served as chapter president 1951-52, delegate 1952-53. At present a member of the executive committee, and has been on this committee for the past nine years. Chairman of the chapter grievance committee. Has been active in the Sing Sing Employees Federal Credit Union.

As for a platform, he will only promise the Correction Department chapters that he will be an active representative, and strive constantly for passage of their program as adopted at the Correction Conferences, as well as the programs of the various chapters; and will be ever alert on their behalf at the board of directors meeting.

Jim has a pleasant personality, a willing ear to listen, and tremendous energy which he is ready to throw into the scales on the side of his colleagues.

**HAZEL G. ABRAMS**  
Candidate for Representative,  
Education Department

HAZEL G. ABRAMS is presently serving her second term as Education representative for the CSEA executive committee. She served two terms as the first woman president of the Education Department chapter.

Possessed of abundant energy and the spirit of service, Hazel has been a leader and an active participant in employee and organizational affairs. She is a past president of the Council of Women of the Education Department and is active in the Education Chorus and Bowling League. Since 1947, Hazel has been a CSEA chapter delegate to the State Association meetings.

For 29 years Hazel Abrams has been in the State Education Department and has been a lifelong resident of Albany, always active in church and civic affairs. She attended Albany High School and Syracuse University and is a senior account clerk in the Accounts Section, Education Department.

**JACK M. DE LISI**  
Candidate for Representative,  
Executive Department

JACK M. DE LISI was born in New York City on June 30, 1901, attended old St. Patrick School and was graduated from Public School 21, Manhattan. He has been employed as a plasterer, cement finisher and construction supervisor, at H. Q. Battery 258 Field Artillery, the Bronx, and at the Kingsbridge State Armory since 1933.

He was delegate of the Armory employees to the New York City chapter, before the Armory received chapter certification in 1947. Mr. DeLisi was instrumental in organization of the Armory Employee chapters around the State. He served as president of the Armory Employees, Metropolitan chapter, for two years, and at the present time is that chapter's executive secretary.

Mr. DeLisi proposed 25-year service awards of pins and certificates to CSEA members. This was later adopted by the Armory and other chapters. His CSEA posts have included: delegate to the Metropolitan Conference for many years, to the CSEA annual meetings since 1947; proxy at the Board of Directors meetings, and



**EMMETT J. DURR**  
Health

chairman of his chapter's legislative committee.

"If I am elected," Mr. DeLisi said, "I will fight for this program for every division and chapter in the Executive Department: 1, 40-hour week for all State employees; 2, uniform allowances for all State and county employees where uniforms are required; 3, four weeks' vacation for all State departments; 4, extra pay for all employees excluded in the October 1, 1953 survey; 5, increases in pay and fringe benefits as proposed in the CSEA resolutions; 6, one year death benefit after 10 years' State service; 7, necessary legislation to provide for promotions in Armories."

**DELORAS G. FUSSELL**  
Candidate for Representative,  
Executive Department

DELORAS G. FUSSELL of Albany was selected as one of Governor Harriman's two personal secretaries in March, 1955. She had been a secretary to the Associate Commissioner of Education, State Education Department, since 1939.

Miss Fussell has served as delegate, representative and secretary of the Education Department chapter, and as a member of that chapter's grievance committee. She was named delegate of the Education chapter to the Capital District Conference for three years, was chairman of the Conference's annual meeting for two years, and a member of its nominating committee.

She was educated at Albany High School, has taken extension courses at Cornell University and Russell Sage College, and traveled extensively in the United States and Europe.

Miss Fussell is active in girl scouting, the National Secretaries Association and the Nurses Aid of the American Red Cross.

"I have been a member of CSEA since joining State service," Miss Fussell said. "I believe thoroughly in the Association and have been active and interested from the beginning."

**ALBERT C. KILLIAN**  
Candidate for Representative,  
Executive Department

No biographical sketch submitted.

**WILLIAM O'MORRISSEY**  
Candidate for Representative,  
Executive Department

No biographical sketch or photo submitted.

**EUGENE J. CAHALAN**  
Candidate for Representative,  
Health Department

EUGENE J. CALAHAN has been active in the James E. Christian Memorial chapter, having served as a member of the employee relations committee, chairman of the social committee, member of the executive council, and delegate to the annual meeting of the CSEA.

He is a graduate of the New York University School of Commerce, Accounts and Finance, and holds a master of public administration degree from the Maxwell School of Syracuse University as a result of work done through the Albany Graduate Program in Public Administration. He is a member of the American Society for Public Administration and the Association of Business Management in Public Health.

Mr. Cahalan joined the Department of Health in 1949 as a junior administrative assistant in the



**SOLOMON BENDET**  
Insurance

Division of Tuberculosis Control. Since 1951 he has been with the staff of the Office of Planning and Procedures as a senior examiner of methods and procedures. He is married to the former Margaret Mary Chambers of New York City and resides in Albany.

**EMMETT J. DURR**  
Candidate for Representative,  
Health Department

THE STATE nominating committee has placed Emmett J. Durr's name in nomination for Health Department representative.

As far as Ray Brook chapter is concerned, Emmett's outstanding achievement was the organizing of the chapter. In January, 1945 it occurred to him that the formation of a chapter would assure the members of a direct contact with the parent organization in Albany and also provide the means for various types of entertainment and relaxation. He canvassed every employee at Ray Brook and not only reached the required quota but increased the membership threefold. He served as president for eight years, and since stepping down from office he has been available in any way possible on the various committees of the chapter.

Emmett also assisted in the organizing of the Central New York Conference 10 years ago and has been its treasurer ever since. He has been a member of the Association's resolutions committee, and, for the past year, a member of the membership committee.

His efforts to gain TB service for institution employees are known throughout the Association and Emmett will not rest until this has been accomplished.

Locally, Emmett is chairman of the Red Cross and Boy Scout finance drives.

To sum up, Emmett's hobby would seem to be "in the interest of his fellow employee."

**STEPHEN J. BANKS**  
Candidate for Representative,  
Insurance Department

STEPHEN J. BANKS, president of the Insurance Department Albany chapter, who is a candidate for the office of Insurance Department representative, has been active in the CSEA for several years. From a member of the executive council of his chapter and other committee memberships he has been vice president, acting pres-

# Groundwork Is Laid for CSEA Membership Drive

ALBANY Sept. 19—CSEA's Albany headquarters has completed preparation of material for the statewide membership drive for the

year beginning October 1. Association field representatives were in Albany on September 6 to meet with Executive Secretary Joseph D. Lochner who supervises the membership campaign insofar as Association staff members are concerned, under the direction of President John F. Powers and the statewide membership committee, Alex Greenberg and Norma Scott, co-chairman. Mr. Greenberg is president of the State Insurance Fund chapter, NYC, and Mrs. Scott is former president of Onondaga chapter which embraces CSEA members employed by the city of Syracuse, county of Onondaga, and its local units of government.

The field representatives and headquarters staff within the next few days will distribute the campaign material to the 180 CSEA chapters throughout the state.

**Vital Year Ahead**  
Most Association chapters have organized special committees for the new campaign. President Powers has urged all chapters to establish complete membership committees with representatives in every unit of employees in each chapter to assure a thorough canvass of all eligible employees for membership in CSEA.

The coming year is expected to be a vital one for CSEA and its 62,000 members. "Success of our program," said the Association, "which includes salary improvements, establishment of fringe benefit programs, and retirement liberalizations, will always depend, to a great extent, on our membership strength."

**SOLOMON BENDET**  
Candidate for Representative,  
Insurance Department

SHORTLY AFTER receiving the degree of bachelor of science in education from New York University, Mr. Bendet received a civil service appointment as examiner in the State Insurance Department. As a result of promotion examinations, he has risen to his present position of assistant chief of his Bureau.

During his 25 years in State service, he has been very active in civil service affairs. At the present time he is president of the New York City chapter; a member of the CSEA Board of Directors; treasurer of the New York State Employees Federal Credit Union; and a member of the executive committee of the Association of New York State Insurance Department Examiners, as well as chairman of that organization's civil service committee. He has served on the following CSEA committees: budget, education, committee to study cost of life insurance, pension insurance, nominating, and charter.

He believes that State employees are entitled to an across-the-board salary increase; increased benefits from the Retirement System, and a prepaid insurance program by means of which the State will pay premiums for employees for life, accident and health, medical and surgical benefits and Blue Cross coverage. He seeks re-election as representative of the Insurance Department on the State Executive Committee.

For 10 years he was City Court Clerk and secretary of the Police Department of the City of Hudson. Since his connection with the State Insurance Department he has served in the capacities of law assistant to Deputy Superintendent and Chief Counsel, an aide to the Superintendent of Insurance, and in the position of supervision of the General Office of the department.

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## 62,435 Are CSEA Members

ALBANY, Sept. 19— Membership in the Civil Service Employees Association stood at 62,435 as of September 15, an increase of exactly 2,177 over the figure at the same time last year. Sixty-three State and 18 county chapters have recorded membership increases.

Alex Greenberg and Norma Scott are co-chairmen of the membership committee.

The CSEA Board of Directors extended its congratulations to the committee for its outstanding efforts in boosting membership.

The accomplishments thus far are seen as a prelude to even greater membership strength in the months to come.



The membership committee of the CSEA. Seated, from left, Mrs. Faustine LaGrange, Association principal membership clerk; Katherine Lawlor; Patricia Pramo; Helen McGraw; Alex Greenberg, and Norma Scott, co-chairmen; Dorothy MacTavish, headquarters secretary to the committee; Helen Lonergan, and Kathleen Carille, a guest. Standing, from left, Vito J. Ferro, Emmett J. Durr, Richard Flinn, Francis P. Casey, field representative; Robert Selleck; Ray Goodridge, and Byron Robbins.