

Civil Service LEADER

America's Largest Weekly for Public Employees

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Important Fore Person
F HENRY GALPIN
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See Page 3

Civil Servants In Big Response To Blood Bank Plea

DON'T REPEAT THIS

If Truman And Democrats Want to Win, They Must—

FRANK E. MCKINNEY, new chairman of the Democratic National Committee, last week came out formally against sin. "A public office is a public trust," he repeated, with credit to the late president Grover Cleveland. Mr. McKinney then attacked the grafters in government, flailing about him with a display of oratorical vigor. President Truman seconded these sentiments with a letter urging that the Democratic party be made "morally strong" in preparation for the 1952 campaign.

McKinney now assumes a post as political leader, and however admirable his statement may be, the people take it, as with any political leader, for necessary political wind. They've heard it before; and like the human body immunized through exposure to certain germs, this kind of talk leaves them without effect.

More Than Speeches

If Harry Truman and/or the Democratic Party want to win next year, they must do more than make speeches which leave the public with a large-sized unbelieving yawn. They must be prepared to take certain vigorous actions that will speak more loudly and effectively than their tired, fifth-drawer, over-and-over-again orations.

And the job they have to do is not an incomparably difficult one.

Actually, the people do care today. They do care if a candidate is pro or anti-labor; they do care if he is for war or against war, for expanding our foreign commitments or reducing them. They do care about the times, whether they are to be good or bad, whether inflation is to explode into depression; many segments of

(Continued on page 8)

Charles Hall Explains Retirement

HILLSDALE, Dec. 3 — Per diem employees have certain misunderstandings concerning enrollment in the State Retirement System.

Charles Hall, Public Works representative of the Board of Directors of the Civil Service Employees Association, "set straight" the misapprehensions of these workers at a meeting of the Columbia County Public Works chapter, held on Saturday, November 24.

He May Join

"The per diem employee," said Mr. Hall, should be educated to the fact that he may join the system and receive the benefits of retirement when he reaches the proper age. Such action is entirely voluntary on the part of per diem employees, and not com-

ALBANY, Dec. 3—So great has been the response to a blood call among civil service employees in the Albany area that last week the Red Cross was unable to accommodate all who wished to make their contributions.

"We sent out a letter only last Friday," Dr. John K. Miller told The LEADER, "and the civil servants must have made life miserable but happy for the Red Cross people with their tremendous response. That response was, I'm sure, greater than among any other group."

Dr. Miller is Associate Director of the Division of Laboratories and Research, State Department of Health. He holds the post, also, of State Blood Officer in the Office of Medical Defense, and has been appointed by Governor Dewey Chairman of the State Employees Division of the Blood Donor Program.

Dewey Urges Action

Governor Dewey last week, in urging public employees to become blood donors, made this statement:

"The need for blood plasma has become crucial. Every hospital throughout the country, civilian as well as military, reports that its blood reserves have shrunk to a dangerously low level. . . . I urge all State employees as well as all citizens of our State to do their duty to our country by contributing to the Blood Donor Drive."

Dr. Miller states that blood banks are available in Buffalo, Rochester, Syracuse, Binghamton, Albany, New York City and other centers.

Association Legislation Plans Begin

ALBANY, Dec. 3 — The legislative committee of the Civil Service Employees Association has surveyed all resolutions adopted by the Association at its annual meeting that would require legislation and made preparations to have the bills drawn promptly, for introduction in the Legislature soon after it convenes in January.

John F. Powers, 1st vice president of the Association and chairman of the committee, occupied the chair. Present were Jesse B. McFarland, Association president; Raymond L. Munroe of Rochester, Ernest L. Conlon of Binghamton, Sidney Alexander and Frank C. Wallace of NYC, Edward Riverkamp of Utica, Celeste Rosenkranz and Frank E. McDade of Buffalo, and Joseph F. Felly, committee members. Also present were William F. McDonough, executive assistant to the president; John J. Kelly Jr., assistant counsel to the Association, and Meade Brown, director of public relations.

Area Considered

Subjects discussed in detail were the extension and safeguarding of the merit system; salaries, hours, retirement and unemployment insurance.

MADELEINE SMITH NAMED TO AGENCY FOR BLIND

ALBANY, Dec. 3 — Governor Dewey reappointed Miss Madeleine W. Smith, of Brooklyn, a member of the Commission for the Blind, for a full five year term.

pulsory as it is with employees on annual salary status."

Mr. Hall reminded his listeners that applications and other information concerning retirement may be obtained by writing the State Retirement System, 256 Washington Avenue, Albany.



State Safety Awards presented at the University Club in Albany. In the center is Jesse B. McFarland, president of the Civil Service Employees Association, presenting the award to Harold L. Briggs, assistant director of education, who receives it for the Department of Correction; also in the photograph is John A. Quesal, associate safety representative, State Insurance Fund. The safety contest was sponsored by the State Division of Safety and the State Insurance Fund.

Pay Rise, Shorter Week Approved for Employees In State Public Works Dept.

ALBANY, Dec. 3 — Pay increases and a shorter work-week are in store for 1,218 State Department of Public Works employees, effective April 1, 1952.

J. Earl Kelly, director of the Division of Classification and Compensation has proposed that the jobs, all presently on per diem pay status, be placed on annual pay status and come under the 40-hour work week instead of the present 44-hour week.

The recommendation from Kelly has been approved by State Budget Director T. Norman Hurd.

Who's Affected

Affected are 149 highway general maintenance foremen, six highway maintenance supervisor jobs, 426 highway light maintenance foremen and 637 truck drivers.

With the exception of those employed in Chautauqua, Erie, Nassau, Niagara, Rockland, Suffolk and Westchester counties, where a 10 per cent higher rate is paid, the highway general maintenance foremen currently receive \$2,472 to \$3,135 annually, paid on a per diem basis for a 44-hour week.

Kelly's recommendation calls for salary grade G-9, currently \$3,086 to \$3,845 annually.

Other Recommendations

He also recommended that six highway maintenance supervisor jobs, none of which are currently filled permanently, be reclassified as highway general maintenance foremen.

Also included in the recommendation were 426 highway light maintenance foremen jobs, currently paid per diem equalling \$2,292 to \$2,655 annual pay, which will be placed in Grade 6, at \$2,646 to \$3,390.

The truck drivers presently receive per diem pay averaging from \$2,095 to \$2,487 yearly. They will be Grade 5, receiving \$2,508 to \$3,238.

Something New Is Added—Ag and Markets Will Have Minstrel Show—With Girls

ALBANY, Dec. 3 — An old-time minstrel show with a cast of 23 headlines the entertainment for Agriculture and Markets annual Christmas party for all department employees.

Departing from its former policy of individual acts under the direction of a master of ceremonies, the Agriculture and Markets Chapter hit upon the minstrel revival as the most pretentious offering of its long series of entertainment programs. The minstrel show and dinner-dance are to be presented at The Crossroads, Latham, on December 17.

End Women, Too

Heralded as the Cowshed Minstrels the show now in rehearsal boasts of one unique feature — end women as well as end men. It is expected to attract an attendance of more than 200, for the chapter has invited guests and all non-member employees of the department in keeping with its Christmas custom.

In the cast are Mary Ali, Mary H. Houlihan, Dorothea M. Bradt, Rita Leatham, Katherine M. Cosgrave, Eleanor M. Holmes, James A. Carey, Burton C. Buell, Ethel B. Doran, M. Dorothy Van Derzee, Thomas Knapp, Ovid Grenier, Jerome J. Burke, John Korfhage, Mary F. Desautels, Virginia Ravillo, Victor Cira, William F. Kuehn, Joseph W. Kilgallen, Foster Potter, Sherburne H. Fogg, Willis J. McKinney and Elmer Jacobs.

The entertainment committee comprises Rita Leatham and Katherine Quilly as co-chairmen, John J. Korfhage, Joseph W. Kilgallen, Roy H. MacKay, Katherine M. Cosgrave and Dorothea M. Bradt.

Arrangements for dinner and dancing are under the direction of the social committee, Anne V. George, chairman; Helen M. Kehr, Agnes M. Desmond, Burton C. Buell and Jacob J. LaGrange.

Schenectady To Survey 750 Positions

ALBANY, Dec. 3 — The State Civil Service Department, in conjunction with the Schenectady County Civil Service Commission, will undertake a joint survey of the 750 jobs in the city of Schenectady, to determine whatever reclassification is needed. This move was hailed by the Civil Service Employees Association, which

recalled the activities of its Schenectady chapter for the improvement of civil service conditions. These activities were begun last year and have continued unabated.

The new political regime in Schenectady has made some drastic changes in personnel which are regarded as emphasizing the lack of classification of positions and the need of extending the merit system throughout the entire civil service of the City, employees felt.

A spokesman for the Association today expressed pleasure that the survey was at hand and said that the Schenectady chapter was glad to cooperate

State Seeking to Fill 225 Accounting Positions

ALBANY, Dec. 3—About 225 through two examinations to be State civil service positions in the held in January. field of accounting will be filled. The jobs are beginning profes-

sional accounting positions in such titles as payroll examiner, junior tax examiner, junior accountant and payroll auditor. Starting salaries range from \$2,934 to \$3,389. Maximum pay of \$3,693 to \$4,148 is reached by five annual increases. Higher jobs are usually filled through promotion.

Exam Jan. 12

The State Civil Service Department will hold an accounting assistant examination on January 12 through which jobs in eight different accounting titles will be filled. A separate examination for junior tax examiner will be held a week later. The last date to apply for the accounting assistant test is December 10. Applications for the examination for junior tax examiner will be accepted up to December 14.

About 90 appointments are expected in Albany, 55 in New York City, and 80 in other locations, including Buffalo, Rochester, Syracuse, Utica and Binghamton.

The "Assistant" Test

The accounting assistant examination is to be held January 12 as part of the State's "college series." College seniors who will have a bachelor's degree with 24 credit hours in accounting by next June 30 may qualify. Appropriate accounting experience may be substituted for college training.

The examination for junior tax examiner is open to persons qualified either through college training or work experience. The salary for this job ranges from \$3,237 to \$3,996.

Candidates who qualify may take both examinations.

Complete details may be obtained by writing the State Department of Civil Service, State Office Building, Albany; State Office Building, Buffalo; or 270 Broadway, NYC.

NEW APPOINTMENT TO ST. LAWRENCE HOSPITAL

ALBANY, Dec. 3 — Governor Dewey has appointed Milton E. Bowman, of Massena, New York, as a member of the Board of Visitors of St. Lawrence State Hospital at Ogdensburg, for a full seven year term. Mr. Bowman fills the vacancy caused by the death of Louis E. Volz, of Massena.

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PUBLIC EMPLOYEES' CREED OF SERVICE

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Two years ago members of the Federal Personnel Council decided it would be worth while to draw up a creed of service, applicable to Government employees, somewhat along the general lines of other well-known creeds which have in the past served as inspirations and guides to groups of Americans.

One of the ideas emphasized at the beginning was that it would be desirable to obtain suggestions from Federal employees throughout the United States, and this was done. A great many statements were received which were studied and distributed for comment.

The Council hopes that the above statement, the final version chosen, will receive wide distribution, and that it will be of value to all Federal workers. It may be observed that the wording is equally applicable to all Government employees, Federal, State, and local.

Albany Aides Do Fine Job In Local Drive

ALBANY, Dec. 3 — J. Palmer Harcourt, Deputy Director of the New York State Division of Safety, and chairman of the State Division of the 1951 Albany Community Chest drive, reports that State workers have performed exceedingly well in the campaign. Only those State workers who actually were residents of Albany County and the city of Rensselaer were asked to contribute towards this drive.

7,794 State workers contributed a total of \$28,095.57, with many departments having 100% participation of those eligible. There were 343 more individual contributors this year than last year, and Mr. Harcourt expressed his

appreciation for the excellent cooperation that he received from all State departments on this drive.

Among those units which had 100% of their employees participating in this drive was the Civil Service Employees Association.

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N. Y. STATE EXAMS

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Mental Hygiene Office Aides Seek Better Deal in Wages, Hours, Conditions of Work

Office workers in Mental Hygiene institutions of the State, particularly those in grade 2, want a reconsideration of their salary appeal. Their complaint is that the appeal was denied as the result of improper appraisal of their complaint, said Fred J. Krumman, president of the Mental Hygiene Employees Association. Most of the members of the Mental Hygiene Association are members of the Civil Service Employees Association, which also feels the salary appeal should have been granted.

For the Legislature?

In denying the appeal, J. Earl Kelly, director of Classification and Compensation, said that about 20 per cent of all State employees were affected; the problem is therefore one for the Legislature, since it deals with a general raise. The Mental Hygiene employees, however, as well as workers in the Labor Department and others affected, insist that the basic request is for evaluation of the services at their proper worth. Mr. Kelly had mentioned that, since the appeals were originally presented, emergency compensation has been added. But the employees reply that emergency compensa-

tion reflects, and only in part, increased living costs; and does not deal with basic worth of positions. "Denial of the raise is being protested for office workers," said Mr. Krumman. "In requesting reconsideration, the employees stress the difficulty of the exams they had to pass, and the arduous and responsible nature of the work. These two factors alone justify a higher grade than grade 2, which provides an insufficient salary, compared to that set up by the State in other fields."

More Than Upgrading.

"Not only should there be an upgrading, but also a reclassification to provide more titles through which employees may rise through promotion. At present the dead-end effect is disastrous to morale. A great number of employees who have been in office positions in State institutions for 20 years are still in grade 2. There are too few positions of high rank into which they could possibly move."

He mentioned senior clerk, grade 6; senior stenographer, grade 6, and senior account clerk, grade 7. Such jumps are too great to be readily accomplished, he added, hence so many employees stay at

the same grade level at which they entered State service.

"Another inequality mentioned habitually by this group is denial of the 37½-hour week," continued Mr. Krumman, "as allowed to other State workers in the same titles."

He added that employees in the institutions noted with regret that those in comparable State titles elsewhere got Election Day off; the institutional employees did not.

He asserted that the problems would be taken again to Mr. Kelly and to the Personnel Relations Board.

Appeals Accumulated

The appeals denied were an accumulation. There were 66 separate ones from the Department of Mental Hygiene alone. The salary ranges in general were \$2,100 to \$3,600. Many requests were for two additional increments of \$140 each. Titles involved were clerk, typist, telephone operator, account clerk, senior clerk, senior stenographer, senior account clerk, principal stenographer and principal account clerk.

It is expected that employees, in addition to those in grade 2, will also seek a rehearing.



If you will only stop palpitating long enough to read the details, men, we'll tell you that this is Miss Frieda Rexroth, a registered nurse at Central Islip State Hospital. The Ward Personnel, J-5, tell us: "Actually, the photograph falls far short of a true portrayal." The vital statistics: She's 5 feet 5 inches tall, an honest-to-goodness blonde, expressive blue eyes, delicate complexion. Her hobbies are skating, swimming, bowling, knitting. So now you have another answer to those meanies who say that civil service gals aren't as good-looking as those in private industry.

Basic Decisions Must Be Made Concerning State Employee Relations Board

BULLETIN

ALBANY, Dec. 3 — Latest word on the status of Allen S. Hubbard, director of the State Public Employees Personnel Relations Board, is that he will be retained as a consultant at \$50 a day, for those days on which he works with the Board. This status will remain until a successor is chosen by Governor Dewey.

ALBANY, Dec. 3—With the pending departure of Allen S. Hubbard from his post as chairman of the State Public Employees Personnel Relations Board, the Governor's office is called upon to reach a decision as to the exact status and extent of the job.

As stated in earlier editions of THE LEADER, Hubbard some time ago informally notified Governor Dewey of his desire to return to the private practice of law. At that time Hubbard said he would continue to serve the Board until a successor was named.

Since then these developments have occurred:

Only recently Hubbard, accompanied by J. Edward Conway, President of the State Civil Service Commission, again visited the Governor to discuss the personnel job. What they talked about remains with the conferees, but it is safe to assume that the subject of Hubbard's leaving and the question of whether to succeed him with a full or part-time chairman were top on the agenda.

Early last week Hubbard sent a note to the Governor announcing his retirement desires formally. As far as can be learned, he will not be serving on the Personnel Relations Board for a very long period.

McFarland Sees Full-Time Operation.

Asked by the LEADER what view the Civil Service Employees Association took of the chairmanship, President Jesse B. McFarland said:

"We still feel strongly that the chairmanship of the personnel relations board is a full-time responsibility. To fill that position on any other basis would be to negate the entire program. True, there may be need to improve or to shorten the grievance procedure established, but the top job of administering the program certainly remains a full-time need."

Work Went Slowly

It is known that a chief reason for Hubbard's decision to leave is his feeling that the job does not

require full-time attention. Established by executive order in February, 1950, the personnel procedure was a long time being explained to the departments and agencies and it took still longer for these units to organize their grievance steps under the order.

Only Two Grievances Brought

To date there have been two grievances decided by the top level of the program. This of course does not mean that there have only been two grievances, but under the present setup the Board has no way of knowing how many complaints enter the system.

Circumvented?

There also has been criticism, particularly from employees, that the elaborate grievance machinery is being circumvented in many

departments and institutions. Also, probably because the plan is still new, there has been an apparent hesitancy to use the steps provided.

So these decisions must also be made concurrent with selection of a new board chairman.

Shall that chairman be full time in the \$11,975 job left vacant?

If not full time, then on what compromise basis, keeping in mind the official view of the employees? Shall the grievance procedure itself be overhauled?

How soon these decisions will be made is not apparent at this writing, but it is known that both the governor's office and the employees are currently considering them.

McDonough Makes Strong Plea for Merit System As Basic to Democracy

ALBANY, Dec. 3—The student political forum of the State Teachers College in Albany heard William F. McDonough, former member of the State Classification Board, urge full study of the merit system by each student, and active participation in political party councils, to secure the full application of the merit system to recruitment and promotion of public personnel.

Mr. McDonough, who is now executive assistant to President Jesse B. McFarland of the Civil Service Employees Association, said:

"The present-day difficulties in maintaining efficient and economical government in many areas of public service are due, as in some previous instances, to failure to establish and use the merit system, plus modern employment practices, in civil service.

"Life, liberty and the pursuit of office is still the battle cry of the patronage-hungry of all political parties.

It's 'Treason'

"The New York Times editorially, and quite properly, broadened the definition of guilt of treason to include those who neglect to deal honestly with government. Those who tolerate corruption bear a heavy responsibility.

"The merit system guarantees not only freedom from corruption

in the administration of government but is the true way to positive improvement of public service. It is the only hope for permanent survival of our democracy. It is being only partly or imperfectly practiced at present. It awaits the call to full duty. This call must come from students, schools, churches, and homes generally. Our statesmen are listening this time."

So Do We All, Walt, So Do We All!

ALBANY, Nov. 26—Walter Robinson, maintenance helper in the Office of Business Administration, State Health Department, is playing a little-known but important part in the civil and medical defense program. Mr. Robinson delivers the medical supplies used in the medical defense emergency stations throughout the State. Returning recently from a trek to Buffalo, where he delivered a number of stretchers, he mentioned that in every city to which he delivers these vital first-aid items, he takes a few minutes out to pray that they will never be used as the result of an atomic attack.

LOCAL GOVERNMENT

This column deals with public administration — practical day-to-day problems and activities of states and local communities. Among items covered: New products useful to government departments; new ideas and practices in local agencies; new ways of performing public jobs; local government needs of all kinds. The cooperation of local government officials is invited. Are you using some piece of equipment in a new, more efficient way? Has a new program been found workable in a local agency? What are your purchasing needs? Are you managing to get the materials and equipment you need? What problems are you up against? This column invites communications from local government officials, and hopes to be a clearing house for many types of information. Civil service employees will find the material useful. Address all communications to Editor, Civil Service LEADER, 97 Duane Street, New York City 7.

CITIES AND STATES USE LEASE-PURCHASE PLAN OF FINANCING

Cities and states are relying increasingly on lease-purchase agreements to finance new buildings and improvements.

An article in the current issue of *Municipal Finance*, journal of the Municipal Finance Officers Association, points out that recent decisions by the supreme courts of Michigan and California have given added impetus to this method of financing public projects. Since the court rulings have been handed down several California cities as well as Detroit-Wayne county, Mich., have undertaken projects financed through lease-purchase agreements.

Generally, these agreements work this way: A private contractor puts up a building according to city specifications on land already owned by the city, but leased to the contractor for a token fee. In turn, the builder leases the building back to the city for an annual or monthly rental. At the end of the lease period, title to the building is conveyed to the city without further payments to the contractor, aggregate rental payments having covered the original costs of the building, together with interest.

"This new financing plan is being used chiefly to construct non-revenue producing facilities such as school buildings, fire houses and city halls—all traditionally financed through the issuance of general obligation bonds," the article points out. "With few exceptions, the total cost of the facility as represented by the aggregate rental payments exceeds the legal debt which may be incurred by a city without voter approval, but in no instance is a public election held on the matter as would be required in the case of a bond issue."

Typical of the projects financed by California cities through lease-purchase arrangements are these: Culver City is having an off-street parking lot built. San Clemente has arranged for the development of beach frontage for recreation purposes as well as for construction of a parking lot adjacent to the beach. Santa Monica has financed a municipal incinerator through such an arrangement.

In Michigan, a new Detroit-Wayne county administration building is under construction, financed through a lease-purchase plan. There, an authority was set up to finance the project by issuing bonds payable solely from rentals received from the city and county. Upon retirement of the 30-year bond issue, title to the facility is to be conveyed to the city and county without further payment.

Similarly, Whiteville, N. C., recently completed a new city hall, which was built by a nonprofit corporation specially created for this purpose. The city provided the lot and building materials such as steel, bricks and plumbing fixtures, and the corporation was responsible for the actual construction. Building specifications were set by the city. The city agreed to lease the building at \$371 a month for 10 years, after which time it will own the building outright. Currently, the city is receiving \$470 a month for space in the building which it does not need and is sub-leasing to other agencies.

Difference on Merits

There is a considerable difference of opinion regarding the merits of the lease-purchase method of financing. Proponents of the plan assert that present bond financing regulations requiring popular approval are unrealistic in view of typical bond election turn-outs, the technical questions involved in debt financing, and the delay resulting from bond financing. Opponents of the scheme claim that the public should be given an opportunity to vote on capital improvement projects involving long term fixed charges, and that if the people wish to delegate more authority over capital improvement financing to the legislative bodies, constitutional limitation should be amended.

Activities of Civil Service Employees Assn. Chapters

Brooklyn State Hospital

CLARA STRAKER, chairman of the award committee, urges all those people who still have award books out to please get them in and accounted for to any of the Brooklyn State Hospital chapter officers.

Congratulations to George Stevens, recreational therapist, who has been transferred to Rochester State Hospital as recreational supervisor. We hope he has continued good luck and success.

A surprise party was given to Leslie McDonough at Vincent's restaurant by his former co-workers on Ward 53, Building 10.

Our best wishes to Mr. and Mrs. William J. Farrell on their new addition, a boy.

Congratulations to Thomas O'Donnell who has been promoted to carpenter's helper in the carpenter shop. Also to John Hennessey who has assumed Mr. O'Donnell's duty at Building 10.

James Sweeney has obtained his driver's license.

Mae Rebhan, Emanuel Kucker and J. Leight are making good recoveries in the sick bay from their recent illnesses. We are happy to know that Mrs. Catherine Mc-

Weeney is making such a good recovery. Also happy to know that Mrs. Laura Kampe is on the road to health.

Our sincere sympathy to the family of Mrs. Margaret Murphy, staff house employee, who died recently. Sympathy to Mrs. Ethel Burnett on the loss of her father.

Southwestern

THE SOUTHWESTERN Chapter, CSEA, has elected a slate of officers, to serve until May 1952. The new officers are: Frank Knight, president; Dave Morrison, vice president; Mark Smith, treasurer; Miss Kathryn Mooney, secretary.

Election was held on Monday, November 19, in the Administration Building, Allegany State Park, Red House.

State Insurance Fund

NEXT MEETING of the Board of Directors, State Insurance Fund chapter, CSEA, will be held on Monday, December 17, at the Hotel Nassau, NYC, 5:15 p.m. . . .

The Policyholders Service Department welcomes the return of its genial Asst. Sales Director, Ed

Ryan, after an extended illness . . .

The Association welcomes a new member — Dave Bass of the Actuarial Department. Dave, they say, is one supervisor who knows how to deal with women. . . .

Jean Drucher, provisional employee for nine years in Payroll Audit Department of State Insurance Fund, has just received her permanent appointment. . . .

The Claims Sophs, who have won 11 pts. out of the last 12 pts. to gain 2nd place, will take on the league-leading Orphans. Max Garfinkel, anchor man for the Orphans, took undisputed possession of the league's leadership with games of 170, 179 and 210 for 559 series (seasons high) which boosted his average to 165. Team high games went to Safety 821, Safety 887 and Claims Sophs, 846. High game for the week went to M. Flamholtz of Payroll with a score of 220. (Flamholtz also had a 546 series.)

Standing as of November 20, the State Fund Bowling League is as follows:

NAME	W	L	PT.
Orphans	16	8	23
Claims Soph.	14	10	19
Payroll	13	11	18
Claims Sr.	14	10	17
Medical	11½	12½	16½
Policyholders	11	13	16
Safety	12	12	15
Personnel	10½	13½	13½
Accounts	10	14	13
Underwriters	8	16	9

Sal Arena, No. 3 man on the Orphans, will be trying his shoulder out in next week's series with the Claims Sophs. If it's in good condition, look for the Orphans to be rolling once again.

Gratwick

WITH THE FESTIVE season rapidly approaching, plans are being made for the annual Christmas party of all employees and

volunteers associated with the Roswell Park Memorial Institute in Buffalo. Usually many surprises are in the offing, so all look forward to December 17, when fun will be the order of the day. The well-known Mr. Santa Claus will be there to present gifts, with music from a choral group and refreshments to put all in the holiday spirit.

Personal news bits: Grace Solomon will be back December 1 after many months of illness. Her colleagues will be glad to see her caring for patients instead of being one. Other nursing staff members convalescing at home are Mrs. Pauline Di Lallo and Mrs. Gertrude Sa Sale. They are making rapid recovery. Joe Richstatter, whose presence has been missed for many months due to illness, is back. Welcome back, Joe; don't leave again! To Mrs. Bailey — all hope your husband has a speedy recovery, and with your nursing care, we are sure that he will.

Department of Law

THE DEPARTMENT OF LAW chapter, CSEA, will hold its Fourth Annual Christmas Party on December 17, at the Aurania Club, Albany.

The Social Committee is in charge of arrangements. Members of the Committee are: George Radz, Chairman; Edward Grogan, Jr., Harold Coyne, All D. Good, Rose Ehrlich, Antoinette Davis, Margaret Malone, Marion Nichols, Martin J. Barry, Frank Nichols, Frances McNamara.

Estelle J. Rogers, chapter president, announced that there will be entertainment and dancing during the afternoon followed by

dinner in the evening. Alfonso Bivona, Jr., vice president, has been named chairman of the entertainment committee.

Social Welfare

MRS. MARIE SEDDON, who is retiring after 28 years of State service, was honored at a luncheon at Jack's Restaurant on November 20 by her fellow employees of the State Department of Social Welfare.

Mrs. Seddon was paid tribute for her ability and her popularity by the presence of 135 of her co-workers and by many speeches in her behalf.

Byron T. Hipple, Deputy Commissioner, Administrative Finance and Statistics, read a letter from Commissioner Robert T. Lansdale, who was unable to attend the party, commending Mrs. Seddon for her distribution work to the local districts and maintaining a spirit of good will between them and the State Department.

She Gets Orchid, Purse
James E. Mahony, Director of
(Continued on page 5)

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Activities of Assn. Chapters

(Continued from page 4)

Office Administration, presented her with an orchid and expressed the attitude of the Department in its affection for Mrs. Seddon.

Adam Russell, Chief Clerk, Purchase, praised her cooperation in both her work and personal contacts. He presented Mrs. Seddon with a French purse containing a new fifty dollar bill as a gift from the group.

John Maginn, President of the Good Will Fund of the Department, gave Mrs. Seddon a check as a gift from this organization. He summed up her personality by the one word "graciousness".

Now She's With Alumni
Joseph T. Byrne, former Deputy Commissioner of the Division of Administrative Finance welcomed Mrs. Seddon to the alumni of the Department and hoped she would be a member for many years to come.

Mrs. Seddon expressed thanks and hope that the friendship between her and the department would continue.

Miss Marjorie Huber sang, accompanied on the piano by Mr. Ray Gramm. They also led group singing of parodies especially written by Mrs. Anne Swart. Programs for the party were designed by Mr. Harry Lohre.

The committee in charge of arrangements consisted of Mrs. Elise Shafer, Chairman; Mrs. Anna Mae Warner, Mrs. Dorothy Bowdy, Miss Anne Gallagher, Mrs. Anne Swart and Mr. Harry Lohre.

Craig Colony

NEWS from Craig Colony chapter, CSEA:

With deep regret, the sudden death is reported of Guy Eddy, an employee at the Power House. Sincere sympathy is extended to his widow and daughter. . . . Funeral services were held November 24 for Robert Applin, killed in action in Korea. . . .

A welcome back has been extended to Marie Pagano, returned from leave of absence; and Mrs. Evelyn Osborne, supervisor of the Aster Division, who has been away following an automobile accident. . . . Edward O'Connor, a dining-

room attendant in the Loomis Division, is off duty because of illness. . . . Frances Gerace is confined to her home, ill. Speedy recovery to both! . . . Lawrence Andrews is convalescing in his apartment following a long hospitalization in Buffalo.

Congratulations to Thomas Bolton upon completion of 25 years' continuous State service. Mr. and Mrs. Vincent Lonco have returned from a vacation trip to New York City, Hyde Park, and Albany.

The advisory committee of the Craig Colony School of Nursing will meet Nov. 30. Expected to attend: Grace M. Longhurst, R. N., chairman; Mrs. Willard H. Veeder, Mrs. Agness Storey, R. N., Mary A. Boles, M. A., Dr. Stanley Jackson, Eleanor Remmel, R. N., and Helen Hurley, R. N. . . . A class consisting of 32 new employees has started the 75-hour course for attendants. . . . Pre-clinical students of the School of Nursing express their thanks to all who helped make the recent bake sale a success.

District 10 - Public Works

THE EXECUTIVE COUNCIL of District 10 Public Works chapter met on Friday, November 23.

The treasurer reported that the net proceeds of the Turkey Party were about \$125.

The Council read over and discussed the minutes of the October meeting of the State Board of Directors.

A committee was appointed to confer with all state and county chapters of the CSEA in Nassau and Suffolk Counties with the view of holding a joint social affair some time this winter or spring.

The Council decided to hold a chapter party on Friday, March 14, 1952, at the American Legion Club in Babylon.

Broome County

JESSE B. McFARLAND, Pres. of the Civil Service Employees Association, was guest speaker at a meeting of the Broome County chapter, CSEA, held on Thursday, November 29, at the Arlington Hotel in Binghamton. He spoke on salary procedures as they apply to county chapters. Mr. McFarland also pointed out the increased services being offered by headquarters' staff for county chapters, which will include, amongst other things, the fact that the new budget calls for the addition of an additional field man to the staff. He described how the county chapters could build up their membership, and the services which the chapters themselves could perform for their members.

Following the business meeting, there was music for dancing and awards. The Committee on Arrangements included: John Perhach, Charles Pierce, and Clarence Chase. The Social Committee consisted of: Mrs. Thelma Sover-

eign, Ida Gialanella, Mrs. Edna Saxton, Mrs. Iris Gaige, Martha Race, Mrs. Helen Cucchi, Mrs. Catherine Rabill, Elizabeth Jeffrey, and James Smith.

It was announced by Mrs. Lula M. Williams, President of the Broome County Chapter, Civil Service Employees Association, that the following are the new directors, officers, and committees of the Broome County chapter: Lula M. Williams, President; Charles Pierce, Vice-President; Mary Adamosky, Secretary; Georgia Yetts, Treasurer. Directors: Clarence W. Chase, Jesse A. Every, John Perhach, Mildred R. Pierpont, David Tingley, Walter Bensley, Lawrence Taylor, Bessie Valentine. Audit Committee: Bessie Valentine, Martha Race. Employee's Committee: John Perhach, Clarence Chase, Charles Pierce. Fellowship Committee: Jessie Every, Cecil Crow, Elizabeth Eichoff. Music: Clarence Chase, Robert Hoover, Ethel Mallette. Legislative: Frances Maines, Iris Gaige, Larry Taylor, Lewis Green. Social Committee: Miss Thelma Sovereign, Miss Ida Gialanella, Mrs. Edna Saxton, Mrs. Iris Gaige, Miss Martha Ball, Miss Helen Cucchi, Mrs. Catherine Rahill, Miss Elizabeth Jeffrey.

Membership Committee: Mildred Pierpont, Chairman, Planning Board, County Office Bldg., Binghamton; Clarence Chase, Children's Court, Court House, Binghamton; Lewis Green and Gilbert Chatfield, Town of Union Office Bldg., Endwell, N. Y.; Thelma Sovereign, Case Supervisor in County Welfare Dept.; David Tingley, Case Worker, County Welfare Dept., County Office Bldg., Binghamton; John Perhach, Undersheriff; Larry Taylor, Senior Deputy Sheriff, Broome County Sheriff's Dept., County Office Bldg., Binghamton; Walter Bensley, Home Superintendent, Broome County Home, Front St., Binghamton; Edna Saxton, Election Commissioner's Office, Court House, Binghamton; Catherine Rahill, City Welfare, 73 Collier Street, Binghamton; Bessie Valentine, County Highway Dept., County Office Bldg., Binghamton; Arlet Sterling, Juvenile Detention, County Office Bldg., Binghamton.

LEGAL NOTICE

CITATION—The People of the State of New York, By the Grace of God Free and Independent. To: JOSEPH de GROEN, ELIZABETH de GROEN ANDRIESSE, JOHANNA BLOK, SARA HESTER BLOK-SNYDERS, JUSTINE BLOK and FREDERIK ANDRIESSE, persons who have disappeared under circumstances affording reasonable ground to believe that they are dead; and the PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, Send Greetings:

Upon the petition of PIETER J. KOOLMAN, who resides at No. 81 North Hillside Place, Ridgewood, New Jersey. You are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 4th day of January, 1952, at half-past ten o'clock in the forenoon of that day, why the Surrogate should not inquire into the facts and circumstances and make a decree determining the fact of death in the cases of JOSEPH de GROEN, ELIZABETH de GROEN ANDRIESSE, JOHANNA BLOK, SARA HESTER BLOK-SNYDERS, JUSTINE BLOK and FREDERIK ANDRIESSE, late of the Kingdom of the Netherlands; why the Last Will and Testament of JOSEPH de GROEN, Deceased, should not be recorded; and why Ancillary Letters of Administration with the Will Annexed, on the Goods, Chattels and Credits of the said JOSEPH de GROEN, late of the Kingdom of the Netherlands, should not be issued to PIETER J. KOOLMAN, petitioner.

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

WITNESS, HONORABLE WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 16th day of November, in the year of our Lord, one thousand nine hundred and fifty-one.

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

(Seal).

STATE OF NEW YORK, DEPARTMENT OF STATE, SS.

I DO HEREBY CERTIFY that a certificate of dissolution of BASIC RAW MATERIALS CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this fourteenth day of November, one thousand nine hundred and fifty-one.

THOMAS J. CURRAN, Secretary of State. By SIDNEY B. GORDON, Deputy Secretary of State.

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- 2. Taylor, Elijah E., Albany 83600
- 3. Armstrong, Louis W., Albany 83000

JUNIOR VALUATION ENGINEER, Public Service Commission.

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Civil Service LEADER

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TUESDAY, DECEMBER 4, 1951

The third in The LEADER's series of editorials "What the Public Thinks of Civil Service," will appear in next week's issue. It is being postponed to allow consideration of the NYC career-and-salary report.

—Editor

LET'S TALK SENSE ABOUT THE GRIFFENHAGEN REPORT!

NOW THAT the initial fury, pro and con, has reached its crest in discussions concerning the Griffenhagen career-and-salary report, what point of view ought properly to be taken about it?

It is a fair question, asked by many persons disturbed on the one side by defects in the plan, and on the other by the intensity of opposition.

The Need Is Clear

The reasons for establishing a just classification and compensation plan for New York City are present today as powerfully as ever before. Without such a plan the City will never have a personnel system which is fair to the employees and efficient for the City's people.

If a classification and pay plan is not now established, the chances are that it may never be in our time. On this ground, we feel that the Griffenhagen career-and-salary project must be supported.

Errors Must Be Corrected

But such support must be conditioned upon the rectification of manifest errors and defects. Fortunately, the machinery for dealing with errors and defects lies in the plan itself.

The report has been subjected to a considerable quantity of unenlightened attack. We are, however, impressed with criticisms brought forth by responsible organizations and individuals; and we feel that these criticisms deserve the most thorough and careful study.

Time Is An Opportunity

The action of Comptroller Lazarus Joseph in directing a postponement of the formal hearings provides to the Griffenhagen firm a period in which to digest the criticisms and make corrections. It is undoubtedly a costly process, for which no payment is being made to the organization. (Perhaps this is a matter for the Board of Estimate to do something about.) Nevertheless, in everybody's interest, the criticisms being made, and the affirmative suggestions arriving from many sources, ought to get—and we may presume they are getting—the fullest consideration of the Griffenhagen staff. It would be folly for them to take an obstinate attitude, saying: "Well, we did our honest best on this, take it or leave it." There should be a bending backward to meet responsible criticisms with action.

Example: Salary allocations are clearly too low in many categories, particularly at the lower levels. It is important that these levels be brought upward, the more so in light of new economic factors. There is now an opportunity for Griffenhagen & Associates to meet this wide criticism by making the necessary changes in the report.

Example: The paragraphs in the Griffenhagen report dealing with vacation and leave time have caused a furor. Griffenhagen technicians have said that these paragraphs were misinterpreted, that they weren't intended to recommend reduced vacation and leave time. Why not, then, strike out the controversial paragraphs from the report altogether; or state in clear English that the reference is simply to practice in private industry, thus altering the language so that no misinterpretation is possible.

Example: The basis of an excellent automatic increment system exists in the report. Only one thing needs to be added — that these increments will be annual. True, some may feel that Griffenhagen & Associates have properly allowed the City a policy choice here;—but the firm's own recommendations would have carried great weight and won the support of all—employees and civic groups—who feel that an automatic increment system is a "must" in any modern pay plan.

Example: Individuals concerned with the techniques of personnel administration are questioning some of the class definitions attached to the duties. Insofar as this would be possible, the Griffenhagen people ought to examine these suggestions and make changes where justified. Some cases brought to our attention lead us to believe there may be such justification.

Example: Errors in title-allocation, in relationships of job to job within departments, have been pointed out. The Griffenhagen staff ought to now, in this interim period, re-examine these situations.

Good Results Would Follow

We feel that such intense work, performed now, in advance of the formal hearings, will "pay off" with good results, and help gain acceptance of the plan which the great majority of all interested persons does want accepted. Few want the whole plan scuttled. Even some of the strongest critics of the plan do not want it thrown out, but merely repaired where defects are shown.

Basic Principles Too Important to Lose

Let there be, then, sharp changes made by the Griffenhagen technicians where these changes seem justified. The basic principles in that plan are too precious to lose: Equal pay for equal work; a clear relationship of job to job, salary to salary; the idea that wages are a first lien on city income; the basis for a permanent classification structure; an increment system; clear duty and qualification statements for every position.

And the correct attitude of all who have a deep interest in better government ought to be: (1) support the Griffenhagen plan; (2) work to iron out every defect in it.

Formal Hearings Board Has Wide Power

Let it be added that the field being charted is relatively new for

WHAT EVERY EMPLOYEE SHOULD KNOW

By THEODORE BECKER

CAN YOU COMPEL POSTPONEMENT OF AN EXAM?

ASSUME that in order to be eligible for a certain promotion exam you must have put in at least one year of permanent service in the next lower grade by the date of the written test. Assume that you are some weeks shy of meeting this requirement. Would you consider the civil service commission unreasonable if it refused to grant your request for a postponement of the exam long enough for you to qualify?

In a recent case, the Supreme Court in New York County had occasion to decide whether the NYC Civil Service Commission had been arbitrary and capricious in denying postponement of a promotion exam to assistant housing manager. Such postponement had been requested by employees who would have been unable to meet the one year service requirement by the scheduled exam date.

Someone Always Hurt

Pointing out that the Commission has the legal power to impose the terms and conditions of eligibility for the promotion exam, the Court ruled that their determination, after a hearing, to adhere to the original date of the exam was not illegal, discrimina-

tory, arbitrary or capricious.

The Court explained that it is not concerned with the wisdom of the Commission in reaching the conclusion so long as there was a fair and reasonable basis for their action. It stated:

"Whenever the date for an examination is set there will always be some civil servants who just lack the requisite service in length of time necessary to be eligible. The unfortunate position in which such persons find themselves is merely one of the necessary concomitants of the promotional system of examinations. The commission must fix some time requirement and in making the term one year in the instant case the commission did not act in an unusual and arbitrary manner."

Accordingly, the Court sustained the Commission's action. (Rudner v. Watson, 5-15-51 N.Y.L.J. 1784 col. 4).

Exam v. Appointment Eligibility

Although not discussed by the Court, a method has been used to overcome the effect of the one year eligibility provision. Recognizing that employees otherwise well-qualified might be barred from a promotion opportunity for per-

haps the four-year maximum life of a list merely because they lack a few weeks of eligibility, service requirements are sometimes related to the date of appointment rather than to the date of exam. For example, if one year of experience in the lower grade is considered essential for successful performance of the higher grade job, the promotion exam could be opened to all employees in the lower grade job with the proviso that they must serve at least a year in such job before they may be considered for appointment from the promotion list or have their names added to the list. This permits them to take the examination along with employees who have had a full year's service before the exam date. If the former are successful on the examination, they merely have to serve out their year to gain eligibility for appointment as distinguished from eligibility for examination.

Circumstances Control Course

While this technique can be used by civil service commissions, they are not required to do so. Circumstances in one promotion situation may warrant its use, whereas circumstances in another may indicate that a different course is desirable. For example, in the first instance the number of employees with the full year of service as of the exam date may be low in proportion to the number of jobs to be filled from the list during its four years of life. In another instance there may be a larger number of one-year men in proportion to the vacancies to be filled. In any case, the Commission has the authority to select a reasonable course to pursue depending on the circumstances.

Plan Seeks Rescue of P. O. Temps

WASHINGTON, Dec. 3 — Authorization of probational appointments to the Post Office Department is being seriously considered by the U. S. Civil Service Commission. Up to now the Post Office Department, like other Federal departments and agencies, has been restricted against making such appointments by the Whitten Amendment. Probational appointments would also permit resumption of reinstatements.

The National Federation of Post Office Clerks called to the attention of the Commission the provision of the new pay law which sets the limit of probational (permanent) appointments to that existing on September 1, 1950. This, the association claimed, constitutes authority for permanent appointment that would rescue temporaries and substitutes from their present plight by giving them an opportunity of attaining status.

May Affect Other Agencies

Also, the postal employees are awaiting rulings from Comptroller General Lindsay Warren on various conflicting and obscure provisions of the postal pay increase bill. Similar doubts exist regarding the application of the raise bill as affecting the classified employees, constituting most of the other Federal employees.

About 300 clerks in post offices in Greater New York, and 50 other employees, have attained permanent status under an executive order issued by President Truman. These appointees received temporary substitute jobs, although appointed from a list for filling permanent vacancies. The Whitten amendment made permanent appointments impossible, but the President has authority to make exceptions. The appointments affected are those made between the time of the department order curtailing services and the effective date of the Whitten amendment. The request for permanent appointments up to the number existing in September, 1950, is broader in scope.

GENEROSITY TO THE DEAD

The civilian personnel regulations of the U. S. Department of Defense provide that no employee will be required to return to work after he dies.

New York City, and that what may appear as faults to some will appear as assets to others. And the Formal Hearings Board will have as its task the further clearing up of these defects. Fortunately this Board will sit for as long a period of time as needed. It can act in a variety of ways to alter the Griffenhagen proposals:

1. It may enlarge or reduce the list of classes (a class is a job-title).
2. It may alter the statement of job-duties or the qualifications required to fill the jobs.
3. It may change the pay scales allocated to individual classes, if evidence shows that the Griffenhagen scales are inappropriate.
4. It may alter the entire pay scale, top to bottom, if such readjustment is called for.
5. It may make changes in any other of the Griffenhagen recommendations—for example, the proposal that a Bureau of Personnel Administration be lodged in the Mayor's office.

Composition of Hearings Board

We hope to see the Formal Hearings Board use its power fully and unreservedly. Suggestions have been made that the Board be enlarged above its present three members, and that some labor representation be added. We should not object to such an enlargement. The present Board contains three widely varying points of view, and it is not possible to predict how Budget Director Thomas Patterson, Dr. Luther Gulick, and businessman Thomas Tozzi will jointly feel about any of the problems thrust upon them. We can only hope that the City's future welfare, and the necessity of employee contentment, will be strongly impressed upon them. The necessity must perhaps, honestly and without recrimination, be incisively brought to Mr. Patterson, because the budgetary viewpoint is not always consonant with some of the other ends sought in this operation. Arrangements ought to be made to have John Leavens of Griffenhagen sit in an informational capacity with the Formal Hearings Board in order that he may immediately correct mis-statements of fact or interpretation which may be made before the Board.

Fairness to Individuals

We should like to add another suggestion: That individuals with grievances of their own be accorded an early opportunity to be fairly heard. The Formal Hearings Board will deal with matters concerning over-all policy or total classes. Individuals who feel aggrieved must wait until an appeals board is set up at some unspecified date. It seems unfair that these persons should have a Damocles sword hanging over their heads until the final opportunity is accorded them to prove their cases.

Therefore, we suggest, a rudimentary temporary classification and salary board ought to be set up early, to operate either at the same time as the Formal Hearings Board does, or to begin immediately afterward. Knowledge that a swift opportunity to correct inequities will be accorded, would certainly act to reduce the understandable emotional tension of those persons who feel they have been, as individuals, badly dealt with in the plan (although here it should be emphasized that it was positions, not incumbents, which were classified).

Such an "ad hoc" classification board, set up for the specific purpose of correcting inequities, need not necessarily be staffed with highly-trained technicians. It seems to us that it would be entirely possible to find, in the City service, in the employee organizations and in the civic groups, individuals upon whose fairness and ability in the determination of facts all could rely. Such a board (or committee) should be empowered to look into every individual case brought to its attention, gather information from all the City agencies, make field audits, and perform whatever other tasks may be necessary — until such time as a permanent classification board begins its duties.

A Warning

In all of this, incidentally, a warning must be issued: Agency heads have now been given another opportunity to review classifications. There is talk that the duties-statements of favored individuals are being re-written, that employees are being placed in different job-slots and that other legerdemain is being undertaken for reasons that cannot be considered legitimate. Both the Griffenhagen technicians and the Formal Hearings Board must be wary on this score.

We Must Build from the Beginning

Those who favor honest, decent personnel administration in New York City have no alternative, we feel, but to adopt the viewpoint outlined here: to favor the plan, and to work for remedying its defects. None who were realistic felt in advance that a perfect plan would emerge, at birth; and it may even be that the result has less stature than its friends anticipated. But, as with a newborn child, this is what we have to start with. Now let us give it the right environment, and try to mold it into a strong, healthy, vital addition to the City's family of management tools.

Screaming, gobbledegook, imprecations, will avail nothing. The only way to accomplish the truly great personnel objectives which are inherent in a proper classification plan is to work for them as reasonable people, bent on performing a good for the City, its citizens and its employees.



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DON'T REPEAT THIS

(Continued from page 1)

them even care about civil rights. They have shown in recent elections that they are deeply worried about evidences of corruption.

This is not to say that there is actually more corruption today than there has been in the past; but the citizenry has become more acutely aware of the situation; and its revolt is more direct.

If the Democrats want to win, they must clean up the situation not by words but by actions. And they can take actions which have powerful public relations value.

Here's a Case

Example:

In the public mind, the recently exposed scandals have been tied up with Democratic machine politics. However, the great investigations which have uncovered the 12-pound ham payments, the ties between police and bookies, the internal revenue situations, the connections between crime and politics—these investigations have been conducted by Democrats. There were, among others, Senator Kefauver, Senator Fulbright, Representative King, and Senator Douglas.

It wouldn't be difficult to impress upon the public consciousness this fact—that to a great extent it is the Democrats who are sweeping out the Augean stables of government. But the impression hasn't been made. One prominent Washington Democratic politician told this column plaintively: "We Democrats never take credit for our assets. Sometimes we even fight these assets." It's a major failure in public relations.

Object Lesson

On the local level, New York City is an object lesson. Here the anti-corruption drives have been spearheaded by topflight Democrats—New York District Attorney Frank S. Hogan and Brooklyn District Attorney Miles McDonald. Even Rudolph Halley, who won Presidency of the City Council under the Liberal Party label, is a registered Democrat, too, and a Trumanite. These men, after all, are major candidates for major office. They are the "top" Democrats. Yet the public relations of the Democratic Party has been so impoverished that people simply do not think of these personalities as integral segments of the Democratic Party. . . . Even Spruille Braden, who heads the NYC Anti-Crime Commission as a private citizen, was Ambassador to Argentina under Democratic Presi-

dent Franklin D. Roosevelt.

A Dramatic Change

President Truman is frequently accorded high admiration for the staunchness of his loyalty to friends. However valuable a trait this might be, the public relations indications are clear at this time that he must make changes. He has tried to do this in a small way in the Internal Revenue and Justice Departments.

One can imagine the electric response that would accompany a general re-shuffling of the cabinet, bringing in new faces, un-hackneyed personalities, fresh ideas and approaches. . . . men like Bernard Baruch and Senator Estes Kefauver. It has been rumored that Attorney General J. Howard McGrath would like another office. If so, think of the dramatic effect if the President, announcing changes in his cabinet, called in Senator Kefauver tomorrow and named him Attorney General of the United States.

Within five minutes of the announcement, large faith would be restored to the Democratic Party; because Kefauver is probably the most-widely known prober crime ever had, and he would now be in control of the administration's own investigating and prosecuting apparatus. It would be a clear sign to the American people that there is real determination to "clean out the termites"—not just words.

The appointment of a Kefauver would emphasize that (1) a job is going to be done, and (2) it is being done by a Truman adherent.

Kefauver is not the only prospect, of course. But he is the type who would help the Democratic Party help itself. It might be that Kefauver wouldn't want the appointment, having rather vice-presidential or even presidential aspirations. What better springboard for one of these jobs than the Attorney General's post?

The President might even consider one of the New Yorkers—Mr. Hogan, Mr. McDonald, or Mr. Halley.

Going After the Opponents

Dishonesty has no particular attachment. It likes Republicans as well as Democrats. If the Democrats really want to win, another of their public relations "gimmicks" must be to convince the people that they are no worse than the Republicans. This is a melancholy negative, of course, but an irresistibly vital one to the Democrats if they are going to erase the aura of guilt which has latched onto them so tenaciously. If Republicans can be shown to be "in the same boat"—as GOP chairman Gabrielson was with

Democratic chairman Boyle in a case involving the Reconstruction Finance Corporation—that knocks the issue out. No doubt many Republicans can be flushed out as was Staten Island's GOP boss Edward A. Ruppell. The Internal Revenue scandals have been hitting Democrats so far. But what about GOP legislators, GOP lawyers, GOP functionaries—are they totally without guilt on tax matters? Of course, the Democrats have been in control of the Federal government a long time; and the ratios of corruption, in terms of numbers, run against them. But the GOP is far from dead, and the right kind of hunting would give the Democrats enough ammunition to neutralize the issue in the public mind.

Community by Community

There is another strong affirmative action which could be taken. President Truman could tell the new chieftain McKinney: "Frank, I want you to do a new kind of organizing for us, state by state, city by city. In every community I want you to pick a man who will be Truman's good government man. If McKinney makes a speech about cleaning out the stumblebums, it's considered just political oratory. But if one of the local good government boys, who is a Democrat respected in his community, makes such an address, it's listened to."

Now McKinney, following up, can go to the local "good government boy" selected for the purpose. Suppose (purely for illustration) it were Frank S. Hogan in New York City. McKinney's approach would be this: "You are a man of integrity. You haven't risen as high as you should under the local Democrats. Do your job; clean up where you have to—but as a Democrat. We want you to act vigorously—but as a Democrat. Indict whom you must—but let the public know all the time you're a Democrat—and extol Democratic Party principles."

A Key Community

New York City will in many ways be a key community for the Democrats in next year's important election. If, as persistent reports have it, Impellitteri plans to resign as Mayor in order to take an insurance post, there would then be a three-way race locally: for the U. S. Presidency, U. S. Senate, and NYC Mayoralty. Interest would be tremendous.

Starting Afresh

Democrats would have the opportunity to start afresh, without internecine angers and quarrels, without back-biting and back-knifing. To win, they would have to bring in relatively new political figures. To beat strong, popular GOP Senator Irving Ives, a man having a good labor record would need to be put up—perhaps Manhattan Borough President Robert F. Wagner or Congressman Franklin D. Roosevelt, Jr. (Roosevelt has fences to mend, including some among his own disappointed supporters.) Federal Security Administrator Oscar Ewing is ambitious to be in the running, but indications are that he would fade out of the picture by nomination time. (Mr. Ewing, originally a protege of Bronx boss Ed Flynn, is reported to be no longer friendly with the Flynn-Fitzpatrick faction; and is indirectly helping the O'Connell faction in New York State, opponents of Flynn and Fitzpatrick.)

Frank Hogan, having only the most tenuous political ties and with high prestige in nearly all NYC circles, would probably be an unbeatable candidate for Mayor. Nor is he the only one. Halley's star is still rising. McDonald sponsors are astute. And there are other Democratic names who are unconnected in the public mind with old-line political machinations, old-line corruption, old-line scandal. These men, free of the quicksand entanglements which have disgusted the American people, and which have tenaciously dogged the Democratic Party, would be formidable warriors, providing a battle array which would give unremitting difficulty to their Republican opposition.

With such a program, emanating from President Truman himself and pervading every community, the Democrats can win. Without such a program, relying only on outmoded formulas and crotchety political weapons, the going will be rough for them.

Next week: Analysis of the Republican Party.

Bill Would Require Public Hearings on Candidates For Exempt NYC Positions

A bill requiring a public hearing by the NYC Civil Service Commission on top appointments to exempt positions, and publication of candidates' qualifications in the City Record in cases of lesser exempt jobs, has been introduced in the NYC Council by Councilman Stanley M. Isaacs. The bill, sponsored by the Citizens Union, would not increase or alter any existing powers, but is aimed at giving publicity to prospective appointments to exempt jobs and the nature of the duties to be performed.

Hearings would be held on appointments of commissioners, deputy commissioners, and members of boards and authorities.

The bill was referred to committee.

Raymond E. Diana, executive secretary of the Government and Civic Employees Organizing Committee, CIO, said that his union favored eliminating exempt jobs entirely, and having only two divisions of civil service—unclassified and competitive. The Legislature would set forth the unclassified jobs and the duties.

"The bill introduced in the Council is pointless," he said, "because the Council has no authority to tell the Civil Service Commission what to do, and proposed hearings would not have any legal effect on the appointing officer's choice whatever. If the Board of Estimate, which votes the funds, were required to check qualifications, that would be another matter."

New U.S. Leave Rules Go Into Effect January 6

WASHINGTON, Dec. 3—The graduated annual leave law affecting U. S. employees, including postal workers, goes into effect on January 6, 1952, when the first pay period of the new year begins.

Under this law, employees with more than 15 years' service will get 26 days' annual leave; 20 days for three to 15 years' service; and 13 days maximum for less than three years.

For the minimum service period pro-rating is on the basis of one and one-twelfth days per month, and may be used as earned. The same privilege exists for those of longer service, at one and two-thirds days for each month's ser-

vice for the next longer period, and two and one-sixth days for the longest period.

Since July 1, 1951, annual leave is being earned at the old rate of 26 days a year for all, and will be until January.

After January 1, annual leave will not have to be used during the fiscal year in which it was earned.

As to sick leave, the previous 90-day limitation is still in effect, and also the 15-days-a-year allowance. But after January 6 accumulation of sick leave will be unlimited and the annual rate will go down to 13 days, from 15, but unused sick leave may be retained for future benefit.

4 Days Off For Christmas, New Years

WASHINGTON, Dec. 3—A plan has been agreed on, among top U. S. personnel officials, with the approval of the White House, to permit most Federal employees to take off the Mondays preceding Christmas and New Year's, in exchange for working on Saturdays of those weeks. Thus the employees would have four days off in a row, Saturday through Tuesday over the Christmas holiday, and three days, Sunday through Tuesday over New Year's. The two holidays fall on Tuesday this year. The White House didn't feel that an executive order should be issued, because of some agencies working round the clock, like hospitals, and the possible complication of annual leave. Thus the solution would be left to the respective heads of the departments and agencies. However, the plan is slated to go through.

Public and Private Jobs to Be Compared At Forum on Dec. 13

"Why I work for Government—And Why I Don't" will be discussed at a dinner meeting of the Metropolitan chapter, American Society for Public Administration at 6:30 p.m. on Thursday, December 13, at Hunter College, NYC. Speakers will be George P. Hodges, chief of examinations and placement, U. S. Civil Service Commission; Edward Kresky Jr., administrative assistant, State Civil Service Department; Harry B. Cooper, statistician, NYC Planning Commission; Robert Foote, staff assistant, Port of New York Authority; and Michael D. Benarick, sales supervisor, Remington Rand, Inc. Prof. James W. Fessler, Department of Political Science, Yale University, will be moderator.

Discussion will include such related topics as what can be done to make Government jobs more attractive, the advantages of Federal versus State and City employment, and morale in the Authorities, compared to that in City departments.

Daniel L. Kurshan is president of the chapter and Mrs. Esther Bromley is secretary.

Board of Ed. Has Fine Jobs For Stenos

The social service units throughout New York City, supervised by the Board of Education, have openings for Stenographers. Successful candidates will have a 9-5, 5 day week, health plan, liberal vacation and sick leave at a salary of \$2,350 per year, which includes the cost of living bonus.

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Telephone Mrs. Mary Diamond, TR 9-3887, for appointment.

Some U. S. Aides Get More Leave

WASHINGTON, Dec. 3 — Federal employees who left their jobs between July 1, 1951, and October 30, 1951 accumulate additional annual leave; hence they become entitled to an additional check. However, application must be made to the personnel officer of the department in which the former employee worked. Comptroller General Warren has ruled that the amount shall not exceed that representing two days' pay.

On the annual leave score, veterans who have worked in their U. S. civilian jobs for 90 days may claim time spent in the armed forces toward the period to which annual leave applies. Thus nearly all such veterans would go into the 20-day annual leave class, instead of 13-day class.

40 Jobs Abolished In NYC Welfare Dept.

NYC Welfare Commissioner Henry L. McCarthy announced changes in staff assignments which will eliminate 40 positions in his department. The annual saving, he says, is \$135,000.

Closer field supervision of the Welfare Centers and the transfer of the Case Consultation service from the Bureau of Social Services to the Bureau of Welfare Administration were announced.

Where to Apply for Jobs In Government Service

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., and Room 302, State Office Building, Buffalo 2, N. Y. Hours 9:30 to 5, excepting Saturdays, 9 to 12. Same applies to exams for county jobs.

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

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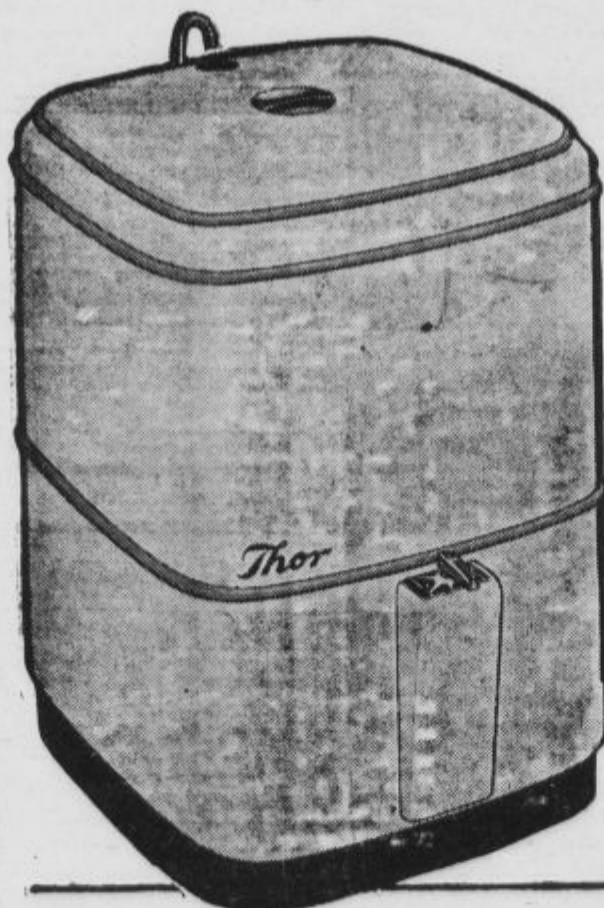
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STATE Open-Competitive

The following New York State open-competitive exams are now open to the public. The exams will be held Saturday, January 19, 1952. The last day to apply is given at the end of each notice.

4293. Principal Public Health Physician (Mental Health), \$9,610 to \$11,303. One vacancy in the Mental Health Commission, Syracuse. Fee \$5. No written or oral test. Candidates must have (1) graduation from medical school; (2) license to practice in New York State; (3) one year's internship; (4) five years of responsible medical experience with one year in epidemiology; and (5) either (a) one more year of experience in epidemiology, or (b) one year of experience in psychiatry or clinical or experimental psychology, or (c) completion of a post-graduate course in public health or (d) an equivalent combination. (Saturday, January 19, 1952).

4294. Assistant Director of Nursing (Orthopedic), \$3,846 to \$4,639. One vacancy at the Rehabilitation Hospital, West Haverstraw. Fee \$3. Candidates must have (1) license to practice as a registered professional nurse in New York State; (2) graduation from nursing school; (3) two years of graduate orthopedic nursing experience; (4) either (a) two more years of graduate nursing experience, or (b) one more year of such experience and college graduation, or (c) college graduation with major in nursing or (d) an equivalent

combination. (Friday, December 14).

4295. Supervising Nurse (TB Vaccine), \$3,541 to \$4,300. One vacancy in Albany. Fee \$3. Candidates must have (1) license; (2) one year's graduate nursing experience; and (3) either (a) two more years of such experience plus one year as a head nurse in a tuberculosis institution or as an instructor in a school of nursing, or (b) three years of nursing experience in a community agency regarding tuberculosis; or (c) an equivalent combination. (Friday, December 14).

4296. Senior Medical Technician, \$3,086 to \$3,845. Vacancies at Clinton Prison, Dannemora State Hospital, Herman M. Biggs Memorial Hospital, Brooklyn, Central Islip, Pilgrim, Rochester and St. Lawrence State Hospitals, and Rome and Willowbrook State Schools. Fee \$2. Eligible candidates may compete in exams nos. 4297, 4298 and 4299 as well. Candidates must have (1) High school diploma; and (2) either (a) one year's course in medical technology or (b) four years' experience as technician in a medical laboratory, or (c) an equivalent combination. (Friday, December 14).

4297. Medical Technician, \$2,784 to \$3,541. One vacancy each at Veterans' Rest Camp, Mount McGregor, and the State Agricultural and Industrial School, Industry; and twelve in the Department of Mental Hygiene at Central Islip, Creedmoor, Harlem Valley, Hudson River, Pilgrim, Rochester, and St. Lawrence State Hospitals, Syracuse State Psychopathic Hospital, Rome and Wassaic State

Schools. Fee \$2. Candidates must have (1) high school diploma; and (2) either (a) one year's course in medical technology or (b) two years' experience as a technician in a medical laboratory, or (c) an equivalent combination. (Friday, December 14).

4298. Senior X-Ray Technician, \$3,237 to \$3,996. Vacancies in Binghamton, Buffalo, Central Islip, Craig Colony, Manhattan, and Middletown State Hospitals, Letchworth Village, and Wassaic State School. Fee \$2. Candidates must have (1) high school diploma; and (2) either (a) four years of experience or (b) one year of experience and completion of an approved course in x-ray technology, or (c) an equivalent combination. (Friday, December 14).

4299. X-Ray Technician, \$2,784 to \$3,541. One vacancy each at Veterans' Rest Camp, Mount McGregor, Sing Sing Prison, and Central Islip, Manhattan, and Rockland State Hospitals. Fee \$2. Candidates must have (1) high school diploma; and (2) either (a) two years experience or (b) one year of such experience and completion of an approved course in x-ray technology, or (c) an equivalent combination. (Friday, December 14).

4305. Electroencephalograph Technician, \$2,508 to \$3,237. One vacancy at NYS Psychiatric Institute, NYC. Fee \$2. Candidates must have (a) high school diploma plus completion of a course in the operation of an electroencephalograph, or six months experience, or (b) an equivalent

combination. (Friday, December 14).

4306. Recreation Instructor, \$3,086 to \$3,845. Vacancies for women only at Binghamton, Hudson River, and Rochester State Hospitals, Craig Colony, Rome, Syracuse, and Wassaic State Schools, and the Thomas Indian School. Vacancies for men only at Middletown State Hospital and the New Hampton Unit of the State Training School for Boys. Fee \$2. Candidates must have (1) college graduation or a three-year course in physical education; and (2) either (a) undergraduate specialization in physical education, or (b) one year of satisfactory experience, or (c) 30 graduate semester hours with specialization in physical education or (d) an equivalent combination. (Friday, December 14).

4307. Supervisor of Health Exhibits, \$4,136 to \$4,923. One vacancy in Albany. Fee \$3. Candidates must have (1) high school graduation; (2) two years' full-time paid experience in hand manufacture of exhibits, toys, models, or other handicraft products, or one year in a supervisory capacity; and (3) either (a) a bachelor's degree with specialization in fine arts, commercial arts,

or industrial arts, or (b) two years of experience in the design of handicraft products, or (c) completion of two full years of study in advertising, commercial art, or related field, and one year of the experience described in (b), or (d) equivalent combination. (Friday, December 14).

4308. Food Service Manager, \$3,991 to \$4,781. One vacancy at Central Islip State Hospital. Fee \$3. Candidates must have (1) three years of experience in supervisory large-scale cooking in a large institution; and (2) either (a) four years of experience in large-scale cooking, high school diploma, and completion of cook's training course with dietetics, or (b) two years of experience in large-scale cooking and graduation from a two-year technical school with specialization in food preparation or related fields, or (c) college graduation with specialization in hotel management, hospital administration, or related fields, or (d) an equivalent combination. (Friday, December 14).

4309. Senior Librarian (Catalog), \$4,710 to \$5,774. One vacancy in State Library, Albany. Fee \$4. Candidates must have (1) L.A. (Continued on page 13)

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New Pay Plan Would Bring Order to County Court Jobs

Coming as it does at a time when New York City civil servants are discussing the Griffenhagen report, news of a new development regarding personnel in a county surrogate court is particularly important to the merit system.

Excluded from the Griffenhagen study were certain courts and other jurisdictions, among them the surrogate courts of the five metropolitan counties.

However, these courts are the object of a separate study by the State Department of Civil Service, charged with servicing them.

Queens May Install Plan

As a result of this study, and only with the fullest cooperation of Surrogate Anthony P. Savarese, Queens County surrogate court may soon install a classification and compensation plan which may well become a model for similar agencies. The LEADER learns that the proposal is now under study by Budget Director Thomas Patterson.

Under the judicial law, salaries of court personnel are fixed by the judge, without regard to any other pay scale of the state or city. While in the competitive class, and serviced by the State Civil Service Commission, most of the

titles have become out of line with duties and compensation through years of individual service, political pressures and many other reasons.

As a result, conditions exist in many NYC courts where two clerks doing the same job may be thousands of dollars apart in salary.

Evidencing a desire to correct this situation in his own court, Judge Savarese last month approved the draft of a classification system which establishes five salary grades for the 39 court employees.

\$3,000 to \$7,000

Beginning at \$3,000, these grades rise by \$1,000 intervals to grade 5, which starts at \$7,000. In other words, each grade has a \$1,000 range, so that merit and promotion pay within each grade is still maintained. The big improvement is that all titles of the same comparable level are assigned to the same salary grade.

This places persons doing similar work on comparable pay levels, as against the old system which often had no direct, obvious relation between work and pay.

Together with the classification plan comes a new set of titles for some jobs. These, and the rest of

the plan, have been developed among the State Division of Classification and Compensation, Judge Savarese and Chief Clerk Frederick Harris.

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 2. Horowitz, Harold, Bklyn96654
 3. Silverstein, Paul, Bklyn94473
 4. Deciccia, Vincent, Bronx92154
 5. Hunt, Jack W., Wilmsville92000
 6. Rizzi, Mario J., Bayside85570
 7. Goldner, Samuel C., Bronx79231

COUNTY AND VILLAGE

Open-Competitive

- DIETITIAN, Department of Public Welfare, Westchester County.**
1. Park, Helen E., Mt. Kisco79700
 2. Fryer, Charlotte, Bronx82900
 3. Curtin, Helen E., Valhalla77600
 4. Mitchell, Glendola, Valhalla77300
- ASSISTANT DIRECTOR OF NURSING, Grasslands Hospital, Department of Public Welfare, Westchester County.**
1. Peterson, Arthur E., White Plains 90852
- ASSISTANT SUPERVISOR OF CASE WORK (FOSTER HOMES), Division of Foster Homes, Department of Family and Child Welfare, Department of Public Welfare, Westchester County.**
1. Collins, Alma E., Schtly89509
 2. O'Brien, William J., Bronx82007
 3. Phelps, Katharine, White Plains 87200
 4. Jeffrey, Francis, Pkepsis84454
- SENIOR SOCIAL CASE WORKER (FOSTER HOMES), Foster Homes, Department of Family and Child Welfare, Department of Public Welfare, Westchester County.**
1. Gusow, Judith H., Forest Hills 79450
- INTERMEDIATE SOCIAL CASE WORKER (FOSTER HOMES), Mr. of Foster Homes, Dept. of Family and Child Welfare, Dept. of Pub. Welfare, Westchester County.**
1. O'Dare, Mary G., Yonkers79078
 2. Vandevanter, Peter, Brewster ..85294

How Chenango County Employees Got a Raise

NORWICH, Dec. 3—William S. Barnes, Chairman of the Salary Committee of the newly formed Chenango Chapter of the Civil Service Employees Association, and Harriet Babcock, a member of the committee, represented the local chapter in salary negotiations with the Board of Supervisors. The Supervisors granted increases ranging from \$200-\$300 for full-time salaried employees, 50-\$175 for some part-time salaried employees, and \$.05-\$.15 per hour raises to hourly employees, employed by the County Highway Department. Raises were voted on and adopted by Supervisors November 15. The increase is not expected to raise the county tax rate more than a few cents, if at all.

Other members who worked with and assisted at meetings of Salary Committee with the Board were: Florence Jones, J. Van Estelow, and John Supensky. The Salary Committee formulated a general plan for salary increases and increments during August and September.

First Came Recommendations
All department heads were requested to recommend and include increases in the departmental budgets, which had to be submitted to the Budget officer by October 1st. Department heads were also requested to recommend raises when they were called before the Budget Committee for their departmental budget hearings. All department heads cooperated.

The Chapter Salary Committee arranged for meetings with joint session of Budget and County officers committees. At those meetings we had set up a definite increment plan and salary increases for each job. We had mimeographed schedules showing job title, present salary range, and proposed increases, also comparable salaries from other counties, additional amount to add to tax rolls, and increased state reim-

bursement that the county would receive.

Meetings Held

Two meetings were held with the committees from the Board of Supervisors in which each job was thoroughly discussed. The Supervisor Committee then held private sessions, and afterwards provided a schedule which they would recommend be adopted. The Board plan followed ours very closely, and in over 50% of the titles was exactly what we proposed. The increment plan was dropped at this time by consent of all committees.

Four Changes

A third meeting was held, at which time the CSEA committee recommended four changes. Three of these changes were finally adopted. Meetings between the committees were cordial and on the highest level of discussion. The Supervisors, in general, were found most cooperative, and much progress was made in better relations between employees and supervisors. The employees state that the CSEA reputation was in a large part responsible for their success.

These are the first major salary increases granted to County employees of our County in several years.

Average increase for salaried employees, \$200.

Average increase for hourly employees, \$.08 per hour.

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- REFRIGERATORS ETC.



AFL Angered At NYC Ruling On Laborers

Jerry Wurf, general representative of the American Federation of State, County and Municipal Employees, AFL, said that the union would "vigorously press an appeal from the determination of NYC Comptroller Lazarus Joseph denying to laborers the rates of pay prevailing in private industry." Mr. Wurf added that the Comptroller's attitude was the same as that of the City Administrations since 1943.

The union leader added that the men were rightfully entitled to the higher pay obtainable under Section 220 of the Labor Law, and would prove their case in court.

Mr. Wurf declared that since 1943 the City had been resorting to devices to prevent the granting of prevailing rates to laborers in various departments.

"The families of these men are hungry now," concluded Mr. Wurf.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of 2333 Creston Avenue Corporation, has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 13th day of November, one thousand nine hundred and fifty-one.

THOMAS J. CURRAN, Secretary of State, By SIDNEY B. GORDON, Deputy Secretary of State.

SUPREME COURT, NEW YORK COUNTY.—RITA LEVY SHELDON, Plaintiff, against IRVING E. SHELDON, Defendant.—Plaintiff designates NEW YORK County as the place of trial.—Plaintiff resides in Bronx County.—Summons.—ACTION FOR ABSOLUTE DIVORCE.

To the above named Defendant: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, 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 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, September 26, 1951. HERMAN HAIMES, Attorney for Plaintiff, Office and Post Office Address, 1450 Broadway, Borough of Manhattan, City of New York.

TO IRVING E. SHELDON: The foregoing summons is served upon you by publication pursuant to an order of the HON EUGENE BRISACH, a Justice of the Supreme Court of the State of New York, dated October 31, 1951 and filed with the complaint in the office of the Clerk of the County of New York, at the New York County Courthouse, Borough of Manhattan, City and State of New York. Dated: New York, November 2, 1951. HERMAN HAIMES, Attorney for Plaintiff,

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EACH CREST ENCLOSED IN TRICA GOLD ENAMELED RED PLATE AND WHITE APPROX. SIZE 1 1/2 x 2 1/2. 5 CRESTS \$1.90. KRESTART 17 E. 48th St., N.Y. 17

Virginia Forbes' Restaurant

Virginia Forbes, who's had a wide variety of experience with European and American styles of cooking, and who wrote in the New York Sun for years a column about the best eating places, is now operating the Virginia Forbes restaurant at 101 West 57th Street, NYC, near Sixth Avenue.

She explains that she herself enjoys old, familiar dishes, but is always eager to try new ones. The result is that there are frequent surprise dishes, American style, at her restaurant.

Her parents travelled much abroad and when they returned home, would eat imported artichokes, pate de fois gras, caviar and truffles. Virginia, as one of the children had her share of them. The family then moved to the South and that regional cooking then became part of her life. She was born in upstate New York. "Anything is good to eat if prepared with a little imagination and a liking for the task," she says.

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EXAMS FOR PUBLIC JOBS

(Continued from page 10)
 brarian's professional certificate; (2) college graduation plus one year's training in library school; (3) one year's supervisory library materials, or (b) an equivalent combination. (Friday, December 14).

4310. Junior Tax Examiner, \$3,237 to \$3,996. Fifty to one hundred vacancies expected in Albany, New York City, Syracuse, Buffalo and Utica. Fee \$2. Candidates must have (a) high school diploma, and three years of full time paid accounting, bookkeeping, or account-clerical experience, of which one year must have been in a position involving responsibility for the accuracy and propriety of the recording of financial transactions; or (b) completion of a two-year business college course in bookkeeping or accounting and one year of the above experience; or (c) college graduation and one year of the above experience; or (d) college graduation with six credit hours in accounting; or (e) an equivalent combination. (Friday, December 14).

For the following State examinations, applicants will not be permitted to file before December 10. From that date until January 11, 1952, applications will be accepted. The tests themselves will be held on February 16, 1952. Full details will appear in succeeding issues of **THE LEADER**.

- *4314. Research Assistant, \$3,846 (Veterans' Affairs), \$5,774 to \$7,037.
- *4314. Research Assitant, \$3,846 to \$4,639.
- *4315. Research Assistant (Veterans' Affairs), \$3,846 to \$4,639.
- *4316. Research Assistant (Mental Health), \$3,846 to \$4,639.
- *4317. Economist (Tax Research), \$3,846 to \$4,639.
- *4589. Associate Planner (Research), Westchester County, \$4,545 to \$5,505.
- *4593. Senior Planner (Research), Westchester County, \$4,005 to \$4,965.

- *4591. Planning Aid (Research), Westchester County, \$3,045 to \$3,645.
 - *4595. Assistant Planner (Planning), Westchester County, \$3,585 to \$4,305.
 - *4596. Planning Aid (Planning), Westchester County, \$3,045 to \$3,645.
 - *4597. Senior Planner (Planning), Westchester County, \$4,005 to \$4,965.
 - *4170. Coordinator of Community Mental Health Services, \$6,901 to \$8,255.
 - 4318. Assistant Coordinator of Community Mental Health Services, \$5,348 to \$6,412.
 - *4169. Principal Public Health Educator (Mental Health), \$7,352 to \$8,905.
 - *4319. Supervising Public Health Educator (Mental Health), \$5,774 to \$7,037.
 - *4257. Senior Public Health Educator, \$4,710 to \$5,774.
 - *4258. Public Health Educator, \$3,846 to \$4,639.
 - 4535. Public Health Educator, Erie County, \$4,950.
 - 4598. Instructor of Public Health Education, Westchester County, \$3,585 to \$4,305.
 - 4320. Consultant Public Health Nurse (Communicable Disease), \$4,710 to \$5,774.
 - 4312. Consultant Public Health Nurse (Mental Health), \$4,710 to \$5,774.
 - 4321. Associate Welfare Consultant (Child Welfare), \$5,774 to \$7,037.
 - 4322. Supervisor of Social Work (Child Welfare), \$4,425 to \$5,313.
 - 4323. Senior Social Worker (Child Welfare), \$3,991 to \$4,781.
 - 4324. Senior Chemical Engineer, \$5,774 to \$7,037.
 - *4592. Planning Draftsman, Erie County, \$3,255 to \$3,975.
 - 4069. Junior Hydro-Electric Operator, \$2,508 to \$3,237.
 - *4325. General Industrial Foreman (Textiles), \$4,136 to \$4,923.
 - 4326. Associate in Home Economics Education, \$5,774 to \$7,037.
 - *4327. Senior Scientist (Paleontology), \$5,774 to \$7,037.
 - 4328. Senior Publicity Agent, \$4,710 to \$5,774.
 - 4329. Publicity Agent, \$4,136 to \$4,923.
 - 4330. Principal Stores Clerk, \$3,541 to \$4,300.
- *This examination is open to residents and non-residents of New York State.

NYC JOBS

Policewoman and typist, grade 2, head the list of NYC open-competitive exams that open on Wednesday, December 5 and close on Thursday, December 20. The pay of a policewoman is \$3,400 to start, including bonus. Applicants must be at least 5 feet 2 inches tall in bare feet, and have at least 20-40 vision, each eye separately, without glasses. They must not have passed their 29th birthday on the day they apply, and must have attained their 21st birthday by December 20. Veterans may deduct from their actual age, if over 29, time spent in the armed forces during war.

The Passing Grades
 The written test will have a weight of 80 and the physical one 20. The pass mark in each will be 70 per cent separately. The scores in these two competitive tests will be averaged, to attain the final score, but not for the purpose of bringing up to the pass mark any one who got less than 70 in one part.

Policewomen's duties include acting as matron and investigator and work in the prevention and detection of delinquency and crime. They may be assigned to the Juvenile Aid Bureau or the Detective Division, as well as elsewhere, and will have the same officers as the men.

New Standards
 In about a week the NYC

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, HENRY STEINMETZ, Plaintiff, against SHIRLEY STEINMETZ, Defendant. Plaintiff resides in and designates New York County as the place of trial. **ACTION FOR ABSOLUTE DIVORCE.—SUMMONS.** You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint. Dated, October 14, 1951.

BERTRAND D. GERBER, Attorney for Plaintiff. Office and Post Office Address, 119 West 57th Street, New York 19, N. Y.

TO SHIRLEY STEINMETZ: The foregoing summons is served upon you by publication, pursuant to an order of Hon. EDWARD R. KOCH, a Justice of the Supreme Court of the State of New York, dated the 23rd day of October, 1951, and filed with the complaint in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, Borough of Manhattan, City and State of New York. Dated: October 30, 1951.

BERTRAND D. GERBER, Attorney for Plaintiff. 119 West 57th Street, Borough of Manhattan, City of New York

ELECTRIC WORK STATE NAVAL MILITIA ARMORY

52d Street and 1st Ave., Brooklyn, N. Y. **NOTICE TO BIDDERS**
 Sealed proposals for Rehabilitation of Electric Wiring, Including Fixtures, State Naval Militia Armory, 52nd St., and 1st Ave., Brooklyn, N. Y., in accordance with Specification No. 10642 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Executive Department, Division of Military and Naval Affairs, until 2:00 o'clock P.M. (Eastern Standard Time, on Wednesday, December 19, 1951, when they will be publicly opened and read.

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

- State Architect, 270 Broadway, New York City.
 - State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
 - District Engineer, 109 N. Genesee St., Utica, N. Y.
 - District Engineer, 301 E. Water St., Syracuse, N. Y.
 - District Engineer, Barge Canal Terminal, Rochester, N. Y.
 - District Engineer, 65 Court St., Buffalo, N. Y.
 - District Engineer, 30 West Main St., Hornell, N. Y.
 - District Engineer, 444 Van Duzee St., Watertown, N. Y.
 - District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
 - District Engineer, 71 Frederick St., Binghamton, N. Y.
 - District Engineer, Babylon, Long Island, N. Y.
 - State Naval Militia Armory, 52nd St. & 1st Ave., Brooklyn, N. Y.
- Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit for each set of \$15.00 or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Personal blanks and envelopes will be furnished without charge. Dated: 11-29-51. MFM:cm

More High-Pay Jobs, More Training for U.S. Employees, Asked by Robert Ramspeck

WASHINGTON, Dec. 3—Increased authority for training

Civil Service Commission will vote new medical and physical standards for policemen. It is expected that the high jump will be eliminated, as this didn't constitute a highly satisfactory test in the past, and resulted in some injuries. An agility test will be substituted, consisting of a run, dodging, getting through an enclosure, requiring crouching, climbing an obstacle, and a run to the finish. But the candidates will not be required to climb fences.

Typists
 The pay of typist, grade 2, is \$2,230, including bonus. There are "many vacancies," says the NYC Civil Service Commission. The need for typists is emphasized by the fact that the present eligible list was established only last June and consisted of 1,963 names.

There will be a performance test, in which the pass mark will be 70 per cent. Typing at the rate of at least 40 words a minute for 10 minutes will have to be demonstrated. There may be a qualifying written test, in which 70 per cent would have to be attained to qualify. All getting 70 or more would be qualified, without necessity of the Commission disclosing how much more than 70 they attained. A qualifying test is one in which the candidate is marked Qualified or Not Qualified. There would be no average with the score in the performance test.

Typist candidates will be examined in groups, as the needs of the service require, and separate lists may be established. If more candidates are needed, the application period would be reopened.

Additional Exams
 The other open-competitive exams for which applications will be received from December 5 to 20, inclusive, are for filling jobs as fire telegraph dispatcher, inspector of carpentry and masonry, grade 3; supervising tabulating machine operator (IBM), grade 3; television film editor, television supervisor, television script writer and window shade repairer. The television jobs are with the Municipal Broadcasting System.

Sergeant Test
 The promotion exams to be opened for receipt of applications at the same time are headed by the sergeant test. This police exam is always popular and is expected to attract a record number of candidates this time. To be acceptable in the sergeant test a candidate must have been a patrolman for one year prior to the date of the written test, and before he is promoted he must be a patrolman, first grade.

Promotions
 The other promotion tests, open at the same time, are for filling jobs as bridge operator, aboriculturist; foreman (custodial), grade 4; senior probation officer; stenographer (autopsy), grade 4, and stenographer (autopsy), grade 3. Applications will be issued at the offices of the NYC Civil Service Commission, 96 Duane Street, NYC.

Federal employees, in order to fill a Government need for getting the best people on the job and improving Government service, will be asked of the coming session of Congress, Chairman Robert Ramspeck, U. S. Civil Service Commission, told the Society for Personnel Administration at a dinner meeting in Barker Hall, Washington, last night. The Chairman said that a draft of a proposed bill giving clear-cut legislative authority for this action has been agreed to by the Bureau of the Budget and the Commission.

Wants More High-Pay Jobs
 The Chairman emphasized his belief that the number of high-salaried jobs should be substantially increased in order to attract better management personnel. Better government can be had through better management, he said. The Chairman stated that "The growing demands of the Government's economic and military defense programs justify such an increase" and pointed out that it is "far better to do it through a general authorization increasing the number under the Classification Act than by piecemeal legislation from time to time."

New Schedules Proposed
 He also recommended a splitting up of the Crafts, Protective, and Custodial Schedule of the Classification Act in order to permit the compensation of certain groups of workers in accordance with prevailing wage rates. The groups affected would be workers in the crafts and trades, and other manual-labor groups engaged in maintenance work.

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Southern Conference Acts To Build CSEA Membership

ALBANY, Dec. 3 — Below are the names of persons serving on the membership committees in chapters of the Southern Regional Conference, Civil Service Employees Association.

Membership in this area, as in other sectors of the State, is reaching new heights.

The names of the hard-working committee members follow:

Green Haven Prison Chapter. William B. Meehan, President. John F. Rowe, Chairman; William Quick; David Gardiner; Patrick McElligott; Gerald Fields.

Matteawan State Hospital Chapter. Joseph Dell, President. Robert Haight, Chairman; John W. O'Donnell; George Dombrowski; Mary Bradley; Agnes Gibney; Michael Sholdis; Susan Smith; Domenick Mauriello; Herman Dethlefs; Frank Masopust; John Burns.

Napanoch Institution Employees Chapter. Arthur T. Drew, President. Harold Butler; Earl Williams; Joseph Blackwell; Angelo Syracuse; Robert Blden; William Paterno; Robert Michel; Leo Rosenberg; James Morrow; Francis Walpole; Edward Hartley; Harry Shapiro; Joseph Grable; Robert Wendland; John Martin; George Halbig; Ray Hoyt.

Sing Sing Prison Chapter. Thos. J. Stanton, President. Charles Scully; Peter Kellard; Arthur Brown; Sidney Schurcheim; August Westfal.

Wallkill Prison Chapter. Peter J. Walsh, President. W. E. Whipple, Chairman; Roland Sullivan; Joseph Heck; S. Segall; P. Sowa; L. Prisco; F. Bennett; J. Napaltano.

Westfield State Farm Chapter. Ford Hall, President. Harriet Clark Sier, Chairman; Francis Jackson, Powerhouse; Mabelle Pickett, Prison; Ruth Donato, Main Building; James Gillen, Maintenance; Mary Kain, Reformatory Matrons; Sheldon Lent, Storehouse; Kay Randolph, Davis Hall.

State Rehabilitation Hospital Chapter. Edward O'Keefe, President. Dorothy Browning, Chairman; Catherine Morrison; Mary F. McCormick; Evelyn G. Mone; Katherine Cooney; Katherine Glass; Mildred Tostevin; Agnes Finn; Mary Hydok; Mary Dykens; John Post; Ray Easton; Rose Terpak; Blanche O'Keefe; Henry Wittpenn; Helen Hopkins.

Harlem Valley State Hospital Chapter. Laurence Rourke, President. Harold Stock, Chairman; Dr. Arthur Sullivan, Doctors; John Rice, Carpenter Shop; Ruth

Gonnoud, Building H; Jean Benjamin and Mildred Terpening, Building 25; Pauline Woodin and Eileen Beehan, Building A; Claude Duval and Alfred Terpening, Building 26; Otto Brunswick, Building 27; Robert Johnson, Farm; Ethel Roberts, Social Workers; Margaret Sullivan, Stenographers; Hazel Brown, Administration & Business Office; Louis Illig, Power House; Frank Chilcutt and Ellis Carter, Building F; Charles Quinlan, Police and Firemen; Mary Quinlan, Reception Building; Helen Murphy, Laundry, John Unger and Louis Seaman, Storeroom, Butcher and Baker Shops; Minnie Meckle, Dining Room; Carl Williams and Cory Pruner, Kitchens; Mae Madden, Housekeepers; Irene O. Mason, Nurses and Training School; Victoria Campbell and Frank Saunders, Industrial Building; Ethel Meyers and Frank Sottile, Occupational and Physical Therapy; Anna Bessette, Secretary-Treasurer.

Letchworth Village Chapter. Joseph B. June, President. Dr. Geo. W. Watts and Ruth Gate, Administration; Lois Fraser and Jeanette Sherwood, Girls School; Rudolph Hommel and John Kihm, Shops; Marvin Cannaday and Jacob Babcock, Farm; Evelyn Brophy and Pauletta Green, Service Buildings; Luella Colton and Willa Yakal, Female Infirm Group; James Biemel and Edgar Judge, Male Infirm Group; Florence Darrigrand and Marie Arpin, Boys School; Edna Michael and Ellen Baker, Hospital; Henry Sikorski and James Ironsides, Boys Group; Edith Cole and Nelle Shippy, Girls Group; Susan McGuinness and Bertha Rahm, Adult Male Group; Evelyn Osborne and Irene Kissel, Women's Group.

Wassaic State School Chapter. Robert L. Soper, President. Ann Cunningham, Business Office; Thelma Carl, Reception Office; Ethel West, Rose Middleton, Ellen Patterson, Lyda Monroe, Girls Division; Minnie Andrews, Girls Service; Frank Suppon, School and O.T.; Wilbur Cook, Farm and Grounds; Elvin Sedore, Maintenance; Thomas Ahearn, Shops; Harry Parks, Alice McCrystal, Annie Tully, Mary Yegella, Boys Division; Laura Remsburger, Boys Service; Herbert Nelson, Garage; Beatrice Harrison, Laundry; Ann Wilson, Hospital; William Shaffer, Storehouse and Mechanics Hall.

Rockland State Hospital Chapter. Emil M. R. Bollman, President. Clarence E. Bowler and Emil Syko, Co-Chairmen; Francis Lahey, William Keeshan and Norman Barnes, Male Reception; Margaret Hechs and Beatrice Gardner, Building 10; Kathleen Bonville and Marion Hoffman, Building 18; M. Veitch and Louise

Barkley, Building 32; Michael Yurch and Donald Harper, Building 35; Benjamin Andriefski and Donald King, Building 37; Nellie Walsh and Florence Whitaker, Building 57-F; Ruth Goodfield and Margaret James, Building 60; Lewis VanHuben and James Nolan, Power House, Electric Shop, Plumbing Shop; Frieda Swinden, Dental Photography, Fingerprint, Clinic Units, Building 9; Frances Etrie and Grace Ottenheimer, Occupational Therapy; Charles Davidson, Laundry; Mary Holloway, Housekeepers; Gene Menchetti, Bakery; Eileen Campbell, Female Reception; Nicholas Puzifferri and Leon W. Howe, Sr., Building 17; Richard Marceau and Gebhart Raetz, Building 19; Kathleen Donnelly and Ann Barnum, Building 34; Catherine Irvine and Eve Renella, Building 36; Elsie Mack, Gerard Day and Genevieve Williams, Building 57-M; Arthur Manheim and George Cornish, Building 58; Charlotte Oliver, Nurses Train. School; Ora Lee Gorniak and Judy Van Ness, C. G.; Mary Speechley and Margaret Merritt, Administration Building; Rebella Eufemio and Doris Victor, Social Service; Margaret Hodge, Laboratory Mortuary; Maureen McSorley, P.T.; Ann Brown, Shock Unit; Joseph Pagnozzi, Garage; Ina Langschur, Anna Metzger, Margaret Leitner, Ruth Hulse and Michael Garvey, Staff Kitchen and Dining Room, Kitchens 38, 39, 57, 4; Clara Scholl, Industrial Shops, Tailor, Sewing, Mending; Kenneth Throop Butcher Shop, Drug Room, Vegetable Room, Storehouse; Al Lowden, Farms-Greenhouse; Robert Stewart and Norman Greenwood, Police and Fire Departments; Alfred Haigh, George Wild and Stanley Murray, Carpenter, Tin and Print Shops.

Warwick State School Chapter. James Grogan, President. Alfred Raponi; Raymond Quackenbush; Cecil Ritchy; Glen Catlett.

New Hampton Chapter. Chester Harmon, President. Jack Sweeney and Carl Eklund.

State Training School Chapter. Raymond S. Beebe, President. Mrs. Bertha Boice; Charles Tiano; Gemma Aduchio.

Department of Public Works District 8 Chapter. John D. Manning, President. Zora Way, Chairman; Frank Fetter, Drafting Room; Robert Budd, Bur. Soil Mechanics; Frank Riley, Maintenance; John Adams, Drafting Room; Everett Adrean and Harry Krom, Ulster County; J. F. Miller and J. R. Michael, Dutchess-Putnam Counties; D. Wanegar and Newton Ronan, Rockland County; Jerry Shane and Joe Brady, Westchester County; Ethel Thomas, Administration.

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Members of a committee for the James E. Christian Memorial chapter, Health Department, Civil Service Employees Association. They are, left to right: Rita Partell, Harriet Springer, Mary Carlson, Mary Swota, Rose Trimarchi. They arranged the fall luncheon meeting of the chapter at Association headquarters in Albany.

*open every evening †open Thursday evening

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