

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XV — No. 49 Tuesday, August 17, 1954 Price Ten Cents

## Buffalo Leads Mental Hygiene Soft

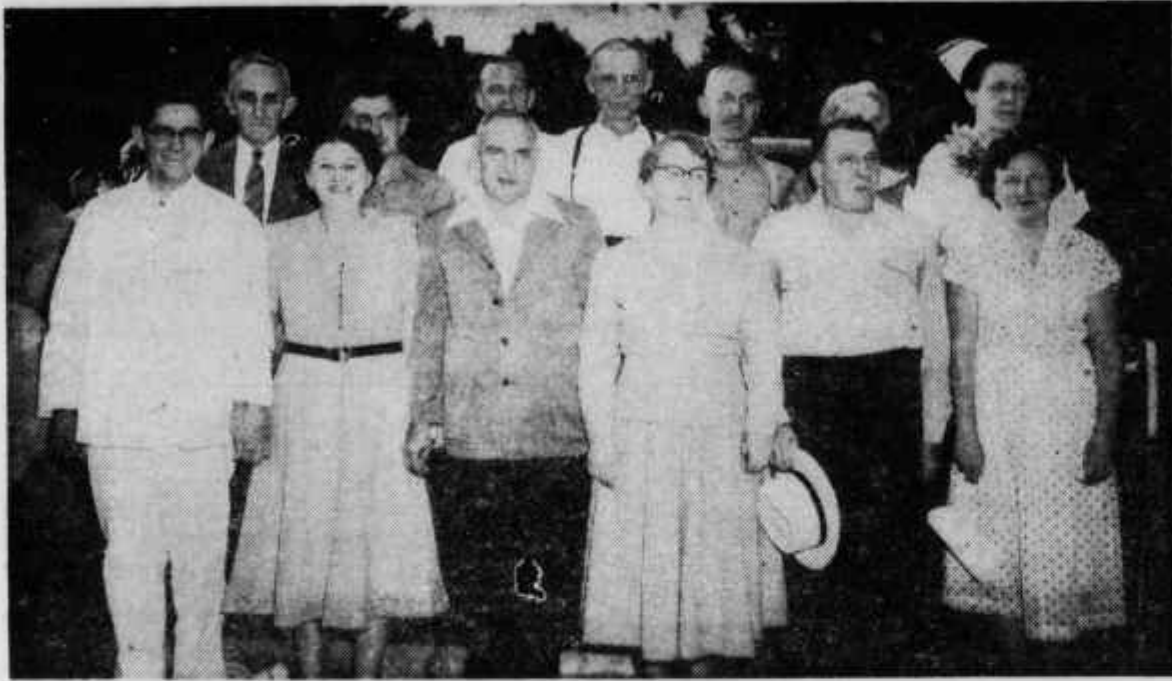
F. HENRY GALPIN  
CAPITOL STATION  
ALBANY N. Y.  
COMP

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# Assn. Committee Nominates Officers

See Page 3

## SERVICE PINS AWARDED AT GOWANDA



25-year service pins were awarded at Gowanda State Hospital. Recipients were (First row, from left), Robert G. Harvey, Frida Hinze, Leo Mialki, Gladys Kelly, Francis Kelly, Arlene Stelley. (Back row), G. F. Nyhart, John Rozumarski, Clifford Long, Luallen Johnson, Guy Colvin, Alice Konert, Anne Cochrane. Posthumous awards were set to the widows of Arthur Clees and Clarence Taylor.

## Utica - Rome Area Chapters To Be Briefed on Pay Appeals

UTICA, Aug. 16—A meeting of all State employees in the Utica-Rome area will be held on Wednesday, August 25, at 7:45 P.M., at Hutchings Hall, Utica State Hospital, to acquaint employees with title allocations and instruct

them as to the proper procedure for filing appeals. The speakers will be John J. Kelly, Jr., assistant counsel and F. Henry Galpin, salary research consultant, Civil Service Employees Association. Participating chapters are Utica

State Hospital, Marcy State Hospital, Rome State School, Broadacres Sanatorium, Utica chapter, Public Works District 2, and Barge Canal chapter. Other local pay appeal meetings are planned.

## Private Industry Pay To Be Weighed in State Salary Appeals

ALBANY, Aug. 16 — Pay in private industry will be considered, in weighing appeals from the new conversion of State pay, said J. Earl Kelly, director of Classification and Compensation, but not the exclusive guide, because of conflict in industrial pay itself, and the necessity of internal consistency in the State pay plan.

Mr. Kelly answered a letter from John F. Powers, president of the Civil Service Employees Association, who raised the question whether private industry pay would be considered at all, in view of instructions issued in connection with the special appeal forms.

"In your letter of July 29," Mr. Kelly wrote Mr. Powers, "much of which was reproduced in the last issue of the Civil Service LEADER, you called to our attention what appears to be an implication that we will not consider the salaries paid in private industry in determining pay grades under the State's new compensation plan. I am sure that your objection to the wording in our appeal form which has given rise to this feeling is based upon a misunderstanding.

"In the instruction section of our special salary appeal form, CC-54, I can find no implication that the salaries prevailing in private employment will not be considered by us as an important factor in determining the allocation of a given class. On the contrary, there is an instruction to the effect that where outside salary data is offered in support of a request, it be specific, so that it will be of value to us. We say affirmatively that while salaries paid outside the State service are a factor in setting State salaries,

they cannot be used as the exclusive guide and we go on further to say that, where such salaries clash with consistent and equitable pay relationships within the State's compensation plan, they must be disregarded. You and I well know that on the outside there is no such thing as an ideal universal compensation plan which applies to private industry generally. You can go from one employer to another and find marked differences in pay, not so much at the entrance level but in the higher levels of responsibility.

"To demonstrate, I cite below specific example of salary findings derived from our study of pay rates in private industry for three professional fields which should be paid equally under our State compensation plan. The rates shown in the table are medians of all positions reported.

"Here is a clear-cut case of the internal inconsistency which a slavish following of outside rates could produce within our State plan. Profession B which, according to the outside rates, pays more at the Assistant and Senior levels than the other two professions, falls behind them notably at the Associate and Principal levels. Accordingly, it must be perfectly obvious that in situations of this kind we have to disregard the outside findings in favor of the more orderly and more equitable system of pay scales for State employees which we have arranged under our compensation plan. It is this kind of situation of which we think employees should be informed so that they may have an understanding at this point of all of the elements which are important to good public wage administration."

Profession	Assistant	Senior	Associate	Principal
A	\$4590	\$5940	\$9650	\$10,111
B	5300	6380	7475	9,270
C	5180	6160	7660	11,025

## STATE SCENE

THE STATE'S new salary plan lists director of mental hygiene publications and public relations at a maximum of \$8,890, while the general title of director of publications and public relations is set at a maximum of \$8,470. The addition of two words means \$420 a year. . . . A tough civil service exam for the job of administrative supervisor of corporation tax records produced two high scores, held by James P. Donnelly, Albany, with a 98.23, and Elizabeth F. Kelly, Albany, with a 94.43. . . . One of the following three employees is slated to be picked shortly for a principal clerk vacancy in the Correction Department in fingerprinting: Catherine Kosters, Troy, Margaret Fleming, Troy and Helen C. Fontana, Albany.

SCOREBOARD — Four State Correction Department employees have qualified for promotion to business officer at \$8,090 a year. No. 1 was Roland L. Joyce, Katonah, with a score of 96.50 in the State test. Others: Millard I. Noel, West Coxsack, 95.95; Merle F. Cooper, Dannemora, 93.80, and Fred W. Petersen, Stormville, 89. . . . A BROOKLYN resident, Sol L. Warren, is first in line for appointment as associate rehabilitation counselor with the State Education Department. Donald McGregor, Binghamton, is second. . . . Jerome L. Smith Jr., Albany, scored a first recently in an assistant architect exam, but may go back to college for further training rather than take a State appointment.

## ACTIVITIES OF EMPLOYEES IN STATE

### Non-Teaching Employees In Nassau to Rally

John F. Powers, president of the Civil Service Employees Association, has been invited to address the non-teaching school employees of Nassau County at a meeting at Levittown Memorial High School at 8 P.M., Wednesday, August 18.

The meeting is called by the Central Unit of the Nassau chapter, CSEA. Frank Fasano is chapter president. C. Wesley Williams, chapter vice president, will preside over the meeting.

There are about 1,800 employees in the various school districts who hold non-teaching jobs for which the pay is unequal in the same title and for the same work, in different districts. The main object of the meeting is to invoke CSEA experience in other jurisdictions, in an attempt to obtain justice for employees, including head custodians, custodians, bus drivers, cafeteria helpers, secretaries and clerks.

Don Simmons, personnel manager, also has been invited to address the meeting.

### Employment, Albany

A GIRL was born to Mr. and Mrs. Albert Melick on July 18, in the Albany Hospital. Cynthia weighed 7 pounds 11 oz. Mrs. Melick, a stenographer in the Field Audit Section, was the former Evelyn Campbell.

Sally Cunningham, supervisor of Adjustment Unit 5, has recently returned from two weeks so-

### Journ at Cape Cod.

Esther Storck, supervisor of Adjustment Unit 6, has returned from a two week tour of Niagara Falls and eastern Canada.

### Coverage and Control

Virginia Kennedy, senior clerk, sporting a nice tan from her vacation at Old Orchard, Me. Marie Dolan, senior clerk, vacationing at Cape Cod. Anson Lawrence, senior clerk, was given a bon voyage party before leaving for a seven week European tour. Mary Jackson, clerk, spending two weeks at Hampton Beach, N. H. Tessie Nystoriak, clerk, vacationing at Lake George. Charles Smith, clerk, back after visiting relatives in Highland Park and Chicago, Ill.

Clerk Betty Edge and typist Joan Celeone transferred to Liability and Determination Section. Dawn Powell back at work following a month's illness.

### Out of State Residence

Ilda Lyon, claims examiner, reports that her daughter, Linda May, is recovering from an illness. Nora Wandell, claims examiner, has returned to work. Nora was taking care of her granddaughter during the illness of the baby's mother, Nora's daughter.

Jean Berke's wedding was attended by Helene Wallace and Ilda Lyon, claims examiners. Jean, who was married on June 27, is the daughter of Dave and Ruth Berke. Dave works in Claims Serv-

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## Pistol-Packin' Women Among 109 Fire Spotter

ALBANY, Aug. 16—Three women fire spotters take up a lonely vigil for the State Conservation Department when the "dangerous season" opens each spring and continues through the fall.

High in observation towers in widely separated sections of the State, these State employees enjoy an occupation unique for their sex.

Of the State's 109 fire towers, only three are manned by women.

### The Three Women

They are Mrs. Mildred Spence, Brentwood; Leona Borst, Petersburg Mountain, and Mrs. Helen Ellett atop Dickinson Hill in a remote area of the Town of Grafton, near the New York-Massachusetts border.

Temporarily, as this story is being written, Mrs. Ellett is nursing a broken ankle and her father, Frank A. Babcock, a fire warden in Grafton, is taking her place in the observation tower.

The official hours for State fire spotters are from 8 A.M. to 5 P.M., but often the day actually stretches from dawn to dark.

While fire spotting is usually thought of as a man's job, the State's spotters on the distaff side don't mind such a lonely occupation. They each pack a pistol.

### Nervous Climb

Mrs. Ellett reports she has been

"on the job" for nearly 12 years. "Although I've always been an outdoor girl," she said, "climbing the open steps 68 feet to the top of the tower made me a little nervous at first." One time in a bad windstorm, it took her nearly an hour to make the glass-enclosed booth at the top.

Some of the State's first spotters are miles from the nearest neighbor, and sometimes the trail leading through the woods to the towers are blocked by fallen trees.

Their job is to watch the horizon for that first wisp of smoke. Then to check it against prominent landmarks and on the official conservation map. Next, is a call to the nearest fire warden to give the alarm.

The State's fire spotters work only from about April to November, but their job is important, if unsung. And, unbelievable as it may be, three of the State's fire spotters are women, serving in a dangerous job.

An appraisal of the State pay plan, by John F. Powers, president, CSEA, will be published in next week's LEADER. J. Earl Kelly's appraisal appears on page 16.

# Looking Inside

By H. J. BERNARD

SOME TOPICS that crop up constantly are fit only for the scrap heap. One of them is the "right" of public employees to strike; another is the dream that cities can finance their needs for large additional funds by getting windfalls from the State. Still another is that a court will substitute its judgment for that of a civil service commission, in the absence of positive proof the commission's action was unreasonable, arbitrary or capricious, or in violation of law.

## The Show Must Go On

THE "RIGHT" TO STRIKE is either prohibited expressly by statute, or declared non-existent as a matter of public policy on the ground that it is unconceivable a group may strike against all the people. Aside from the legal aspect, the practical one, that the strike is at best a dangerous weapon, injurious to present and future relationships with a public employer, make it repugnant to many public employee groups. Their constitutions rule out the strike. Such organizations do not particularly like anti-strike laws, for instance, the Condon-Wadlin Law in New York State, because rather coercive, and in the end unnecessary, but do not create any havoc over the existence of such a law.

The interruption of public service is and should be abhorrent to public servants.

There are many points at which public and private employee remedies must take different courses by the very nature of the employment. This fact imposes on government a requirement to be even more considerate of employee appeals than a private employer might have to be. Slowly government is coming around to a realization of this fact, beginning to provide adequate means for redress of employee complaints, through a soundly established labor relations program, including prompt action on employees' grievances. If public employees cannot strike, at least they should be given the amplest opportunity to obtain justice through the best possible facilities for affording it.

THE NATIONAL CIVIL SERVICE LEAGUE comments on an article in the New York Times in which the statement was made that inadequacies of government's dealings with employees are frequent, and effects adverse when workers lack the means of expressing their views and settling grievances. James R. Watson, the League's executive secretary, emphasized the public's responsibility.

"The Illinois Taxpayers' Association," he said, "took a different view than the one expressed in the Times article. It threatened legal action if taxpayers' interests are harmed by public workers in that State. Announcing a taxpayers' revolt against an increasing number of strikes, it reminded its members that public employees who refuse to work can be fired."

That penalty exists, also, under the Condon-Wadlin Law in New York State, but the extremist policy is a frantic one. Firing can not be enforced, if any considerable number of employees are involved, especially if their duties are primary. Better, employee relations, a sensitive regard for just grievances, a labor relations policy, with grievance machinery, in keeping with the times, government ceasing to shirk its responsibilities, and the public learning to appreciate its employees as fellow human beings, promise better results than any of hot-blooded, extreme and essentially cruel measures.

## Experimental Period

IN NYC a Department of Labor has been established, and a labor relations program, with grievance machinery, set up on a trial basis. In New York State, a labor relations program of lesser scope and intent has been in operation for a few years. In the Federal Government, amid absence of some desired formal means, free access to officials, if one has a grievance, has worked well as a stop-gap on questions of are on a formal basis, but safeguards for non-veterans are noted by hours and working conditions. Appeals in veterans' dismissal cases their absence.

Government is going through an experimental period in the adjustment of grievances. No complete working plan can be expected to be put into immediate operation. Some experience can be borrowed from private industry, but not much. Governmental shibboleths must be abandoned, such as the thought it is heinous to mention collective bargaining as a tool public employees may use.

## Collective Bargaining

THERE IS NO REASON why public employees can not and should not bargain collectively. They have done it, time and again, and with mutual success. Not always do the employees get all they ask even under acknowledged collective bargaining; in a complex society, compromise becomes almost a necessity. But peaceful and even pleasant employer-employee relationships can prevail. Even a deserved goal, unattained now, can be accomplished later. Nearly all major gains by public employees have been won after they have been lost, lost not once, twice, but at least three times. Since a strike is the negation of settlement of differences across the conference table, arbitrary attitudes by government as employer can only serve to prime the cry for the right to strike. While public employees may prefer the privilege of renouncing the strike as an instrument of policy, rather than to be forced to forgo it, by statute and under penalties that include even dismissal, they prefer to find the public employer more humane and considerate than even statute can compel a private employer to be, and have the strike issue rendered academic by more or less model conduct of the employer, as well as the employee.

## State Aid

THE IDEA that the State must come to the rescue of deficits of local government is all right perhaps as political ammunition, but it had no place in a realistic solution. NYC administrations, for instance, when politically hostile to a New York State administration, have for years clamored for more State aid, and charged the State with sheating the City out of its just deserts. When the political persua-

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# NYC Exams That Open Soon

The following are the basic requirements in exams for which NYC will receive applications from Wednesday, September 8 to Thursday, September 23. Candidates who fail to attain the pass mark which shall be set for any test, subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be rated. The maximum period of time for which credit may be given for experience gained solely as a provisional employee or for duties performed outside the scope of title in an emergency may in no case exceed nine months. Training or experience of a character relevant to the duties of this position which was acquired while on military duty or while engaged in a veterans' training or rehabilitation program recognized by the Federal Government will receive due credit.

**6985. PLUMBER'S HELPER.** \$17.85 a day. Minimum Requirements: (a) Three years' practical experience of a nature to qualify for the duties of the position; or (b) not less than one year of acceptable experience of a nature to qualify for the duties of the position, plus sufficient educational training of a nature relating to the duties of the position in an approved vocational or trade school to complete the three-year minimum requirement. Six months' practical experience will be credited for each year of educational training. Age limit, 50 years; does not apply to veterans.

**7120. ASSISTANT CIVIL ENGINEER (SANITARY).** \$5,006. Fee, \$5. Written test, October 27 (tentative). Minimum Requirements: A baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York and three years' satisfactory practical sanitary engineering experience in the type of work outlined under duties; or a satisfactory equivalent. Tests: Written test weight, 50; experience weight, 50.

**7097. ASSISTANT SUPERVISOR OF CUSTODIANS.** \$6,460. Fee, \$5. Written test, October 23 (tentative). Minimum Requirements: High school education or equivalent; plus at least seven years' experience in connection with buildings similar or equivalent to school buildings supervised by custodian engineers either (a) in charge of the cleaning, mechanical operation and maintenance or (b) in building construction and alterations in an executive or supervisory capacity or (c) as a graduate civil or mechanical engineer concerned with building operation and maintenance; or a satisfactory equivalent. Appropriate technical education on a collegiate level may be substituted for experience on a year for year basis up to a maximum of four years. Additional credit will be given for a valid NYC stationary engineer's license with oil burner endorsement, or a U. S. Coast Guard marine engineer's license. Tests: Written, weight 50; training and experience, weight 50. Training and experience will be rated after an oral interview and after a review of the candidate's statement of experience to determine the extent to which such experience has demonstrated his fitness to perform the duties of the position.

**7334. HOUSEKEEPER, GRADE 1.** \$2,510. Second filing period. Fee, \$2. Minimum Requirements: One year of experience in the supervision of a housekeeping unit in an institution, hotel, or residence hall which has a capacity of approximately 100 or more rooms.

**7048. MACHINIST'S HELPER.** \$4,515. Twelve vacancies. Fee \$4. Written test, November 20 (tentative). Minimum Requirements: Three years' recent practical experience of a nature to qualify for the duties of the position; or a combination of recent practical experience and training in an approved vocational or trade school.

Six months of acceptable experience will be credited for each year of educational training in an approved vocational or trade school. A maximum of one-and-a-half (1½) years of acceptable experience will be allowed for equivalent educational training as indicated hereinabove. Tests: Written, weight 50; performance, weight 50.

**7129. SENIOR CONSULTANT (EARLY CHILDHOOD).** \$6,470. One vacancy. Dept. of Health. Promotion eligibles will be offered job first. Fee \$5. Date of written test still open. Minimum Requirements: Candidates must have each of the following or a satisfactory equivalent: (a) a master's degree with a major in Early Childhood Education from a university approved by the University of the State of New York; (b) three years of satisfactory full-time paid experience under supervision in an approved nursery school, kindergarten or in primary grades; (c) two years of satisfactory, full-time paid experience as director of an approved nursery school or day care center; (d) three years of satisfactory full-time paid experience in an approved agency in the administration or supervision of a group of nursery schools, kindergartens, or day care centers for young children. Tests: Technical, weight 30; training and experience, weight 40; oral, weight 30. The factors

speech and judgment. The technical test may be written or oral. In the oral test will be manner,

**7000. CONSULTANT PUBLIC HEALTH NURSE.** \$4,875. Three vacancies. Dept. of Health. Fee, \$4. Written test October 29 (tentative). Minimum Requirements. Candidates must have each of the following or a satisfactory equivalent: (a) a master's degree in Nursing Education with a major in Mental Health; (b) two years of experience in the field of Public Health Nursing; and (c) two years of responsible supervisory experience in a Health Program. Tests: Written, weight 40; training and experience, weight 30; oral, weight 30. The factors in the oral test will include manner, speech, judgment and technical competence.

## Engineering Jobs Open in Rochester

**1448. ASSISTANT ENGINEER.** \$4,788 to \$5,736. Vacancies in the Bureau of Engineering, City of Rochester. Requirements: high school graduation plus nine years' engineering experience or B.S. in civil engineering from recognized college, plus three years' experience. Examination date September 11. Residence in Rochester required after appointment. (Closes Thursday, August 26.)

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'52 Dodge 4 Door R&H 200

'50 Pontiac Sta. Wgn. (all mod) 245

'51 DeSoto Sub. 8 pas R&H 245

'51 De Soto Suburban 8 Pass. R&H Auto Drive ..... 200

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**EMPLOYEES  
ACTIVITIES**

**Chautauqua**

CHAUTAQUA chapter, CSEA, has chartered the steamer City of Jamestown for a four-hour boat ride on Chautauqua Lake on Friday evening, August 27. The boat will leave the dock in Jamestown promptly at 7:30, and a smorgasbord will be served during the ride. Tickets are \$1.75 each for a member and one adult guest, and \$2.25 for non-members. Reservations must be in to the secretary by August 20.

**Gowanda**

THE HUNDREDS who attended the Gowanda State Hospital field day on July 21 acclaimed its success, including Dr. Rossman, the director of the hospital.

A parade of floats started the program. The best appearing float—Building C's "Indian Council Meeting" was made by the patients and employees in that building. Burkhardt, Schultz and Edna Sanchioni were the employees.

The prize for the most original went to the cottages and wards 2 and 6. It was named the "Last Chance at the Golden Nugget" and the employees responsible for this float were D. Prince, Howard, Borowski, Spire, Chodacki, Wehling and Vara.

The funniest was Wards 1 and 5's "California or Bust" contributed by Armbrust and Shattuck.

Three first other prizes were awarded floats in group competition. Wards 3, 7 and 21 "Frontier Daze" made by R. Luce, Beyers, Kondolf and Liebler, P.M. Shift made "North Ranch." The employees who dreamed it up were Steff, Anderson, Pancher, Nelson, Hemlock, L. Smith, Felton, Ivett and Thompson.

"Wide Open Spaces" made by Wards 25 and 27 took a first prize (Continued below)

# Powers and Wenzl Nominated For President of Association; Committee's Slate in Full

ALBANY, Aug. 16—The nominating committee of the Civil Service Employees Association submitted a complete slate for the October election of officers and departmental representatives. The slate:

**OFFICERS**

- President ..... John F. Powers and Theodore C. Wenzl
- 1st vice president ..... Joseph F. Feily and Raymond G. Castle
- 2nd vice president ..... Robert L. Soper and George Syrett
- 3rd vice president ..... John D. O'Brien and William J. Connolly
- 4th vice president ..... John P. Quinn and Vernon A. Tapper
- 5th vice president ..... Mildred M. Lauder and Helen Musto
- Secretary ..... Charlotte M. Clapper and Grace Hillery
- Treasurer ..... Harry G. Fox and Joseph J. Byrnes

**STATE DEPARTMENTAL REPRESENTATIVES**

- Agriculture and Markets... William Kuehn
- Audit and Control ..... William A. Sullivan
- Banking ..... Frank C. Maher
- Civil Service ..... Peter Hilton
- Commerce ..... Mildred O. Meskil
- Conservation ..... Noel McDonald and George Siems

- Correction ..... James Adams and Kenneth Ward
- Education ..... Hazel G. Abrams
- Executive ..... Clifford G. Asmuth
- Health ..... Dr. William Siegal
- Insurance ..... Solomon Bendet
- Labor ..... Helen Lonergan and Joseph Redling
- Law ..... Francis C. Maher
- Mental Hygiene ..... Emil Bollman and John E. Graveline
- Public Service ..... Margaret A. Mahoney
- Public Works ..... William Greenauer and Charles J. Hall
- Social Welfare ..... Charles H. Davis
- State ..... Edward L. Gilchrist
- Tax and Finance ..... Jeannette M. Finn and Sue Long
- Judiciary ..... William F. Sullivan
- Legislative ..... William S. King

Independent nominations may be filed at any time up to 30 days prior to the annual meeting or by September 18.

Independent nominating petitions for officers must be signed by five per cent of the membership of the Association.

Independent petitions for the State executive committee membership must be signed by 10 per cent of the members in the State Department involved.

The ballots will be mailed first-class to all members late in September.



Dr. George F. Etling, director of St. Lawrence State Hospital (second from left) is shown receiving a softball with the names of the two softball teams representing the hospital in the City Leagues. From left are Gilbert LaBarge, manager of the Point Airy Team; Dr. Etling; James Ward, manager of the Statesmen; and Fred Erwin, recreation supervisor.

## State Help and Advice Replace Inspection of Local Commissions

ALBANY, Aug. 16 — Oscar M. Taylor, President of the State Civil Service Commission, announced a change in the organization and policy of the Department of Civil Service which affects the State's 110 city and county governments and places emphasis on the service aspects of the department's work with local governments.

Effective immediately, Mr. Taylor is merging the municipal inspection unit, formerly part of the executive office, with the Department's municipal service division. This, he said, is directly in line with a recommendation of the Temporary Commission on Coordination of State Activities following its survey of the Department of Civil Service.

"This move does not imply any lessening of the Civil Service Commission's interest in local merit system administration," Mr.

Taylor warned. Mr. Taylor explained that hereafter a staff member who surveys a particular local civil service commission will also assist in putting into effect any steps needed to improve administration. Henry J. McFarland, the director of municipal service, will follow up the work of his technical staff wherever he deems it necessary. He will report to the State Commission only those situations where further action may be required.

A plan will be worked out for periodic review of the operation of the merit system in localities, Mr. Taylor said, but its pattern will be a new one.

Mr. McFarland has been director of the municipal service division since it was established in 1941. His staff of 38 includes 29 personnel technicians at various levels. Three additional technicians formerly assigned to the municipal inspection unit will now join his division.

in their group and Welch, Herkel, Kessler, Mikula, Shaw, Larson, Johnson, Bauer and Bradigan were the responsible employees.

Booths displaying hospital activities and wares were also judged, the first prize going to the Farm, second to the Florist and the third to the School of Nursing.

Dr. Mudge presented 25-year service pins.

Games and contests, Chantesute Indian Dancers, a picnic supper and a western style horse show were also part of the program. The horse show was under the direction of Mrs. George Harris of Dayton and was composed of riders from at least six different riding clubs in Buffalo, Pennsylvania and locally.

The recreation department thanks all the patients, employees and friends of the hospital for their willing cooperation in making field day so enjoyable.

### Rochester State Hospital

ROCHESTER State Hospital chapter offers condolences to Jessie Ackley, Howard Building, who lost her mother, and to Winifred Hadden whose grandmother passed away in Buffalo. Margaret Lesch, who retired from State service some years ago, passed away. She was a graduate of Willard State Hospital and since retirement had been active in nursing in city hospitals.

The Rev. Eugene Golding, Catholic chaplain, has been appointed to the post of full time chaplain.

During the absence of the Reverend Chapman of the South Presbyterian Church, the Men's Club conducted the services. James Surrridge Jr., son of James



Members of Rehabilitation Hospital chapter, Civil Service Employees Association, aboard the Sea Cub II, for an evening sail on the Hudson. (Photo by Ray Amado.)

Surrridge Sr., maintenance supervisor, preached. Jim Jr. did a fine job. A large number of employees from Rochester State Hospital attended. Donald, youngest son of James Sr., recently graduated from the U. S. Leadership School, Fort Bliss, Texas, and is now stationed at the White Sands Proving Grounds, N. M.

Merle Marsh, locksmith, recently attended the graduation of his son, Allan Marsh, at Williams

College in Williamstown, Mass. Bruce Corby, recreation department, has been transferred as senior stores clerk. Good luck in your new duties.

Mr. and Mrs. Archie Graham have returned from vacation in down state New York. Wild strawberries were plentiful on their farm.

Mary Seidler, recreation department, were on vacation and helping her husband, Ray, with the

construction of their new home on Scottsville Road.

Cathleen Foster, Howard Building, returned from a fishing trip on the St. Lawrence with a rash of poison ivy. She says it was worth it and plans a return visit later in the season.

Silas Lowenstein has returned from a visit in Albany.

Roberta Robbins has been transferred from the Howard Women's Service to laundry.



New officers of Oswego chapter, Civil Service Employees Association, were recently installed by Ernest L. Conlon, CSEA field representative, at a dinner at Rainbow Shores Hotel, Pulaski. From left, seated, Edna Duell, assistant secretary; Beattie M. Tracy, secretary; Harold G. Bradford, president; Lula Mae Wellwood, chapter member who will retire soon; Norma Scott, president, Onondaga chapter. Standing, from left, Donald Edick, chapter representative; Vernon A. Tapper, principal speaker; Arthur Myers, director; George N. Snyder, 1st vice president; and Charles Fuller, 3rd vice president. (Conlon Photo.)

### New Building in Syracuse To House 17 Agencies; All Air-Conditioned

ALBANY, Aug. 16 — Contracts will be awarded shortly for construction of an eight-story State Office Building in Syracuse. Work will get under way in September.

John A. MacCormack, Commissioner of Standards and Purchase, said the State Department of Public Works had recommended award to low bidders of five contracts.

The T-shaped building, to be erected on East Washington Street, at Market and South State Streets, will house 17 State agencies, 16 of which are now quartered in privately owned buildings for which the State pays an annual rental of \$141,120.

The date for completion of the new office building is September 1, 1956.

The structure is to be financed by the New York State Retirement System and will be occupied and maintained by the State under a 15-year lease-purchase program. The building will be completely air-conditioned.

State departments and agencies to be located in the new office building are: Agriculture and Markets, Banking, Commerce, Court of Claims, Conservation, Commission Against Discrimination, Education, Health, Labor, Workmen's Compensation Board, Mental Hygiene, Division of Parole, Public Works, Rent Control, Social Welfare, Taxation and Finance and the State Youth Com-

mission. There will be a branch post office and a loading platform in the rear of the building. Parking facilities for 96 cars will be provided at the rear.

### 200 Honor E. M. Furman

ALBANY, Aug. 16—More than 200 State officials and employees turned out for the testimonial dinner in honor of Everett M. Furman, retiring Deputy Budget Director.

The dinner was held in Panetta's Restaurant, with Joseph Ronan, former Budget Division employee and now administrative assistant to Bertram D. Tallamy, Public Works Superintendent, as toastmaster.

Mr. Furman, who has helped "make budget" under six State budget directors, spent his last day in his office August 6. The No. 2 man in the division is retiring after 21 years of State service that saw him work up through the ranks from an accountant to become deputy director of the State's most powerful agency.

It was reported his successor as a chief budget examiner will be Leo Allan.

As a chief examiner and deputy director, Mr. Furman worked closely with Civil Service and Au-

### MONDELL SCHOOL OPENS NEW BRANCH

The Mondell Institute, vocational school specializing in the technical and engineering fields, opened a new Brooklyn Branch. The school, under the guidance of its founder and director, Louis I. Mondell, has operated continuously since 1910, and has placed thousands of its graduates in private industry, and municipal, State, and Federal Government. The new branch is at 500 Pacific Street, Brooklyn.

dit and Control officials in working out the details of the State's new salary plan. He also was a member of the administration team that negotiated with the Civil Service Employees Association on the major points to be covered by the \$13.2 million program.

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### Buffalo Leads Mental Hygiene Softball League

BUFFALO, Aug. 16—With the defeat of Willard by Rochester, 11 to 5, and a win by Buffalo over Sonyea, 31 to 2, Buffalo fought its way to the top spot in the Mental Hygiene Softball League. Willard dropped to second place. In other League competition Buffalo won again, beating Rochester 21 to 2, and Willard won over Sonyea 11 to 6.

The League standings now are:

Team	W.	L.
Buffalo	7	1
Willard	6	2
Rochester	3	5
Sonyea	0	8

The final games were played on August 14, Buffalo vs. Willard, Rochester vs. Sonyea.

On August 21, the all-star doubleheader will be played on the home grounds of the champions, the all-star team being made up of the players of the three other teams.

### SWEEDLER HONOR HEAD OF NAER TORMID SERVICES

Nathan Sweedler, former Justice of the Municipal Court of the City of New York, and presently Special Referee of the Supreme Court, Kings County, has accepted the honorary chairmanship of the Twenty-Seventh annual memorial service of the Naer Tormid Society of the NYC Fire Department, to be held Sunday, September 11 at 10 A.M., at the Jewish Theological Seminary of America, Broadway and 122nd Street.

The officers of the society are Joseph W. Green, president; Charles Korn, vice president; Leon A. Chikofsky, recording secretary; Frank Schwartz, treasurer; and Abe Hershkovitz, committee chairman.

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### Audit and Control Legal Opinions

ALBANY, Aug. 16—"An assistant district attorney should not be compensated on a per diem basis," according to a recent opinion by the State Department of Audit and Control.

The department, which issues opinions on many phases of village, town and municipal law, also has concluded that a volunteer fireman may not be a member of two volunteer companies at the same time.

But the department ruled that a town clerk "may also be elected mayor of the village in which he resides."

Did you know that legally county laboratory technicians may not be paid for service as witnesses in courts of special sessions?

Or that chairmen, clerks and inspectors of school district elections may not be paid for their work or given meals with district funds?

This State agency has ruled that a general manager of a housing project is a public officer and is required to reside within the municipality for which the project is established.

If a town superintendent of highways is authorized to attend a convention, conference or school

for superintendents of highways, he may be reimbursed for his expenses.

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## 25 Present And Coming State Exams

Applications will be accepted by the State until September 4 for the following 12 exams:

- 1025. Senior architect, \$6,590 to \$8,070. Open to any qualified citizen of the U. S.
- 0216. Senior hardware specifications writer, \$6,950 to \$8,070.
- 0217. Assistant hydraulic engineer, \$5,380 to \$6,840.
- 0218. Senior engineering aide, \$3,540 to \$4,490.
- 0219. Junior engineering aide, \$2,720 to \$3,520.
- 0220. Junior land and claims adjuster \$4,350 to \$5,460.
- 0221. Park maintenance supervisor, \$5,090 to \$6,320.
- 0222. Assistant supervisor of park operations, \$3,920 to \$4,950.
- 0224. Senior business consultant (air commerce), \$6,520 to \$7,680. Open to any qualified citizen of the U. S.
- 0225. Office machine operator (calculating key drive), \$2,320 to \$3,040.

0336. Process server, grade 2, N. Y. County, \$2,361 to \$3,385. Appointments will be made at \$2,995. This is a reopening. Candidates who filed previously need not do so again, nor pay another fee, but should submit notarized statements, bring their experience up to date. Four month's county residence required prior to exam date.

0079. Pharmacist, \$1,130 to \$5,200. Reissued, no need to file again if you filed before, but submit notarized statements, bringing experience up to date; pay no additional fee.

Unless otherwise stated in the foregoing, candidates must be citizens of the United States and have been legal residents of New York State for at least one year immediately preceding the exam date, October 23.

**Two Close October 8**  
Two exams will remain open until October 8. They are:

- 0226. Supervisor of social work (medical), \$5,090 to \$6,320.
  - 0227. Senior social worker (medical), \$4,350 to \$5,460.
- On Saturday, November 6, the State will hold the following exams, for which applications will be received until Friday, October 8:
- 0228. Associate biostatistician, \$6,590 to \$8,070, open to any qualified citizen of the U. S.
  - 0226. Supervisor of social work (medical), \$5,090 to \$6,320, open to any qualified citizen of the U. S.
  - 0227. Senior social worker (medical), \$4,350 to \$5,460, open to any qualified citizen of the U. S.

0229. Aquatic biologist (marine) \$4,130 to \$5,200, open to any qualified citizen of the U. S.

0230. Marketing facilities specialist, \$4,350 to \$5,460.

0231. Radio technician, \$3,920 to \$4,950.

0230. Marketing facilities specimen, \$2,720 to \$3,520.

0233. Institution fireman, \$2,720 to \$3,520.

0234. Executive officer F, \$3,540 to \$4,490, must be legal resident of Herkimer County for at least four months immediately preceding the examination date.

**Exams to Open Aug. 30**

Exams to be held Saturday, November 20, for which applications will be accepted up to Friday, October 22, follow:

0558. Director of mental hygiene clinic, Department of Health, Tompkins County, \$12,500, open to any qualified citizen of the U. S.

0559. Associate planner (research) Westchester County, \$4,855 to \$6,095, open to any qualified citizen of the U. S.

Applications for the above two tests will not be obtainable until August 30. Do not attempt to apply for them before then. Applications for the others are now obtainable.

Application blanks for any of these tests may be obtained by writing to the State Civil Service Commission, State Office Building, Albany, N. Y., mentioning both exam number and title, and enclosing a self-addressed, six-cent stamped envelope, at least nine inches wide.

**READERS** have their say in the Comment column of **The LEADER**.

# Study Material Social Investigator

The following continues publication of study material for the NYC social investigator written test, to be held Saturday, September 25 for 2,033 candidates. Key answers given at end.

45. The first successful consumers' co-operative venture, which devised most of the co-operative principles as practiced today, was undertaken in the middle of the 19th century in—A, Des Moines, Iowa; B, Oslo, Norway; C, Stockholm, Sweden; D, Rochdale, England; E, Edinburgh, Scotland.

46. Concepts of "laissez-faire" as applied to socio-economic trends in the United States have best been evidenced in the—A, proposals for an amendment to the Federal Constitution prohibiting child labor; B, support of in-

creased Federal and State funds for housing; C, opposition to government wage and price controls; D, establishment of the Securities and Exchange Commission; E, passage of the Federal Social Security Act.

47. If a social investigator judged all cultures in terms of his own culture, such an investigator would be described as—A, ethnocentric; B, a segregationist; C, individualistic; D, nihilistic; E, democratic.

48. Some schools now employ a social worker who is a permanent member of the school staff. Of the following, the primary function of this worker should be to—A, notify the parents when a child is not doing well in school and have them agree to supervise the child more closely; B, help the

child, parents, or teachers with a problem that is centered in the child's school experience and his adaptation to it; C, assist the classroom teacher to a degree with the handling of problem children so that the progress of the class will not be disturbed; D, check on the continued eligibility of families of children in his school for assistance from the Department of Welfare; E, investigate the activities of those children who fail to attain a satisfactory intellectual standard in more than one subject.

49. The one of the following statements which is most accurate with respect to psychoneurotics is that—A, the speech of psychoneurotic persons is usually illogical and incoherent; B, the psychoneurotic individual is aware of reality and does not confuse it with fantasy; C, psychoneurotics always display poor judgment and lack insight into what is wrong with them; D, psychoneurotic persons are almost always jealous and overconcerned with a need for justice; E, psychoneurotic individuals usually have difficulty primarily in memory and intellectual functioning.

50. There has been a pronounced development of social service departments in hospitals during recent years. These social service departments are usually staffed with specialized personnel known as medical social workers. The basic function of these workers is to—A, coordinate medical data and make recommendations for appropriate clinical treatment; B, relieve the doctor of the responsibility of interpreting to each patient the diagnosis and the proposed treatment plan; C, act as the doctor's assistant in seeing that prescribed medication is given regularly and that appropriate diets are provided; D, provide casework service to individual patients in order to help them understand and utilize the medical care that is available, and to assist in the treatment of social problems connected with the required medical care; E, interpret to each patient the rules and regulations of the hospital and the basis of his admission for treatment.

51. In an interview with an applicant for public assistance, the one of the following courses of action which is most likely to assure a good relationship is for the interviewer to—A, indicate at once that the applicant is expected to speak truthfully and to give verification of all essential social data; B, listen to the applicant's statements of his needs, and then explain in simple terms what must be done to establish his eligibility

for assistance; C, state immediately that time is limited and request the applicant to answer the necessary questions quickly; D, explain that the department verifies all important data about the applicant and ask that he cooperate by giving exact information; E, ask the applicant why he doesn't want to work.

52. Assume that you are a social investigator in the Department of Welfare and that several of your clients have complained to you that the increased cost of food has made it impossible for them to manage on their present food allowances. The one of the following steps which you should take first is to—A, ascertain the amount of increase needed by each of the clients and recommend the additional grant; B, tell the clients that you will refer the matter to your supervisor; C, discuss their food expenditures and possible economies; D, tell the clients to write to the State Department of Social Welfare; E, tell the client to apply to one of the private agencies for additional assistance.

53. Assume that an employable person is unemployed and lives in the same household with his legal dependents, all of whom are receiving public assistance. If such a person consistently refuses employment without good cause, the one of the following actions which should be taken by the social investigator is to—A, recommend that all assistance to the family be stopped; B, recommend that assistance to the person be continued until such time as he accepts employment; C, urge the client to accept employment and make another job referral; D, recommend that the assistance grant to the family be reduced by excluding the uncooperative client and that the situation be referred to the agency's legal division for court action; E, rediscuss with the client his responsibility toward his family.

### KEY ANSWERS

45. D; 46. C; 47. A; 48. B; 49. B; 50. E; 51. B; 52. C; 53. D.

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## ACTIVITIES OF EMPLOYEES

### Rockland State Hospital

**THIRTY-SEVEN** employees of Rockland State Hospital were awarded pins marking 25 years in State service, at a dinner in Cafeteria 38. Besides the new 25-Year Club members, 17 who have been members for some time were introduced.

The speakers were Dr. Alfred M. Stanley, director of Rockland State Hospital; Dr. Louis Carp, president of the Board of Visitors; Dr. Donald M. Carmichael, associate director; and H. Underwood Blaisdell, business officer.

All of them cited the loyalty and spirit of cooperation shown by these long-time employees.

Among the guests were Mrs. Oliver Hoover, Mrs. Catherine M. Halley and G. Leroy Scheiner, members of the Board of Visitors; Henry Marier, newly elected president of the hospital chapter, CSEA; and Mrs. Alfred M. Stanley, Mrs. Donald M. Carmichael, Dwight Hoover, Charles V. Halley, Tippy O'Neill and Mrs. Hill.

### Pin Recipients

The 25-year pins were presented by Dr. Carp to: Gladys Bauer, Emil M. R. Bollman, Kathleen Bonville, Royal Bonville, Marion Booth, Leona Brown, Helen Comey, Norene Crego Kathleen Donnelly, Richard Dugan, Otto Fiedler, Delia Garvey, Margaret Heehs, Theresa Helder, Pauline Jansson, Elsie C. Mack, Richard Marceau, Joseph A. Martin, Catherine Martyn, Margaret Merritt, Elmer Miller, Evelyn Mone, Dr. Charlotte Munn, James Nolan, Gerard O'Brien, Patrick O'Brien, Patrick O'Leary, Herbert Oliver, Dr. William R. Strutton, Samuel Stuart, John M. Vahey, Mayfred Veitch, George Wild, John Williams (retired), Frances W. Witte (retired), and Edward Woods.

Other members of the club are Dr. Stanley, Helen B. Campbell, Alice Chandler, Charles E. Davidson, Hugh Dolan, Daisy Edmunds, Roland Giess, Catherine Irvine, Carl Iseman, Joseph Levere, Charles Martin, Martin W. Neary, John J. Reynolds, Loretta Rourke, Agnes Schutte, Arrie DeZwart Spino and Kenneth Throop.

Corsages were given to all of the women who attended. Dance music was played by Joseph A. Pagnozzi's orchestra.

Much credit for the excellent food and service goes to Mike Garvey, supervisor of the Food Service Department, and other members of his department.

### New Officers Installed

After a term of three years as president of Rockland State Hospital chapter, CSEA, Emil M. R. Bollman turned over the gavel to a new president at the installation of officers held during the chapter's July meeting.

The installation was presided over by John Casey, CSEA field representative. The officers sworn in for 1954-55 were Henry Marier, president; William Clarken, 1st vice president; Dorothy Roth, 2nd vice president; Rebella Eufemio, secretary; and Irene Gowett, treasurer. This will be Miss Eufemio's second year as secretary.

Among the guests were John O'Brien, 1st vice president, Mental Hygiene Employees Association, and 4th vice president of the CSEA; Dr. Alfred M. Stanley, director of Rockland State Hospital; and Mr. and Mrs. Anthony Vanzetta. Mr. Vanzetta is president of Letchworth Village chapter of the Association.

Speakers were Mr. O'Brien, Mr. Casey and Dr. Stanley, all of whom complimented Mr. Bollman for the fine job he had performed as president and welcomed the incoming officers.

Mr. Bollman reported that a meeting of the chapter executive committee had been held on June 29, and suggestions for resolutions to be presented before the Legislature were drawn up for submission to the CSEA.

Mr. Bollman also reported that he and Miss Eufemio had attended a meeting of the MHEA in Albany. Mr. Bollman, who served one year as 2nd vice president, is a candidate for Mental Hygiene representative on the CSEA board of directors. He will run against the present incumbent, John E. Graveline.

The membership committee reported that 1,205 employees had joined the chapter and that 484 had joined MHEA.

Henrietta Kothe, chairman of the sick and welfare committee, reported that 42 "get well" cards and two floral sprays had been sent since the June meeting. The floral sprays were for the deaths of Harold Risley, employed in Building 17, and Adelbert Eaton of Building 19.

In turning over the gavel to Mr. Marier, Mr. Bollman said that during his tenure of office he had done his best to represent everyone in a dignified manner and had attempted to deal fairly with all employees, regardless of their positions. He thanked the many people who had devoted time to serving on committees, stating that without them he would not have been able to function.

Mr. Marier vowed that the needs and wishes of the chapter members would always come first with him.

The new president presented Mr. Bollman with a beautiful watch on behalf of the chapter members.

A buffet supper was served after the meeting.

### Cortland

**GLOWING** campfires, hot dogs, soft drinks, watermelon, swimming and other water sports are envisioned at Cortland chapter's picnic at Little York Wednesday, August 18.

The chapter is not holding any business meetings during the summer, and members are cautioned it's "their own fault" if they miss out on the picnic festivities.

### Newark State School

**EMPLOYEES** of Newark State School extend their deepest sympathy to the family of Elva Rumsey, supervising nurse, who passed away July 17 at the Vaux Memorial Hospital. She was a fine nurse, with a pleasing personality and ready smile, which made her greatly loved by all. One who will be greatly missed.

Sympathy is also extended to the family of Alex Cummings of Geneva, who died July 18. Sympathy to Mildred Henry on the death of her Mother, Mrs. Van Dermill.

Gladys Kliss, telephone operator, and her mother, Mrs. Bert Peters of Sodus, are vacationing at Lake George.

Erma and Case Brockhuizer are enjoying a fishing life in the wilds of Canada. Duane Kelley on vacation, Lois Sweet, staff attendant of the Burnham Building, is visiting Yellowstone National Park on her vacation.

Kathleen Ward, housekeeper at Stebbins Cottage, flew to NYC to attend the American Legion Convention. Mrs. Ward is department chaplain.

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.

## Applications Must Be Filed By Friday, Aug. 20th MOTOR VEHICLE LICENSE EXAMINER

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TUESDAY, AUGUST 17, 1954

## How to Get Enough Patrolman Eligibles

THE PROBLEMS of the Budget Director are many and complex, those of the Personnel Department few and simple, in aiding the solution of the NYC police problem.

The Budget Director has to raise the money for not only more policemen but also for more money for all the policemen, for the Police Commissioner who demands more men wants no more men unless at higher pay.

All the Personnel Department has to do is to get the new patrolman list ready as soon as possible after the completion of the physicals which should end late this month, meanwhile get going on a new patrolman exam.

The Personnel Department is not equipped to do much in a hurry. The present physicals tax its tiny medical-physical bureau to the limit, after which transit patrolman medicals and physicals will be another imposition, with no rest in between, while a staff for rapid computation of scores has yet to be found.

### Outstanding Needs

The Personnel Department needs more employees, more flexibility, greater adaptability to sudden demands. There should be a sufficient number of trained employees to help out the computing room staff in an emergency, who could be the same employees who serve the medical-physical bureau in its hour of greatest need, for the two burdens do not coincide. A new look should be taken at the type of patrolman written test. The last test was good, by 1943 standards. The prior one was so difficult, let's forget it. Neither exam produced enough eligibles without considerable monkeying with the pass mark. The lesson should be learnt by this time. The written exam must be a simple intelligence test, which separates the lesser, and leaves the others to fight it out in the physicals.

The idea that the written test must relate to police work is insupportable. As the examining division well knows, but some not in the exam-writing business may forget, what a police exam does not turn out is policemen. No, it turns out eligibles who have the mentality to be trained to be policemen, and the physique to last twenty-five years on the job, barring accident.

It is true now that in devising a patrolman written test, one has to estimate what type will pass a considerable percentage of the competitors, without pass-mark juggling. Now that the Personnel Department knows, from one mistake followed by a bad guess, by its predecessor, just where to aim its quizzical arrow, let it not shoot at some other mark this time. The written test should remain competitive, but it should stop being prohibitive.

### Break for Budget Director, Too

For the solution of the Budget Director's problems we have no original suggestions. All who have ever taken pot shots at him, ourselves included, are careful not to borrow any of his present police troubles. We repeat, however, NYC needs more income, to cope with these and other needs; at least a hundred million a year more; two hundred and fifty million would be more like it. Transferring funds from one code to another code—using money for a purpose other than that for which it was originally intended—is hardly a solution. The total amount of money does not increase.

City employees have as great an interest in the only possible final solution as anybody else. Then the Budget Director could have at least a few quiet days in each year, and might even find time to take a vacation.

### EMBARKATION PORT HONORS TWO WHO RETIRE

Captain Julian Eddy of Rosebank, Staten Island, a civilian employee of the New York Port of Embarkation, was one of two men honored at a retirement ceremony at the Brooklyn Army Base. He retired after fourteen years of military service, and equal number of years as a civilian employee of the Army.

Alphonso Panzella of Brooklyn, a civilian employee was the other one.

Both were presented with Certificates of Retirement by Brig. Gen. James Glore.

Mr. Panzella began his civil service career in August, 1934, and has been at the Brooklyn Army Base since August, 1946.

### MERIT MAN

## Excels at Work And at Play

TED STITZEL, manager of the Gowanda State Hospital baseball team, was feted at a ceremony before the State-Cattaraugus ball game recently on the hospital ball field.

Hundreds who attended the game saw Mr. Stitzel receive gifts from various organizations and clubs.

The baseball team presented him with a 12 gauge Remington Wing Master pump gun. The firemen gave him a life membership badge. Yankee scout Joe Frisa gave Ted five dollars. The Gowanda Youth Activities presented him with a sport shirt and the hospital community store gave Ted a carton of chewing tobacco.

The Helmut Drum and Bugle Corps began the activities by playing two selections for the honored guest.

Ernie Palcic called on all the friends of Ted who played ball with or against him during his long career.

The game was followed by a picnic supper in Warren Hall's Grove. The baseball teams and the firemen gathered with their families for the supper.

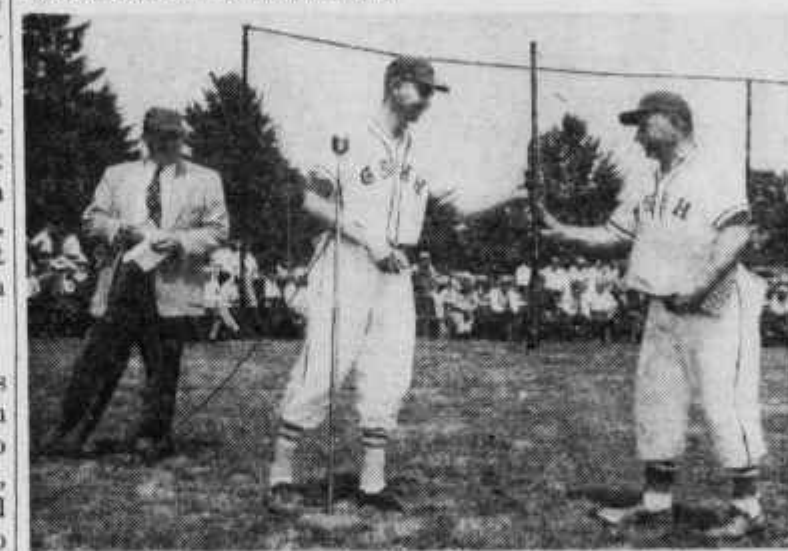
### Started 30 Years Ago

Ted Stitzel was first employed at the Gowanda State Hospital in 1924 as a driver at the farm. In 1925 he became an attendant in charge of outside working patients. Ted was interested in the work of making mattresses, shades, shoe repair etc. and became assistant shop foreman in 1926. He was promoted to shop foreman. The title was reclassified to head industrial shop worker. He is now in charge of two shops, doing tailoring and shoe repairing, and making mattresses, shades, awnings, upholstering and many other items. The production in his shop has been outstanding.

### Like Father, Like Sons

Ted joined the Fire Department 30 years ago and has been one of its staunchest supporters. He took the lead in putting on demonstrations of first aid, rescuing persons from the third story by means of a rope and speed in getting water to the scene of a fire. He enrolled in many courses in fire fighting to improve his knowledge and took the lead for many years in teaching fire-fighting methods to new employees. He was the fire chief from 1952 to 1947.

He joined the hospital baseball team 30 years ago and he is still active as a manager and pitcher. He pitched for the local team and was victorious recently in a game against Eden, 4 to 2. In his pitching he has been outstanding control; he rarely walks a player. Two sons are on the hospital team.



From left, Ernest Palcic, Charles Perkins, and Ted Stitzel.

## Politics Workshop

Sydney S. Baron, political writer and director of public relations for the New York County Democratic Committee, will conduct "Workshop in Practical Politics," to be offered this fall and next spring by New York University's Division of General Education. Plans for the course have been Dean Paul A. McGhee announced, coordinated by a committee headed by Dr. John Furia, former NYU faculty member and now on the staff of the NYC Department of Personnel.

The course is intended, Dean McGhee stated, for persons who wish to acquire a working knowledge of political organization and for those who are no wengaged in

politics or who desire to take an active role in their party's program. It is also designed for lawyers and graduate students who are interested in supplementing their theoretical background with current factual information.

Among the 21 guest lecturers who will be heard by Workshop Wagner, Thomas J. Curran, Secretary of State for the State of New York and leader of the New participants are Mayor Robert F. York County Republican Committee; Carmine De Sapio, Democratic national committeeman and leader of the New York County Democratic Committee; and Daniel J. Riessner, president of the National Republican Club.

### NEWS

## Letter

THE CONGRESSIONAL ANTICS over a raise kept U. S. employees in jitters last week. The Senate tentatively approved a 5 per cent raise, then voted to reconsider. Word went out that the White House is being consulted, since many members of the Senate and the House, too, don't want to pass a bill that President Eisenhower will veto. The President is still adhering to his original stand, that any bill for a raise must provide the means for financing the extra cost. A postal raise bill was called up previously, tied in with a measure to raise postal rates; it got a safe majority, but fell seriously short of the two-thirds required, as the legislators knew it would.

The House voted the Corbett bill, for a 7 per cent raise, thereafter, but this was taken as only a gesture; at least the effect of ironing out differences with the Senate would be produced. Now if the Senate re-enacts the 5 per cent bill, the House is expected to go along with that. The Senate re-enactment would raise both postal and classified employees the 5 per cent.

The Senate also voted a bill for fringe benefits. This shows there is some interest in the Senate in improving the U. S. employees' lot. The fringe benefits include more liberal overtime pay, toning down the Whitten Amendment that limits permanent hiring and promotions, and restoration of the 60-day accumulation maximum for annual leave.

The latest consideration on the raise question, however, deals with postal employees. There is a disposition by some members of Congress to pass up a raise for the classified employees entirely.

There have been threats, including some by Postmaster General Arthur E. Summerfield, that the President would veto any bill for a raise that did not include funds to meet the additional cost.

THE EISENHOWER ADMINISTRATION is moving fast to get the life insurance project for U. S. employees working by November 1. Congress has passed this measure. Also, the administration is trying to get Congress to adopt the plan for hospitalization, in-hospital medical care, and surgical reimbursement. The employee could purchase any or all of the benefits. Family coverage could be bought, too. The payroll deduction plan would be used. No employee, however, would be compelled to buy any such protection. The Government's cost would be either \$1 a week or half the premium, whichever is smaller.

THE ROTH CASE will be appealed by the U. S. Department of Justice. That is the one of a U. S. attorney transferred from the competitive service to Schedule C, the exempt class. The Department of Justice, the employer, held that when the job went from one class to the other, so did the incumbent, so that he lost competitive status, and could be fired at will, and was But the employee, Leo C. Roth, sued for reinstatement. He lost in the lower court. The appellate court held that the department had violated the Lloyd-LaFollette Act, which requires stated charges and an opportunity to reply, and thus gives a degree of protection to competitive employees. The question is whether the competitive status goes with the job. Employees were delighted at Mr. Roth's recent victory, which affirms the original position of the U. S. Civil Service Commission, and hope the U. S. Supreme Court will affirm the recent victory won by the ousted employee.

THE TRANSPORT WORKERS UNION is exercising its right under its contract with the NYC Transit Authority to question schedule changes instituted by the Board, on the ground they menace the health and safety of transit employees.

Having raised pay, the Board sought to institute some economies, one of them a reduced schedule of operation, to save \$1,400,000 a year. The reduced schedule increased passengers waiting time between trains.

(Continued on Page 7)

## Last Call to Guidance Counselor

ALBANY, Aug. 16—Seven guidance counselor positions at institutions of the State Department of Correction will be filled by written examination to be held September 25. Last day to apply is Friday, August 20.

Candidates must be college graduates and have had a year of experience in such fields as employment, guidance, social work, or institutional work. Thirty graduate semester hours with specialization in guidance, social work or personnel administration will be accepted in place of the year's experience.

A guidance counselor helps operate a service unit in a correction institution. The work involves interviewing and recommending rehabilitation programs for them.

Vacancies exist at Attica, Elmira, Sing Sing, Woodbourne, Great Meadow, Vocational Institution, West Coxsackie.

Pay is \$3,540 to \$4,490.

**PATENT ADVISERS NEEDED**  
Patent adviser jobs at \$3,410 to \$5,950 are offered by the U. S. in exam No. 416-B, open until further notice. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.  
The jobs are in various U. S. agencies in and near Washington, D. C.

READERS have their say in the Comment column of The LEADER.

# NEWSLETTER

(Continued from Page 6)

buses and trolley cars. The reduction was centered on the off hours, mainly late at night. The union complains that additional work is required of the employees, by increasing the number of split shifts and cutting the rest periods for train crews. The union figures that the average 88-cent-a-day raise is countered by work schedules that require \$3 to \$4 more labor a day.

The question will go to an impartial adviser, if TA and union committees can't settle it.

**ROBERT H. SCHAFER**, the new acting postmaster of New York, is an expert on civil service law. He was First Assistant Corporation Counsel in NYC, and for a while Acting Corporation Counsel. Mayor LaGuardia missed trick in not naming him Corporation Counsel. Mr. Schaffer, known to his cronies as Ray, a nickname given to him through the mistake of a public school teacher, lately has been counsel to the New York State Rent Commission. Even fellow-lawyers admit he has a brilliant mind. Postmaster General Arthur Summerfield said Mr. Schaffer would head the world's largest post office, with 34,000 employees in 99 buildings in Manhattan and the Bronx, which handles one-tenth of all the postal business in the U. S. "His broad experience in government and outstanding abilities as an administrator should produce better postal service at less cost to the taxpayers," said Mr. Summerfield.

**H. ELIOT KAPLAN**, former Deputy State Comptroller in charge of the retirement system, and chairman of the committee that made a thorough study of U. S. pensions for the President and Congress, is writing a book on civil service law. The National Civil Service League received a grant from the Carnegie Corporation for such a project, and naturally selected the League's former executive secretary, as one of the nation's outstanding authorities on the subject.

**ROCKEFELLER PUBLIC SERVICE AWARDS**, granted through Princeton University, are open to Federal employees. About 10 awards are made a year. Winners may spend a year in residence in any educational institution of their own choice, all expenses paid. The awards are made under a grant from John D. Rockefeller III. Princeton administers the national trust fund. An employee's value to the government in terms of past service and future promise is the main consideration. Agencies may nominate employees or top individuals

## NYC Plans To Speed Up Recruitment

A vigorous recruitment program is promised by Joseph Schechter, NYC Personnel Director. Accelerated exams and production of eligible lists will help to reduce the number of provisionals, he added, as will the installation of the career and salary plan.

Writing to John M. Leavens, of the Citizens Budget Commission, who had sent Mr. Schechter a letter about provisionals, the Personnel Director intimated the law on the subject might be changed. The Preller Commission is expected to make a recommendation to that effect.

Mr. Leavens had acknowledged the number of provisionals has been shrinking; Mr. Schechter reminded him of the same fact, showing figures of 28,704 for 1948, compared to 9,102 for August 1, 1954.

themselves may apply to the Rockefeller Public Service Awards, Princeton University, Princeton, N. J.

**CIVILIAN SCHOOL CROSSING GUARDS** have limited powers. Village Judge Alexander Berman held, in Hempstead, when he dismissed a summons against a man who had disobeyed the traffic directions of a woman civilian guard, and driven his car through the circle the way he felt it should be driven. "Civilians can not direct and control traffic, unless they are peace officers," the Judge held. "Without being peace officers, the crossing guards have no more authority than any other civilian." So with NYC trying 100 in the Bronx, as a beginning, it will be interesting to ascertain how well the woman guards' orders stick with the stubborn men driving cars.

The guards have no authority to issue summonses or make arrests. In the Hempstead case, the woman went to court to get the summons.

## NEW PLAN WEIGHED FOR HIRING TEACHERS

WASHINGTON, Aug. 16 — The U. S. Department of Labor plans to promote a new hiring program for teachers, recommended by a committee of experts.

The proposed program, geared to individual community needs, would also help to insure a steady flow of qualified people into the teaching profession on a long-term basis.

The suggested plan provides for recruiting, training and delivering to the nation's overburdened and understaffed school rooms mature qualified women, holding bachelor's degrees, but without previous professional preparation or experience in teaching.

Also eligible would be persons holding temporary teaching certificates and wishing to qualify for full certification, as well as men wishing to enter the teaching profession for the first time.

The Department of Labor said: "The proposed program, vari-

ous aspects of which have already been tried successfully in numerous American communities, would insure a supply of well qualified, trained teachers from the ranks of homemakers whose children are in school. Their previously earned degrees can now be taken out, dusted off and put to work. The committee considers this group excellent potential because of the maturity of the women involved, their experience in dealing with their own children, and their closeness to the communities which they would be serving, as well as their educational background. It was pointed out that the proposal is flexible enough for adaptation to any state or community.

Training courses for candidates from this group would be planned by school authorities in terms of the specific needs of their own community. Teacher training institutions in the vicinity of the community would gear the curricula to the needs of the candidates. The entire plan would be designed by and for the individual community, with the candidate training near her home on a schedule which would not detract from her homemaking responsibilities. Upon satisfactory completion of the training, she would teach in her own community."

### IDEA BRINGS \$15

Henry Bachner of the Post Transportation Section, Fort Jay, received \$15 and a Department of the Army Suggestion Award Certificate for suggesting that the ferry boats serving Governors Island be equipped with emergency stretchers.

## Federal Jobs Outside State In Wide Range

Current Civil Service listings for U. S. jobs outside of New York State were issued by the U. S. Civil Service Commission:

Substitute general mechanic, at Alexandria and Arlington, Va., post offices, \$1.61 1/2 an hour. Apply to the U. S. Civil Service Commission, Washington, D. C., by August 24.

Fireman, \$3,900 a year, District of Columbia Fire Department, Washington, D. C. Apply to the U. S. Civil Service Commission, Washington, D. C.

Maintenance inspector, Fort Myer and at other Army installations in the Washington area, \$1.97 an hour. Apply to the Board of U. S. Civil Service Examiners, Military District of Washington, Room 1B-869, The Pentagon, Washington 25, D. C.

Medical officer, Health Bureau, Canal Zone Government, Panama Canal Zone, \$7,425 to \$10,450 a year. Apply by air mail to the Board of U. S. Civil Service Examiners, Balboa Heights, Canal Zone.

Fishery methods and equipment specialist, Fish and Wildlife Service, Department of the Interior, Washington, not later than September 28.

Production specialist for jobs with Federal agencies in the Washington area, \$5,060 to \$10,800 a year, apply to the Board of U. S. Civil Service Examiners, Department of the Navy, Main Navy Building, Washington, D. C.

**OLD RULES WILL DO TILL NEW ONES ARE VOTED**  
Effective July 1, 1954, and subject to the approval of the Mayor and the State Civil Service Commission, the rules of the Civil Service Commission in force on June 30, 1954 become the rules of the City Civil Service Commission insofar as such rules are not in conflict with the law creating the NYC Personnel Department, and pending a general revision of such rules.

**MRS. WILKINS GETS HIGHER WELFARE POST**  
Commissioner Henry L. McCarthy appointed Mrs. Aminda Wilkins as secretary of the NYC Department of Welfare, succeeding Mrs. Edith M. Alexander who has joined the staff of the Mayor's Advisory Council. Mrs. Wilkins has been with the department 21 years.

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# Exams Now Open For Public Jobs

## STATE Open-Competitive

To apply by mail for any of the following State tests, mail request to the Examination Division, 39 Columbia Street, Albany, N. Y., and give number and title of examination; also enclose a large self-addressed envelope bearing 6 cents with filled-out application except postage. Do not enclose fees. Required fees should be mailed to the State Department of Civil Service, State Office Building, Albany, N. Y., with the filled-out forms.

Applications may be obtained in person or by representative at the following locations:

Information Desks Examinations, Division, 39 Columbia Street, or Lobby of State Office Building, NYC. State Department of Civil Service, Room 2301 at 270 Broadway, corner Chambers Street; Buffalo, State Department of Civil Service, State Office Building, Room 212; Local offices of New York State Employment Service.

The following State exams have just been opened for receipt of applications. Last day to apply is given in parenthesis at the head of each separate item.

**0215. SENIOR ARCHITECT.** \$6,590 to \$8,070. Open to any qualified citizen of the U. S. There are 33 vacancies in Albany, 150 more expected. Requirements: (1) a professional architect's license; AND (2) 2 years of experience in work similar to that of Assistant Architect in State service performing important architectural work on building plans and designs. Fee \$5. Exam date, Saturday, October 23. (Friday, September 24).

**0216. SENIOR HARDWARE SPECIFICATIONS WRITER.** \$6,590 to \$8,070. There is one vacancy in the Dept. of Public Works at Albany. Requirements: (1) high school graduation or an equivalency diploma; (2) 3 years of professional experience in the preparation of hardware specifications which must have involved developing, writing and reviewing specifications for hardware and fixtures used in building construction and maintenance; and (3) either (a) a bachelor's degree in architecture or engineering plus one more year of above experience and one year of experience assisting in work related to hardware design, manufacture or installation, or (b) a master's degree in architecture or engineering plus one year of one of above types of experience, or (c) 5 years of experience assisting in work related to hardware design, manufacture

or installation and one more year of the above described experience in the preparation of hardware specifications, or (d) a satisfactory equivalent. Fee \$5. Exam date, Saturday, October 23. (Friday, September 24).

**0219. JUNIOR ENGINEERING AIDE.** \$2,720 to \$3,520. There are 209 vacancies in the Dept. of Public Works at Albany and in the District Offices; more expected. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) one year of experience as a helper on engineering projects, or (c) a satisfactory equivalent. Exam date, Saturday, October 23. (Friday, September 24).

**0217. ASSISTANT HYDRAULIC ENGINEER.** \$5,360 to \$6,640. There are two vacancies in the Dept. of Public Service at NYC. Requirements: (1) high school graduation or equivalency diploma; (2) one year of satisfactory engineering experience in the field of hydraulic engineering or in the supervision or operation of a public water supply system; and (3) either (a) a bachelor's degree in civil engineering plus one more year of above experience and one year of experience assisting in such work, or (b) a master's degree in civil engineering with specialization in hydraulics plus one more year of above experience or one year of experience assisting in such work, or (c) 5 years of experience assisting in work described above and one more year of the engineering experience as described, or (d) a satisfactory equivalent. Fee \$5. Exam date, Saturday, October 23. (Friday, September 24).

**0218. SENIOR ENGINEERING AIDE.** \$3,540 to \$4,490. There are 72 vacancies in the Dept. of Public Works at Albany and in the District Offices. Sixty-six more are expected. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) 4 years of experience assisting in engineering work by performing simple technical tasks and manual work in office, field or laboratory, or (b) a bachelor's degree in engineering, or (c) a satisfactory equivalent. Fee \$3.00. Exam date, Saturday, October 23. (Friday, September 24).

**0226. SUPERVISOR OF SOCIAL WORK (MEDICAL).** \$5,090 to \$6,320. There are three vacancies, one each at Syracuse, Buffalo and Albany. Requirements: (1) completion of two years of graduate study in a recognized school of social work; (2) two

years of satisfactory medical social work experience, within the last 10 years, in a recognized institution or agency offering casework services, of which one year must have been under the supervision of a medical social work supervisor and one year must have been in a supervisory, consultative or administrative capacity; and (3) either (a) one more year of satisfactory medical social work experience, or (b) one more year of social casework experience and specialization medical or psychiatric social work in the graduate study listed above, or (c) a satisfactory equivalent. Exam date, Saturday, November 6. (Friday, October 8).

**0227. SENIOR SOCIAL WORKER (MEDICAL)** \$4,350 to \$5,460. There are two vacancies in the State University Medical Center at Brooklyn and one in the Dept. of Social Welfare at Albany. Requirements: (1) completion of two years or graduation study at a recognized school of social work; (2) one year of satisfactory medical social work experience within the last 10 years in a recognized institution or agency offering case work services under the supervision of a medical social work supervisor; (3) either (a) one more year of medical social work experience, or (b) one more year of social case work experience and specialization in medical or psychiatric social work in the graduate work listed above, or (c) a satisfactory equivalent. Fee \$4. Exam to be held Wednesday, November 6. (Friday, October 8).

**0079. PHARMACIST.** \$4,130 to \$5,200. There is one vacancy at Dannemora State Hospital and Green Haven Prison. Requirements: (1) possession of, or eligibility for, a license to practice pharmacy in New York State; (2) graduation from an approved school of pharmacy; and (3) two years of experience as a licensed pharmacist. Fee \$4. Candidates who have already filed need not file again nor pay another fee but should submit notarized statements bringing their experience up-to-date. Exam to be held Saturday, October 23. (Friday, September 24).

**0036. PROCESS SERVER. GRADE 2, N. Y. COUNTY.** Usual salary range \$2,361 to \$3,385; appointments to be at \$2,995. At present there is one vacancy in the District Attorney's Office, New York County. Requirements: (1) high school graduation or equivalency diploma; and (2) one year of full-time paid experience in the service of legal papers, or in field investigation or as a law enforcement officer. Fee \$2. Candidates must have been legal residents of New York County for at least four months immediately preceding the date of the examination. Candidates who have already filed for this examination, originally scheduled for May 15, 1954, need not file again but should submit a notarized statement bringing their experience up-to-date and must submit an additional fee of \$1. Exam to be held Saturday, October 23. (Friday, September 24).

**0510. CASE WORKER. JUNIOR SOCIAL CASE WORKER.** Various cities and counties. Salaries vary in the different jurisdictions, ranging from \$2,100 to \$3,250. Appointments will be made to fill vacancies in many local Welfare Depts. (NYC Welfare Dept. will not use this eligible list). Requirements: (1) high school graduation or an equivalency diploma; and (2) either (a) college graduation, or (b) four years of satisfactory, full-time paid experience in social work with a public or private social agency adhering to acceptable standards or in supervised teaching in an accredited school, or (c) a satisfactory equivalent. Fee \$2. Exam to be held Saturday, October 23. (Friday, September 24).

**0223. EXHIBIT DESIGNER.** \$3,360 to \$4,280. There is one vacancy in the Thruway Authority at Albany. Requirements: (1) one year of experience in the design, construction and decoration of exhibits and displays; and (2) either (a) satisfactory completion of two years of an art course at an approved school with major work in commercial art, or (b) high school graduation or equivalency diploma and two more years of above experience, or (c) a satisfactory equivalent. Fee \$3. Exam date, Saturday, October 23. (Friday, September 24).

**0225. OFFICE MACHINE OPERATOR (CALCULATING—KEY**

**DRIVE), \$2,320 to \$3,040.** Two vacancies in New York City and 3 in Albany. Requirements: Either three months of experience in the operation of a calculating (key drive) machine (Burroughs, Comptometer, or similar type) or the successful completion of an acceptable course in the operation of such machine. Fee \$2. This test will be held in Albany and NYC only. Exam date, Saturday, October 23. (Friday, September 24).

**0224. SENIOR BUSINESS CONSULTANT (AIR COMMERCE).** \$6,590 to \$8,070. Open to any qualified citizen of the U. S. There is one vacancy in the Dept. of Commerce at Albany. Requirements: (1) Two years of satisfactory full-time paid experience in the evaluation of air commerce potential for submission to the Civil Aeronautics Board. In air route cases or cases involving justification of air service to particular communities or areas; and (2) either (a) 6 more years of experience in the field of aviation as an air passenger representative, traffic manager, or traffic research analyst for a scheduled airline or in a responsible position with an aviation consulting firm or public agency handling aviation matters, or (b) a bachelor's degree with specialization in transportation and 4 years of the above experience, or (c) a satisfactory equivalent. Fee \$5. Exam date, Saturday, October 23. (Friday, September 24).

**0220. JUNIOR LAND AND CLAIMS ADJUSTER.** \$4,350 to \$5,460. There are 11 vacancies in the Dept. of Public Works, 4 each at Albany and Buffalo, one each at Rochester, Hornell and Watertown. Requirements: Either (1) three years of satisfactory experience in the appraisal, negotiation, settlement or trial of real property claims arising out of the acquisition of real property for a governmental agency or large public utility; or (2) one year of such experience plus; college graduation or two years of law experience or four years of engineering or real estate appraisal experience; or (3) college graduation and one year of engineering experience, or a master's degree in engineering; or (4) proof of having passed Parts 1 and 2 of the professional engineering examinations; or (5) a satisfactory equivalent. Fee \$4. Exam date, Saturday, October 23. (Friday, September 24).

**0221. PARK MAINTENANCE SUPERVISOR.** \$5,090 to \$6,320. Requirements: Experience in One vacancy in the Long Island State Park Commission at Baby-years must have involved regular fields of building and/or highway construction, of which five supervision over supervisory employees, journeymen, maintenance men and helpers. Fee \$5. Exam date, Saturday, October 23. (Friday, September 24).

**0222. ASSISTANT SUPERVISOR OF PARK OPERATIONS.** Two years of supervisory \$3,920 to \$4,950. One vacancy at Jones Beach State Park. Requirements: Experience in the operation and maintenance of public recreational facilities and buildings. Fee \$3. Exam date, Saturday, October 23. (Friday, September 24).

Pay rates for following are those given on the official announcements, which were issued before the new State salary schedules were issued.

Candidates must be U. S. citizens and residents of New York State, unless otherwise indicated. Apply at offices of the State Civil Service Department, 270 Broadway, NYC; State Office Building or 39 Columbia Street, Albany; and State Office Building, Buffalo.

The closing date is given at the end of each notice.

**0203. MEDICAL DEFENSE HOSPITAL CONSULTANT.** \$10,138 to \$11,925; one vacancy in Health Department, Albany. Open to all qualified citizens and non-citizens, and to non-residents. Requirements: (1) State license to practice medicine; (2) one year of post-graduate study in hospital administration or public health; (3) one year's experience in hospital administration involving administrative responsibility; and (4) either (a) six years of medical experience in public health or hospital administration, of which two years must have involved major administrative responsibility, or (b) four years' experience, including two years of administrative experience, and two years of

general medical practice. Fee \$5. (Friday, September 3).

**0205. SENIOR CLINICAL PSYCHIATRIST.** \$6,801 to \$8,231; one vacancy in Department of Mental Hygiene at Psychiatric Institute, NYC. Requirements: (1) State license to practice medicine; (2) graduation from medical school and completion of internship; and (3) three years' full-time residency in psychiatric hospitals. Fee \$5. (Friday, September 3).

**0206. SUPERVISING PHYSICAL THERAPIST.** \$4,053 to \$4,889; one vacancy in Rehabilitation Hospital, West Haverstraw. Open to all qualified U. S. citizens. Requirements: State license to practice physiotherapy and two years' experience. Fee \$3. (Friday, September 3).

**0207. SUPERVISING PHYSICAL THERAPIST (PUBLIC HEALTH).** \$4,053 to \$4,889; three vacancies in Bureau of Public Health Nursing, Department of Health. Open to all qualified U. S. citizens. Requirements: State license to practice physiotherapy and two years' experience, of which one year must have involved field activities in public health agency. Fee \$3. (Friday, September 3).

**0208. BIOCHEMIST.** \$4,053 to \$4,889; two vacancies in State University Medical Center, Syracuse. Requirements: (1) bachelor's degree with specialization in chemistry, and (2) either (a) one year's experience in biochemistry, or (b) master's degree in organic chemistry, physical chemistry or biochemistry, or (c) equivalent. Fee \$3. (Friday, September 3).

**0209. SENIOR MEDICAL TECHNICIAN.** \$3,251 to \$4,052 (\$3,411 to \$4,212 for TB service); three vacancies in Department of Health, one each at Newburgh and Mt. Morris and J. N. Adams Memorial Hospitals (TB service); one in Department of Mental Hygiene at Rome State School; one each at Clinton Prison and Dannemora State Hospitals, Correction Department. Requirements: (1) high school graduation or equivalent; and (2) either (a) completion of course in medical technology and two years' experience as technician in medical laboratory, or (b) four years' experience, of which two years must have been under qualified supervision, or (c) equivalent. Fee \$2. (Friday, September 3).

**0210. SENIOR LABORATORY ANIMAL CARETAKER.** \$2,931 to \$3,731; one vacancy in State University Medical Center, Brooklyn. Requirements: either (a) two years' full-time paid experience in handling and care of laboratory animals, or (b) equivalent. Fee \$2. (Friday, September 3).

**0211. ASSOCIATE ARCHITECT** \$7,754 to \$9,394; one vacancy in Division of Housing, NYC, and one in Department of Public Works, Albany. Requirements: (1) State license to practice professional architecture; and (2) four years' experience performing architectural work on building plans and designs. Fee \$5. (Friday, September 3).

**0212. MOTOR VEHICLE INSPECTOR.** \$4,206 to \$5,039; two vacancies in Department of Public Service, Buffalo, and one expected in NYC. Requirements: (1) high school graduation or equivalent; and (2) either (a) five years' experience in repair, assembling or mechanical inspection of buses or heavy trucks, or (b) five years' experience with responsibility for supervision of complete general maintenance of buses or trucks, or (c) equivalent. Fee \$3. (Friday, September 3).

**0213. PRINCIPAL OFFICE MACHINE OPERATOR (REPRODUCTION).** First, Second and Tenth Judicial Districts, \$3,731 to \$4,532; vacancies in Temporary State Housing Rent Commission, NYC. Open only to residents of NYC and Nassau and Suffolk Counties. Requirements: three years' experience in operation of duplicating and related office machines, including offset printing machines, of which one year must have been in responsible supervisory capacity. Fee \$3. (Friday, September 3).

**0214. TREE PRUNER FOREMAN.** \$2,931 to \$3,731; one vacancy in Department of Public Works, Albany. Requirements: two years' experience in tree care and removal. Fee \$2. (Friday, September 3).

**0099. TOLL SERVICEMAN.** \$3,091 to \$3,891; six vacancies at

(Continued from Page 9)

## Where to Apply for Jobs

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

**STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616;** lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, 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)—Personnel Director,** Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIn 4-2860.

### 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.



# State Exams Now Open

(Continued from Page 8)

present on State Thruway; 12 more expected when entire Thruway is opened. Requirements: driver's license; minimum age, 21; minimum height, 5 feet 6 inches; minimum weight, 135 pounds; satisfactory hearing and vision; good physical condition. Fee \$3. (Friday, August 20).

**0087. SUPERVISOR OF TRAINING FOR PRE-SCHOOL BLIND CHILDREN**, \$4,512 to \$5,339; one vacancy in Commission for Blind, NYC. Requirements: Either (1) bachelor's degree with specialization in early childhood education, plus three years' experience in teaching nursery school, kindergarten or primary grades, including one year of teaching pre-school children; or (2) graduation from school of nursing, with 30 semester hours in child development, child guidance, educational psychology, etc., State license as registered professional nurse, plus three years' experience in health work with pre-school children; or (c) equivalent. Fee \$3. (Friday, August 20).

**0088. GUIDANCE COUNSELOR**, \$3,251 to \$4,052; vacancies at Attica and Sing Prisons, Elmira Reformatory, Great Meadow and Woodbourne Correctional Institutions, and State Vocational Institution, West Coxsackie. Requirements: (1) college graduation; and (2) either (a) one year's experience in employment interviewing, guidance, social work or institutional work, or (b) 30 graduate hours with specialization in guidance, social work or personnel administration, or (c) equivalent. Fee \$3. (Friday, August 20).

**0098. PUBLICITY AGENT**, \$4,359 to \$5,189; two vacancies in Commerce Department, Albany, and one in Civil Defense Commission, NYC. Requirements: (1) high school graduation or equivalent; (2) two years' experience in publicity, newspaper or magazine editorial work or advertising copywriting and layout work; and (3) either (a) three more years' experience, or (b) bachelor's degree in English or journalism, or (c) equivalent. Fee \$3. (Friday, August 20).

**0089. HOSPITAL ADMINISTRATIVE OFFICER**, \$8,946 to \$10,733; one vacancy in Department of Health at Roswell Park Memorial Institute, Buffalo. Open to all qualified citizens of U. S. Requirements: (1) master's degree in hospital administration (including one year of internship); (2) one year as assistant administrator of hospital of at least 100 beds, or as administrator of hospital of at least 50 beds; and (3) either (a) two more years of above experience, or (b) four more years of hospital administrative experience, or (c) two more years of hospital administrative experience and two years of general administrative or professional experience, such as teaching, or (d) equivalent. Fee \$5. (Friday, August 20).

For the engineering examinations listed below, the requirements are:

- a. Completion of parts 1 and 2 of the State license examination for professional engineers, or
- b. Five years of appropriate specialized engineering training and/or experience.

For allowable combinations, see announcement booklet "Nation-wide Examinations for Junior Engineers", obtainable from the State Civil Service Department, State Office Building, Albany, N. Y.

**0092. JUNIOR BUILDING STRUCTURAL ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Works, Albany. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

**0090. JUNIOR CIVIL ENGINEER**, \$4,053 to \$4,889; vacancies with Department of Public Works in Albany and district offices. Open to all qualified U. S. citizens. Requirements: either (a) completion of Parts 1 and 2 of State license exam for professional engineers; or (b) five years' engineering experience or training. Fee \$3. (Friday, August 20).

**0091. JUNIOR CIVIL ENGINEER (DESIGN)**, \$4,053 to \$4,889; vacancies in Department of Public Works, Albany. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

**0093. JUNIOR ELECTRICAL ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Service in Albany and NYC. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

# Driver License Examiner Study Aid

The LEADER publishes study material for the coming State motor vehicle license examiner test, scheduled to be held Saturday, September 25. Last day to apply is Friday, August 20. Pay ranges from \$3,540 to \$4,490.

There are no educational or experience requirements. Both men and women from 21 to 40 are eligible. Veterans over 40 may deduct length of military service from actual age. Candidates must have had a driver's license for the past three years, and a New York State driver's or chauffeur's license for the past two years. Minimum height is 5 feet 6 inches; weight, at least 135 pounds.

Examine each of the following statements. If you think a statement is true as a general rule, even though it may have exceptions, mark the statement True. If you think a statement is false when applied as a general rule, mark the statement False.

8. Unless a rigid connecting bar is used a motor vehicle may not tow more than one other motor vehicle.

9. The color red in a traffic control signal is at the top of the signal in relation to the color green.

10. All motor vehicles now operated in New York State must be equipped with safety glass for

**0094. JUNIOR GAS ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Service at Albany, NYC, Buffalo and Syracuse. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

**0095. JUNIOR HEATING AND VENTILATING ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Works, Albany. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

**0096. JUNIOR PLUMBING ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Works, Albany. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

**0097. JUNIOR VALUATION ENGINEER**, \$4,053 to \$4,889; vacancies in Department of Public Service in Albany and NYC. Open to all qualified U. S. citizens. Requirements: same as 0090 above. Fee \$3. (Friday, August 20).

## STATE Promotion

Candidates in the following exams must be present, qualified employees of the department or promotion unit mentioned. Last day to apply is given at the end of each notice.

**9075. SUPERVISING PSYCHIATRIST (Prom)**, institutions, Departments of Mental Hygiene and Correction, \$8,350 to \$10,138; 50 vacancies in Mental Hygiene; three at Dannemora and four at Matteawan, Department of Correction. Three months as senior psychiatrist. Fee \$5. (Friday, September 3).

**9076. DIRECTOR OF MEDICAL DEFENSE (Prom.)**, Department of Health (exclusive of Division of Laboratories and Research and the institutions), over \$10,000; one vacancy in Albany. One year in professional medical position allocated to G-40 or higher. Fee \$5. (Friday, September 3).

windows, doors and windshield.

11. A motor vehicle turning on the green light does not have the right of way over pedestrians crossing the direction of moving traffic.

12. After January 1, 1937, it will be compulsory for all motor vehicle operators to carry liability insurance in New York State.

13. "Public highway" is defined in the law as any highway outside the limits of a third class city.

14. If a person has applied by mail for registration for his car, he may proceed to lawfully drive it as soon as his application has been deposited in the mail.

15. Should an owner lose his registration certificate, he may obtain a duplicate free of charge if he applies for it within five days.

16. The registration fee for a motor vehicle is based on the weight, fully equipped, of the vehicle.

17. The vehicle of a fire chief does not have the right of way unless the gong or siren of the

18. In order to obtain a chauffeur's license the applicant must first have an operator's license.

19. A junior operator's license is valid from the time of issuance until the person reaches his eighteenth birthday and need not be renewed during that time.

20. The only convictions which should be transferred from a renewal stub to a renewal license are those which were had within equipped with a rear view mirror.

21. All motor vehicles must be 22. A motor vehicle may not be motor vehicle has been destroyed gally be stopped within ten feet of a fire hydrant unless the motor is kept running.

23. If the engine number of a special number may be substituted vehicle is being sounded.

24. A mistake in making out an application for an operator's license which results in a misrepresentation or false statement is not considered a misdemeanor.

25. A conviction for the violation of any motor vehicle law or one year prior to the effective

26. Convictions recorded on licenses are certified to the Commissioner of Motor Vehicles within forty-eight hours.

27. A county judge can revoke an operator's license.

28. If a New York State licensed driver is convicted of homicide because of an automobile accident in Rhode Island his license is revoked in New York.

29. If the holder of a motor vehicle operator's license is convicted of a felony his license must be revoked.

30. A motor vehicle operator's license may be suspended for a maximum period of one year if the offense is serious enough to warrant it.

31. The maximum time allowed an operator or chauffeur in which to notify the Bureau of Motor Vehicles of a change of residence is thirty days from date of change.

32. It is not necessary to keep to the right in passing around a traffic circle.

33. It is not necessary to leave a clearance of seven feet in passing a street car discharging pas-

sengers if there is a safety zone.

34. Unless a truck is more than seventy-five inches wide it is not necessary to have reflectors in addition to regular lighting equipment.

35. Only motor vehicles manufactured after January 1, 1935, may have reflectors which are part of the tail light.

36. A chauffeur's license can not be issued to an alien unless he has valid first papers.

37. Anyone who operates a motor omnibus for transporting school children, outside the limits of a city, does not have to have a chauffeur's license.

38. Mechanical imperfections in motor vehicles are responsible for more accidents than the drivers.

39. If an automobile going at thirty miles per hour can stop in 85 feet, an automobile going 60 miles per hour should stop in 170 feet.

40. A street surface car is not considered a motor vehicle.

## KEY ANSWERS

- 8, true; 9, true; 10, false.
- 11, true; 12, false; 13, false; 14, false; 15, false; 16, true; 17, true; 18, false; 19, false; 20, true.
- 21, false; 22, false; 23, true; 24, true or false; 25, false; 26, true; 27, true; 28, true; 29, false; 30, false.
- 31, false; 32, false; 33, true; 34, false; 35, false; 36, true or false; 37, false; 38, false; 39, false; 40, true.

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ACTIVITIES OF EMPLOYEES IN METROPOLITAN AREA

Pilgrim State Hospital RESOLUTIONS unanimously adopted at a meeting by the Pilgrim chapter, CSEA that broke all attendance records, set the pace for a long-range program. The resolutions provided: All matters concerning inter-personal problems will be brought up at regular meetings by the individual member. The general membership, after discussion of the problem, will forward its majority decision to the proper official for decision. The membership felt that civil servants do not have grievances in the sense that employees of private industry do. Public servants are subject to public laws. So-called grievances occur only when public servants at one level fail properly to interpret the laws that all levels of public servants work under, the meeting agreed.

LEGAL NOTICE

SCHADE, CAROLINE — CITATION — P. 2154, 1954 — The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of CAROLINE SCHADE, deceased, if living, and if any of them be dead, to their respective heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, and to The Attorney General of the State of New York, The Public Administrator of the County of New York, St. Paul's Lutheran Church, Warburg Farm School, Society of Inner Mission and Rescue Work, Inner Mission Society of the Lutheran Church, Salvation Army, American Red Cross, Ladies Aid of St. Paul's Lutheran Church, Wagner College, Marie King, Henry Girouard, also known as Henry Gauthier, send greeting.

WHELAN, Ambrose V. McCall, who resides at 63 Beechwood Terrace, Yonkers 6, New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing, bearing date June 19, 1946, and two codicils thereto, bearing date, respectively, October 21, 1946 and September 27, 1949, relating to both real and personal property, duly proved as the Last Will and Testament of Caroline Schade deceased, who was at the time of her death a resident of 324 West 182nd Street, the County of New York.

THEREFORE, you and each of you, are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 24th day of September, 1954, at half-past ten o'clock in the forenoon of that day why the said Will and Testament and the two codicils thereto, should not be admitted to probate as a Will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE William T. Collins, Surrogate of our said County of New York, the 6th day of August, in the year of our Lord, one thousand nine hundred and fifty-four. (Seal) PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

CITATION—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent To: Walter L. Cahill, Jeanne Dursand, Alice Genuinoux, Dorothy Koenig, Judith Cahill Koenig, an infant, Mary McManaman, John Earl McManaman, an infant, Michael Patrick McManaman, an infant, Josephine Manso, Thor Mason, an infant, Monica Manson, an infant, Nathaniel L. Goldstein, Attorney General of the State of New York being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of John H. Cahill, deceased, who at the time of his death was a resident of the County of New York, New York, SEND GREETING:

Upon the petition of Bankers Trust Company, having its principal office at 19 Wall Street, New York, New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 5th day of October, 1954, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Bankers Trust Company as Trustee should not be judicially settled.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE William T. Collins a Surrogate of our said County, at the County of New York, the 10th day of August in the year of our Lord one thousand nine hundred and fifty-four. (Seal) PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

LIGHTENSTEIN, FERDINAND, 19053-1954—CITATION—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT. TO: FERDINAND LICHTENSTEIN and HEITA LICHTENSTEIN, see ERMANN, persons who have disappeared under circumstances affording reasonable ground to believe that they are dead: Send Greeting:

Upon the petition of Julius Lichtenstein, residing at 155 Audubon Avenue, Borough of Manhattan, City, County and State of New York. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 14th day of September, 1954, at half-past ten o'clock in the forenoon of the day, why the Surrogate should not inquire into the facts and circumstances and make a decree determining that the said Ferdinand Lichtenstein and his wife Heita Lichtenstein nee Ermann, late of Schwalbach/Saar, in the Saar Territory, are dead, and why Julius Lichtenstein should not be appointed ancillary administrator with the will annexed on the estate of FERDINAND LICHTENSTEIN, deceased late of Schwalbach/Saar, Saar Territory.

In Testimony Whereof, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed. Witness Honorable William T. Collins a Surrogate of our said County, at the County of New York, the 5th day of August, in the year of our Lord, one thousand nine hundred and fifty-four. (S. S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Pilgrim chapter rejoins the Metropolitan Conference immediately. Pilgrim chapter will join the Intercounty Blood Bank. Perry Bendrickson, former chapter president, was selected as chairman of the special committee. He will choose his own committee members. Pilgrim members will assure themselves of blood by their own cooperative determination to help one another.

Other Resolutions

The following resolutions were submitted to the CSEA resolutions committee, of which James V. Kavanaugh is chairman:

At death or retirement, compensation for accumulated sick or vacation time shall be paid. A bill to that effect got lost in the shuffle in the Legislature the last time. Frank Neitzel will help try to prevent repetition of this fate.

Time and half pay for overtime. If the 40-hour week cannot be won promptly, at least the industry principle of time and a half for overtime should apply.

Nurseries for the care of employees' children. The resolving clauses:

"Resolved that for the public interest, in order to recruit and retain a group of employees of superior quality in State institutions, and thereby improve all institutional care, this Association initiate the necessary steps toward the establishment by law of children's nurseries at every State hospital for the care, during working hours, of employees' children."

Plans were made for full discussions on many controversial subjects. Psychiatry, nursing education, how to cure Communism, dramatic other subjects will be on the program of future meetings. Lessons in democracy are planned.

Complete cooperation with the Kings Park and Central Islip chapters is being practiced.

DR. FRANK J. PIRONE, president of Pilgrim chapter, has appointed the following committees: Membership—Louise Anderson, chairman; Mildred Balek, Betty Burke, Helen Arthur, Gertrude D. Bancroft, Lawrence Barning, Elise G. Bell, Frederick Baganx, Cornelius J. Bonacum, James R. Boothby, Marie L. Brisbois, Charles D. Burns, Helen Burns, Mary C. Caron, Clarence P. Clifford, Henry Cohen, Ann Coulon, Virginia Davis, Rose Falik, Albert Linderman Sr., Harry P. Neninger, Clare O'Kane, Milo D. Pearsall, Margaret Vesely.

Auditing—Donald Bellefeuille, chairman; Perry Bendickson. Legislative—Edward J. Kelly, chairman; Joseph Di Rosa.

Public servant inter-personnel problems (formerly grievance)—Edward Vaethroeder, chairman; Bernadette Cooke, R.N., James Kirby, R.N.

Education—Rhoda Cohen, chairman; Leo Rittenberger.

Social—Neva Schoonover, R.N., chairman; Frank A. Ravelli, Barbara Koncelik, Leo Liberty.

Publicity—Gracyln Coble, Elizabeth Thornton, Vera Young.

reception followed. The following students received their caps and chevrons: Evelyn Biller, Grant Bergmann, Eleanor Buschmann, Mary Finnin, Theresa Kozak, John LaRocca Helen Lettiere, Ann Lumpe, Rita O'Brien, Geraldine Otto, Mary Philpot, Louise Saunders Philomena Spillane, Perlene Spooner.

The executive faculty had its annual picnic on July 1 at Heckscher State Park.

In a recent double header softball game between the employees' male and female teams of this hospital and Rockland State, Central Islip came on top in both ends of the game. A return date was scheduled at Rockland on September 4.

Within the past month, Central Islip has lost a solid friend in Alanson Blydenburg. He had a record of 57 years of State Service, the past 40 of which were at Central Islip in the carpenter shop. To Mrs. Blydenburg and other members of his family, we extend our deepest sympathy.

Central Islip

A 32-HOUR COURSE in fundamentals of supervision has been given to 15 head nurses at Central Islip State Hospital by Dorothy Lindvall of the School of Nursing. The course was sponsored by the Department of Mental Hygiene and was under the direction of Leonard Nadler of the Training Division of the Department of Civil Service.

This was the first course of its kind to be given by a member of the home institution. Similar courses are planned for the fall. The head nurses who satisfactorily completed their course were Bernadette Aitken, Marjorie Bolivar, Dorothy Bordies, Charles Condon, Elizabeth Eadon, William Eyrer, Clara Hoffman, Joseph Johnston, Eleanor Lynn, John McCann, Madeline Nadvornik, Nelson Nichols, Janet Noller, Mary Ann Pattee and Ena Townsend.

The Cap and Chevron Exercises of the class of 1956 were held at Robbins Hall. The invocation was said by Lester Loder, pastor, Methodist Church, Islip; greetings by John Martin, senior student. A solo was sung by Mrs. Ruth Congdon, piano accompanist, Helen McCullough. Message to the Class of 1956 was given by Joseph Panelli, editor, Bayshore Sentinel, Member of School of Nursing Council; attributes of a nurse were told by Kathleen Martin, senior student; Presentation of Caps and Chevrons was made by Mrs. Dorothy McLaughlin, R.N., principal of the School of Nursing. The Nurses' Code was recited by Francis McKeever, senior student. Mrs. Ruth Congdon sang a solo, accompanist Helen McCullough. Benediction was spoken by the Rev. John P. Bittsa, Church St. John of God. A

Brooklyn State Hospital

EMIL IMPRESA, chapter president, wishes to call to the members' attention the long fight for equality in rating for all transportation employees such as truck drivers motor vehicle operators, and chauffeurs has been brought to a successful conclusion. An appeal is currently under way for the reallocation of all laundry employees. Facts are being assembled. All pertinent material should be submitted to the chapter.

A dinner and bon voyage party was given to Mrs. Elizabeth K. Couch, recreation supervisor, on August 2. Among the guests were: Florence R. Unwin, Mrs. Leslie Whitham, Nelda Alexander, Jessie Crampton, Dr. Nathan Beckenstien, Mr. and Mrs. Arnold Moses, Mr. and Mrs. John McCauley, Mr. and Mrs. Frank Bazan, Stanley Murphy, Anthony Contento and Henri Girouard.

Congratulations to Mr. and Mrs. William Crawford on the birth of a boy; and to Mollie Streisand, chapter secretary, whose son and daughter-in-law now have a baby boy.

Marty and Eleanor Douglas were recent visitors from Ogdensburg.

Mrs. Lily Nash, one of Brooklyn State's popular retired employees, is touring the West Coast.

Vacationers were: Helen Kennedy, Jane Loftus, Maxie Morris, Emma Alexander, Mr. and Mrs. Robert Laughlin, Mary Mason, Harry and Esther Riley, Mary Whalen, Edna Winston, Eva Levenberg, Jeremiah Moore, An-

LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York held in and for the County of New York at No. 52 Chambers Street, Borough of Manhattan, City and State of New York on the 10th day of August, 1954. Present: Hon. ARTHUR MARKWICH, Justice.

In the Matter of the Application of RINALDO SANTARSIERO, also known as RONALD JOSEPH SANTARSIERO, for Leave to Change his Name to RONALD JOSEPH SANTA.

Upon reading and filing the petition of RINALDO SANTARSIERO, also known as RONALD JOSEPH SANTARSIERO, duly verified the 30th day of July, 1954, praying for leave by the petitioner to assume the name of RONALD JOSEPH SANTA in place and stead of his present name; and the court being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed:

Now, on motion of MYRON ALBERT, the attorney for the petitioner, it is ORDERED, that RINALDO SANTARSIERO, also known as RONALD JOSEPH SANTARSIERO, who was born on the 16th day of October, 1928, in the Borough of Brooklyn, City and State of New York, with birth certificate No. 43750 annexed hereto, be and he is hereby authorized to assume the name of RONALD JOSEPH SANTA on and after the 30th day of September, 1954, upon condition, however, that he shall comply with the further provisions of this order; and it is further

ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the clerk of this court; and that a copy of this order shall within ten days from the entry thereof be published once in the CIVIL SERVICE LEADER, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication thereof shall be filed with the clerk of the City Court of the City of New York, in the County of New York; and it is further

ORDERED, that a copy of this order and the papers upon which it is based, shall be served by registered mail within twenty days from the date hereof upon Local Draft Board No. 29 located at 1501 Surf Avenue, Brooklyn, New York, with which the petitioner registered for selective service, and proof of such service shall be filed with the clerk of this court within ten days thereafter; and it is further

ORDERED, that upon full compliance with the foregoing requirements and on and after the 30th day of September, 1954, the petitioner shall be known by the name of RONALD JOSEPH SANTA and by no other name.

H E T T E R . A. X. J. G. G.

drew Matthews, Luke Cavanaugh, Emma Jennings, Peter Combrati, Arthur Schultz, Bernard Connelly, Mary Coyne, Mr. and Mrs. Harry Miller, Martin Kenny, Margaret Cyrus, Emanuel Kucher, Bernice Jouan, Mary Donahue, Elizabeth Young, Margaret O'Donnell, Helen Rogers, Elizabeth Grant, Helen Tierney, Cecil Roberts and Henri Girouard.

Camille Paleski off duty taking care of her injured father.

Convalescing were: Mame Weaver, Mary Boddey, Laurence Levin and Lilton Mines.

Kings Park State Hospital

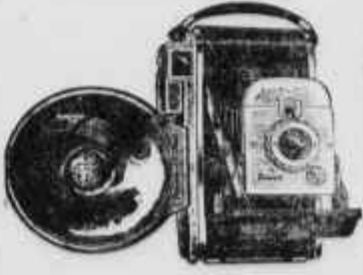
THE ANNUAL picnic of Kings Park State Hospital chapter, CSEA, was held at the Polish National Park, Commack, on July 28. Festivities began at 6 P.M. when a tempting repast was enjoyed by approximately 500 members, friends and guests. The mountains of food had been depleted by 8 P.M. when Jack Meade's orchestra began to play for dancing in the pavilion.

There were plenty of thirst quenching refreshments on hand, thanks to generous donations by the following friends of the chapter: Hon. Stuyvesant Wainwright, Assemblyman Elisha Barrett, William P. Shea, Judge Prescott Huntington, Judge Hamilton F. Potter, Judge Peter Nowick, Judge Robert Brady, Matthew Kondenaar, James Valentine and Ted Donnelly. Messrs. Barrett, Nowick and Valentine were able to attend personally.

The committee is grateful to the following for their cooperation in lending needed equipment: Donald C. Monroe Post 944, the Kings Park Fire Department and (Continued on Page 14)

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ACTIVITIES OF EMPLOYEES IN STATE

St. Lawrence State Hospital

THREE HUNDRED employees of St. Lawrence State Hospital honored Dr. Herman B. Snow, new director, and Mrs. Snow at a reception July 29.

have left his cheeks and his eyes are like glass. He is suffering from that old virus. We all said Bruno was past that stage.

Green Haven

ATTENTION! Attention! all alumni of Green Haven Prison. The big bruin (Bruno Kisel) is falling away to nothing.

Brooklyn State

ANGELO PRAINITO, one of our favorite employees at Brooklyn State Hospital, will visit Paris, Italy and Switzerland.

State Issued 39 Lists

ALBANY, Aug. 16 — William J. Murray, administrative director, State Civil Service Department, has sent to personnel officers in various State departments the names on 17 open-competitive and 22 promotion eligible lists established during July.

OPEN-COMPETITIVE

- Assistant in adult education, 4. Assistant in education guidance, 3. Assistant librarian (medicine), 3. Associate in adult education, 4.

PROMOTION

- Division of the Budget Budget examiner, 7. Junior budget examiner, 3. Principal account clerk, 1.

- Senior stores clerk, Clinton Prison, 2. Education Associate rehabilitation counselor, 10.

- Public Works Associate civil engineer (highway planning), 10. Associate general office engineer, 17.

VETS — NON-VETS Train for a well-paying career as Convention & Court Reporter Stenograph & Stenotype EXAM COMING SOON

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ALL VETERANS You may attend school from 8 A.M. to 1 P.M. or 1 to 6 P.M. and receive full subsistence with part-time work privileges.



George Frier, Deputy County Executive, installs Mrs. Helen Kientsch for her second term as president of Nassau County chapter, Civil Service Employees Association.

\$200 FOR KENNY FUND The Sister Elizabeth Kenny Foundation has received \$200 from the New York Post Office Employees Community Chest.

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## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 13)

Police Chief Cy Donnelly of Smithtown.

Association guests included: Dr. Charles Buckman, Kings Park director, and Mrs. Buckman; Paul Hammond, CSEA field representative; Joseph Perrillo, president, Central Islip State Hospital chapter; Emil Impresa, president, Brooklyn State Hospital chapter, and Mrs. Impresa; Dr. Frank J. Pirone, president of Pilgrim State Hospital chapter; and Mr. and Mrs. Frank Cole of Brooklyn State.

The winners of the Welfare Fund prizes were: J. Lindner, Rocky Point, basket of cheer; O. E. Smith, Northport, fishing kit; and Mrs. Corrigan and Mrs. Spears of Building B, Scotch Kooler.

President Ivan Mandigo and other chapter officers had only the highest praise for the hard working committee that made the picnic a success. Committee chairman J. William Mason wishes to express his appreciation to members of the social committee and non-members.

Ring out the wedding bells: Jane Liguori, a senior in the School of Nursing, and Lawson Taylor were married August 1 at St. Joseph's Church, Kings Park.

Back from the Catskills is Mabel O'Rourke. When asked how she found them she said, "I went out the door and there they were." Yak yak.

Mrs. Anna Thompson and Francis Sampson, of the fabulous secretary department in Building L, are vacationing.

Music, music, music — under the combined direction of Conductor Robert Schulze of Kings Park and Conductor Gonzales of Central Islip, the two patients' bands will play together at K.P.S.H. September 5 and on September 6 at Little Africa, Smithtown.

The interest of Judge Potter from Smithtown has made this possible, and the directions of Dr. Charles Buckman, director of Kings Park, and Dr. O'Neill, director of Central Islip, have made this program a big step towards better therapy and inter-hospital relations.

New plans for a radio and photoworkshop in Group 4 are beginning to take shape in the able hands of Arthur Workum of the recreation department. Patients will be taught radio coding and message sending.

### Kings Park

**THE LAUNDERERS** of Kings Park State Hospital are preparing an appeal on the recent allocations of their title. They want all launders throughout the State to do likewise.

The Nurses Alumna Association will sponsor a dinner-dance for the 1954 graduates of the School of Nursing on Monday evening, September 13, at Giede's Inn, Centerport. Dinner will be served at 8 o'clock and dress will be semi-formal.

A reservation fee of \$2 per person will be required. If there is a surplus, a refund will be sent to each person. See Ted Koldjeski in Building 93 for reservations.

"Duke" Lo Duca, a chief in Group 3 kitchen, is a sergeant in the Marine Reserve. He is now at Camp Leyeune, N. C., for his annual two-week stint. Also going are Jerry Melvin Jr., son of Jerry Melvin of Group 3, and John Johanson of the Tinsmith's shop.

Frank Edwards, who works in Group 3, is on vacation, visiting his folks in North Carolina.

Our genial officer of the law, Patrick Gallagher, left with his family for Florida.

Charles of (Group 3) and Marie (dental office) Wehrlein are on vacation. So are J. William Mason, who is in North Carolina, Mr. and Mrs. Bill Williamson, vacationing at Prince Edward Islands, visiting friends and relatives. Also on vacation is Ernie Olsen of Group 3.

Leon Zalewski, night chief supervisor, returned from Prince Edward Islands after visiting his wife's family.

Bob Krogstie, night supervisor, and Neil McElain, R.N., went on a tour of golf links, testing each one.

Steve Nemuth, R.N., and family went on a one-month vacation to West Virginia to visit Mr. Nemuth's family. Shirley McWilliams and Betty Kurr, O.T. cuties, are on vacation in Connecticut for three weeks. Happy Horton, tinsmith, is also on vacation.

Get-well wishes to all employees who are not up to par, including Christopher McMahon, laundry employee, off for two weeks

with an injury, and Patrolman Thomas Doyle, in Ward 80, who underwent a minor operation.

Send your news for The LEADER to Jody Haynes, Building L.

### Mt. Morris

**NEWS ITEMS** from Mt. Morris chapter, CSEA:

Mrs. Irene Lavery is back on duty after recuperating from surgery.

Congratulations to Mr. and Mrs. James Cicero on the birth of a son, Robert, on July 22.

Margaret Lopez is at Cornell taking a refresher course on housekeeping. She is staying at the Clara Dixon.

Ken Barney spent three days last week at Midland, Mich. He motored there via Canada. Ken says the trip was most educational.

George Lahue was guest of honor of the maintenance department at the picnic at Conesus Lake. He was presented with a beautiful leather suitcase.

Mrs. Kathryn Witherel is commuting to work from her summer home at Conesus Lake.

Belated welcome to Miss Thompson of the nursing staff. She is from Dansville and came to work in June.

Mary Elizabeth Smith and her family are vacationing in NYC.

Fourth Floor staff and their families had a most enjoyable picnic recently.

Mrs. Inez Howard underwent surgery at Warsaw Hospital on July 26.

Meta Young spent a recent weekend in Elmira.

Charles Cottone has been working (?) at home.

Clarence Nichols and family motored through Virginia and Tennessee.

Alberta Terry is back on duty after a vacation in Ontario, Canada. Others back from vacations spent at home include Frank Clarkson and John Barrett.

Sincere sympathy to Miss Kocher on the sudden death of her sister.

Mrs. Julia Donovan resigned from the nursing staff.

Eleanor Lariton attended the Legion convention in NYC as a delegate of the local auxiliary.

Mrs. Jack Fagan attended her sister's wedding in Buffalo last week.

Gordon Bennett motored to NYC on his motor scooter.

Anna Poturnay is entertaining her sister from NYC.

Joan Dagon is back on duty after vacationing in Hornell and Buffalo; Thelma Russell, Boston; Violet Hoagland, Utica and Georgian Bay.

Mr. and Mrs. Matthew Nichols and family spent a pleasant week at Letchworth Park.

Dr. Stokes called on friends at Mt. Morris last week.

Carl Maccirella and Duane Wicks are back on duty at the laundry after slight illnesses.

Mr. and Mrs. Sam Sanderson and Mr. and Mrs. Mike Andolina motored to Canada last weekend.

Back from vacations are: Sara Loudin, Ruth Rief, Jane Bryant and Dr. Fortuna.

If any of the "gang" from the O.R. turn up missing, please check the dressing room.

### Industry

**WE WELCOME** Lloyd R. Manning to the Industry family. Mr. Manning was formerly at Ray Brook State Hospital. He transferred to Industry the latter part of June and is now principal stationary engineer.

A supper party was held July 30 for Peg Bodine at the Avon Inn when a group of co-workers presented her with a beautiful parting gift. Peg's excellent cooking (Ah! those pies and pastries!) will long be remembered by the staff. She has been at Industry for eight years and will be missed by all who had occasion to eat in the staff dining room. Burma Sackett steps up into Peg's spot—and there's a gal that knows her "vittles," too!

Fire Chief Larry Monaghan served on the special fire squad during the recent Governors' Conference in the Adirondacks. That's our boy!

Art Beaton is attending TV School at Letchworth Village this month. When Art returns he'll have to re-count his grandchildren. Someone new has been added—a boy at the Victor Beatons on July 20.

Fred Godden has returned from a short vacation trip to Alabama, where he enjoyed great helpings of Southern Hospitality. But after those 100-plus temperatures, Fred says if he hadn't been a staunch "Northerner" before—he sure would be now.

Other vacationers: The Damon family enjoyed life in a cottage in the Adirondacks for a week; Pastor Hoppe grabbed a one-day fishing trip to Sodus. No fish, even though Ralph Offen supplied prime night crawlers. (Gotta get hold of that "fisherman lingo," Pastor—anyway, it was a good day to loaf. Temperature—93 degrees.)

### 'Backyard Tans'

Art Roberts, Don Yawman, Marie Warren, and several sets of houseparents have come back to work looking refreshed. Guess those of us who have late vacations scheduled will have to get a "backyard tan" to compete with the beautiful bronze tones some folks are showing off. Ah! "the book of verse, a jug of wine (?), and thou. . . ." Yeah!! Paradise on a budget.

The first annual exhibit of the Wheatland Art Club was held in

Scottsville recently. Mae Slocum was awarded a first prize and Flo Funt received an honorable mention for her work. Nice going, gals.

The early part of July we lost one of our boys' supervisors who had served Industry for 14 years. Charlie Baker suffered a fatal heart attack while resurfacing the driveway of his home in Rochester. Charlie had endeared himself to those who knew him by his mild, gentle way. His great goal was to help others. Without a doubt many of the boys who knew him are better men today because of Charlie's good example and kindness toward them.

### Craig Colony

**CRAIG COLONY** employees' annual picnic held July 27 at Long Point, Conesus Lake, was a tremendous success. There were 511 at the gala event, including 169 children. It was a wonderful

get-together, affording an opportunity to see the familiar faces of retired employees once again. It was by far the biggest turnout for the annual event, and plaudits are in order to the committee and co-workers for a job well done.

New members of the '54 Car Club include the following proud owners: Mr. and Mrs. James Leonardo and James Haley, Fords; Arlie Bennett, Mr. and Mrs. Kenneth Longneff, Daniel Morris, Charles Gullo, Ronald Lombardo, Sam Zaso and Josephine Coniglio, Pontiacs; James Hoffman, Oldsmobile; Howard Williams, Chevrolet; and Howard Schery, Studebaker.

On vacation: Josephine Coniglio; Mr. and Mrs. Glenn Green, at Conesus Lake; James Haley, at Livonia Center and vicinity; Mr. and Mrs. Charles Peritors,

(Continued on Page 15)

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# Looking Inside

(Continued from Page 2)

blems in the two jurisdictions are identical, the sound and the fury strangely abate, a fact any impartial observer must notice. State aid goes up a little, now and again, but for reasons and purposes other than those debated.

The fact that NYC bears a larger share of certain costs than equality would require has not been new for a couple of decades. It has been State policy to have the strong help the weak. Thus smaller and poorer communities benefit at the expense of larger and wealthier ones. It's a sort of Point IV Program of older vintage by far than the international one, but is in the same spirit.

The squabble over more State aid, though recurrent, is way over the heads of the people to whom the arguments are addressed. Who among the public remembers what were the arguments of Governor Dewey and NYC Mayor Wagner several months ago, concerning State aid, except that the Governor proclaimed NYC was getting its rightful share, while the Mayor charged that NYC was being short-changed.

## How Much More

THE NEED for more revenue by NYC is urgent. The next session of the State Legislature will have to vote more taxing power to NYC, both as to amount and new sources, and NYC will have to use taxing powers it has passed up because of the embarrassment that their exercise would produce politically. The accumulation of needs, and shortages of money to supply them, will adversely affect NYC's future unless prompt action is taken. NYC employees cannot yet be adequately paid on the limited basis of NYC income, nor can the City's other needs, including those for capital improvements, be met.

The reclassification project, now well under way in NYC under the joint exertions of Personnel Director Joseph Schechter and Budget Director Abraham D. Beame, is itself suffering financial handicap. The total benefits will be limited to \$53,300,000, of which the \$23,000,000 salary increase of July 1 are in part payment, and the \$9,000,000 in the budget to cure inequities to 40% will be an added part payment, leaving \$21,300,000 to get. It is already clear the \$9,000,000 will not be nearly enough; the City paying for police uniforms alone would account for one-third of that amount. Nevertheless, the City is committed to 40 percent of the total benefit voted in the current fiscal year being paid retroactive to July, 1954, and the remaining 60 percent not later than July 1, 1955.

Additional revenue might not be needed to finance the 60 percent in the 1955-56 budget, as planned, but the reclassification project is thus tied down to a \$53,300,000 limit. There is little reason to doubt the curing of all inequities would require much more than \$53,300,000, and no reason to assume the reclassification will go as far as it should, but only as far as it may.

For these and other reasons, vast increases in NYC revenue—at least \$100,000,000 a year—is necessary. The government and Civic Employees Organizing Committee, CIO, recommends it be raised through full use of the 2 percent real estate tax authorized by referendum, of which amount only 2 1/4 was granted by the Legislature; sales tax on services; annual fees for vaults on city-owned property, and an overnight parking tax.

## No Substitution of Judgment

THE FUTILITY of trying to upset the decision of a civil service commission on a pass mark, rating, certification, or disqualification even after appointment, has been proved time and again. The only reason the attempt seems to be renewed is that sometimes the commission is wrong, but the fact, and the law, is that a commission can prevail even if it is wrong, provided it did not offend the law or the Rules, or act arbitrarily, unreasonably, or capriciously. Once in a while, of course, a petitioner does win such a case, but only when he has the necessary proof, and that is hard to come by.

The reason why the courts shy away from widespread correction in such cases is that they do not feel warranted in assuming the administrative duties of commissions. Once the courts undertake such assumption, they would hardly have enough time for the other business of the courts, for which they don't have enough time as it is.

# AN EXAM IS OPEN FOR TOLL SERVICEMEN

There are no experience or education requirements for jobs as toll serviceman, \$3,091 to \$3,891 a year, with the State Truway Authority. The exam is open until Friday, August 20. Apply to the State Civil Service Department, 39 Columbia Street or State Office Building, Albany; Room #301, 270 Broadway, NYC; or

State Office Building, Buffalo. Minimum age is 21; no maximum age is indicated on the announcement, so the mandatory retirement age of 70 applies. Candidates must be at least 5 feet 6 inches, in bare feet, weight at least 135 pounds, have satisfactory hearing, with minimum vision of 20/40 in each eye, glasses permitted.

## ACTIVITIES OF EMPLOYEES IN STATE

(Continued from Page 14)

Malone bound; Daniel Morris, Hampden Beach, Mass.; Ann Laplana, Faith Moyer, Irving Fisher, Florence Lawrence, Mr. and Mrs. Russell Brown, Leona Hill, Ben Hoagland, Alvira Russell, Ernest Fallisen, Mr. and Mrs. John K. Welch, Mr. and Mrs. William Donovan and John Goodrich. Mr. and Mrs. Guy Gowrey were blessed with a son, born July 9 at Peterson Hospital. Congratulations.

### Bowling Tips

Bowling enthusiasts will be pleased to learn that "Gramp" Phil Zanghi has offered his kind services to all aspirants to the finer points of the game. He has kept in top physical trim by walk-

ing to and from work daily this balmy summer.

William Quense of the West Group and Gretchen Cooley of the Schuyler Division are on the sick list. Friends of Howard Greene will be pleased to know of his speedy recovery during his confinement at Peterson Hospital. Mildred Burgett's daughter was seriously injured in a fall from a pony.

John Cipolla, secretary of the Craig Colony bowling league, has announced an important meeting at the Mt. Morris Bowling Academy August 12. All captains are urged to attend or to send a representative.

Congratulations to Mr. and Mrs. Russell Siraguse on the birth of a daughter July 23 at Peterson

# Vacation Varieties

By J. RICHARD BURSTIN

In a bid to attract hayfever sufferers, the 3,000 resort operators in Sullivan County have started a ragweed eradication program. Ten tank trucks started spraying 3,500 miles of roadway shoulders with a chemical. This is the beginning of a three-year spraying operation. The resort people and the local government agencies, jointly, will spend more than \$75,000. Participating are Liberty, Thompson, Mamakating, Forestburgh, Neversink, Fallsburgh, Lumberland, Highland, Bethel, Cochection, Tusten, Callicoon, Fremont, Rockland, and Delaware.

The contest for an Eastern Rodeo Queen is gathering momentum. With the eliminations set for successive weekends in the various ranch resorts in the New York, Jersey and Pennsylvania area, vacationists are being given an added treat at the ranches and an opportunity to be in on a bona fide beauty-personality contest. They may go to watch or may enter as contestants.

Madison Square Garden expects this year's promotion to be the biggest ever, and has promised spectators at the coming Rodeo to have the time of their lives. Incidentally, there is no top age limit for girls who want to enter the Queen contest; bottom limit is 18 years (contract reasons) . . . We know some of the fellows must feel left out, but Ranch Info Center, PE 6-2158, is planning something for the boys, with real Eastern style ridin' ropin' and cheese-cake. As long as you're 18 or over and can smile there's a chance for you!

Linden Tree Health Rest is more than living up to advance billing. A vegetarian resort that specializes in health diets and gives personal supervision and care, this Spring Valley, New York hotel has a very large following. Dr. Alice Chase, a pioneer in the field, gives special attention to the young and the less-young. She has a reducing department at the Linden stay healthy and happy. (Incidentally, mention the Civil Service Leader and there'll be something extra-special added to your vacation fun.)

The Cedars Country Club, in Lakeville, Conn., far from the maddening crowd and billboards and trucks, boasts that it gives you the most for the least . . . Banner Lodge, Moodus, Conn., has six of the Great White Way's most luminous personalities to feature its August entertainment program . . . Birchtoft, Jaffrey, New Hampshire resort that has never had a guest go away dissatisfied, is running a sailing contest on its 1 1/2 mile long Thorndike Lake on Sunday, August 15, by popular request . . . North American Airlines are justly proud of their 100 per cent safety record. Many, many more flying miles and happy returns! We personally prefer to fly North American whenever possible . . .

Something of a record is being set by Zindorest Park Hotel, Monroe, N. Y., according to statisticians Jack Gilbert and Ben Kratka. Since 1952, more than 80 couples who met at Zindorest have been married and announcements of the engagement of three more have been received. It is expected that the 100 mark of weddings will be passed before Labor Day . . . Klein's Hillside, in Parksville, reports its reservations for the first week in October are much heavier than expected. The resort and all facilities will be open till October 10.

Hospital. How do you rate the girls, Russ?

### Sonyea in First Place

The Sonyea baseball nine are in first place in the Genesee Valley Baseball League by virtue of their victory over the Mt. Morris team 22 to 7. Nice going, fellows, keep up the good work.

Celebrating wedding anniversaries on July 24 were Mr. and Mrs. Warren Shamp, their twenty-fifth, and Mr. and Mrs. Anthony S. Barone Jr., their ninth.

John Huver has been assigned to the Letchworth Division as an attendant from the Loomis.

Mrs. Blanche Gray and Loretta Farruggia are on sick leaves from the Murphy Division.

Betty Hargather has returned to her duties as head nurse in the Murphy Division following her vacation.

# 16 STATE EXAMS CONTINUOUSLY OPEN

The following 23 State open-competitive exams are included in the State's continuous recruitment program. Applications will be accepted until further notice.

Except where otherwise indicated, candidates must be U. S. citizens and residents of New York State.

Exam number, title, and present salary range are given, in that order. The salary will be adjusted in accordance with the State's new salary schedule, effective October 1.

Apply to the State Civil Service Department, at 39 Columbia Street or State Office Building, Albany; Room 2301, 270 Broadway, NYC; or Room 212, State Office Building, Buffalo; or to local offices, of the State Employment Service. Requests by mail for applications should be sent to 39 Columbia Street, Albany, together with a large self-addressed sixcent envelope. Indicate number and title of exam.

100. Laboratory worker, \$2,316 to \$3,118.

101. Senior pathologist, \$6,801 to \$8,231. Open nationwide; no written or oral test.

102. Associate pathologist, \$8,000 to non-citizens; no written or oral tests.

103. Assistant district health officer, \$7,373 to \$8,231. Open nationwide and to non-citizens.

104. District health officer, \$8,350 to \$10,138. Open nationwide and to non-citizens.

124. Dietitian, \$3,251 to \$4,052. Open nationwide.

105. Senior public health physician (communicable disease control), \$7,373 to \$8,231. Open nationwide and to non-citizens.

106. Director of clinical laboratories, \$10,138 to \$11,925. Open nationwide; no written or oral tests.

107. Dental hygienist, \$3,251 to \$3,731. No written or oral tests.

108. Senior public health physician (tuberculosis control), \$7,373 to \$8,231. Open nationwide and to non-citizens.

109. Supervising tuberculosis physician, \$8,350 to \$10,138. Open nationwide and to non-citizens.

110. Supervising tuberculosis roentgenologist, \$8,350 to \$10,138. Open nationwide; no written or oral tests.

111. Bath attendant, \$160 to \$192 a month. Open nationwide; no written or oral tests.

112. Instructor of nursing, \$3,571 to \$4,372. Open nationwide.

113. Assistant director of nursing (tuberculosis), \$4,206 to \$5,039. Open nationwide.

114. Director of nursing (tuberculosis), \$4,964 to \$6,808. Open nationwide.

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# J. Earl Kelly Reviews History of State Salary Standardization

By J. EARL KELLY  
Director of Classification and Compensation, State Department of Civil Service

More than a year's work has gone into the State's new pay plan. A civil service team of pay experts has worked long hours to get the job done according to schedule.

What is the result of all this effort? Just what has been accomplished?

The immediate advances brought about by the salary improvement project have already been made public. They are:

1. Freezing in of emergency compensation previously granted on a temporary basis.

2. Adoption of a 38-grade salary schedule to take the place of the former 55-grade schedule. This new pay schedule has definite advantages which the old one lacked: it is flexible, the progression up the salary scale is systematic, and it is easier to administer.

3. Addition of the new sixth increment, or "extra step" principle. This gives added incentive to State workers. It provides for the payment of an additional increment beyond the normal maximum of each grade to employees who have rendered continuous and satisfactory service for five years after having attained the normal maximum pay of their grades.

4. Through allocation of positions to the new salary plan, elimination of pay inequities within the State service and establishment of a reasonable degree of adjustment with salaries paid outside the State service for comparable work.

## The Ontecedent Problems

To comprehend fully the extent and significance of these advances, we'll have to go back a few years. Obviously, the need for a pay plan study as big and complex as the one just completed couldn't have sprung up overnight. The root of the problem that faced us can be traced back to the years before the passage of the Feld-Hamilton Law in 1937.

The Feld-Hamilton Law was an effort to bring order into the tangled pay situation then existing, but, like much pioneering legislation, it was hampered by restrictiveness — in this case compelling the allocation to different occupational schedules of titles which should have had the same pay. In other words, it did not correct inequities in State salaries.

The lack of order which had characterized the pay plan up to now could also be attributed partly to the fact that the Salary Standardization Board, prior to 1945, lacked a technical staff.

A further administrative disadvantage was the existence, originally, of two separate Boards — The Classification Board and the Salary Standardization Board — trying to do two parts of a single job.

## The 55-Grade Schedule's Created

In 1947 came another step in the direction of progress, but once more the step was not big enough. In that year, all State titles were converted from the old Feld-Hamilton grades to the then new 55-grade schedule. However, the pay conversions were purely automatic, and provided for inflexible minimum changes only. Once again we were unable to get at the root of the problem — that is, we were unable to correct actual inequities.

I mention these facts to present a background picture of what had to be done. Within a couple of years following the creation of the present Classification and Compensation Division, this picture had become all too clear. We were expending 65 to 70 per cent of our time hearing and determining requests for pay and title changes. This was an alarming symptom pointing to some pretty widespread inequities which had arisen over the years, and which were calling for broad corrective action.

You can't take effective broad corrective action by spending 65 to 70 per cent of your time hearing and determining individual pay and title questions. Yet that is exactly what we were obliged to do. Needless to say, we would much rather have been spending a minor portion of our time on individual cases and the major portion in developing standards by high operating departments could assist us in the administration of the classification and pay

plan, and by which we, ourselves, could refine the plan.

## Deterrent to Be Overcome

The tide of individual appeals was keeping us from administering the State classification and pay plan in a manner which would have been much more satisfactory to department heads and employees alike. That's why we welcomed the Civil Service Employees Association's request to the Governor, made a year ago in June, to have this comprehensive study made. The Governor directed that it be done by the Director of Classification and Compensation and appointed an Advisory Committee to assist in the work, thereby paving the way for the solution of a longstanding classification and pay problem.

Right here I'd like to stress the team-work aspect of the project. A preliminary study extended through the summer and fall of 1953, with full participation by the Governor's Advisory Committee. In fact, the committee members met once — often twice a week — in what often turned out to be day-long sessions. Following these meetings, the committee members were faced with additional long hours of work or study at night, either to complete the work of the last meeting or to prepare for the next. Their work was thorough, their cooperation complete.

Assistance came from other quarters, too. The preliminary study was followed by conferences in December, January and February with representatives of the Budget Director and the Association. These midwinter conferences resulted in special legislation enabling us to overhaul the compensation plan administratively and to correct inequities resulting from improper allocations and classification.

## Determining Factors

But months before enactment of the enabling legislation, the Civil Service Department's Division of Personnel Research had been collecting salary data needed for comparisons.

Two important factors in setting State salaries are (1), comparison with salaries outside the State service, and (2), the yardstick of internal relationships. Of the two, the more important factor is, necessarily, the establishment of consistent and equitable relationships within the State's compensation plan. Where such relationships would be in conflict with outside rates, which often vary considerably, the latter must be disregarded. Any other choice would violate the rule of equal pay for equal work.

Following the midwinter conferences, there was another intensive period of study and conference with the Advisory Committee. Additional salary data obtained by the Division of Personnel Research for special occupational areas were considered. At this stage, also, members of the Budget Director's staff had an opportunity to study and, through their representative on the Advisory Committee, comment on the proposed alignment of class titles.

A total of 38 conferences took place and, as a result, tentative grades were determined for all State titles. The whole month of June was devoted to conferences with appointing officers concerning the proposed gradings of titles in their departments. Once again the teamwork approach paid off: these conferences brought information which had not been fully considered previously, and as a result, many of the tentative allocations were changed.

## Estimate Proves Close

Final allocations were announced by August 1 to permit departments and agencies to make an early start on the revision of payroll records and allow time for the customary review of such work by the Departments of Civil Service and Audit and Control. The mechanical changeover from the old 55-grade plan to the new one is proving a time-consuming operation which has required the services of a special unit to augment regular staff functions in the Departments of Civil Service and Audit and Control.

Help also came from the Civil Service Legal Bureau, which ironed out many problems dealing with interpretations of the new salary law; from the Training Division; and the personnel and payroll units in the operating departments.

Looking back now, it is gratify-

## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 1)

ice and Ruth is a claims examiner in OSRO.

Carol Santulli was rushed to the hospital suffering from an overactive appendix.

The engagement of Joyce Coler, clerk, and Raymond Hart of Troy, has been announced. Ray is employed by Alleghany Ludlum Steel Co. in Watervliet. Joyce received her diamond for her birthday on July 31. Plans for the wedding are not completed as yet.

Dolores Henderson, claims clerk in OSRO, after great effort and much burning of the midnight oil has completed the necessary schooling at Albany State Teachers College and will receive her master's degree in education and English. Congratulations, Dolores.

Moving always uncovers strange things and the Division of Employment is no exception. Maxwell Lehman, editor of the Civil Service LEADER, in a gesture of holiday friendship mailed some New Year cards in the form of calendars in December, 1953. Joe Redling, Labor Department representative, and Walter Tips, claims clerk in OSRO, were on Max's mailing list and the 1953 calendars were sent out. Wednesday morning, July 28, 1954, Walt and Joe received their calendars. They both wish to extend their thanks for being remembered on New Year's (1953).

## Tompkins

DEEPEST sympathy from the Tompkins County chapter, CSEA, was extended to Eugene Gilbert of Tompkins County Memorial Hospital, on the loss of his mother, Mrs. Orpha Gilbert.

Gladys Goldsmith, Board of Education, is flying to the West Indies for her vacation. Catherine Barber is back from the Canal Zone and Kenneth Herrmann is in Canada.

Ben Roberts, secretary to the Mayor, is vacationing. So is Adeline Lull, City Chamberlain.

Helen Deavney and Gertrude Van Woert, Tompkins County Memorial Hospital, are on vacation. Tony Spada is back on duty after being ill. Blanca Farhi, clinical supervisor of the School for Practical Nurses, has resigned and will soon take up the duties of director of nurses at the Plunkett Memorial Hospital in Adams, Mass.

## Manhattan State

MANHATTAN STATE Hospital patients won a game of softball against the patients of Brooklyn State Hospital. A large group of patients showed their delight by applauding the players throughout.

New members recently welcomed into the chapter include Elba Lopez, Norman Denkerand and Deothron Clay.

The family of the late Mary C. Lyons extends appreciation to those employees whose Mass cards, bows and words of comfort lightened the burden of a deep loss. The officers and members convey sympathy to the family of the late Mrs. Lyons, a chapter member in good standing for many years, and a well liked employee in the Laundry Department.

The account clerks and painters are preparing appeals. It is their

belief that the new reallocation is insufficient in return for the duties performed.

Best wishes have been received from the following vacationers: Nellie Murphy, Bob Magee and Louise Pace, and Frank Burfield. The horseshoe pitchers are still going strong, and the competition is powerful. Tim Sullivan, Mike Dolan, John Reilly, Karl Ege, and Ralph Carfagno are racking up some mighty impressive scores.

## Oneonta

THE ONEONTA chapter, CSEA, will hold a chicken bar-b-q at Angellotti's Grove, on Sunday, September 12 at 2 p.m. Admission for adults is \$1.50, children, 75 cents. The committee consist of Irene Kubicitch, chairman; Elizabeth Waters, Marion Wawin, Thomas Natoli, Agnes Williams, Tony Meyers, Oren Thompson, Madeline Pellerin, Alice Connolly, Charles Morehouse, Ruth Sterns, Gladys Butts, and President Henry Holstead.

On August 11 the chapter meeting was addressed by Paul A. Hammond, field representative from CSEA headquarters.

Mr. Miller described the credit union organization.

The snacks were prepared under the direction of Rosalie Vagliardo of the State Health Department.

Mary Volweider Carr, former chapter president, recently greeted old friends at Homer Folks Hospital.

Edna LeMon has a baby boy. Congratulations!

Ruth Howland of Homer Folks spent a week at Cornell University attending an intensive housekeeping course given by the Statler Hotel management. Demonstrations and talks by housekeepers and managers of leading hotels were highlights of the instruction. Ruth reported, that out of the seven N. Y. State Tuberculosis Hospitals, the following six sent housekeepers: Onondaga, Ray Brock, Biggs, Broadacres, Mt. Morris, and Homer Folks.

Harriet Hutchinson stored up many pleasant memories of her trip to the Northfrest this summer. She says Banff and Lake Louise are "super".

Gladys Butts of Conservation attended the dinner meeting of the CSEA resolutions committee in Albany on July 22. Next meeting August 26.

Sympathy is extended to the following members in their recent losses: Alethea Wilsey of Labor; Joe Mahoney, Carolyn Moore and Irma Edwards, of Homer Folks.

The Holsteds, Homer Folks, are vacationing at Canada Lake.

Dorothy Cole of STC and Doris Cody of Conservation are new State employees.

## Commerce, Albany

A MOTION in favor of a paid president of the Civil Service Employees Association was adopted at the annual meeting of the Commerce Department chapter. The motion was made by Richard Kirk.

President Edwin J. Roeder, of the Commerce chapter, appointed a committee, comprising George Haynes, chairman; Gordon Stedman, Jane Kiernan and Mr. Kirk, to submit the motion to the CSEA.

Other committees appointed: Legislature — James Hanley,

again applying to any changes made.

Another major phase of the salary revision project is underway now — the reclassification of certain individual positions. Ac with allocations made for class titles, appointing officers and employees may request a review of any reclassification determination made, with any resulting adjustments being effective as of April 1, 1954.

## Still Room for Improvement

Of course, even the most carefully considered pay plan may fall short of being perfect. While the general reaction among employees and appointing officers has been favorable, there undoubtedly will be some dissatisfaction particularly in cases where titles were placed in lower salary ranges or where only nominal increases were provided. For this reason, employees and appointing officers may apply for a review of the gradings which have been announced. Where a grade is changed as a result of an application for review filed with the Division of Classification and Compensation before January 1, 1955, the new rate will be retroactive to April 1, 1954 as if it had been announced now.

In cases where, after hearing or other consideration it is still felt that the allocation is not correct, there is the safeguard of further review by the Classification and Compensation Appeals Board, with the effective date of April 1, 1954

chairman; Vera Russell, and James Hardy.

Social—Gloria Bernstein, chairman; Abbie Perrin, Connie Chrystal, Robert Humes, Betty Dascher and Jane Catalano; Civil Service LEADER — Mildred O. Meskil, chairman; William Zimmerman, Stanley LeNoir and Joseph Constanation.

Publicity—Richard Kirk, chairman, Muriel Gibbons and Sheldon Toomer.

Insurance & Auditing—Walter Willetts, chairman; Alfred Basch and James McGrath.

Membership — William Bouchard, chairman; Joseph Kutey, Jane Oliver, Mildred Cottrell, Helen Gorka, Lorraine Brundage and Mary Thompson.

Mrs. Meskil was appointed department representative to the CSEA Conference.

## James E. Christian Memorial

FINAL PLANS have been completed for the annual steak roast by members of James E. Christian Memorial Health Department chapter, CSEA, to be held at Picard's Grove, on August 26. (A slight error was made in a recent edition of the Leader, in which we stated that the event would be held on August 20).

George Fisher, chairman of the social committee, announced that a luncheon will be served upon arrival of the "mad merrymakers" at noontime. The menu will include clam chowder, raw clams and hot dogs. The dinner will include steak, potatoes, peas, corn, tomatoes, dessert, coffee and beverages of both legal and soft drinks. The program of sports, games and social activities will take place during the afternoon, with prizes awarded for the winning events.

The evening will be taken over by the dancers to the soothing music of an orchestra.

Tickets for the affair may be obtained from the following members of the social committee: Pat Biscaglia (OBA), Irwin Sander (SAN), Frank Witko (PHE), Clark Le Boeuf (MS), Jack Gieckel (LHS), Eleanor Dirrigh (Personal), Marie De Carlo (OBA), Angie De Mola (TBC), Adele Mazloon (PHN), Mary Sullivan M. San., Frances Cohen (VS).

## Palisades Interstate Park

ANGELO J. DONATO, now serving his tenth term as president of Palisades Interstate Park Commission chapter, CSEA, has been re-elected chapter head. Other officers, elected July 29 at Administration Headquarters, are: John Stevens, vice president; Barbara Willis, secretary; and Frank Woska, treasurer.

Mr. Donato has served on numerous CSEA committees, and is well known throughout the State.

## Willowbrook State

THE CSEA CHAPTER at Willowbrook State School held its 14 at Blue Willow Inn, Staten Island, its seventh annual picnic on August land.

The chapter congratulates the employees who were promoted to senior stenographer: Virginia de Bin, Josephine Garzetta, Shirley Kilkis, and Edna Percoco.