

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XV — No. 37

Tuesday, May 25, 1954

Price Ten Cents

'We Will Come Out With Decent Pay Scales'—Kelly

See Page 3

What the 1954 Legislative Session Meant to Employees on Public Jobs



A comptroller, a deputy comptroller, a former comptroller, and a comptroller's wife — that's a whole lot of comptrolling on a single dais! But they are obviously happy about it. This was an honor which the State Department of Audit and Control extended to career man William J. Dougherty, second from left, who started as auditor with the State Tax Commission. A dinner was given him by the department in celebration of 25 years of service. From far left, it's Comptroller J. Raymond McGovern; Mr. Dougherty, Frank C. Moore, former lieutenant governor and former comptroller; and Mrs. Dougherty.

DON'T REPEAT THIS

Newsman Say: Dewey vs. FDR, Jr. And a Hot Campaign

THE POLITICAL NEWSWRITERS in New York State size up the coming gubernatorial race this way:

The candidates: Thomas E. Dewey for the Republicans; Franklin D. Roosevelt Jr. for the Democrats.

To win: the Republicans — if Dewey is the candidate. If he isn't, then the result is less certain.

The traditional split between upstate and New York City is reflected in the views of the newsmen. Nearly all the upstaters think it will be Dewey and the Republicans. Of the New York City writers, two out of three think the Democrats will win. But there is evidence of greater conviction on the part of the upstaters.

The Questions

The Civil Service LEADER sent an opinion questionnaire to the political newsmen of every major daily in the State. They were (Continued on Page 6)

EMPLOYEES ACTIVITIES

Education

HAZEL G. ABRAMS has been re-elected president of the Education Department chapter, Civil Service Employees Association, at a meeting held in Jack's Restaurant, Albany, on May 10. This is her second term. Also re-elected to a second term was Lewis P. Binns, vice president, Deloras G. Fussell is secretary for her fourth term. John McTague is treasurer.

The newly elected board of directors consists of: Manuel Vasquez, Frank Benard, John Leonard, Virginia Wey, Emily Ruchti, Marie Tracey, Mary Felix, Elvryn Thomas, Eleanor Barber, Mary Phillips, Theresa B. Manning, Olive Webster, Margaret Lukovits, Jane Schaap, Ruth Ainspan, Ethel Secor, Elizabeth Steasman, Ethel Bellew, Florence Reynolds, John Ranta, Myrtle Campbell, Phillip Cowen, Henry E. Briggs, Elizabeth Wilber.

Delegates to the State Association are: 1. Jane Bartelle; 2. Charles Probes; 3. Lewis Binns; 4. Deloras G. Fussell; 5. Harry Langworthy; 6. Janet Campbell; 7. Lottie Edwards; 8. Hazel Abrams

Alternates are: 1. Charles Beck- (Continued on Page 16)

Tribute Paid To Career Man Dougherty

ALBANY, May 24—Special tribute has been paid to the "exceptional public service" of William J. Dougherty, first deputy comptroller of the State Department of Audit and Control.

Mr. Dougherty, his wife and four children were guests of honor at a testimonial dinner in the DeWitt Clinton Hotel, tendered by Mr. Dougherty's associates in State government.

The occasion was his 25th anniversary with the department.

Among the speakers were two of the comptrollers under whom Mr. Dougherty has served since May 16, 1929—Frank C. Moore and J. Raymond McGovern. Governor Dewey was represented by George M. Shapiro, his counsel.

About 275 persons attended the party to pay tribute to the career State worker, who started out 25 years ago as an auditor of revenues in the department, and won promotion after promotion to become first deputy and a recognized expert in public finance and public administration.

By JOHN T. DeGRAFF, Counsel, Civil Service Employees Association.

Although the 1954 session of the Legislature passed fewer civil service bills than any other session in recent years, the Association was nevertheless successful in obtaining the enactment of substantial immediate and long range benefits. Twenty Association program bills were passed by the Legislature and signed by the Governor. Two additional objectives on our legislative program were accomplished by administrative action.

A Comparison

State employees will doubtless be interested in weighing the Association's record of accomplishment with the records of competing civil service and labor organizations. Last fall our competitors, both old and new, were flooding the State with bulletins describing their far-reaching legislative programs and were actively soliciting members on bold promises of future performance. The record will show, however, that not a single civil service bill sponsored by any of these competing organizations was enacted. State employees with long memories will recall similar unfulfilled promises of performance by the SCWMA (CIO) and the UPW (CIO) which similarly failed, during the ten years they were in existence, to pass a single bill for the benefit of State employees.

Team Work

The session was notable for the highly developed teamwork between the Governor and the Legislature. All bills requiring appropriations and most of the controversial measures that the Governor might have been reluctant to veto in an election year were sent to the Senate Finance Committee and the Assembly Ways and Means Committee. The most important civil service bills necessarily fall into one or the other of those categories, and many of them were killed in one or both of those committees. Most of the civil service bills passed were drafted and redrafted after extended conferences between Association representatives, department heads and other representatives of the Governor. Relatively few bills in the field of civil service, or in any other field, were enacted without prior clearance from the administration.

A detailed report of the bills that passed and those that failed to pass has appeared in previous issues of THE LEADER. This report will, therefore, be limited to the highlights of the session, a summary of the most important new laws and a review of our basic objectives for the coming year.

Salary Legislation

There is no doubt that the new salary plan enacted at the 1954 session is the most significant salary advance, as well as the most complex legislation, since the enactment of the original Feld-Hamilton Law in 1937. In all, eleven separate salary bills were enacted. Six of these bills were extensions of previous emergency increases involving appropriations of \$31,000,000. The other five, however, were completely new and different from anything that had been done in the past. They involved new appropriations of \$13,200,000 and total appropriations of \$45,000,000 frozen into the permanent salary structure.

The new salary plan is the culmination of a two-year campaign by the Association for the attainment of its three-point program which included:

1. An increase in the general level of State salaries.
2. The correction of internal inequities and irregularities among employees as between themselves and in relation to comparable positions in pri-

vate employment.

3. The adoption of a new salary schedule with fewer grades and a more orderly and realistic relationship between the various grades.

Progress was slow until June, 1953 when Governor Dewey, at the request of our then president, Jesse B. McFarland, ordered the Civil Service Department to make a comprehensive survey of State salaries and comparable salaries in public and private employment. As the survey progressed numerous conferences were held between the Association and administration representatives extending over a period of several months. During these conferences the Association persuaded the administration to accept the principle of the additional longevity increment, a long standing objective of the Association, for employees who had been at the top of their grade for five years. It is interesting to note that this principle has since been adopted in the proposed new schedules for employees of the City of New York.

Full, Frank Discussion

These conferences again demonstrated the value and effectiveness of full and frank discussions and negotiations between State officers and employee representatives. The plan that was finally adopted was different from and in many respects better than the original proposals suggested by any of the participants.

After the plan was agreed upon in principle it took over three weeks of almost daily conferences between the Association and administration representatives to draft and redraft the complex 26-page bill that was necessary to put the new plan into effect for employees covered by the Feld-Hamilton Law. Four separate bills were required for other State employees. The bills were not introduced in the Legislature until the last day of the session and were passed under a special message of necessity from the Governor.

Essential Features

The essential features of the new plan (Chapter 307) may be summarized as follows:

(1) Adoption of a 38-grade salary plan to replace the old 50 "G" grades and 5 "LG" grades. The new schedule establishes an orderly, technically sound plan which may in the future be adjusted by any desired percentage figure without disturbing internal relationships or allocations.

(2) The reallocation and reclassification of positions to remove existing internal inequities and to bring State salaries in line with those paid in private employment.

(3) Adoption of an additional or longevity increment to be paid to employees who have served at the maximum of their grade for five years. These provisions are drafted on the most liberal basis so that an employee whose position has been reallocated upward nevertheless gets the benefit of the sixth increment on the same basis as if his position had not been re-allocated upward. The same liberal provisions are prescribed for upward reclassifications which do not constitute a promotion.

(4) Provisions for reallocation by which an employee goes from his present step in his existing salary grade to the same step in his new salary grade subject only to the limitation of a two-increment increase during any fiscal year.

(5) Provisions for increased minimum salaries under which employees, under certain circumstances, can be paid above the prescribed minimum salary for the grade.

(6) Any employee who feels that his salary reallocation on Octo-

(Continued on Page 16)

County Pay Plans Sought With Annual Increments

ALBANY, May 24—Proposals to be submitted to the resolutions committee of the Civil Service Employees Association were discussed at a meeting of the County executive committee at Association headquarters.

Mandatory salary plans for counties and subdivisions were asked in two resolutions. Separate resolutions were submitted, one relating to school districts alone, the other to the remaining units, because each bill would be referred to a different committee of the Legislature.

The County Division employees seek duties and job classifications, with mandatory annual increments, along the lines existing in the Federal and State Governments.

Prevailing Rates One Issue

Another proposed resolution sought to have prevailing rates apply to County employees, as they do to City employees. Section 220 of the Labor Law, relating to workmen in skilled and semi-

skilled trades, for those engaged in maintenance and construction of public works, is not applied in counties, although the Prevailing Rates Division of the State Labor Department sends the prevailing rate reports regularly, and holds the law applies. In the State it is not made applicable because the employees are included in the salary grading structure. Courts have held the salaries paid, in the long run, constitute the substantial equivalent of the rates paid in local private industry.

John J. Kelly Jr., assistant counsel to the Association, explained the law regarding both prevailing rates and whether deputy sheriffs could be brought into the competitive class, as recommended in another proposed resolution.

It was Mr. Kelly's opinion there is nothing in the law that prevents deputy sheriffs from being so classified, although there are borderline court cases in which such classification was held not to exist, without any judicial dec-

laration that it could not be brought into existence by Civil Service Commission action.

Pension Resolution

The integration of Social Security with the State Employees Retirement System was discussed. A proposed resolution favored such integration, provided present benefits under the State system would not be diminished in any way. Inclusion of Social Security, for its added pension benefit, not considerable, and its survivor and death benefits, quite considerable, besides early entitlement to relatively large benefits for those past middle age, at small cost, were reasons stated in favor of indorsing the resolution.

Increased mileage allowance, making 10 cents, instead of eight, the maximum, was also the subject of a resolution. Counties now pay various rates and would be permitted to continue the practice, although the top would be raised. Some counties now pay eight cents for the entire mileage.

(Continued on Page 16)

Looking Inside

By H. J. BERNARD

THE INTEGRATION of the transit police force with the NYC Police Department on an equal basis is recommended by the NYC Transit Fact-Finding Committee, but no explanation is given as to how it can be done. It can't. The most that could be done would be to transfer the transit police to the jurisdiction of the Police Department, in some title of their own, like their present one of transit patrolman. The committee, of which George Faunce Jr., vice president, Continental Baking Company, is chairman, looks with uninformed confidence toward the absorption of the transit police into the Police Department as patrolmen (P.D.).

The reason the bodily absorption can not take place is Article V, Section 6 of the State Constitution. Section 6 provides that appointments "shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive." The competitive requirement is the rub. Both jobs are in the competitive class.

No position in the classified service may be filled through examinations in which the requirements are not the same for all who compete in, or are excluded from, the test, nor may transfers be made from one position to even a similar one, in which the entrance requirements, or the actual exam standards, are substantially different.

Here is a general comparison of the standards:

Subject	Police Dept.	Transit Police
Maximum age	29	32
Minimum height	5'8"	5'7½"
Physicals	Stiffer	Easier
Written test	Similar	Similar

The same conclusion is implicit if one simply views the problem from the effect on disappointed hopefuls for patrolman (P.D.) jobs, who did not compete, because they could not meet the minimum height or the minimum age requirements, or who did compete, but were marked not qualified for either reason.

Instead of quoting the State Constitution, they might well say, "See here! How come men shorter and older than me now get patrolman jobs in the Police Department that I couldn't get because I was too old or too short, yet they were older and shorter than me!" And the maximum patrolman (P.D.) age is set by statute!"

THE NYC Civil Service Commission was prepared, from experience, for the avalanche of adverse criticism that met the proposed pay plan and draft of the Local Law. It would accept recommendations it found valid, but would stand by its guns otherwise.

The Budget Director will put up a strong fight to retain the powers the draft would grant him, and is likely to win. Though he is identified as the one to possess the powers, in practice he represents the Mayor, and therefore it is the Mayor who has the powers.

Such willing acceptance of civil service and personnel responsibility by the Mayor is in line with the whole idea of reorganization of the Civil Service Commission. Heretofore the administration of NYC civil service was nothing in which the Mayor ever took part, in fact, a Commission would scarcely ever hear from him, unless he was moved by a complaint from some delegation, or he himself wanted some employee in the noncompetitive or exempt class covered into the competitive class, a rare occurrence.

Real personnel administration did not exist; now there will be a start toward achieving it.

President Eisenhower set a national example when he appointed President Philip Young, Chairman of the U. S. Civil Service Commission, as liaison officer between the White House and the agencies. By that act the President himself assumed responsibility for personnel administration. He did not, however, extend his sphere to civil service administration, though he could exercise powers there, too, through the same representative.

The Mayor therefore plunged in with both feet, whereas the President got only one foot wet.

The idea that chairmen, personnel directors, liaison officers, and the like, have any greater powers than the executive who appoints them is a fallacy.

17 More Tests Are on Way

The NYC Civil Service Commission has ordered 12 open-competitive and five promotion exams. As soon as filing dates are set, The LEADER will announce them.

OPEN-COMPETITIVE

- Dentist.
- Inspector of construction (housing), grade 4.
- Medical consultant (dermatology) (gastroenterology) (ophthalmology) (orthopedics) (otolaryngology) (proctology) (urology).
- Pathologist.
- Radiation technician.
- Superintendent of construction (buildings), grade 4.

PROMOTION

- Assistant civil engineer, all departments except Housing and Buildings.
- Chief dietitian, Department of Hospitals.
- Foreman grade 2, Queens Borough President's Office.
- Foreman, grade 3, Queens Borough President's Office.
- Superintendent of construction (buildings), grade 4, Department of Education, NYC Housing Authority.

Mrs. Spero Retires

After 22 years with the NYC Department of Welfare, Mrs. Louise T. R. Spero, assistant to the director of the Bureau of Finance and Statistics, is retiring this month.

Mrs. Spero, graduate of Barnard and member of Phi Beta Kappa, recent an M.A. degree in economics at Columbia University. Her husband, Dr. Sterling D. Spero, is a professor of public administration at New York University.

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

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
CIVIL SERVICE LEADER, Inc.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6010
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.
Subscription Price \$3.00 Per Year. Individual copies, 10c.

Latest State Eligible Lists

Open-Competitive

- PRINCIPAL STATIONARY ENGINEER**
- Hatfield, James, Bedford Hill ... 88250
 - Gaul, Francis, Bayside ... 87000
 - Fried, Robert, Alden ... 85420
 - Westover, George, Chatham ... 85340
 - Soyers, Emerson, Attica ... 85340
 - Brimell, Russell, Coxsackie ... 84000
 - Decker, George, Wallkill ... 83700
 - Cox, W. Ernest, Beacon ... 83700
 - Wood, Raymond, Koenigs ... 83000
 - Wostal, Peter, Bronx ... 82670
 - Smith, Donald, Buffalo ... 82420
 - Vanderpoel, Denton, Gowanda ... 82000
 - Johnson, John, Rochester ... 81170
 - Mindel, Fred, Buffalo ... 81000
 - Briznie, Berkeley, Wausau ... 81000
 - Stary, Hush, Ogdensburg ... 80420
 - Bansen, John, N. Troy ... 80420
 - Keller, Clemen, Collins ... 80000
 - Hooper, James, Buffalo ... 78920
 - Burgoin, William, Catskill ... 78670
 - DeLahoyde, John, Ploerbia ... 78500
 - Brade, Raymond, Mt. Morris ... 78170
 - Sheedy, Thomas, Buffalo ... 77500
 - Bittera, Salvatore, Corona ... 76920

PUBLIC ADMINISTRATION INTERNSHIP

- Johnston, David, Ala. Univ. ... 98200
- Mayer, Robert, Bronx ... 94900
- Rubinson, Norman, Bklyn ... 94580
- Scharf, Evelyn, Syracuse ... 93600
- Heiner, Solomon, NYC ... 91300
- Schmalz, Ronald, College Pt. ... 90900
- Brodsky, Leonard, Bklyn ... 90580
- Lanzner, Tina, Syracuse ... 85300
- Waldman, Gilbert, Albany ... 83300
- Spindler, Barry, Syracuse ... 87200
- Bryant, Ralph, Jefferson City ... 86880
- O'Connell, Brian, Albany ... 86000
- Davenport, V., Delmar ... 85400
- Stewart, William, Riverdale ... 84420
- Rowland, Pam, Youngstown O ... 84200
- Barry, Charles, NYC ... 84100
- Watson, Russell, Syracuse ... 83600
- Collier, John, Syracuse ... 83300
- Healy, James, Somerville Mass ... 82020
- Wiley, Arthur, Syracuse ... 81600
- Rosoff, Saul, Stamford Conn ... 81100
- Forman, Seymour, Orangeburg ... 80980
- Greene, Lawrence, Ridgefield Conn ... 79000
- Gayring, Joanne, Syracuse ... 78480

STATE Promotion

JUNIOR ARCHITECT.

- (Prom.) Department of Public Works.
- Hobbs, Jules, Fortenackl ... 92550
 - Mayer, Carl, Schtady ... 89050
 - Travalo, Cecil, Schtady ... 86450
 - Greenin, William, Cohoes ... 84450
 - Ryder, George, Voorheesl ... 81100
 - Lubowitz, Irving, Little Neck ... 87500
- SENIOR ARCHITECTURAL ESTIMATOR.**
(Prom.) Main Office, Department of Public Works.
- Yaple, Guy, Albany ... 96100
 - Phillips, William, Coxsacke ... 95300
 - Williamson, John, Belmar ... 92100
 - Spatz, Alvin, Delmar ... 80000

COUNTY AND VILLAGE

Open-Competitive

- WATER WORKS SUPERINTENDENT GRADE III.**
Amawalk-Shenorock Water District, Westchester County.
- White, William, Shenorock ... 78000
- INSPECTOR OF WEIGHTS AND MEASURES**
Nassau County

- Reed, Bernard, Gt Neck ... 9900
 - Brown, George, E Rockaway ... 8800
 - Hurrell, Le Roy, Rkville Centr ... 8760
 - Farrill, Francis, Oceanside ... 8560
 - Maybury, Charles, Glen Cove ... 8500
 - Maher, John, Merrick ... 7800
 - O'Kane, James, Hicksville ... 7800
 - Powell, Fredrick, Levittown ... 7700
- ASSISTANT SUPERINTENDENT, County Home, Department of Public Welfare, Westchester County.**
- Mawhinney, Harold, Hawthorne ... 81000



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City _____ Zone _____ County _____ State _____

Location of Car _____

Year	Make	Model (Dix., etc.)	No. Cyl.	Body Style	Cost	Purchase Date	<input type="checkbox"/> New <input type="checkbox"/> Used

1. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? _____ One way distance is _____ miles.
(b) Is car used in any occupation or business? (Excluding to and from work) Yes No

3. Estimated mileage during next year? _____ My present insurance expires _____/_____/_____

4. Please send _____ rate inquiry cards for distribution to my associates _____ 019

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A BRIEF HISTORY

The Civil Service Employees Association

The LEADER continues publication of the story of the growth and influence of the Civil Service Employees Association, since its inception in 1919. The chronological review of prominent activities, accomplishments and events was begun in last week's issue.

1940 . . .

Made determined effort to better State service by informing people re activities and salaries; published booklet, The Taxpayer's Biggest Bargain.

Association representatives made strong plea at gigantic public hearing on State budget held in State Armory.

Special attention by officers and committees for action to assure full application of merit system principles.

Competitive classification extended to include attendants in institutions of Mental Hygiene Department — many thousands brought under merit principles — 11,638 Mental Hygiene Institution attendant positions covered into competitive service January 1, 1941.

Law obtained preventive of abuses in temporary appointments.

Association continued opposition to definite efforts by communistically inclined persons to invade State service.

1941 . . .

Chapter 885, Laws of 1941, created Commission known as Fite Commission to develop rules and procedure to bring employee of counties, cities, towns, villages and districts under merit system principles of Constitutional requirement adopted in 1894. Charles A. Brind, Jr., and John T. DeGraff, former President and present Counsel, respectively, of the Association, were appointed members of the Commission by Governor Lehman. This marked great victory for Association claim that all civil service employees throughout State and its civil divisions should be appointed and promoted in accord with the merit system.

Chapter 853, Laws of 1941, providing better protection on dismissal.

Urged vital need for comprehensive in-service training program.

Lent support to Bureau of Public Service Training and program for in-service training of public employees; Albert H. Hall, head of bureau, was active Association member.

Officers and Executive Committee of 18 departmental representatives and six officers elected by ballot printed in State Employee, Association membership, \$5,140; treasury balance, \$25,000; eight permanent office employees; nine issues of Association magazine, The State Employee — 45 tons of magazine.

With U. S. entrance into World War II on December 8, 1941, Association gave full support to State defense measures; legal safeguards for job and pension rights for State employees entering military service, proposed by Association, enacted into law.

State Employee, March, 1941, listed many State employees in military service.

Harold J. Fisher elected President.

1942 . . .

January 1, 1942, many positions in DPUI taken over by Federal Government.

Association sought salary adjustment to meet 10% rise in living costs; prepared to meet Federal "freeze" of wages with facts justifying Feld-Hamilton increments.

Members promoted purchase of U. S. Defense Bonds.

Appeal made for extension of Feld-Hamilton to institutional employees won and new status set for October 1943.

Important bills protective of employment rights in civil service of those entering military service sponsored by Association were passed.

Maintenance values, tentative, for institutional employees proposed by Budget Division; necessary in application of Feld-Hamilton scales.

Conducted contest, \$300 in war bonds awarded for best suggestions for "Better Business in Government." Also Prize Short Story Contest for State Employees; stories printed in State Employee as special feature.

Association dedicated service flag raised over Capitol entrance — showed 3,452 State employees in

armed services, September 1942.

Dues increased from \$1 to \$1.50 per annum with 50 cents refunded to chapters.

Adopted 28 resolutions aimed at improvement of service at Annual Meeting, October 20-21.

Charles Poletti, Governor, December 1942 to January 1, 1943.

1943 . . .

Association reported 39 Chapters now organized.

Governor Thomas E. Dewey on taking office assures Association "it shall be my objective to do everything possible to promote merit system."

War Emergency Bonus of 7½ to 10 per cent won for low paid groups; \$1200 minimum salary established.

Overtime pay for work beyond 48 hours approved; some institutional employees required to so work principally account shortage workers.

Federal income taxes made through payroll deduction.

W. F. McDonough, Assistant Director of State Milk Control, retired, employed by Board of Directors as Executive Representative.

Thomas E. Dewey, Governor, 1943.

1944

Association noting rise in cost of living to BLS Index 124.1 requested Governor and Legislature to adjust State salaries; succeeded only in retaining 7½ to 10 percent of previous year.

All salaries brought to Feld-Hamilton minimum where below.

Travel expense allowances increased as to meals and lodging; also to five cents per mile for automobile use.

New York State School of Industrial and Labor Relations at Cornell University, approved by Legislature.

Arrangements made to supply The Civil Service Leader weekly to all members without extra dues effective January 25, 1944.

Association President Harold J. Fisher died June 1944. He had rendered great service to Association.

Rights of employees in war services extended as to coverage.

Head of Mental Hygiene Department grants time for delegates of Mental Hygiene Institution Chapters to attend meetings — "two official delegates may attend not more than three official meetings each year." Definite leaves also approved by Health and Social Welfare Departments.

Clifford J. Shoro elected President.

1945 . . .

Won emergency salary adjustments replacing 7½ and 10 per cent of 10 per cent to 20 per cent — approximately \$13,500,000 in all.

Salary Standardization Board made permanent.

Statute requiring per diem employees to be employed five years before being entitled to sick leave, repealed.

Urged mandatory increment after 10, 15 and 20 years' service; passed Assembly but not Senate.

Measure approved permitting up to 10 per cent additional compensation where duties especially hazardous or arduous.

Resisted and defeated attempts to weaken seriously the Feld-Hamilton Law.

War duration and substitute appointees permitted to receive full increment credit for such service when permanent appointment achieved (Lupton Law, continued since).

Statutory salary schedules approved for Cornell State Colleges, College of Forestry and State Teacher Colleges.

Secured definite leave rules for institutional employees; adopted by Civil Service Commission, December 6, 1945.

Employees in institutions and on canals assured pay for holidays, pass days or vacation not possible to take during fiscal year.

Personnel Council created by Executive Order to improve personnel relationships, aid in settlement of grievances, and inform as to personnel matters.

Dues fixed at three dollars per annum.

Laurence J. Hollister appointed Field Representative.

World War No. II ended, Germany, May 8; Japan, August 14, 1945.

Western Conference of Chapters organized.

Frank L. Tolman elected President.

(To Be Continued)

'We Will Come Out With Decent Pay Scales'—Kelly

ALBANY, May 24 — "We will come out with decent pay scales in the State service," said J. Earl Kelly, director of Classification and Compensation.

At a press interview he was asked whether the present raise and correction of inequities to follow, will produce anything near what he would consider 100 per cent perfection.

"Some titles are being well paid, others not," he replied. "We shall use the money appropriated, to the best advantage. When this project was started originally, we went through the whole list of 2,700 titles, and tentatively de-

termined what should be done ideally to correct inequities. We calculated the cost, and that was the amount of the total appropriation. That general plan is now the law."

The Appeals

He pointed out that after decisions are made, the appeals procedures will permit any further corrections deemed necessary, and that "it is not likely the appeals will go overboard," but if they do, he surmised, the cost would not be considerable, and any supplementary appropriation could possibly be obtained, to complete the "decent pay scales."

He said the plan was "a good buy for the State" and a benefit to the employees.

Conversion a Problem

The conversion of salaries, under the new law, is proving a difficult task. The formula is complicated. Pay announcements have been made concerning a few titles. Departmental conferences on some other titles will be held soon. Indirectly, this may give many employees a hint of what their pay will be. Mr. Kelly was not questioned on this aspect. All he would say is the work is scheduled to be completed by October 1.



Mrs. Nellie Davis (center), an employee of Hudson River State Hospital for 25 years and now in charge of a convalescent ward, is the winner of a 1953 Psychiatric Aide Achievement Award presented by the National Association for Mental Health. Mrs. Davis is president of Hudson State Hospital chapter, Civil Service Employees Association. Pictured also are, from left, Richard Russell, local attorney who was chairman of Mental Health Week in Poughkeepsie; Mrs. Charles Corbally and Mrs. Belle Saltford of the hospital's board of visitors; and Dr. Wirt C. Groom, 1st assistant director of the hospital.

State Civil Service Making Self-Study

ALBANY, May 24—The State Civil Service Department will make a self-study, with improvement of operations as an aim.

Chairman Oscar M. Taylor said that heads of the department's bureaus will be consulted separately, and asked to comment on suggestions from all sources. When all the data are assembled, the Commission Chairman will come up with the answers.

Western Conference Candidates

BUFFALO, May 24—Two candidates for each of the five offices in the Western Conference, Civil Service Employees Association, were named by the nominating committee at the recent Conference meeting. Noel McDonald is chairman of the committee. The slate:

For president—Claude E. Rowell and F. Earl Struke.

For 1st vice president—Celeste Rosenkrantz and Erwin Yeager.

For 2nd vice president—Vito J. Ferro and Hazel Nelson.

Secretary—Pauline Fitchpatrick and Irene Laveux.

Treasurer—James Young and Kenyon Tice.

Dr. Wenzl Speaks

Dr. Theodore C. Wenzl, chairman of the Capital District Conference, spoke at the dinner, held in the administration building of Allegany State Park, Red House, as did Thomas Murphy, instructor to the Conference officers for the past two years on parliamentary law.

The Blue Cross and Blue Shield plans were explained by another speaker, and their application to State employees. Jack Kurtzman, field representative for the Western area, spoke on membership.

Nellie Davis Award Brings Recognition to Woman Active in Employee Affairs

POUGHKEEPSIE, May 24—Mrs. Nellie Davis, an employee of Hudson River State Hospital for the last 25 years and now in charge of a convalescent ward in the new Cheney Memorial Building, has received one of the 1953 Psychiatric Aide Achievement Awards of the National Association for Mental Health.

Presentation exercises were held during Mental Health Week, in the assembly hall of the hospital. Mrs. Davis was also presented with a savings bond on behalf of the administrative officers of the hospital. Ruth Van Anden, 1st vice president of Hudson River State Hospital chapter, Civil Service Employees Association, presented a corsage of red roses on behalf of the chapter. Mrs. Davis is chapter president.

Considered by officials at HRSH, who recommended her name and record to the national group, were Mrs. Davis' imagination and ingenuity, kindness and devotion, initiative and resourcefulness, proficiency and skill, application and appreciation of learning, courtesy and rapport, citizenship and aptitude. Other local candidates considered for the award included Attendant Ada M. Smith, and Staff Attendant Dorothy Tompkins.

The former Nellie Wanzer, Mrs. Davis was born in Poughkeepsie. Early in life she moved to upper Red Hook with her parents. She attended Eastman College of Business, Poughkeepsie, and joined the hospital staff in 1929. Since then she has cared for all kinds of psychiatric cases. She is a practical nurse.

She's Active

Mrs. Davis is a member of the Church of the Holy Comforter and president of its women's auxiliary.

She serves the board of directors of the hospital's Employees Federal Credit Union, and is a past commander of Chapter 58, Shepherds of Bethlehem, and holds a "supreme office" in the latter as a member of the ways and means committee.

For the last three years, Mrs. Davis has been president of the CSEA chapter, with more than 800 members.

The selection committee, which recommended that Mrs. Davis receive the award, was composed of Dr. Wirt C. Groom, chairman, assistant director at the State hospital; Dr. John Y. Notkin, assistant clinical director; Marion Crotty, principal of the School of Nursing; Benjamin Nuhn, supervising nurse of the male division; Mrs. May Jerrell; supervising nurse of the female division; Mrs. Angie Buckley, supervisor of occupational therapy; the Rev. John J. Randolph, visiting chaplain; Mrs. Charles J. Corbally, member of the hospital board of visitors; Barbara Griffiths, director of volunteer service, and Ruth Van Anden, the chapter's 1st vice president.

NEW BUILDING WILL HOUSE CIVIL SERVICE

ALBANY, May 24 — A one-story concrete building of handsome and streamlined design will be built to house the State Civil Service Department exclusively, just inside the limits of Albany, near a golf course. It will be one of eight buildings in the so-called campus colony of structures the State will erect.

Chairman Oscar M. Taylor of the State Civil Service Commission expects the building would be ready for occupancy in a year and a half to two years.

Henry Shemin Elected President of Metropolitan Regional Conference, CSEA

Henry Shemin, employed by the State Department of Labor, has been elected president of the Metropolitan Conference, Civil Service Employees Association. Others elected with him are:

- Angelo Coccaro, Kings Park State Hospital, first vice president;
- Alex Greenberg, State Insurance Fund, second vice president;
- Edith Fruchthendler, Public Service Commission, secretary;
- Joseph J. Byrnes, New York City chapter, treasurer.

The election meeting was held on Saturday, May 15, at Manhattan State Hospital.

'Fringe Benefits'

Officers will be installed at the annual luncheon meeting and outing at Jones Beach on Saturday, June 26.

The Conference also passed the following resolution:

"WHEREAS most unions and employee organizations enjoy 'fringe benefits' which include free life insurance, associated health insurance and hospitalization.

"WHEREAS the State of New York is a second class employer in this respect,

"RESOLVED that the Civil Service Employees Association begin an immediate active campaign to draft and support a bill to secure for all State employees these 'fringe benefits' namely, that the State of New York pay the life insurance, associated health and hospitalization premiums."

The Conference urged the necessity of more field representatives in the metropolitan area.

Membership In CSEA Rising

ALBANY, May 24 — The membership of the Civil Service Employees Association continues to rise, Charles D. Methe reported to the monthly meeting of the board of directors, Mr. Methe and Vernon A. Tapper are co-chairmen of the committee.

The membership is now at 56,752.

Membership committees are being intensely organized in all the chapters, and the Association expects the resultant drive to produce a record increase for the next fiscal year.

The present membership includes an increase of 528 for the year.

(A full report on the membership committee's work will appear in next week's LEADER.)

State's Law Men Make Good Bowlers

ALBANY, May 24—The second annual banquet of the Attorney General's Bowling League took place at Beck's Restaurant May 5.

Winners of this season's competition are: first team, Marty Barry (captain), Vincent Borgese, Samuel Albert, Gustave Sachs and Abe Kranker; second team, George Kepner (captain), Joe Donovan, George McKearney, Dick Tolhurst and Izzy Brown.

George Kepner took honors for high triple, Marty Barry for high single. Other winners: Vince Borgese, high triple with handicap, and Abe Kranker, high single with handicap.

Dick Tolhurst was named the most improved bowler.

Mr. Kepner was elected president to succeed Max Hausman. Mr. Kranker and Irving Schonbrun were re-elected secretary and treasurer, respectively.

Dick Eagle was toastmaster at the dinner. He paid tribute to President Hausman and his fellow officers for their untiring efforts during the past year. He also commended the members generally on their fine display of sportsmanship at all matches.

Correction Officer Eligibles Total 1,887

The NYC correction officer (men) eligible list consists of 1,887 names. Of the 2,872 who took the physical test, that many passed; 571 failed, and 414 were absent. Paul M. Brennan, director of the Medical-Physical Bureau, NYC Civil Service Commission, announced.

The percentage of those who took the test but failed was 23, which is unusually high, and indicates lack of failure to train at all for the physical. This was confirmed by the fact many contestants hesitated even when called upon to do a standing broad jump, their first since they were boys, a dozen or more years ago.

The physicals for the correction officer (women) exam end on Tuesday, May 25.

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Pictured at the semi-annual meeting of Mt. McGregor chapter, Civil Service Employees Association, were, from left, seated, Dr. Theodore C. Wenzl, chairman of the Capital District Conference; Leo V. Lanning, director, State Division of Veterans Affairs; George E. Hubbard, superintendent, State Veterans Camp. Standing, from left, Jack Plotsky, president, Mt. McGregor chapter, CSEA, and Donald W. Curtis, who with Mrs. Curtis, is co-chairman of the chapter's social committee.

'Thinking Together' Proves Fruitful Plan to Leaders Of County Employees

BINGHAMTON, May 24 — The County Workshop held May 8 at Post 80, American Legion Club House, Binghamton, had as its theme, "Thinking Together." Discussion centered on the need for exchange of ideas between chapter officers, committeemen and members, and between employers and employees, to better meet chapter needs and common work problems.

Assemblyman George Ingalls of Broome County discussed legislation for county employees, such as retirement, Saturday closing, unemployment insurance, Social Security, and the placing of sheriff deputies in the competitive service. Mr. Ingalls reminded his listeners that a commission has been appointed to study the integration of Social Security and employee retirement systems. He commended the Civil Service Employees Association campaign to provide tax exemption for the maintenance of employees in State and county institutions.

Sheriff Deputies

A constitutional amendment is required to place sheriff deputies in the competitive service, Assemblyman Ingalls said. Legal procedures will take at least three years, he added. In the interests of economy, efficiency and security for present personnel, it is expected that present titleholders will be blanketed in, but that future appointments of deputies will be subject to competitive examination.

Castle Stresses Workshop

Raymond G. Castle of Syracuse, chairman of the Civil Service Employees Association's education committee, discussed the valuable work of workshops and conferences in interpreting CSEA goals, and stressed the need for uniformity of chapter by-laws and procedures.

Ernest L. Conlon, CSEA field representative, and William Miller, 1st vice president of Broome County chapter, in discussing the duties of officers and committees, brought out the need for fellowship among members, sending cards in case of death and illness of members, and the use of press releases to radio stations and newspapers, including the Civil Service LEADER, in publicizing employee activities.

Various Discussions

Clyde Eggleston, Chairman of the Broome County Board of Supervisors, and John Perhach, chairman of Broome chapter employees' committee, discussed the employer - employee relationship. All members of the workshop participated in the lively discussion that followed.

Mrs. Lula Williams, president of Broome County chapter, welcomed the workshop participants.

The Rev. Arthur McKay delivered the invocation.

That evening, the county personnel at the workshop meeting joined with delegates to the Central Conference meeting, and Binghamton chapter members, for dinner, dancing and entertainment.

Steering committee for the workshop consisted of Anthony Giordano, Chemung County; Ferd Koenig, Oneida; Vernon Tapper, Onondaga; and Lula M. Williams, Broome. They were assisted by Ernest Conlon.

Miss Macfarlane's Work Is Lauded

ALBANY, May 24 — William J. Murray, administrative director, State Civil Service Department, paid a glowing compliment to Janet Macfarlane for facilitating transfers requested by State employees.

Miss Macfarlane, employed by the Personnel Relations Board, State Office Building, Albany, may be addressed by any State employee seeking a transfer.

Mr. Murray explained she consults the Payroll Division of the Civil Service Department, to find out where vacancies exist, and has established excellent relationships with the State departments.

"Miss Macfarlane," said Mr. Murray, in the presence of Chairman Oscar M. Taylor of the Commission, "is doing the best job on transfers that I have ever known anybody to do."

Miss Macfarlane was formerly chairman of the social committee of the Civil Service Employees Association.

CHARTER REVISIONS FOR CSEA CHAPTERS

ALBANY, May 24 — Charters or revisions were approved for the following chapters: Standards and Purchase, Hudson Valley Army Employees, Onondaga, and Middletown State Hospital; also, the Capital District Conference. Mr. Tapper reported for the charter committee.

DECISION ON PAYROLL EXAMINERS DEFERRED

ALBANY, May 24—The decision on pay of senior payroll examiners is being deferred until exam problems related to both the Division of Employment, Department of Labor, and the State Insurance Fund, are settled, said J. Earl Kelly, director of Classification and Compensation.

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Rossell Presides At Panel Talk

James E. Rossell, director, Second Regional U. S. Civil Service Commission, presided at a panel discussion about management surveys conducted by the agencies themselves, at the annual meeting of the Civil Service Assembly of U. S. and Canada, held in the Hotel New Yorker, NYC.

Savings of \$129,000 a year in one agency, as the result of a simple survey, which have risen to \$180,000, were reported. Savings at the New York Naval Shipyard, running into six figures, were revealed, also.

The Civil Service Employees Association, the largest group of public employees in New York State, representing State and local government employees, had a booth at the three-day meeting, and distributed circulars and pamphlets showing what services the Association renders.

PROBATION PERIOD SIX MONTHS FOR SOME

The probationary periods for Thruway toll collector, State Thruway Authority, and marine fisheries protector, Department of Conservation, have been extended to six months. The State Civil Service Commission gave its approval.

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THE STATE SCENE

EVEN in the super-charged political atmosphere of a Governor's office, there's room for a career service.

Just ask Frank C. Simpson, confidential clerk-messenger to Governor Dewey. Mr. Simpson is the third generation of his family to work at confidential State jobs on a career basis.

He joined the Executive Department staff about 18 years ago, and has served under three governors—two Democrats and one Republican.

Mr. Simpson knows the intimate details of life in Albany's executive chambers. Twice he toured the country with Mr. Dewey, during the 1944 and 1948 presidential campaigns, and he was one of the small party that made the flight from Albany to Chicago in 1944 to enable Mr. Dewey to accept the Republican nomination for president.

Although he obtained his first State job about 21 years ago through an Albany Democrat, Benjamin Fitzgerald, now the county welfare commissioner, Frank Simpson is intensely loyal to his chief—be he Democrat or Republican.

He Sizes Up Governors

Of Governor Dewey, he says: "I have never worked for a better man. He is strict but fair, and he works along with the rest and harder than the rest of his staff."

Another thing he likes about the Governor in his interest in his staff and his "willingness to give you a chance to advance, if you've got the stuff."

Under Governor Lehman, he worked on the Capitol's "second floor," where the executive offices are, as a mail and supply helper. Later, under Dewey, he was promoted to clerk-messenger.

The Simpson tradition of government service goes back to Alexander Simpson, his grandfather, and includes his father, Henry, who, incidentally, is believed to be the first Negro to graduate from Albany High School. Both his grandfather and his father worked as messengers and attendants for the Court of Appeals.

A testimonial dinner for Frank Simpson, held two years ago in a small Albany restaurant, drew

such notables as Mr. Dewey, Jim Hagerly, now President Eisenhower's press secretary, Lawrence Walsh, former counsel to Governor Dewey, and George Shapiro, now the Governor's counsel.

It was a tribute to a "career" employee in a "political" job. And typical of Frank Simpson's career, he was hard at work May 17 at the Capitol. It wasn't a special day to him—just his 50th birthday and hardly an occasion to take off.

The new "chief" of the Conservation Department's Glens Falls division is Francis Du Cuennois, of Corinth. Mr. Du Cuennois, a life-time resident of the "North Country," has been named as district game protector, succeeding Robert J. Vickers, who was promoted recently to the Albany job of assistant superintendent of law enforcement.

DID YOU KNOW? Assistant Attorney General Malvin Cohen, of the Law Department in Albany, is an official member of "Brothers of the Brush." That is the loyal group of Monticello brethren who are sparking the village's Sesqui-centennial September 7 to 11. He is sporting a "lush brush" on his upper, but no beard.

GARSON ZAUSMER, acting assistant administrative director for the State Civil Service Department and former Merit Award secretary, is said to tote the heaviest golf bag of any civil service golfer. Explanation: He keeps his fishing tackle in the bag, as well.

MILTON O. LOYSEN, executive director of the State Employment Division, is back on the job, after a vacation. Richard C. Brockway was acting director in his absence.

DON'T SAY the career service doesn't pay off—sometimes. George L. Nickerson, newly appointed chief engineer of the Public Works Department at \$16,900 a year, started work as a rodmán at \$3.50 a day in the Watertown district. . . . Conrad H. Lang, another career employee, is now acting chief engineer for the Thruway Authority. . . . Isaac Hunger-

New Look for Social Security

WASHINGTON, May 24 — As forecast in last week's LEADER, the Committee on Retirement Policy for Federal Personnel, of which H. Eliot Kaplan is chairman, recommended coordination of Social Security with the U. S. Civil Service Retirement System. If enacted, the proposal would bring the entire 2,300,000 Federal employees under Social Security. Now 600,000 of them, because not in permanent jobs, are under Social Security, but excluded from the U. S. Civil Service Retirement System. The Civil Service Retirement System would be opened to the 600,000.

Retirement income to participants in the Retirement System would be increased an average by about 8 per cent after age 65, when Social Security payments would supplement adjusted retirement allowances. The wife or dependent husband of a retired employee could also qualify for Social Security benefits. Mr. Kaplan pointed out, however, that the existing level of retirement benefits would nevertheless be payable prior to the pensioner reaching age 65.

The report recommends earlier benefits for the widow of an employee who dies in service. Now an annuity is paid to her only if she is at least age 50. Under the committee proposal the annuity would be payable regardless of her age. Benefits for dependent children of deceased members of the retirement system would be provided by the Social Security system and not, as now, by the Retirement System. Thus provision for Social Security family benefits would be far more substantial.

Mr. Kaplan stressed that under the committee's proposals no member of the retirement system would receive aggregate benefits less than under present law; nor would any benefits heretofore accorded present pensioners be affected.

ford, career retirement official, recently passed a non-competitive examination for the second-ranking post in the system, which had been reclassified.

PERSONAL AND IMPERSONAL An application for a pay increase for telephone operators, originating in the State Law Department, is pending before J. Earl Kelly, director of classification and compensation. . . . Installation ceremonies for Harry W. Porter, president of the Fredonia State Teachers College, were held May 13, with University President William S. Carlson in charge. . . . Professor W. T. Crandall, who will retire July 1 from his Cornell post, was feted by 100 State and national agricultural leaders and members of the College of Agriculture faculty at a testimonial dinner.

18 Candidates on List for High Mental Hygiene Jobs

ALBANY, May 24 — State Mental Hygiene Commissioner Newton Bigelow has an eligible list of 18 qualified candidates on his desk from which to make appointments to current and future vacancies in top State hospital jobs.

The list is for director of mental hospitals. The post pays \$11,329 to \$13,667 a year.

The Successful Men

Department sources report one appointment is expected to be made shortly from the list. It will be for the director job at Gowanda State Homeopathic Hospital at Pelham. It now is filled on an acting basis by Dr. Erwin H. Mudge.

Successful candidates in the promotion test are primarily asso-

ciate or assistant directors at various State hospitals throughout the state. Of the 24 candidates taking the test, six failed.

Heading the list with an unusually high score in a professional examination is Dr. Donald Carmichael, associate director of Rockland State Hospital. He received nearly a perfect mark—99.93 without benefit of veteran preference points.

Others, in order of their appearance on the list, are:

Murray I. Rossman, Kings Park, with a score of 96.67; Herman B. Snow, Utica, 96.61; Hyman Pleasure, West Brentwood, 95.68; James M. Murphy, Willard, 93.95; William Johnston, Beacon, 93.73; Frank R. Henne, Wingdale, 93.05.

James A. Campbell, Thiells, 92.92; Ulysses Schutzer, Central Islip, 92.85; George L. Warner, Marcy, 92.71; Jacob Cohen, Central Islip, 92.07; Claude R. Young, Binghamton, 91.61; Albert M. Biglan, Central Islip, 91.48; Frank M. Criden, Queens Village, 90.12; Robert A. Wise, Sonoma, 89.82; L. Laramour Bryan, Marcy, 89.54; Max Unger, Wards Island, 86.95, and George Watts, Thiells, 86.72.

Six State Jobs Are Put Into Exempt Class

The State Civil Service Commission has approved placing the following State titles in the exempt class:

Chairman and two members, Podiatry Practice Committee, Workmen's Compensation Board, Confidential law assistant, Supreme Court, Appellate Division, Fourth Department.

Additional position of Deputy Superintendent of Insurance, Department of Insurance.

Assistant Commissioner for State Museum and Science Service, Department of Education.

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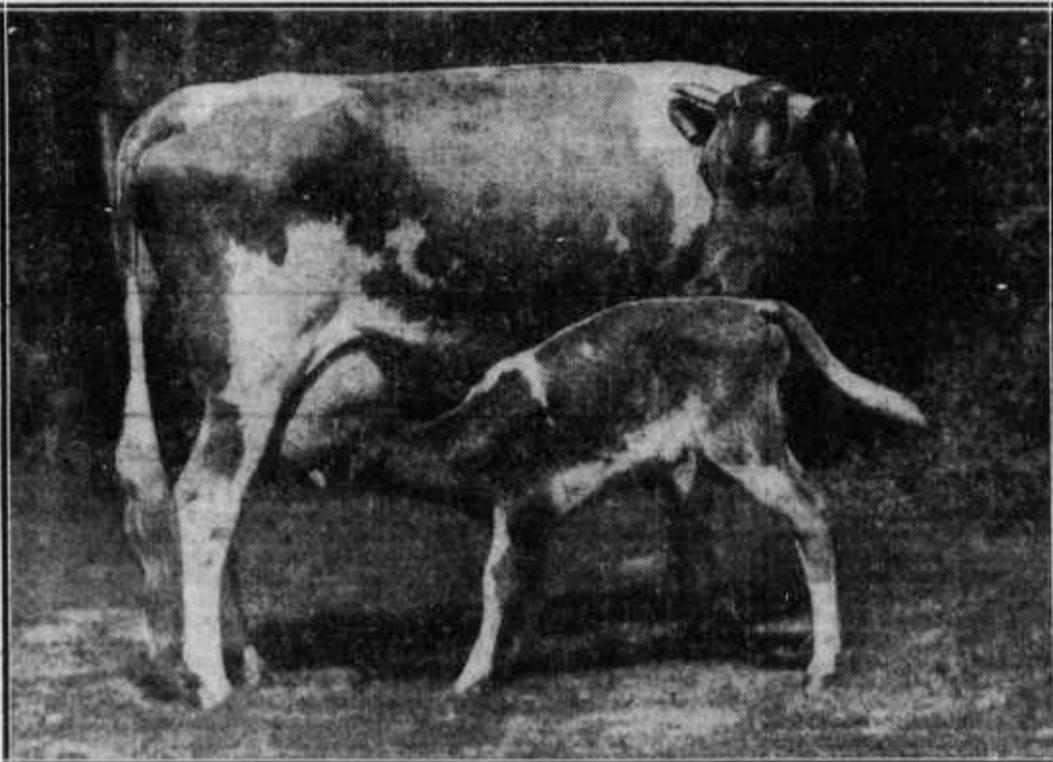
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97 Duane Street, New York 7, N. Y. BEekman 3-6010
Jerry Finkelstein, Publisher
Maxwell Lehman, Editor and Co-Publisher
H. J. Bernard, Executive Editor Morton Yarmon, General Manager
N. H. Mager, Business Manager
10c Per Copy. Subscription Price \$1.37½ to members of the Civil Service Employees Association. \$3.00 to non-members.

TUESDAY, MAY 25, 1954

That Pay Plan Is Far From Perfect

THE proposed New York City pay plan has been coolly received. The unanimity of opposition to it is striking because all who oppose it actually do want a classification and pay plan. They want one that will work; and we have no doubt that such a plan can and will be devised.

Now to some of the criticism that have been leveled against the proposal:

Item 1: The Budget Director is given excessive power under the new plan. No one denies that the Budget Director has a place in any governmental project involving the expenditure of money. The question at issue is: how large a place? It ought to be possible for reasonable men to sit down and inquire: (a) Just what are the Budget Director's present powers in matters involving personnel? (b) Have these powers worked well or adversely, in terms of civil service, the merit system, and the City's overall interests? (c) Why does the Budget Office feel it needs as much power as the proposed pay plan envisions? (d) How much power does a Budget Office have elsewhere over classification and pay matters? A reasonable balance can be found.

Item 2: The incoming Personnel Director, whoever he may be, ought to have a voice in the construction of the new pay plan. This seems entirely proper. If the City obtains a man of broad-gauge experience, his views may be decidedly useful.

Item 3: There are too many pay scales in the plan, too many overlappings: A lack of experience on the part of those who constructed the pay plan, and the fact that they've been working in a vacuum, could give this result. But it is a detail subject to easy correction.

Item 4: The powers of the new Personnel Director and his relationship to the Budget Director need to be clarified. True. The proposal is much too vague on this.

Item 5: The beginning salary, \$2,000, is pitched too low. There can be no doubt about this. Recruiting right now is exceedingly difficult, and provisionals are still being hired in an amazing variety of job titles. Where are you going to get people for any kind of job these days at a starting pay of \$40 a week, which means a take-home pay of perhaps \$35?

Item 6: The five borough presidents' offices and Comptroller's Office have been excluded from coverage under the plan. Why?

Item 7: Membership on the Board of Appeals is "loaded" against the employees. It is certainly possible to set up a board that will satisfactorily serve all interests.

Item 8: The proposed bill has been sloppily written. The evidence has been clearly presented that wording is in many instances vague, unclear, and inaccurate. The bill will have to be re-written.

And of course, a major interest of employees—where the job-titles will be slotted in the new plan, is not even hinted at.

These are not all the criticisms leveled at the measure. But they demonstrate how essential it is to examine carefully everything which the employee organizations and the civic groups are saying.

A new classification plan is never easy to institute. For New York City, with its variegated types of work, its vast army of employees, its subtle employment problems, institution of a classification and pay plan presents more fascinating difficulties than in nearly any other jurisdiction. Let's make certain that the plan which finally emerges is the most equitable, the fairest, the smoothest that can be devised.

Meet ABE STARK



ABE STARK

ABE STARK is the little man who made it, loves it, works hard at it, and does it with a smaller budget than his predecessor.

Personal warmth is the first characteristic that emanates from the President of the New York City Council, the man who would become Mayor if the lightning struck again and Robert F. Wagner were to become Governor or United States Senator. His conversations intermingle politics, a desire for a better New York City, and his love of children.

Job Fascinates Him

"The job fascinates me," he smiles, and one gets from him the same feeling of excitement that a small boy exudes when he's playing with his first set of electric trains.

And he wants to get things done. He recognizes the relatively inferior position which the Council holds as a legislative body—"but I have three votes on the Board of Estimate—and I'll use them."

"We've been too passive," he says. The things he'd most like to get done involve children. He's for more playgrounds, more and better schools, improved City hospitals. Delinquency in children really bothers him; he winces when he talks about it.

Wants Commerce Set-up

He would like to see a revitalized, well-financed Commerce Department. He was himself Commerce Commissioner in 1948, and he knows what it is to work with virtually no funds. Yet he feels that a department having for its purpose the publicizing of the City, bringing new business here, is vitally important. Such an agency would, he feels, pay for itself over and over.

Began Working At 7

Stark grew up in poverty, on New York's East Side. His working life began at age 7. When he was 12, he had to leave school—a job in a clothing store was essential to keep the family budget going. In time, he opened his own clothing store on Brooklyn's Pitkin Avenue, and it became one of the most prosperous clothing establishments in the City.

His view of public office is one of "a deep obligation." When he was appointed Commerce Commissioner at \$1 a year, he gave up the running of his own business to devote himself to his City duties. "There is no quibbling on this point," he insists. "If you can't afford it, don't accept it."

He Helped the Kids

He is a affable man, but he works furiously to get things accomplished. Take the Brownsville Boys Club. He became interested when a group of parents in the Brownsville area asked his help. The neighborhood was home territory for Murder, Inc. and it was hell for kids. He found a tiny boys club, meeting in a vacant store. The children paid a dollar a month rent. This was the beginning; and from it grew the largest boys club in the world, and the finest as well. Stark raised \$1,500,000 to achieve his purpose, erecting a building with every necessary facility, from swimming pool to guidance clinics, and even an experimental medicine section.

He put up the same kind of fight to help get Brandeis University started.

He is excited by his new job as President of the City Council, and he's still learning. But if the past is any criterion, Abe Stark is going to get things done.

Don't Repeat This

(Continued from Page 1)

given three questions to answer:

1. As things look now, which of the following, in your opinion, is likely to be the Republican candidate for Governor?

- Herbert Brownell
- Thomas E. Dewey
- Oswald D. Heck
- Irving M. Ives
- Other

2. Which of the following, in your opinion, is most likely to be the Democratic candidate for Governor?

- James A. Farley
- Charles Froessel
- Averell Harriman
- Franklin D. Roosevelt Jr.
- Robert F. Wagner
- Other

3. In your opinion, which side is likely to win the election in 1954?

- Democrats
- Republicans

The Results

The results were:
Dewey to be the GOP candidate—32 votes.
Ives received 2 votes, one a second choice.

Franklin D. Roosevelt to be the Democratic candidate—29 votes.

Robert F. Wagner received 3 votes, Averell Harriman 2 votes, and Charles Froessel 1 third-choice vote.

GOP to win the election — 24 votes.

Democrats to win—8 votes.

Two of the correspondents felt it is too early to comment on this question.

Of those voting for the GOP to win, the breakdown between upstate and New York City was:

Upstate: GOP, 21; Democrats, 1.
New York City: GOP, 3; Democrats, 7.

The correspondents were asked if they cared to make any comments on the forthcoming election. The most pervasive comment held that Dewey is essential if the Republican party is to win, with Ives as a second possibility. Here are some of the comments:

From a reporter in the midwestern part of the State:

"If Dewey is not a candidate, the Democrats have a chance to win by a slim margin. GOP could win with Ives but he's loath to leave Senate."

From an Albany political reporter:

"Don't expect Dewey to make any announcement — even one which might be changed later as in '50. He is the outstanding candidate but if he firmly refuses to run, then Ives is the only logical substitute."

From a Westchester newspaperman:

"My prediction of a Republican victory is based on Dewey's candidacy. His withdrawal might alter the picture."

From mid-state:

"Dewey must run to have the Republican party in this State in '54. Also, another term by Dewey enables him to retire on a nice fat pension."

One New York City reporter, who nominated the GOP to win, added this comment:

"A good big man can always beat a good little man—and with ease when the little man isn't any

good." Since his vote went to the GOP, and he had nominated FDR Jr. as the Democratic choice, presumably his "little" man is Roosevelt.

Although Dewey has been in office twelve years, several of the correspondents feel this is no handicap to his re-election. One said tersely:

"Why should there be any change?"

Another:

"New York City leaders will not go for Farley, and upstate Democratic county chairmen will be unable to sell Junior. Governor Dewey will continue."

Another name was injected by a newsman from central New York:

"Consensus appears to be Governor Dewey will stand for re-election, but in event he doesn't, one potential candidate is Congressman W. Sterling Cole of Bath. Upstate, belief prevails that FDR Jr. can have the upstate chairmen's support if he wants it, but think his fate rests with the New York City Democratic leaders."

Campaign Factors

There were other comments, too, on various aspects of the upcoming campaign. Here's a sampling of them:

"FDR Jr. got off to an early campaign lead, but Wagner hasn't been making upstate trips lately for nothing. If these two create a split—watch for Froessel as a compromise. Incidentally—the latter is the best man for the job." This came from an Albany reporter.

A view from New York City: "Election of Roosevelt depends on (1) very strong running mate like Tom Murphy; (2) how deeply the Republican scandals—locally, raceways, etc., nationally, McCarthy, and inept handling of Indo-China—have sunk in."

A third reporter, taking a broad view, and refusing to predict which party will win, said "Depends on economic conditions."

The national picture was emphasized by a correspondent from the State capital also, who commented: "Wagner the second choice for the Dems. Republicans could lose votes because of national politics."

Another member of the Legislative Correspondents Association in the State capital added:

"If not FDR, then Froessel. If Jr. runs, it will be very close, with Democratic victory possible if unemployment increases."

Two views—one from Niagara Falls, and one from the opposite end of the State, New York City—came to the same conclusion in very different words.

From NYC: "Republicans will win in a walk, by some 250,000 votes."

From Niagara Falls: "Upstate New Yorkers who believe firmly in the free enterprise system won't feel there is much choice between Dewey and Roosevelt but will vote Dewey as the lesser of two evils."

None of the reporters underestimates the bitterness of the coming campaign. It is best expressed by the words of one from Schenectady:

"It will be a lulu!"

COMMENT

ARTICLE ON VETS' AGE WINS COMMENDATION

Editor, The LEADER:

I wish to compliment you on the article that appeared in your May 18 issue relative to veterans' age limits.

It is very explicit and will enlighten many people who have been in doubt on this proposition.

M. J. DELEHANTY.

(The article Mr. Delehanty cites set forth that age limits set by Civil Service Commissions do not apply to veterans, whether disabled or non-disabled veterans, in exams for jobs with the State or one of its communities; only if age limits are established for the particular test in a law, and even then time spent in the armed forces during war may be deducted. That is the way NYC does to.—Editor.)

PROBATION SERVICE RECRUITMENT DISCUSSED

Editor, The LEADER:

There are many undesirable provisions in the Treulich bill in the NYC Council regarding appointments and promotions in the Probation Service. The Lyons Residence Law would be suspended, for a limited period, not only so that non-residents of NYC could be appointed as probation officers, but also promoted to senior probation officer, and supervising probation officer. Moreover, if the bill had as much merit as its proponents allege, why was Special Sessions Court excluded?

There is a sufficient number of capable employees to fill all vacancies from among NYC residents.

Excessive minimum requirements have reduced recruitment. Numerous provisionals were rendered unqualified, by requirements raised after they accepted pro-

(Continued on Page 7)



How would you choose? These are the three beauties from among whom the judges had to select a beauty queen on Friday evening, May 21. They are, left to right: Phyllis Pensing, student nurse; Maureen O'Hara, student nurse; and Barbara Goldberg, stenographer. They're all from Brooklyn State Hospital. They were selected from a group of 20 by a judging panel which included: State Senator Fred Moritt; Assemblyman Stanley Stein-gut; Municipal Court Judge Murray Feiden; Norman Gimbel, songwriter; and Frank Fab-cator, Brooklyn businessman. Emil Impresa is chairman of the Hospital chapter, CSEA. Another beauty contest is open to all State employees in the metropolitan area, this one conducted by the Metropolitan Regional Conference, Civil Service Employees Association.

Metropolitan Beauty Contest Nears Deadline; Now's the Time to Enter

There is still an opportunity to win in the Metropolitan Conference search for the prettiest girl in the area who is a State worker. If you are the girl—or if you know such a girl in your department—please act fast to get the information to Sam Emmett, who is chairman of the event. Here are the details:

1. Any female State employee in the Metropolitan and Long Island area may enter the contest. She may be single or married.
2. To enter, send a photograph, not smaller than 4 inches by 5 inches, to Samuel Emmett, Civil Service Employees Association, Room 905, 80 Centre Street, NYC. Head and shoulders or full-length photo is acceptable.

3. Together with the photo, submit the following information: name, title, department where employed, job address, home address. Also: height, weight, color of hair and eyes.

4. Deadline for receipt of photos is Wednesday, May 26. But don't wait—do it now!

Five Prizes
There will be five prizes, of substantial value, to be announced later. The photos will be judged and from them will be selected

the contestants who are to appear at the semi-finals—in person—at the June meeting of the Metropolitan Conference, to be held in Jones Beach. Distinguished beauty experts will pass judgment.

Winner of the Conference meeting will be named Beauty Queen for the area, and may perhaps later compete in a State-wide contest.

STATE EMPLOYEES HEAR DOCTOR LICHTEN

Dr. Joseph Lichten led a discussion of the McCarran-Walter Act, at a meeting of Excelsior Lodge 1910, B'nai B'rith, at 7:30 P.M. on May 20, at Freedom House.

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LOOKING INSIDE, news and views by H. J. Bernard, appears weekly in The LEADER. Don't miss it.

Comment

(Continued from Page 6)

visional appointment. Raising the minimum requirements, instead of raising the pay sufficiently, is no way to solve recruitment difficulties. Suspending the Lyons Residence Law is no substitute for adequate pay. How much under par is Probation Service pay in NYC has long been a subject of agitation by employees.

Large Turnover

It is time the City recognized the worth of the employees—it has, instead of the worth of those it hopes to get from other locations in the State and from other States.

One NYC court cooperated with a local school of social work. The court's probation officers attended that school and obtained a master's degree. What happened? As soon as they got the degree, they resigned to take much higher paying jobs with the U. S. or the State. That same court has a turnover of 125 percent a year in one of its units.

The difficulty in general is rather to retain, than to obtain, employees.

The County courts, with their higher salaries, will continue to drain off the NYC probation workers, no matter what is done, short of raising NYC pay sufficiently.

FELIX LUCHS

Brooklyn, N. Y.

EXPECTS PAY PLAN DIFFICULTIES TO BE SOLVED

Editor, The LEADER:
The discussion of the proposed pay plan for NYC employees, and the Local Law to put it into practice, has developed much comment from sources evidently trying to show that they could do it better.

The City's project represents the first effort, within my memory, of the City to put the pay of its employees on something better than a hodge-podge basis. That the whole mess will be straightened out completely at the first endeavor, or at any time, is too much to expect.

The City administration's efforts are commendable. The weaknesses of any of City's proposals will no doubt be corrected. The undertaking is marked by integrity. That is wholesome and encouraging.

WALTER C. ENBART
St. Albans, N. Y.

WELFARE COLUMBIANS DANCE

More than 300 employees of the NYC Department of Welfare attended the first annual dance of the department's Columbia Association in the Towers Hotel, Brooklyn. Alphonse F. D'Andrea was general chairman.

Jacob L. Cilento, past president, received a plaque for services.

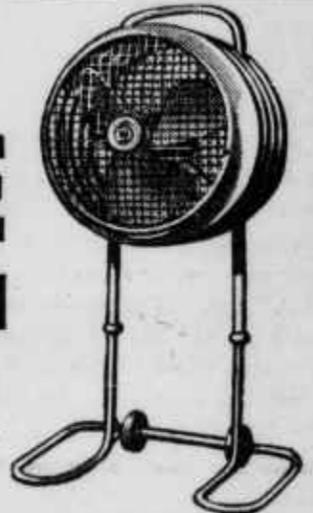
Present were Fortune Pope, First Deputy Commissioner Joseph P. Piccirillo, City Treasurer George F. Bragalini, Vito Lanza, vice president of the Board of Education; Justices Anthony Maglino, Vincent J. Ferreri and A. Lawrence Acquavella, Dominick Florio, Frank Creta, Dr. Anthony A. Mira, Michael Rappaport, Louis Flamm, Philip Sokol, John H. Lewis, H. Robert Bruina, Edward Cox, Frank Petrocelli, Charles Durlach, Thomas DiNuzzo, Mary F. Peele, David Rosenberg and Annette Klein.

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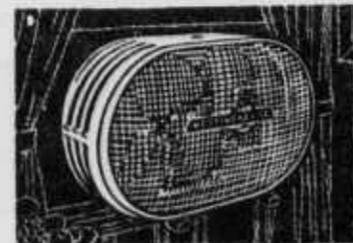
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Exams Now Open For State Jobs

STATE Open-Competitive

0068. JUNIOR SANITARY ENGINEER, \$4,053 to \$4,889; two vacancies in Department of Health, four more expected; temporary vacancy in Department of Conservation, Freeport. Open nationwide. Requirements: (1) bachelor's degree in engineering; and (2) either (a) undergraduate specialization in civil, chemical or mechanical engineering and one year's experience in sanitary or public health engineering in pub-

lic health agency or similar organization, or (b) undergraduate specialization in sanitary or public health engineering, or (c) master's degree in engineering with specialization in sanitary or public health engineering, or (d) equivalent. Fee \$3. (Friday, May 28).

0067. ASSISTANT SANITARY ENGINEER, \$4,964 to \$6,088; two vacancies in Department of Health; same as 0068. Junior sanitary engineer, above, plus two years' experience in sanitary or public

health engineering in public health agency or organization. Fee \$4. (Friday, May 28).

0069. SUPERVISOR OF MATHEMATICS EDUCATION, \$6,801 to \$8,231; one vacancy in Education Department, Albany. Requirements: (1) State certificate for supervising mathematics education in secondary schools; (2) 60 graduate hours with specialization in mathematics; (3) either (a) five years of teaching mathematics in secondary schools, including two years in supervisory capacity, or (b) three years

of teaching, plus two years in teacher training program; and (4) either (a) one more year of teaching experience, or (b) completion of requirements for doctorate in mathematics, or (c) equivalent. Fee \$5. (Friday, June 4).

0070. ASSISTANT IN AGRICULTURAL EDUCATION, \$4,964 to \$6,088; one vacancy in Education Department, Albany. Requirements: (1) State certificate to teach agriculture in the public schools; (2) master's degree, with 10 graduate hours in agri-

cultural education; (3) two years of teaching agricultural subjects in secondary schools; and (4) either (a) one more year of such experience, or (b) 30 additional graduate hours with specialization in appropriate sciences, or (c) equivalent. Fee \$4. (Friday, June 4).

0073. CRAFTS PRODUCTION REPRESENTATIVE, \$3,411 to \$4,212; one vacancy in Department of Social Welfare, Commission for the Blind, NYC. Requirements: (1) high school graduation or equivalency diploma, plus two-year course in arts and crafts, or in crafts; (2) six months of teaching crafts; and (3) either (a) 18 more months' experience, or (b) college graduation plus six more months' experience, or (c) college graduation with specialization in industrial arts or design, or (d) equivalent. Fee \$2. (Friday, June 4).

0074. DENTIST, \$4,964 to \$6,088; TB service, \$5,414 to \$6,537. Vacancies at Buffalo, Hudson River, Pilgrim and Central Islip State Hospitals; Letchworth Village; Biggs, Mt. Morris, Onondaga and Broadacres Hospitals. Requirements: State license to practice dentistry. Fee \$4. (Friday, June 4).

0071. ASSISTANT IN INDUSTRIAL EDUCATION, \$4,964 to \$6,088; one vacancy in Education Department, Albany. Requirements: (1) State certificate to teach vocational trade or technical subject; (2) bachelor's degree with specialization in vocational education, architecture or engineering; (3) three years' experience as teacher of trade or technical subjects in public vocational schools; and (4) either (a) one more year's experience, or (b) 30 graduate hours with specialization in vocational education, architecture or engineering, or (c) equivalent. Fee \$4. (Friday, June 4).

0072. ASSISTANT IN EDUCATIONAL PLANT PLANNING, \$4,964 to \$6,088; one vacancy in Education Department, Albany. Requirements: (1) master's degree with specialization in school administration, with three graduate hours in educational plant planning; (2) two years' experience in education in public schools; and (3) either (a) one more year's experience, or (b) 30 additional graduate hours with specialization in education, or (c) equivalent. Fee \$4. (Friday, June 4).

0075. NUTRITIONIST, \$4,053 to \$4,889; two vacancies in Department of Health, Albany. Requirements: (1) bachelor's degree with specialization in foods, nutrition or institution management, plus 30 graduate credits in major field of nutrition; and (2) either (a) one year's experience in public health or community nutrition service, or (b) two years' experience as nutritionist in health or welfare agency, or as extension specialist in foods and nutrition, or (c) two years' experience as hospital dietitian with responsibility for teaching student nurses, dietitians, medical students or other personnel, including nutrition instruction of patients, or (d) equivalent. Fee \$3. (Friday, June 4).

0076. SENIOR PURCHASE SPECIFICATION WRITER (MECHANICAL), \$6,562 to \$7,992; one vacancy in Division of Standards and Purchase, Albany. Requirements: (1) high school graduation or equivalency diploma; (2) six years' purchasing experience, of which four years must have been in preparation of specification for mechanical equipment purchase; and (3) either (a) four more years' experience, or (b) bachelor's degree in engineering, or (c) equivalent. (Fee \$5. Friday, June 4).

STATE Promotion

Candidates in the following State promotion 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.

9061. BUDGET EXAMINER (Prom.), Division of the Budget, Executive Department, \$5,189 to \$6,313; two vacancies in Albany. Six months in position allocated to G-14 or higher, in Division of the Budget. Fee \$4. (Tuesday, June 1.)

9062. JUNIOR BUDGET EXAMINER (Prom.), Division of the Budget, \$4,053 to \$4,889; one vacancy in Albany. Six months in position allocated to G-9 or higher, in Division of the Budget. Fee \$3. (Tuesday, June 1.)

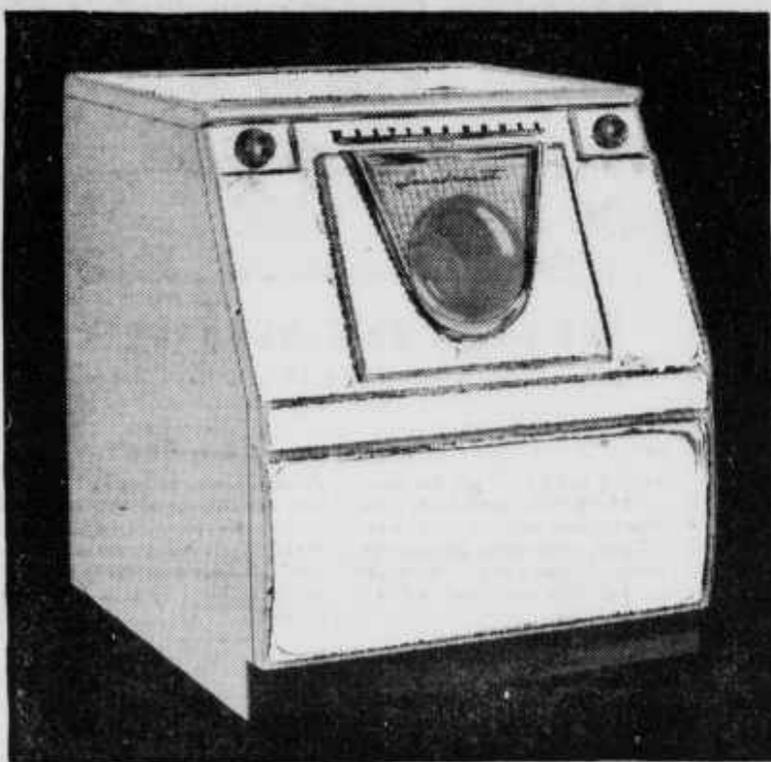
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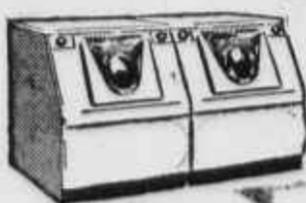


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CORROSION and RUST RESISTANT. New patented synthetic finish eliminates worry about rust or corrosion.

TERMS ARRANGED

Warehouse Examiner Test Opens

A U. S. exam for warehouse examiner, \$3,410 to \$5,060 a year, remains open until further notice. Jobs are with the Production and Marketing Administration, Department of Agriculture. The position requires the inspection of warehouses throughout the country, and call for almost continuous travel. Persons who are not available for such travel should not apply. The U. S. Civil Service Commission warns.

Three years of appropriate experience in a warehouse or elevator is required for the \$3,410 jobs. Additional years of experience, including more responsible duties, are required for the higher paying jobs.

Where To Apply

Apply to the Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, sixth floor, Administration Building, Washington 25, D. C. The exam, No. 405 (B), is open until further notice.

Application forms may be obtained also from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y., or from any post office, except the New York post office. Mention the exam number when applying by mail.

NYC Jobs For Butchers

Apply in person at 96 Duane Street, Manhattan, from 9 A.M. to 4 P.M. on Tuesday, Wednesday and Thursday, May 25, 26 and 27, for NYC jobs as butcher, \$4,285 a year. There are 15 vacancies at present.

Nine months' experience as a butcher, or completion of a satisfactory training program, is required.

Candidates who meet the experience requirement, and who pass the performance test, will be appointed in the order of application. Consecutively numbered applications will be issued at 96 Duane Street, on May 25, 26 and 27, in the order of appearance of the candidates. After receiving an application, a candidate will not be permitted to leave until the application is filled out in his own handwriting and the filing fee is paid. The application forms may not be taken from the building. The application fee is \$2.

Butchers in City service receive, weigh and inspect meat; cut up quarters, sides and cuts of meats, and supervise and assist in cleaning and maintaining refrigerators and storerooms where meat is kept or handled.

SHORTHAND IN 4 DAY PROMISED BY ABBREVIATRIX

"Abbreviatrix," a simplified pattern to take notes rapidly, up to 120 words a minute, is outlined in the publication, "Shorthand in Four Days." The skill of rapid notetaking has been found of value to civil servants from senior executives to clerks, at conferences, while talking on the telephone, etc.

2,170,802 EMPLOYEES IN CONTINENTAL U. S.

Paid civilian employment of Federal executive agencies in the continental U. S. was 2,170,802 at the end of January, a net decrease of 9,251.

Postal Transportation Clerk Exam Remains Open Until June 3

Thursday, June 3 is the last day to apply for substitute postal transportation clerk jobs, \$1,71½ an hour, at postal transportation terminals in NYC, Jamaica, Long Island City and Albany.

Application forms may be obtained from any post office, except the New York post office, or from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Filled-out forms must be filed with the Second U. S. Regional Office by June 3. Mailed-in applications will be accepted if postmarked not later than June 3.

Men Only

The exam is open to men only. Age limits are 18 and 50, but do not apply to persons entitled to veteran preference.

Pay starts at \$1,71½ an hour, and increases, through yearly raises of 5 cents an hour, to \$2,01½.

The exam is open to residents of New York City and the following counties: Nassau, Orange, Putnam, Suffolk, Westchester, Albany, Clinton, Columbia, Delaware, Dutchess, Essex, Franklin, Fulton, Greene, Hamilton, Herkimer, Montgomery, Orange, Otsego, Rensselaer, Rockland, St. Lawrence, Saratoga, Schenectady, Sullivan, Schoharie, Ulster, Warren and Washington.

There are no educational or experience requirements. All candidates will take a written test of aptitude for learning and performing the duties of a postal transportation clerk. The one-hour exam will test ability to follow instructions and address checking.

Starts at \$1,71½ an hour. Starting salary is \$1,71½ an hour. A substitute postal trans-

portation clerk who works a 40-hour week on the day shift will have an annual salary of about \$3,567. Ten per cent additional pay is given for work between 6 P.M. and 6 A.M. After one year's satisfactory service, pay rises to \$1,76½ an hour, and rises 5 cents an hour for each year of satisfactory service thereafter, to a maximum hourly pay of \$2,01½.

Physical Requirements

Candidates must be physically able to perform the arduous physical requirements of the job. Amputation of arm, hand, leg or foot will disqualify an applicant. Amputation of fingers will not necessarily disqualify, provided the grasping and holding power of the affected hand is not lost.

Minimum distance vision is 20/30 in the better eye, with or without glasses, and near vision, glasses permitted, must enable close and continuous reading of small printed matter.

Use of a hearing aid is permitted. However, candidates must be able to hear ordinary conversation

and high-pitched sound at a distance of 8 feet in the weaker ear and 12 feet in the better ear, without the use of the hearing aid.

Minimum height is 5 feet, 6 inches, without shoes. Candidates who can reach a vertical distance of 78 inches with the tip of the thumb while standing with feet

flat on the floor without shoes, will meet this height requirement.

Minimum weight is 130 pounds. Candidates able to pass a strength test, which consists of lifting a 125-pound sack to the shoulders, will be considered to have met the weight requirement.

The exam is No. 2-127 (54).

U. S. Wants Accounting Trainees

The U. S. exam for accountant, \$3,410 a year, to fill jobs as Internal Revenue agent (trainee) remains open to Wednesday, June 2. Apply to the Board of U. S. Civil Service Examiners, Internal Revenue Service, Room 1103, 90 Church Street, New York 7, N. Y. A mailed-in application postmarked June 2 will meet the deadline. Application forms may be obtained from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or from any post office, except the New York post office; or from the Board of Civil Service Examiners, 90 Church Street.

Jobs are located in Manhattan, B'klyn., Buffalo, Syracuse and Albany, with first preference in appointments given to local residents. Positions will also be filled in Puerto Rico and the Virgin Islands.

Training Given

Successful candidates will be given in-service training for duties which involve office audit of income tax returns or field investigations, examinations and audit of accounting books and records of individuals, partnerships, corporations and trusts, to determine the correct Federal income and profits tax liability.

Three years' experience in the application and knowledge of commercial accounting principles and practices is required. Including the analysis of conventional bookkeeping and accounting data; knowledge of tax laws, regulations, decisions and rulings; knowledge of the methods, procedures and techniques of conducting field audits.

Post-high school study of accounting or the teaching of accounting may be substituted on the basis of one academic year of education for nine months' experience.

A certificate as a certified public accountant will meet the educational and experience requirement.

Students who expect to meet the educational requirements by June 30, 1954, are also eligible to apply.

All candidates will take a six-hour written test of arithmetic aptitude and ability to interpret regulation-type material, and a test of knowledge of the elements of accounting. The exam is scheduled for Wednesday, June 16.

Age limits are 18 and 35, but do not apply to persons entitled to veteran preference.

In New York State the exam will be held at Albany, Auburn, Batavia, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hamilton, Hempstead, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Malone, Middletown, Newburgh, New Rochelle, New York, Niagara Falls, Norwich, Ogdensburg, Olean, Oneonta, Oswego, Patchogue, Peekskill, Plattsburg, Port Chester, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Syracuse, Troy, Utica, Watertown and Yonkers.

Hostler Jobs In Police Dept.

Four vacancies as hostler with the NYC Police Department will be filled on a "first come, first served" basis, from a test which remains open to Thursday, May 27. Apply in person at 96 Duane Street, Manhattan, from 9 A.M. to 4 P.M. on Tuesday, Wednesday and Thursday, May 25, 26 and 27.

The jobs pay \$2,870 a year for 313 days' service.

Nine months' experience, or training or experience gained while in military duty or in a veterans' program, is required.

Hostlers care for, clean, feed and bed horses; keep clean the stables, stable blankets and sheets; report any symptoms of sickness or of lameness in horses; stock forage, and perform related duties.

Candidates will take a qualifying test to demonstrate ability to handle horses and perform hostler duties.

U. S. LIBRARY JOBS

404. LIBRARY ASSISTANT. \$2,950 to \$3,410. Jobs in Washington, D. C. area. Requirements (for \$2,950 jobs): nine months of general clerical office experience and three months in library work; additional experience for higher paying jobs. College education or library science study may be substituted for part of the experience requirement. Apply to U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

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.

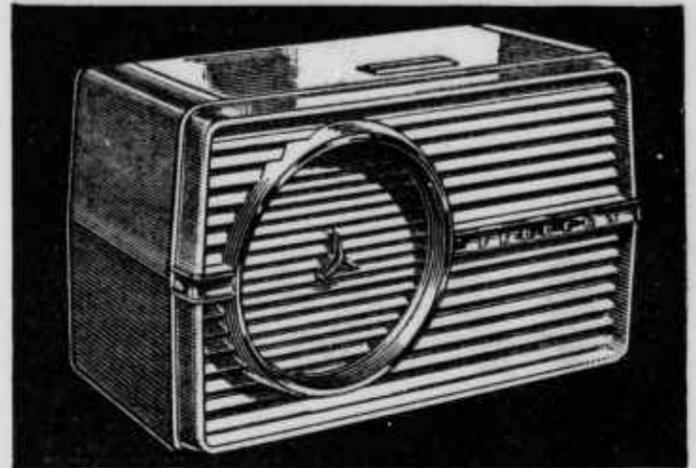
STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays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

NYC—NYC Civil Service Commission, 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.

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

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ANY name brand, Simmons, Sany, Eclipse, 20 to 40% discount. Klons, 2895 3rd Ave. CY 9-0813.

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AT PRICES YOU CAN AFFORD
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SAVE MONEY on any brand name furniture and bedding seen anywhere. Visit Buying Office, GRAMERCY HOUSE, 235 Fourth Ave. (19 St.) N.Y.C. AL 4-9005.

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See the Hollywood Rancher, the most modern and up to date of its kind. Call AMITYVILLE 4-3976 and make an appointment. Down payment starts as low as \$100 for vets. Ronek Park is on television, Channel 13 on Thursday at 8 P.M.

SHIRLEY, L. I. — Walter T. Shirley, former NYC Commissioner of Commerce and founder of a 15-square-mile Suffolk County community, announced the formation of the Shirley, L. I., Chamber of Commerce.

Purposes of the new chamber are to foster trade and commerce, issue public information and to advance civic interests at Shirley.

The board of directors of the new organization as named in the incorporation papers are Kenneth Hughes, Mrs. Helene Probst, Austin Irwin, and Walter T. Shirley Jr., all of Shirley, L. I.

It is easier than ever to own your own home at Shirley. With a full quarter acre for only \$495 with \$100 down and payments as low as \$3 weekly, you can buy your land now and build as soon as you like.

Wakefield Gardens, only a block from subway at 231st Street, between White Plains Road and Barnes Avenue, Bronx, are showing their cooperative apartments, starting with three-and-a-half rooms to five-and-a-half. It would pay you to visit these apartments which can be so easily reached or you can write for free plan and information direct from the builders. Say you saw it in The LEADER.

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ALL VACANT PUTNAM AVE.

2 family brownstone, 2 kitchens, 2 baths, 12 rooms, parquet floors, steam heat, oil. Price \$12,500. Cash \$3,000.

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In beautiful tapestry brick, oil, steam, parquet, garages, detached, 14 rooms 3 main entrances. Price and terms arranged.

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Brick bungalow with basement apt. 6 1/2 large rooms in excellent condition, oil, 1 1/2 baths. A thing of beauty, nice neighborhood.

\$13,000

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6 lovely rooms, almost new, nice neighborhood, 40x100 plot Parquet floor, garage, good condition. Very reasonable at

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Fully detached 5 rooms and porch, oil heat, garage, excellent condition terrific location.

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2-family, 5 rooms and porch down, 4 up; modern kitchens and baths; oil heat, garage. Excellent location
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ALL SECTIONS OF QUEENS

Price from \$9,000 up

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6 Sections Sold! FINAL SECTION GOING FAST!

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 WITH COCKTAIL BAR**

Delightful "Domestic Science" Kitchen, Broom Closet, Console Range, Hollywood Colored Tile Bath, Built-in Cosmetic Cabinet, Colored Fixtures, Picture Window, Air-Conditioned Heat, Oil Burner, Built-in Linen Closet, Copper Plumbing, Rockwool Insulation, Hardwood Floors, Large Landscaped Grounds, Curbs, Paved Sts., etc. Come out TODAY—See one of the most talked about communities in America!

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The Hollywood Rancher



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Age Limit Seen as 40 in Driver License Examiner Jobs; No Schooling Needed

ALBANY, May 24 — Minimum age in the State motor vehicle license examiner test probably will be 40, as the last time. The idea of reducing it to 35 has been practically abandoned. Also, it is expected high school graduation will not be required.

Salary \$4,372
The salary now is \$3,571 to \$4,372, between starting and pay at the fifth increment. However, pay scales are being adjusted under a new plan, and a sixth or longevity

increment has been enacted. No announcement could be made of what the pay will be, as the conversion has not been made for that title.

Minimum age will be 21. Applications will be issued starting in July. The probable dates are July 5 to August 13. Do not attempt to apply until the official application dates are announced. Watch The LEADER for the dates. The written test will be held on Saturday, September 25.

JOB RECLASSIFIED

The exempt title of community development supervisor, State Division of Housing, has been transferred to the competitive class, following State Civil Service Commission approval.

CORRECTION

In the story of the NYC social investigator exam in last week's LEADER, the statement was made that the caseload of 75 was changed since 1938. This should have read "unchanged since 1938."

RONAN IN HIGH STATE PUBLIC WORKS POST

ALBANY, May 24—Newton F. Ronan has been appointed acting district engineer in the Albany office of the State Public Works Department. The position pays \$11,926 a year.

OZANAM GUILD RETREAT

The annual men's closed retreat of the Ozanam Guild, NYC Department of Welfare, was held recently at Mt. Manresa Jesuit Retreat House, Ft. Wadsworth, Staten Island. The promoters of the retreat are Timothy Sexton and Anthony C. Russo. Louis Capobianco and Francis M. Kennedy are assistant promoters. The Rev. Henry J. Pregenser is moderator.

COUNTY PROMOTION LISTS

- CHIEF CLERK, (Prom.), Department of Parks, Erie County.
- Goslin, Catherine, Kenmore ..90333
- PROBATE CLERK, GRADE 6, (Prom.), Surrogate's Court, Bronx County.
- Kearney, David, Bronx ..100400
 - Magner, Howard, NYC ..101400
 - Erickson, Alfred, Bronx ..99050
 - Liberi, Carleton, Bronx ..95900
 - Pearlman, Louis, Bronx ..95050
 - Fasano, Henry, Bronx ..94200
- ADMINISTRATION CLERK, GRADE 6, (Prom.), Surrogate's Court, Bronx County.
- Magner, Howard, NYC ..101150
 - Pearlman, Louis, Bronx ..96150
 - Fasano, Henry, Bronx ..94800
 - Cunliffe, Robert, Bronx ..94100
 - Liberi, Carleton, Bronx ..92150

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY:
New York Lloy Corp., plaintiff, against Bronx-White Corporation, Morris Low, Clara Low, his wife, Abraham Bloom, "Mrs. Abraham Bloom," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow if any, of Abraham Bloom, Robert Lowenthal, "Mrs. Robert Lowenthal," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow if any, of Robert Lowenthal, Mildred Bloom, Tillie Bloom, Philip Pindack, "Mrs. Philip Pindack," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow if any, of Philip Pindack, Ida Paymer, Rebecca Lowenthal, individually and as Administratrix of the Estate of Robert Lowenthal, deceased, Marcus Lowenthal, Stella Lowenthal, Sadie Stern, Constantine Soufflas, Aristedes Soufflas, Demetrios Soufflas, "John Soufflas" and "Jane Soufflas," the said names being fictitious, the true names of the said defendants being unknown to the plaintiff, the persons intended being the heirs-at-law and successors in interest of Christos George Soufflas, also known as Christ Soufflas, whose names and addresses and whereabouts are unknown to the plaintiff, but it is intended by this designation to sue all of such successors in interest as a class, George Miller, "Mrs. George Miller," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow, if any, of George Miller, Julia Jaffe, Anne Brande, sued herein as Annie Brande, Jules Weill, "Mrs. Jules Weill," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow, if any, of Jules Weill, Bertha Gross, Anne Connors, Achille D'Innocenzo, "Mrs. Achille D'Innocenzo," said name being fictitious, true name unknown to plaintiff, person intended being the wife or widow, if any, of Achille D'Innocenzo, Annantonia D'Innocenzo, Abraham Shatzkin, "John Jones" and "Peter Doe," the said names being fictitious, the true names of the said defendants being unknown to the plaintiff, the persons intended being all of the creditors of Abraham Bloom, who was adjudicated a bankrupt in the United States District Court for the Southern District of New York on March 21, 1931, whose names and whereabouts are unknown to the plaintiff and who are sued herein as a class by the foregoing designation and it is intended to include every creditor of the said bankrupt and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, legatees and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, legatees, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

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

Dated: New York, April 14, 1954.
HARRY HAUSKNECHT,
Attorney for Plaintiff.
Office & P. O. Address, 135 Broadway, New York, New York.

Plaintiff's address is 135 Broadway, New York, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants:
The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rubin, Justice of the Supreme Court of the State of New York, dated May 11, 1954, and filed with the amended complaint in the office of the Clerk of Bronx County, 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose the following transfers of tax liens sold by the City of New York and now owned by the plaintiff, all bearing interest at 12% per annum and affecting property shown on the Tax Map of the Borough and County of Bronx, City and State of New York, as follows:

Lien No.	Date
55146	July 2, 1940
55149	July 2, 1940
55150	July 2, 1940
55151	July 2, 1940
55152	July 2, 1940
55153	July 2, 1940
55154	July 2, 1940
55155	July 2, 1940
55156	July 2, 1940
55157	July 2, 1940
55158	July 2, 1940
55169B	July 2, 1940
55170	July 2, 1940
55173	July 2, 1940
71219	January 7, 1941
55175	July 2, 1940
55180	July 2, 1940
55181	July 2, 1940
55182	July 2, 1940
55184	July 2, 1940
55185	July 2, 1940
55186	July 2, 1940
54718	May 28, 1940
54719	May 28, 1940

Sec.	Block	Lot	Amount
16	4701	2	\$1,317.40
16	4701	20	617.14
16	4701	22	377.96
16	4701	40	681.24
16	4701	51	185.55
16	4701	52	703.53
16	4701	54	375.78
16	4701	56	1,733.13
16	4701	59	537.69
16	4701	60	506.49
16	4701	64	770.81
16	4702	43	241.69
16	4702	44	774.78
16	4702	56	339.01
16	4702	57	390.70
16	4702	58	805.24
16	4699	14	671.85
16	4699	15	576.52
16	4699	16	308.79
16	4699	50	970.07
16	4699	51	511.06
16	4699	52	800.79
16	4697	33	770.71
16	4697	34	686.79

HARRY HAUSKNECHT,
Attorney for Plaintiff.
Office & P. O. Address, 135 Broadway, New York, New York.

Message to The Mayor

Following are this week's Messages to the Mayor, from the Civil Service Leader's radio program of that name, and ideas sent directly to The LEADER office by employees. The LEADER welcomes suggestions for the improvement of government service. These will appear regularly in this column and will be brought to the attention of the Mayor and other top public officials. Message to the Mayor appears on the Tex and Jinx-Civil Service Leader radio show, 8:30 to 9:30 A.M., Monday through Friday, station WNBC.

THE TRAFFIC MESS is big. But New Yorkers must also realize that something is being done about it. The number of one-way streets is being increased, and this will speed traffic; there is better coordination of traffic lights; parking meters will help with the parking problem. But don't expect painless solutions.—T. T. WILEY, NYC Commissioner of Traffic.

THE CITY'S Health Department has a program for dealing with unsanitary restaurants. Re-tribution is swift when the cleanliness regulations are disobeyed. There is more to be done—but this is only one of the problems that a limited staff with a tight budget must deal with.—LEONA BAUMGARTNER, NYC Commissioner of Health.

CENSORSHIP of movies is not the evil thing that many New Yorkers think it is. New York State maintains a censorship body that carefully weighs its work, and tries to judge intelligently, in line with legislative directives. The censors do not attempt to impose any arbitrary decisions, nor are they likely to take a low grade intelligence as the standard in passing judgments. New York City is not different from other communities in the kind of censorship applied to it.—DR. HUGH M. FLICK, Director, Division of Motion Pictures, State Education Department.

THERE'S an open-door policy for newspapermen in the Wagner administration — but for really "hot" stories there's no substitute for digging them out on your own, and they're still hard to get.—EDDIE O'NEILL, political columnist, New York News.

PROBLEMS of transit, traffic smoke control, crime, water supply, port — all these concern New York City jointly with its neighbors, Nassau, Westchester and northern Jersey. There should be a regional municipal commission, to pool the brainpower of all those concerned in these vital problems. STANLEY KREUTZER, attorney.

OVERALL RECLASSIFICATION CALLED 'VERY MUCH ALIVE'
ALBANY, May 24—Asked at his first press conference what ever became of the jurisdictional classification on which the State Civil Service Commission earmarked two years ago, Oscar M. Taylor, the new Chairman, said it was still very much alive. He did not indicate what action was being taken on it.

OUT-OF-TITLE COMPLAINT DISMISSED
The NYC Civil Service Commission has dismissed a complaint that hospital helpers of the NYC Hospitals Department have been performing out-of-title work as exterminators.

ACTION DEFERRED ON STATE TITLE

The State Civil Service Commission has deferred action on transferring the title of warrant and transfer officer, Division of Parole, from the non-competitive to the competitive class.

PARK TITLE CHANGED

The non-competitive title of chief, Park Patrol, Long Island State Park Commission, has been changed to chief of Long Island Park Patrol. It remains in the non-competitive class.

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 53 Chambers Street, Borough of Manhattan, City of New York, on the 14th day of May 1954.

PRESENT: HONORABLE CHARLES MARKS, Justice
In the Matter of the Application of ALBERT HAIMOVICI, for leave to change his name to ALBERT HAIMO.

Upon reading and filing the petition of Albert Haimovici, verified the 11th day of May, 1954, praying for leave to assume the name of Albert Haimo in place of his present name, and if satisfactorily appearing to me, that there is no reasonable objection to the change of name proposed.

NOW, THEREFORE, on motion of John J. Walsh and Charles F. Willett, attorneys for the petitioner, it is

ORDERED that the said Albert Haimovici, who was born in France on October 30, 1922, be and he is authorized to assume the name of Albert Haimo in place of his present name on the 24th day of June 1954, upon his compliance with the provisions of Article 6 of the Civil Rights Law, namely that the petitioner cause this order and the papers upon which it is granted to be filed within ten (10) days in the Office of the Clerk of the City Court of the City of New York, County of New York, and that he cause a copy of this order to be published once within ten (10) days after the entry thereof in the Civil Service Leader, a newspaper published in the County of New York, and that within forty (40) days after making this order he cause an affidavit of the publishing thereof to be filed with the Clerk of the City Court, County of New York, and after said requirements have been complied with by the petitioner, he shall on and after the 24th day of June 1954, be known by the name of Albert Haimo, and by no other name.

ENTER CHARLES MARKS, J. C. C.

on August 15, 1949 and whose certification of birth bearing registration No. 12567 is hereto annexed, be and he is authorized to assume the name of Roland Stephan Panepinto in place of his present name, on and after the 23rd day of June 1954, and it is further

ORDERED that this order be entered, and with the papers upon which it is granted, be filed within 10 days from the date hereof in the office of the Clerk of the City Court, County of New York, and that a copy of this order be published within 10 days after the entry thereof in the Civil Service Leader a newspaper published in the City of New York, County of New York at least once; and that an affidavit of publication be filed with the clerk of this court within 40 days from the date hereof; and it is further

ORDERED that after such requirements are complied with then and after the 23rd day of June 1954 the infant herein shall be known by the name of Roland Stephan Panepinto, and by no other name.

ENTER CHARLES MARKS, J. C. C.

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, in the New York County Court House, 53 Chambers St., New York on the 14th day of May 1954.

PRESENT: Hon. Charles Marks, Justice.
In the Matter of the Application of PATRICIA PANEPINTO, mother and natural guardian of ROLAND STEPHAN HILL, for leave to change her infant's name to ROLAND STEPHAN PANEPINTO.

Upon reading and filing the petition of Patricia Panepinto mother and natural guardian of Roland Stephan Hill, verified the 13 day of May 1954, praying for leave to change the name of Roland Stephan Hill, and infant, it being requested that such infant be permitted to assume the name of Roland Stephan Panepinto in place of his present name, and the court being satisfied that said petition is true and that there is no reasonable objection to the change of name proposed, and Roland Stephan Hill being an infant of the age of 5 years, and the court being further satisfied that the interests of the infant will be substantially promoted by such change.

NOW, ON MOTION OF MILTON HEILSON, attorney for the petitioner it is hereby

ORDERED that the said Roland Stephan Hill, who was born in the Borough of the Bronx, City and State of New York

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Eisenhower Insurance Plan Sent to Congress

WASHINGTON, May 24—President Eisenhower sent to Congress his plan for life insurance for Federal officials and other employees, from the President down. It's a \$7,000,000,000 project. He said it would strengthen the government's career system.

An employee would be able to buy insurance in multiples of \$1,000, the even figure equal to or less than his annual salary. The limit is \$20,000. His cost would be \$6.50 for each \$1,000

on a payroll deduction plan, equaling 25 cents a pay period. Double indemnity would be provided for accidental death. No present employee would have to take a physical test. Future employees, and those reinstated, would.

At age 65 the rate would drop 2 per cent a month, with 25 per cent the maximum drop. Present employees age 65 or over would have to wait a year before the reduction would apply.

Dr. Etling of St. Lawrence State Hospital

Over the years, music has meant many things to George Etling. As a boy in Buffalo, where he was born in 1903, learning to play the violin was often irksome. Like all boys learning to play the violin, he frequently had to stay in and practice when he would much rather have been playing baseball or skating.

At the University of Buffalo, however, where he took his pre-medical work and received his M.D. degree in 1928, that practice paid off for, he says, it "enabled me to play my way through college."

Music in Therapy

During almost a quarter century of State service, music has been his major recreation and now, as director of St. Lawrence, he uses it in hospital therapy. During his service at Buffalo and Rockland State Hospitals and Rome State School, he sang in church choirs and musical organizations in Buffalo, Pearl River, and Rome. He has written original compositions.

Broad shouldered, of medium height, George Etling is a mild mannered person distinguished by a pleasant expression and a ready smile of considerable charm. Despite his graying hair he has a distinctly youthful look.

Other Interests

He has other interests besides his music. They include gardening, bowling, bridge and fishing. On the gardening side, he specializes in producing and hybridizing gladioli. Hundreds of named varieties are grown in a large plot on the grounds from which 1,000 dozen glads were cut last summer for sick and other wards at the hospital. He planted and tends the seedling varieties himself.

Through 25 years of marriage, Mrs. Etling, the former L. Elaine Rubery of Buffalo, has shared her husband's interests in and out of the hospital, particularly in music. An accomplished singer and pianist she taught music at Rome State School when he was assistant director there. At St. Lawrence, Elaine continues to be active musically, both in hospital and the community, and helped George organize the nurse's choral group.

The Etlings have two daughters, Susanne Elaine, now Mrs. Ernest E. Lindenmayer, Jr., of Syracuse, and Anne, a junior at Wells College. Both daughters have participated in the department's recreation program. A graduate of Syracuse University, Susanne majored in recreation and was on the staff of Syracuse Psychopathic Hospital before her marriage last October. Ann works summers in the recreation department at St. Lawrence.

VACATION VARIETIES

By J. RICHARD BURSTIN
If you've planned to go where the grasses grow, it might be advisable to bone up on what the poison growth look like, so that the poison oak, sumac, and ivy won't itch away your fun time. There are shots and preparations to reduce the nuisance to a minimum. A brand new immunizer has been concocted by Lew Miller of Camp Log Tavern. You take a few drops in water and are immune to poison ivy, oak, and sumac.

Hotel Lebourne in Woodbourne has added new magic and a completely new face and is now known as 'The Aladdin.' . . . Schenk's Paramount, in South Fallsburgh, has come up with these '54 high-

lights: the New Yorker with its air-conditioned rooms, and a beauty of a night club called "The Continental Room" . . . Swan Lake Mansion, in Swan Lake, N. Y., has been redecorated and now has a supervised Playhall. Incidentally, it is reopening with a special low-rate Decoration Day weekend. . . . Seven Gables, in Greenfield Park, N. Y., tells us that it has special low family package rates for the entire summer. It is offering Decoration Day weekends and June weeks at get-acquainted bargain prices as an inducement to everyone, single or married. . . . The Paramount, in Parksville, is practically finished with this year's extensive alterations and improvements. It has other big changes in the offing. . . . The Tanzvile, in Parkville, promises a carefree vacation for parents, with its professional day camp and all sports and activities . . . and its 1 1/2 mile private lake.

Armory Men Hear McDonough

BUFFALO, May 24—The Conference of Armory Employees were told that government agencies cannot hope to recruit sufficient competent employees unless they offer both salaries and fringe benefits comparable with those in private industry. William F. McDonough, executive assistant to the president, CSEA, was the speaker at the opening session of the two-day meeting. Higher job qualifications and improved examination procedures alone will not bring the right personnel into State service, unless they are accompanied by fatter pay checks, Mr. McDonough said.

Thirty-five delegates from Armory chapters throughout the State attended.

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STATE Promotion

The LEADER concludes publication of the 1,225 name State Interdepartmental promotion list for senior clerk, No. 1 to 1,000 appeared in previous issues of The LEADER.

- 1001. Avellino, Theresa, Albany ... 705
- 1002. Goveil, Helen, Albany ... 706
- 1003. Meyers, Patricia, Albany ... 706
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- 1006. Harrington, Mary, Syracuse ... 706
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- 1008. Bursden, Carol, Albany ... 706
- 1009. Curry, Caroline, NYC ... 706
- 1010. Horn, Dorothy, Albany ... 706
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- 1012. Robinson, Lucille, Buffalo ... 705
- 1013. Guffy, Marie, Albany ... 705
- 1014. Linton, Dorothy, Corona ... 705
- 1015. Vincent, Alice, Albany ... 705
- 1016. Lucas, Norman, NYC ... 704
- 1017. McGuffin, M. Albany ... 704
- 1018. Ford, Carol, Jamaica ... 704
- 1019. Stack, Helen, NYC ... 703
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- 1021. Viale, Dorothy, Troy ... 703
- 1022. Gradoni, Benita, Cohoes ... 703
- 1023. McKay, Barbara, Albany ... 703
- 1024. Ribovsky, Mary, Cohoes ... 703
- 1025. Walter, Helen, Troy ... 703
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- 1032. Pemberton, F., Bklyn ... 703
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- 1038. Hinchey, Margaret, Troy ... 703
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- 1053. Cralle, Lucille, Bklyn ... 700
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- 1055. Foster, Alice, St. Albans ... 700
- 1056. Ballantine, Ruth, Watervliet ... 700
- 1057. Demaree, Jennie, Albany ... 700
- 1058. Alexis, Clara, Bklyn ... 700
- 1059. Myers, Charlotte, NYC ... 700
- 1060. Faye, Leona, NYC ... 700
- 1061. Basse, Lillian, Bronx ... 700
- 1062. Heller, Bertha, Row Gardens ... 700
- 1063. Holley, Maudie, Bklyn ... 700
- 1064. Sonnenbach, E., Peekskill ... 700
- 1065. Fonderick, Anna, Buffalo ... 700
- 1066. Dixon, Mable, Buffalo ... 700
- 1067. Egan, Margaret, Troy ... 700
- 1068. Zech, August, N. Troy ... 700
- 1069. Ondrich, Martha, E. Greenbush ... 700
- 1070. Davis, Hilda, Albany ... 700
- 1071. Starnard, Andrew, Bronx ... 700
- 1072. Roberts, Helen, Babylon ... 700
- 1073. Epstein, Marris, Bklyn ... 700
- 1074. Alton, Ivy, Jamaica ... 700
- 1075. Jackson, Mary, Bklyn ... 700
- 1076. Welch, Harold, Bklyn ... 700
- 1077. Billups, Edmund, NYC ... 700
- 1078. Tillman, Daisy, NYC ... 700
- 1079. McMahon, Kathryn, Albany ... 700
- 1080. Vander, Theodore, Honnet ... 700
- 1081. Bette, Margaret, Troy ... 700
- 1082. Puzin, Beatrice, NYC ... 700
- 1083. McGrath, Mary, Troy ... 700
- 1084. Schoonmaker, K., Troy ... 700
- 1085. Schipper, Frances, Fishkill ... 700
- 1086. Johnson, Marion, NYC ... 700
- 1087. Gardner, Dorothy, Albany ... 700
- 1088. Weinberg, Frances, Bklyn ... 700
- 1089. Brime, Rose, Newburgh ... 700
- 1090. Platt, Imogene, Watervliet ... 700
- 1091. Graves, Lela, Bronx ... 700
- 1092. Eastmond, Elsie, Bklyn ... 700
- 1093. Badley, Germaine, Cohoes ... 700
- 1094. Kowsky, Edmund, Snyder's Lk ... 700
- 1095. Boore, Helen, NYC ... 700
- 1096. Wark, Edna, Schtly ... 700
- 1097. Hritz, Seymour, Bklyn ... 700
- 1098. DeKruiff, Leif, L. I. City ... 700
- 1099. Allen, Olive, Watervliet ... 700
- 1100. Goldstein, Sylvia, Bklyn ... 700
- 1101. Wilson, Mary, Albany ... 700
- 1102. Cash, Gloria, Bklyn ... 700
- 1103. Bodlaw, Bertha, NYC ... 700
- 1104. McCargar, Mary, Syracuse ... 700
- 1105. Zollo, Francis, Hudson ... 700
- 1106. Roland, Beverly, Troy ... 700
- 1107. Wilkinson, Bernice, Bklyn ... 700
- 1108. Cunnell, Mary, Buffalo ... 700
- 1109. Landau, Gilda, Bklyn ... 700
- 1110. Lavechia, Donald, St. Albans ... 700
- 1111. Emerick, Doris, Albany ... 700
- 1112. Converse, Mary, Olean ... 700
- 1113. Owen, Helen, Troy ... 700
- 1114. Wheeler, Adele, Cohoes ... 700
- 1115. Rims, Marcia, Albany ... 700
- 1116. Sawyer, C. Tom, Albany ... 700
- 1117. Warner, Elsie, Far Rochwy ... 700
- 1118. Vignoni, Patricia, Albany ... 700
- 1119. Taylor, Grace, L. I. City ... 700
- 1120. Burns, Mary, Bklyn ... 700
- 1121. Kniffen, Charlotte, Albany ... 700
- 1122. Hertzman, Ruth, Albany ... 700
- 1123. Reiderman, Jennie, Bronx ... 700
- 1124. Bradley, Mildred, Watervliet ... 700
- 1125. Cassano, Dorothy, Farmville ... 700
- 1126. Messina, Felicia, Solray ... 700
- 1127. Kelly, Marguerite, Syracuse ... 700
- 1128. Baron, Fannie, NYC ... 700
- 1129. Kucelsky, Irving, Bklyn ... 700
- 1130. Shattler, Margaret, Troy ... 700
- 1131. Hastie, Jean, Syracuse ... 700
- 1132. McKeen, Anne, Bay Shore ... 700
- 1133. Sukon, Nathan, Bklyn ... 700
- 1134. Zobel, Bertha, Bklyn ... 700
- 1135. Malone, John, Boscawen ... 700
- 1136. Skeete, Joseph, Bklyn ... 700
- 1137. Goodwin, Carrie, NYC ... 700
- 1138. McGill, James, Troy ... 700
- 1139. Schreier, Erna, NYC ... 700
- 1140. McBride, Richard, NYC ... 700
- 1141. Saloock, Mary, Albany ... 700
- 1142. Taylor, Hallie, N. Rochelle ... 700
- 1143. Boyce, Veda, Bklyn ... 700
- 1144. Corretto, Margaret, Rochester ... 700
- 1145. Silver, Faye, NYC ... 700
- 1146. Tompkins, Oerette, NYC ... 700
- 1147. Hodder, Elmer, Bklyn ... 700
- 1148. Cavallo, Jean, Troy ... 700
- 1149. Candon, William, Albany ... 700
- 1150. Sheriff, Esther, Bklyn ... 700
- 1151. Power, Helene, Bronx ... 700
- 1152. Burn, Murray, NYC ... 700
- 1153. Seim, Doris, Albany ... 700
- 1154. Adams, Ruth, Syracuse ... 700
- 1155. Williams, Daphne, Bklyn ... 700
- 1156. Gall, Keith, Bronx ... 700
- 1157. Stevens, Ruby, Bklyn ... 700
- 1158. O'Donnell, Jeanne, Albany ... 700
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- 1204. Cummings, Muriel, Jamaica ... 705
- 1205. Seminary, Margaret, Albany ... 705
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- 1208. Vanwie, Harriet, Albany ... 705
- 1209. Zupp, Robert, N. Paltz ... 705
- 1210. Tenner, Evelyn, Bronx ... 705
- 1211. Fry, Virginia, Babylon ... 705
- 1212. Markey, Julia, Staten Id ... 705
- 1213. Stidwell, F., Stillingrad ... 705
- 1214. Solter, Dolores, Rochester ... 705
- 1215. Lallian, Frank, Schtly ... 705
- 1216. Kuttner, Jesse, NYC ... 705
- 1217. Paul, Joseph, Bklyn ... 705
- 1218. Blumenfeld, Fred, Bklyn ... 705
- 1219. Landau, Tom, Bklyn ... 705
- 1220. Wansboro, Mary, Albany ... 705
- 1221. Cairns, Ruth, Albany ... 705
- 1222. Cairns, Clarence, NYC ... 705
- 1223. Grit, Anna, Dale, Troy ... 705
- 1224. Warrington, M., St. Albans ... 705

- 20. Chrapowitsky, John, Ossining ... 87200
- 21. Kordjak, John, Granville ... 87070
- 22. Goddard, Melvin, Dannemora ... 86570
- 23. Dubrels, Fred, Wappingers Fls ... 86570
- 24. VanHoben, Kenneth, Nanuet ... 86270
- 25. Johnson, Harold, Queens Vlg ... 86100
- 26. Langlan, Frank, Kerhonkkan ... 85970
- 27. Bedford, Russell, Athens ... 85880
- 28. Phipps, Ross, Verona ... 85780
- 29. Conklin, Francis, Orangeburg ... 85580
- 30. Egan, John, Dannemora ... 85130
- 31. Brown, George, Rome ... 84600
- 32. Butera, Salvatore, Corona ... 84530
- 33. DeLahayle, John, Rheepis ... 84220
- 34. Piscatella, Philip, Crl Islip ... 84070
- 35. Chattman, R., Amityville ... 84030
- 36. Chudinski, Daniel, Portlandville ... 83980
- 37. Smith, Thomas, Grahamsville ... 83930
- 38. Reimer, Thomas, Dover Fls ... 83920
- 39. Droleto, Edgar, Dannemora ... 83380
- 40. Swoy, David, Hudson Fls ... 83270
- 41. Stevens, Leon, Beacon ... 83250
- 42. Purn, Albet, Astica ... 83240
- 43. Halliday, Charles, Pearl Rvr ... 83230
- 44. Brade, Raymond, Mt Morris ... 83280
- 45. Hines, Leon, Gowanda ... 83200
- 46. Larsen, Fred, Ploepsie ... 83030
- 47. Tarrant, Daniel, Hopewell Jet ... 83030
- 48. Keith, John, Albany ... 81950
- 49. Burgeon, William, Catskill ... 81720
- 50. Clapsall, Francis, Avon ... 81680
- 51. O'Brien, John, Staten Id ... 81570
- 52. White, Allen, Collins Cir ... 81450
- 53. Storey, Hugh, Ogdensburg ... 81030
- 54. Kempe, Paul, N. Spgville ... 81000
- 55. Corino, George, Kings Pk ... 80900
- 56. Cox, Ernest, Wassaic ... 80820
- 57. Clark, John, Glenhan ... 80450
- 58. Stewart, Marvin, Syracuse ... 80300
- 59. Sheedy, Thomas, Buffalo ... 80300
- 60. Labas, Michael, Granville ... 80370
- 61. Chimera, Richard, Altica ... 80100
- 62. Evans, Edgar, Kings Pk ... 70870

- 63. Timm, Everett, Staten Id ... 79800
- 64. Bartshovich, C., Lyons ... 79530
- 65. Sprague, Edward, Irving ... 79120
- 66. Dusing, William, Altica ... 79100
- 67. Mozian, Berge, Farmingdale ... 78850
- 68. Steele, John, Lodi ... 788000
- 69. Davis, Arnold, Stillingrad ... 78380
- 70. Koch, Leo, Ferrysburg ... 77530
- 71. Geer, Joseph, Elmira ... 77280

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 - 8. Szydlowski, John, Cheektowga ... 77200
 - 9. Grillo, Victor, Buffalo ... 76900

PAULINE MARMER IS ON THAT LIST

To those who say "it isn't so," it really is! Pauline Marmar of Brooklyn is No. 569 on the State's promotion eligible list for senior clerk (interdepartmental). Her score, 853.00. Name No. 569 was omitted in a typographical foul-up in the May 18 LEADER.

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

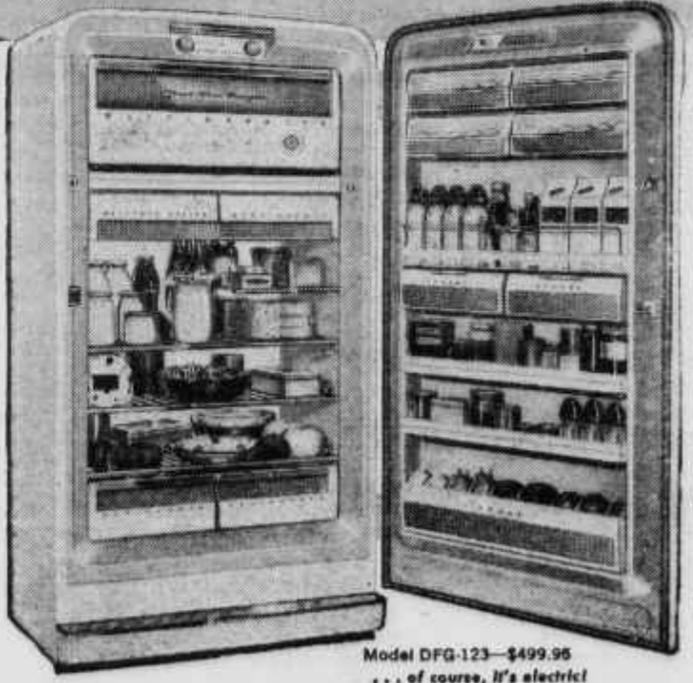
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Lists Certified to NYC Depts.

Persons on the following NYC eligible lists have been certified to personnel officers of the departments mentioned, to be called for job interviews. More names are submitted than there are vacancies, so all persons certified may not be called. The list number of the last eligible certified is given.

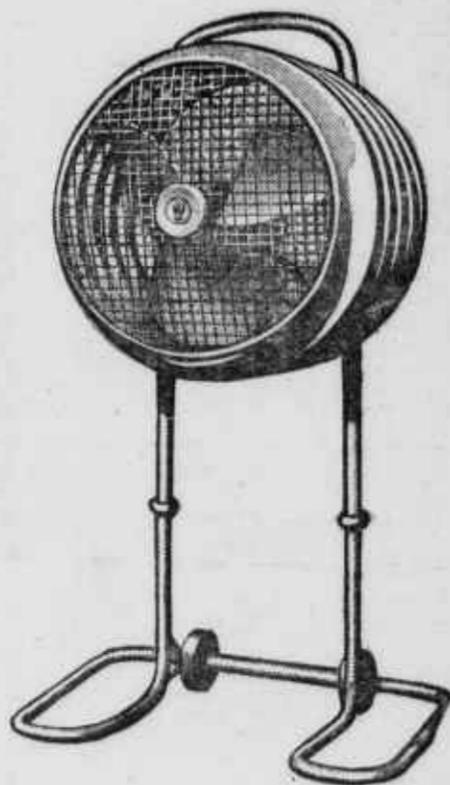
OPEN-COMPETITIVE
Accountant, Office of Civil Defense; 105.
Assistant civil engineer, Board of Estimate, Transit Authority, Queens Borough President's Office, Board of Water Supply, Public Works, Education; 26.
Assistant gardener, Public Works, Hospitals, 69; Parks, 514.
Assistant superintendent of construction (buildings), grade 4, Board of Education; 28.
Attendant (male), grade 1 (appropriate), Comptroller's Office, 1,179; Police, 1,250; Purchase, Parks, Hospitals, 2,682.
Bookkeeper grade 1, Transit Authority, Housing Authority, Domestic Relations Court; 360.

Boroughs 7200 operator, grade 2, NYC Employees Retirement System, Comptroller's Office, Transit Authority, Higher Education, 6 (list of March 1953); 6 (list of April 1953).
Chemist, Police; 33.
Clerk, grade 2, Hospitals, 1,325; Civil Service Commission, 5,882; Queens Borough President's Office, 3,282; Transit Authority, Comptroller's Office, Health, Housing and Buildings, Welfare, 9,569.
College office assistant A (male), Higher Education; 1,073.
Dental assistant, Welfare; 34.
Housing assistant, Housing Authority; 601.
Housing community activities coordinator, Housing Authority; 32.
Housing fireman, Housing Authority; 92.
Information assistant, Housing Authority; 8.
Inspector of steel (shop), grade 3, Transit Authority; 4.5.
Junior actuary, Transit Authority; 19.

Junior chemist, Health; 57.
Junior city planner, City Planning Commission; 20.5.
Junior civil engineer, Education, 38; Brooklyn, Manhattan, Queens Borough President's Offices, Transit Authority, Public Works, Welfare, Housing Authority, Parks; 42.
Maintainer's helper, B, Transit Authority, 173.5 (list of January 1954); 417 (list of March 1954).
Maintainer's helper, C, Transit Authority; 104.
Maintainer's helper, D, Transit Authority; 186.
Office appliance operator, City Planning; 44.
Pharmacist, Purchase, Correction, Welfare; 15; Hospitals, 45.
Playground director (men), Parks; 57.
Public relations assistant, Education; 3; Housing Authority, 4.
Radio repair mechanic, Police; 17.
Railroad porter (appropriate), Transit Authority; 7,777.
Roentgenologist (part time), (appropriate), Police; 32.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 1)
er: 2. Charles Armstrong; 3. Olive Allen; 4. Rose Dollard; 5. Agnes Wall; 6. Florence Reynolds; 7. Eleanor Burnett; 8. Jane DeRouville.
Theodore Wenzl, chairman of the Capital District Conference and himself a past president of the Education Department chapter, directed the installation of officers.

A gift and corsage were presented to Jane Bartelle, retiring treasurer, for her faithful performance of duty, loyalty to the chapter and her activities in behalf of the merit system.

Group singing was led by John Flandreau.

A report by the membership committee revealed that the chapter had 869 members as of May 1, largest number in its history.

Announcement of the annual meeting and dinner-dance of the Capital District Conference was made by Deloras G. Fussell, who is chairman of the dinner-dance. The affair this year will be held at Crooked Lake Hotel, Averill Park, on Tuesday, June 15. All members of civil service chapters in the Capital District Conference are invited to attend. A hot turkey dinner will be served at 6:30 P.M. followed by election of Conference officers. There will be dancing until 1 A.M. The total price is \$2.25—which is very low—and everybody ought to be there. So come!

Games have been scheduled for the Education Department softball team. They'll be played on Siena Field. More on this latter.

The first meeting of the newly elected board of directors will be held in June.

Audit and Control

FRANK CONLEY, Department of Audit and Control, has ordered his summer attire in larger sizes than usual. Shultze, as is affectionately known to his many friends, has passed out cigars for

the eighth time. The reason: a 7 pound 10 ounce boy born May 18 at St. Mary's, Troy.

Frank, the perennial secretary of the Civil Service Employees Bowling League (twenty-five years) and delegate to the Association from Audit and Control, now has the enviable record of six boys and two girls and, in addition, one grandchild.

Mr. and Mrs. C. are hereby congratulated.

State Insurance Fund

THE executive board of the State Insurance Fund chapter held its last meeting of the regular season and installed new officers at the Hotel Fourteen. New officers for the 1954-55 year will be listed next week.

Bowling results: The bowling season is over. Medical won by defeating Claims Examiners, after six power-pack games Medical came out on top, by taking a full four points to be sure. Hail!! to the new champs; congratulations to the Medical team. Payroll cooled off and landed in third place; Payroll defeated the fifth place Orphans for three points. Accounts finished the season strong by beating Policyholder Service two out of three games and clinched fourth place. Safety slipped by Engineers for three points. Claims Seniors stopped Actuarial for three points.

The bowling dinner will be held at the Grand Street Boys Club on 55th Street. See your team captain for tickets.

The SIF bowling team met the Central Islip Hospital team on May 17 at the Bowlmor Recreation Arena, in the first half of the home-and-home series for the Metropolitan Conference championship. Total pins will decide the winner. Totals for the night were SIF team 2,601, and Central Islip 2,459. The final match was scheduled for May 24.

The State Insurance Fund team consists of: Bill McClain, Sal (Bur-

sis) Arena, Henry Roth, Bert Profeta, Max Flamholtz, team captain Charles G. Mallia, esq. Captain Mallia was unable to bowl due to damage of his eyeglasses before game time, but he was expected in the line-up for the final play-off.

Creedmoor State Hospital

EMPLOYEES who have signed to have life insurance deducted from their paycheck are reminded that unless they are members of the Association their insurance is void. See your building representative and join up.

Great news for the girls at the hospital! Here is your opportunity to become famous. Mr. MacKenzie has advised us that girls should send a 5" x 7" picture to Mrs. Peterson, Bldg N, to enter the beauty contest which is being held by the Metropolitan Conference. There are many pretty girls at Creedmoor; we're sure to have a winner. The chapter expects lots of pictures from the student nurses.

Nancy Hoesl, secretary-treasurer of the women's bowling league, informs us that Joan Effinger's team won the league trophy. This team consists of Joan Effinger, captain; Peggy Walaitus, Joan Miller, Hazel Kulish and Marge Gareau. Mrs. Christine Caton's team won second place. The high score for the year was taken by Peggy Walaitus with a 220 score.

The chapter sends sympathy to Dr. and Mrs. Savitcus on the death of Dr. Savitcus' mother-in-law.

Get well wishes to the following employees in the sick bay: Father Boniface, Catholic chaplain, Mrs. Edward King; Mrs. Bessie Bopp; Miss Meyer; and Miss La Rue.

Mr. and Mrs. David Powers are back from their vacation in Florida. Dave complains that the only thing bad about a vacation is that it must end.

Syracuse

SYMPATHY is extended to Mollie Doyle of the State Insurance Fund, vice president of Syracuse chapter, CSEA, on the death of her father.

The chapter met May 17 in the Board of Directors Room of the Merchants National Bank Building. Mrs. Ethel C. Chapman, chairman of the nominating committee, announced the slate of officers for the coming year. She was assisted by Mrs. Helen Hanley, Vincent Mascette, Katherine Powers, Rose Hamanjan, Michael Vadala and Mrs. Mary Pierce.

Get well wishes to Lillian Rodgers, Department of Public Works.

A hearty welcome to Ada Yonnick and Ruth Humphrey of Department of Public Works as new chapter members.

The following chapter representatives attended the Central Conference meeting in Binghamton: Raymond G. Castle, president; John Crowley, vice president; Tom Ranger, 2nd vice president, and Mrs. Ranger; Ida Meltzer, treasurer; Margaret Whitmore, secretary; Doris LeFever, executive secretary; Mrs. Hanley and Mrs. Henrietta Soukup, State Insurance Fund, and Mrs. Chapman, chairman of the membership committee.

Congratulations to Al Rubenstein, investigator in the Workmen's Compensation Board, on the birth of a daughter. Mrs. Dolores Bednarz Bresnahan of WCB welcomes an addition to her family, Patricia Anne.

The SIF employees held a 25th anniversary dinner honoring Louis Paul, senior compensation claims examiner, at LeMoyne Manor. On June 21 the employees will hold a dinner at LeMoyne Manor for John Ziegler, associate compensation claims examiner, who will celebrate 30 years with the Fund.

Congratulations to Mrs. Frances Kileen of SIF on her promotion to senior compensation clerk.

WCB employees are invited to attend an office picnic at the summer camp of Mr. and Mrs. Bernard Bixby on the Seneca River near Baldwinsville on Saturday, June 19. The following committee has been appointed to assist Mrs. Bixby in the plans: Helen Callahan, Dan Curtin, Miss LeFever, Mabel R. Smith and Miss Meltzer.

Warwick State School

FINS for twenty, ten and five years' service were presented recently at Warwick State School, at a gathering attended by more than 100 members and guests of Warwick chapter, CSEA. Staff members of the Training School Annex at New Hampton were guests, also. Mr. and Mrs. Roy Howland served refreshments. Songs were presented by Edward Gorczynski, accompanied by Mrs. Fredrick Appleton.

The recipients: twenty years, Mrs. Annie Culver and John Myers; ten years, Charles Bruen, William Huestis, August Lubben, Cecil Ritchey, Mrs. Helen Ritchey, Michael Rattalino, Mrs. Anne R. O'Malley, Frances Horton, the Rev. Cadd Cuffes; five years, Benjamin Haynes, Dr. Andrew Hicks, Gottfried Hohberger, Herbert Krueger, Ruth McArdle, Jacob Porter, Andrew Savchuck, Otis Tuck, Helen Middleton, Fredrick Appleton, Pedro Almeria, Norman Gates and John Logan.

Employment — NYC and Suburbs

NEWS of the Employment chapter, NYC and Suburbs:

Mary Moore, telephone operator at LO 5610 since 1937, is being transferred to the Administrative Offices at 1441 Broadway, NYC.

Janet Pinner and Anne Altman of Administration, Ralph Goldberg LO 536 and Marion Migliore of LO 5730 attended the National Rehabilitation Association District Convention at West Point May 9 to 12. They say it was not only enjoyable but extremely educational.

Sam Klebinoff, Yonkers office, became a proud father May 13. Yonkers office wished John Monsel and his sister Catherine Boy Voyage at a luncheon. They sailed for Ireland on a six week vacation. Have a happy time, John, but watch out for the Leprechauns.

John LoMonaco, LO 5630, a member of PTA, PS 228 Brooklyn was elected to the executive council of the United Parents Association, a federation of 350 parent-teacher associations with a membership of 275,000.

The many friends and co-workers of Frances Gunner Van Dunk, manager of Local Office 5330, were

sorry to learn of her death on May 13.

Sincere sympathy to Vice President Bernard Federgreen, whose father passed away on May 15.

The chapter sends sympathy to the family of Larry Greenhouse, LO 5650, who died May 19.

The new officers of the chapter were installed by John Powers, CSEA president, at a dinner at the 32 Club. Guest speakers were Richard Brockway, director of field operations; Harry Smith, personnel director; Harold Herzstein, counsel, and Charles Culyer, field representative.

A complete course on supervision, modern employment techniques and laws will be given by the chapter for the senior employment interviewer promotion examination. The course will run for approximately 14 weeks starting Wednesday, June 2, at 6:30 P.M. at 87 Madison Avenue, NYC.

At the May 12 dinner, William Steingesser, the chapter's past president, announced that the Appellate Division has handed down a unanimous decision in favor of the Employment chapter in the case brought by the NYC chapter.

Hudson Valley Armories

THE HUDSON VALLEY chapter of Armory Employees held its annual installation of officers in conjunction with the annual dinner at the Poughkeepsie Inn. Vernon Budd of Mt. Vernon was installed as president. He succeeds Robert W. Minerley of Newburgh.

About 50 members from Catskill, Hudson, Newburgh, Camp Smith, Mt. Vernon, Yonkers and Poughkeepsie attended. Benjamin F. Alulis was chairman of the dinner arrangements.

Other officers installed were: Christopher McGrath, Peekskill, vice president; Joseph Baisley, Camp Smith, recording secretary; Lewis Greene, executive secretary; Arthur MacDonald, Mt. Vernon, treasurer; and Joseph McCollough, Yonkers, delegate.

Francis MacDonald of Warwick State School, past president of the Southern Conference, was the installing officer and master of ceremonies. William F. McDonough of Albany, executive representative of the CSEA, was the guest speaker.

Among the guests were Captain Gilbert W. Calhoun, Poughkeepsie; Captain Allen Ackerson, Middletown; Captain Ralph Bonavict, Peekskill; and all officers in charge of armories in their respective cities.

DeGraff on Legislation

(Continued from Page 1)

ber 1 is inadequate, is entitled to appeal to the Classification and Compensation Appeals Board and, if upheld, will receive retroactive compensation to April 1, 1954.

Although most employees will not know until August the exact grade to which they will be allocated, the administration has committed itself to reallocate upward at least 50 per cent of the employees in State service and to give salary increases to at least 96 per cent of the persons in State service. Any employee whose position may be reallocated downward will, nevertheless, continue to receive not only his existing salary but will continue to receive increments until he reaches the maximum of his present grade if it is higher than the maximum of his new grade.

Reservations Although the Association is convinced that the new law is sound and that it constitutes a major advance in State salary planning, we have serious reservations as to whether the funds appropriated are sufficient to permit the complete removal of all inequities and a complete adjustment of all salaries to the level paid for comparable positions in private employment. The full effect of the adjustment on the 2,700 separate titles in the State salary structure cannot be fully known until the reallocations are completed on October 1. If deficiencies in certain titles are found to exist vigorous steps will be taken to provide additional funds next year for their correction.

Experience has shown that when a proper foundation has been laid and a sound plan put into operation the correction of present and future inequities cannot long be delayed.

(More about the legislative picture next week).

TOWN AND COUNTY EMPLOYEE NEWS

Nassau County

HELEN KIENTSCH was re-elected president of Nassau chapter, OSEA, at a meeting May 19 at Elks Club, Hempstead. More than 250 members attended. The officers will be installed at the annual dinner June 30.

Henry Galpin, CSEA salary research analyst, discussed salary and wage problems in Nassau County. Harold Herzstein, regional attorney, and Charles R. Culyer, field representative, were also present.

Elected, besides Mrs. Kientsch, were: C. Wesley Williams, 1st vice president; James O'Toole, 2nd vice president; Walter Degan, 3rd vice president; Jean Makowski, 4th vice president; Margaret M. Gibbons, secretary; Joseph Zino, treasurer; James Treuchtinger, financial secretary; Miss Makowski, corresponding secretary.

Members of the board of directors are George G. Uhl, William Menche, William Speckardt, David Cameron, Gordon Fry, Hugh I. DeGroot, Robert A. Schult and Dan Hoison. Harry Meuschke was named to the county executive committee.

School District 5

Non-teaching employees of School District No. 5 will receive Social Security coverage, climaxing a five-year campaign of the Civil Service Employees Association. Much hard work by CSEA leaders, including C. Wesley Williams, custodian in School District No. 5, was rewarded after a poll of non-teaching personnel voted their support, 103 for coverage, 67 against.

Erie County

GEORGE H. FISCHLE has been re-elected president of Erie chapter, CSEA. Other officers are: Mrs. Anna Mae Root, 1st vice president; Anna C. Spahn, 2nd vice president; Byron Robbins, 3rd vice president; Helen V. E. Murray, secretary; George P. Hoffmann, treasurer; Joseph McKenzie, chapter representative; Frank Burke sergeant-at-arms. Delegates are Miss Murray, Mrs. Root, Mr. Robbins, Mrs. Barbara Wantzel, Gabriel E. Bouck, Anthony J. Lunglino, Alexander T. Burke and Frances Himelfarb.

Chemung

OFFICERS of Chemung chapter, CSEA, were installed May 18 by William P. McDonough, executive assistant to the president, SCEA, at the annual banquet at

the Langwell Hotel, Elmira. The officers: James B. Donahue, president; Katherine O'Connor, 1st vice president; Albert J. DeRenzo, 2nd vice president; Mrs. Verna Shinebarger, 3rd vice president; Leslie Gregg, corresponding secretary; Mrs. Madalon G. Santead, recording secretary; Clara Radley, treasurer; David J. Shay, sergeant-at-arms; James F. Moylan, representative.

Broome County

THE THIRD annual dinner of Broome County chapter, CSEA, will be held at the airport June 10, at which time Jefferson Meagher, attorney, will be principal speaker.

Employees of Broome County who have retired during the last year will be honored, including County Clerk William E. Flook, who retires the end of the year.

The decisions were reached at a luncheon meeting of the chapter's executive committee, at which Mrs. Helen Murphy and Jessie Every were hostesses.

Mrs. Helen Kern reported on the in-service training program. A dinner closing the program was held May 17.

Mrs. Lula Williams is chapter president.

Cortland

THE REGULAR meeting of Cortland chapter, CSEA, was held Tuesday evening in the Court House. The members decided to give a prize for the Teen-age Road-E-O sponsored by the Junior Chamber of Commerce, June 2. Martha Lawrence and Mildred Hazzard were appointed to take charge of this. It was also announced that the Tompkins County chapter will sponsor the next workshop meeting June 19, at the Taughannock State Park, with a barb-a-cue chicken dinner.

For those who are interested, Mary Bowering will be in charge of the merchandise catalogue.

Livingston County

THE NEW officers of Livingston County chapter were announced by Elizabeth Durney, chairman of the board of canvassers, at the second annual banquet at the Big Tree Inn, Geneseo, Joseph Griffo is the new president, Mrs. Eleanor Forsythe, vice president; Claire Mott, secretary, and Norman May, treasurer.

Mrs. Margaret S. Eddy, retiring president, reviewed the year's activities of the chapter, which

have been basically those of organization. Mrs. Laura Lyman, president of the Orleans County chapter, CSEA, was guest of honor. She discussed her group's experience in becoming established.

Joseph Griffo in his double role of new president and former social chairman introduced James M. Meagher of Avon, who showed several colored sound films of interest to the group.

Guests, in addition to the Orleans County group, were Willard Brooks, former president of Craig Colony chapter, and John Barrett, president of Mt. Morris TB Hospital chapter.

County Pay Plan

(Continued from Page 1) Saturday closing of all county offices was another objective.

Competitive Class Resolution Every effort should be made to bring employees now in the non-competitive or exempt class into the competitive class, another resolution recommended. If any jobs are so reclassified the incumbents would automatically be reclassified with them.

The remaining resolution recommended that the right to written charges, a hearing, and representation by counsel, in disciplinary cases, where the penalty could be dismissal, be provided for all permanent competitive or non-competitive employees.

As many pros and cons were heard on some of the resolutions, all of them were referred to the County Division chapters for report at the next monthly meeting of the County Division executive committee.

Vernon A. Tapper of Onondaga County presided. He had to leave for a brief while to attend the charter committee meeting. Mrs. Lula Williams of Broome County then took the chair.

Association backing of U. S. income tax examination on pensions, as favored by a Senate committee, was recommended.

Others Present

Others present were Benjamin L. Roberts, Tompkins; James H. Harrison, Montgomery; William J. Brophy, Madison; Richard A. Flinn, proxy for J. Allyn Stearns, Westchester; Laura L. Lyman, Orleans; Isabelle Andrews, Niagara; Joseph McKenzie, Erie; Kenneth G. Ross, Sullivan; George B. Daniels, Jefferson; S. Samuel Borelly, Oneida; Donald G. Edick, Onwego; Eve Armstrong, Suffolk; James J. Navarette, Schenectady.