

Civil Service LEADER

America's Largest Weekly for Public Employees

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Reformers Throw Out
Differences in Public Employees

PHILIP KERKER
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See Page 2

Much to Be Done In Civil Service, Report Reveals

ALBANY, Oct. 27—The annual report of Jesse B. McFarland, president of the Civil Service Employees Association, covered many phases of employee activity, civil service operation, and merit system problems. The report follows below, in full:

ANNUAL REPORT OF PRESIDENT JESSE B. McFARLAND—1952

The record of accomplishment and growth of our Association during the past year has been such as to make the annual reporting by the President a very pleasant task.

Throughout a long sequence of trying years in the political and economic life of the nation, the Association has held fast to its expressed objectives — to uphold and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service, and to advance the interests of all civil service employees. It may be that in national measurements the niche that a public employee group occupies may not be considered of great importance. I feel strongly that any group whose purpose it is to exert a helpful influence on the side of good government is important. And to the extent that we aid in upbuilding the quality of government and that we advance the welfare of the civil servant in the greatest State in the Union, we may honestly claim a part in truly progressive accomplishment.

THE MERIT SYSTEM

During the past year, two State Commissions have been giving attention to revision and improvement of the civil service of the State. We have placed before these two commissions certain recommendations, and since the commissions were continued by the last Legislature and will not report until some succeeding Legislature, we shall continue to emphasize the needs for strengthening the Civil Service Law.

The Temporary Commission on Coordination of State Activities, chaired by Senator Walter J.

Mahoney, did recommend legislation to the 1952 Legislature which would radically change the central civil service administration. A new type of advisory board would replace the present commission. The new board would have no real rule-making or appellate powers. A single administrative official would be clothed with practically unlimited powers as to the State and its subdivisions in the matter of recruitment, promotion, tenure, in short, with all powers of rule-making and of appeals now a responsibility of the Civil Service Commission.

The officers and committees of the Association rightfully condemned this measure as attacking the very life of the merit system. The placing of such broad powers in a single administrative officer subject to the varying terms of elected officials is a direct invitation to a total patronage system as well as arbitrary and unreasonable administrative practices. We were successful in convincing the Legislature that the measure was unsound. The reasoned thought of civil service employees seems plainly to be that there should be a strong civil service commission with rule-making and appellate powers and an administrative officer with administrative and not policy making duties. We are in agreement with the need for more direct and prompt attention to application of merit system principles and to such reorganization as will make for administrative efficiency but without weakening and indeed with insistence upon strengthening the safeguards which the statesmen who inaugurated the merit system clearly felt were essential.

EXTENSION OF THE COMPETITIVE CLASS

We have urged upon the Civil Service Commission the truth that the art of government will never rise higher than the level of the public servants chosen to execute the laws and perform the functions of government, and that aside from the elected officers of government and those appointed



New officers of the Civil Service Employees Association being sworn in by Charles A. Brind, counsel to the State Education Department and himself a former Association president. Left to right: Robert L. Soper, 5th vice-president; John F. Powers, 1st vice-president; Joseph F. Feily, 4th vice-president; Raymond L. Munroe, 2nd vice-president; Jesse B. McFarland, CSEA president; J. Allyn Stearns, 3rd vice-president. Mr. Brind is standing at the dais. Sitting at the table taking notes is Larry Hollister, CSEA field representative.



County delegates meeting to discuss problems of salary, public relations, and local working conditions during the recent annual meeting of the Civil Service Employees Association held in Albany. The group developed a variety of new tactics in dealing with pay problems at the local level. J. Allyn Stearns, 3rd vice president of the CSEA, presided.

to the limited policymaking appointive positions, all civil servants of the State and its civil divisions should be selected by open competitive tests wherever such tests are practicable. In answer to our appeals, the State Civil Service Commission has held

three open hearings to consider whether or not examinations are practicable for many titles that are at present in the exempt or non-competitive class. These are the first hearings of this kind ever held in this State. We have real hope that through our in-

tensive efforts to convince of the value of merit system screening of civil servants for appointment and promotion, we may also win respect and rewards due to those who serve in government, the most important business of society.

THE MATTER OF ADEQUATE SALARIES

No Association has more persistently or intelligently sought to maintain the standard of living of its members than has yours. Since 1940, the Association has carried

(Continued on page 16)

Assn. Entertains Delegates at Open House



Open house. Delegates (this is only a small portion) meet at headquarters of the Civil Service Employees Association for a session of fun and dancing after the hard, concentrated work of the many business meetings at the recent annual meeting of the organization.

Supervision Training in Health Dept.

ALBANY, Oct. 27 — A training program in the fundamentals of supervision for employees of the State Health Department is to start on November 6. The course is to be conducted by the Health Department Training Section, Office of Personnel Administration. It is approved by the Training Division of the Department of Civil Service.

Intended as a prerequisite to future training and supervision, this program will provide a comprehensive survey of the field. A study of many supervisory skills will be supplemented by practical application to work status. Employee training, work simplification, principles of organization, and employee relations will be among the items considered.

The first series is intended for supervisors in the Albany area. Additional courses on the same subject will be conducted for Health Department personnel in other parts of the State at a later date. The Training Section also supervises training in orientation, business and technical subjects, and administration.

Mental Hygiene Dept. Sets Up Project At Rockland State Hospital to Find Out New Ways of Dealing With Mental Ills

ALBANY, Oct. 27 — New York State is setting up a research project in which scientists will try by a new approach to find out more about mental disorders — what they are, and how to cure or prevent them. Dr. Newton Bigelow, Commissioner of Mental Hygiene, has announced that a staff is now being assembled at Rockland State Hospital, where the research will be conducted by the Department of Mental Hygiene.

Appointed September 1 as Director of Psychiatric Research, Dr. Nathan S. Kline will be in charge of the Rockland project. To assist him, two senior research scientists in psychology, A. N. Tenney, M.S., and L. Feldstein, M.D., have been appointed, and Y. Taketomo, M.D., has been appointed resident research psychiatrist and E. H. Cranswick, M.D., D.P.M., endocrinologist. Other personnel to be appointed for the project will include two biochemists, two head nurses and two staff nurses, a research secretary, a senior stenographer and a stenographer.

Batteries of Tests
Dr. Kline and his staff will use batteries of tests and "cluster analysis," the latter a device used in statistical work. In some preliminary experiments conducted by Dr. Kline and associates at the Worcester State Hospital in Massachusetts, certain schizophrenic patients showed a characteristic similarity in such widely varying items as rate of hair growth, kind of emotional response, and reaction to various chemical tests. Similar associations of different attributes, called cluster formations, were demonstrated in other groups. The preliminary work was of a pilot nature, Dr. Kline indicated, and only two or three of the disciplinary approaches were used simultaneously. The fact that clustering of attributes occurred, however, suggests that items drawn from medicine and related sciences will show a similar tendency. The Rockland project will be the first major effort to establish these interdisciplinary clusters.

Impressive Achievements
Dr. Kline is a graduate of Swarthmore College and Clark University. He obtained his medical degree at New York University in 1943, interned at St. Elizabeths Hospital, Washington, D. C., and remained there for a period of psychiatric residency, followed by several years of postgraduate work at Harvard, Princeton and Rutgers universities. Now 36 years of age, Dr. Kline has an impressive history of scientific achievement, including several years assisting Dr. J. Lawrence Poole and Dr. Fred A. Mettler in research on brain surgery conducted as a co-operative project by

Greystone Park New Jersey State Hospital and Columbia University. Since May 1950 he has been director of research at Worcester State Hospital in Massachusetts. Simultaneously with his new position as Director of Psychiatric Research in the New York State Department of Mental Hygiene, Dr. Kline received an appointment to the Department of Neurology, College of Physicians and Surgeons, Columbia University.



Mrs. Ethel Payette, delegate from Plattsburgh and Mrs. Frances Sweeney, representative from Danmora, seen at the annual meeting of the Civil Service Employees Association held recently in Albany. Mrs. Payette is a member of the Clinton County Election Commission. Mrs. Sweeney is employed by her County Welfare Department.

Disagreements Between Employees and Reformers Frankly Discussed at Panel

ALBANY, Oct. 27—A standing disagreement between the Civil Service Employees Association and the Civil Service Reform Association was brought into the open during a panel discussion on Civil Service Law at the annual meeting of the CSEA in Albany.

Near the conclusion of a discussion of the law by panel members, including Charles G. Pillon, counsel of the Reform group, the matter of guaranteeing services of an attorney and the right to call witnesses for employees brought up on charges was raised by John J. Kelly, Jr., assistant counsel for CSEA.

Kelly pointed out that for many years past the CSEA has backed bills in the legislature which would accomplish these ends and also would vest the Civil Service Commission with power to order reinstatement of an employee who proved his right to his job on appeal.

These measures have been regularly vetoed by Gov. Dewey, according to Kelly. Among his reasons for turning them down the Governor has listed opposition from the Reform Association.

Reform Assn. View
While not attempting to argue the matter in full for the Civil Service Reform Association, Pillon replied that his group generally took the view that an appointing officer should not be deterred in efforts to clean out deadwood in his department.

"Too many top officials now are afraid to bring even the most offensive employee up on charges. We feel these measures would stop all the others who try to run good departments."

Discussing the Civil Service law and its needed revisions as part of the panel, in addition to Kelly and Pillon, were Dr. Frank L. Tolman, past president of CSEA and a member of the Preller Commission studying revision of the Civil Law for the State Legislature, and Theodore Becker, chairman of the Association's Law Revision Committee. First Vice-President John P. Powers presided.

Becker on Law Revision
Becker explained that the CSEA law revision committee had recommended widening of the competitive class and broadening promotional opportunities for pres-

ent employees as one means of strengthening the merit system.

Another point argued by the Association committee is the need to curb the power of the State Budget Director to turn down upward salary reallocations recommended by Classification and Compensation, Becker pointed out.

Tolman Tells of Preller Group
Dr. Tolman explained the method of approach used by the Preller Committee and discussed some of the preliminary findings already published.

One factor he stated the Preller group was fairly well decided upon is the "need for a permanent statute on grievances rather than the present executive order."

He made an indirect reference to work of other committees also studying Civil Service, such as the Mahoney committee, by saying: "Too many cooks can spoil the civil service broth."

Pillon pointed out that no real study of New York State's law had been made since 1908, so the need for the Preller Commission was well recognized.

Aims of Reformers
Among the aims of the Reform Association which he listed were appointment of a personnel officer in each department and agency, grievance machinery on department level with appeal to a standing board, and elimination of the budget director's veto power mentioned above.

Civil Service Court
One of the most interesting suggestions to come up at the panel was one by Mr. Pillon, that a kind of civil service court be set up, empowered to deal with grievances, disciplinary matters, and other disputes involving public employees and management. Mr. Pillon carefully pointed out that this was his own suggestion, and not that of the Reform Association.

Opposition to Mahoney Bill
In connection with attempts to revise the law the Association earlier in the day passed a resolution reaffirming its opposition to the report of the Mahoney Commission last year.

President Jesse B. McFarland, in his annual report, had referred to Association action which led to defeat of the Mahoney bill, but his report had been garbled when reported in an evening Albany newspaper.



Three former CSEA presidents and the widow of a fourth at the annual meeting of the Civil Service Employees Association held in Albany on October 14 and 15. Left to right: Clifford C. Shoro, Mrs. Harold Fisher, Robert Haner and William F. McDonough. On the extreme left is Harold Herzstein, regional counsel for the Association. Standing behind the group is Harry Dillon, of the Correction Officers.

P. W. ENGINEER DIES OF HEART ATTACK

Harold W. Morss, associate civil engineer in the State Department of Public Works, died of a heart attack on Friday, October 3. Mr. Morss was born March 15, 1888. He graduated from Union College in 1912 and devoted his engineering skills entirely to State service. For the past 20 years, he was chief draftsman in the Binghamton District of the State Public Works Department.

Mr. Morss is survived by his wife and two daughters.

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Armory Men Active in Albany Meet

ALBANY, Oct. 27 — The following delegates from the various Armory Employees chapters attended the 42nd annual meeting of the Civil Service Employees Association: Clifford Asmuth, president; Fred Allison, vice president; Randall Vaughn, treasurer, and Frank E. Wallace, secretary.

Major Joe Middlebrook discussed Armory employees legislation and asked for support for these bills when they are presented to the State Legislature.

The following delegates were present:

James Rieffe, Elmira; Thomas Derica, Elmira; Charles Outhouse, Peekskill; Robert Menerley, Newburgh; Jack DeLisi, New York; Milton Hallenback, Schenectady; Peter Smith, Mid-State; John Grubner, Mid-State; John Irvin, Capitol District; Carl Harisen, Rochester; George Fisher, New York, Member Board of Directors, State Civil Service Assn.

E. M. Furman Named to Appeal Board

ALBANY, Oct. 27 — Governor Dewey has appointed Deputy Budget Director Everett M. Furman, of Albany, a member of the Classification and Compensation Appeals Board. Mr. Furman fills the vacancy caused by the death on July 25 of Everett N. Mulvey, who was the Budget Director's representative on the Board.

Mr. Furman is 59 years old. He entered State service in 1934 as an accountant in the Department of Taxation and Finance. He has been a Deputy Budget Director for the past four years.

Career Aide Promoted in Ag & Markets

ALBANY, Oct. 27 — William E. Ozard, career employee in the State Department of Agriculture and Markets, will become associate plant pathologist in the Department's Bureau of Plant Industry on November 1.

Promotion of Mr. Ozard to the post which has been vacant three years was announced by Commissioner C. Chester Du Mond. Starting salary is \$6,088.

Since his graduation from Cornell University in 1936, Mr. Ozard has been associated with the Bureau of Plant Industry, most of that time in the capacity of horticultural inspector. He served two years in the army in World War II.

His bureau director, H. B. Little, said that Mr. Ozard's work has been an important factor in developing the stone-fruit virus disease control program which is vital to the stone-fruit industry of the entire nation. Mr. Ozard in his new position will work with the small fruit industry of New York, especially raspberry growers, and with nurserymen on disease problems. He will plan and conduct field investigations to identify new and destructive plant diseases and devise measures to counteract them, along with many allied duties.

The new associate plant pathologist is married and the father of two daughters. They plan to move from Dansville to Albany where his headquarters will be established in the State Office Building.

Chas. Campbell To Be Honored

ALBANY, Oct. 27 — Charles L. Campbell, who retired in June from his post as administrative director of the State Civil Service Department, will be feted by former associates. The get-together, a testimonial dinner, will be held at 6 p.m., October 30, in the Aurania Club, 25 South Allen Street, Albany.

The committee in charge of the event includes: Peg Delehanty, Mary G. Kane, Larry Kerwin, Larry McArthur, Gene McLoughlin, Elmer Wise, and Joe Tammany.

Association Art Show Prizes Presented



J. Edward Conway (second from left) president of the State Civil Service Commission, presents awards to winners of the Second Annual Art Show of the Civil Service Employees Association, now on view at the Albany Institute of History and Art. While Joseph Rothman (extreme left) chairman of the Art Show Committee, looks on, Commissioner Conway congratulates Ruth V. West of Hudson, winner of the first oil painting award. In a row behind Miss West are: Erwin Weinheimer of Schenectady, winner of the second award in oil painting; John Albrezi of Schenectady, winner of the third award in oil painting; Hazel Cummings of Schenectady, winner of the fourth award in oil painting; Jane E. Rulison of Amsterdam, winner of the first award in water colors; Elizabeth L. Rothstein of Albany, winner of the second award in water colors. Robert G. Wheeler, Director of the Albany Institute of History and Art, stands at the extreme right.

During November, CSEA Life Insurance Is Available Without Medical Exam

ALBANY, Oct. 27 — The Civil Service Employees Association offers its Group Life Insurance without medical examination to eligible employees who apply during the month of November. Those eligible are employees of the State of New York; of the Counties of Westchester, St. Lawrence and Chemung; and the cities of White Plains, Ogdensburg and Potsdam, who are or who will become members of the CSEA. Only exceptions to this special offer are those employees over age 50 and those who have previously been rejected for the Group Insurance on the basis of a medical examination.

Special Features

The special features of the CSEA Group Life Insurance which make it especially attractive are:

LOW COST — \$1,250 Life Insurance for 20c semi-monthly for those 29 years and younger and proportionately low rates for older employees.

EASY PAYMENT — Through deductions.

FREE INSURANCE — Each insured member is accorded free insurance amounting to 10% of the

face amount of his insurance with a minimum of \$250 without extra charge.

ACCIDENTAL DEATH BENEFIT — Double indemnity for accidental death is guaranteed each insured member without additional charge.

CLAIMS PAID PROMPTLY — Over five million dollars have been paid to beneficiaries under the CSEA Group Life Plan — payment is usually made within 24 hours of the time the CSEA is notified of death.

PREMIUM WAIVER DURING TOTAL DISABILITY — When total disability occurs prior to age 60, premiums are waived after the first three months of disability. This was a new benefit added last year without extra charge.

REMEMBER, TO TAKE ADVANTAGE OF THIS SPECIAL OFFER, THE GROUP LIFE INSURANCE APPLICATION MUST REACH ASSOCIATION HEADQUARTERS, 8 ELK STREET, ALBANY, N. Y., ON OR BEFORE NOVEMBER 30, 1952. Applications and explanatory literature can be secured from CSEA Headquarters or from any of its Chapters.

County Govt. Employees Learn About Tactics in Handling Their Problems

ALBANY, Oct. 27 — A meeting that filled every corner of the third floor in the headquarters office of the Civil Service Employees Association was devoted to a consideration of the problems of county and local employment. The conference, one of the special sessions of the annual meeting, was presided over by J. Allyn Stearns, 3rd vice-president of the CSEA. An entire morning was consumed, with much evidence of alert, intelligent approaches to the matters at hand.

Among the speakers were Henry Galpin, salary research consultant of the Association; Phillip Kerker, public relations director; and Henry McFarland, director of the Municipal Service Division of the State Civil Service Commission; Charles R. Culyer and Laurence J. Hollister, field representatives of the Association.

Mr. Galpin pointed to methods of salary negotiation, differences of approach in various units of government, the need for differentiating between cost of living and standard of living.

Both Mr. Kerker and Mr. McFarland stressed aspects of public relations as important to the local level of government. "We have to demonstrate that our 'product' is worthy of use. We have to create the right catchwords. We must set

our goals and calculate our resources. Then we must proceed forward." He emphasized public relations as "a two-way deal."

Mr. McFarland, speaking of his experiences at the local level, pointed to the necessity of establishing close liaison with newspapers and other media of communication.

Mr. Culyer described the efforts being made by competing organizations in the public employ field, and what the Association is doing to offset these efforts.

Dr. Beckenstein Appointed B'klyn State Hospital Head

Dr. Nathan Beckenstein, director of Syracuse Psychological Hospital, will be transferred November 1 to Brooklyn State Hospital as director, succeeding the late Dr. Clarence H. Bellingier.

Named to replace Dr. Beckenstein at Syracuse is Dr. Richard F. Binzley, associate director of Pili-grim State Hospital.

The transfer of Dr. Beckenstein, at a salary of \$12,283 a year, and the appointment of Dr. Binzley, at

SPECIAL NOTICE — CSEA LIFE INSURANCE POLICYHOLDERS

If you are entitled to a higher amount of insurance effective November 1, 1952, based on your gross salary as of that date, the premium deduction from your salary for the pay period ending October 31 will be increased to put the higher amount of insurance in effect.

If your attained age as of November 1 places you in the next higher age group established under the Group Life Plan, the increase in premium deductions from your salary will go into effect on the payroll for the period ending October 31.

Each policyholder who is entitled to more insurance as of November 1 will receive a "rider," providing the higher amount of insurance, for attachment to his insurance certificate as soon as such rider can be prepared by the insurance company.

Public Relations a Growing Aspect of CSEA Activities, Foster Potter Reports

ALBANY, Oct. 27 — The public relations of the Civil Service Employees Association is extending into new areas, Foster Potter told delegates of the organization at its annual meeting in Albany last Oct. 15. Mr. Potter, chairman of the CSEA Public Relations Committee listed six separate categories in which major public relations is now being conducted. They are:

1. Addresses made by Association representatives before service clubs on governmental topics.
2. Exhibits at fairs and other gatherings. He revealed that 18,000 visitors to the recent State Fair in

Syracuse had received Association folders.

3. Art shows.
4. Promotion of a committee to stimulate music appreciation.
5. Leadership training programs.
6. Manpower survey. This is in its early stages to bring out a directory of members' talents which can be put to Association use for furtherance of the internal and external public relations program.

Kerker Is Lauded

The Public Relations Committee complimented the work being done by Phillip Kerker, public relations director for the organization. Mr. Potter pointed to the importance of the public relations job that should be done internally, among members of the Association.

Nurses Hold Regional Conference at Marcy

MARCY, Oct. 27 — The regional work conference for nursing personnel, held by the State Department of Mental Hygiene, has just concluded its fourth week of activity. Three one-week sessions were held earlier in the year. The

conference theme was "Dynamics of Human Relationships." Approximately 30 nurses representing Utica, Binghamton, Syracuse, St. Lawrence and Marcy State Hospitals attended.

Dr. George Warner, director of Marcy State Hospital, opened the meeting with greetings to conference members. Dr. Laramour Bryan and Dr. John Howard, assistant directors of Marcy, John Burnham, instructor at St. Lawrence, and Dr. Desire Annau, senior psychiatrist at Marcy, discussed various concepts of interpersonal relations.

The program included group discussions, films, tours and group reports.

Officers of the program were: Mrs. Ruth Warren, regional director; Edna W. Conway, associate regional director; Mrs. Alma Squires, registrar; Mrs. Anne Golden, associate registrar; Mrs. John Wise, librarian; Mrs. Kathleen M. Watson, secretary; Della Stiefvater, associate secretary.

\$11,746, were announced by Dr. Newton Bigelow, Commissioner of Mental Hygiene.

Formerly at Brooklyn

Dr. Beckenstein entered State service at Brooklyn State Hospital in 1929, becoming assistant director in 1941. In 1947 he left the hospital to serve as acting medical inspector for the Department of Mental Hygiene.

Dr. Binzley was appointed from the civil service eligible list established by competitive examination.

Employee Activities

Civil Service Employees Laud Cut-Rate Buying Plan

Willard State Hospital

EDWARD LIMNER, Edward McGuire, James Farrell and Ralph Salzer attended the Mental Hygiene and the CSEA annual meetings in Albany, October 13 to 15, as representative of the Willard State Hospital chapter, CSEA. Reports of the meetings will be delivered at a chapter meeting in Hadley Hall on Wednesday, October 29, at 7:30 P.M.

The following have resigned their positions at the hospital: Patricia Velt, John P. Klaboe, Jr., John F. Di Nardi, Margaret F. Porter, Ray C. Porter, Helen M. Covert, Anna Crane, Robert H. Clayton and Robert M. Hyatt.

Gilbert L. Ross has retired after 25 years of State service. The chapter wishes him many happy and healthful years.

Beverly Covert has returned from vacation.

John Lawler is back after his recent illness. Arthur Christensen, Frank Langley and Joseph Janowski are on the sick list.

Membership in the CSEA chapter is gradually increasing. To date, 10 percent of Willard's employees have joined. The chapter is shooting for 100 percent. It reminds all employees of the benefits to be derived from membership. The larger the group, the stronger the fight for this year's program, which includes a 10 percent increase in salary, 25-year retirement, 37½-hour workweek for office personnel and increased retirement benefits. Help achieve these goals. Join today.

Game Protectors

THE GAME Protectors Chapter,

CSEA, held its annual meeting in Albany on October 14, and the following were elected to office: James Welsh, Newburgh, president; Chester Griffith, Schenectady, vice president; Ralph Mayo, Lockport, treasurer; Norris Sutherland, Williamson, secretary.

Manhattan State Hospital

MANHATTAN STATE Hospital chapter, CSEA, delegates who attended the annual Association meeting in Albany, October 14 and 15, were: Patrick Geraghty and John Wallace, regular delegates, and John J. Ryan, appointed by the nursing group. Delegates supported fully the resolutions presented which affect Institution employees.

The chapter will be host to the Metropolitan Conference on Saturday, November 15, at 1:30 P.M. in the Firehouse Lecture Hall. All chapter members are cordially invited to attend this important meeting.

Deepest sympathy is extended to the families of Frank Burfield and Dennis O'Shea, on the loss of their mothers.

On the sick list are: Michael O'Neill, kitchen No. 3; William Franklin, main building, and Juliet Bratcher, Higgins building. A speedy recovery to each one.

A card was recently received by the chapter from Ethel Anderson, who has been very sick. She wishes to extend sincere thanks to her friends and fellow employees for their many kindnesses and words of cheer.

A sparkling and happy affair was recently attended by friends and co-workers of Della Castner. The occasion marked Della's sur-

prise shower, held at the China D'Or, NYC. Among those who attended were: B. Lavin, D. Kaufmann, D. McMahon, S. McGinelly, M. Staunton, M. Broderick, M. Mahoney, M. Mulholland, N. Buckley, A. Barry, M. Wyche, O. Dorch, M. Donnelly, E. Philbrick, T. Colli, L. Montgomery, L. Holland, M. Blazina, J. Vormittag, B. Kelly, M. McNamara, A. Meere, M. Connors, J. Connors, A. Wilson, M. Rattigan, T. Mason, M. Mitchell, M. Cotter, A. Flannagan, D. Reilly, L. Lyons, M. Williams, J. Bratcher, T. Patenti, H. Breedy, A. Martyn, M. McManus, M. A. O'Neill, B. Shanahan, M. Keaveny, C. Muldoon, J. Gibbs, M. Flynn, J. Joyce and M. Payne.

Della was presented with a steam iron and \$200. Her marriage to James O'Malley, head cook in kitchen No. 2, took place on October 14 at St. Patrick's Cathedral. They are now honeymooning. Best wishes to them both.

All car owner non-resident employees at Manhattan State were reminded that Resolution 15, passed unanimously at the CSEA annual meeting, concerns them only. The resolution reads:

"Resolved, that the Association take all possible measures to secure for employees of the MSH remission of toll charges required by the Triborough Bridge Authority, or reimbursement, by the State."

The chapter sincerely hopes that all employees who are not members will join the Association and give their support to the passage of this legislation.

Suffolk County

THE TOWN OF Babylon Highway Employees Association held its monthly meeting at the V. F. W. Hall, Deer Park, Friday, October 10. The 28 men who attended heard President George Kelly speak about the origins of the CSEA and benefits of membership, particularly the 60 days of accumulated sick leave recently achieved.

Seven new members were initiated at the meeting, bringing the total to 44 out of the 55 highway employees.

Refreshments were served afterward.

Mental Hygiene Group Appoints Edward J. Kelly

BRENTWOOD, L. I. — Edward J. Kelly, of Brentwood State Hospital, has been appointed a member of the executive committee of the Mental Hygiene Employees Association. He fills the vacancy left by the retirement of Leo V. Donahue.

Mr. Kelly was born in Tipperary, Ireland, and has been in State service since 1941, having started as a staff attendant. He is a member of the Holy Name Society, St. Ann's R. C. Church, in Brentwood, Knights of Columbus, Mental Hygiene Employees Association, and Civil Service Employees Association. Mr. and Mrs. Kelly and their five children reside in Brentwood.

You're Entitled To Two Hours For Voting

You have the right to take two hours for voting on Tuesday, November 4. The State election law is specific on this. It reads:

"Any person entitled to vote at an election shall on the day of election be entitled to absent himself from any service or employment in which he is then engaged or employed for a period of two hours, while the polls of the election are open. The employer may, according to the law, designate the two hours of absence.

The law applies specifically to all employees of the State and all subdivision of the State. In New York City, the Counsel last week acted to increase the amount of time to four hours for City employees.

For Homes, Houses, Properties. Read Page 11

Officials of the Employees Cut-Rate Buying Plan, Ltd., busy night and day filling orders for the new service that makes merchandise available at rock-bottom prices, released this week to The LEADER a number of letters from Civil Service workers hailing the new service.

Typical of the comments: Mrs. E.D., Albany: "As the wife of a State employee I was very pleased to read about the new plan. . . Good value seldom goes unnoticed these days."

Mrs. G.B., Bayshore, L. I.: "I am delighted that we are now getting low prices. Be sure to send the catalogue as I want to do my Xmas shopping by mail."

L.M., New York City: "This gives me a better chance to make ends meet. I'm telling all my friends in Civil Service about the Buying Plan. I'm sure that the stronger the Plan becomes, the better for all of us!"

Meanwhile Buying Plan officials announced that the first avalanche of orders have been filled and that additional help has now been obtained to speed future deliveries.

Another batch of special items were made available this week

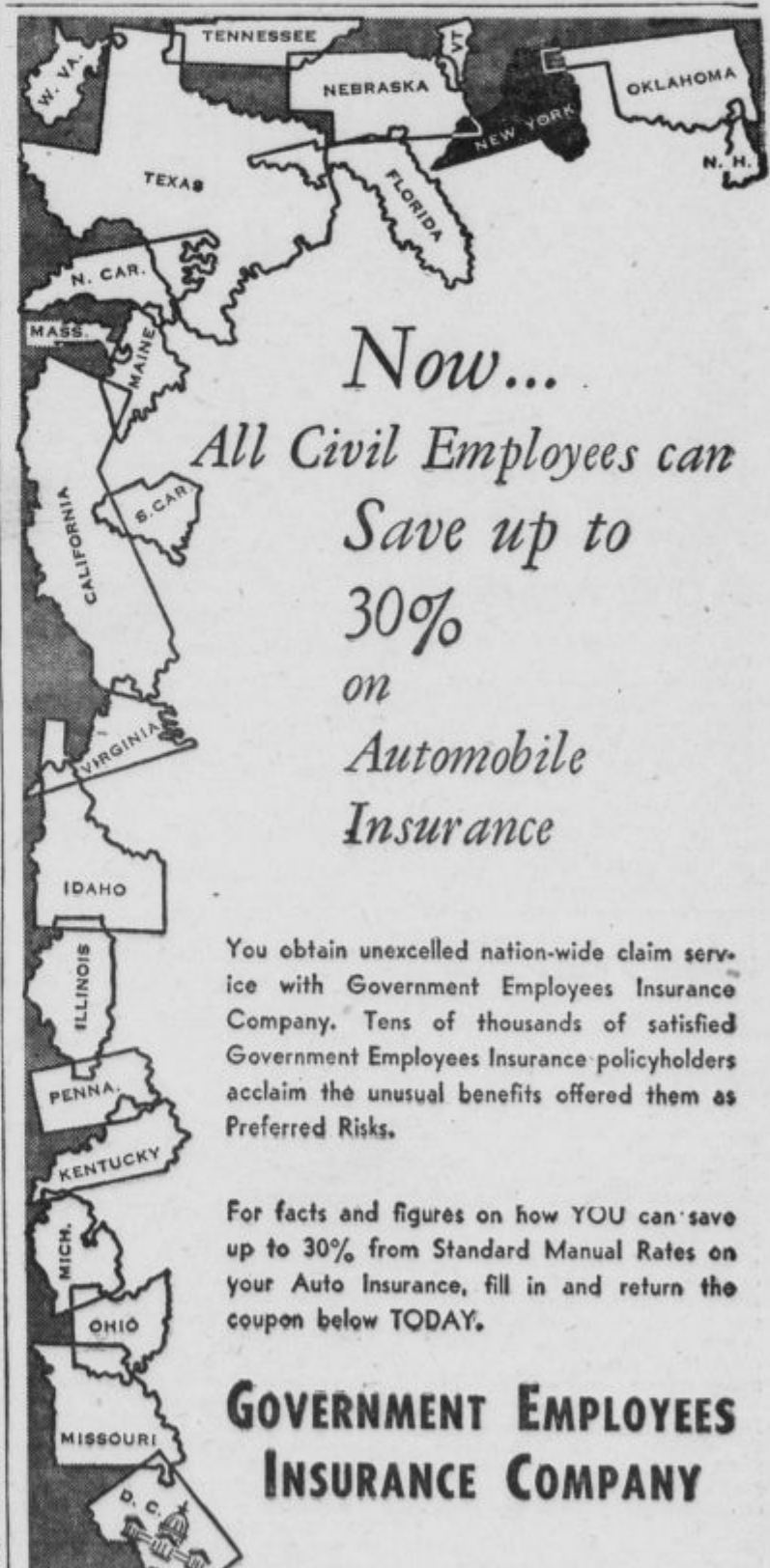
in The LEADER advertisement, found on pages 8 and 9 of this issue.

According to Daniel Gold, manager of the Buying Plan, "all of these represent the most serviceable merchandise in the market at prices unavailable elsewhere." He explained that many of the items represented specific requests from Civil Service workers asking about merchandise that they required.

The Buying Plan catalogue, to include hundreds of items that will make excellent Christmas gifts, will shortly be available, he added. Details of this catalogue and how you may obtain a copy when it is out will be found in the advertisement for the Buying Plan in this issue of The LEADER on page 9.

EXAM FOR SCIENCE JOB

PHYSICAL SCIENCE AID, \$2,750 to \$4,205. Jobs in the Bureau of Mines, Synthetic Fuels Demonstration Plant, Louisiana, Mo. Indefinite appointments. No written test. Experience requirements range from one year to 4½ years. Apply to Board of U. S. Civil Service Examiners, Department of the Interior, Bureau of Mines, Louisiana, Mo. Open until further notice.



Now...
All Civil Employees can
Save up to
30%
on
Automobile
Insurance

You obtain unexcelled nation-wide claim service with Government Employees Insurance Company. Tens of thousands of satisfied Government Employees Insurance policyholders acclaim the unusual benefits offered them as Preferred Risks.

For facts and figures on how YOU can save up to 30% from Standard Manual Rates on your Auto Insurance, fill in and return the coupon below TODAY.

GOVERNMENT EMPLOYEES INSURANCE COMPANY

GOVERNMENT EMPLOYEES INSURANCE COMPANY
(A Capital Stock Company . . . not affiliated with U. S. Government)
Government Employees Insurance Building
WASHINGTON 5, D. C.

Name Age Single Married

Address City State

AUTOMOBILE INSURANCE

Car Year Make Model Type Body

No. Cyl. Purchased / / New Used

Anticipated Annual Mileage Age of Youngest Driver

Is Car Used for Business Purposes Other Than to and from Work?
Please send information concerning Low Cost Automobile Financing
 Yes No

Please send Auto Insurance rate inquiry cards for my associates

21" WORLD'S FINEST TELEVISION SET

RCA Superpowered Lic. "630" Chasis 31 TUBES
MFR. LIC. UNDER RCA PAT.
12" CONCERT SPEAKER

\$299

IN BEAUTIFUL HAND-RUBBED CONSOLE CABINET

TRANS-MANHATTAN
75 CHURCH ST. cor. VESEY
NEW YORK CITY WOrth 2-4790
Near All Subways, Buses, Hudson Tubes
And All Civil Centres

OPEN 9 A.M. TO 7 P.M. INCL. SAT.
OPEN THURS. EVE. UNTIL 8 P.M.

FREE INSTALLATION
Window or Roof

PARTS WARRANTY
Including Picture Tube

FOR SPECIAL ALLOWANCE BRING THIS AD

Adaptable To Color

WANTED! MEN - WOMEN

to prepare now for U. S. Civil Service jobs in and around New York. During the next twelve months there will be over 39,000 appointments to U. S. Government jobs in this area. These will be jobs paying as high as \$316.00 a month to start. They are better paid than the same kind of jobs in private industry. They offer far more security than private employment. Most of these jobs require little or no experience or specialized education.

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.

Franklin Institute is a privately-owned firm which helps thousands pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these Government 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!

*Estimate based on official U. S. Government figures.

FRANKLIN INSTITUTE, Dept. R-56
130 W. 42 St., New York 36, N. Y.

Send me, absolutely FREE (1) list of available positions; (2) free copy of 32-page book, "How to Get a U. S. Government Job"; (3) Sample test questions; (4) Tell me how to qualify for a U. S. Government Job.

Name Age

Street Apt. #

City State

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Tuesday by

LEADER ENTERPRISES, INC.

97 Duane Street, New York 7, N. Y. **BEekman 3-6010**
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10c Per Copy. Subscription Price \$3.00 Per Annum.

TUESDAY, OCOBER 28, 1952

Wrong and Right Way To Set Up Classification

To the NYC Municipal Civil Service Commission has finally gone the task of establishing a classification and pay plan.

What will the Civil Service Commission do with its responsibility? This newspaper would like to see set up the finest career-salary plan in the United States. But frankly, it doesn't look promising. The Civil Service Commission has not shown any great outbursts of enthusiasm for an improved classification. A vast ingrained inertia will have to be overcome if good results are to be had.

An estimate from Civil Service Commission sources says that the job will take three years at a cost of \$200,000. The Commission seeks a staff of 30 persons, which would be cut in half after the project is completed. Apparently the person to head the project will be selected from the Commission's own staff.

A Comparison

Now compare this with the New York State Classification and Compensation Division, a strong "going" concern. That agency has a permanent staff of 43 employees, 25 technical and professional, 18 clerical. Its budget for a single year comes to roughly \$200,900. The director, selected by civil service examination, earns \$12,500. The Division occupies almost an entire floor of space in the State Office Building. Even so, it's behind in its work — and it covers only a third of the number of employees who would be covered by the New York City setup.

Continuing Nature of the Work

One thing that's evident in the NYC approach is this: there's little realization of the continuing nature of classification work. Economic conditions change, job duties change, the relationship of one job to another changes, new jobs must be created to meet new conditions. Employees and employee organizations must be heard when they are seeking new classifications or new pay allocations. These matters are continuous. In New York State, the members of the Classification and Compensation Division conduct such continuous studies; how important they are is indicated by the fact that changes are being made all the time.

The idea of a finished, permanent, unchangeable classification and pay structure is naive, and it is sad to see that this is apparently the approach.

Finding the Director

The director of this project ought to be selected from a nation-wide search and he ought to be paid enough to make it worthwhile for him to accept the position. The staff should be recruited by locating those technicians who have substantial experience; few within the Civil Service Commission itself have such backgrounds. There were grievous errors in the Griffenhagen plan, but the persons who are to correct those errors, and who are to effectuate the affirmative parts of the plan, must know the field "cold." The staff must be capable of conducting regular field surveys and holding public hearings. Enough physical floor space must be allotted, as in the State setup. Above all, individuals who have demonstrated congenial opposition to a modernized classification scheme ought to have no part in effectuating it.

Unless an enlightened viewpoint prevails, the City will never have much more than a half-baked program. The great values inherent in a good plan, both for more efficient government and for the employees, will be lost.

ACTION ON REVISED ATTENDANCE RULES POSTPONED
ALBANY, Oct. 27—The State Civil Service Commission has postponed until November action on revised attendance rules for institution employees.

SERVICE RATING SYSTEM
ALBANY, Oct. 27—The State Civil Service Commission has approved adoption of a new service rating system. The system has been tried in a number of State agencies, and will be extended to all.

QUESTIONS ABOUT YOUR PAY

In order to obtain basic information about the effects of present salary standards on public employees, The LEADER asks its readers to answer and send in the following group of questions. This data will be important in establishing the case of the employees facing present-day living costs. ALL INFORMATION WILL BE KEPT CONFIDENTIAL.

- Has there been a change in your standard of living in the past few years?
 - Increased
 - Decreased
 - Stayed the same
- Do you attribute a change in your standard of living to a change in the number of wage earners in your family?
- If your standard of living has increased, do you attribute most of it to the fact that you have a better, higher paying job?

Yes No
- Do you attribute it to the general wage increases received? Yes No

How much of each? (3 & A3)
- If you held the same job now you held five years ago, would you be better off or not? Yes No
- Do you think increased taxes have reduced your standard of living?

Yes No
- Do you think the general wage adjustments you have received have been as good as those received by your friends in similar employment who work for a different employer? Yes No
- Do you think your pay raises have been fair? Yes No
- Do you think the 90% rise in prices of necessities, according to the Consumers Price Index, reflects the rise in your own cost of living? Yes No
- Do you find it necessary that another member of your family work in order to "make ends meet"? Yes No
- Have you found it necessary to take on an outside job in addition to your regular work? Yes No
- How long have you been working for the government?
- What is your approximate salary?
- Is your personal pay your principle source of income? Yes No
- Have you found it necessary to assume debts as a result of pay insufficient to meet normal living expenses?

Yes No
- Do you consider yourself better off financially than you were in 1940?

Better Worse
- Do you consider yourself better off or worse off financially than you were in 1950?

Better Worse

NAME

ADDRESS

DEPARTMENT IN WHICH YOU WORK

YOUR POSITION

HOME ADDRESS

COMMENT:

.....

.....

.....

If You're Paid from Federal Funds, Be Careful of Hatch Act!

WASHINGTON, Oct. 27 — With election day drawing near, many questions are raised with respect to the Hatch Act, which restricts political activities of Federal employees. Hatch Act provisions also are applicable to certain State and local government employees. The U. S. Civil Service Commission, which is responsible for Hatch Act enforcement, has supplied the answers to questions most commonly asked by Government employees subject to the Act, as follows:

Q. May I serve as an election official?
A. Yes, but you must go about your duties in an impartial manner, as prescribed by State or local law. The laws in some States disqualify a Federal employe from serving as an election officer.

Q. May I serve in an unofficial capacity at the polls as a checker, challenger, distributor, or watcher or in any other post?
A. No, you may not assist any candidate or party in any way at, or near, the polls. In brief, you may vote—that is all.

Q. Can I use my auto to take voters to the polls on election day, or lend it or rent it for this use?
A. No. Your auto may be used only to transport you and members of your immediate family to the polls.

Q. I am a part-time government employe and have no regular tour of duty. Does the Hatch Act apply to me, since I work for the government only part-time, sometimes without any compensation?
A. Yes. Part-time and intermittent employes may not be politically active on any day or days they perform work or service for the government, and this includes the entire 24-hour period of any day worked.

Q. I am a State employe. Does the Hatch Act cover me?
A. An officer or employe of a State or local agency is subject to the Act if, as a normal and foreseeable incident to his principal job or position, he performs duties in connection with an activity financed in whole or in part by Federal

loans or grants; otherwise he is not.

Q. Some of my friends are so afraid of Hatch Act penalties that they will not even express an opinion on an election. Is it necessary to be so cautious?
A. No. The Hatch Act reserves the right of Federal employes to express political opinions. The prohibition is against taking an active part in political management or in political campaigns, not against the mere expression of an opinion.

Q. May I march in a political parade?
A. Generally no. You may, however, as a member of a band or orchestra that takes part in parades or rallies, provided that it is generally available for hire as a musical organization.

Q. One of my neighbors, a Federal employe, has a political campaign picture displayed in the window of his home. Is this legal?
A. Yes.

Q. I would like to make a contribution to a certain campaign fund. Is this prohibited by the Hatch Act?
A. No. A voluntary contribution to a regularly constituted political or campaign organization, club is entirely lawful, provided the contribution is not made in a Federal building or to some other employe who is prohibited by Federal law from accepting contributions.

Q. My wife wants to help a friend campaign for political office. I want to know whether it is all right for her to do that because I am a Government employe. We are both registered voters.
A. The Hatch Act does not restrict the activities of an employe's wife or other members of an employe's family in any way, unless it appears that they are engaging in politics in behalf of the employe. If your wife is going to campaign in order to let you get around the Hatch Act, it is a violation and you will be held accountable for her actions.

Q. I would like to wear a campaign button in the interests of

one of my favorite candidates. Is this permissible?
A. Yes. On this subject, however, the Civil Service Commission has the following comment: "While it is not unlawful for an officer or employe to wear a political badge or button or to display a political sticker on his private automobile (except where forbidden by local ordinance), it is felt that it is inappropriate for any public servant to make a partisan display of any kind while on duty, conducting the public business."

Q. I have been asked to help distribute campaign literature for one of the political parties. Does the Hatch Act permit this?
A. No. The distribution of partisan campaign literature is prohibited.

Q. My political party held a dinner some time ago, and I was asked to sell tickets for it. I refused, because I wasn't sure whether the Hatch Act permitted such activity. Was I correct in being so cautious?
A. Yes. The sale of political-party dinner tickets is prohibited.

Q. May I join a political club?
A. Yes, you may join the club and vote on questions that arise. You may NOT, however, be active in organizing the club, or serve as an officer or committee member, or address the club on political matters.

Speed Asked in Holding Clerk, Grade 5, Exam
The NYC Civil Service Commission was asked by the Civil Service Forum to hold promptly a promotion exam to clerk, grade 5. Herbert S. Caulfield, chairman of the clerical and accounting services committee of the Forum, said many departments lack promotion eligible lists. He pointed out that the grade 5 lists expire next month. Mr. Caulfield's committee has been informed that some departments are considering the appointment of provisional grade 5 clerks.

The Civil Service Leader has made a special arrangement with a manufacturer to bring you this sensational offer —

Never a Value Like It!

This \$9.98 Doll is Yours for \$3.98 (plus two coupons) because the Civil Service Leader wants to make new friends.

“JANIE”

a perfect playmate for your favorite little girl

A 24 inch doll

with arms and legs perfectly molded of flesh-like vinyl plastic and break-resistant body.

With magic Saran hair you can comb, shampoo and set (curlers come without extra charge)



You can comb and set "Janie's" hair.



She cries "Mommy" when you lift her up.

Advertised in New York City newspapers as a \$9.98 Value. and would be cheap at that price.

Yours to give now or for Christmas for only \$3.98 plus 27c mailing and handling charges.

—and—

Two "Janie" coupons from the Civil Service Leader or your wrapper label, if you are a subscriber.



"Janie" a 24-inch Beauty

An adorable little girl doll as big as a real baby, tall enough to eat off your chair. She closes her eyes when she sleeps and cries mommy when you spank her. You will want to cuddle this little blue-eyed blonde yourself, with her rosy cheeks, bow mouth and real eyelashes. Her lifelike arms and legs are moveable, so she can sit or stand.

She's all decked out, too, in Sunday finery, with an attractive lace trimmed plaid dress and bonnet, panties to match, and pretty socks and shoes.

HOW TO GET YOUR "JANIE" DOLL: Just clip the "Janie" Doll coupon which appears with this advertisement, and which will appear on Page 2 of future issues of the Civil Service Leader, as long as dolls are available. If you are a subscriber, you may substitute the label on your wrapper for the coupons. Send the coupons (or your label) together with \$4.25 (\$3.98 plus 27c for mailing and handling charges) to the Civil Service Leader, 97 Duane street, New York 7, N. Y.

Of course, full refund—if you wish you may return "Janie" if you're not entirely thrilled when you receive her.

\$1 Reservation Plan

If you prefer we will reserve a "Janie" Doll for you for Christmas giving. Just send \$1 with your name and address and say: Save "Janie" for me.

“JANIE”

Doll Coupon

October 28, 1952

Box 600
Civil Service Leader
97 Duane Street
New York 7, N. Y.

Please send me — "Janie" dolls. I enclose \$4.25 (\$3.98 plus 27c for mailing and handling) and two "Janie" doll coupons from the Civil Service Leader, for each doll. (Subscribers may substitute their wrapper label for two coupons.) If sent to New York City add 12c for sales tax.

Name

Address

City

AT LAST! A BUDGET-SAVING SHOPPING SERVICE

FOR Public Employees!

For years civil service employees have demanded a great shopping service designed exclusively for them... now it's here! Real bargains, real quality, easy shopping-by-mail and a money-back guarantee are all provided for you, backed by vast-purchasing powers and buying resources that have selected the cream-of-the-market for you!

We guarantee our products will cost less. This is made possible thru our arrangements with cooperating manufacturers, wholesalers & distributors. The Buying Plan has been set up for, and depends upon, your complete satisfaction and cooperation. It's like a raise in your salary because you can slash your living cost substantially thru the use of this Buying Plan. You can also pool your orders with your friends to save more money on postal charges.

Compare Prices and QUALITY!

Item for item, dollar for dollar, the Buying Plan will undersell all commercial competition, on any piece of merchandise you order. If for any reason you're dissatisfied with anything you order, just send it back and your money will be refunded, no questions asked. You can also help us to serve you better, if you'll just write and tell us of the kind of merchandise you want us to offer... this is of utmost importance to all. Please address your letter to Mrs. Dorothy Williams, our shopping director. We can't guarantee to answer every letter, but we will guarantee to do our best in getting what you want! Remember, it's YOUR plan, so write today!

6 POINT POLICY

- ① Quality of Goods Assured
- ② Consistently Lower Prices
- ③ Prompt Efficient Delivery
- ④ Money Back Guarantee
- ⑤ Your Complete Satisfaction
- ⑥ New Products Service

Guaranteed
SHOP BY MAIL
and Save!

CIVIL SERVICE EMPLOYEES!

Guaranteed

MONEY BACK GUARANTEE!

LADIES Featherweight RAINCOAT
with CARRYING CASE!
Unbelievable buy for the Ladies! Genuine Vinyl Plastic. Won't crack or peel. Folds compactly fits into Pocket Pouch. Colors: Blue, Green, Small, Medium, Large.
A \$1.95 VALUE
88c

5 Tube SUPER AC DC RADIO
with Built In Antenna!
Compact Plastic Cabinet. Size: 8 1/2" x 6" x 4 1/2". Slide rule dial. Clear, true-fidelity tone. Will play anywhere!
\$1.95
Value \$16.95

Wallet & Key Case
88c
Made of washable Plastic. Handsome Green shade with Polka-Dot inset.
100% Wool, Leather Soled SLIPPER SOX
All Wool Tops in handsome assorted shades. Leather Soles & Side Walls. Small, Medium & Large.
174
Value \$2.95

T-SHIRTS
44c
Made of White combed Cotton yarns. Smooth fitting & highly absorbent. Sm., Med., Lge.
SHORTS
Sanitized. Assorted color striped cottons. Boxer waist or tripper style.
44c
Val. 69c
Genuine Cavalry Twill WORK PANTS
Heavyweight, sanitized Cavalry Twill. Zip fly. Wide belt loops. Finished bottoms. 5 Pockets. Oxford Grey, Forest Green. 30 to 42.
4.88
Value \$6.95

'Pro Cager' ALL RUBBER BASKETBALL
544
All Rubber, fabric reinforced. Official size & value weight. Waterproof, & \$5.69 gluton for punishment.
Basketball GOAL 1.59

Featherweight RAINCOAT
with Pocket Pouch
100% Waterproof. Virgin Vinyl Plastic won't crack or peel. Stain resistant. In handsome Gun Metal shade. Keep one handy in case of emergency!
88c
Value \$1.95

U.S. NAVY REJECT HOSE
Nylon reinforced Heel & Toe. Fine mercerized Cotton. Nylon high splice & double sole. Black only. 10 to 12.
5 Prs. for 1.00
4-in-1 Wrist CHRONOGRAPH
It's a Stop Watch, Tachometer, & Wrist Watch! Two push-buttons, sweep second hand. Fluorescent dial handsome polished chrome case.
4.88
Add 10% Fed. Tax
value \$6.95

SEAL of APPROVAL
All goods offered for Sale under the E.C.R.B.P. seal of Approval must meet rigid standards of quality, long-wear, honest value and must be offered at a lower price than any comparative merchandise. The ECRBP Seal also guarantees your money will be promptly refunded, if you are not completely satisfied!
MONEY BACK Guarantee OF SATISFACTION

EMPLOYEES CUT

Address Your Orders to: **BOX #901**

SLASH YOUR COST OF LIVING WITH THESE NEW

Mail Order Values

SAVE 40% to 70% on QUALITY TESTED BUYS at Rock Bottom Prices!

Employees Cut Rate BUYING PLAN Guarantee

Guaranteed FLASH CAMERA
takes your Day or Night Picture
A precision instrument, designed to take consistently clear and beautiful pictures. Has centrally located view finder, side shutter release & film winding knob plus handy wrist strap.
2.99
Takes 12 Pictures Size 2 1/4" x 2 1/4"
GUARANTEED for 1 YEAR!
A \$3.95 VALUE

SPALDING Day-Nite FOOTBALL
Pebble grained for better grip. Official size & weight. White with black stripes for greater visibility at night. Inflating needle included.
3.69 **2.88**
value

Pro-Model HELMET
Moulded plastic. Soft sponge padding, plus suspension strap for shock absorption. Adjustable chin strap. White Striped, Red or Blue. Lightweight yet strong!
4.95 **2.88**
Value

100% Quilt Lined GABARDINE JACKET
Quilt Lined
7.99
Value \$12.95
Handsome Rayon Gabardine. Water-repellent, crease-resistant finish. 100% Repproc. Wool filled Rayon Satin Quilted lining. Rib-knit cuffs & bottom. Colors: Tan, Brown & Navy Blue. Small, Medium, Large.

Get Set for Winter with these warm PLAID FLANNEL SHIRT
Perfect for Work, Sports or Leisure wear! Made of high quality, heavy cotton flannel. Assorted colorful plaids. Sanitized, Max. shrinkage 1%.
2.29
Value \$3.95
100% WOOL PLAID SHIRTS
Heavyweight shirts in Red & Black plaids. Sm., Med., Lge.
4.99

100% VIRGIN WOOL HUDSON BAY BLANKET
RED or GREEN
Made in England. Thick, fluffy, closely woven 100% Brushed Virgin Wool for extra warmth. Dirt-defying Green or Red shades with Black stripes. Terrific value!
19.88
Value \$29.95
Giant Size 66" x 86"

\$6.99 GARRISON WORK SHOE
Top quality genuine Retan Leather uppers. Cushion cork soles. Full innersoles and Leather midsoles. A sturdy long-wearing shoe. Brown. 6 to 12.
4.88
WORK SOX
U. S. Marine type hose. 10% Virgin Wool. Reinforced heel and toe. Khaki & Grey shades. Sizes 10 to 13.
3 Prs. for 99c

U. S. N. SUN GOGGLES
Value \$1.95
Optically ground lenses and plastic frame. Protect eyes from glare and strong sunlight.
38c
1 QUART VAC BOTTLE
Keeps liquids hot or cold for hours. Plastic screw-on top serves as cap.
1.66
Value \$2.29

CORDUROY CAP
Sports, Work, Hunt
88c
Value \$1.50
Convertible earflaps with tie-tapes. Hard visor. Soil-resistant asst'd shades. Sizes 6 1/2 to 7 1/2.

FAMOUS MAKE HAIR CLIPPERS
1.54
Value \$2.98
Rugged, man-size clipper. Operated by powerful coil spring. Adjustable cutting tension. Size 0000.

Stainless Steel EXPANSION WATCH BAND
Imported! Fits snugly around wrist. Self adjusting
69c
VALUE \$1.95

Great New FREE CATALOG
Watch every coming issue of The Leader for the exciting, budget-saving Catalog with hundreds of terrific bargains at sensational new low prices, which will go to all our customers. For you, for your family, for your friends, for Christmas

• HANDY ORDER FORM
ORDERS MUST TOTAL \$2.00 up — NO C.O.D.'S

*Note! Please Remit INSURED MAILING & HANDLING CHARGES

Orders Totalling: Add:	Orders Totalling: Add:
\$10.01 to 15.00.....75c	\$2.00 to 2.50.....25c
\$15.01 to 20.00.....1.00	\$2.51 to 5.00.....35c
\$20.01 to 30.00.....1.25	\$5.01 to 7.50.....45c
	\$7.51 to 10.00.....55c

• State Sizes & Colors
• Remit by Money Order or Check. Taxes: N. Y. C. Orders add 3% Sales Tax
• Add 10% Fed. Tax on Watches

Leather JAC
with ZIP Chest Pocket
COSSACK STYLE!
12.95
Value \$14.95
#1260—Famous Label in each garment! Ruggedly built of supple, genuine Brown Leather, fully Satin Rayon lined. Has belted back with pleats, adjustable side straps, 2 corded slash-pockets, 1 Zip chest pocket. 36 to 46.

100% NYLON CABLE-KNIT Sweater!
100% Virgin Nylon. V-Neck, fancy Cable knit. Rib-knit waist & cuffs. Blue or Tan shade. Medium & Large only.
3.88
Value \$9.95

FAMOUS MAKE Certified RAZOR BLADES
Nationally Sold over 5 Years at 10c ea. Blade!
Made of the finest Chrome Steel, carefully ground & honed to perfect shaving edge. Double-edged and guaranteed for smooth, clean, comfortable shaving.
72c FOR 144 BLADES

Employees Cut Rate Buying Plan, Ltd. • Box #901, Church St. Sta., New York 8, N. Y.

Send to: _____
Address: _____
City: _____ Zone: _____ State: _____

Quantity	Article	Size	Color	Price

• Federal Tax on required articles →
• 3% Sales Tax on New York City deliveries →
• Ins'd Mailing & Handling Charges →
• Add 10% F. Tax on watches

NOTICE:
These prices are subject to change after Nov. 15th.
Add 10% F. Tax on watches

TOTAL ENCLOSED

RATE BUYING PLAN Ltd.

CHURCH ST. STA., NEW YORK 8, N. Y.

Activities of Civil Service Employees in N. Y. State

Brooklyn State Hospital

A MEMBERSHIP meeting of the Brooklyn State Hospital chapter, CSEA, will be held on Wednesday, October 29 at 4:15 p.m. in the long room near the community store. All members are urged to attend. Reports will be given by delegates who attended the CSEA meetings in Albany last week.

Mrs. Mary Hemp, sister of Mrs. McWeeney, visited the hospital recently. Mrs. Hemp is a retired employee of Hudson River State Hospital. Her fine health and leisure time should encourage other employees to plan a 25-year retirement.

Crack hunters of Flatbush, Andy Cmelko, George Arey, Dean Nason and Charley O'Byrne are hunting game in the Maine woods. Good luck, boys!

Mr. and Mrs. John McCoy recently returned from two weeks at the Gay Clinic, Biloxi. Miss John is feeling much better.

Congratulations to Mr. and Mrs. Charles Epstein on the arrival of a baby boy. Mrs. Epstein is the former Loretta Bogutski, head nurse.

Ann Hassey has joined the office staff, transferring from Willard State Hospital, and Mrs. Cecelia Pryme, attendant, from Manhattan State Hospital.

Helen Scarborough enjoyed an extended vacation at her Jamaica home. Nellie McCarey has returned from visiting her son James and his wife in California. Dr. Gurian and Dr. Navarro are back at work after their vacations. Dr. A. Bertolini vacationed in Haiti with his father. The Greenwood family visited Niagara Falls. Mrs. Marian Smith is sojourning in the West.

Harvey Kaminoff has been inducted into the armed forces. Good luck!

Mrs. Mary Laughlin and George Fyffe have recovered from their recent illnesses. The following employees are in sick bay: Gonzalo Rivera, Neil Haunstrup, Bill Dixon, Gordon Harrison, Mrs. Catherine Breitenstein, Hattie Christler, Margaret Dowling and Lois Cohn.

Sincere sympathy is extended to Mrs. Delia Casey on the loss of her brother, to Mrs. Lottie Houston on the loss of her sister, to Solomon Pollack, whose brother recently died, to Lois Tynes, whose mother

passed away, and to Anna Rodger on the death of her mother.

James E. Christian Memorial

MARION L. HENRY, assistant director, Office of Business Administration, has been appointed director to succeed Clifford C. Shoro, who retired on October 1. The appointment was announced by Dr. Herman E. Hilleboe, Commissioner of the Department of Health. Mr. Henry is a charter member of the James E. Christian Memorial chapter, CSEA, and one of its original sponsors. He has served the chapter as vice president, delegate to the Capital District Conference, and on the CSEA budget committee.

Kay Tierney, PCR, Office of Business Administration, reports: Congratulations to John Coffey and Dan Klepak, who have received temporary appointments as assistant director and associate accountant respectively.

Co-workers of Rosie O'Grady held a farewell luncheon for her at the Larkin Restaurant on October 20. Rose, popular mail clerk, leaves to accept a permanent position with the Motor Vehicle Bureau. Sorry to see you leave, Rosie!

Hello to Rae Tabachneck, recuperating from an operation at Beth Israel Hospital, NYC. On her last day at work, she received a robe and pajama set from the girls in the department.

More than 50 members of the Bureau of TB Control attended the farewell party at Jack's Restaurant, October 15, in honor of Alice Meehan who has resigned to return to her home in Saratoga Springs.

Joan K. Foley (Medical Defense) was married to Robert A. Schramm of Albany in St. Teresa's Roman Catholic Church on October 18. A wedding breakfast was served at the Ten Eyck Hotel and a reception followed at the Fort Orange Post, American Legion. The couple left on a motor trip to Virginia.

A party in Joan's honor was held on October 9. The following members of the office personnel attended: Dr. James Lade, Dr. Hershey, Robert McAmmond, Jack O'Neill, Joe Sherber, Morris Schae-

fer, Jeanne Golden, Helen Vincent, Mrs. Carol Van Guysling, Adeline Dipene, Mrs. Lillian Howell, Mrs. Grace Dunn and Sophia Berman. Arrangements for the party were made by Grace Dunn and Sophia Berman.

Sing Sing

PRESIDENT Martin Mulcahy, Delegate James Adams of the Sing Sing Chapter, CSEA, and Charles E. Lamb, 1st vice president of the Southern Conference and Department of Correction representative, attended the annual meeting of the CSEA as representatives of the Sing Sing chapter.

Mr. Lamb presided at the Correction Conference at the DeWitt Clinton Hotel on Tuesday, October 14.

President Mulcahy said he was impressed by the accomplishments of the CSEA meetings. "I am hopeful," he said, "that the legislature will see and understand our needs. Our delegates have worked diligently to present a clear-cut picture of the situation."

Personnel news and notes: On Monday, October 27, Dave Hickey, Charles E. Lamb, Charles Scully and J. Pesik attended the installation of officers at the Hudson River State Hospital.

The annual dinner-dance of Matteawan State Hospital, to be held on Saturday, November 1, at St. Rocco's Hall, Beacon, will be attended by Mr. and Mrs. Charles E. Lamb, Sr., Mr. and Mrs. Charles E. Lamb, Jr., Mr. and Mrs. Dave Hickey, Mr. and Mrs. J. Pesik, and Mr. and Mrs. Charles Scully.

Things are looking up for E. Cretara. His wife is recovering from major surgery at Ossining Hospital and is expected home early this week. The Sing Sing chapter wishes her good health.

Captain Vetter has returned to work after a short illness. Glad to know it wasn't serious, Cap!

Richard Wagner's son-in-law and family are homeless for the second time this year. Fire razed their home in Croton almost to the ground. Fire also destroyed their first home. Dick's son-in-law, Mr. Cooper, worked on the night shift at Sing Sing for a short time.

The Sing Sing chapter of the Ossining American Legion Post, sponsoring the annual Past Com-

manders dinner-dance, promises to have a gala affair with many interesting and distinguished personalities. The affair will be held at Bertrands, on the Albany Post Road in Ossining, November 8, at 8 p.m. All members are urged to attend.

St. Lawrence State Hospital

RICHARD H. OLIVE, who retired from his work as a barber at the St. Lawrence State Hospital October 16 after 38½ years of service, was the guest at a party held in his honor by fellow employees on Tuesday afternoon,

October 7. As a parting gift from his friends at the hospital, he was presented with a gold ring bearing the insignia of the 4th Degree Knights of Columbus.

Dick, as he is familiarly known throughout the North Country, has given of his time and energy to advance government services for war veterans in this area and has been responsible for the contribution of many types of gifts for veterans being cared for in the hospital.

Dick's wide circle of friends join in wishing him the tops in happiness in his well earned retirement with the hope that he will continue to use his ability in some of his many worthwhile projects.

PATROLMAN — N. Y. C. POLICE DEPARTMENT

Applications open from December 4th to December 19th. Written competitive examination expected shortly thereafter. Nearly 60% of the Candidates failed to pass the last Official Written Test for Patrolman in 1950! No candidate can compete in the physical competitive test who fails to pass the written test — failure in the written test means failure in the entire test! Our course will give you thorough preparation for the written test and is conducted by instructors with many years of successful teaching experience in preparing candidates for police examinations.

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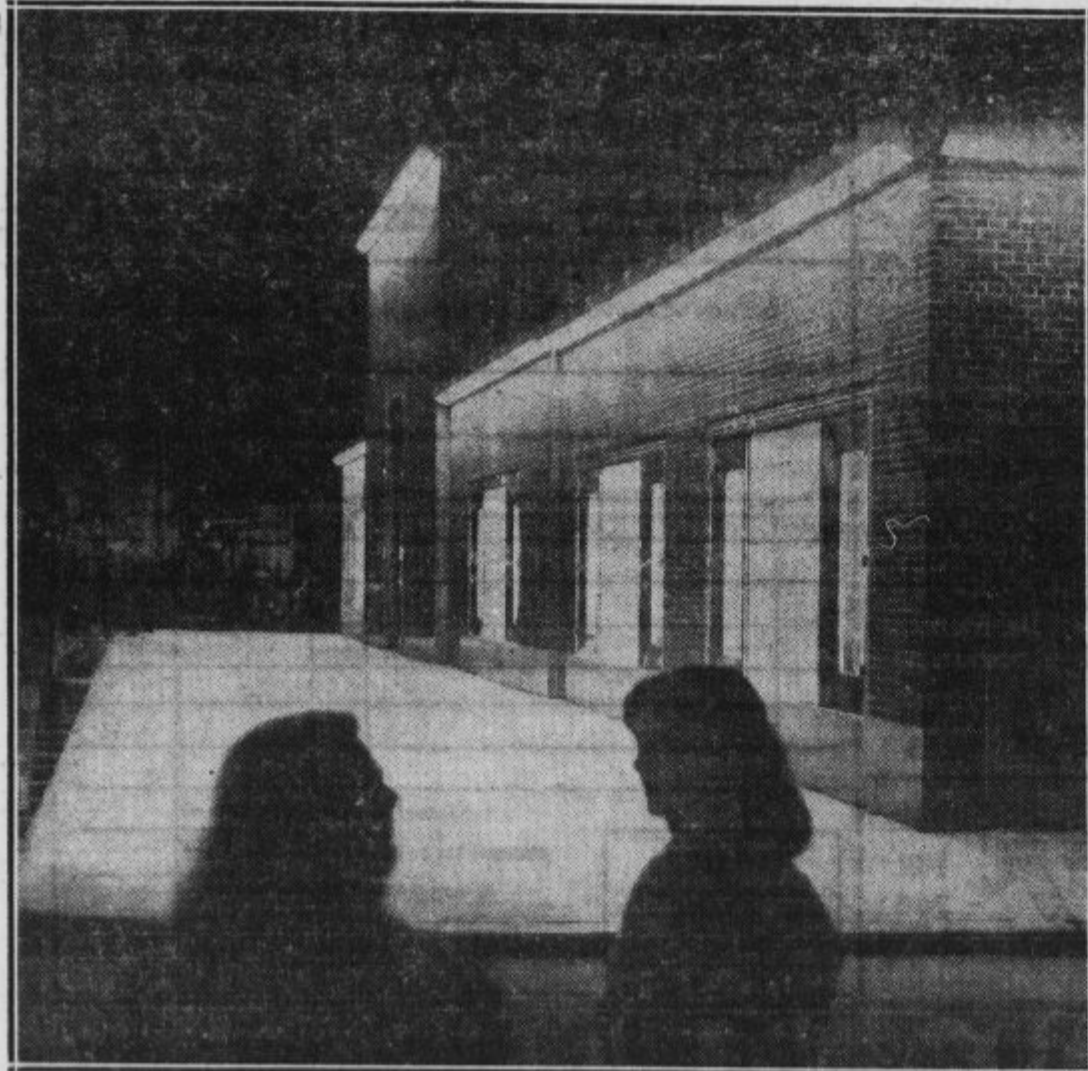
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LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent. To PAUL MEYER, State Tax Commissioner, The Public Administrator of The County of New York. Upon the petition of EMMY MEYER who resides at 337 West 88th Street, City and County of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 31st day of October, 1952, at half-past ten o'clock in the forenoon of that day, why PAUL MEYER should not be declared dead and why letters of administration on the goods, chattels and credits of PAUL MEYER should not be granted to Emmy Meyer, the petitioner herein.

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 FRANK-ENTHALER, a Surrogate of our said county, at the County of New York, the 24th day of September in the year of our Lord one thousand nine hundred and fifty-two.

PHILIP A. DONAHUE Clerk of the Surrogate's Court

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the FERERATED MUTUAL IMPLEMENT AND HARDWARE INSURANCE COMPANY OWATONNA MINNESOTA, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1951 shows the following condition: Total Admitted Assets \$21,660,695.02. Total Liabilities \$15,963,338.61. Surplus as regards policyholders \$5,697,356.41. Income for the Year \$18,162,463.60. Disbursement for the year \$16,385,437.69.

A SPECIAL TERM, PART I, OF THE Supreme Court of the State of New York, held in and for the County of Bronx, at the Bronx County Court House, State of New York, on the 12th day of September, 1952. PRESENT: HON. CHARLES D. BREITEL, Justice.

In the Matter of the Application of POMEROY DIE & MANUFACTURING CO. INC. for Voluntary Dissolution. — INDEX NO. 8009-1952

On reading and filing the petition of Loring Washburn, Richmond L. Brown, Duncan McNicol and Joseph F. Quinn, a majority of the directors of Pomeroy Die & Manufacturing Co., Inc., a corporation organized and existing under Article 2 of the Stock Corporation Law of the State of New York and having its principal office located at 25 Bruckner Boulevard, County of Bronx, City and State of New York, duly verified by the petitioners on the 20th day of August, 1952, and the schedule thereto annexed, from which petition and annexed schedule it appears that the case is one of those specified under Sections 101 and 102 of the General Corporation Law for the voluntary dissolution of said Corporation.

And it further appearing to the satisfaction of the Court from said petition and schedule annexed thereto that the assets of said Corporation are insufficient to discharge its liabilities; and that the directors of said Corporation deem it beneficial to the interests of the stockholders of said Corporation for various other reasons stated in said petition that said Corporation be dissolved; and that the majority in interest of the stockholders of said Corporation entitled to vote in respect to dissolution after a meeting duly called and held have directed the directors of said Corporation to present to this Court a verified petition for its voluntary dissolution as prescribed in Sections 101 and 102 of the General Corporation Law;

And on reading and filing the notice of this application dated August 20, 1952, with proof of due service thereof and of copies of said petition and schedule thereto annexed and of a copy of this proposed order upon the Attorney-General; and after hearing Richmond L. Brown, attorney for the petitioners, and the Attorney-General not opposing, and the Court having entertained said application, NOW, on motion of Richmond L. Brown, attorney for the petitioners, it is

ORDERED that all creditors, stockholders and other persons interested in said Corporation show cause before a Special Term, Part I, of this Court to be held at the Bronx County Court House on the 29th day of October, 1952, at 10:00 o'clock in the forenoon why said Corporation should not be dissolved, and it is further ORDERED that a copy of this Order be published at least once a week for the three weeks immediately preceding the time fixed for showing cause, namely, the 29th day of October, 1952, in the New York Law Journal and the Civil Service Leader, which newspapers are published in the County of Bronx, City of New York, and that a copy of this order be served upon each of the persons specified in the schedule annexed to said petition as a creditor or stockholder of said Corporation or as a person with whom said Corporation has an unfulfilled contract in the manner prescribed by Section 108 of the General Corporation Law.

ENTER. C. D. B. Justice of the Supreme Court.

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CIVIL SERVICE

NEWS Letter

THERE'S a curious unanimity revealed in the minutes of the NYC Civil Service Commission. Commissioners not present "concur" in the decisions of commissioners who are. This happens even when a single member is present. A legal meeting of the Commission can't be held unless two members are present. The "concurrence" is apparently the equivalent of presence. There's one recorded instance where a commissioner was present "by telephone"! That's an odd way to carry out the bi-partisan nature of a civil service commission. Anybody who'd like the evidence can look up the Commission's minutes of May 28, June 3, June 10, June 25, July 1, July 7, July 8.

MAYOR VINCENT IMPELLITTERI was scheduled to give welcoming address to Civil Service Assembly meeting in NYC last week. Personnel men from all parts of U.S. and Canada waited eagerly. Impy didn't show up. No representative of his showed up. A mild note from City Hall said the doctors advised Impy to cut down this kind

of stuff. But the photos in the papers showed him at various less important affairs. The defection caused a lot of talk among CSA people, who will go back and tell the story in hundreds of communities.

SEVERAL government agencies are considering they might like to adopt the noon-time movie idea developed by a Chicago industrial organization. Beginning at 11 a.m., lunch periods are staggered so employees won't have too long a wait in cafeteria line. Then, at 12-minute intervals, movie is run off.

HERE'S AN INTERESTING bit of information. The increase in taxes isn't included in the cost-of-living index issued by the Bureau of Labor Statistics. The Bureau's explanation: When the index was started taxes didn't amount to much, and it would be necessary to change all their figures if they put it in now. . . . Anyway, this is something for employees to remember when they're negotiating for pay increases.

CURRENT REPORTS say that fringe benefits will have to suffice for Federal employees in opening phases of 83rd Congress. Major deterrent to that premise, however, is probability that Congressmen will vote an increase for themselves. Strongest argument for their case is current hue and cry about inadequate salary and expense accounts in Washington. U. S. employee organizations refusing to be lulled by talk of fringe benefits. They want take-home cash.

ANOTHER NOTE on social security: There's increasing friction between Federal Security Agency and U.S. Civil Service Commission on issue of pension coverage for so-called "Reserve" U.S. employees. It'll probably end in a duel of actuaries and calculating machines.

BRIEFS

THE MUNICIPAL Operating Engineers wrote to Mayor Vincent R. Impellitteri, protesting against denial of no sick leave to per diem employees. The department heads acted on advice of the NYC Comptroller's office, which in turn had received an opinion from the Corporation Counsel saying that an amendment to the Labor Law prohibited the City from granting sick leave to such employees. The engineers say that the law contains no such provision.

REQUESTS have been made to the Civil Service Commission by the Civil Service Forum, the Association for Mandatory Increments and other employee groups that an exam be held for promotion to clerk, grade 5. The Commission plans to hold such exam, and decided that other tests require precedence, but the employee groups say that their promotion opportunities are being seriously delayed.

THE COUNCIL of Jewish Organizations, Dr. Herman P. Mantell, president, is urging all members to vote on November 4.

Real Estate Buys, See Page 11
Fine Opportunities
For Home-seekers

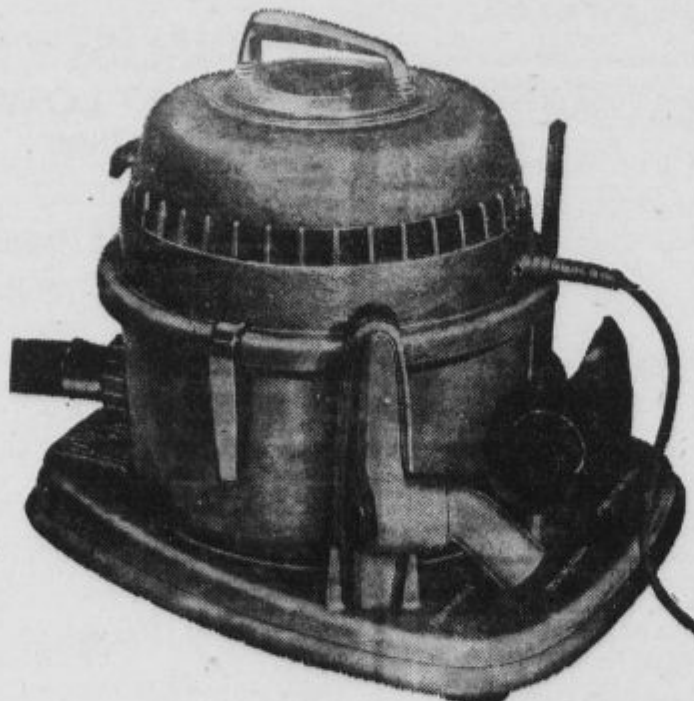
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Activities of Civil Service Employees in N. Y. State

Middletown State Hospital

OFFICERS OF the Middletown State Hospital chapter, CSEA, for the coming year are: Laura S. Stout, president; Frank Smith, 1st vice president; Robert Skidmore, 2nd vice president; Reuben Oldfield, 3rd vice president; Edith Skinner, secretary-treasurer; John O'Brien, delegate; Thomas Veraldi, sergeant-at-arms.

The newly-elected executive committee consists of: Willard Barnes, Howard Shumake, Ernest Churchill, Gordon Hobbs and Edward Carpenter.

The election took place at the annual meeting of the chapter on October 17. There were 409 ballots cast. Installation of the officers followed, with Paul Hayes, newly-elected Mental Hygiene representative of the CSEA, officiating.

The election committee was: Edward Little, chairman; Richard Mitteer, John McMahon, Pieter Noe and Mary Craig.

Paul Hayes, Frank Hite, John Eckert and Sam Decker are planning a hunting expedition to the Bear Creek Camp near Woodgate.

The membership committee reports that renewals are being received at a brisk rate. New members are: Alberta Horton, Jean Shorter, Alexander Bauerle, Richard Bruning, Dr. Frederick Seward, Marion Schanley, Francis Klingman and Lucy Foster.

Laura S. Stout and John O'Brien attended the annual meeting of the CSEA as chapter delegates. While in Albany, Mr. O'Brien was installed as 1st vice president of the Mental Hygiene Association and Mrs. Stout as a member of the executive committee of the same organization.

Cards have been received from James McDonald, who is enjoying a vacation trip through the south. Anna Posten and Louise Benjamin are also on vacation. Martha and Fred Flynn have returned to duty after a vacation spent in trips to Cape May, Philadelphia and various points in New York State.

Get-well cards are in order for Robert Wheelon, community store manager. He is at the Middletown Sanitarium recovering from a serious operation.

The chapter extends its sympathy to Mamie Koch on the death of her brother.

St. Lawrence State Public Works

THE NEWLY-ELECTED officers of the St. Lawrence State Public Works Chapter of the CSEA are: President, Isaac Perkins; Vice President, Leo Wells; Secretary, Joseph O'Hare; Treasurer, Roy J. Keeler; Delegates Roy J. Keeler and Loren Perry.

Pubic Service, Albany

THE EXECUTIVE Council of the Albany, Public Service chapter, CSEA, had its monthly meeting Tuesday, October 21. John F. Burns presided and reported on the developments at the annual meeting of the CSEA.

Of special interest to the members was the certificate presented to Ken Valentine at the luncheon of October 15 for his services to

the department on the Board for the past 10 years.

The Council was also proud of the certificate granted for increased membership. Appreciation was expressed for the work done by Marjorie Madigan, chairman of the membership committee, and the members of that committee.

Those present were Mr. Burns, president; Robert Husband, vice president; Mary Bulman, secretary; Kathryn Leibert, assistant secretary; Arthur Becker, treasurer; Morris Goldfarb, past president; Charles Kunz, delegate; Agnes Tippins, Margaret Mahoney, Joseph Hammes, Bradford Kimball and Sam Madison, Council members; Shirley Guiry, social chairman; Majorie Madigan, membership chairman, and Molly Buckley, discount chairman.

Trooper Test Set for Dec. 4; Apply Now

The written test for filling jobs as trooper, State Police, applications for which remain open until Saturday, November 29, will be held on Saturday, December 4. Albany, Binghamton, Buffalo, Malone, Syracuse, White Plains are the present exam centers. Others may be added.

Pay starts at \$2,370 and rises to \$4,270. Lodging, food and equipment are supplied by the State. If one provides his own food, an allowance is granted for that purpose.

Requirements: U. S. citizenship; ages, 21 to 40; minimum height, in bare feet, 5 feet 9 inches; sound constitution; satisfactory hearing, sight, 20-20 without glasses; good color perception; graduation from senior high school, or an equivalent; and a motor vehicle operator's license. Candidates must have a sound constitution, be free from all physical defects, possess physical strength and a well-proportioned body, have no disease of mouth, tongue or eye, no unfilled tooth cavities, not more than three missing natural teeth. Good moral character and mental alertness and soundness, are also required.

Scope of Tests

The written test will cover matters of general information and will be of the intelligence type. There will also be an oral interview, a physical test, and an investigation of moral character.

The written test will be in separate divisions. Each candidate must get at least 75 percent in each division. Candidates may be recalled for continuance of prescribed tests.

Apply to Division of State Police, Capital, Albany, N. Y., in person, by representative or by mail. Filled-out applications, if mailed, should bear a postmark not later than midnight of November 28. Applicants should not mail in any licenses, military discharges or other documents, but supply them only when specially requested.

Appointment will not exempt anybody from the draft or from other military service, but will obligate the appointee to accept assignment anywhere within the State.

The eligible list will remain in force at least a year, unless exhausted sooner.

The chapter is looking forward to the Autumn Get-Together to be held November 3 in the Blue Room at Jack's Restaurant. There will be dancing commencing at 8 P. M. A buffet supper will be served. The tickets, \$3 a piece, may be secured from the following committee on or before October 31: Shirley Guiry, chairman, room 228; Alice Salm, room 209; Gen Ryan, room 109; George TenEyck, room 108, and Ray Carriere, room 117.

Elmira Reformatory

FOLLOWING are the current officers of the Elmira Reformatory and Reception Center Chapter, CSEA; President, Eugene Morrell; Vice President, Edwin Updyke; Secretary, Mrs. Marie Burns; Treasurer, Stanley Rodzai; Delegate, Edward G. O'Leary. The Executive Council of the Chapter is composed of Donald Winters, Edward Looney, Leo Hanrahan, James O'Dea, William Gelder, William Murphy, Richard Savey, Donald Otis and Thomas Jones.

Rochester

The Rochester chapter, CSEA, is very proud of its past president, Ray Munroe, who has been re-elected 2nd vice president of CSEA.

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THE LEADER has held several hundred Tynar miniature cameras in stock to take care of unredeemed orders. A number of readers who sent in \$1 as a deposit on the \$3.95 camera-and-film offer have not as yet sent the balance. These cameras will be held for redemption for them until November 15. Following that, we will make available any remaining cameras at the same \$3.95 price.

Remember, this is a \$39.95 value of camera and film coupons that can be exchanged for fifty-two rolls of film. If you want to be first on line for any of the cameras still remaining after November 15, please send your \$3.95 (plus 25c for handling and postage) to Box 801, Civil Service Leader, 97 Duane St., New York 7, N. Y.

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ing Meetings and Understanding State Government are Margaret Ceretto, Ruth Lazarus, Melba Binn, Hugh Lee, John Cosmano and Sol Grossman.

A general chapter meeting will be held Monday, November 10, at

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- Sayers, Andrew J., Watervliet 86370
- Olender, Joseph, Utica . . .86070
- Hart, William J., Albany . . .85840
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- Vescera, Salvatore, Schtady . . .84320
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- Friedman, Albert, Albany . . .83040
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- Bernin, Fred, Albany . . .82230
- Sherman, Stanley L., Bklyn . . .82070
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B & O. Building, 155 W. Main St. Melba Binn and Sol Grossman, who attended the CSEA meeting in Albany, October 13 to 15, will make their reports. Sol made quite a speech; come and hear about it.

Through this column Melba Binn, who ran for secretary of CSEA in the October election, wishes to thank all the people who supported her. (P.S. Melba received 5,862 votes and her opponent 10,248.)

Best-wishes for a speedy recovery to Claude Rowell, president of Rochester State Hospital chapter.

Remember the Christmas Party last year? If you didn't attend you missed something. But, if you don't save December 12 for the 3rd annual Christmas party you will have only yourself to blame. Merely Blumenstein is chairman, and she and her committee have started work to make this the best party ever.

Speaking of Christmas, don't forget about the chapters Christmas cards. Every order helps. Call Earl Struke, Ha. 0995, for the sample kit.

Another date to circle on your calendar. On January 31, 1953, the Western Conference will meet in Rochester. Rochester chapter, together with the Rochester State Hospital, Genesee Valley Armories and Public Works District No. 4, will be host at this meeting. Details later.

Neil Hickey, Division of Vocational Rehabilitation, is representing New York State at a National Rehabilitation Association Conference in Kentucky the week of October 20. Rochester's members sure do get around.

If you want Rochester chapter news in the LEADER, please contact Ruth Lazarus, Workmen's Compensation Board, or President Melba Binn. With 22 departments in the Chapter, there must be plenty of news to publish, but it is up to you to furnish it.

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Membership Committees in Albany Area Doing Big Job Building Association

ALBANY, Oct. 27—The statewide membership campaign of the Civil Service Employees Association is setting new records daily. CSEA headquarters staff at 8 Elk Street, Albany, reports that it is working overtime to handle the deluge of membership payments being received from its 173 Chapters throughout the state. If the momentum of the drive continues, and all indications predict that it will, the CSEA will establish a substantial increase above its present almost 56,000 membership during the ensuing year.

The membership committees of each of the CSEA's 173 Chapters are working hard to attain new membership records during the current year. Below is a listing of the personnel of the membership committees of the CSEA's State Division Chapters located in its Capital District Conference area. These CSEA members are to be congratulated for their unselfish efforts to achieve improvements in work conditions for their fellow employees.

Department of Agriculture and Markets, Albany Chapter. Joseph W. Kilgallen, President. Edgar Troidle, Chairman; Olga Ostopkovich, Florence Van Noy.

Department of Audit and Control Chapter. Frank Seeley, President. Robert Leonard, Chairman; Peggy Egan, Research & Statistics; Mildred Terwelp, Municipal Affairs; William D. Hoffman, Accounts; Cannon Cote, General Audit; Helen Baird, Highway; William Cobb, Refund; Agnes McNally, Payroll; Louise Bassett,

Field Audit; Mary Allen, Social Welfare; William Hourigan, Benefits; Martha Conlin, Administration.

Employees' Retirement System Chapter. Francis M. Casey, President. Emily W. Dwyer, Administrative Unit; Cathleen L. Boardman, Actuarial Unit; Rogene E. Rhino, Finance Unit; Kathleen Hines, Benefits Unit.

Civil Service Department Chapter. J. Paul Gregware, President. James McCue, Chairman; John P. Norton; Eugenia Bessette Fowler; Fred Hughes; Kenneth W. Haselton; Betty Schoonmaker; Frank Benoit; Ann Cozzolino; Merton Thayer; Virginia M. Leatham.

Department of Commerce Chapter. George E. Haynes, President. Joseph A. Constantino, Chairman; Jeannette Lafayette; Harry J. Kapp; George Cooper; George Cole; Jane Oliver; Marcia Griffin; Mildred Cottrell; Louis G. Bonacker, Jr.

Conservation Department Capital District Chapter. Albert Bromley, President. Rosine M. Mullarkey, Chairman; Mary Tarbox, Fish and Game Division; Rhoane Willert, Administration; Margaret Deveney; Conservation Education; Helen Barry, Water Power and Control; William E. Irving, Finance; Janet DeLollo, Lands and Forests; Elizabeth Mahoney, Division of Parks; Steven Fordham, Jr., Delmar Game Farm.

Capital District Correction Department Chapter. George Venter, President. Wesley Bates, Chairman; Elizabeth Bolton; Margaret Fleming; Dolores Sangmaster; Agnes Dowd; Gertrude Fisher; Evely Van Wie; Christine Gwinn; Marie Harris; Joseph David.

Education Department Chapter. Dr. Theodore C. Wenzl, President. Margaret E. Greene, Chairman; Mildred Bickel and Grace Jeralds, Co-Chairmen; Louis Binns; Albert Deschenes; John Connery; Rose Ballato; Lloyd L. Cheney; Milton Musicus; Thomas Mittler, Elvryn Thomas; M. Joyce MacDonald; C. D. VanAlstine; Harry W. Langworthy; Mary Conley; Norma Bardaco; Mary Lockwood; Wilfred Morin; Joseph Connors; R. Guy Foster; Madeline Quest; Hazel Ketzler; Harold W. Holmes; Kenneth DeRouville.

State Liquor Authority Chapter. Irene B. Albright, President. Blaine Delanoy; Eleanor Driscoll; Anne Coplon.

Division of Standards and Purchase Chapter. Ida B. Greenstein, President. Mildred W. Lathrop, Chairman; Sal DeRusso; Edgar Campbell.

Albany Chapter, Division of Parole. Norbert V. Woods, President. Helene Leahy, Chairman; Hazel Delanoy; Vivian Weissblum, Mrs. Eugene Connell.

James E. Christian Memorial Health Department Chapter. Dr. William Siegal, President. Doris E. Benway, Chairman; Harold E. McKenney, Jr., Co-Chairman; Paulette Rich, Executive Division and Professional Training; Beatrice Hetrick, Business Administration Office; Regina Hickey, Business Administration Office, Mail, Supply and Reproduction Unit; Polly Hough, Personnel; Madeline Money, Funeral Directing; Edith Files, Public Health Education; Hazel Wixsom, Vital Statistics; Helen Lynch, Machine Tabulation Section—Vital Statistics; Marie Weisheimer, Local Health Services; Janet Farley, Public Health Nursing; Marilyn Houghtaling, Environmental Sanitation; Margaret Tierney, Milk and Restaurant Sanitation; Nicki Zwicker, Medical Services; Jane Wheeler, Dental Health; Grace Leone, Cancer Control; Eileen Desmond, Communicable Disease Control; Ann Williams, Maternal and Child Health; Frank Mothersell, Nutrition; Betty Heckman, Medical Rehabilitation; Irene Hack, Tuberculosis Control; Sophia Berman, Medical Defense; Mary Brennan, Glens Falls District Office, Albany Regional Office.

Division of Laboratories and Research, Albany Chapter. Richard Davis, President. Florence Phelan, Chairman; Isabelle Allen; Mary Stang; John Heffernan; Walter Reynolds; Charles Schadler; Andrew Ford; Phil Alsten.

Insurance Department Chapter. Davis L. Shultes, President. Mrs. Hazel I. Smith, Chairman; Elsie Miller, Mrs. Jean Burmaster, Lillian Seltzer.

Albany Department of Labor

Chapter. William H. Heath, President. John W. Henry, Administrative and Associate Units; Mrs. Agnes Smith, Industrial Relations; Charles A. Coggins, Industrial Safety Service; Henry Lewis, Apprenticeship Training; Ogden Brown, Industrial Hygiene; Katherine Zahn, State Insurance Fund; Mrs. G. Myers, Workmen's Compensation Board; Thomas Culliton, Board of Standards and Appeals; Clare Gressel, Board of Mediation and Arbitration; Arthur Israel, Workmen's Compensation Board; John F. Miller, Industrial Safety Service.

Albany Office, Department of Law Chapter. Estelle J. Rogers, President. Alfonso Bivona, Jr., Chairman; Erma Hemmett, Secretary; Irving Schonbrum, Treasurer; Eleanor McGee; Margaret Malone; Rosemary Carhart; Agnes Horohoe; Martin Barry; Samuel Boris; Anne Jones; Frank Nichols; Marion Levy; Rose Ehrlich.

Department of Public Service, Albany Chapter. John F. Burns, President. Marjorie Madigan; Chairman; Teresa Hart; Molly Buckley, Mrs. Peg Vinett; Sarah Tierney; Mrs. Betty Quirk; Ruth Van Campen; Harold Singleton, Betty Brown; R. Carriere; Clarence Powles.

Geo. T. Gilleran Memorial Public Works Chapter. Russell Taylor, President. Katherine Lawlor; John Cox; George Millhouse; Charles Sholtes; Virginia Wessell; George Whitbeck; Charles Hall; Ella Dilge; John Hayden; Lenore Traver; Floyd Barnes.

Public Works District #1 Chapter. John D. McNamara, President. C. A. VanDerVoort, Chairman; T. C. Pillsworth, W. Falle, E. McDonough, M. Sarr, 353 Broadway, Albany; L. J. Friday, Washington County, Fort Edward; J. F. Campbell, Greene County, Cairo; J. Quinn, Saratoga County, 73 Regent St., Saratoga Springs.

Social Welfare Department Chapter. Fred Grimm, President. Mandel Schwartz, Chairman, Bureau of Accounting; Mrs. Alice Kelly, Bureau of Personnel; Arnold Heart, Statistics and Research; Mrs. Loretta Strube, Office Administration; Margaret Sayers, Bureau of Medical Care.

Taxation and Finance Chapter. Susanne Long, President. Stella Ozga and George Hayes, Co-Chairmen; Agnes Doyle and Grace Pritchard, Executive; Eileen Sullivan and Ludima Burton, Research & Statistics; Phebe Brown and Rose Potosky, Law Bureau; James M. Wallace, Traffic Commission; Elizabeth Rando and Vivian Veino, Unemployment Insurance; Irma Philpot and Helen Ryan, Treasury; August W. Kallmeyer and Perry Coplon, Board of Equalization; Christine Baillargeon and Harry Kennedy, Corporation Tax; Elizabeth Gaudette and Marjorie Humphrey, Income Tax-Steno.; Charles Therrien, Income Tax-Comp.; Agnes Kupiec, Marguerite Greiner, Eleanor Whalen, Rita Ford, Alice Mulder, Margaret Kildjian, Tolly Wallace, Pearl Eaton, Erma DeJong, Kay DeMare, Florence Urbanski, Etta Thayer, and Fannie Hayes, Income Tax-Files; Philip Natcharian, Sol Trencher, George Burns, Ada Bovee, Frank Fazziola, Mae Hildenbrand, Cal Miller, Philip Murphy and Henry Hildenbrand, Income Tax-Audit; Frank Comparella, Thomas Norris and Alma Scully, Administration-Mail and Mech.; Irving Widro and Florence Winter, Administration-Regular; Ken Huba, Shirley Scott, Mary Rosenstein, Jane Higgins, Connie Dunne, Alma Forcine, Fred Ristau, Dorothy Thomas, Art Kleiner and Charles Dunne, Income Tax-Collection; Mary Linch, Harold Johnson, and Elizabeth Judd, Miscellaneous Tax; John B. Allendorph and Lorraine Maher, Truck Mileage Tax; Robert Mayo, Collection.

Motor Vehicle Chapter. Alfred Castellano, President. Cora Cronin, Chairman; Julia Naab; Mary Keefe; Irene Gethman; Edith Flynn; Mary Devine; Alice Bowers.

Eastern Unit Barge Canal Chapter. Clyde Pizer, President. St. Johnsville, and Wesley J. Neary, 259 Fourth Ave., North Troy.

State Vocational Institution Chapter. Erwin Keinath, President. Harold W. Smith, Chairman; Viola Dimmick, Clerical; Adeline Zachery, Hospital; Russell Bedford, Power House; Dave Osterhoudt, School; Charles McQuillan, Shops;



This is Muriel Turk, and we're happy to have her in civil service. She's a senior draftsman, employed in the District 9 (Binghamton) office of the State Public Works Department. She was named "Miss Broome County" earlier this year. Excellent choice, eh, men?

CSEA Opposes Sure Veto Of Lump Sum Settlement In Compensation Cases

ALBANY, Oct. 27—Repeal of the regulation, under the Workmen's Compensation Law, by which the State exercises authority to veto lump sum payments is being sought by the Civil Service Employees Association.

President Jesse B. McFarland has written to Budget Director T. Norman Hurd, George M. Shapiro, Counsel to Governor Thomas E. Dewey, and to Mary H. Donlon, Chairman, WCB, stating the reasons.

Regulations require claimant, carrier (insurer), and employer to approve lump sum settlements, which are granted, if at all, only in cases where injuries are permanent or will last indefinitely. Thus, if it appears that the injured employee may successfully go into business for himself, or otherwise derive income from the lump settlement, the lump sum may be granted. The situation is different, as between private employer, and government as an employer, because the private employer pays

a premium, whereas the State simply refunds the cost to the carrier.

The State policy has been to veto lump sum settlements on fiscal grounds, the Association claims, through the Budget Director's office.

Unreasonable Duplication
"We feel that the existing regulation, as it is now applied, permits administrative veto of the purpose and intent of the Workmen's Compensation Law," writes President McFarland, "as expressed by the Legislature, in respect to lump sum settlement."

Now the department head and the Budget Director are required, by regulation, to make recommendations. This is considered by the CSEA as "unreasonable duplication," especially as two State agencies—the WCB and the State Insurance Fund—must pass on the lump sum settlements on the merits. The Association wants the WCB to have exclusive authority on behalf of the State, to approve or disapprove a lump sum settlement.

Harold Chapman, Farm; Frank Foley and Ray Marohn, Guards 8-4; Gorfred Wilson, Guards 7-3; Gilbert Ringwood, Kitchen Noon to 8; Joseph Almon, Kitchen 4-12; Robert Oakley, Kitchen 12-8.

Adrian L. Dunckel Saratoga Spa Chapter. Joseph Folts, President. Marie Van Ness; Edmund Madarassy; Helen Hays; Walter R. Moore, Jr.; Tracy Mills; Henry Schrade; Robert Mann; Mary Abdalla; Lillian Ponzer; James Connors; Frank Noyes; Mary Murray; Harold Jones; Joseph Morris; Hazel Folts; Marion Dunckel.

Great Meadow Prison Chapter. John R. Leahy, President. John Condon, George Ahern, John Mack, Lem Armer and Ken Bowden, 9:30 to 5:30; Ken Corlew, Leo Britt and Harry Wyre, 7:30 to 4:00; John Iwaniec, 11:00 to 7:00; Robert Leonard, 8:00 to 4:00; Ed Denn and Walter Fisher, 4:00 to 12:00; John Hill and Ed Turner, 12:00 to 8:00; Joe Ryan and E. Hammond, Civilian Office.

Veterans Vocational School Chapter. Leo P. McDonnell, President. Thomas O'Reilly, Chairman; John Guarnier; Harold Wood.

Capital District Armory Employees Chapter. John E. Croke, President. John G. Irvin, New Scotland Ave. Armory, Albany; Anthony J. Stangle, Washington Ave. Armory, Albany; Willard G. Walsh, Elk & Lark St. Armory, Albany; Harry D. Whitney, Armory, Amsterdam; Fred L. Allison, Armory, Cohoes; Rudolph Tofto, Armory, Glens Falls; John L. Trumble, Armory, Gloversville; Edgar J. LaPorte, Armory, Hoosick Falls; William W. Gregory, Armory, Ticonderoga; Fred B. Rosecrans, Armory, Troy; Frank D. Salmons, Armory, Whitehall; Mil-

ton Hallenbeck, Armory, Schenectady; John J. Alonzo, Armory, Saratoga Springs.

Mount McGregor Chapter. Donald W. Curtis, President. Anne E. McCarthy, Chairman; Ruth Sauter; Betty Regan; William K. Briggs; Harold Stark; John Weir; Dallas V. Petteys; Catherine McDermott.

Department of Mental Hygiene. Deborah Hughes, Representative. Alice Keenan, 212 State St.; Barbara A. Healey, State Office Building; Shirley Seminoff, 217 Lark St.

State Teachers College, Albany. Patrick McLaughlin, Representative.

Adjutant General's Office, Albany. Kathryn E. Gregg, Representative.

NO TRANSFER IN NAMES

ALBANY, Oct. 27—Eligibles have asked for transfer of the names of Chief Institution Safety Supervisor to Institution Safety Supervisor. The State Civil Service Commission denied the request.

EDUCATION DEPT. REQUEST

ALBANY, Oct. 27—The State Education Department has requested non-competitive status for an internship in education research. The Civil Service Commission will consider the matter at its November meeting.

Exempt Job Action Delayed

ALBANY, Oct. 27—The State Civil Service Commission postponed until November, its action upon a request of the State University for an exemption in the position of associate counsel to its Board of Trustees.

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Activities of Civil Service Employees in N.Y. State

Craig Colony

IN AN IMPRESSIVE ceremony at Shanahan Hall, the Craig Colony School of Nursing presented seven graduates with diplomas. The graduates were: Margaret Miceli, Mount Morris; Dorothy Jarvis, Greigsville; Waneta Dunlap, Cuba; Betty Hargather, Sonyea; Rita Ryan, Manchester; Gerald Milliman, Geneseo, and Anthony Santacroce, Retsof.

Dr. Charles Greenberg, director, welcomed the audience of more than 350 guests. Dr. Robert S.

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, Court House, 52 Chambers Street, Borough of Manhattan, City of New York, on the 6th day of October, 1952.

Present: HON. ARTHUR MARKEWICH, Justice.

In the matter of the Application of MURRAY GOLDSTEIN and SYDNEY GOLDSTEIN for leave to change their names to MURRAY GAILE and SYDNEY GAILE respectively.

On reading and filing the annexed petitions of MURRAY GOLDSTEIN and SYDNEY GOLDSTEIN for leave to change their names to MURRAY GAILE and SYDNEY GAILE, respectively, and it appearing that petitioner MURRAY GOLDSTEIN has duly submitted to registration under the Selective Training and Service Act of 1940, as amended, and the Court being satisfied thereby with the averments contained in said petitions and that there is no reasonable objection to the change of names proposed, it is, on motion of Arthur S. Devine, attorney for the petitioners.

ORDERED that MURRAY GOLDSTEIN, who was born on November 18, 1923 in Brooklyn, N. Y., certification of birth No. 15156 copy annexed hereto and SYDNEY GOLDSTEIN who was born Sydney Raff on April 3, 1923 in New York City, certification of birth No. 14250, copy annexed hereto and they hereby are authorized to assume the names of MURRAY GAILE and SYDNEY GAILE respectively, on and after the 15th day of November, 1952, upon condition, however, that compliance be had with the other provisions of this order; and it is further

ORDERED that this order and the aforementioned petitions be entered and filed within ten days from the date hereof in the office of the Clerk of this Court in the County of New York, and that a copy of this order shall be published once in The Civil Service Leader, a newspaper published in the City of New York, ten days after the making of this order and such publication shall be entered and filed with the Clerk of the City of New York, and it is further

ORDERED that following the filing of the petitions and order as hereinbefore set, and the publication of such order and the filing of proof of publication thereof, on and after the 15th day of November, 1952, petitioners shall be known by the names of MURRAY GAILE and SYDNEY GAILE respectively, and by no other names.

ENTERED: A. M. J. C. C.

MULLER, ADOLF, also known as ADOLPH PAUL MULLER. — SUPPLEMENTAL CITATION.—P 2006, 1952.—The People of the State of New York. By the Grace of God Free and Independent. To ATTORNEY GENERAL OF THE STATE OF NEW YORK, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK.

The Heirs at law, next of kin, and distributees of ADOLF MULLER also known as ADOLPH PAUL MULLER, the deceased, of living and if any of them be dead, to their heirs at law, next to kin, distributees, legatees, executors, administrators, and assignees and successors in interest, whose names are unknown and cannot be ascertained by due diligence, send greeting:

Whereas, VINCENT FORCHELLI, who resides at 153-12 78th Road, Kew Garden Hills, New York, 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 April 13, 1950, relating to both real and personal property, duly proved as the last will and testament of ADOLF MULLER, also known as ADOLPH PAUL MULLER, deceased, who was at the time of his death a resident of 305 East 87 Street, New York City, New York, 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 14th day of November, one thousand nine hundred and fifty-two, 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 William T. Collins, Surrogate of our said County of New York, at said county, on the 6th day of October in the year of our Lord one thousand nine hundred and fifty-two.

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

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY.

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the PACIFIC NATIONAL FIRE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1951, shows the following condition: Total Admitted Assets \$35,935,710.34. Total Liabilities \$20,085,254.15. Capital paid-up \$1,250,000.00. Surplus and Voluntary reserves \$14,600,456.19. Surplus as regards policyholders \$15,850,456.19. Income for the year \$14,745,269.27. Disbursement for the year \$12,782,769.27.

Wise, assistant director, was master of ceremonies.

The commencement address was delivered by Dr. Herbert G. Espy, president of the State Teachers College, Geneseo. Dr. Espy discussed citizenship and the nurse's role in social relations work.

Mrs. Cecilia Abrahamer, assistant director of nursing services, Department of Mental Hygiene, presented the diplomas and addressed the graduates on professional responsibility. Mrs. Mabel L. Ray, principal of the school, and Miss H. Hurley, chief supervising nurse, presented pins to the graduates. The invocation was pronounced by Rev. Valentine S. Allison and the benediction by Rev. John Murphy.

Refreshments were served under the direction of F. Kawa, food service manager, and Mrs. D. Draper. Entertainment was supplied by Mrs. Charles Greenberg, pianist, and a 16-piece orchestra led by Mrs. Lincoln Milliman.

Orleans County

FRANCIS McCABE, chief of police of the Village of Albion, was recently appointed chairman of the membership committee of the Orleans chapter, CSEA. At the committee meeting on October 2, called by Mr. McCabe, materials to aid in the 1952-53 membership drive were distributed.

A fall dinner-dance is planned for October 30 at the Moose Lodge in Medina for members and guests. Details of the affair are being worked out now.

Carolyn Anderson of Knowlesville, a case worker in the County Welfare Department, was married on August 23 to Henry Nixon of Holley. Congratulations!

The chapter's sympathy is extended to the family of Peter Salvinski who died on September 21. Mr. Salvinski was employed by the Street Department of the Village of Albion.

The following people are no longer members of the chapter because of resignations from their departments: Lester Roth, Town of Gaines Highway Department; Mrs. Winifred Bigger and Teresa Martillotta, Orleans County Welfare Department.

Hudson River Hospital

FOURTEEN employees who have completed 25 years of State service were honored recently by the Hudson River State Hospital.

Mrs. Nellie Davis, president of the hospital's CSEA chapter, presented 25-year pins to Mrs. Bridie Burns, Mrs. Mary K. Cavanaugh, Gertrude M. Gilleran, Mrs. Mary Hemp, Mrs. Lettie Hermans, Mrs. Mary H. Hewlett, Francis Michon,

Mrs. Laura Pollichek, Mary Sullivan, Lawrence Boudreau, Earl G. Carpenter, William P. Humphrey, Morton K. McComber and Dewitt N. Sickler.

Dr. Wirt C. Groom, assistant director of the hospital, presided at the presentation ceremonies. Edwin H. Rozell, member of the Board of Visitors, also participated.

Rochester State Hospital

THE SECOND ANNUAL dinner of the Rochester State Hospital chapter, CSEA, will be held in Rochester on November 1 at 6:30 P. M. Jesse B. McFarland, president of the Civil Service Employees Association, will be principal speaker.

Mt. McGregor

NEWS ITEMS from the Mount McGregor chapter, CSEA: Congratulations and best wishes to Dorothy Mueller and Ken Kraemer on their recent engagement.

Harry Miller, of food preparation, has left on vacation; destination, unknown.

Delegates to the annual CSEA meeting, Donald W. Curtis and Eugene E. Phillips, will report on the event at the next chapter meeting.

The chapter urges all employees who drive to be sure they are equipped for snow driving. The mountain road is difficult to navigate with snow on the ground.

Warwick State School

THE REGULAR monthly meeting of the Warwick State School chapter, CSEA, was held on Monday, October 6. The chapter unanimously endorsed the action of the executive council, which chose E. F. Gibbon, vice president, and Mrs. Florence Quackenbush to repre-

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POLITICAL ADVERTISEMENT



SENATOR MacNEIL MITCHELL

POLITICAL ADVERTISEMENT



RE-ELECT

SENATOR MacNeil MITCHELL

(20th Senatorial Dist. Manhattan)

Senator MacNeil Mitchell has proven himself a true friend of Civil Service employees. Among many outstanding achievements, he successfully sponsored the Mitchell Bill on Veterans' Preference which became an amendment to the State Constitution by a large majority at the last election.

Senator Mitchell has had a long and distinguished career in the State Legislature as both an Assemblyman and Senator. His demonstrated courage, vision and ability in advancing and protecting the merit system deserve the wholehearted support of all friends of Civil Service.

VOTE for MacNeil MITCHELL
Republican Candidate for the State Senate
and SUSTAIN CIVIL SERVICE

sent Warwick at the CSEA meeting in Albany.

Refreshments and a social hour followed the meeting.

To enable all chapter members to attend at least one meeting every other month, the meeting hour will be alternately 7:30 and 9 p.m.

Welcome to the following recent additions to the Warwick staff: Theresa Rosinski, Carroll Paffenroth, Ernest C. Asbury, Edward A. Anderson, Mr. and Mrs. Arnold Corsey, Mr. and Mrs. Carl Weston, Mr. and Mrs. Philip Arrindell, Dr. Joseph Hartstein, Donald Smith, Justin Koss, James Hutchens, Joel Elkind, Jay W. Sanford, Anthony Gobeo, George Jung, John C. Newton, James Daniels, George Masi, and Mrs. Evelyn Haynes.

Mrs. R. Spencer and Patsy, her six-week-old black cocker spaniel, were guests of honor at a surprise "puppy shower" on Monday, October 20. Patsy received many gifts including Yummies, rubber balls, a rubber rabbit, flea soap and a choice bone.

The Tall Cedars of Lebanon sponsored the card party held on October 22. Proceeds went to the Muscular Dystrophy Fund. Many on Warwick's staff are members of the Tall Cedars. The work of the Fund is especially close to their hearts because Melodie Chewing, daughter of Mr. and Mrs. J. Chewing, cottage parents, has muscular dystrophy.

On the sick list are Fred Tomer, Chief Engineer Bramman, Ralph Conkling, Alfred Raponi, Anne

O'Malley, Noah Goodrich and Hugh Roseweir.

Condolences to Mrs. H. Wilson on the recent death of her father, H. Springer, one of Warwick's oldest residents.

Craig Edgar, former staff member, is convalescing after an automobile accident in September. Drop Craig a card at New Hamburg.

Congratulations to Mr. and Mrs. Noel Carrigan, whose son was born October 1.

POLITICAL ADVERTISEMENT

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A group of delegates from New York City caught by the photographer around a table during dinner at the annual meeting of the Civil Service Employees Association in Albany. Standing, facing away from the group, is Sidney Alexander, former chairman of the Metropolitan Regional Conference, now in private industry. (Is that a pretty girl you're eyeing, Sid?)



Richard H. Olive, retiring barber at St. Lawrence State Hospital, being presented with gift from fellow-employees by co-worker George Sovia.



Layoffs in the Employment Division (formerly the Division of Placement and Unemployment Insurance) occupied the attention of chapter delegates from that harassed segment of the State Labor Department. The delegates weighed a variety of proposals that had been developed to help cope with the perennial difficulty of dismissals. This year, 1006 persons were dismissed from the agency.



Kenneth A. Valentine and Edith Fruchthendler, of the Public Service Commission. Mr. Valentine was awarded a framed scroll for his work in behalf of public employees. The scroll was presented by Philip Wexler, president of the Metropolitan PSC chapter. Miss Fruchthendler originated the plan honoring Mr. Valentine's long years of service to public employees.

McFarland Annual Report

(Continued from page 1)

on continuous appeal to executive and legislative leaders of government to take cognizance of advancing living costs and the right of public workers to an increase in income sufficient to care for themselves and their dependents at least equal to that of workers in private employment. The factual data relating to economic conditions is extensive. I feel that despite the personnel and facilities open to the administration, the Association through the voluntary work of its Salary Committee and our headquarters staff has matched every pertinent point brought up in the collective negotiations carried on this year, with truthful and convincing material supporting the needs of our members. In the State service we gained emergency salary adjustments in both 1951 and 1952. The adjustment gained this year amounted to some ten millions of dollars. The amount of adjustment was disappointing to your officers as it was to many of you because it was not adequate and it did not bring economic parity to State workers with the workers in private employment. We believe a moral obligation rests upon the administration to maintain State salaries at a level that will attract and hold the best fitted among our citizenry. It is wasteful and it is inefficient for the State or

for any of its municipalities to try to operate on sub-standard salaries.

We have already registered our appeal for favorable budget and legislative action on salaries for the coming fiscal year. We are alerting each of the Conferences and chapters to the need for creating favorable public opinion and favorable action by the soon-to-be-elected Senators and Assemblymen. Make no mistake about it, the pay policy of the State and of any of its subdivisions is formulated among your neighbors in each and every hamlet and city and your words spoken directly to your community leaders and members of the Legislature reach into the executive chamber and the budget office and into legislative councils.

We have called upon our Salary Research Analyst for important service in supporting overall State salary adjustment proposals and the many appeals presented throughout the year to the Classification and Compensation Division, and aid and advice has also been given to Chapters in connection with their appeals in various cities including Syracuse, Rochester, Buffalo, Utica, Schenectady and Auburn. Data and counsel has also been supplied in the case of a number of counties including Erie, Westchester, Nassau, Monroe, Oneida, Chautauqua, Chemung, Steuben and Oswego.

We have been building up this much-needed service because we know that in this era it is facts that win arguments and we want our negotiators and members to be as well supplied on this score as are the officials of government with whom they must meet and confer and influence to a right decision. The research data in our library and files is being expanded. With forward planning we will meet future needs in this vital field.

RETIREMENT

The successful efforts of the Association in gaining approval of the constitutional amendment permitting supplemental pensions for retired civil servants was followed by vigorous efforts to gain substantial supplemental pension payments through legislative action. Our proposals would have brought payments up to at least a hundred dollars a month retirement allowance in the case of those having substantial service with graduated upward adjustment dependent upon length of service. The present supplemental pension allowance for the retired

is insufficient to provide even bare essentials in many cases reported to us and calls for our best efforts to augment the allowance at the coming session of the Legislature. This we must do for those faithful men and women, many of whom toiled at pitifully low pay and often over long hours, and with careless attention on the part of government to privileges now common in public service. This group includes many who were members of our Association, and we owe them a debt to improve their living conditions thru fairer pension grants.

We were successful in reopening the 55 year plan to September 30 last, and many took advantage of this opportunity to gain the benefits of that plan.

We have urged action by the State to consider such liberalization of retirement benefits as will meet the real needs of pensioners under all economic conditions. The State has appointed a commission to study the problem and the question of Federal Old Age and Survivors Insurance as a means of supplementing or augmenting our present retirement plans will be thoroughly canvassed. I am a member of that Commission by appointment of Comptroller McGovern. Needless to say the views of our membership as they develop through resolutions and otherwise will be helpful to sound recommendations by the special Commission. The problem of the liberalization of retirement plans so as to best provide a comfortable and happy life for those who have served and sacrificed through long public careers is a major responsibility of our Association.

We strove for various improvements during the past year, sponsoring and supporting a number of legislative bills, including proposals for a 25 year retirement at half pay, increasing the death benefit, the vesting of pension rights, and other measures urged by our members. There is certainty that our efforts along each line directs attention to the vital subject of pensions and that they will hasten the solution of the larger problem of a retirement system for public employees which will meet the social needs of the disabled and the aged in our American life.

(Continued Next Week)

Two Panels Discuss State And Local Pay Problems

ALBANY, Oct. 27 — Two panels that discussed State and local government salaries, as part of the program of the annual meeting of the Civil Service Employees Association, developed interesting viewpoints on how salaries should be compared.

The moderator at the State-pay panel was Joseph P. Feily, 4th vice president, CSEA. The panel members were J. Allyn Stearns, 3rd vice president of the Association; Davis L. Shultes and Laurence MacArthur, assistant director, Division of Classification and Compensation.

At the local government panel, the moderator was Philip L. White, who represents the St. Lawrence chapter on the Association board of directors. The panel members were Henry J. McFarland, director, Municipal Service Division, State Civil Service Department; Irving T. Bergman, labor consultant to Nassau County; Morris Cohen, City Manager of Schenectady, and Frank McDade, president, Competitive Civil Service Association, Buffalo, a unit of the Erie County chapter, CSEA, who was a proxy for John P. Quinn. Mr. Quinn is a member of the CSEA board of directors, representing the Erie County chapter.

F. Henry Galpin, CSEA salary research analyst, acted as consultant.

Importance Stressed

At the State salary discussion, Mr. Shultes, chairman of the Association's salary committee, called determination of salary and wage levels "one of the most important problems of the country, and perhaps the world."

He added that although higher salaries naturally meant higher taxes, wages of public workers should at least be kept up with the rise in the cost of living.

Explaining the proposed State salary survey, Mr. MacArthur said 43 State titles would be checked against similar jobs in private industry. Most, but not all, of the 43 titles, Mr. MacArthur indicated, would be examined in the light of their starting wage levels, as

compared with starting wages for approximately the same jobs in private employment.

Stearns Wary of Average Pay

Mr. Stearns said the State study would be valid only if "the right kind of people" made the survey and if the survey intended that the State shall have top quality workers.

Mr. Stearns emphasized that "average" pay usually attracts average workers.

Mr. MacArthur explained the survey would include "quality" companies and firms with both large and small numbers of white-collar employees. He said, however, the study would not be limited to those companies known to pay top wages, but would include samplings from other firms as well.

Mr. Shultes agreed with Mr. Stearns that State salaries should be compared with wages paid by "good" employers in private industry.

"Better salaries mean better employees," Mr. Stearns pointed out. "We feel the State now has top quality workers."

He added that the State will not keep its good workers at average pay but will lose them to better-paying jobs outside of government service.

Nearly 100 delegates attended the session. Many took part in the question-and-answer period.

Local Government Pay

At the local government session Mr. McFarland stated that a few employees have such a high opinion of their services that it is hard to hold salary discussions with them.

"There are some persons who are indispensable to their jobs," he remarked, "but they have not yet been found in government." He was referring to, say, a clerk who felt that City Hall would shut down if he should resign.

Mr. McFarland showed how salaries are related to public service by citing a \$100,000 increase in fire insurance rates in a small community that had let its Fire Department run down.

For homes and properties, be sure to see the best buys on page 11.