

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Chest X-Rays For State Start

F HENRY GALPIN  
P O DRAWER 125  
CAPITOL STATION  
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## Tax Refunds Refused on Maintenance for '52, '53 Except on Court Order

Although the U. S. Circuit Court of Appeals, in two companion cases brought by the Civil Service Employees Association, held that maintenance of those required to live or eat on the employer's premises was not subject to 1952 and 1953 income tax withholding, the Internal Revenue

mer Kassell, special counsel, announced that it will bend every effort to induce the IRS to treat all cases alike for the two tax years by making refunds.

The IRS is following a decision of a U. S. Tax court in California that held maintenance taxable for 1952 and 1953.

The court in California cited a California law that includes maintenance as part of compensation for State accounting purposes. Compensation being compensation, maintenance is taxable, the California court held. But the Circuit Court of Appeals in New York, faced with the same situation of a State law describing maintenance as compensation for salary schedule purposes, found in favor of the employees.

Mr. Kassell said that while the Appeals Court decision is not binding on the Tax Court in California, it is binding on Federal courts in New York.

The California court held that "the value of living quarters and meals is includable in his (the employee's) gross income and is subject to withholding of income tax at the source by the employer, notwithstanding the fact that the employee is required to live at the institution and be available for duty at any time."

The court on the coast said that it carefully considered the Diamond case, one of the two cases won by the Association, adding:

"The facts in the Diamond case serve to distinguish it from this proceeding (the one before the California court), in our opinion, but if it (the California case) is indistinguishable, then we respectfully decline to apply the reasoning of the court (Circuit Court of Appeals in New York) here."



MORTIMER M. KASSELL

Service will make refunds only to such of those employees who get a court order. The Association has expected that the two cases would serve as a test with one result for all employees similarly affected.

Tax returns for years prior to 1952 are not included in the exemption, because refunds are barred by a statute of limitations. Under a 1954 amendment to the Internal Revenue Code, the exemption applies by statute to the 1954 tax year, and subsequently.

The CSEA, through its counsel, John T. DeGraff, and Deputy State Tax Commissioner Mortimer

## State Pay Lags 7 P. C. Behind Private Industry's, Kelly's Survey Shows

### Comparison Applies To Popular Jobs

BY PAUL KYER

ALBANY, Nov. 21 — Hiring rates in private industry have averaged nearly 7 per cent higher than in State employment over the past four years, a survey by the State Civil Service Department shows.

The survey, conducted by J. Earl Kelly, director of Classification and Compensation, covers basic jobs filled by large numbers of employees. These include clerks, typists, stenographers, electricians, truck drivers, cleaners, and elevator operators.

#### Long Wait

The lag in State salaries will loom even larger if present trends

in State salary adjustments continue.

The survey shows a 17.8 per cent increase in hiring pay by private industry from October, 1951, to October, 1955. The State rates increased 10.9 per cent from October, 1951.

However, increases in private industry have developed in each of the four years, while the last State increase was in April, 1954. At present, the machinery needed to give State aides any kind of raise would require so much time to become effective that any raise would probably not be awarded until next year.

This means of course that at least a two-year period will have elapsed before State workers can expect their salary adjustment — if any.

#### More in Sight in Industry

In the meantime most firms in private industry are already engaging in negotiations with employees on higher wages and increased fringe benefits. Past patterns indicate these increases will be granted to some degree.

Therefore, the 7 per cent figure threatens to grow larger in the next few months.

The salary survey was conducted among 118 of the largest manufacturing and non-manufacturing employers throughout the State.



J. EARL KELLY

## Newburgh Thruway Maintenance Dept. Marks 1st Birthday

NEWBURGH, Nov. 21 — The first anniversary dinner of the State Thruway maintenance department here was marked by testimonials to Roland Schoonmaker, of Scotts Corners, supervisor, and LeRoy Lancaster, of Otisville, section foreman. Inscribed gold cuff links and tie clasps were presented to the pair by Michael LaRossa, on behalf of the men in the department.

Mr. Schoonmaker has worked for the State Highway Department for 27 years. Mr. Lancaster was superintendent of highways, Town of Mt. Hope, for 18 years before joining the Thruway staff.

At the dinner were Harry Schoonmaker, Robert Foos, Joseph Pomarico, George De La Torre, Chester McLaughlin, Frank Furman, Kenneth Lancaster, Douglas Whipple, Robert White, Charles White, Robert Hoskins, Thomas McKelvey, William Beatty, Dudley Corsa, Edgar Ayers, Glenn Schoonmaker, Edward La Forge and Adam Sweikata.

## Coordinating Agency Problems Outlined to Capital District ASPA

ALBANY, Nov. 21 — The Capital District chapter of the American Society for Public Administration discussed the practices and problems of a State coordinating agency at its November meeting here.

Mark A. McClosky, director of the State Youth Commission, was the main speaker. Moderator was Carroll H. Gibney, former research director for the Commission on Coordination of State Activities.

Mr. McClosky discussed such problems as how program proposals of interest groups are coordinated and policies drafted that result in a minimum of operational conflicts.

## Meacham Terms Cooperation Key to State Aides' Goals

ALBANY, Nov. 21 — Employee relations will be given more and more attention in State government in the future, Edward D. Meacham, director of the Division of Personnel Services, State Civil Service Department, predicted here.

Mr. Meacham spoke on problems of personnel administration in the State at a dinner meeting of the Capital District Conference, Civil Service Employees Association, November 16 in Association headquarters.

He intimated that increased fringe benefits, grievance procedures, Social Security coverage, retirement liberalization and other benefits could be gained in the very near future through cooperation between management and the 83,000 State employees.

#### Management, Worker Problems

Leadership, creation of incentives and employee opportunities, extension of the merit system, improved working conditions and better public relations were listed by Mr. Meacham as some of the basic problems confronting employee organization and the State government.

"It is important," Mr. Meacham said, "that both groups work together, not in opposition, to preserve and extend the merit system."

Mr. Meacham is a former administrative director of the Commerce Department. His former secretary, Pauline Bourgeois, Commerce Department, was introduced as a guest.

At the business meeting of the Conference, presided over by



EDWARD D. MEACHAM

Civil Service Department official said State workers' goals could be gained "in the very near future" through employer-employee cooperation.

Lawrence W. Kerwin, reports were given by Michael Petruska, treasurer, and Martin J. Barry, chairman of the organization's legislative committee.

President Kerwin announced that he had sent a message to Dr. William Siegal, former Con-

## A Thanksgiving Message

More than three centuries ago, our pilgrim fathers gathered at a harvest festival and gave thanks to their God for the protection and bounty He had afforded the colony during the year. In 1789 George Washington proclaimed the 26th of November as a day of prayer and thanksgiving for the new nation. In 1864 President Lincoln set aside the last Thursday in November to be celebrated each year in a solemn festival by the country for their survival and progress.

Once again the day approaches, and once again the people of the United States will join in solemn prayer to thank their God for the bounties which He has granted.

We are thankful we are Americans, that we are born in a nation of vigor and courage.

We are thankful we are a people who are combatting bigotry and hate, not only in our own country, but all over the world.

We are thankful we are living in a world of comparative peace and that even though the signs of grave unrest may be on the horizon, we are one of the nations struggling hard to keep the world from war.

We are thankful we are living in a nation which is free from the horrible menaces of famine and fear.

We are thankful our people revere and hold sacred the institution of the family.

We are thankful we are a people where free education is a cherished right.

We are thankful for these blessings and many more, and this dedicated day should not pass without each one of us pausing in a moment of silent communion to ask strength to help continue these blessings for ourselves, our children, and all people everywhere.

JOHN F. POWERS,

President, Civil Service Employees Association

(Continued on Page 2)



# Political Clearance Reported Required For Competitive Jobs

WASHINGTON, Nov. 21—While the White House order for clearance by the National Republican Committee, or officials who are Republicans, before any of the highest-paying competitive jobs could be filled was never put into effect, similar abuses are reported.

The subcommittee of the Senate Post Office and Civil Service Committee, investigating civil service administration, has received reports that department heads do not make high-paying, competitive appointments or promotions

without political clearance. Not the National Committee, but some other "reliable" source is reportedly consulted about the candidate.

The White House order was not clear on just which jobs were covered, except that they were those paying, at that time, \$11,800 or more. These normally could include competitive promotion open-competitive jobs.

What was considered to be a dead letter proves to be very much alive, but in only a little different form, the committee was told.

## Beadenkopf Named To State Health Post

ALBANY, Nov. 21—State Health Commissioner Herman E. Hilleboe has appointed Dr. William G. Beadenkopf, 48, as temporary director of the Bureau of Epidemiology and Communicable Disease Control. The position has a salary range of \$10,470 to \$12,510.

Doctor Beadenkopf will serve during the absence of Dr. Robert Albrecht who is now on a one-year leave with the World Health Organization in Geneva, Switzerland.

## \$100 Award to Public Works Account Clerk

ALBANY, Nov. 21—Dr. Frank L. Tolman, chairman of the State Employees Merit Award Board, announced that four State aides have won cash awards for ideas.

Norman M. Fetzer of Buffalo, a principal account clerk in the Public Works Department, won form method be used in processing \$100 for suggesting that a unifying utility bills. This has been adopted on a department-wide basis.

To Harry S. Miller of Brooklyn, a senior statistical clerk in the State Insurance Fund, has gone \$35. He suggested a time-saving method of listing charges for uninsured sub-contractors.

To Charles Parney, a senior office machine operator in the Public Service Commission, Albany, \$25, for the design and construction of a book binding jig which reduces the time required to bind Commission reports.

To Francis Perry, a plumber-steamfitter at Binghamton State Hospital, \$25, for the design and construction of a governor on reciprocating steam engines. The device has been adopted by the Mental Hygiene Department for use in emergency repair work.

## Service Pins Awarded to 55 Labor Aides

Industrial Commissioner Isador Lubin presented 55 Labor Department employees with 25 and 20-year service pins in ceremonies held recently in the State Office Building.

Those receiving 25-year pins: Division of Employment: Marguerite Coleman, Ruth Fisher, Carolyn Green, Elizabeth Guy, Cecelia McCormack, Isador Siegal, Evelyn Sweeney, Elisa Troiani, Fannie Werner.

Division of Industrial Hygiene: William J. Burke.

Division of Industrial Safety Service: Alma Coates, Harry Feldman, Yetta Grabkowitz, Henry Klemm, Rose Loeb, Charles Miller, George Mencher, Charles Schroeder.

Division of Research and Statistics: Abraham Cohen.

Legal Bureau: Arthur Gagnon.

Division of Bedding: Harold Kane.

Recipients of 20-year pins: Division of Employment: Stowell W. Armstrong, Dorothy Benhan, John A. Boyd, Margaret Burdick, Joseph O. Curry, Marie Doherty, Hyman Feinstein, Emma Gilbert, Sidney Gold, Marjorie S. Grant, Rosanna Guinane, Beatrice Harron, Philip Hecht, George Koff, Rose Levine, Harold Montross, Juna Newton, Louis Olins, Gladys Parker, Nicholas Procell, Rosalyn Radner, Dorothy Rehm, Janet B. Rolling, William Rubenstein, David Sanders, Henry Shemin, Dorothy Spaulding, Arthur D. Thomas, Josephine Vackner, Laura Valdes, Martin Wallach.

Division of industrial Safety Service: Reba Adler, Frank Brodbeck, Frederick Krampff.

Division of Bedding: Harvey Albert, Moe Begleibter, Edward Deutsch, Edward Hartigan.

Division of Industrial Relations: John Bila, Golda Fine, Julian Fuchs, Mary Mardany.

Administration: Arthur Gagnon, Sarah Rosen, Raymond Spector.

Division of Industrial Hygiene: Dorothy Kaplan, Samuel Moskowitz.

Bureau of Public Works: Irving Hollander.

Division of Research and Statistics: Elsie Weintraub.

## James I. Wyer Dead; Headed CSEA in 20's



JAMES INGERSOLL WYER

SALT LAKE CITY, Nov. 21—James Ingersoll Wyer, 84, retired New York State Librarian, died at home here.

Mr. Wyer, whose library activities earned him a place in Who's Who in America, was a former president of the New York State Civil Service Employees Association. He served from 1922 to 1923.

Mr. Wyer first became associated with the State Library in Albany in 1897. He left the following year to accept a post with the University of Nebraska but returned to the New York system in 1906, remaining until his retirement in 1943.

## Jewish State Group Elects Three Officers

Three officers were elected to fill vacancies in the Association of Jewish State Employees at the group's meeting in NYC Nov. 14.

Abraham Schwartz, of the State Insurance Fund, and Herman Alpert of the Labor Department, were elected vice presidents. Pearl Freeman, SIP, was chosen recording secretary.

Al Greenberg, SIP, was named State membership chairman and will head a drive to bring 1,000 new members into the organization this year.

Assisting Mr. Greenberg will be Susan Gruber, Taxation and Finance, Brooklyn; Marty Maisel, Motor Vehicle Bureau, NYC; Rose Sylvia Schlieferman, Income Tax Division, Brooklyn; Minnie Gray, Motor Vehicle Bureau, NYC; Rose Sivakoff, Workmen's Compensation, NYC; Alex Englehart, Labor Department, NYC; Edna Carlin, Taxation and Finance, NYC, and Henry Zagorin, Mrs. Gold, Miss Freeman, Abe Schwartz and Morris Kirschenbaum, SIP, NYC.

President Morris Gimpelson announced the selection of Morris V. Solomon, Deputy Commissioner of the Motor Vehicle Bureau, as guest chairman of the committee for the group's fourth annual Chanukah dinner and dance, which will be held Dec. 15 at the French Roumanian Restaurant, 105 Delancey St., NYC.

Vice President Benjamin Kramer is general chairman of the event, assisted by Edna Carlin, Sam Reader, Ruth Warshaw, Lillian Zelman, Morris Channin and Miss Freeman.

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

# Men Don't Mind Kennedy's Independence But Wish He Would Not Be So Strict

One of the public officials most prominent in the public eye is Stephen P. Kennedy, not just because he is NYC Police Commissioner, but because of the kind of Police Commissioner he is.

Frankly, he is exacting in his demands for performance of duty, severe with wrongdoers, and full of courage, as he proved when he said Nay, Nay to the request of Mayor Robert F. Wagner that the files of the Police Department be turned over to a commercial TV program. Mr. Kennedy could see possibility of detriment to police work, if the department's files were exposed to the perpetrators of TV programs.

When Mr. Kennedy, then Chief Inspector, was appointed Commissioner on August 2 last, succeeding Francis W. H. Adams, resigned, the official biography released by the department actually stated that Mr. Kennedy was a "crime-buster and disciplinarian." The crime-busting, of course, has to do with prevention and detection. Punishment of policemen who offend the rules is within the Commissioner's province. On this score it can scarcely be said that the patrolman on the beat considers that if he gets into trouble he will be treated as mercifully as under the Adams civilian administration, nor as harshly as under the administration of Louis Valentine, another Commissioner who rose from the ranks of patrolman.

The men of the department have nothing against their Commissioner, judging by sample interviews, on the score of his integrity, courage, and reward on the basis of merit only. They would like to see the conduct of disciplinary trials tempered, though their wish is not likely to be fulfilled. They remark that when a civilian is commissioner, disciplinary problems are solved somewhat leniently, though they do not mean to foreclose their own possibility of becoming head of the department.

### Knows His Own Mind

The Commissioner feels he knows what he's doing. He would not let the department get out of hand under any circumstances, and his strictness, to describe it mildly, is intended to let the world and his wife know that a policeman must be up to snuff not only if he expects to get anywhere in the department, but if he hopes to stay in it. For what he considers justifiable grounds for dismissal, the Commissioner dismisses, and sees no reason for making any apologies for it.

Not only is he trained in police work, but he is a stenographer (worked at that in the office of the president of the United States Steel Corporation), a man with much waterfront job experience.

## Firefighter Insurance Explained by Horton

Senator S. Wentworth Horton, Suffolk County, chairman of the Joint Legislative Committee on Fire Laws, commenting on a press release issued by State Comptroller Arthur Levitt on county self-insurance of firefighters, said that the only new feature embodied in the 1954 amendment relates to the way existing plans will operate in the future.

The law was originally enacted in 1923, and has been in operation in 34 upstate counties, says the Senator.



STEPHEN P. KENNEDY

and the holder of an LL.B degree from New York University Law School. So not only does he know how to enforce the law, but he does not have to seek advice of counsel.

### A Versatile Person

Some consider him a "tough cop." While it is true he is as much at home with a longshoreman, a pier checker, or a waterfront boss, he is also at ease when cultural topics are discussed, and can quote Shakespeare, even if he can not recite the Bard with all the eloquence of Bishop Fulton Sheen. He reads books, scientific articles, essays on the advance of civilization, and even an occasional poem. But he is no TV actor, doesn't want to be one, and doesn't want his department made the script of a TV program.

He considers police administration a specialty, does not lean toward borrowing the executive techniques of private industry, attended as they are by more liberal methods, but does go in for the use of business machines as tools of police work, just as he urgently backs in-training courses, scientific record-keeping, and the development of specialists to solve difficult crimes.

### Education and Money

As for the size of the force, everybody knows he wants it increased to 27,000. As for pay, he is strongly advocating higher salaries. He has "sold" the Mayor on the idea the Police Department of the near future is going to cost a great deal more money. In line with that idea, he is in the forefront of the officials determined to establish a professional level for the police job, so that a policeman can take his stand beside a physician, a lawyer, an engineer, or a clergyman. He was instrumental in having a high school diploma become the first educational requirement in NYC for a patrolman job—applications are being received until November 29—and is aiding the joint educational program of the Police Academy, and the Baruch School of CCNY. He does not want the police job to be in the unskilled labor category.

### Wants College Type Mind

The Academy is to have a fine, new home of its own, with the object of developing the college type mind in the men of the department who do not have at least a bachelor's degree. If the Commissioner has a degree, others of the department, by going to night school for six years, as he did, can get one. And that, thinks Commissioner Kennedy, would be just fine.

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See Page 11



# THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



## Governor Harriman's TV Programs

ONE OF THE BIGGEST PROBLEMS which any public official has is the getting into communication with the people of his community. He must use every means at his command to keep the electorate informed as to the developments and progress of his programs. As government has become very complex, this is an obligation of great importance for every official. Besides using the channels of the press and radio, more and more officials are taking advantage of the large audience which television is commanding. Governor Harriman has instituted such a television program to appear before the people of New York State. His next report will be November 27.

Public officials are very responsive to the feelings and sentiments of the people. In their public statements, they reflect their views upon subjects of current importance. However, they must know what these subjects are, and the only way an official can learn what is concerning his people is by calling his attention to the problem whatever it may be. The ballot box and the press are often used to focus the official view upon a particular problem. Another way is by the writing of letters to the official calling attention to some public need. Perhaps the civil servants of the State could get Governor Harriman to discuss on his next program some of the vital problems like salary and length of work week if he could be impressed with the fact of a wide spread interest.

I urge all civil servants to listen to the television broadcasts of Governor Harriman. Whether he discusses civil service matters or not, all discussions of public problems are of vital interest to you. I particularly urge you to let the Governor know if you want him to direct his broadcast to your problems.

## Hundreds of State Aides Eligible for Scholarships

ALBANY, Nov. 21 — State Comptroller Arthur Levitt announced plans of scholarships for several hundred State employees to qualify them for graduate and undergraduate courses in government. Part of a plan for careers in public administration.

The scholarships will be awarded next year. Funds will come from Civil Service Department appropriations, Comptroller Levitt said.

The Comptroller is chairman of the sponsoring committee for Governor Harriman's New York State Public Administration Training Program.

### How the Plan Works

Some 30 interns, selected by special civil service exams from among persons who have done graduate work in public administration, are now appointed to various State departments for a year. They are assured of continued employment if they wish to stay in State service. An equal number of State employees receives special training on the job and in four one-week institutes under this program.

The committee, in cooperation with Syracuse University and New York University, also offers graduate courses at night at moderate cost to State employees, for special training in such subjects as public finance, personnel, and budgeting.

The scholarship plan, which may cost \$10,000 the first year, is designed to "enrich the present intern-trainee program by encouraging interns and trainees to take part in the graduate program," Comptroller Levitt said.

### Effect of Master's Degree

Interns holding a master's degree will be allowed a half scholarship worth \$96 on two full-year evening courses over a two-year period, at either the undergraduate or graduate level.

The scholarship program will apply to past and present interns and trainees, Comptroller Levitt pointed out.

Also on the committee are Education Commissioner James E.

Allen, Jr., Budget Director Paul H. Appleby, President William S. Carlson of the State University, Commerce Commissioner Edward T. Dickinson, Civil Service Commissioner Alexander A. Falk, Industrial Commissioner Isador Lubin, Dr. Frank Piskor of Syracuse University, Dr. William J. Ronan of New York University, and Milton Stewart, executive assistant to the Governor's counsel.

The program is arranged by a sub-committee headed by John Daniels Jr., principal budget examiner, with Dr. Charles T. Klein of the Civil Service Department, executive secretary.

## Cooperation Key to Goals, Meacham Says

(Continued from Page 1)

ference vice president, wishing him speedy recovery after his recent operation. Dr. Siegal was director of tuberculosis and heart programs in the State Health Department.

### Committee Appointed

Also announced was the appointment of a discount committee consisting of Al Fargione, chairman; Hazel Abrams, Education; William Van Ambergh, Audit and Control; Al Castellano, Motor Vehicles; and George W. Callan, Agriculture and Markets.

Conference officers are President Kerwin, Civil Service; Vice-President Alfonso A. Bivona Jr., Law; Secretary Eleanor McGee, Law; and Treasurer Michael Petruska, Audit and Control. A cocktail party preceded the meeting at 5:30 P.M. and was followed by dinner at 6 P.M.

In charge of social arrangements were Jeanette Lafayette, Commerce, chairman; Hazel Abrams, Education; Margaret Deveny, Conservation; Yolande Di-Domenicantonio, Mental Hygiene; Beatrice Lieberman, Public Works; Marie Van Ness, Saratoga Spa, and Jane Flynn, Social Welfare.

## NASSAU POLICE 'GRADUATE'

Graduation certificates from the State Civil Defense Rescue School in Albany have gone to four Nassau County police officers: Paul J. Beers, Gerard G. Endres, William H. Simpson and James T. Leo.

## '55 Legislative Manual Issued

ALBANY, Nov. 21—Copies of the new 1955 State Legislative Manual now are available at Department of State offices here. The price is \$1.25 each.

The Manual is the "indispensable book" for those working in State government, for politicians or those dealing with State agencies.

Under the Harriman administration, the Manual has been restored to a compact one-volume format with a saving in cost estimated at \$14,000. In prior years, the Manual included a separately bound State Constitution.

### Work of Career Aide

What isn't generally known is that the 1162-page Manual is largely the work of a career civil servant, Mrs. Margaret Burgess, who edited the book this year for the first time. Mrs. Burgess succeeded Florence Rainey as editor of the Manual.

The book provides a basic reference place for the functions and administrative personnel of the 19 State departments and is a complete source of information as to legislators, jurists and others.

## Chest X-Rays Start Nov. 28 For State Aides In 6 Cities

ALBANY, Nov. 21 — State Health Commissioner Herman E. Hilleboe announced that the fourth triennial chest X-ray examination of State employees in large centers will get under way on Monday, November 28 and run for three weeks in December. Others will be examined later.

The survey, which will cover some 30,000 will be carried out under the supervision of the State Health Department with the cooperation of the Civil Service Department and the personnel offices of State agencies. Employees in Albany, NYC, Utica, Syracuse, Rochester and Buffalo will be covered in the survey.

State employees in Binghamton will have the opportunity to have chest X-rays during the mass survey to be conducted in the spring.

### Voluntary Participation

The survey will be conducted on a voluntary basis and all State employees will be given time off to participate. Each employee or his private physician will receive an individual report of the examination.

Doctor Hilleboe emphasized that the chest X-rays are being used now to detect lung tumors and some heart abnormalities as well as tuberculosis. Early diagnosis gives the best chance of adequate treatment and cure.

"I urge State employees to take

advantage of the new State program even though they had an X-ray in previous years as the disease may have had its onset since their last examination," he added.

The X-ray program does not cover employees in State institutions. X-rays are taken there periodically in a separate program.

A schedule will be made public.



CHARLES D. METHE

President of the Central Conference, Civil Service Employees Association, which will meet Jan. 21 in Utica

## Ernest Palcic Personifies Promotion Ladder to Success

Ernest C. Palcic, who entered State service in 1933 as a stenographer, has assumed his new duties as senior business officer at Letchworth Village, Thiells.

Department officials, institution administrators, civic leaders, and fellow-employees at Gowanda State Hospital paid tribute at a farewell dinner to the Mental Hygiene aide who rose from the ranks.

Victor Cohen, who represented the Gowanda employees, recounted Mr. Palcic's success story. It is well worth repeating:

He began his State career at Gowanda as a stenographer, second grade. In 1936 he was promoted to stenographer, first grade, transferring to Kings Park; in 1937 won a promotion to accountant, and in 1938, to bookkeeper. He transferred to St. Lawrence State Hospital as a special agent, was promoted in 1945 to supervising special agent in the Albany office, and then to senior State accounts auditor. In 1946 came a promotion to business officer of Utica State Hospital, then transfer to Gowanda in 1950.

### 'Above and Beyond'

During his service at Gowanda, Mr. Palcic has been instrumental in promoting sports activities. The bowling alley on the hospital grounds, for patients and employees, was his "baby." He formed a basketball team, as well as several bowling, softball and baseball teams. He served as president of the State Mental Hygiene Softball League and, in baseball, was president of the Western Division, Buffalo Evening News League.

He has been a member of the Kiwanis Club, Moose Club, Slovenian Club, Collins Conservation Club, and the Helmuth Volunteer Fire Department.

Those whom he has served for

so many years, and friends and associates, turned out en masse to honor Mr. Palcic. At the dinner, on November 12, were Daniel J. Doran, business assistant to the Commissioner, and Mrs. Doran; Daniel J. Shea, senior administrative assistant, and Mrs. Shea; Gilbert Beck, assistant director of business administration, and Mrs. Beck; Henry Emmer, senior business officer at Hudson River State Hospital, and Mrs. Emmer; Mrs. W. Sheldon Dodds, member of the Board of Visitors, and Reverend Dodds; the Reverends Trapp, Schreck and Malecki, former chaplains at Gowanda; Robert

Reed, institution steward at Albion State School, and Mrs. Reed; Gardner Debo, director of recreation for Erie County; Kenneth Nimon, president of Gowanda Kiwanis, and Mrs. Nimon; William Edwards, governor of Gowanda Moose Club; and Mr. and Mrs. Ernest Palcic Sr., parents of the guest of honor, and several of his brothers.

Dr. I. Murray Rossman, Gowanda director, was toastmaster.

Mr. Palcic was presented with gifts from the employees, from the Board of Visitors, the Friday Night Bowling League, and the Helmuth Fire Department.



Ernest C. Palcic (right) receives congratulations of Daniel J. Doran (left), business assistant to the Commissioner, and Dr. I. Murray Rossman, director of Gowanda State Hospital, on his promotion to senior business officer. Mr. Palcic, who served as Gowanda business officer for five years, entered State service in 1933 as a stenographer.



# Central Unit, CSEA, Plans Utica Meeting

UTICA, Nov. 21—A meeting of the combined Conference of State and County employees of the Central New York area will be held here in the Hotel Utica January 21, Edwin T. Smith, chairman of the event, announced.

Program for the day-long meeting is as follows:

10:30 A.M.—Meeting of State Central Conference presidents and delegates.

1:30 P.M.—County workshop meeting.

3:30 P.M.—Combined meeting on integration of the State Retirement System and Social Security.

5 P.M.—Cocktail hour in the hotel's Italian Room.

6:30 P.M.—Dinner in the ball-  
(Continued on Page 14)

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### EDITORIAL

## Effort to Deny Tax Refund On Maintenance Is Unjust

Two State employees who won suits for refund of tax withheld for calendar years '52 and '53, based on maintenance, will get the money, because they have a judgment against the Federal Government, but others, similarly situated, who have no such judgment, will not. That is the inconsistent and unfair stand taken by the Internal Revenue Service regarding employees required by their employer to live or eat on his premises.

A tax court in California held that maintenance for those years is taxable. Although it is a lower court than the Circuit Court of Appeals in New York that previously held such worker maintenance is not taxable for those years, the IRS sees fit to apply the other decision generally. Why does it not apply the decision of the appellate court generally, instead?

### Congress, Too, Shows the Way

A 1954 amendment to the Internal Revenue Code excludes such maintenance from U. S. income taxation for 1954 and thereafter. The law specifically states that the exemption applies even if a State, for its own accounting purposes, declares maintenance to constitute compensation. That would mean compensation for budget purposes. How could it mean compensation for purposes of taxation, when Congress has indicated how to construe such matters?

The Federal government seemed ready to recognize the two cases, won by the Civil Service Employees Association, as a test. That meant effect of the decision was to be applied generally. Now the test case idea is abandoned. The Federal Government is not unwilling to be a poor loser. Employees required to live or eat on the employer's premises, entitled to a refund, are to be put to the trouble, delay and expense of a multiplicity of suits. If this is justice, how does one define injustice?

### ACTIVITIES OF EMPLOYEES IN STATE

## Miss Benson, Tompkins Aide, Back on Duty

ITHACA, Nov. 21 — Phoebe Benson of Tompkins County Hospital is back after a leave of absence, reports Tompkins chapter, CSEA. Two other hospital aides—Mrs. Marjorie Hamilton and Mrs. Annette Andrews are recuperating at home after being hospitalized.

## Creedmoor Patients' Concert on Nov. 29

QUEENS VILLAGE, Nov. 21—The Creedmoor State Hospital Band and Glee Club will present a concert on Tuesday afternoon,

November 29, in "N" Building. Operatic and musical comedy selections will be played by the band, and several numbers sung by the glee club and soloists, under the auspices of the recreation department, and conducted by Irving Piedier, bandmaster.

The performers are patients in the music section of the recreation program.

### CARLISLE HOSPITALIZED

ALBANY, Nov. 21—Charles R. Carlisle, who suffered a mild heart attack November 2, had been confined to Albany Hospital here. The Ter Bush and Powell representative is continuing his convalescence at home.

## Prepare Yourself Now For Coming U. S. Civil Service Tests

During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of those jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

BUT in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

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To get full information free of charge on these U.S. Civil Service jobs fill out and mail the coupon at once, TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

### Franklin Institute

Dept. L66, Rochester, 4, N. Y.

Rush to me, entirely free of charge (1) a full description of U.S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name \_\_\_\_\_ Age \_\_\_\_\_  
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City \_\_\_\_\_ Apt. No. \_\_\_\_\_ Zone \_\_\_\_\_  
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This offer also applies to all your Christmas Shopping!



AMERICA'S LARGEST CLOTHIER



# Human Side Of the Tax Dept.

## Saving in a Big Way

A LETTER has gone out to all section and bureau chiefs in the State Tax Department that deserves publicity. It discloses that nearly half of all department employees are regular subscribers to U. S. Savings Bonds, via the payroll deduction route.

The letter was written by Norman Gallman, the department's publicity chief, who headed up a recent bond campaign for the department.

Here's what the department supervisors were told:

"We have now completed our recent department-wide campaign in connection with payroll deductions for U. S. Savings Bonds and I thought you would be interested to know that nearly half of our employees are now participating in regular purchase of the bonds.

## 1,476 New Subscribers

"Through your good efforts, and those of other bureau and section chairmen, our department has been able to make an excellent showing. Of 5,152 employees, we now have 2,340 bond subscribers—1,476 having newly signed up for the payroll deductions during the course of the recent drive.

"Commissioner George M. Bragalini is delighted with the outcome of the campaign in our department and is especially proud of those bureaus and units which achieved or exceeded the goal of 50% participation. Among these were the Finance and Office Service, Planning, Executive, Law, Motor Vehicle, Unemployment Insurance, New York Collection, Syracuse and Utica, and Jamaica Motor Vehicle groups.

"On behalf of Commissioner Bragalini, and for myself, please let me extend thanks and appreciation for a job well done. I understand that Comptroller Levitt is preparing special citations for those units which achieved the largest percentage of participation.

"Again, congratulations and many thanks for your grand co-operation."

## Strictly Personal

Strictly on the personal side of the news, this column can report a promotion for Alice E. Bowers of Albany to senior clerk in the Motor Vehicle Bureau, and four retirements.

Those leaving Tax service are Edwin F. Sayers, Brooklyn, a clerk; Mary McGinness, NYC, a file clerk; Martin R. Heitmann, Uniondale, L. I., a motor vehicle license examiner, and George B. North, Albany, a damages evaluator.

New appointees: Edward Spitz, Brooklyn, and Gustave Gering, Forest Hills West, have joined the staff as M&S helpers, while these new typists have been added to Tax ranks: Ellen A. Moak, Rensselaerville; Jo Ann C. Lane, Stillwater; Anna E. McCarthy, Cohoes, and Jean Mary Marson, Flushing.

## ACTIVITIES OF EMPLOYEES IN STATE

### Schlossberg Named BY State Fund Unit

NEW YORK CITY, Nov. 21—Irwin Schlossberg was elected 3rd vice president of State Insurance Fund chapter, CSEA, at a special executive board meeting September 31. He will fill the unexpired term of William Prince, who retired from the Fund.

Mr. Schlossberg discussed the air-conditioning and heating problems with the management, which has promised some action. Employees have ascribed colds and other illnesses to the heating situation.

At the request of the chapter's grievance committee, CSEA counsel John J. Kelly Jr. has begun investigation of the five-to-ten day delays in the supplementary payroll.

Katherine D. Moses of Safety Service is recuperating from an operation in Beth El Hospital, Brooklyn. . . . Birthday congratulations to Arthur Golder and Susan Beecham of Safety Service. . . . Dorothy Ahern and Elmer Bekassy of Safety Service are engaged.

Gertrude Seelefreund and Natalie Alexander have undergone surgery, will be away from work for several weeks. . . . Charlie Borock is in Brooklyn Jewish Hospital for an additional ten-day stay, and John Stevens of Disability is at home, 811 Dawson Street, the Bronx, after a stay in the hospital. . . . Catherine Driscoll of Underwriting has had her sick leave extended for three months. . . . Why not drop them a line?

Ann Gorini of Underwriting Research transferred November 15 to the Jamaica Motor Vehicles

### Syracuse School Holds Annual Dinner-Dance

SYRACUSE, Nov. 21—The annual dinner-dance of Syracuse State School chapter, CSEA, was held November 5 at Dellamortes Restaurant. Eighty persons attended.

Raymond G. Castle, past president of Syracuse chapter, was toastmaster. He said a dinner-dance should be just that, with all speeches at a minimum. Ray introduced Fred Krumman, president of the school chapter and the Mental Hygiene Employees Association; Dr. Lloyd Watts; Dr. Naples Sarno, acting assistant director; Dr. Michael Semshyn, senior psychiatrist; Robert L. Soper, CSEA 2nd vice president and Mrs. Soper; Thomas Ranger, president of Syracuse chapter, and Mrs. Betty Smith, dinner-dance chairman. Each spoke briefly.

The main speaker, Joseph F. Feily, CSEA 1st vice president, who flew to Syracuse (much to his better judgment), stressed the need for better pay, hours and conditions. Each chapter, he said, should strive for 100 per cent membership. The Association needs strength in numbers. (Note: Syracuse aides agree, and will do their best.)

Members of the committee, in addition to Mrs. Smith, were H. Gray, co-chairman; Mrs. J. Revolt, Mrs. Schneider, Mrs. Holmquist, Miss Dankow, Mrs. Prancini, Mr. Ecker, Mr. Thomas and Mr. Selleck.

Janet Milne food beverage service manager, has finally said Yes, is now Mrs. Floyd Revolt. Election of chapter officers will be held at the December meeting. All members are urged to vote. Remember the theme song, "There Always Will Be State School in Syracuse," words and music by the employees.

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Among State Labor Department aides who received 25-year pins for meritorious service were, left to right, Alma Coates, Elizabeth Guy, Mabel Landau, William J. Burke, Arthur Gagnon; Industrial Commissioner Isador Lubin, who made the presentations; Isador Siegal, Harry Feldman, Harry Klemm and Rose Loeb.

## Mondo Named President of Genesee-Orleans Group

BATAVIA, Nov. 21—A good attendance is reported for the meeting of Genesee-Orleans chapter, State Public Works, held here October 31.

A membership report was given which shows that membership should equal last year's, despite the increase in dues. It was noted

## LEADER SELECTS SUSIE AS DOLL OF THE YEAR

An eight inch "waving doll" dressed as a bride—with five additional trousseau costumes—has been selected by the Leader circulation department for the annual goodwill Christmas promotion. The entire package, available to all readers, is specially priced at \$3.98 including handling and mailing charges.

Each year the circulation department of the Leader combs the toy market for an exceptional value. This year a special arrangement with a New York manufacturer uncovered "Susie Walker". The doll can be dressed and undressed. Made of break resistant acetate, it is carefully detailed even to the lifelike eyelashes.

that new members were being recruited from the labor group. Twenty-nine members have renewed and five new members have joined. Many members are using an installment plan set up by the officers, and additional memberships are forthcoming. The chapter increased membership last year by 160 per cent, and a repeat is hoped for this year.

The delegates to the annual CSEA meeting in Albany gave a lengthy report and took part in a group discussion on the accomplishments of the meeting. Jack M. Kurtzman, field representative, spoke on salaries and Social Security.

Michael Mondo, Genesee County, was re-elected president, and Joseph Dusel, Truck Weigh Station 41, was named vice president. George Wright was re-elected secretary-treasurer.

George Tarplee, Genesee County assistant engineer, said the chapter was performing a vital service to both the members and the department, and called the meeting most informative.

The chapter notes with regret that Antonio Papi, Medina, is still on the sick list, but is at home after a stay in the hospital. John D'Amico is also on sick leave. He lost part of a finger on his left hand.

## Applications Are Now Open for BOTH PATROLMAN and POLICEWOMAN

Applications Must Be Filed Not Later Than TUES., NOV. 29th  
Official Written Exams Are Scheduled for January 28th

Attend Classes for Patrolman or Policewoman  
in Manhattan or Jamaica at  
Convenient Hours — Day or Evening

Complete Preparation for Both Written and  
Physical Phases of These Popular Exams

Free Medical Exam by Our Staff Physician  
Inquire for Schedule of Doctor's Hours

### Importance of SPECIALIZED Preparation

14,710 participated in last exam for PATROLMAN—BUT ONLY 2,449 NAMES APPEARED ON THE FINAL ELIGIBLE LIST! Likewise, 934 took the last exam for POLICEWOMAN—BUT ONLY 114 ATTAINED A PLACE ON THE ELIGIBLE LIST! Over 80% of Those on Each List Were Delehanty Students!

You Are NOT Required to Be a High School  
Graduate to Compete in Police Exams!

Not until time of appointment (at least a year after the written exam), will those who are not high school graduates be required to have an Equivalency Diploma. Candidates successful in the written exam will have plenty of time to prepare for the equivalency test which is given at regular intervals. Our students for Patrolman and Policewoman will be given WITHOUT ADDITIONAL CHARGE our special course of preparation for the equivalency exam, which we conduct for all Civil Service exams requiring an equivalency diploma.

Applications Close Mon., Nov 28th, for N.Y.C. Exam for  
**ASST. GARDENER** — \$42.50 a Week to Start

Over 200 Vacancies in Dept. of Parks—Annual Salary Increases to \$83. MEN UP TO 55 ELIGIBLE — Older if Veteran — No Experience Required — Our Course Fully Prepares for Official Written Exam  
Be Our Guest at a Class Session Friday at 7:30 P.M.

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TUESDAY, NOVEMBER 22, 1955

## Young Had Better Learn The Limits of Secrecy

Chairman Philip Young of the U. S. Civil Service Commission tried hard to convince a subcommittee of the House Government Operations Committee that the Commission may withhold from the public such facts and information as it sees fit, as if it were dealing with private property. The subcommittee members then decided to recommend unanimously that legislation be enacted, making clear that the Commission does not possess the authority to which it pretends.

Mr. Young was trying to show that certain types of information should not be released to the public, because employees' or candidates' reputations may be unfairly injured, or examinations imperilled. There is something to that. The Commission withholds information on test material in current use, medical records, and material in investigating files. This is the general practice of civil service commissions.

But Mr. Young, supported by acting counsel to the Commission, was brash enough to say that, as an executive agency, the Commission has an "inherent right" to withhold other information from the public, aside from the right of the President of the United States to do likewise. The Commission was thus being portrayed as an arm of the White House, a tenable idea, but with the emphasis on the separate authority of the Commission, based on a supposed provision of the Federal Constitution. Mr. Young was careful not to cite the section of the Constitution. Some committee members, and newspaper executives who testified, denied any such provision exists.

### Washing Dirty Linen

Mr. Young explained that the Commission withholds information, even from Congress, about differences of opinion within the Commission and its staff. This may be one way of avoiding undesired publicity about clashes. It could also be a way of inducing publicity. When enterprising newspaper reporters and others are subjected to censorship, they become all the more determined to get what's denied them, and report the facts in tones not exactly friendly to the bottling plant.

That was where Mr. Young made his big mistake. Neither the Commission nor he has any authority to spare itself the necessary concomitant of holding public office, that of enduring the spotlight even when it sheds an unfavorable light.

"I believe," said Mr. Young, "that dirty linen should be washed in one's own organization, or own family, if one has any dirty linen."

"Except," interposed Representative Dante B. Fascell (D., Fla.), "that this isn't your own organization, nor your own family."

Mr. Fascell hit it on the head.

There is an actual provision of the Constitution, which Mr. Young likewise did not mention. Newspapers have cited it in bitter resentment—the one relating to freedom of the press. Cartoons lampooning Chairman Young as a censor appeared in newspapers throughout the land, and editorials excoriated the philosophy that any particular "politician or bureaucrat" should decide that the public servant is the boss, and not the public. Editorials point out that if there is dirty linen to be washed, culpable officials want to suppress all facts concerning it.

If Mr. Young is being treated too roughly, it is because he invited it, by failing to draw the line between what is confidential and what is not, ignoring the fact that no public official or private citizen has the right to conceal public property.

## Question, Please

IF I TRANSFER from one department to the other, getting annual leave from the first, and working during the leave period in the second, will NYC pay me both salaries?—L. P.

Answer—No. When on leave you are on the paid payroll, and you can not be on two NYC paid payrolls at the same period.

DOES IT APPEAR that the U. S. payroll will increase or decrease?—P. M.

Answer—It is expected to decrease, not by reduction in force, but through not filling any vacancies except for the most essential jobs, as vacancies arise through death, resignation and transfer. That kind of an economy drive is now on. It does not affect jobs which the U. S. consistently finds it difficult to fill.

UNDER THE NYC Career and Salary Plan, you state that a job audit is being made, to disclose among other things, persons working out of titles that reflect their duties, or have them perform duties that correspond to their titles. Thus, under some circumstances, titles may be changed. Would that mean the Personnel Department will change titles as it sees fit? L.C.W.

Answer—Titles would be changed only within the limits allowed by law. Nobody who took an exam that tested for entirely different qualities would have his title changed just for the convenience of having title correspond with duties. The same rule that applies in declaring one eligible list appropriate for filling jobs in another title, because the similar skills were tested, would be followed. No promotions without examination would result, except from present top clerical grades, as already allowed by the resolution of the Board of Estimate, nor would any mere juggling of titles be practiced.

I HAVE BEEN interested in working with a group of teenagers who were in trouble when they were 15 years of age or under. I understand that anything that takes place in a child's life when he is under 15 is strictly confidential. Some of these boys have reached their 19th birthday and have expressed a desire to become NYC policemen. I have been giving them every encouragement to do so. Now I am surprised to be told by friends that this is wrong, as the boys would never be accepted by the Police Department. Their offenses were theft, and they spent a few weeks in Youth House or truancy colony. Should I discourage these boys in expecting to become policemen? Do they have to state their early misadventures on their application blank? S.B.

Answer—There is no reason why those youths should not apply for the police jobs. What they did when they were 15 or under—classified as juvenile delinquency—is not of itself disqualifying. It may not be necessary to state these juvenile errors in the application. The courts say juvenile delinquency cases are not "arrests." But it is better to state them. The Police Commissioner and the Civil Service Commission have authority to exercise judgment and discretion in dealing with former juvenile delinquents who apply for police jobs. The final result will depend mostly on the applicants' subsequent conduct, partly on the personal disposition of the officials.

## TIME OFF

A woman was so angry at her husband's stinginess that she threatened to leave him if he didn't stop annoying her guests by watching how much food they ate and how much liquor they drank.

"The next time you do that—it's a divorce," she said sternly.

At the wife's next party, the husband tried valiantly not to be agonized over the ravenous appetite and thirst of the visitors.

He took a plate of sandwiches to one large guest and said: "Won't you have another, Mrs. Smith?"

"No thanks," she said. "I've had two already."

"You've had six," he said. Catching his wife's stern look he added, "But who's counting?"

Quote of the week: "When a woman sticks out her arm while driving a car you can be sure of only one thing—she has her hand out the window!"

Rewriting Shakespeare: "A 40-hour week by any other name would be just as sweet."

A commotion in the street at 3 A.M. awakened a woman. She woke up her husband, and sent him out to find out what was the matter. He reported: "The quartet from 'Rigoletto' ran into the sextet from 'Lucia,' and the police had to preserve order."

If traffic violations are going to keep a man off the NYC police force, where is NYC going to get its cops?

The situation in the NYC Fire Department is improving so much that the Personnel Department will stop giving extra credits in exams for working out of title.

The NYC Personnel Council will request the City to supply an adding machine, so that the total number of projects referred to the Council for solution may be accurately known.

The chaplain was standing outside the prisoner's cell when the keeper walked by.

"You know that today is the keeper's birthday," said the chaplain. "Why didn't you congratulate him?"

"Why?" asked the prisoner. "Am I my keeper's brother?"

What can you expect of a world that confers bachelor degrees on married men?

If there's one man left in the world who can keep a secret, his name is Philip Young.

## LETTERS TO THE EDITOR

### ARTICLE ON ENGINEERS' PAY COMMENDED BY UNION

Editor, The LEADER:

The executive committee approved the following motion:

"The Civil Service Technical Guild, Local 375, CIO, wishes to express its thanks to the Civil Service LEADER for its splendid article in the November 1 issue on the low entrance salaries offered by NYC to candidates in the junior and assistant grades of the engineering and architectural classification."

"We are happy to have a forward-looking newspaper like The LEADER helping us in this fight to increase entrance salaries, and at the same time give true meaning to the merit system."

We hope that the Budget Director and the Personnel Director will see the light, and offer entrance salaries as recommended by our organization and so fully explained in your newspaper.

THOMAS J. GUIDA  
Secretary  
New York, N. Y.

### VETERANS SURPRISED OVER LAW GRANTING DAYS OFF

Editor, The LEADER:

Thanks for publishing the fact that State law entitles veterans to be off on Memorial and Veterans Days, with pay. I never knew it.

I work at Willard State Hospital and am a veteran. The only way I can get off is to have the time charged against annual leave. Non-veterans get the same deal.

STATE EMPLOYEE  
Willard, N. Y.

Editor, The LEADER:

Your issue of November 8 was of great interest to many of us veterans who are employees of State hospitals.

A veteran, who has pass or vacation time coming, may take Armistice or Memorial Day off, but only as one of the 82 days a year given to all hospital employees, not as additional grant. Thank you for calling our rights to our attention.

HOSPITAL EMPLOYEE  
Amityville, N. Y.

## LAW CASES

Sidney M. Stern, chairman, committee on rules and laws, submitted the following summary of law cases to the NYC Personnel Department:

### JUDICIAL DECISIONS:

#### Special Term:

Murphy v. Adams. The petitioner was appointed a probationary patrolman. He was there-

after called in for a hearing on his residence eligibility and his certification was revoked. Later the Commission rescinded its action and again marked petitioner qualified. Still later, without a hearing and without any change in circumstances, the Commission revoked the petitioner's certificate. The court (Justice Aurelio) upheld the petitioner.



# 15,000 Will Get Post Office Christmas Jobs

There's still time to apply for Christmas season jobs at the New York post office.

Postmaster Robert H. Schaffer will continue to receive applications until they number at least 25,000, since there will be about 15,000 appointments, to help handle the seasonal rush of mail. Actually, those appointed will perform relatively minor duties connected with the mail itself, such as elementary sorting; most

will be helpers of one type or another, including sweepers of cases, a task that involves no broom.

Only men may apply. The place

### HERZSTEIN THANKS NYC CHAPTRE, CSEA

Harold L. Herzstein, CSEA regional counsel, wishes to thank members of the New York City chapter for a gift basket recently sent to him. He is recuperating at home from a heart attack.

to apply, the General Post Office, 33rd Street and Eighth Avenue.

Pay is \$1.65 an hour. An eight-hour day is the rule. The job

### LEGION POST TO DANCE

The NYC Department of Public Works Post, American Legion, will hold its 17th annual entertainment and dance on Wednesday evening, November 23, at the Hotel Statler.

is due to start a little before Christmas, and last about two weeks. Normally it would last longer, but this year, Mr. Schaffer's first as Postmaster, the employees are going to get all the overtime the traffic will bear. That cuts down not the number of men hired from the outside, but the duration of their temporary job.

"This bids fair to be the best Christmas the New York post

office permanent employees ever had." Postmaster Schaffer told The LEADER. "They will get all the overtime pay possible. We strive to help in making this their most inspiring Christmas."

### COLONEL HART RETIRES

Colonel Vincent Gavin Hart has retired after 25 years' service as Deputy Comptroller and Assistant Attorney General of New York State.

**Each year the Leader searches the market place for something special for its readers--a very exceptional Christmas package they can give.**

Once again the Leader circulation staff has been able to arrange an extra-ordinary value . . . a little walking doll that your daughters and nieces can dress and undress to their heart's content

# SUSIE WALKER

the Bride, and her whole trousseau

Susie comes to you ready for the wedding, dressed to march down the aisle, with headdress, veil and a handful of lillies. And with her are five complete outfits for her honeymoon

**8 inches tall — she turns her head as she walks**

Now, the little-priced walking doll you've longed for! Susie is small, dainty, adorable . . . and oh how she goes. Any little girl would love to own her. Durable made of unbreakable acetate . . . high impact acetate that amounts for her amazing ability to withstand a little mother's loving ways. Only 8 inches tall, but she can walk with ease, sit up straight as a soldier. Her beautiful, wideawake eyes are fringed with real lashes . . . and at bedtime, they close dreamily to sleep. Her pretty dynel wig combs and curls nicely for fumbling little fingers.

And Susie comes with a whole well-balanced wardrobe, so she need never worry about what to wear! Beautifully dressed as a blushing bride, she's completely ensembled in traditional white. And her trousseau consists of five additional dresses for every occasion, all in the height of fashion. Casual dresses, dress-up dresses, so mothers can change her to their heart's content—keep her outfits right in step with the current season.

Just the right size to sew for, Susie looks wonderful in everything she wears. Means little mothers can supplement her wardrobe with their very own handiwork.

And Susie's so modestly priced, she can enchant every little girl with her grace, her pace, her simply delightful charm. There just isn't a young miss anywhere who wouldn't adopt her on sight, love her for ages!



All for **\$3.98** Postpaid  
Regular \$7.00 value wherever you buy

### HOW TO GET Susie

All you need to get Susie is to clip the coupon below and enclose \$3.98. Susie will come to you postpaid. (If you live in New York City, add 12c for city sales tax.)

Or, if you prefer, you may visit the Leader office and carry Susie off for yourself.

### Box 1000

Civil Service Leader, 97 Duane Street, New York 7, N.Y.

Gentlemen: I enclose \$3.98. Please Send me . . . Susie Walker

I understand that if, for any reason I am not entirely delighted, I may return this doll and her clothes for a full refund.

Check here if you are a subscriber to the Civil Service Leader.   
If your address is in New York City please add 12 cents for City sales tax.

Name .....  
Address .....  
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# State to Hold 270 Promotion Exams

The State Civil Service Department will hold some 270 competitive, non-competitive and comparable promotion exams in the coming months. The latter category is designed for reinstated veterans who missed promotion exams because of their military service.

Filing dates have not yet been announced. The LEADER will carry that information, and requirements, in advance of the opening date for receipt of applications.

Promotion candidates must be qualified employees of the department or agency mentioned. "Inter-departmental" exams are open to all present State employees who meet the minimum qualifications.

The exams:

### Competitive Promotion ADMINISTRATIVE, BUSINESS AND CLERICAL

Account clerk, chief—State Insurance Fund; Mental Hygiene.  
 Account clerk, head—Mental Hygiene, Public Service Commission, departmentwide; Public Works District 4, Rochester.  
 Account clerk, principal—Correction; Thruway Authority.  
 Actuarial clerk, head, State Insurance Fund.  
 Actuarial clerk, senior, State Insurance Fund, departmentwide.  
 Administrative assistant, Public Works.  
 Administrative assistant, junior, ABC Board.  
 Administrative assistant, junior, Public Works.  
 Administrative assistant, senior, ABC Boards.  
 Administrative director of audit and accounts, Audit and Control.  
 Assistant to the supervisor of PR contracts, Standards and Purchase.  
 Audit clerk, head, Audit and Control.  
 Billing machine operator, State Insurance Fund.  
 Bookkeeping machine operator—Audit and Control; Tax and Finance.  
 Budget examiner, Budget.  
 Budget examiner, associate, Budget.  
 Budget examiner, junior, Budget.  
 Budget examiner, senior Budget.  
 Budget examiner, (management), associate.  
 Budget examiner (management), principal.  
 Budget examiner (management), senior, Budget.  
 Business consultant, senior, Commerce.  
 Business officer, Mental Hygiene.  
 Business officer, senior, Mental Hygiene.  
 Chief auditor of State refunds, assistant.  
 Clerk, chief, Health, departmentwide.  
 Clerk, head, State Department, Albany.  
 Clerk, principal, Public Service Commission, Buffalo and Albany.  
 Clerk, principal, State Department, Albany main division.  
 Clerk (collections), principal, State Insurance Fund, NYC.  
 Clerk (collections), senior, State Insurance Fund, NYC.  
 Clerk (compensation), senior, State Insurance Fund, Rochester.  
 Clerk (compensation), senior, Workmen's Compensation Board.  
 Clerk (mat and devices), principal, Labor.  
 Clerk (payroll), head, Social Welfare.  
 Clerk (purchase), head, Thruway Authority, departmentwide.  
 Clerk (purchase), principal, L.I. State Park Commission.  
 Clerk (purchase), principal, Thruway Authority, Albany.  
 Communications clerk, senior, Thruway Authority.

Communications supervisor, Thruway Authority.  
 Corporation tax examiner, Tax and Finance, exclusive of Motor Vehicles Bureau.  
 Corporation tax examiner, senior, Tax and Finance.  
 Dictation machine transcriber, principal, Pilgrim State Hospital.  
 Director of Correction accounts, assistant, Correction.  
 Director of Mental Hygiene business administrative, assistant, Mental Hygiene.  
 Director of office audit, Audit and Control.  
 Director of Tax research and statistics, assistant, Tax and Finance.  
 Director of truck mileage tax, assistant, Tax and Finance.  
 Economist, senior, Social Welfare.  
 File clerk, principal, Correction.  
 File clerk, senior, ABC Board, NYC.  
 Fingerprint clerk, principal, Correction.  
 Health local assistance supervisor, Health.  
 Hearing stenographer, Correction, Albany.  
 Income tax examiner, Tax and Finance, departmentwide.  
 Income tax examiner, associate, Tax and Finance.  
 Income tax examiner, senior.  
 Income tax examiner, supervising.  
 Insurance collector, State Insurance Fund, NYC.  
 Insurance examiner, Insurance.  
 Insurance examiner (municipal finance), associate, Insurance.  
 Insurance qualifications examiner, Insurance, departmentwide.  
 Laboratory secretary, senior, State University.  
 Offset printing machine operator, senior, Health.  
 Personnel administrator, Thruway Authority.  
 Personnel administrator, associate, Tax and Finance.  
 Planning technician, Commerce.  
 Purchasing agent, Standards and Purchase.  
 Rent examiner, principal, Housing Rent Commission, Queens.  
 Rent examiner, senior, Housing Rent Commission.

Research analyst (PP), Budget Division.  
 Research assistant (PE), Budget Division.  
 State accounts auditor, assistant, Audit and Control.  
 Statistics clerk, head, State Insurance Fund, NYC.  
 Statistics Clerk, principal, Civil Service.  
 Statistics clerk, principal, State Insurance Fund.  
 Statistics clerk, senior, State Insurance Fund.  
 Statistics clerk, senior, Thruway Authority.  
 Stenographer, principal, Civil Defense Commission, NYC.  
 Stenographer, principal, Budget Division.  
 Stenographer, principal, Insurance, NYC.

Stenographer, principal, Labor, NYC.  
 Stenographer principal, Thruway Authority.  
 Stenographer senior, Banking.  
 Stenographer (law), head, law.  
 Tabulating machine operator, head, Tax and Finance.  
 Tabulating machine operator.  
 (Continued on Page 10)

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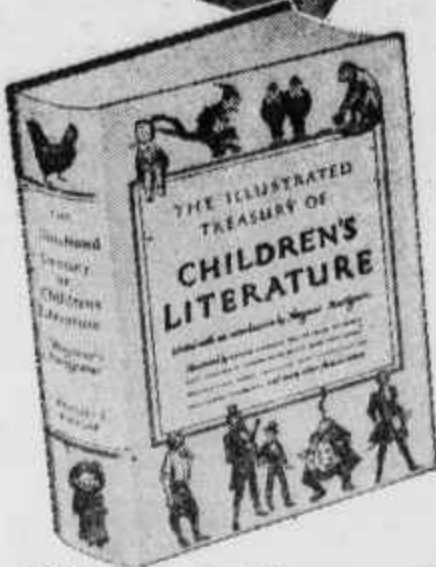
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BALL POINT PENS Use Ink Hexagon Style (above) 12 FOR \$1.00; 100 only \$7.00 RETRACTABLE BALL PENS (ABOVE) PRESS BUTTON-IT'S OPEN PRESS CLIP-IT'S CLOSED 3 for \$1.00; 100 only \$15.00 Razors only 12 for \$1.00 RAZOR BLADES DOUBLE EDGE FAMOUS DON JUAN 125 for \$1.00; 1,000 only \$5.00 MONEY BACK GUARANTEE 100 LB SNOW-WHITE COTTON FLOUR SACKS Washed, Bleached, Mangled Guaranteed perfect (No Holes) MAKE DISH TOWELS 15 sacks \$6; 50 sacks \$18; 100 sacks \$28 We Pay Postage FREE! 4 Retractable Ball Pens with Sack Order JOHNSON ENTERPRISES, 605 Wells, Dept. 203, ST. PAUL 1, MINN.





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New brick bungalow, detached corner, 6 rooms, expansion attic — approved \$15,500 F.H. mortgage. Asking

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1 family, solid brick, 6 rooms, garage, oil heat, modern throughout. Sacrificing for \$12,000. Small cash.

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QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the Editor.

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• Modern 4½ rooms & bath

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# State Jobs

(Continued from Page 10)

Parole area director, Executive  
 Parole area director, assistant, Executive.  
 Parole officer, supervising, Executive.  
 Physician, senior, Correction.  
 Principal, School of Nursing.

Mental Hygiene.  
 Principal, School of Nursing, assistant, Mental Hygiene.  
 Probation examiner, associate, Correction.  
 Probation examiner, senior, Correction.  
 Public health physician (communicable diseases), associate, Health.  
 Social worker (psychiatric), senior, Mental Hygiene.  
 State veteran counselor, senior, Executive.  
 Supervisor of blindness prevention, Social Welfare.  
 Supervisor of social work (child

welfare), Social Welfare.  
 Welfare consultant (administrative), senior, Social Welfare.  
 Youth parole worker, senior, Social Welfare.

## LEGAL AND LAW ENFORCEMENT

Attorney, Insurance.  
 Attorney, junior.  
 Attorney (insurance), associate, Insurance.  
 Attorney (realty), associate, Law.  
 Charge matron, Correction.  
 Compensation reviewing examiner, senior.  
 Deputy clerk assistant, Supreme Court, Appellate Division.  
 Highway permit agent, Public Works.  
 Inspector of motor vehicle li-

cense operations, senior, Tax and Finance.  
 Land claims adjuster, assistant, Public Works.  
 Land claims adjuster, associate, Public Works.  
 Land claims adjuster, junior, Public Works.  
 Law Department investigator, senior, Law.  
 Local assessment examiner, associate.  
**DIVISION OF EMPLOYMENT**  
 Administrative officer, assistant.  
 Clerk (purchase), principal.  
 Director of research.  
 Employment security area director.  
 Employment security assistant area director.  
 Hearing transcriber.  
 Office machine operator, senior.  
 Typist, senior.

## TECHNICAL SERVICES

Administrative director of civil service, assistant.  
 Personnel technician (personnel services), principal.  
**Non-Competitive Promotion ADMINISTRATIVE, BUSINESS AND CLERICAL**  
 Account clerk, chief, Public Service Commission.  
 Accountant (public service), senior, Board of Equalization.  
 Administrative assistant, senior, Thruway Authority.  
 Administrative officer, Civil Service.  
 Director of personnel office administration, State Insurance Fund.  
 Director of Public Works personnel, Public Works.  
 Personnel administrator, Education.  
 Personnel administrator, Law.  
 Personnel administrator, senior, Thruway Authority.  
 Property manager, senior, Standards and Purchase.  
 Research analyst (dairying), senior, Agriculture and Markets.  
 Statistician, Public Works main office.  
 Statistician, associate, Commerce.  
 Statistics clerk, principal, banking.  
 Statistics clerk, principal, Workmen's Compensation Board.  
 Tabulating machine operator, head, Education.

## ENGINEERING, MECHANICAL AND AGRICULTURAL

Boiler inspector, supervising, Labor.  
 Cattle appraiser, head, Agriculture and Markets.  
 Civil engineer (traffic), senior, Tax and Finance.  
 Director of fish and game, Conservation.  
 Division maintenance superintendent, assistant, Thruway Authority.  
 Laundry supervisor, head, Health.  
 Mechanical estimator, associate, Public Works.  
 Park engineer, Conservation.  
 Sanitary chemist, Conservation.  
 Thruway division manager, Thruway Authority.

## HEALTH, EDUCATION AND WELFARE

Associate in business education, Education.  
 Associate in cooperative industry education, Education.  
 Associate in education of the handicapped, Education.  
 Associate in higher education, Education.  
 Associate in home economics education, Education.  
 Associate in industrial arts education.  
 Associate in industrial education, Education.  
 Curator (paleontology), senior, Education.  
 Director of community mental health services, assistant, Mental Hygiene.  
 Museum education supervisor, Education.  
 Publicity agent, senior, Commerce.  
 Scientist (archeology), associate, Education.  
 Scientist (botany), associate, Education.  
 Scientist (zoology), associate, Education.

## DIVISION OF EMPLOYMENT

Graphic statistician.  
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 Account clerk, principal, Division of Employment.  
 Account clerk, senior, Hudson River State Hospital.  
 Clerk, senior, Division of Employment.  
 Statistics clerk, senior, Division of Employment.

## ENGINEERING, MECHANICAL AND AGRICULTURAL

Architect, junior, Public Works.  
 Draftsman, senior, Public Works.

# NYC Comptroller's Clerks Join Move To Seek a Raise

The Third Grade Clerks of the Central Payroll Division, NYC Comptroller's Office, have formed a committee, to seek reclassification as senior clerks in grade 6. The third grade clerks, new title, senior clerks, have associated themselves with clerks in several other City departments in retaining Eugene R. Canudo to represent them in their effort to obtain a reclassification.

The committee: Carl A. Krumm, chairman; Harold A. Sohm, secretary; Abraham Gelman, treasurer; Edward Anderson, Bart Capriani, Thomas DiCanio, Iena Goldberg, David Goodman, Charles Gulvin, Nicholas Petrillo, Paul Petrillo, Joseph Pettinate, Rose Pinto and Edward Tobin.

A committee of grade 3 clerical employees has been organized in the NYC Department of Welfare also. Mr. Canudo represents this group.

The officers are Pauline D. Cohen, chairman; James Nagel, vice chairman; Mary Nathan, secretary-treasurer, and Muriel V. Gillin, recording secretary.

## Technical Jobs

The NYC Board of Education has vacancies which it wants to fill at once at these annual salaries: assistant civil engineer, \$5,450; assistant mechanical engineer, \$5,450; assistant architect, \$5,450; civil engineering draftsman, \$4,430; visual aid technician, \$3,250; statistician, \$4,850; office appliance operator (male), \$2,750.

Apply in person in Room 102, at 110 Livingston Street, Brooklyn.

## LEGAL NOTICE

CITATION. The People of the State of New York, by the Grace of God, free and independent, to Angela M. Gosa; Maria C. Marotta; Lucia Gregorio; Carmela Maffia; Pasquale Nigro; Sabato Gregorio; Rosina Arcore; Florina Mastandrea; Angeline Mastandrea; Maria Antonia Mastandrea; Consul General of Italy; Samuel Miles Pink; being the persons interested as distributees, creditors or otherwise in the estate of Antonio Gregorio, deceased, who at the time of his death was a resident of 2079 First Avenue, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 309, in the County of New York, on the 2nd day of December, 1955, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the compensation of Samuel Miles Pink, as attorney-in-fact, should not be fixed by the Court.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler a Surrogate of our said County, at the County of New York, the 20th day of October in the year of our Lord one thousand nine hundred and fifty-five.

Philip A. Donahue  
 SEAL Clerk of the Surrogate's Court.

CITATION. The People of the State of New York, by the Grace of God, free and independent to Marie Vasquez Fernandez Grandal; Obdulia Vasquez Fernandez Leaton; Julia Vasquez Tejedor; Ampara Vasquez Tejedor; Fernando Ernesto Vasquez Tejedor; Consul General of Spain; being the persons interested as distributees, creditors or otherwise in the estate of Ernest Vasquez, also known as Ernest Vasquez and Ernest Vasquez Fernandez, deceased, who at the time of his death was a resident of 178 West 85th Street, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 309, in the County of New York, on the 2nd day of December, 1955, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler a Surrogate of our said County, at the County of New York, the 19th day of October in the year of our Lord one thousand nine hundred and fifty-five.  
 Philip A. Donahue  
 SEAL Clerk of the Surrogate's Court.

# Kaplan to Describe Proposed Pensions

Representatives of five Federal personnel associations will meet at Albany on December 8 and 9. Mayor Erastus J. Corning will welcome the delegates at the Sheraton-Ten Eyck Hotel.

H. Eliot Kaplan, chairman of the Committee on Retirement Policy for Federal Personnel, will speak on proposed revision of the Federal retirement systems. He is counsel for the State Commission on Pension. Lowell Johnson, director of industrial relations for the American Home Products Company, will discuss communications.

James P. Googe, director, Second U. S. Civil Service Region, will preside over the conference.

## Our 25th ANNIVERSARY Specials

Appropriate for your Xmas shopping  
 4 quart stainless steel copper bottom pressure cooker \$7.95 Value \$18.95  
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 Food mixer \$22.95 — Value \$42.00  
 26 piece kitchen set \$3.98. Val. \$10.95  
 Westinghouse automatic percolator \$12.95 — Value \$19.95  
 Ironing board & cover \$3.98 Value \$12.95  
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 3 for \$3.25  
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 Red - Black   
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 Light Blue   
 Royal Blue   
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 Tangerine   
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Man's All Chrome Silver Finish Ball Point Pens — Same Prices — Not Shown Above.

YOU WILL WANT TO ORDER SEVERAL OF THESE FINE PENS FOR CHRISTMAS GIVING. These pens are precision made and are all made for good working. You can order them by the dozen at this low price.

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 305 Broadway, NYC

I enclose \_\_\_\_\_ for which please send me \_\_\_\_\_ pens. (Please tick off colors wanted.)

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 Address \_\_\_\_\_

\*If your address is in New York City please add 12c for NYC sales tax.

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 Porcelain top. Left or right hand drainboard. Convenient drawer. 2 storage compartments.

SALE PRICE **\$74<sup>95</sup>**



SAVE \$45! 54" Double Drainboard Sink  
 Acid-resistant porcelain top. Two convenient storage drawers. 4 doors to 3 storage compartments.

SALE PRICE **\$89<sup>95</sup>**



SAVE \$40 66" SINK  
 Twin-bowls, double drainboards for extra convenience. 2 drawers. 3 storage compartments, 2 with shelves.

SALE PRICE **\$134<sup>95</sup>**

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 Account clerk, principal, Division of Employment.  
 Account clerk, senior, Hudson River State Hospital.  
 Clerk, senior, Division of Employment.  
 Statistics clerk, senior, Division of Employment.

**ENGINEERING, MECHANICAL AND AGRICULTURAL**  
 Architect, junior, Public Works.  
 Draftsman, senior, Public Works.



# Coming Exams in Which Public May Compete for State Jobs

The State Civil Service Department is preparing to hold 230 open-competitive examinations. Applications will be received in

the coming months. The tests run the gamut of State employment—in offices, institutions, laboratories, libraries,

schools; on facilities, such as bridges and highways, and in the field. There are jobs for the beginner and the expert, for the unskilled, semi-skilled and skilled worker, and at the professional level.

Application dates have not yet been scheduled. Watch The LEADER for advance notice of requirements and filing periods.

Last week, issue of November 18, The LEADER carried a list of all exams for administrative, business and clerical personnel, and for all engineering, mechanical and agricultural jobs. Also the titles of some jobs in health, education and welfare were included. The remaining exams are given below.

### HEALTH, EDUCATION AND WELFARE

Compensation examining physician, associate.  
Conservation publications editor.

Dietitian, supervising.  
Director, antitoxin services vaccine laboratory, assistant.

Director, branch of Boys Training School.

Director of cottage, program.  
Editorial assistant, Health.  
Eye classification analyst.  
Field representative, education.  
Film library supervisor.  
Film production supervisor.  
Food service manager.  
Guidance counselor.

Industrial hygiene physician, associate.

Industrial hygiene physician, senior.

Institution education supervisor (vocational).

Institution teacher.  
Institution vocational instructor, all specialties.

Laboratory technician (neurology), senior.

Mental health consultant.  
Mental health consultant, associate.

Mental health consultant, senior, Correction.

Mental health consultant, senior, Social Welfare.

Motion picture inspector.  
Museum instructor.

Parole officer.  
Principal, School of Nursing.

Principal, School of Nursing, assistant.

Psychologist, assistant.  
Public health dentist, associate.  
Public health educator.  
Public health nutritionist, senior, Health.

Public health physician, associate.

Public health physician, associate, Mental Hygiene.

Public health physician, principal, Mental Hygiene.

Rehabilitation counselor.  
Social worker (child welfare), senior.

Social worker (medical), senior.

State veteran counselor.  
Supervisor of historical sites.

Supervisor of hospital voluntary services, Mental Hygiene.

Supervisor of secondary education.

Training assistant for blind children.

Veterinarian (small animals).  
Welfare consultant (administrative), associate.

Welfare consultant (medical), associate.  
Welfare consultant (mental health), senior.

### LEGAL AND LAW ENFORCEMENT

Attorney, associate.  
Attorney, junior.

Attorney (insurance), senior.  
Attorney (tax), senior.

Chief of charities registration.  
Director of criminal identification, assistant.

Embalming undertaking investigator.

Game protector.  
Identification officer.

Investigator.  
Land claims adjuster, junior.

U. S. Civil Service Tests! Training until appointed. Men-Women, 18-65. Start high as \$350.00 month. Many jobs open. Qualify NOW! Get FREE 36-page illustrated book showing salaries, requirements, sample tests. WRITE: Franklin Institute, Dept. L-17, Rochester, N.Y.

Librarian, Kings County Supreme Court.  
License inspector.  
Local assessment examiner, principal, State Department.

Park patrolman, Niagara Falls State Park.

Supervisor of funeral directing section.

Supervisor of Thruway service facilities.

Traffic park officer.

### DIVISION OF EMPLOYMENT

Economic research editor.  
Unemployment insurance claims examiner.

## Personnel Council Weighs Leave Rules, Clerk Hiring And Service Rating Plan

Employees raised some objections to the proposed Standard Leave Rules of the NYC Personnel Department that made it necessary to refer the whole subject to the Personnel Council. At a series of meetings conducted recently, the Council discussed the points at issue, and prepared to submit recommendations to the department.

While the Personnel Department, at a public hearing, stressed the improvement that thousands of employees would gain, employee spokesmen pointed out that thousands of employees would have less leave privileges than now. An instance particularly cited was that of Welfare Department employees.

What the employees wanted was a standard pegged at the present maximum, not, as union spokesmen put it, a standard that applies the present minimum to all.

### Clerk Recruitment Studied

One project committee of the Council was grappling with that project while another one was considering methods of improving the recruitment of clerks. The effect of the present policy has on administration was one point being closely considered. While no details were given, this was supposed to relate to the advisability of imposing some minimum educational standards, for filing clerk jobs, so that a strong pool would be created from which employees could rise to supervisory and administrative jobs. Under the Ca-

reer and Salary Plan, jobs in the administrative service are open to former grade 5 clerks, whose grade has no pay ceiling.

### Service Ratings Weighed

Also considered by a project group was a way of improving certification. Deputy Purchase Commissioner Abram Mattes heads this group.

The service rating system is being studied by another group, headed by Joseph Rechetnick, Personnel Director, NYC Housing Authority.

Pending further study, no recommendations have been made by the Council on the proposal to eliminate medical tests in exams for sedentary jobs.

Chairman of the Council is Dr. Theodore H. Lang.

### DIETETIC INTERN JOBS OFFERED BY U. S.

Dietetic interns at \$2,000 a year are needed in Veterans Administration hospitals throughout the country. Apply until March 1, for training classes that start on July 1 or September 1, to the U. S. Civil Service Examiners, Veterans Administration, Washington 25, D.C.

### MEDICAL BIOLOGY JOBS

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# Nov. 29 Last Day To Apply for Jobs On NYC Police Force

The last moment to get in line for a job as NYC patrolman (P.D.) is 4 P.M. on Tuesday, November 29. Meanwhile, applications may be obtained in person or by representative at any of the precinct station houses, or at the Personnel Department, 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office. Filled-in applications must be delivered in person at the Duane Street address, accompanied by the \$3 fee.

**Requirements:**  
**Education**—Senior high school or equivalency diploma.  
**Age**—Age 30 by November 29 bars one, except that war veterans, and persons who served in recognized auxiliaries of the armed forces during a war, may deduct the time spent in such service. Applicants must have reached their 19th birthday by

November 29. No eligible will be appointed unless he is at least 21 years old.

**Height**—Minimum, 5 feet 7½ inches (bare feet).  
**Vision**—20/20 in each eye separately, no glasses.  
**Weight**—Must not be disproportionate to height.  
**Other factors**—Salary starts at \$4,000, rises to \$5,015 after three years, and there is a \$125 uniform allowance after successful completion of the probationary period of nine months. One must have been a legal resident of NYC for the three continuous years next preceding appointment. Non-disabled veterans may claim 5 preference points, disabled veterans 10, but disability pensioners are not normally appointed to the police force. The preference points may be added only for those vets who pass the test.

## Alger Williams Named to Bench

ALBANY, Nov. 21—Justice Alger A. Williams of Buffalo has been designated by Governor Harriman as an Associate Justice of the Appellate Division, Fourth Department. He succeeds the late Justice R. Foster Piper.

## What You Do NOT Have to Be to Apply For a Police Job

To apply for a job as NYC patrolman, a man does not have to be a resident of NYC, or even of New York State, but may live anywhere in the United States or elsewhere, if he is an American citizen. A late change in the original official notice of examination opens the test that much. However, one must pass the test, and have been a NYC resident for the three continuous years next preceding appointment.

While a senior high school diploma, or an equivalency diploma, is necessary for appointment, none is necessary for applying. Between the time of application, and the moment when an eligible is called for a job interview, there will be plenty of time to prepare for, and take, an exam for an equivalency diploma.

# Board Sets Policy On Hiring Above Minimum Rate

The Board of Estimate has reiterated its policy of NYC hiring certain employees at more than the minimum entrance salary "in special cases" where persons needed by the City are not willing to enter service at the minimum rate.

The Board must vote on each title as the situation arises, where the Budget Director and the Personnel Director recommend above-minimum hiring. Such hiring will not affect the rates of pay of other positions in the same category.

Raymond E. Diana, executive secretary of the Government and Civic Employees Organizing Committee, CIO, termed the measure an "evasion" of the Career and Salary Plan. One of the provisos of the Plan requires that when the appointment rate goes up, so

does the pay of incumbents in the same title.

**Only Occasional, Says Beame**  
 Budget Director Abraham D. Beame sought to controvert the opposition of employee representatives.

"The matter comes up only about a dozen times a year, he said, "and involves highly specialized jobs."

Mr. Beame cited as an example the hiring of a medical director in the tuberculosis specialty.

"I'd be the first one to oppose indiscriminate above-minimum hiring," he added.

Frederic Q. Wendt, president of the Civil Service Forum, and Jerry Wurf, general representative of the American Federation of State, County and Municipal Employees, AFL, opposed the resolution.

### ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

#### Personnel Patter From Kings Park

KINGS PARK, Nov. 21—Elizabeth Handshaw, public relations chairman, reports the following news of Kings Park chapter, CSEA, and its members:

Vacationers from A-B Service include Mrs. Mildred Lawrence, Mrs. Catherine Flynn and Mrs. Frances Barnes. Those who recently returned from vacations are Mrs. Sigrid LeRory, Mrs. Margaret Blydenburgh, and Mrs. Concetta Sparacio . . . Mrs. Rose Lavery, R.N. was transferred from A-B service to Building 93 . . . Welcome to new employees Mrs. Agnes McComb and Mrs. Adelaide Morrow who are presently assigned to A-B Service . . . Mrs. Ethel Entwisle has resigned from her position in A-B service due to ill health.

Best wishes to Mrs. Esther Home who has resigned from her position at the hospital in anticipation of a new arrival.

Mrs. Evelyn McNeice was recently appointed at head nurse on Ward 6.

Latest chatter from the laundry reports that Mr. Ruffano has returned to work after spending a

month's vacation in Italy.

Get well wishes are extended to Mae McDonald and Anne Burke of the laundry who are both recuperating from recent operations . . . Kathleen Frawley has returned to her duties in the laundry after spending some time in Boston.

Deepest sympathy is extended to the family of Mrs. Ann Long who passed away recently.

Congratulations and best wishes to Lillian Wood, dining room employee in Group 4, and Harry Hurski, who will be married on November 26.

Mrs. Claire Oeding has returned to her duties as the hospital after vacationing in Miami . . . Mrs. Nora Marin vacationed in Orlando, and Mrs. Sarah Hines vacationed in Bermuda.

Best wishes to Mary Gedel who has resigned from the hospital to await the arrival of the stork.

Women's Bowling Team News for November 3 and 4: Team Standings: McGuire's, Baker's, Eire House, Kline's, Okst's, Bob's, Nasso's and Chermak's. High team, single game—Eire House 760; High individual, single game—Alver DeArmitt 199; High team, three games—Bob's 1991; High individual, three games—C. Kelly 505. High individual games—A. Randazzo 195, D. Rall 184, C. Kelly 192, G. Olafsson & D. DeWall 178, Walsh 165, M. Psybys 165, A. DeArmitt 199, D. Posta 156, C. Ostrander 180.

The girls report that the automatic foul line has been installed at the hospital alleys.

#### At Mt. Morris

MT. MORRIS, Nov. 21—Mary Runfoia, publicity chairman of Mt. Morris chapter, CSEA, reports the following news:

Dana Smith has transferred to Industry. Charlie Adamson has transferred from the grounds to the dietary department, and the hospital has a new cook, Paul Knight of Dansville. Other new employees are Mae Coulter, Bernice Wakefield and Rose Sardina.

Sincerest best wishes to Henry Cobin who was recently married to Hazel Carr.

Dr. and Mrs. Mathias spent their vacation in Wisconsin; Mr. and Mrs. Carl Wright motored through the New England States, and Kathryn Lennox has been in Chicago.

Mr. Vaccaro spoke at the last chapter meeting and gave employees much enlightening information concerning Social Security.

Dorothy Pink returned from a vacation in Albany last week and is now attending a Social Welfare Conference in Buffalo.

Sincerest sympathy is extended to Ruth Hoffman on the recent death of her husband.

Phoebe Smith had the misfortune to slip and sprain her ankle.

Congratulations to Justin and Virginia Cougle on the birth of a daughter on October 10.

#### Binghamton Chapter

BINGHAMTON, Nov. 21—The social committee of Binghamton chapter, CSEA, met at the home of Chairman Albert Dixheimer on November 9 and made arrangements for a Christmas party, cabaret style smorgasbord, to be served between 8 and 9 P.M. in the ballroom of the Hotel Earle, on Saturday, December 10, for members and guests.

In addition to a reasonable charge for tickets, which should be purchased early as the number is limited, each person attending is requested to bring a child's toy, gift wrapped. These toys will be turned over to local charity organizations for distribution to needy children.

The social committee consists of Mr. and Mrs. Michael Kirska, Mr. and Mrs. C. A. Kenworthy, Mrs. Alice Dundon, Mrs. Ora Rogers, Betty Helder, Leona Fellano and Mrs. Florence A. Drew.

Following the meeting, Mrs. Dixheimer served home-made refreshments.

A bridal shower was given recently at the Embassy Club for Ruth Christophori, an employee in the Business Office at Binghamton State Hospital. Miss Christophori was married November 12 to Harry M. Jones, Jr.

Frank Casey, field representative, visited State and County offices and consulted with membership committees. In the absence of Ernest L. Conlon, who is ill,

#### Attica Aides Donate Blood

ATTICA, Nov. 21—The bloodmobile from the Rochester Regional Blood Center paid its semi-annual visit to the Village of Attica on November 10. One hundred seven pints of blood were taken; the quota was 125.

William Purtil was the only Attica Prison employee who joined the Gallon Club at this visit.

Receiving citations for having given five pints of blood under this program were Earl Fuest, Chauncey Wellman and John Wicjorek. Others supporting the visit, some of whom are already members of the Gallon Club, were Lester Brown, U. S. Byram, William Cortright, Peerry DeLong, John Fisher, Howard Hay, Sgt. L. Hembel, Stanley Jamalkowski, Sgt. R. Maroney, Marion Merrick, Richard Middlebroow, Frederick Muth, James Powers, John Redman, Glenn Schurr, Arthur Smith, Jack Spencer, David Spink, Harold Steggs, Kenyon Tice, Lester Tiffany, R.N., William Tiffany, Kermit Van Nostrand, Robert Vickery, Roy Wagner and Lester Wechter.

### TOWN AND COUNTY

#### Onondaga Chapter Extends Congratulations

SYRACUSE, Nov. 21—Onondaga chapter, CSEA, congratulates Thomas H. Dyer on his election as Supervisor, Town of Onondaga; Albert E. Stone as Sheriff, and Joseph P. Bourke as City Auditor.

Mr. Burke is a former member of the chapter's executive committee.

#### Oneonta Chapter Hears Frank Casey

ONEONTA, Nov. 21—The November meeting of Oneonta chapter, CSEA, was held on the sixteenth at the State Unemployment office here. President Marion Wakin presided.

Chapter members made donations for a Thanksgiving food basket for a retired State worker. Thanks are extended to all who contributed.

Francis M. Casey, CSEA field representative, was main speaker. He discussed the 55-year retirement plan, its advantages and options, reviewed the history of the retirement system, and explained various rules and regulations. A question and answer period followed.

Plans are being made for the annual Christmas party, to be held Wednesday evening, December 14.

## Central Conf.

(Continued from Page 4)  
 room; Mary Goode Krone, State Civil Service Commissioner, and Utica City Judge John Walsh, speakers.

A dance will follow.

Dinner tickets are \$3.50 and reservations must be made by January 15. State employees may make reservations with Alice M. Card, State Department of Health, 18 Pearl Street., Utica, and county employees with Mrs. Ruth Mann, County Welfare Department, Court House, Utica.

#### JUSTICE HOFSTADTER TO ADDRESS BAR ASSN.

Supreme Court Justice Samuel H. Hofstadter will deliver a lecture on the Fifth Amendment and the Immunity Act of 1954, at the Bar Association, 42 West 49th Street, NYC, on November 22 at 8 P. M.

The public is invited to attend.

## Where to Apply for Public Jobs

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

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

NYC—NYC Department of Personnel, 96 Duane Street, New York 1, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway opposite the LEADER office. Hours 9 to 4 excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

#### NYC Travel Directions

Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:  
 State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.  
 U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

#### Data on Applications by Mail

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

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

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



### Gowanda Directors To Meet December 6

GOWANDA, Nov. 21—The next meeting of the board of directors, Gowanda State Hospital chapter, CSEA, will be held on December 6.

Employees at the institution extend sympathy to Ernest Jones, Carrie Jones and Robert Luce on the death of Mrs. Allen Jones; to Raymond Baxter on the death of his father; and to Kathleen Wilcox and Ruth Sager on the death of their father.

Mrs. Miller, secretary, has asked any chapter member who has paid his dues and does not receive a membership card by November 25 to inform her of this fact.

#### NEW U.I. TITLE

Effective October 16, New York State had a new competitive title; chief of unemployment insurance claims review, at salary grade 25,

## Shapiro Discusses Start Of Social Security Plan

The LEADER published a statement issued by Republican leaders, who attended a pre-legislative conference, that the party would support the integration of Social Security with the State's retirement systems and local retirement systems.

Comment by the Democrats, on the statement of the Republicans, was also published in the same issue. The spokesmen for the Democrats were Senate Minority Leader Francis J. Mahoney and Assembly Minority Leader Eugene P. Bannigan.

Both statements were published in full.

#### Comment by Shapiro

George M. Shapiro, who was counsel to Governor Thomas E. Dewey, now comments on the Democrats' statement as follows:

In the October 24 issue of The LEADER, Messrs. Mahoney and Bannigan are quoted as making the following statement:

"We think, too, that the GOP leadership now espouses integration of Social Security with retirement benefits with tongue in cheek, because the last Republican Governor (Dewey), repeatedly refused to agree to such a plan."

This statement is utterly false. I would like to call your attention to the true facts.

Governor Dewey was the first to sponsor the study of integration of Social Security benefits with State Employees Retirement benefits. He originated the proposal and enthusiastically supported it. In a special message to the Legislature on February 2, 1954, Governor Dewey urged that the Pension Commission be revitalized.

Its first major assignment should be the preparation of a program integrating the benefits provided by the Federal Social Security System with State and local retirement programs . . . to provide broader

and better-rounded protection for public employees and their families . . ."

#### Tells of Laws Enacted

Legislation was immediately drafted in the Governor's office to carry out this recommendation. The bill was enacted by the Republican majorities in the Legislature and it became Chapter 98 of the laws of 1954. It established a strengthened Pension Commission. The first assignment given the Pension Commission was to work out a system of integration. Section 2 of the law provides:

"The commission shall undertake a study of the advisability of integrating old age and survivors insurance benefits under the federal social security act with benefits provided by public employee pension or retirement systems maintained by the State or any political subdivision thereof. It shall make a report or reports to the governor and the legislature concerning this study, together with recommendations for any changes in law or procedure it may deem necessary or desirable by February first, nineteen hundred fifty-five."

#### Platform Cited

The Republican State platform for 1954 contains a specific pledge to further the integration program.

The fact is that little or no interest was evinced by the Democratic party leadership in the integration proposal until now—and now it's another Dewey program they wish they had thought of first, and would like to appropriate and make their own.

#### MASTER PLUMBER LICENSE

Just one candidate qualified in the NYC license exam for master plumber.

"TIME OFF," a weekly column in The LEADER, gives you a laugh, at least once in a while. Read it every week.

### Niagara DE Aides Visit Counterparts Across the Border

Robert R. Hopkins, manager of the Niagara Falls, N. Y. office, Division of Employment, led a delegation of 40 staff members of the DE Niagara Frontier offices on a visit November 14 to the Niagara Falls, Ontario, Canada, Unemployment Insurance Commission.

T. W. Brant, manager of the Ontario office, was host to the U. S. delegation.

The visit was sponsored by the Unemployment Insurance Employees of the Buffalo area. Mrs. Beatrice Sulthanik, president.

Mr. Hopkins is past president of Buffalo chapter, and founder and past chairman of the Western Conference, Civil Service Employees Association.

#### LEGAL NOTICE

##### CITATION

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To William Ross, Rebecca Saunders, Marie Burns, Ada Ward, Louise Poole, Charles Ross, Augustine Ross, Emma Washington Herman Miller, Elmer Miller and Dallas Miller the next of kin and heirs at law of ETTA BRANCH, deceased, send greeting:

Whereas, JESSE WOODS, also known as JESSIE WOODS, who resided at 203 West 134th Street, Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 7, 1955 relating to both real and personal property, duly proved as the last will and testament of ETTA BRANCH, deceased, who was at the time of her death a resident of 203 West 134th Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 15th day of December, one thousand nine hundred and fifty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 14th day of November in the year our Lord one thousand nine hundred and fifty-five.

Philip D. Donahue  
Clerk of the Surrogate's Court  
(L. S.)

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<input type="checkbox"/> Housing Caretaker \$2.00	<input type="checkbox"/> Sr. File Clerk \$2.50
<input type="checkbox"/> Housing Officer \$2.50	<input type="checkbox"/> Surface Line Dispatcher \$2.50
<input type="checkbox"/> How to Pass College Entrance Tests \$3.50	<input type="checkbox"/> State Clerk (Accounts, File & Supply) \$2.50
<input type="checkbox"/> How to Study Post Office Schemes \$1.00	<input type="checkbox"/> State Trooper \$3.00
<input type="checkbox"/> Home Study Course for Civil Service Jobs \$4.95	<input type="checkbox"/> Stationary Engineer & Fireman \$3.00
<input type="checkbox"/> How to Pass West Point and Annapolis Entrance Exams \$3.50	<input type="checkbox"/> Steno Typist (GS 1-7) \$2.50
<input type="checkbox"/> Insurance Agent \$3.00	<input type="checkbox"/> Stenographer, Gr. 3-4 \$2.50
<input type="checkbox"/> Internal Revenue Agent \$3.00	<input type="checkbox"/> Steno-Typist (Practical) \$1.50
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<input type="checkbox"/> Janitor Custodian \$2.50	<input type="checkbox"/> Title Examiner \$2.50
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<input type="checkbox"/> Law & Court Steno \$3.00	<input type="checkbox"/> Train Dispatcher \$2.50
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## In the Western Conference Area:

# CSEA Goals for State, Local Employees Spark Membership Recruitment

Following is a list of membership committees of CSEA State Division chapters in the Western Conference area.

The program of the Civil Service Employees Association for the coming year was established at its annual meeting, October 10 and 11, in the various resolutions which have been printed in previous issues of *The LEADER*. These resolutions call for improved salaries, retirement provisions, hours of work, better attendance rules covering sick leave, vacation and improvements to the various work conditions applying to employees of the State and its political subdivisions.

The membership strength of the Association depends in large measure on the work of its chapter membership committees who come in daily contact with the non-members and bring to their attention the valuable services rendered by the organization and its program of improvements to benefit all its membership, 62,000 strong throughout the State.

The committees:

**Albion**—Anna Kinnear, president, Florence Walters, chairman.

## Granvill Hills, MHEA Group Meet Nov. 28

A meeting to discuss study of a promotional series for hospital attendants, including supervising attendants, will be held between Granvill Hills, personnel director for the State Department of Mental Hygiene, and a committee from the Mental Hygiene Employees Association on November 28.

The MHEA committee will consist of Mrs. Mary Terrel, Marcy State Hospital; Paul Farnsworth, Rome State School, and Sam Cipolla, Craig Colony.

Civil service ratings for attendants also will be discussed.

### MHEA Urges Active Support

The MHEA, through its president, F. J. Krumman, has urged all Mental Hygiene employees to contact their State senators and assemblymen and seek their support for the 40-hour week with no loss in take home pay for institutional employees.

Mr. Krumman also suggested that various institutional groups arrange to meet with these representatives and argue their case personally.

### Meeting With Dr. Hoch

In a meeting with Dr. Paul Hoch, Mental Hygiene Commissioner, in Albany last month, the MHEA executive committee presented problems concerning Mental Hygiene employees.

Dr. Hoch said at that time he considered the 40-hour week a necessity in institutions but pointed out that much work was needed to work out practical details.

Uniform allowances, salary adjustment, work out of title, improved attendance rules, medical care and car allowances were other subjects discussed by the MHEA executive committee with Dr. Hoch.

Office, Rose Pellegrino; Reception, Hazel Howard; Boiler House, Cleon Whiting; Night Offices, Dorothy Starkweather; Farm, Clifford Moore; School, Garnet Hicks; B Building; Loraine Hazard; A Building, Mary Cain; C Building, Frances Lupo; D.K.B., Elizabeth Prest; Laundry, Celia Malinoski.

**Attica State Prison**—Joseph B. Inglis, president, Nelson Waggoner, William Ganey, Harry Joyce, Ralph Bottone.

**Brockport State Teachers College**—Hazel Nelson, president, Belva Brown, Janice Dorgan, Phyllis Pugsley, Marie Reilly.

**Buffalo State Hospital**—Kenneth I. Blanchard, president, Judith Kellerman, chairman, FCTS; Helen Heller, co-chairman, FCTS, FCTS, Adelaide Volk, Betty Bogardus, Ethel Crippen and Alice Fairchild; MCTS, Madeline Maseo, Cornelius Kelleher, John Phillips, Robert Osborn, Al Volk and Thaseus Kaminski; Reception, James Sheldon, Mariene Claudill and Reba Golden; Outside, Myron Ross—Electrician; Richard Woods, Powerhouse; M&S, Ralph Harper, Eileen Roets, Ruth Long, Dorothy Benson, Sally Castle and Doris Osborne; Food Service, Martha Harkins, George Higgins, Harry Stein, Danny McKillen and Robert Smith; OT, Edward Betroszi, Charles Stenson and Gloria Lehman; Doctors, John Musser, M.D.

**Geneva**—Lloyd L. Weir, president, James Heffron, Garage, 600 W. North St.; Joseph Petrone, Carpenter Shop; Donald Heuser, Heating Plant; Alvin Hofer, Chemist; Anthony Bruni, 600 W. North St.; Wilson Hey, Barn, Ralph Clark, Entomology.

**Buffalo**—Albert C. Killian, president, Tax and Finance, State Office Bldg., Jerry Cahill and Gloria Robinson; Motor Vehicle, State Office Bldg., Catherine Bartlett; Social Welfare, 12 N. Division St., James Lally and Regina Justin; Vocational Rehabilitation, State Office Bldg., Mary Gormley and Mildred Morningstar; Buildings, State Office Bldg., Roy Abel and Fred Weigand; Workmen's Compens., 210 Franklin St., Theresa Zunda and Ellen Devine; Industrial Hygiene, 252 Niagara St., Ethel Irwin and Harvey Farkas, State Teachers College, 1300 Elmwood Ave., Herman Lorenz and George Russert, 318 Norfolk; Insurance Fund, Walbridge Bldg., B. N. Bentkowski and Edwin Davis.

On the Buffalo committee, also are: Labor Mediation Board, State Office Bldg., Rita Kenny; Agriculture and Markets, State Office Bldg., Helen Beront; Public Workers, State Office Bldg., Norman Fetzer and Claude Bennett; Div. of Employment, 200 Franklin St., Doreen Flood and Adeline McCormack; Banking, State Office Bldg., M. Miller and P. Gorth; Veterans Affairs, 120 W. Eagle St., Virgil Schuler and Ruth Stefler; Liquor Authority, Ellicott Square Bldg., Elmer Schotlin and Ruth St. George; Milk Marketing Area, 12 N. Division St., Thelma Pottel and Joseph Dunn; Conservation Dept., State Office building, M. Lease and A. Holzer; Apprenticeship Council, State Office Bldg., N. Chapman and M. Lord; Parole Dept., 282 Delaware Ave., James Sheridan and Geraldine Miller.

Buffalo chapter committee members also include: Health Department, 374 Delaware Ave., Blanche Norris and Dolores Zablonksi; ABC Board, 374 Delaware Ave., Henry Lapp and John Kennedy; Law Dept., State Office Bldg., A. Cassidy and I. Weber; Labor Safety, State Office Bldg., B. Wallace and A. Lesswing; Rent Commission, Ellicott Square Bldg., R. Beiswanger; Public Service Commission, State Office Bldg., P. E. Dorey; Education Dept., State Office Bldg., M. Zimmerman; Mental Hygiene, 374 Delaware Ave., Dr. A. J. Voelk and Milton Anglin; Erie Co. Water Authority, 338 Ellicott Square Bldg., Mrs. Anne Smith. Chapter officers are: president, Albert C. Killian, Veterans Affairs; 1st vice president, Jeannette W. Pinn, Tax and Finance; 2nd vice president,

Arlene Holzer, Conservation Dept., recording secretary, Frances G. Rahn, Public Service Commission; treasurer, John Neeb, Tax and Finance.

**Gowanda State Hospital**—Vito J. Ferro, president, Reception office, Isabelle Dutton; Female Reception, Selma Harvey and Dorothy Powers; Male Reception, Edward Jakubiec; South Bldg. Female, Addie Mae Bull and Joyce Barten; Miscellaneous, Priscilla Harvey and Robert Harvey; Bldg. C, Dalmas Saalfeld and Jack Farabaugh; Bldg. A, Sarah Young; South Bldg., Male, Warren Smith, Herbert Meyer and Mead Benson; North Bldg., Male, Carl Peters, Gunnard Nelson, Charles Armbrust and John Hew; Bldg. C, Charles Burkhardt; Bowling Alley, Julius Syzmanski; North Bldg., Female, Bernice Wehling, Wilma Roman, Olive Ostrander, Ina Salisbury and Evelyn Lux; Motor Vehicle, Edward Young; Medical Staff, Dr. Mustille; Adm. Bldg. Offices, Flossie Moore, Robert Colburn and Agnes Schreiner; Laundry, William Briggs and Sophia Jonak.

Also on the Gowanda committee are: Recreation Dept., Harold Kumpf; O. T. Dept., Arlean Crouse; Sewing Room, Housekeeping, Staff Houses, Eleanor Horton, Marian Blemaster and Evelyn Nash; Secretary, Thelma G. Miller; Farm, J. K. Bashford and J. Paulucci; Carpenter Shop, G. Frank Nyhart and Carl Bley; Paint Shop, Harold Sandwick; Powerhouse, Frank Kelly; Electric and Plumbing Shop, Charles Babcock and Henry J. Kelly; Grounds, Donald Hills; Farm Dormitory, Harold Harvey; Storehouse and Industrial, Theodore Stitzel; Kitchen and Cafeterias, Gordon Woodcock, James Oatman, Margaret Rodgers and Emma G. Stephens; Treasurer, Victor Neul.

**Hamburg**—Joseph A. Crotty, president, William Barrett, Raymond L. Knapp, Harold Tarnish, Lester P. Forness, George B. Pierce, Bernard L. Woods, Sylvester Bauer, Paul F. Leising, Sylvester Ronecker, Jacob Bechtel, Norman Rankie, William Rignall, Ernest D. Harrison, Donald W. Norris, William Seaton, Darcy W. Glow, Harold W. Stephens, Anthony Wagner, Joseph L. Miller, Charles Wittman, Roy Zelma, Leigh I. Loomis, James H. Laycock, Oscar G. Trapper, Edward J. Clark, George Schnell, Earl P. Holdridge, Clarence Pierce.

**Gratiwick**—James P. Harris, president, Robert Stelley, Jr., vice president, chairman; Administration, Ann Dubois; Chemistry, Eiverra Baumler; Clinics, Mary Ellen McFadden; Anesthesiology, Isabelle Elmore; Pathology, Patricia Harrison; Medical Records, Marie Janis; Radiation Therapy, Alice Pientka; Diagnostic X-Ray, Mattie Kennedy; Clinical Laboratories, Dick Shields; Biology, Helen Fox; Dietary, Loretta Warner; Housekeeping, Minnie Harmsen; Maintenance; Walter Wards; Physics, Harold Box; Nursing, Augusta Speno; Operating Room, Alice Connell; Storeroom, How-

## RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

### State Pay Based on Obsolete 1953 Levels

THE BIGGEST SINGLE PROBLEM that confronts the public employee today is his salary problem. This, in turn, is related to adequate recognition of his role in our complex social order. The public employee acts as the catalyst of the divergent forces and pressures necessary to our civilization. The most direct, effective and satisfactory way of recognizing him as a necessary, vital, and integral part of society is an adequate wage.

In 1953 the State decided to embark on the installation of a new salary plan. One of the first action taken to provide a factual foundation was an extensive wage survey. This survey was made in the summer and fall of 1953. The survey provided a major bench mark in allocating State positions to the new salary plan.

### Industry Wages Have Been Rising Steadily

All of us have become conscious, in the last few months, that a major adjustment of the wage level in industry was in progress. What may have escaped some of us was that all during the period of time with which we are concerned—1953-55—wages were steadily rising. It simply occurred, but without the fanfare of the steel and auto settlements and the guaranteed annual wage.

Here are a few figures to show the trend.

According to *U. S. News and World Report*, issue of September 2, 1955, the steel settlement in 1955 amounted to 15 cents and raised the straight-time hourly wages from \$2.09 to \$2.24; auto pay went from \$2.11 to \$2.20. When these earnings are converted to a 2,000-hour work year and placed against the average State salary of about \$3,900, the State worker has a long way to go.

*Weekly Labor News Memorandum*, issue of September 14, 1955, states "Weekly earning of factory production workers in the State rose nearly \$4.00 between July, 1954 and July, 1955 to \$74.87 a week." On September 7, 1955 the same publication showed that negotiated wage raises averaged 6.5 cents an hour in 638 agreements affecting more than 536,000 workers, and that in 1954 the average reported for the first six months was 6.8 cents, and 5.2 cents for the second.

### Government Should Be Leader, Not Follower

The important thing is that wages are on the rise and have been. The present salary plan is already outdated since it is based on 1953 figures. What is done at the coming legislative session sets State salaries until April, 1957.

If past performance is any test then we all know what will likely happen to wages in the immediate future. We believe they will continue to rise. Also we believe that government should be a leader—not a follower—that the State should make a major adjustment in its salary level.

ard Cox; Laundry, Stanley Ptaszynski.

**Mount Morris**—Thomas Pritchard, president, Eleanor Lariton, chairman; Margaret Lopez, Ray Brade, Mildred Grover, Louis Continenza, Clarence Nichols, Dorothy Pink, Alice Ace.

**Genesee-Orleans State Public Works**—Michael Mondo, president, Genesee County—Michael Mondo, 6 Sumner St., Batavia; Gerald Dusel, RD, Corfu; Alex Nowak, RD Corfu Orleans County—George Wright, RD 1, Albion.

**Rochester Public Works District 4**—Henry A. Claraldi, president, Frank Fabi, Box 72, Rochester, chairman; G. Ryan, Box 72, Rochester; B. Goyette and W. Zabel, Box 72, Rochester; J. Martin, Box 83, Canandaigua; G. Tarplee, Box 219, Batavia; F. Nierocker, Box 98 Genesee; C. Mackenzie Box 65, Warsaw; C. Scutt, Box 190, Albion.

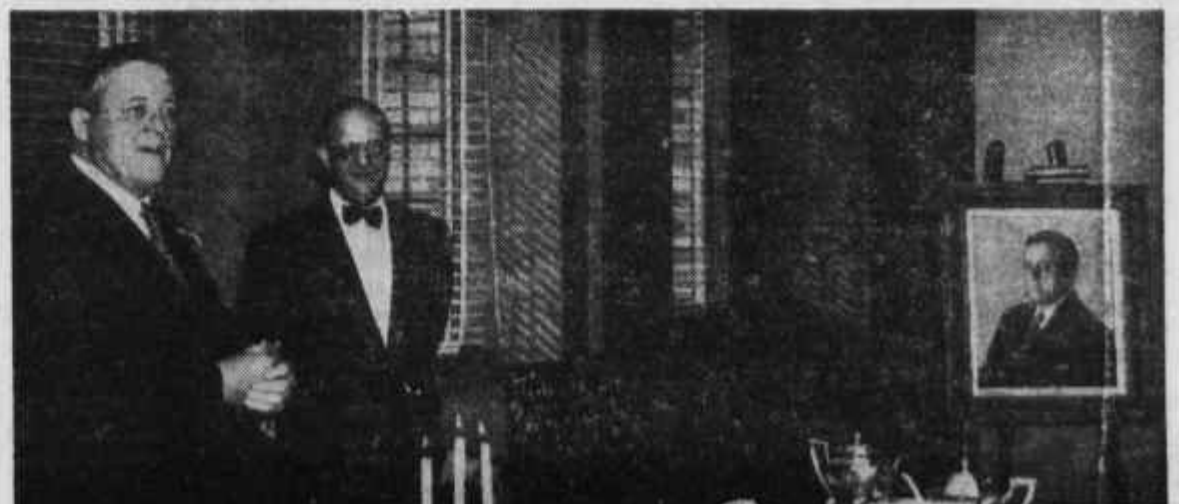
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(To Be Continued)



Mental Hygiene Commissioner Paul H. Hoch presided at the presentation to Psychiatric Institute of a portrait of Dr. Nolan D. C. Lewis (left), who served the institute as medical director from 1937 to 1953.