

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVI — No. 15 Tuesday, December 21, 1954 Price Ten Cents

## Holiday Time-Off Arrangements ties

See Page 14

F HENRY GALPIN  
P. O. DRAWER 125  
CAPITOL STATION  
ALBANY N. Y.  
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## January 1 Is Deadline for Filing State Pay Appeal; All Departments Advised to Apply for Review Of Employee Salaries to Protect Back Pay Grants

## Distinguished Journalism Citation Won by LEADER

Mayor Robert F. Wagner has presented a citation for distinguished journalism to the Civil Service LEADER. The award, granted by the Long Island University Department of Journalism, was received for the paper by Maxwell Lehman, editor, and its publisher, Jerry Finkelstein, in New York's City Hall at a special ceremony on Friday, December 17.

In making the presentation, Mayor Wagner prepared text referred to civil service as a keystone of public administration. He stated that he had set a deadline of July 1, 1955 for installation of the NYC Career and Salary Plan, which the Mayor considers of primary importance in the growth of a great public service. He also revealed that Joseph Schechter, Director of Personnel, is now at work on the development of a plan to institute in each City department a unit headed by a professional personnel officer.

The Mayor referred to himself as an "alumnus" of Long Island University, since he had received an honorary degree from the institution a few months ago.

Commenting on The LEADER, Mayor Wagner said: "It is a fine, forward-looking energetic newspaper in the specialized field of civil service. The award to The LEADER is a recognition of what is good in City life." Of Mr. Lehman, he added: "We are very proud of the work you do."

**Scroll Is Presented**  
Dr. Theodore Kruglak, chairman of the Long Island University Department of Journalism, gave an illuminated scroll to the Mayor for presentation to the Civil Service LEADER. The scroll read:

"Citation for Distinguished Journalism to the Civil Service LEADER.

"Because its vigorous editorial policy has spearheaded the defense of the merit system and continuous advance in the working conditions of public employees;

"Because its coverage of civil service news, the quality of its writing, and the general accuracy of its reporting, are of the highest professional order;

"Because it has fought attacks on the public worker, and has endeavored to restore prestige, decorum and a sense of mission to public service;

"Because it does more than report and comment on civil service events. The Civil Service LEADER is a creative force in the world of civil service. Its suggestions and ideas have found themselves incorporated in legislative acts. In the relations between management and employees, and in the structure of civil service operations.

The Civil Service LEADER is therefore granted this citation by the Department of Journalism, Long Island University, for Distinguished Journalism in the weekly newspaper field, as part of the observance of civil service merit day."

The presentation was made in commemoration of the introduction of the first merit system legislation on December 15, 1880.

**Guests View Ceremony**  
Present during the ceremony were: James E. Rossell, director, Second Regional Office, U. S. Civil Service Commission; Alexander A. Falk, New York State Civil Service Commissioner; Joseph Schechter, chairman, City Civil Service

Commission; Anthony M. Mauriello, NYC Civil Service Commission; James R. Watson, executive director, Civil Service Reform Association; Dr. Wallace S. Sayre, professor of public administration, Columbia University; Dr. William J. Ronan, dean, Dr. Martin B. Dworkis, secretary, Graduate School of Public Administration, New York University; H. Elliot Kaplan, chairman, Committee on Retirement Policy for Federal Personnel; Edward Kresky, executive assistant to the president, City Civil Service Commission; Congressman Sidney Fine; M. Weissberg, assistant counsel, Commission for Revision of the Civil Service Law; Robert Matteson, president, Metropolitan section, American Society for Public Administration.

John F. Powers, president of the Civil Service Employees Association, also witnessed the ceremony.

(Continued on Page 2)

## New Rules Set For Appealing Exam Ratings

ALBANY, Dec. 20 — An individual who wishes to appeal from a rating on a State exam must submit his appeal within twenty days after the exam paper is made available for his inspection.

The State Civil Service Commission, in new regulations issued last week, added: When an examiner appeals for re-grading, this opens his entire paper for review, and he may thus be re-graded upward or downward.

No appeal will be considered when the grade received is below 65; or, where the written test is of the short-answer type (true-false, multiple-choice) where the grade is below 70.

### Can't Divulge Questions

Any candidate who want to examine his own paper after the eligible list is out, may do so in the presence of a representative of the Civil Service Department. He must make the request to look at the papers within ten days from the date of his notice of eligible standing. The candidate must agree "not to publish, disclose or otherwise divulge, orally or in writing," the questions or the answers. Questions may be quoted only in the formal appeal to the State Civil Service Commission.

## Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

BY MAXWELL LEHMAN

ALBANY, Dec. 20 — J. Earl Kelly, Director of Classification, has advised all State department heads to apply for review of the pay grades and title changes of their employees. Mr. Kelly asked that this be done before the January 1 deadline for appeal on the new salary grades and titles. Reason for the request was to assure that in all cases of adjustment, the employees would receive their pay increases retroactive to April 1, 1954.

### 1200 Appeals

So far, there have been 1,200 appeals, in approximately 500 different job-titles. But not all employees have appealed. There are certain to be adjustments in some titles and salaries, perhaps substantial ones. Under a peculiar quirk of interpretation, the Comptroller's office held informally that where an adjustment came after an appeal, the employee would get his salary retroactive to April 1, 1954. But where the Division of Classification and Compensation itself found and corrected an inequity, there would be no retroactive pay. This opinion put the Division of Classification and Compensation in an odd predicament. Mr. Kelly felt there was no valid distinction between the two kinds of adjustment — one coming as the result of an appeal, the other coming after a re-survey by his Division. He felt that simple fairness required retroactive pay in any case of adjustment, and that the law must be so interpreted. So he took the matter to the Budget Director; and there a compromise was reached: All department heads would be asked to appeal on behalf of their employees; and in this way any adjustments made would receive the benefit of the retroactive feature — that is, the increases would be dated from April 1, 1954.

### Get Memo This Week

A memorandum to this effect should be on the desk of all appointing officers this week. Moreover, those employees who may have intended to file their own appeals and haven't yet done so, must take into account that the deadline for filing such appeals is January 1.

In his memo to the appointing officers, Mr. Kelly gave concrete examples of the inequities which could occur. For the record, the memorandum follows:

"Chapter 307 of the Laws of 1954 is the legislative enactment under which we have substituted the new for the old compensation plan. In accordance with its provisions (Section 6), we reallocated all class titles under our jurisdiction to grades in the new 38 range schedule on October 1, 1954. On the same day, we reclassified many individual positions for the purpose of correcting existing inequities. Pay adjustments which resulted from these determinations were retroactive to April 1, 1954. All applications for pay grade and title changes which were pending in this Division on October 1, 1954 and which asked for pay and title adjustments different from those which we actually made on October, 1954 were, accordingly, disapproved by the Director of Classification and Compensation.

"Anticipating that it would be virtually impossible for us to correctly allocate each of the 2,700 classes of positions to its proper grade in the new schedule and to fully and correctly make the reclassifications necessary to the elimination of inequities on October 1, 1954, the Legislature provided the means by which we might review and adjust retroactively to April 1, 1954 and initial errors which were committed.

ter 307, Section 11 which reads as follows:

The incumbent of any position reallocated or reclassified pursuant to section six of this act, and any appointing officer with respect to any such position or positions in his department or agency, may apply to the director of the classification and compensation division for a review and change at any time prior to January 1, 1955, and may appeal from the determination of such director to the classification and compensation appeals board, pursuant to section 43 of the civil service law. Any change in such reallocation or reclassification shall become effective upon approval by the director of the budget, and if so approved, shall be effective as of April 1, 1954, as if such reallocation or reclassification had been made on October 1, 1954, pursuant to the provisions of section 6 of this act.

### Informal Opinion

"There has been an informal expression of opinion by some of the lawyers who have been asked to construe this section that retroactive pay adjustments can be made only in those cases which come to our attention by the application of appointing officers or employees for review and correction, while those which we, ourselves, discover as a result of this review process may not be adjusted with retroactive pay benefits. For example, assume that on October 1, 1954, senior metallurgist, senior physicist and senior geologist were allocated to grade 18 and that subsequently employees or their appointing officers applied to us, under Section 11, to reallocate senior metallurgist and senior physicist to grade 19, (but no such application was filed on behalf of the senior geologists who are employed by some other department. Our review of the reasons advanced by the application persuades us that the two classes appealed should be reallocated to grade 19 and we also find that equitable pay treatment requires, as well, that the senior geologists be reallocated to grade 19.) The metallurgists and physicists, under the interpretation of this section which has been described, would get retroactive pay adjustments to April 1, 1954 but the geologists would not. Such a result seems wholly inconsistent with what the Legislature intended.

### Application for Review

"In order to forestall any such possibility, it has been agreed that appointing officers may file, with the Director of Classification and Compensation, a general application for review and favorable change of all reallocations and reclassifications of positions under their jurisdiction in addition to the specific applications which they have filed or may file during the appeal period. Accordingly, it is suggested, for the purpose outlined, that you file this application before January 1, 1955 . . ."

### PREMIUM PAY FOR WORK ON ELECTION DAY

ALBANY, Dec. 20—Where an employee is entitled to premium pay for hours worked over seven in one day, and on election day is excused to vote after working six hours, he should be paid at straight time for the seventh hour and at premium rate for the eighth hour, Attorney General Nathaniel L. Goldstein has ruled.

**SOCIAL SECURITY** for public employees. Follow the news on this important subject in The LEAD-

## Harriman Will Find Office of Investigation Patronage 'Jackpot'

ALBANY, Dec. 20 — Democrats will hit a patronage "jackpot" when they get around to staffing the office of Commissioner of Investigation in the Governor's office.

The top post, that of commissioner, pays \$18,500 a year and is one of the choice appointments that Governor-elect Averell Harriman still has to make. The incumbent is William B. Herlands, a Dewey appointee.

### All Jobs Open

None of the 16 office positions have been classified, which means all are subject to change under the new State administration.

The jobs include: Deputy commissioner, \$13,310; two legal assistants at \$12,010 each; chief investigator, \$49.96 a day up to 250 days a year; two

investigators, \$29.55 a day up to 250 days.

Executive secretary, \$7,504.80; controller, \$6,000.72; two hearing stenographers, \$7,998.48; two hearing stenographers at \$6,000.72, and one hearing stenographer, \$5,501.52.

Confidential investigative aide, \$3,999.80; guard, \$3,530, and telephone operator, \$3,414.

**'Right Man' Sought**  
Mr. Harriman is reported to be seeking "the right man" to fill the confidential commissioner's post. The office was created by Governor Dewey as a special "investigative arm" for the executive office.

It is this office, since the Attorney General-elect is Republican Jacob K. Javits, that Mr. Harriman could be expected to use in any investigations he might launch into various State agencies.

# CITATION For Distinguished Journalism

## TO THE Civil Service Leader

AWARDED BY THE DEPARTMENT OF JOURNALISM,  
LONG ISLAND UNIVERSITY

BECAUSE its vigorous editorial policy has spearheaded the defense of the merit system and the continuous advance in the working conditions of public employees;

BECAUSE its coverage of civil service news, the quality of its writing, and the general accuracy of its reporting, are of the highest professional order.

BECAUSE it has fought attacks on the public worker, and has endeavored to restore prestige, decorum and a sense of mission to public service;

BECAUSE it does more than report and comment on civil service events. The Civil Service Leader is a creative force in the world of civil service. Its suggestions and ideas have found themselves incorporated in legislative acts, in the relationship between management and employees, and in the structure of civil service operations;

The CIVIL SERVICE LEADER is therefore granted this citation by the Department of Journalism, Long Island University, for distinguished journalism in the weekly newspaper field, as part of the observance of civil service merit day.

December 15, 1954

*Prof. Theodore E. Kruglak, chairman*

# Long Island University Journalism Award Goes to LEADER

(Continued from Page 1)

### Mayor Reviews Accomplishments

In reviewing accomplishments in civil service under his administration, Mayor Wagner spoke of the increase in efficiency through consolidation of the City's central personnel activities under a single administrator, at the same time retaining a commission which acts as a guardian of the City's merit system. He said that a director of recruitment will soon be appointed and "his assignment will be to reach out to all available sources to secure for the City the best qualified personnel available."

Continued the Mayor, "Examining techniques and procedures have been improved and expedited in order not to lose those who have evidenced an interest in obtain-

ing City employment." He added that an in-service training program is being set up.

### Labor Relations Policy

Of the newly instituted labor relations program in City government, the Mayor said: "Of tremendous long-range importance is the pioneering step we have taken here to establish real labor relations between the City and the employee organizations. We have not been satisfied with words, theories, difficulties and a 'can't be done' attitude in this field. We are sitting down with the employees, just as is the practice in the best managed private industries, and together we are hammering out answers to the problems and disputes in labor relations."

## Pay Appeal Hearings Scheduled for January

ALBANY, Dec. 20 — Below is the scheduled of January hearings on salary appeals to the Director of Classification. All hearings listed below will be held in the State Office Building, Albany.

### January 3 and 7

Asst. Dir. of Milk Control, Jan. 3, 9:30 AM, Hearing Room 26th Floor.

Instructor of Nursing, Jan. 3, 11:00 AM, Hearing Room 26th Floor.

Domestic, Jan. 3, 1:30 PM, Hearing Room 26th Floor.

Farm Products Inspector, Jan. 4, 9:30 AM, Hearing Room No. 5.

Institution Patrolman, Jan. 4, 10:30 AM, Hearing Room No. 5.

X-Ray Aide, X-Ray Technician, Sr. X-Ray Technician, Jan. 4, 11:30 AM, Hearing Room No. 5.

Milk Sanitarian, Jan. 4, 2:00 PM, Hearing Room No. 5.

Milk and Food Inspector, Jan. 4, 3:00 PM, Hearing Room No. 5.

Sr. Clerk (Mtce), Jan. 5, 1:30 PM, Hearing Room 26th Floor.

Truck Weigher, Jan. 5, 3:00 PM, Hearing Room 26th Floor.

Blindery Helper, Bookbinder, Jan. 6, 9:30 AM, Hearing Room No. 5.

Printer, Jan. 6, 10:15 AM, Hearing Room No. 5.

Printing Shop Foreman, Printing Shop Asst. Foreman, Jan. 6, 11:00 AM, Hearing Room No. 5.

Barber, Beautician, Jan. 6, 12:00 Noon, Hearing Room No. 5.

Criminal Hospital Staff Nurse, Criminal Hospital Head Nurse, Jan. 6, 2:00 PM, Hearing Room No. 5.

Staff Nurse, Head Nurse, Supervising Nurse, Chief Supervising Nurse, Head Nurse (Psychiatry), Jan. 6, 3:00 PM, Hearing Room No. 5.

Tax Collector, Jan. 7, 9:30 AM, Hearing Room 26th Floor.

Prin. Clerk (Payroll), Jan. 7, 11:00 AM, Hearing Room 26th Floor.

Asst. Prin. School of Nursing, Principal, School of Nursing, Jan. 7, 1:30 PM, Hearing Room 26th Floor.

Practical Nurse, Jan. 7, 3:00 PM, Hearing Room 26th Floor.

### January 10 to 14

Sr. Examiner of Municipal Affairs, Jan. 10, 9:30 AM, Hearing Room 26th Floor.

Drill Rig Operator, Drill Rig Supervisor, Jan. 10, 11:00 AM, Hearing Room 26th Floor.

Sr. Tax Administrative Supvr., Jan. 10, 1:30 PM, Hearing Room 26th Floor.

Kitchen Helper, Asst. Cook, Cook Head Cook, Jan. 11, 10:00 AM, Hearing Room No. 5.

Asst. Baker, Baker, Head Baker, Jan. 11, 11:00 AM, Hearing Room No. 5.

Asst. Meat Cutter, Meat Cutter, Jan. 11, 1:00 PM, Hearing Room No. 5.

Dining Room Attendant, Head Dining Room Attendant, Jan. 11, 3:00 PM, Hearing Room No. 5.

Housekeeper, Jan. 11, 2:00 PM, Hearing Room 26th Floor.

Social Worker (Psychiatric), Jan. 11, 3:00 PM, Hearing Room No. 5.

Assoc. State Accounts Auditor, Jan. 12, 9:30 AM, Hearing Room 26th Floor.

Asst. Housemother, Jan. 13, 1:30 PM, Hearing Room 26th Floor.

2:30 PM, Hearing Room 26th Floor.

Stenographer, Sr. Stenographer, Jan. 13, 9:30 AM, Hearing Room No. 5.

Typist, Sr. Typist, Jan. 13, 10:30 AM, Hearing Room No. 5.

Dictating Machine Transcriber, Jan. 13, 11:30 AM, Hearing Room No. 5.

Food Service Manager, Jan. 13, 2:00 PM, Hearing Room No. 5.

Dietitian, Dietitian Aide, Supervising Dietitian, Jan. 13, 3:00 PM, Hearing Room No. 5.

Assoc. Municipal Research Asst., Jan. 14, 9:30 AM, Hearing Room 26th Floor.

Assoc. Public Health Dentist, Jan. 14, 11:00 AM, Hearing Room 26th Floor.

Kitchen Keeper, Jan. 14, 1:30 PM, Hearing Room 26th Floor.

### January 17 to 21

Sr. Stenographer (Law), Jan. 17, 11:00 AM, Hearing Room 26th Floor.

Identification Officer, Sr. Identification Officer, Jan. 17, 2:30 PM, Hearing Room 26th Floor.

OMO (Calculating), Sr. OMO (Calculating), Jan. 18, 9:30 AM, Hearing Room No. 2.

OMO (Offset Printing), Jan. 18, 10:00 AM, Hearing Room No. 2.

OMO (Graphotype), Jan. 18, 10:30 AM, Hearing Room No. 2.

OMO (Tabulating), Sr. Tabulating Mach. Op., Prin. Tabulating Mach. Op., Jan. 18, 11:00 AM, Hearing Room No. 2.

Telephone Operator, Jan. 18, 2:00 PM, Hearing Room No. 2.

Audit Clerk, Jan. 18, 2:45 PM, Hearing Room No. 2.

Accounting Clerk, Sr. Account Clerk, Prin. Account Clerk, Head Account Clerk, Jan. 18, 3:30 PM, Hearing Room No. 2.

Hydro-Electric Operator, Jan. 19, 11:00 AM, Hearing Room 26th Floor.

Canal Maintenance Foreman, Jan. 19, 1:30 PM, Hearing Room 26th Floor.

### January 17 to 21

Asst. Dir. of Criminal Identification, Jan. 20, 9:30 AM, Hearing Room 26th Floor.

Dir. of Criminal Identification, Jan. 20, 10:30 AM, Hearing Room 26th Floor.

Clerk, Sr. Clerk, Jan. 20, 9:30 AM, Hearing Room No. 2.

Stationary Engineer Series, Jan. 20, 10:30 AM, Hearing Room No. 2.

Clothing Clerk, Jan. 20, 1:00 PM, Hearing Room No. 2.

Stores Clerk, Sr. Stores Clerk, Prin. Stores Clerk, Jan. 20, 2:00 PM, Hearing Room No. 2.

Mechanical Stores Clerk, Sr. Mechanical Stores Clerk, Jan. 20, 3:00 PM, Hearing Room No. 2.

Inspector of Penal Institutions, Sr. Insp. of Penal Institutions, Jan. 21, 1:00 PM, Hearing Room 26th Floor; 1:45 PM, Hearing Room 26th Floor.

Asst. Secretary of Commission of Correction, Jan. 21, 2:30 PM, Hearing Room 26th Floor.

Secretary of Commission of Correction, Jan. 21, 3:15 PM, Hearing Room 26th Floor.

SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

Questions answered on civil service. Address Editor, The LEADER.

## THE STATE SCENE

WINTER really makes a difference at the North Pearl St. headquarters for the State Employment Division. Gals who wore bathing suits to work underneath their dresses this summer so they could take a quick swim at lunchtime in a nearby pool, now are considering the merits of woolen underwear, the underground tells us.

TALK in Public Works circles points to a Rochester engineer, L. J. Honan, being tapped by the Harriman administration for an important Albany assignment. Mr. Honan is a career department employee and holds present post of principal building construction engineer at \$12,300 a year. Friends say V. L. Ostrander, Public Works superintendent of operations and maintenance, is clearing his desk for the January 1 turnover.

WILL E. Burton Hughes, deputy superintendent of Public Works,

join the State Power Authority staff or the Thruway Authority after January 1?

DANIEL P. O'CONNELL, Albany Democratic leader, reportedly has let State leaders know he isn't interested in cabinet-level patronage. The shrewd Albany chairman, however, is backing a number of local Democrats for key-but-lesser roles in the new administration. Top job of interest to Albany organization is said to be that of commissioner of standards and purchase, with careerman John T. Higgins, the No. 1 choice. Col. Charles Walsh, Albany Republican, may resort to his veteran's status to hold his Public Works post, it's reported.

AGRICULTURE and Markets has lost two key employees by retirement — Clement A. Baker, director of the Bureau of Weights and Measures, and Perley M. Eastman, assistant director of the Bureau of Plant Industry.

AN UNUSUAL tribute was paid a retiring State employee last week in Albany. State employees and officials thronged a retirement party for Wendell P. Brown, solicitor general. His career of 30 years in the State Law Department has been marked by an amazing success in court work, and, even more important, by an honest and sincere interest in his fellow-employees and their problems. After January 1, Mr. Brown will serve as a consultant to Senate Majority Leader Walter J.

## Law Cases

Sidney M. Stern, chairman of the committee on laws and rules, has submitted the following report on legal matters to the NYC Department of Personnel:

### PROCEEDING INSTITUTED:

Fusco v. Schechter. Petitioner, who passed written and physical exam for patrolman was on June 17, 1954 marked qualified for appointment but later, on July 21, was marked not qualified. He claims the action of July 21 was illegal and seeks an order to annul such determination.

Chiapperino v. Schechter. Petitioner was marked qualified for the position of fireman (P.D.) but subsequently marked not qualified. He seeks a review of the latter determination, an annulment thereof, and an order reinstating him on the list, claiming that the Civil Service Commission was without power to revoke its original determination which held him qualified.

Previti v. Schechter. Petitioner claims he is entitled to extra credit as a non-disabled veteran, which claim was denied by the Civil Service Commission because certain information requested was not received from the petitioner.

### JUDICIAL DECISION:

Appellate Division, First Department.

Brickman, pet-ap (Wagner, res.). The court, with one dissent by Justice Albert Cohn, affirmed the order of Special Term dismissing the petition, and held that the overwhelming documentary proof indicates that petitioner was the director of the City's Veterans Service Agency and not a subordinate employee, and that accordingly the provisions of Civil Ser-

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# Nassau Pay-Rise Battle Continues; Records Show County Wage Is Lowest

MINEOLA, Dec. 20 — Nassau County employees have requested that officials re-examine their 1955 budget with a view to providing a salary increase which has so far been denied.

In a lengthy memorandum sent to the Nassau County Board of Supervisors, the Nassau chapter, Civil Service Employees Association, made these points:

1. Surpluses are available to provide such an increase. While taxes were reduced this year, the pay of local employees was permitted to remain at low levels.

2. In 1953, by admission of the County Executive, Nassau lost 20 per cent of its employees — "all of them left to accept better pay elsewhere." This condition continues.

### Requests Turned Down

3. The County has consistently turned down the legitimate requests of the employees. The chapter's statement on this reads: "Records show that a year ago the subject of Old Age and Survivors Insurance coverage, under the Social Security Act, was discussed with County officers and our representatives. This coverage affects over 1,000 County employees. We were advised that nothing could be done that year but this important matter would be considered in the 1955 budget. No money

was included in the 1955 budget for this purpose. We were asked to poll the employees on this subject. We did so — 100 per cent voted Yes — this was reported to the County Executive's office. Under date of September 19, 1953, resolution of the Nassau chapter, asking for revised salary plan, salary adjustments, freeze-in of the \$850 emergency bonus, was forwarded to the County Executive. Under date of December 17, 1953, letter was sent to County Executive, quoting Nassau County raises of pay in private employment as established by Nassau County Building and Construction Trades Council, AFL, and asking for a 40-hour 5-day week with no loss of take-home pay. Considering the fact that Nassau County pays the lowest hourly rate for its labor in Long Island — \$1.48 an hour — we felt our request was not unreasonable . . ."

### Got Only the Freeze-in

The only item granted the employees was a freeze-in of the budget, which added no money to their pay. There was some indication that the 40-hour might be granted, too.

The employees quoted extensively from statements in official County documents admitting the low rates of pay and the deleterious affect this is having on County operations.

# Work of Commerce Dept. Aides Wins First Place; 'Best' of Its Kind in U. S.

ALBANY, Dec. 20 — A committee of thirty-one midwestern newspapers and magazine travel editors awarded the New York State Department of Commerce first place for the "best U. S. travel news and photo coverage in 1954."

The decision was made by the Midwestern Travel Writers' Association. The State Department of Commerce's production was declared to be of a consistently high quality. Last year the department won second place in the same category.

New York State's two-billion dollar travel industry is publicized through the department's travel bureau, headed by Joseph J. Horan, director. Philip Florman is in charge of the editorial staff. Production and photo units are directed by Perry Van Guysling.

Robert E. Robinson, director of the Division of State Publicity, accepted the first prize plaque for the Commerce Department at the annual dinner of the Midwest Travel Writers' Association at the Hotel Sheraton, Chicago, on Saturday, December 11.

# Greenberg Cites 9-Point CSEA Membership Plan

ALBANY, Dec. 20 — A nine-point program to reach a 65,000 membership goal has been outlined by Alex Greenberg, State chairman, and Norma Scott, county chairman, of the membership committee, Civil Service Employees Association.

1. Institute a vigorous campaign for an equitable reallocation of grades for all State and County employees.

2. Have an effective grievance committee to work in conjunction with legal representatives of the Association in areas involved.

3. Appoint active membership committees with representation in every department, unit and agency of chapter, replacing dormant members of committees periodically with active members.

4. Canvass and re-canvass members who resign from chapter, determining the cause for leaving the chapter.

5. Have cultural activities and sporting activities in chapter such as glee club, art shows, beauty contest, bowling teams, and baseball teams and social affairs, with a committee to be appointed by the President of the Association to conduct a questionnaire to determine the interest of a chapter.

6. At least two dinner meetings annually to be held in each Conference area, consisting of chapter representatives of State and County Divisions. The purpose of these meetings is to determine ways and means of recruiting membership.

7. Have membership contest in chapter on a purely voluntary basis with prizes given to members who recruit at least three new members, with more elaborate prizes given to members in proportion to number recruited.

8. A training program for all officers and prospective officers of

chapters, sponsored by the Association with the cooperation of the field representatives in their respective areas.

9. Send letter of greeting and invitation to join chapter to all new employees.

# Central Islip Team Drubs P.W. Bowlers

Central Islip Team 3 regained undisputed possession of first place in the Long Island Bowling League of the Civil Service Employees Association, as the team drubbed Public Works District 10 by a score of 5 to 0. Pat Tuma's 564 series, Ed Schnittger's 557, and Ted Asher's 528 set the pace for the Central Islip bowlers winners. Charles Lull's 558 and Ryan's 502 were top marks for the losers.

Kings Park 2 tripped Central Islip 2 by 5 to 0. The winners had top performances from Joe Pucci, 561; John Hancock, 534; J. Teigue, 518, and Evans, 508. Pete Lynn shot a 512 series for the losers.

Pucci Makes 575  
Vinnie Pucci's 575, La Duca's 651, Morin's 521, McWilliams' 512, and Albright's 505, gave Kings Park Team 1 a 4 to 1 victory over Central Islip 1. Fred Bjorkren shot 500 for the latter.

Competition last week erased the five-way tie for first place that had existed in the six-team league. Current standings:

Team	Won	Lost
C.I. 3	23	12
K.P. 1	21	14
C.I. 1	19	16
K.P. 2	15	20
P.W. 10	14	21
C.I. 2	13	22



These Dolls will be given to the patients of the Albany Veterans Hospital for their daughters and to the Albany mothers who will select them at the Salvation Army Toy Shop, at 22 Clinton Ave. The undressed dolls were bought from proceeds from Salvation Army kettles. THIS DOLL PROJECT WAS SPONSORED BY THE Civil Service Employees Assn. This year was made available through the courtesy of the company, McJannet, Agent, 90 State St.

Cute dolls, all! Dolls at the upper right are Marilyn Miller of the Civil Service Employees Association headquarters staff and Bernice Conroy and Charlotte Stoessel of the State Civil Service Commission, who participated in the dressing of dolls to be distributed by the Albany Veterans Hospital and the Salvation Army. State employees in five departments and the CSEA cooperated in the successful annual event, the biggest thus far, reports indicate.



These are 50 dolls dressed by employees of the Truck Mileage Bureau for Christmas distribution by the Salvation Army in Albany. Among the group were dolls outfitted as brides, bridesmaids, skaters, and drum majorettes. Others have extra items in their wardrobe, such as raincoats, fur scarves, and hats. One doll is dressed with girdle and silk stockings.

# Dolls Dressed by State Employees Go on Display

ALBANY, Dec. 20 — The 1954 doll dressing project of State employees and the Salvation Army was on public display in Albany in the past two weeks. About 1,300 dolls dressed in all sorts of costumes from simple kitchen attire to glamorous evening wear with "mink" stoles were arranged in space provided by the Goodman Realty Company on the corner of State and Eagle Streets.

The doll dressing project was started three years ago in the Department of Commerce, where through the efforts of D. H. Dayenport, Deputy Commissioner of Commerce, and Mrs. Amy Dobbs, his secretary, the employees of the department dressed 100 dolls

for the Salvation Army. In two years the number of dolls dressed jumped to 800 and this year at the last count the number was 1,150.

### Distributed by S. A.

The dolls are furnished by the Salvation Army in Albany to the State departments early in November. They are being distributed through the regular channels of the Salvation Army's Christmas program.

State department employees participating in the project were from Civil Service, Commerce, Taxation and Finance, Audit and Control and Public Works. Mrs. Dobbs noted

# Jane Knieling, Sister Of John F. Powers, Passes Away

Jane Knieling, sister of John F. Powers, president of the Civil Service Employees Association, passed away after a heart attack and was buried on Wednesday, December 15, in St. Charles Cemetery, Suffolk County. A solemn requiem Mass was sung at St. Stanislaus Church, Ozone Park. The deceased is survived by Mr. Powers and another brother, Edward; and by her husband, Martin Knieling.

man, assisted by Mrs. Dorothy Guy Smith, Civil Service; Sue Long, Taxation and Finance; Louise Barrett and Ada Stanchuk, Audit and Control; and Mary Jane McGlavin of Public Works. The Civil Service Employees Association chapters sponsored and aided

# Looking Inside

By H. J. BERNARD

## How Employees Must Struggle for an Adequate Raise

FEDERAL EMPLOYEES are now facing the same problems that confronted State and local government workers in an attempt to get a raise. State, NYC and other employees succeeded, though not to the extent they hoped. Now Federal employees, striving hard to get an ample raise, are up against the same arguments used against the others, and under much the same circumstances.

The pattern in government raises seems to have become standardized. It includes three elements as goals — increase, reclassification and curing of inequities.

It was foregone that State and NYC employees would get a raise; it is foregone that Federal employees will. The only big questions are how much, and when.

### Detouring the Hazard

Since amount affects personnel generally, the easiest way to cover the field is to grant a percentage increase. That poses the problem of perpetuating inequities, so a means of curing them is superimposed. The State, however, shied away from the general percentage increase, because of the effect of bringing one grade too close to another, used a complex formula, and superimposed therapy upon that. The raises were made effective April 1, 1954. Since the pay study and job classification could not both be completed by then, the employee on October 1 received both their regular monthly check, and a check for the lump sum, representing the effect of the raise for the previous six months; thereafter the raise was included in the regular check. NYC granted a prospective raise, effective July 1. A reclassification then under way would take a long time to complete; on this project the City depends for the curing of inequities. April 1 and July 1 are the dates on which the respective fiscal years begin.

(Continued on Page 12)

## New Titles Asked By 6 Departments

Seven new titles would be added to City civil service, if departmental recommendations are adopted by the NYC Civil Service Commission. The recommendations:

- Department of Health — coordinator of volunteers, and senior supervisor (social work).
- Domestic Relations Court — director of mental health services.
- NYC Youth Board — assistant director of detached group work.
- Manhattan Borough President's Office — property clerk.
- Department of Public Works — graphic arts designer.
- Department of Sanitation — assistant to the commissioner (sanitation operations).

## NYC Engineering And Drafting Jobs To Be Filled Quickly

The NYC Department of Public Works offers fast hiring in the following jobs: assistant civil engineer, \$5,006 a year; assistant mechanical engineer, \$5,006 a year; junior civil engineer, \$4,080 a year; junior mechanical engineer, \$4,080 a year; civil engineering draftsman, \$4,080 a year.

Requirements for jobs as assistant are a college degree and three years experience, or a satisfactory equivalent; for the junior titles, completion of three years college work and two years experience or a satisfactory equivalent.

All candidates must be citizens of the U. S. and residents of the NYC for the past three years.

Apply at the office of Frieda Lamm, Chief of Personnel, Room 1825, Municipal Building, Manhattan, for an interview.

Fine REAL ESTATE buys. See Page 11.

## U. S. Job Opportunities Outside of N. Y. State

Apply at the address indicated, until further notice.

Production analyst, production expeditor and production administration, \$3,410 to \$10,800. Jobs with the Navy Department and other Federal agencies in Washington, D. C. and vicinity. Apply to the Board of U. S. Civil Service Examiners, Department of the Navy, Washington 25, D. C., until Tuesday, January 4.

Biologist, biochemist and physicist (radioisotopes), \$4,205 to \$9,600, and resident in hospital administration, \$2,200. Jobs with Veterans Administration throughout the country. Apply to Board of U. S. Civil Service Examiners, VA, Washington 25, D. C. Closing date for resident jobs, February 15.

Counselor, \$2,950 to \$3,175, in children's institutions of Department of Public Welfare. Jobs in Washington, D. C., and Laurel, Md. Apply to Board of U. S. Civil Service Examiners, Department of Public Welfare, Washington 1, D. C., until Thursday, December 23.

Rotating interns, \$2,800 a year; psychiatric resident, \$3,400 to \$4,200; and neurologic resident, \$3,400 to \$4,200. Jobs in St. Elizabeths Hospital, Washington, D. C. Apply to Board of U. S. Civil Service Examiners at hospital, Washington 20, D. C.

Stenographer, \$2,750 to \$3,175, and typist, \$2,750 and \$2,950. Jobs in Washington, D. C. area. Apply to U. S. Civil Service Commission, Washington, D. C.

Highway engineer trainee, \$3,175 and \$3,410. Jobs in Bureau of Public Roads in Washington, D. C. and throughout country. Apply to Board of U. S. Civil Service

Examiners, Bureau of Public Roads, Department of Commerce, Washington, D. C.

Design patent examiner, \$3,410 and \$4,205. Jobs in U. S. Patent Office, Washington, D. C. Apply to Board of U. S. Civil Service Examiners, U. S. Patent Office, Washington, D. C.

Ocean transportation specialist, \$4,205 to \$10,000. Jobs with Military Sea Transportation Service and other agencies in Washington, D. C. Apply to Board of U. S. Civil Service Examiners, Department of the Navy, Main Navy Building, Washington 25 D. C.

Fishery marketing specialist, \$3,410, for jobs in Fish and Wildlife Service. Apply to Board of U. S. Civil Service Examiners, Department of the Interior, Washington, D. C.

Correctional officer (male), \$3,410. Jobs in Bureau of Prisons, Department of Justice. Apply to Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kansas.

Card punch operator, \$2,750 and \$2,950; tabulating machine operator, \$2,750 and \$2,950; and tabulating equipment operator, \$2,950. Jobs at Joliet, Ill., Arsenal, Ordnance Ammunition Command, and other Federal agencies at Joliet. Apply to Board of U. S. Civil Service Examiners, Joliet Arsenal, Joliet, Ill.

Clinical psychologist, \$5,940 to \$10,800, for work in hospitals, regional offices and centers of Veterans Administration in U. S. and Puerto Rico. Apply to Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

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Questions answered on civil service. Address Editor, The LEADER.

# Civil Service Success Story: Started Work as Guard, Now Superintends Prison

COXSACKIE, Dec. 20 — Joseph P. Conboy, hero of a success story in civil service, was honored by State Correction Department personnel, from the "top brass" on down, on his promotion to superintendent of Great Meadow Correction Institution at Comstock.

Mr. Conboy went to work for the department 33 years ago as a guard at Clinton Prison, Dannemora, and was assistant superintendent at the State's Vocational Institution, West Coxsackie, when he was appointed Great Meadow superintendent.

"I guess I was just lucky," Mr. Conboy told **THE LEADER**, when asked about his rise from the ranks.

### Leonard Thinks Otherwise

Correction Commissioner William E. Leonard, a guest speaker at the dinner-dance in Mr. Conboy's honor, thought otherwise. He had the highest praise for the new superintendent's devotion to and accomplishments in correctional work.

"The work is sometimes difficult and trying, and always rewarding," Mr. Conboy said. "We never give up trying to help the inmates as much as possible."

Other speakers at the testimonial affair, attended by more than 200, were: Deputy Commissioner Paul D. McGinnis; Donald D. Scarborough, superintendent at Coxsackie; Louis A. Gilbert, Mr. Conboy's successor as assistant superintendent; and the Rev. John F. Buyer, Protestant chaplain at the institution. The Rev. Roland E. Thompson, pastor of St. Patrick's Roman Catholic Church, Athens, and Catholic chaplain at the Vocational Institution, was toastmaster.

A motion picture outfit was presented to the guest of honor by William DeFrate, on behalf of his former co-workers at Coxsackie.

### Other Guests

Mrs. Conboy and the Conboy's daughter, Ann, were guests at the dinner.

Others attending included: Mrs. William E. Leonard, Mrs. Paul D. McGinnis, Mrs. Donald D. Scarborough, and the Scarborough's daughter, Ann; Mr. and Mrs. William Massie, Mr. and Mrs. Daniel McMann, Mrs. L. A. Gilbert, Mr. and Mrs. Lee Casseles, Mr. and Mrs. Edward Giasheen, Mr. and Mrs. Edward Audin, Mr. and Mrs. Harry Fritz, James Walsh, John Van Dusen, Mr. and Mrs. Milton O. Bailey, Mr. and Mrs. Roy Moon, Henry T. Murphy, Mr. and Mrs. Clifford Casseles, Joseph Egan, Leonard McGlynn, Mr. and Mrs. George Cochran, Mr. and Mrs. Philip O'Connell, and Dr. and Mrs. Sol Yarvin.

Captain Dan McMann of the Vocational Institution was chairman of the committee that arranged the dinner-dance and presentation. He was assisted by Ann Redmond, Mrs. Viola Dimmick, Peggy Becker, William E. Cooney, Thomas E. Alston, Francis J. Coty, John L. Longthorn, Paul L. Ready and Francis H. Treat.

### Entered as Guard

Mr. Conboy entered State service in 1923, as a guard at Clinton Prison, Dannemora. He was promoted in 1938 to lieutenant at Auburn Prison, and in 1942 moved to Coxsackie as assistant superintendent. On November 22 of this year he became superintendent of the 1,100-inmate institution at Comstock.

**SOCIAL SECURITY** for public employees. Follow the news on this important subject in **THE LEADER** weekly.

# Harriman to Inherit Dewey Security Staff; Loyalty Of State Aides Nearly 100%

ALBANY, Dec. 13 — Governor-elect Averell Harriman will inherit a special Civil Service "security staff" from Governor Dewey when he takes office January 1 that is charged with guarding the loyalty of more than 80,000 state workers.

Since the program started in November, 1953, this small but active investigative unit has been checking on the loyalty and backgrounds of prospective and present State employees to make certain that important government data is not falling into dangerous hands.

### Civil Service Runs Program

The program is run by the State Civil Service Commission under powers conferred by the State Security Risk Law. The employees used in this highly confidential work all have civil service status and have been carefully screened themselves.

### Dermody Heads

Heading the unit is James Dermody, who has four investigators on his staff, plus several clerical workers. Three of the investigators are in New York City and one is stationed in Albany. There is one vacancy for an investigator.

The staff has two prime functions. One is to screen all present State workers who hold "security-type" jobs or work in departments or agencies that have been designated as "security agencies."

The second is to probe all prospective employees for possible subversive ties.

Since the program began, the unit has screened some 31,432 persons employed in security agencies or security jobs. Of these, 4,329 cases were held "open" for additional investigation.

### Vast Majority 'Safe'

To date, 402 of the 4,329 cases have been closed out. The vast majority having been found to be safe security risks.

In addition, the unit has received 36,967 special security questionnaires from persons on open competitive and promotion lists that were in line for state appointments.

Of these, 21,654 have been screened and 857 files set aside for a further check. To date, 329 of the 857 cases have been "closed."

### Only 11 Disqualified

The unit's work has uncovered only 11 cases in which persons have had to be disqualified from holding a state job, or who have resigned during the investigation.

Of the 11 people who have resigned from state posts or who have been disqualified, some were on state eligible lists and others on preferred lists.

In addition, the Dermody staff has conducted 53 special investigations and have closed their files on 31 of the 53 individuals.

## EMPLOYEE NEWS

### Manhattan State Hospital

**VOLUNTEER** blood donors continue to contribute to Manhattan State Hospital's employee blood bank. Among the latest were Dr. Harry Hayes, William Franklin, John Horne and Arden Tait. After New Year's, the pace will be accelerated. To date, eight employees have received vital blood at no cost through this blood program.

Any employee may volunteer now, and be called in 1955. Contact Alice Gamble in the business office, Eugene Deutsch in the operating room, or John Wallace in the electric shop, for further details.

Many employees have been misguided recently into parting with money (\$1) with the understanding that it was to be used to obtain a 40-hour work week. It is only proper to point out to all employees that the CSEA at its annual meeting in October of this year was instructed by the assembled delegates to press for this legislation, which is now in progress.

When the \$5 and \$2.50 CSEA member dues are collected, the money is sent to CSEA headquarters, and either \$1 or 50 cents is returned to the chapter for operating expenses. Ten cents of each member's dues goes to the Metropolitan Conference. These funds are used to press for employee gains, such as the 40-hour week, time and a half for overtime, 37½-hour week for office employees, the 25-year no-age limit pension plan, proper grievance machinery, and the blood bank.

A large group of friends and co-workers recently attended a going-away party in honor of Dr. Ralph Harlow, who will take up duties as assistant director at Rockland State Hospital. A good time was enjoyed by all. Turkey, refreshments and entertainment were on tap. Those at Manhattan State wish Dr. Harlow every success in his new post. The good Doctor was most popular among MSH patients and employees.

### Mailing Idea Wins Award For Tax Aide

For his suggestion of a time and money-saving mailing device, Stanley Stoff, a clerk in the Collection Bureau of the State Department of Taxation and Finance at 80 Centre Street, NYC, has been given a \$25 award by the State's Merit Award Board.

Mr. Stoff, who has been employed by the Bureau since February 1, 1954, suggested that a place on return envelopes sent to taxpayers be indicated for a postage stamp. The Bureau had been plagued by unstamped mail, although such return envelopes require postage.

The award was presented by Morris Friedman, assistant director of the Bureau.

### Answers Changed In Inspector Exam

Three changes have been made in the tentative key answers to the NYC promotion exam for electrical inspector, grade 4. The changes: Item 30, from D, to C and D; 47, from B, to A and B; 66, from C, to A and C.

Letters of protest against 38 items were received from 53 of the 150 candidates in the September 25 test, the NYC Department of Personnel said.

### Visual Training OF CANDIDATES For PATROLMAN HOUSING OFFICER

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and a  
**HAPPY NEW YEAR**  
TO ALL MEMBERS OF THE  
**CIVIL SERVICE**  
**EMPLOYEES**  
**ASSOCIATION**  
KINGS PARK CHAPTER

PHOTO by Con Edison



### Play Safe.

For Christmas tree trimming, Janis Paige, star of "Pajama Game," prefers—pajamas, of course. Wear what you please, but don't wait till Christmas Eve to test each light set for frayed wires, loose connections, broken sockets. Be sure to replace any in bad condition. Also... during the holidays be sure to turn off your tree lights before you go to bed or leave the house.

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# Civil Service LEADER

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TUESDAY, DECEMBER 21, 1954

## The Magic Words And The Magic Season

THE magic season we are entering casts a spell that ought to make of us infinitely better human beings. Good-fellowship, generosity, and charity become the fleeting rule. Antagonism and hate melt before the fires of brotherhood and love.

good will toward men renders less hopeless the hope that Even a brief recurrent period of peace on earth and some day it can be made permanent. The power lies within us. Man, who has conquered land, sea, and air, has yet to conquer himself.

At this season a multitude of sects rejoice in what they hold in common, a spiritual heritage. Each rejoices at the marriage of eternity to destiny that produced the founders of its faith. Adoration is equally breathless for the miracle of mountain and prophet, oil lamp that burned without oil, and birth in the manger. We celebrate events that surpass our understanding but not our faith, events that teach us love and liberty.

Gone for a while are geographical, racial, sectarian, cause spirit is boundless. The spell thrills alike beggar cultural, economic, social and political boundaries, benevolent and benighted, tycoon in the splendors of his mansion, and hungry hermit in his hovel by the hillside.

Can we hope that a smidgeon of the season's magic will remain?

In this time of greetings loudly spoken and sincerely meant, the men and women who make the Civil Service LEADER utter, with a sense of gladness, greetings to those who make government work—to the clerks and the attendants, the guards and the superintendants, the tax collectors and the investigators, the typists, the nurses, the doctors, the laborers and the cooks and the kitchen helpers, the enginemen, the vehicle drivers and the license examiners, the skilled and the unskilled workers, the cleaners, the elevator operators, the toll collectors, the scientists and researchers, the lawyers, the forest rangers, the sanitation men, the janitors, the firemen and the patrolmen, the statisticians, the accountants, the postal men, the engineers, the examiners, the architects, the maintainers, the writers, the thinkers, and the policy-makers.

We can hope for them that clouds will lift; that the public will know and appreciate their work better; that their pay and conditions of work, where depressed, will reach new heights; that full liberty and trust as American citizens will reach all of them.

And so, let the words, often spoken so tritely in the year's last days, be filled with the full pregnancy of their meaning — the magnificent words like peace, merry, happy, brotherhood and love.

## Question, Please

I CARRIED OVER 40 days of U. S. leave last year, but I had to use a lot of leave this year and will be under 30 days at the end of the year. Can I build up my leave next year to 40 days? E.P.

Answer — A No. Once you reduce your leave to the 30-day ceiling, you may not again increase it under the present law

WHAT IS the new career-conditional appointment system in the Federal service? C.L.

Answer — Effective January 23, 1955, most new appointments from lists made up of people who have taken and passed civil-service examinations will be made on a "career-conditional" basis. This means that appointees become full-fledged career employees after they have served three years.

MY OFFICE was notified that we would have to begin reducing our accumulations of annual leave over 30 days, and then later we received a notice that we did not have to do so. Now work is slack and some of us are being required to take leave. If I take leave it will reduce my ceiling. Can I be compelled to take the leave? W.C.L.

Answer — Yes. Any agency may require its employees to take leave at any time. The explanation of the two notices is that during part of the year a law was in effect that required employees to begin reducing their accumulations to the legal limit, but that law was later repealed.

WHAT WAS meant in the statement in The LEADER news story last week, on prospective NYC patrolman appointments, that eligibles might be sworn in some days prior to January 1, but the effective date would be January 1? P.L.

Answer — It is just the same as getting hired on a Wednesday in private industry, and being told to report for work the following Monday. Employment and pay start on Monday, not on the previous Wednesday. In the Fire Department, the swearing-in takes place prior to the effective appointment date, as a matter of practice; it is an unusual procedure in the Police Department. This time the men, it now appears, will probably go on the payroll when sworn in.

YOU HAVE stated that regulations are to be issued by the Bureau of Internal Revenue, regarding the new income tax law. I am much interested in the provision that exempts from taxation the pay received while one is away for work because of illness. L.U.C.

Answer — The regulations have not been issued, up to LEADER presstime, but must come out presently, to render the service intended. As soon as the regulations are out, the fact will be noted in The LEADER, and an article published, probably later, dealing with those parts of the regulations in which public employees are greatly interested. See article on this page.

## Comment

EXEMPT 'INTERNS' IN STATE SERVICE Editor, The LEADER:

Of course I was interested in seeing the list of "patronage" jobs in the State service; but I wonder why you included in the list the public administration interns? Some of the people who want to take the examination for these jobs question their status, now that they have seen them listed in The LEADER with other exempt positions, and we have had to explain that although they are technically in the exempt class, they have been filled through examination for the last three years.

I wonder if an explanation about these jobs in a future issue wouldn't be in order?

HELEN DRUMMOND Civil Service Reform Association New York City

The story on exempt jobs specifically stated that they are not all filled on a "patronage" or "political" basis. The case of the public administration interns is an admirable example of exempt class jobs filled on a merit basis. It demonstrates that probably many more such positions could be filled

# MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.

### EXPERTS MULL POLICIES ON MATERNITY LEAVE

PREGNANCY is not an illness. So maternity leave for workers should not be considered the same thing as sick leave and expectant mothers should not draw pay when their condition makes it necessary for them to stop work.

That was one area of agreement found when a panel of six personnel experts discussed the question: "What is sound policy for handling maternity leave in the public service?"

One member had this to say: "Sick leave was provided so that employees who are ill would stay home and not be a danger to themselves or to their fellow workers. Sick leave is not a pension for being sick."

The consensus seemed to be that the best way to take care of the problem is to impose the rule that women may not stay on the job after they are seven months pregnant, may not return until three months after delivery, and will have reemployment rights when they return but will not necessarily get the same job back.

Exceptions to the policy should be allowed, it was said. For example, a woman who has had a miscarriage would not be compelled to stay away from work for three months. In one public agency, the policy is to allow sick leave for complications such as miscarriage or blood poisoning during pregnancy.

### SURVEY OF LONG-TERM PATIENTS BEGUN

NEW YORK CITY has started a survey of long-term patients in its city hospitals to find out how many of them could be moved to "homesteads," where they would get rehabilitation in more pleasant surroundings—and at less cost.

The city will take a sample of one-fifth of the 15,000 patients not suffering from mental illnesses, or tuberculosis. From that sample, it will be determined how many patients are the kind who would benefit from therapeutic recreation and activity.

The cost of care in a "homestead" would be about \$4 a day, as compared with \$20 a day in the city's general hospitals. The saving to the city if 1,000 out of the 15,000 patients qualified for transfer has been estimated at more than \$5 million a year. The word "homestead" is being used to describe the proposed institutions that would house custodial patients.

The kind of patient sought for "homestead" occupancy would be one like a woman who has to stay in bed because of a broken hip bone that would not unite and who in the regular hospital is needlessly awakened every morning at 6:30 when her sicker neighbors need their special treatment.

It is believed that if long-term patients in hospitals had the chance to qualify for "homestead" living, they would work for the privilege and thus have an incentive for rehabilitation.

### REGULATION OF GAS STATIONS

GAS STATIONS built at choice locations present a number of problems for cities and their residents, the American Society of Planning Officials says.

Strings of filling stations along major streets and highways can hamper traffic. Residents may find it disagreeable to have rows of filling stations nearby. Large numbers of stations may lower the property values of neighboring residential areas. Unregulated stations present a fire and explosion hazard. Sometimes they are abandoned. And because the design of service stations makes it hard to find other commercial uses for them, buildings may lie idle and have a blighting effect upon otherwise stable business districts.

The society has just published a 34-page Planning Advisory Service report, "Regulation of Filling Stations," which describes features of the modern filling station that have made regulation of it necessary and discusses legal tools that can be used in regulation.

The three most common methods of regulating automotive service uses are:

- (1) Special ordinances establishing methods of regulation, including licensing of all filling station operators, control over location, design, and site improvement, continuing inspection, and standards for storage and handling of oil products.
- (2) Building codes to control the safety aspects of filling station construction and design. For example, the provisions may be used to prohibit the storage of large amounts of oil products in the commercial areas of a city.
- (3) Zoning ordinances, which may be of two types. One may merely list filling stations as permitted uses in certain districts and make no special requirements. The other will specify requirements for site improvement, location of pumps and service facilities, the enclosure of all repair and maintenance areas, and the like.

### USING TV TO DRAMATIZE AN AGENCY'S WORK

TELEVISION can be effectively used to dramatize the work of public agencies. Television cameras entered a New York State mental hospital for the first time when NBC's March of Medicine was telecast from Hudson River State Hospital. Carried over 60 stations, the program was a dramatic presentation, through both filmed and "live" scenes, of how American medicine is combating the problem of mental illness. Included was a review of research activities at Psychiatric Institute, with Dr. Lawrence C. Kolb, director, reporting. Dr. O. Arnold Kilpatrick, director of Hudson River State Hospital, conducted the announcer through the hospital. A high spot of the program came when Ben Grauer, announcer for this sequence, was escorted through the dormitory, treatment rooms and dayroom by Audrey Cole, an alert, attractive young woman of considerable charm, who explained the purposes the various facilities. Then came the dramatic revelation by Miss Cole that she had been a patient at the hospital.

Asked what she would like to say, as one who had been mentally sick and recovered, Miss Cole declared: "What I want most is to tell people not to fear mental disease . . . to get help when they need it . . . and to please change their attitude about mental illness." Powerful stuff.

Government agencies would do well to consider the possibilities of TV as a means of telling their story.

## RULING AWAITED ON FREEING ALL SICK PAY FROM INCOME TAX

PUBLIC EMPLOYEES are awaiting with interest the regulations the U. S. Bureau of Internal Revenue is about to issue, stating how it will administer the new Revenue Code. Freeing of amounts from income taxation arouses the public employees' interest.

The new law makes several improvements, including the freeing of sick pay from taxation, and also maintenance if the employee has to live or eat on the employer's premises for the employer's convenience. The new law about maintenance appears clear, and even states that there is to be no tax even if a government employer declares maintenance to be income for its own budget purposes. The sick pay provision will need clarification. The maintenance section takes into account the ramifications; the other does not.

### What Employer Must Do

Under the new law regarding sick pay, it will be necessary for the employer to state on the W-2 withholding form the total amount

separately the part of that amount which is reported as sick pay and on which there was no withholding. To that extent, some leeway seems to be left to the employer, in that he has to report the sick pay amount before it can be freed from taxation. However, the employer does not know the facts; he obtains them from the employee, who has to give the employer a statement of the reasons for identifying sick pay, in writing, either on a form which will be provided, or in a memorandum or letter.

One question is whether the employer has any actual discretion. The law provides that the first seven days do not count, unless the employee was hospitalized for one day, although the hospitalization need not have occurred during the first seven days, and the limit to exclusion from taxation is \$100 pay a week. For disability cases, arising from injuries suffered on the job, no hospitalization is required. The amount excluded could be

## Senior Clerks Consider Salary Appeal

SYRACUSE, Dec. 20 — A group of State senior clerks in the Syracuse area met to consider the advisability of filing a salary appeal for upward reallocation of this position in the new State salary plan.

It was agreed that a general salary appeal for senior clerks would be developed. Ethel Chapman was named chairman. The assistance of Civil Service Em-

has been enlisted; and other senior clerks are requested to write Henry Galpin, salary research analyst on the CSEA headquarters staff.

### Legion Post to Meet

The NYC Department of Health Post of the American Legion will hold an open meeting on Tuesday December 21, 1954 at 7 P.M. in

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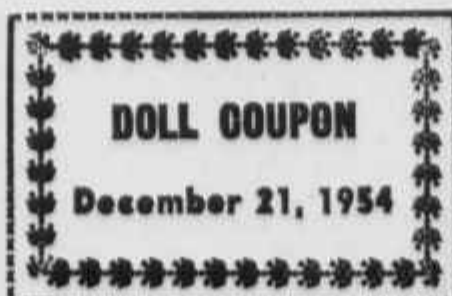


Alice is the latest in beautiful dolls, with rooted hair you can comb and set. She's a big doll too — 19 inches in her stocking-footed feet, almost two feet tall if you count the brim of her pretty picture hat. Her head is made of lifelike vinyl plastic, with cute blue eyes that close when she's asleep. And she cries "Mama" when you squeeze her. She's wearing a stunning faille dress trimmed with lace, and knit panties. Perfectly molded of latex, she can take a bath any time her little mommie wants her to. And there are two curlers to help set her hair.

Anne is a pert little baby you'll love to cuddle. Dressed in a wooly snow suit, she's just big enough to wear Size 1 regular clothes. All of 24 inches tall, with adorable lifelike vinyl plastic head, she has eyes that open and close, cries "mama" when you spank her. Of course, Anne is made of latex throughout so that you can bathe her again and again, dress her and undress her just like a real baby. Anne is looking for a little girl to love her and give her a home.

### How To Order Your Doll

To get Alice or Anne immediately, send \$4.43 plus 22c for mailing and handling charges. (In N.Y.C. please add 12c for city sales tax! If you prefer, you may visit The Leader office after November 1 and carry off the doll of your choice.



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**Comparable dolls have been advertised in New York City Papers as \$12.95 value.**

# Medical Photographers And Illustrators Needed

The Veterans Administration needs scientific illustrators (medical) and medical photographers, \$3,410 to \$4,205 a year to start, for jobs with medical installations throughout the country and in Puerto Rico. Apply until further notice to the Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C. The exam is No. 439 (B). Candidates for \$3,410 jobs as scientific illustrator must have

three years' experience; for \$4,200 jobs, four years' experience; for \$5,060 jobs, five years' experience. Applicants must submit a sample of their medical art illustration work. Study in a medical art school may be submitted for up to three years' experience. Medical photographers must have one and one half years' experience, for \$3,410 jobs. Additional experience is required for higher paying positions.

## Registration For NYC Courses

A series of 12-week courses in business English and general office practices, NYC government, speed stenography, fundamentals of supervision, and accounting, is being offered free to City employees by the Board of Education. The in-service training sessions will be held at NYC evening trade schools one evening a week. The NYC Civil Service Commission, the City departments, and the Board of Education are cooperating in the study program.

Registration will be held January 2 to 6 from 8:30 to 8:30 P.M. at the school where the class will meet.

"Classes are set up specifically for City employees," said Joseph Schechter, NYC Personnel Director, adding that "only those who present a letter of introduction from their department will be registered."

Courses scheduled thus far include:

Business English and General Office Practices — Charles Evans Hughes Evening High School, 351 West 18th Street, Manhattan, on Monday, Tuesday, Wednesday and Thursday evenings; Sara J. Hale Vocational High School, 345 Dean Street, Brooklyn, on Mondays and Wednesdays.

NYC Government—Hughes, on Mondays, Tuesdays, Wednesdays and Thursdays; Hale, on Mondays and Wednesdays.

Speed Stenography — Central Commercial Evening High School, 214 East 42nd Street, Manhattan, Mondays, Tuesdays, Wednesdays and Thursdays; Hale, on Mondays.

Fundamentals of Supervision (open to employees in titles paying \$4,211 and over to start) — Hughes, Mondays, Tuesday, Wednesday and Thursday; Hale, Tuesdays and Wednesdays.

Accounting — Hughes, Mondays, Wednesday and Thursday; Hale, Tuesdays and Wednesdays.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

### LEGAL NOTICE

NYSTROM, GUSTAF RICHARD, also known as RICHARD NYSTROM and GUSTAF RICHARD NYSTROM — CITATION — P 2304, 1954 — The People of the State of New York, By the Grace of God Free and Independent, To EDVARD VIKTOR KORTMAN, BELGA MARIA MERISALO, VERA EMILIA ANDERSSON RANGBILD, MATILDA MELANIER, GUNDEL SROIT, RICHARD EDVIN KORTMAN, ERNST VERNER KORTMAN, VOLMAR EDVARD NYSTROM, NILS EDVARD NYSTROM, JOHN WILLIAM NYSTROM, ALLAN TOIVONEN, ANNA LISA ABENO, ARTUR EDVIN NYSTROM, designated in Will as ARTHUR NYSTROM, OLGA VILHELMINA NYSTROM, designated in Will as OGLA NYSTROM, the next of kin and heirs at law of Gustaf Richard Nystrom, also known as Richard Nystrom and Gustaf Richard Nystrom, deceased, send greeting:

Whereas, HILMA PALMU, who resides at 249 East 126th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have of certain instrument in writing bearing date August 31, 1950, relating to both real and personal property, duly proved as the last will and testament of Gustaf Richard Nystrom, a/k/a Richard Nystrom and Gustaf Richard Nystrom, deceased, who was at the time of his death president of 29 East 124th Street, the County of New York,

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 14th day of January, one thousand nine hundred and fifty-five, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler (L. S.) Surrogate of our said County of New York, at said county, the 1st day of December in the year of our Lord one thousand nine hundred and fifty-four. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.



Dorothy Reed, director of the training school at Rochester State Hospital, was honored at a retirement party which was held in Van de Mark Hall. Gifts were presented by Dr. Christopher Terrence, director, from employees and students. From left to right, Dr. Benjamin Pollack, assistant director; Martha Finnegan, supervising nurse; Miss Reed, Dr. Terrence, and John McDonald, supervising nurse.



Seated at the dais at the Christmas dinner of the Department of State, in Albany's DeWitt Clinton Hotel on December 14, are, from left, Walter G. Going, Deputy Secretary of State; Thomas J. Curran, Secretary of State; Joseph F. Reilly, toastmaster; Ruth M. Miner, executive deputy of the department; Sidney B. Gordon, Deputy Secretary of State; and Alfonso Istorico, president of the Department of State chapter, Civil Service Employees Association. More than 200 persons attended the gala event.

## Housing Jobs For Inspectors And Examiners

Examiner and inspector jobs in Newark, N. J., will be filled by the Federal Housing Administration from an exam open until further notice. The titles are appraiser, construction examiner, construction inspector and loan examiner (realty). Starting pay ranges from \$4,205 a year to \$5,060.

Applicants must have had at least four years' appropriate ex-

perience for the \$4,205 grade, and five years for the other. Study completed in a resident school or institution above the high school level may be substituted under certain circumstances on the basis of one year of education for nine months' experience. For the positions of appraiser and construction inspector, frequent use of a privately owned automobile will

be required. Applicants must have reached their 18th birthday. There is no maximum age limit except for construction inspector, 62 years, and the limit does not apply to persons entitled to veteran preference.

Apply to the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

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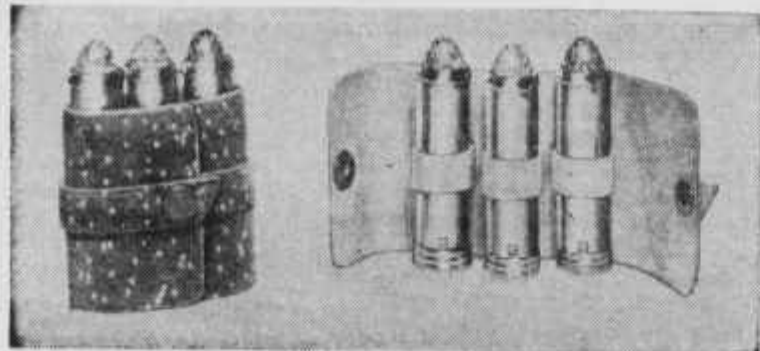
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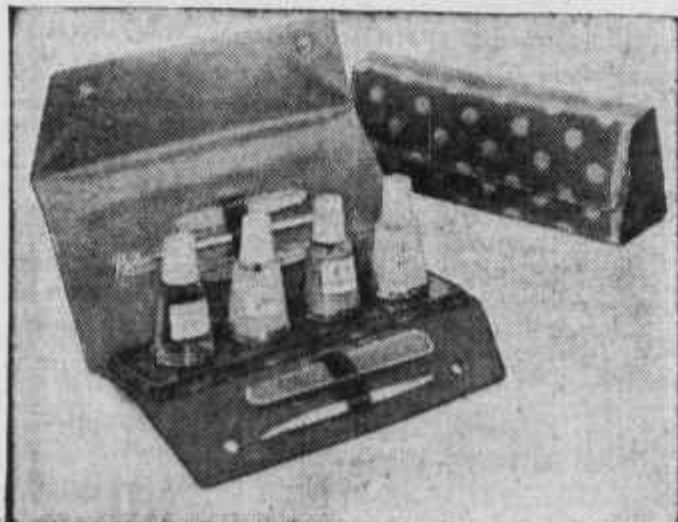
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friction and plain bearings; ordnance; aeronautical equipment and materials; automotive; nautical equipment.

Apply to Second Region U.S. Civil Service Commission, 641 Washington Street, New York 14, N.Y., in person, by representative, or by mail, or to Board of Civil Service Examiners, U.S. Naval Activities, Brooklyn, N.Y.

# Looking Inside

(Continued from Page 4)

Federal employees are trying to have the raise bill made retroactive to July 1 last because of the failure to grant a raise in 1954. President Eisenhower vetoed the raise passed by the 83rd Congress. That bill provided for raises higher than those the White House then proposed, but no higher than what it is willing to concede now.

### A Word for the 'Little Fellow'

The reason President Eisenhower gave for the veto was that the bill did not provide for reclassification. The administration had a 3 1/2 per cent raise in mind at the time, so was in favor of a raise, though a puny one. The main reason for the veto may have been the amount, rather than the absence of a requirement for classification. This appears to be true because the administration's proposal was for an increase averaging only \$140 a year, and with no raise at all for those in the lowest grade. Postal employees were to get \$100 a year, but with no raise for 100,000 of them. A reclassification was to go with the raise for each group.

Leaving out the "little fellow" is bad politics and worse economics. Denial of a raise to the lowest-paid, on the ground their cumulative raises were greater percentagewise than those of the others, is no solution. The device fails to recognize the need to raise economic sights for the lowest-paid in the interests of their standard of living, as well as raising their pay. The opportunity to become self-supporting early, and to be able to get married and rear children, without running into debt, has become a growing policy in treatment of employees, for their welfare and to strengthen the national economy.

The call for a reclassification is based on the effect of percentage raises, which reduce the salary spreads between grades. Many supervisors are finally being paid little more than those they supervise. Equal pay for equal work is often a legislative fiat; often ignored is the corollary meaning, of proportionately unequal pay for unequal work. Employees in the upper brackets did not get nearly commensurate increases. Such employees are entitled to justice, too, even though they can not shout with the magnitude of the multitude.

### Classification a Never-Ending Process

Employees need not quarrel with reclassification. No sooner is classification "completed" than need arises for a reclassification. A continuous process is indicated. Such a process New York State has, NYC is instituting, and the Federal government should install.

One valid objection employees may have to a reclassification is that it may be used as an excuse for denying a raise. The employees' battle cry should be, "Raise Now, Reclassification Later!" Of course, a reclassification could start at once; there is no danger of it being competed in a hurry. It should be conducted by persons familiar with government and its personnel. It is unwise to bring in expert management engineers who serve private industry so well. Their recommendations about government jobs usually indicate an uninformed approach and too often turn out to be what the doctor ordered. In this case the doctor is the employer. Employee participation, even if only on a conference basis, should be assured in any reclassification. This slows down the result, sometimes, but always improves it. The totalitarian states are the ones always in a hurry. We democracies have learned to wait for our rewards.

## Social Security as Civil Service News

WITH 200,000 OR MORE public employees of New York State and its communities covered by Social Security, changes in the law become civil service news. On January 1 important changes occur.

About 6,000 employees now receiving Social Security pensions will forfeit some, if not all, checks received in 1954 because they earned \$1,200. All recipients of benefits will have to report their income on a Social Security form now being sent to them. All income from job or services is counted against the \$1,200, including income from non-covered employment, even income from the private practice of one's profession, though the private practice is not even covered by Social Security, e.g., of physicians, dentists, lawyers, psychiatrists, psychologists, phrenologists, optometrists, osteopaths, and the like.

If during the calendar year the income from job or profession exceeds \$1,200, the suspension is for one month for every \$80 in excess of \$1,200. Thus, divide the annual excess by 80 to find the number of suspension months. So, \$1,360 imposes a two-month suspension, \$2,160 a 12-month suspension. For the next calendar year, the situation starts all over again from scratch.

### A Help for the Handicapped

Not counted as income, chargeable against the \$1,200, are other pensions, dividends, interest or gambling winnings, all because not derived from work, but employment, whether self- or otherwise, is included.

Those who are fully insured may stop working for as long as five years and, when reaching 65, retire at the same benefits as if they had worked during any part or all of the five years. This law is already in effect. But the inclusion of more domestics, and self-employed architects, engineers, accountants, funeral directors and farm operators, is new.

Effective July 1, 1955, five years of no or low income may be disregarded, to increase future pensions to the disabled or handicapped, although application may be made after January 1, 1955.

The minimum primary benefit (one member's pension) rises from present \$98.50 (\$1,080 a year) to \$108.50 (\$1,300). Other benefits increase about proportionately. The employee's rate of 2 per cent continues, but will apply to up to \$4,200 of income, instead of \$3,600 (\$84 a year instead of \$72).

The increase of the minimum pension, to \$90 a month, is now in effect.

### Post Filled in Boston

WASHINGTON, Dec. 20 — Philip Young, Chairman of the U.S. Civil Service Commission, has named John A. Ronhovde, of the Commission's Washington office, as

### Clerk Wins \$15 for Idea

Jos. Q. Livingston, clerk in the First Army Finance and Accounting Office, Governors Island, won \$15 for suggesting an obstruction

## Calendar of Prayers for Each Day

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# Tax-Free Sick-Leave Pay

(Continued from Page 6)

large. If pay is \$100 a week, it would average about \$25 net saving per week; for long periods, the amount could run into the hundreds of dollars, even for pay considerably less than \$100 a week.

**Leave Policy Is Plan Enough**  
A factor of importance to public employees particularly is that the sick pay must be granted under some plan. As the law formerly stood, it was necessary that the plan be a separate one, in the nature of a company sick fund, Blue Cross, Health Insurance Fund, or the like, whether funded or not, self-insured or not. Under the new law, which liberalizes the old one, no separate plan is required. A policy of the employer to pay his employees when they are absent from their work because of illness appears to suffice. Acceptance of this interpretation in the forthcoming regulations would prove reassuring.

In Federal, State and local jurisdictions the sick leave provisions are standardized, constitute a regulation, are formal enough interpreted liberally because it effectuates liberalization.

A question that will certainly arise, and one which the regulations should cover, is the effect on tax-freeing if one is ill when on his vacation. In some public jurisdictions the sick employee is allowed to use up his sick leave, and, if he is still away because of illness, the employer begins to toll the employee's vacation time. At the expiration of the allowable vacation period, the employer may continue the employee on still further sick leave, though this is an act of indulgence, an employee can not count on it, and it is not general practice.

### Vacation Paradox

During a vacation period included in the period of illness, the employer might consider it his duty to report the pay as having been given because of vacation, and

ignore the illness, but this does not seem to be consistent with the spirit of the new law, which is that money received while away from work because of illness is not to be taxed. The fact that the employee was technically considered to be on vacation, for the employer's budgetary or policy purposes, because vacation time was deducted from his annual leave or accumulated leave, or both, does not change him into a well man during the period of his illness. The fact the employee was so ill he could not work should suffice to excuse the pay from taxation. Nowhere in the new law is the employer made an arbiter of the applicability of tax-freeing. The benefit should accrue to the employee even during the period when he is technically on vacation. How real a vacation did he have, for instance, if he were confined to bed, too ill even to get up?

## Two Departments Ask Title Changes

The NYC Department of Health has recommended that titles of four departmental positions be changed, and the Sanitation Department has recommended two changes of title.

The Civil Service Commission is now considering the proposals.

In the Health Department, health publicity assistants would be designated as public health educator; health publicity assistants (illustrator) as public health educator (illustrator); senior health publicity assistants as senior public health educator, and senior health publicity assistant (illustrator) as senior public health education (illustrator).

Sanitation title of portable engineer (steam) would be used instead of captain (engineer), and portable engineer (any motive power except steam) instead of crane engineman (electric) and crane engineman (gas).

# Latest State Eligible Lists

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6. Smith, Betty, Albany ..... \$6400
7. Wordman, Alice, Albany ..... \$5200
8. Petrofska, Gertrude, Troy ..... \$4000
9. Tita, Loisann, Albany ..... \$4000
10. Whitton, Elton, Troy ..... \$3400
11. Callahan, Shirley, Albany ..... \$2800
12. Philippine, Eda, Albany ..... \$2800
13. Cuspek, Valentina, Altamont ..... \$2800
14. VanKandt, Mary, Albany ..... \$2800
15. Fitzgerald, Marion, Schuyl ..... \$2800
16. Walsh, Mary, Albany ..... \$2400
17. Rodriguez, Betsey, Albany ..... \$2400
18. Ewin, Alice, Albany ..... \$2400
19. Beebe, Ann, Silverside ..... \$2000
20. Kowansky, Martha, Cohoes ..... \$2000
21. McCrum, Margaret, Albany ..... \$2000
22. Warren, Sara, Albany ..... \$2000
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43. Jones, Esther, Bronx ..... \$2000
44. Swedick, Mary, Troy ..... \$2000
45. Huhn, Stella, Albany ..... \$2000
46. Strakes, Mary, Albany ..... \$2000
47. Leisinger, Marion, Schuyl ..... \$2000
48. Winkowski, James, Cohoes ..... \$2000
49. Krul, Christine, Albany ..... \$2000
50. Beckons, Lucille, Troy ..... \$2000
51. Ramey, Louise, NYC ..... \$2000
52. Egan, Virginia, Troy ..... \$2000
53. Foley, Veronica, Albany ..... \$2000
54. Spell, Lela, NYC ..... \$2000
55. Hinek, Martha, Binghamton ..... \$2000

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1. Shirkian, James, W Albany ..... \$4000
2. Marcus, Morris, Orangeburg ..... \$3670
3. Anthony, William, Ithaca ..... \$3040
4. Watson, Arthur, Bronx ..... \$2800
5. Abrams, Joseph, Bklyn ..... \$2780
6. Childs, Richard, Delmar ..... \$2190
7. White, David, Cambria Hgt ..... \$2020
8. Masher, Charles, Troy ..... \$2040
9. Potter, William, Albany ..... \$2000
10. Jander, Charles, Buffalo ..... \$2100
11. Lajer, Edward, W Coxsacke ..... \$2190
12. Ciccolotta, Edward, Albany ..... \$2190

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  4. Masher, Charles, Troy ..... \$2740
  5. Childs, Richard, Delmar ..... \$2740
  6. White, David, Cambria Hgt ..... \$2800
  7. Potter, William, Albany ..... \$2780
  8. Ciccolotta, Edward, Albany ..... \$2780
- SENIOR LABORATORY ANIMAL CARETAKER**
1. Bastian, Joseph, Albany ..... \$1000
- SENIOR MEDICAL TECHNICIAN**
1. Montalbino, V., Saratoc Lk ..... \$7500
  2. Budd, Vera, Ray Brook ..... \$5340
  3. Bates, Marianne, Buffalo ..... \$5070
  4. Candido, Alfred, Utica ..... \$5000
  5. Scuderi, Anne, Rome ..... \$3340
  6. Connelly, Alice, Oneonta ..... \$2750
  7. Leadley, May, Staten Isl ..... \$2170
- JUNIOR CIVIL ENGINEER (DESIGN)**
1. Schurman, W., Wappinger Fl ..... \$1000
  2. Reinhardt, Arthur, Troy ..... \$1000
  3. Roman, Alfred, Albany ..... \$9000
  4. Lipczynski, S., Rochester ..... \$9209
  5. Blakeney, Edgar, Woodhaven ..... \$9200
  6. Murray, Richard, Troy ..... \$74800

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### SENIOR MEDICAL TECHNICIAN (TUBERCULOSIS SERVICE), (Prom.), Department of Health.

1. Budd, Vera, Ray Brook ..... \$1670
  2. Burton, Marion, Gowanda ..... \$2030
  3. Connelly, Alice, Oneonta ..... \$2000
- SENIOR MEDICAL TECHNICIAN, (Prom.), Institutions, Department of Mental Hygiene.**
1. Blust, Helen, Utica ..... \$5080
  2. Leadley, May, Staten Isl ..... \$1450
- JUNIOR CIVIL ENGINEER (DESIGN), (Prom.), Department of Public Works.**
1. McAlpine, William, Rochester 101200
  2. Tylock, Robert, Rochester ..... \$6100
  3. Soto, Humberto, Bronx ..... \$2350
  4. Clark, Carl, Watervliet ..... \$2550
  5. Fleming, Edward, Albany ..... \$2450
  6. Crapo, Earl, Albany ..... \$2000
  7. Moyer, Robert, Watervliet ..... \$2200

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**ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE****TOWN AND COUNTY EMPLOYEE NEWS****Middletown State Hospital**

**THE** membership committee, under Mrs. Eleanor Swope, chairman, has representatives in each building. Consult your bulletin board for names. Pay your dues and get in line with those who fought for the salary raise last year and are continuing the fight for readjustment, the 40-hour week without loss of 48-hour pay, 25-year retirement and the other measures CSEA is promoting to bring about better working conditions and benefits.

The new building for disturbed patients, recently dedicated, is named Susan B. Tuckerman Hall, in honor of the years of conscientious and faithful service rendered by Mrs. Tuckerman on the Board of Visitors. Dr. Walter A. Schmitz, senior director, accepted the key from Dr. Richard V. Foster, representative of the Department of Mental Hygiene. Edmund C. Faulkner, president of the Board of Visitors, presided. The dedicatory address was made by Edwin C. Miner, president of Orange County Community College, following words of greeting by Assemblyman Wilson C. Van Duzer, Louis V. Mills, Mayor of Middletown, and Dr. Frederick T. Seward, president of Orange County Medical Society.

Welcome back on duty: Dick King, to the switchboard after several weeks at Horton Hospital for surgery; Mrs. Louise Raueher, O.T. aide, after a month's illness. William Hayes was operated on at Horton; Mrs. Ida Chappell, Social Service, is now recuperating at her home; and Wilbur Miller is recovering from pneumonia.

Among vacationers: Mr. and Mrs. Owen Fishbank, Mr. and Mrs. Richard Young, Jack Estevez, Lynn Thomas and Mrs. Katherine Duffy. Al Luther, Ed Scott, Al Ferguson, and Charlie Clark took a fling at the cod-fishing off Montauk point last week.

**Mrs. Davis Retires**  
Mrs. Jane Davis, supervisor of the 70 Building, East Group, is retiring after more than 30 years' service. Dr. Walter A. Schmitz, senior director, Dr. Solomon Kleiner, Dr. Benjamin Schantz, with Mr. Alexander Luther and Mrs. Katherine Gibbons, chief supervisors, and about 100 others paid tribute to Mrs. Davis at a dinner on December 7 at Circleville Inn. Gifts from employees and staff were presented, along with the hospital's sincere good wishes for her future.

Mrs. Janet Long has been appointed supervisor of the 70 Building to succeed Mrs. Davis. Now well established in their new positions are Mrs. Eleanor Swope, formerly supervisor of the infirmary and now supervising the 89 Building, and Helen Laroe, recently appointed supervisor of the infirmary.

The entire hospital extends deepest sympathy to Mrs. Barbara Murray and the family of Dick Murray, O.T. instructor, whose recent death deprived them of a valued friend and wonderful co-worker.

Bearidean Burke, senior therapist and head of the Occupational Therapy Department, has transferred to Buffalo State Hospital. She was presented with a gift from the department. Best wishes for good luck and success in her new job.

Infirmary employees and their guests saluted the season with their annual Christmas party held December 9 at Club 211.

Christmas may come and go while Agnes Henry of the Business Office is still in a daze. That deer she saw in the sights of her '35 Remington was no mirage and neither is that stack of venison in the freezer. Many of the male employees also tagged a deer, including George Kuhlman, Bruce Coger and Ray Swope.

**Wassaic State School**

**AN EMPLOYEES'** choral group and an employees' orchestra have been organized at Wassaic State School, under the sponsorship of Dr. George F. Ething, school director.

The choral group, formed last month to bring together music lovers among the employees and the people of the surrounding community, has grown, in six weeks, from 15 members to 42, and shows promise of further expansion. Meeting on December 7, the group elected the following officers: Raymond E. Kipp, president; J. Darwin Desmond, vice president; Mrs. Charles Angelo, secretary; Mrs. Joseph Schneider, treasurer; Ben Ackerman, librarian; and Ethel Crabtree, assistant librarian.

The group has worked up a repertoire of Christmas carols and has planned a carol sing and organ interlude for patients on December 28 at 7:30 P.M. Henry P. Cross, well-known organists, orchestral and choral leader, is conducting the group.

Anyone who has had choral or church choir experience and is interested in singing is not only invited, but urged, to join this fine organization.

**Employment, Albany**

**OUT-OF-STATE** Resident Office: New faces. Grace Merz, typist, and Dorothy Eldridge, clerk. Bob Larkin, claims clerk, has been elected the dubious position of chief procurement officer in charge of obtaining coffee at the 10 o'clock break. Friday was his first day on the job and he performed his duties to the satisfaction of the members of the coffee club with one small hitch. After obtaining coffee for all the members, he discovered he forgot to get his own cup. The club members extend their alleged sympathy.

**Westfield State Farm**

**DEPARTMENT** of Correction service award emblems were presented to the following employees by Henrietta Addison, superintendent of Westfield State Farm, on December 8:

**35-Year Award:** William J. Bonar.

**30-Year Award:** Frederick Blaue, Ida M. Constable, Francis Kniffin, Margaret Lynch and Thomas Towey.

**25-Year Award:** James Gillen, Mary P. O'Connor, Edward O'Brien and Alfred Ryerson.

**20-Year Award:** Alice Bertrand, James Bonar, Owen Boylan, Bernice Ryfield, Angelo Cavalari, Walter Dings, Lillian V. Fish, Maud Grimes, Ford Hall, Sophie King, Robert Lobbin, Evelyn Montgomery, Florence Peller, Charlotte Payne, Dr. Robert Rusher, Eva Smith, Clyde Vallen and Frances Wallace.

**Conservation, Albany**

**MARGARET DEVENY** presided at the December 2 dinner meeting of the Conservation Department Capital District chapter held in the auditorium of the Civil Service Center, Albany.

A full complement of officers and about 40 members were present. The business meeting was characterized by a prompt beginning and an inclusive but brief agenda in line with Margaret's ambition to make her meetings attractive. The report of the delegates to the 44th annual meeting was presented. The same delegates also reported on the Capital District Conference which was held in the Civil Service Center on November 16.

Dinner, dancing and a social followed the business meeting. Attendance should pick up with meetings like this.

**New York City**

**NEW YORK CITY** chapter, CSEA, welcomes the following new members: Maude G. Crawford, Mary E. Mooney, Flora Shemo, Annie Walker and Florine Watson.

Sorry to learn that Al Grey, Bureau of Motor Vehicles, Special Investigations Bureau, spent a few days in the hospital. Here's hoping for a speedy recovery. Al; boola, boola.

Walter H. Price, BMV Application Examining Unit, one of the veterans in the Bureau, is retiring after 32 years' service. All join in wishing Walter a long and healthy life.

The Insurance Department welcomes back Joseph P. Lawler after a long illness. On December 20 the department held one of its most successful Christmas parties.

Many chapter members may not know it, but the chapter maintains an office in Room 905, at 80 Centre Street, Manhattan, open from 10 A.M. to 3 P.M. If you can't contact your delegate, please send your dues to the chapter office. Also, notify the chapter office anytime your address changes.

"It's Beginning to Look a Lot Like Christmas," what with the usual time off for shopping, preparations being made for the different office parties, office int'lors being gaily decorated, etc. The inner courtyard windows of the State Office Building are a spectacle to behold. Christmas figures are being displayed in beautiful color arrangements with a professional touch.

The NYC chapter extends its heartiest Yuletide Greetings to all its members, their families, and to all its friends.

**Rockland State**

**AN INTERESTING** talk by Frank Casey, CSEA field representative, made the November meeting of Rockland State Hospital chapter an outstanding one. Mr. Casey discussed the manner in which the pension rate is determined in the State Retirement System and described the various options available to its members.

**Christmas Baskets**

The chapter again decided to send Christmas baskets to employees confined to the infirmary during the holiday season. Margaret Merritt, chairman of the sick and welfare committee, is in charge of the project. She reported that during the month 40 "get well" cards had been sent to employees. In the future the committee will also send cards noting marriages, births and other occasions.

Since the Southern Conference recently passed a resolution that chapters with more than 500 members will be assessed a flat rate of \$50 for joining, and chapters under 500 will be charged ten cents a member, the members voted to rejoin the organization.

**Marier, Bollman Named**

A letter was read from Fred Krumman, MHEA president, stated that Henry Marier, RSH chapter president, has been appointed chairman of the MHEA membership committee, and that Emil M. R. Bollman, past chapter president, has been appointed general chairman of all MHEA committees. Mr. Bollman has also received an appointment from John Powers, CSEA president, to serve as chairman of the State grievance committee.

Other business was the reading by Mary Bianchini of the salary appeal being presented by the practical nurses, and the decision to contribute money to the Girl Scout fund-raising campaign.

Membership in the chapter at the time of the meeting was 724; membership in the MHEA stood at 445.

In appreciation of the excellent job it has done, the chapter's membership committee was honored with a buffet supper at Home 29 the night of November 20. Among those attending was Dr. Alfred M. Stanley, hospital director. As part of the evening's entertainment, the guests witnessed a musical comedy on color television.

**Metropolitan Public Service**

**THE METROPOLITAN** Public Service chapter, CSEA, is holding a Christmas party for all department employees in the NYC offices of the Commission, on December 23.

There will be plenty of food and refreshments, all for \$1.50 a person. A gala time is expected, with the majority of the employees turning out for the festive affair.

Invited guests are: Commission Chairman Benjamin F. Feinberg, Commissioners Spencer B. Eddy, Glen R. Bedenkapp, Francis T. Mylott and Paul E. Lockwood.

Edith Fruchthendler is chairman of the social committee, which consists of Mrs. Frances Mork, Lillian Montag, Mrs. Mildred Schmidt, Mrs. Bertie Alexander, Mrs. Frances Turner, Dorothy Stotz, Sadie Hirsch, Mrs. Ida Blumenfeld, Sally Bloom, Mrs. Fannie Nelson, Mrs. Grace O'Brien, Mrs. Edith Sperling, Richard Powers, Nathan Elgot and Oscar Spieler.

Manny Lieberman, John Antilla, Louis Pecora, Frank Clonen, Dorothy Stotz and Harold Briggs compromise the committee on arrangements.

**Newark State School**

**THE ANNUAL** Court of Honor, held at the Newark State School on December 2 for Cub Pack 147, Scout Troop 147 and Explorer's Post 147, was one of the most colorful ever held. The program opened with a word of welcome by Dr. Isaac Wolfson, director of the school. A beautiful Indian war

bonnet was presented to Gordon MacLaren, scout leader, from members of the troop and post. The program was conducted by the Dan-nongwah Dance Team, made up from members of the Amock Lodge, Order of the Arrow, Genesee Council. Indian costumes, made by the scouts, furnished a colorful background for the authentic Indian dances performed. Merit badges were presented to many boys of the school scout troop and awards were presented to the following employees: Gordon MacLaren, Clayton Green Jr. and Harold Young, leaders in

# How Counties Give Time-Off For Holidays

Employees of many counties in New York State — but not all — will enjoy time off on December 24 and December 31, the Fridays preceding Christmas and New Year's. Some had previously been announced for State and Federal employees, and for many NYC workers. The LEADER has made a survey of the local time-off situation. Here are the results:

**Cattaraugus:** The Board of Supervisors declared the two days as holidays, "at the discretion of the department head and in accordance with law." This means that department heads are making their own decisions as to time-off. Cayuga County employees will have a half holiday on December 24th and a half holiday on the 31st.

**Erie County** workers will be given a full day off on either of the two dates, in accordance with a Board of Supervisors resolution.

**Essex:** Most employees of Essex will receive a full day off on the 24th and a half day on New Year's Eve. Welfare Department personnel in that county, however, will maintain usual work schedules.

**Herkimer:** Skeleton staffs will see to essential business in Herkimer County. The offices are not closing officially on the 24th and 31st, but apparently most employees will be off.

**Around the State**

**Nassau:** Time off employees will be granted at the discretion of department heads. Meadowbrook personnel have already been notified they will have a full day off the 24th, half a day the 31st.

**Onondaga:** The Board of Supervisors has authorized department heads to grant a full day off December 24 and half a day off December 31, "where not prohibited by law or services that must be maintained." In such instances, other time off periods may be arranged.

**Syracuse:** Mayor Donald H. Mead of Syracuse, in an executive order to all department heads, said: "If you and your employees are anything like me, you will need the day before Christmas to complete your Christmas shopping."

"I therefore encourage you to look favorably upon the suggestion that your employees be given the day off on Friday, December 24, with the provision, of course,

the scout program at the school. About 230 patients and guests attended.

Hazel Thomas and Marion Shaffner visited friends in the states of Delaware, Maryland and Pennsylvania recently. Vera Shaffner just returned after vacationing with friends in Clearfield.

Sympathy to Audrey Harding on the loss of her father. Also to Frances Green, whose grandmother passed away.

Dr. Dupha Reeves, consulting surgeon, is ill at his home, 205 Scott Street.

Employees on BH 3 are very happy to have Harry Douglas Sr. back after a month's illness. Mrs. Colonna is recuperating at home after a recent operation.

Mr. and Mrs. James Severson, Dominic Vigiariolo, Evelyn Armstrong and Mr. Covey are on vacation.

William Swart is ill in the sick bay.

Welcome to the following new employees: Andrew Anton, James Quinn and Charles Sherman.

Emma Sebring, food service, is ill at her home in Phelps, N. Y.

West Dorm 4 employees held a party at Caruso's on December 13. West Dorm 1 employees enjoyed a venison dinner at the home of William E. Pierson.

Edward Goodell is driving a new car.

Robert Dix is leaving to become a patrolman at Willard State Hospital.

Dr. Kaminski is spending her vacation in Syracuse. Robert E. Leroy is hunting in Pennsylvania. Mr. and Mrs. Clifford Stover, Harry Douglas and William Roeland are on vacation. Winnetta Jensen is also on vacation.

Congratulations to Ken Holley, B.H.I. staff attendant, on his marriage Thanksgiving Eve to Emma Lou White of Clyde, N. Y.

The CSEA chapter dinner was held at the American Legion Home December 18.

that all essential services be maintained.

"May I likewise suggest that your employees be released at noon on Friday, December 31."

Most departments have taken up the suggestions.

**Schenectady County.** Work "as usual" is the picture for Schenectady workers.

**Tompkins County** Board of Supervisors has left holiday time off to the discretion of department heads.

**Ithaca:** The City of Ithaca is expected to approve time off, as has already been granted for school employees.

**Westchester County** Executive James D. Hopkins has authorized the two afternoons off on December 24 and December 31. Employees who are required to perform necessary duties on those afternoons will get compensatory time off.

No word had been received, at LEADER press time, on the time off situation in other counties.

The LEADER'S inquiries on holiday plans, sent to all counties, cited the State's example of granting a full day off December 24 and half a day December 31. The letters, correspondents said, helped to bolster employee efforts to gain the holidays. Publicity on what other counties were doing was seen as an incentive to recalcitrant localities to follow suit.

Governor Dewey had previously authorized a full day off on the 24th, half a day on the 31st, except where essential services must be maintained. These workers would be granted compensatory time off.

On the Federal level, President Eisenhower gave his approval to a full day off on December 24, and a half day off on December 31.

**Tompkins**

**PRESIDENT** Allan Marshall of Tompkins chapter, CSEA, extends to all chapter officers and members and friends, best wishes for a Merry Christmas and a prosperous year in 1955.

Board of Education members express their sympathy to John Niland, and hope for a speedy return of his daughter, at Tompkins Memorial Hospital.

Tompkins folk also express their thanks to the highway and street maintenance people for the excellent job they are doing these wintry days.

**Onondaga**

**MEMBERS** of the Onondaga chapter, CSEA, enjoyed a delightful Christmas Party December 7 at Kirk Park Club House. Thanks and appreciation to the entertainment and refreshment committees for the fine program and delicious refreshments.

Ruth Stephens of the Health Department was in an automobile accident. Hope that it wasn't too serious. Charles Harwood, Pioneer Homes is a patient at Veterans Hospital. Gertrude Grant of the Public Library is patient at the Memorial Hospital.

The patients are wished a speedy recovery.

Congratulations to Torre Schott of the Syracuse Public Library who was the donor of the 32nd pint of blood to the Red Cross last week.

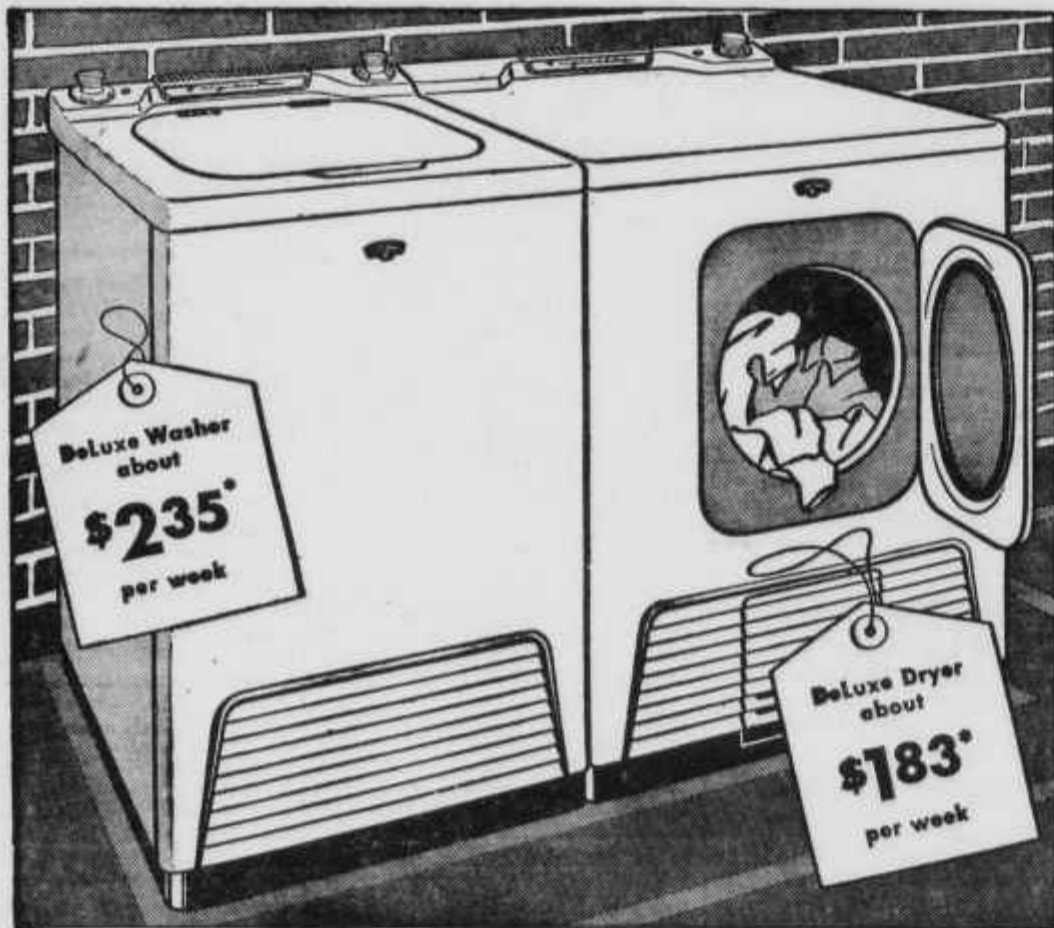
**Genesee — Orleans**

**THREE** Genesee County employees were feted recently on the occasion of their retirement from the Department of Public Works. A roast beef dinner was served at the Statler Hotel, Darien, in honor of Ed Wolschlager, Joe Figlo, and Mariano Maille. Mr. Wolschlager retires after 31 years service as patrolman and laborer; Mr. Figlo after 28 years as a laborer; and Mariano Maille after five years as a laborer. Each was presented with a gift in the name of their fellow employees.

Officers recently elected are: Michael Mondo, Genesee County president; F. Chester Higgins, Orleans County, vice president; and George Wright, Orleans County, secretary.

Membership campaign results were recently announced to the effect that membership for the current year is already 50 percent more than that of last year with hopes of still increasing the number still higher.

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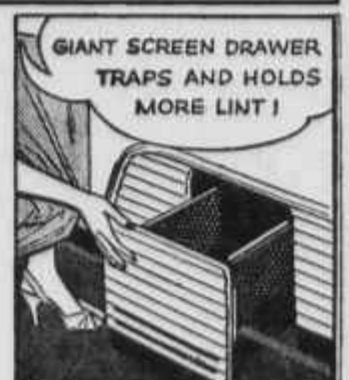
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# Employee Views Are Sought On Social Security

ALBANY, Dec. 20 — The State Pension Commission is sampling 10 percent of State employees, to determine their attitudes and opinions regarding possible coordination of Social Security with the State Employees Retirement System.

A questionnaire has been sent out. Employees are asked to give the facts about their pay, marital status, whether they have any children age 18 or under, what coverage they may now have under Social Security, and what their sentiments are regarding the possible effect of combining both benefits.

Some State employees who did not receive a questionnaire wondered why. The questionnaires were sent out on the basis of every payroll number that ended in the number seven, and the Bureau of Statistics, State Department of Labor, acted as central office, as the Pension Commission has no administrative staff. Although employees were asked to send their replies to the central office, many mailed them to the Pension Commission, which had to turn them over to the Labor Department so all replies would be kept together.

The replies are made anonymously, and all information is confidential. The Commission is seeking guidance. It does not intend to publish the result. Publicizing of those aspects of the proposed coordination with which any considerable number of employees prove to be unfamiliar is in sight. Lack of familiarity therefore is no deterrent to an employee replying.

All projects for coordination of Social Security with an existing public employee retirement system meet some opposition, much of it based on misconceptions. The Commission, of which H. Elliot Kaplan is counsel, is expected to recommend some proposal to the coming session of the State Legislature. If in favor of coordination, actuarial study would have to be made, and as well plans made that would be workable for all the different systems in the State government in which the employees want coordination.

The interest among State and local government employees, members of the State Retirement System, is high. Eagerness for full information on the subject, on which to base a solid opinion, is keen.

# Ex-Judge Wins Pension; Getting Licked in Election No 'Removal' or 'Forfeiture'

ALBANY, Dec. 20 — A suit was won by John H. Wells, former City Judge of Ogdensburg, before the Appellate Division, Third Department, after a stiff fight in which the State Employees Retirement System tried to prevent him from getting a pension, because he had refused to waive immunity in a Grand Jury inquiry.

Mr. Wells contributed to the Retirement System not only during the four years he held the judiciary post, but also previously as a member of the Board of Supervisors of St. Lawrence County. He had more than 20 years of service.

The State Comptroller found that Mr. Wells had "forfeited his office as City Judge" on December 3, 1951, and "become disqualified to hold any other office or public employment for a period of five years thereafter" for refusing to waive immunity against subsequent criminal prosecution.

The investigation in question concerned gambling, bribery, corruption, or maladministration of justice. The Grand Jury was investigating, among others, the petitioner, and his performance of his official duties.

### Two Laws Considered

A section of the State Constitution was before the Appellate Division for interpretation. A public officer who refuses to waive immunity, or to answer any relevant questions, before a Grand Jury "shall, by virtue of such refusal, be disqualified from holding any other public office or public employment, and shall be removed from office by the appropriate authority or shall forfeit his office at the suit of the Attorney General."

On December 31, 1951, the petitioner's term of office as Judge terminated. Appearing as his own attorney, and with John T. DeGraff as co-counsel, Mr. Wells contended he had never been removed from office.

The case arose under a provision of the Civil Service Law relating to retirement after at least 20 years and discontinuance of service. To qualify, membership in the System must have begun before April 8, 1943, service must be discontinued while he was a member, and though no fault or delinquency on his part, whereupon he may receive back his annuity contributions, with interest, or a retirement allowance, but in any case there must have been continuous service for the six months preceding retirement, without interruption.

### No Forfeiture, Court Holds

The Appellate Division sustained the contention of Messrs. Wells and DeGraff that Mr. Wells did not "forfeit" his office as City Judge, for his term ended, which

the court took pains to say was an act "without fault or delinquency on his part." Mr. Wells had been defeated for re-election. The court pointed out that the Constitution subjects a public official to removal from and forfeiture of office, and holds him ineligible to occupy any other public office for five years.

"The removal or forfeiture clause," the opinion states, "was added in 1949 to prevent a public officer, after resigning from office and while suit is pending by the Attorney General to remove him because of his refusal to waive immunity, from being immediately appointed to another public office."

"The ineligibility dates from the moment of his refusal," said Justice Howard A. Zeller, who wrote the opinion, "and he is debarred from holding any other public office or employment."

Refusal to sign a waiver is to be punished either by removal of the offender by proper authority, or forfeiture, in a suit by the Attorney General. This part of the Constitution was not changed in 1949.

### Neither Removal Nor Forfeiture

"The removal or forfeiture clause requires affirmative action by the appropriate authority, or by the Attorney General," said the opinion. "If this were not so, the public, before transacting business with, or appearing before, a public officer who had been called before a Grand Jury would need to determine whether he was called to testify concerning the conduct of his office or the performance of his official duties and whether he had refused to sign a waiver of immunity or had refused to answer relevant questions. Orderly government process requires that the determination of such matters be vested in appropriate authority, or in the courts at the suit of the Attorney General, as the Constitution provides."

"In this instance the petitioner was neither removed from his office of City Judge by the appropriate authority nor did he forfeit his office in at the suit of the Attorney General." (A suit instituted by the Attorney General at Trial Term of the State Supreme Court did not result in any judicial determination that Mr. Wells forfeit his office, but denied the Attorney General's plea for forfeiture.)

The court noted that the Constitution disqualification form refers to a position "other" than the one occupied; in this case no "other" position was at issue.

The court did agree with the Attorney General that "a public officer who has refused to sign a waiver of immunity against a subsequent criminal prosecution, when called before the Grand Jury con-

## EMPLOYEE NEWS

### Employment—NYC and Suburbs

**BLOOD BANK.** The Division is continuing the concentrated drive to increase its Blood Bank, in conjunction with the American Red Cross. Staff members benefit directly from the bank, when individual needs arise, but immediate support is needed to increase the Division's Blood Bank. Local Office representatives will shortly receive the necessary material and application forms for donations. Support by all of the Division's employees is sincerely urged. If further information is desired, contact Bernard Federgreen at DE 9-5002.

### Here and There

Birthday greetings are extended to Marion Milgore, Local Office representative of 730 . . . Looking sun-tanned and fit, John Klein of L.O. 115 has just returned from a Florida vacation . . . Congratulations to former employee Estelle Apter on the birth of a son . . . Staff is happy to welcome back Elsie Garten of L.O. 115 from a recent illness.

### Broadacres

**POSTSCRIPT** to the CSEA annual meeting in Albany. Gertrude White, Broadacres chapter president, and Ann LeVine, delegate, drove home leisurely, stopped to explore the Saratoga Mineral Springs and, just before reaching Broadacres, had coffee at a diner. "Nobody told us about 'Hazel' the hurricane," Gertrude says, "and we didn't realize we were in unusual weather. Ann's door sprang open, and as I got out of the car 'Hazel' stole my good white hat right off my head. The last I saw of it, it was heading in the general direction of Broadacres."

Don't know about the hat, but Gertrude and Ann returned safely.

### Marcy State Hospital

**MR AND MRS.** Louis Smithling just returned from a trip to California where they visited their son.

Congratulations to Mr. and Mrs. William Harp on the birth of a son December 19.

Congratulations to Henry Cuchairae who was promoted to laundry supervisor on November 1, and Ralph Quackenbush who was appointed to senior launderer.

Welcome to John Flore who was employed on December 1.

The laundry employees held a Christmas party for the patients on the 15th, and also their own party the same evening at the Marcy Tavern.

### Syracuse

#### Game Protectors

**AT A** recent meeting of the Syracuse Division Game Protectors, a chapter was formed in the Civil Service Employees Association, and the following officers were elected: Herman Mattison, Redfield, president; Harry Best, Cleveland, vice president; Paul H. Hoff, Clinton, secretary; Stanley Stefanik, Rome, treasurer; Paul Brown, Leonardville, delegate; and Floyd Fancett, Syracuse, alternate delegate.

### Kings Park

**THE WORKING** patients of the laundry enjoyed their annual Christmas party and dance on December 11. Decorations were in season. Music was furnished by the keeping with the spirit of the sea-hospital patient's orchestra. Arrangements were completed by laundry employees with the cooperation of the administration, business office, food service, recreation department, store house, greenhouse, transportation, and many others. Sincere thanks to all who assisted. Dr. Charles festivities with a brief inspiring address.

cerning his conduct in office, should not be permitted a discontinued service allowance.

"However," the opinion added, "the courts are not at liberty to rewrite the statutes."

The other members of the court were Presiding Justice Francis Bergan, and Associate Justices William H. Coon, Philip Halpern, and Daniel F. Imrie. statement of a material fact a compulsory ground for the Commission to rescind a certification, even if the misstatement was not made with fraudulent intent, but was only a mistake the applicant made.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

# PLANS PROGRESS FOR HUGE CENTRAL AREA CONFERENCE

MARCY, Dec. 20 — How can chapters be made to function better?

This will be a key part of the discussion during the morning session of all-day series of meetings being planned by the Central Conference, Civil Service Employees Association. The discussion will be on methods of improving chapter activities, and bring the chapters closer to all the employees. The discussion will be led by Raymond G. Castle, first vice-president of the Conference.

Both state and county employees will participate in the meetings, which will take place on Saturday, February 5. The Syracuse chapter will be host, and a County Workshop will be part of the activities.

County and State employees will hold separate meetings in the af-

ternoon, on problems of their distinct interests, and with speakers—as yet unannounced—contributing to the discussion.

In the evening, both groups will unite with the Syracuse chapter for dinner and entertainment.

Arrangements are under the supervision of Helen B. Musto, executive secretary, and Mr. Castle. Mike Vabela of Syracuse chapter is in charge of ticket sales. Ella E. Weikert, secretary, is forwarding invitations to distinguished guests. It is expected that the February meeting will exceed all previous attendance records. All chapters in the Conference area will be invited to attend, even those who are not now members; and they will be invited to participate in round-table discussions.

Charles D. Methe is Conference president.

# Albany Holiday Season Highlighted by Dewey Party; Agencies Plan Festive Time

ALBANY, Dec. 20 — The traditional holiday season on Capitol Hill is marked by a social event of considerable significance, a reception at the Executive Mansion, given by Mr. and Mrs. Thomas E. Dewey.

The party was a farewell get-together for members of the Dewey team.

Invited to attend were cabinet members, heads of commissions and other top level executives in the Dewey administration.

### Tribute to Brown

On the same day, State Law Department staffers, Supreme Court and Appellate Court justices and State officials paid tribute to the career service of the State's No. 2 ranking legal officer, Solicitor General Wendell P. Brown.

Mr. Brown, retiring on December 31 after 30 years of service, was guest of honor in Albany's Aurania Club. Mr. Brown's "retirement" will be short-lived, however, as he is slated to become a legal consultant to Senate Ma-

jority Leader Walter J. Mahoney.

### Other Parties

Other parties scheduled for the busy Albany social season were: Budget Division Party, December 16 at American Legion Post in Elsmere. Guests of honor are T. Norman Hurd, Director; Grant Daniels, administrative deputy; Paul Studenski, consultant, and Mrs. June Martin, research staffer. All are leaving the division after January 1.

Agriculture and Markets party, December 15, at the Ten Eyck Hotel.

Conservation party, December 29, Ten Eyck Hotel.

Commerce party, December 21, DeWitt Clinton Hotel.

Civil Service Department party, December 23, Knights of Columbus Hall.

### Lots of Farewells

Most of the departmental Christmas parties included farewells for Republican executives, who'll be resigning soon to make way for the incoming Democratic administration.

# Manhattan State Hospital Structures Will House 3200 Patients, Cost \$43,000,000

For some 13 months commuters crossing the Triborough Bridge on their way to and from Midtown Manhattan casually observed a steel framework slowly inching skyward over Ward's Island.

This structure, now a familiar part of the harbor skyline, is the skeleton of a new Manhattan State Hospital medical-surgical building which will rise 21 stories and cost an estimated \$10 million.

The structure will contain a medical laboratory, diagnostic clinics, a completely equipped surgery, full treatment facilities, an out patient clinic and a school of nursing.

Still in the planning stage, but scheduled for construction on this same site, are a 960-patient reception building and a building for 1,000 continued treatment and disturbed patients. All three of these buildings will be served by a centrally located kitchen through connecting underground corridors.

Other construction at Manhattan will include two chapels, an assembly hall, a laundry, main-

tenance shops, power plant, fire-house, garages, staff housing, an employees home and a nurses home. All the old immigration service buildings are now being demolished.

### 3,200 Patients

Total cost of the new institution will be \$43 million and its certified capacity will be 3,200 patients.



### Dr. R. R. Harlow Named Asst. Head At Rockland State

ORANGEBURG, Dec. 20 — Dr. Ralph Roland Harlow has been appointed assistant director of Rockland State Hospital, replacing Dr. Lawrence P. Roberts, who took over the duties of associate director on September 27. Dr. Harlow's appointment became effective December 1.

After graduating from Dalhousie University, Halifax, in 1929, Dr. Harlow went to Manhattan State Hospital, where he remained until coming to Rockland. His last til coming to Rockland State Hospital.

This book, written by a State employee who is psychiatrist at Pilgrim State Hospital, gives a new insight into the nature of Communism. The volume is the product of over 20 years of study, including many disciplines from cosmology to psychology. Copies cost \$3. They may be ordered directly from Dr. Frank J. Piro, Pilgrim State Hospital, Brentwood, L. I.