

Civil Service LEADER

America's Largest Weekly for Public Employees

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How The N.Y. State Salary Plan Works

F HENRY GALPIN
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Powers Re-elected CSEA Head; McGovern, Roosevelt Cite Civil Service Programs Of Republican and Democratic Parties

Annual Meeting Sets Standards For Coming Year

ALBANY, Oct. 18—The Civil Service Employees Association took the unprecedented step of getting, in advance of the general State-wide election, the views of the Republican and Democratic parties on matters affecting civil service. These views were presented by two of the major candidates—J. Raymond McGovern, GOP candidate for Lieutenant Governor, and Franklin D. Roosevelt, Jr., Democratic candidate for Attorney General.

'Hottest' Election

A second item of large interest at the 44th annual meeting of the Civil Service Employees Association was the re-election of John F. Powers as President. The campaign was the most hotly-fought in CSEA annals. Theodore Wenzl, Mr. Powers' opponent in the election, urged the healing of wounds and pledged his personal cooperation toward the further advancement of the Association.

Mrs. Herrick Speaks

The 500 delegates, representing more than 60,000 State and local employees, also heard Elinore Morehouse Herrick, personnel director of the New York Herald Tribune, deliver an address on labor relations in government. Mrs. Herrick strongly condemned the Condon-Wadlin act and urged its repeal. This is the law forbidding strikes of public employees. Mrs. Herrick said the law overreaches its mark and has accomplished no good.

52 Resolutions

The various units of the Association, and the delegates acting as a body, met in the DeWitt Clinton Hotel and in CSEA headquarters at 8 Elk Street, Albany. The delegates took action on 52 separate resolutions, setting up Association policy for the coming year. Resolutions covered a large variety of matters—salary, overtime pay, retirement, grievance machinery, fringe benefits, and protection of the merit system. Action was also taken to extend the term of office held by Association officers from one to two years. Further action will have to be taken on this at the February meeting of delegates before it becomes final.

Committees Are Active

Detailed committee reports were delivered to the delegates. This departure from previous practice was welcomed by the assemblage, which read most of the reports rather than listen to all of them. However, the reports of some committees were supplemented by statements of the committee chairmen. Two reports that caused much discussion was that by Charles Dubuar, chairman of the Pension and Insurance Committee; and Davis L. Shultes, chairman of the Salary Committee.

The delegates went on record as dissatisfied with the appropriation made by the 1954 Legislature for salary adjustments, and urged that an additional appropriation be made "sufficient to permit the maintenance of adequate and equitable salaries for State employees throughout the 1955-56 fiscal year."

The public relations committee urged extension of this function of the Association, pointing out that public relations is perhaps the major tool available for effectuating employee objectives.

Two-Day Convention

The events of the organization



Franklin D. Roosevelt, Jr., Democratic candidate for Attorney General, shakes hands with John F. Powers, re-elected President of the Civil Service Employees Association, during the 44th annual CSEA meeting. In the photograph also are Arnold Moses and Emil Impresa (right) of Brooklyn State Hospital. Mr. Roosevelt told the group that the Democratic Party favors time-and-a-half overtime pay, the 40-hour 5-day week, and complete overhaul of labor relations machinery for public employees.

began on the evening of Tuesday, October 12, and continued through Thursday evening, October 14. On the morning of October 13, departmental delegates met to discuss their separate problems. These were:

Mental Hygiene: John E. Grave-line presiding.

Health: Dr. William Siegal presiding.

Social Welfare: Charles H. Davis presiding.

Public Works: Charles J. Hall presiding.

Conservation: Noel F. McDonald presiding.

Armory: Clifford C. Asmuth presiding.

Labor: Joseph Redling presiding.

County Division: Vernon A. Tapper presiding.

'Socials'

During the twilight period of Tuesday and Wednesday, the five Conferences of the Association held their "socials," with the third floor of the DeWitt Clinton Hotel bubbling with laughter and cheer. In addition, the annual CSEA social cocktail, a "must" for as many dignitaries as are free at the time, was pronounced better than ever this year. It had been arranged, together with many other functions of the meeting, by the CSEA Social Committee, whose chairman is Virginia M. Leatham. There was dancing late into the night at CSEA headquarters and at the DeWitt.

Those presiding over and participating at general meetings were, in addition to Mr. Powers, the following: Joseph F. Feily, 1st vice-president; James V. Kavanaugh, who conducted the meeting for consideration of resolutions; Philip Kerker, toastmaster at the evening meeting on October 14; Mildred Meskil, reporting election results on behalf of the Board of Canvassers; Jesse B. McFarland, former CSEA president, who installed the officers.

Complete reports of committees and all other annual meeting activities appear in this and in next week's LEADER.



J. Raymond McGovern, State Comptroller and Republican candidate for Lieutenant Governor, appears before a statistical chart. Speaking before the Civil Service Employees Association, Mr. McGovern reviewed the accomplishments of his party in advancing the interests of public employees during the past 12 years. He warned against Democratic promises, urged the delegates at the annual CSEA meeting to look to performance instead. Mr. McGovern and Mr. Roosevelt presented their respective party points of view at two different sessions of the meeting.

Feily, Tapper, Fox Win; Quinn, O'Brien Defeated

ALBANY, Oct. 18—By nearly a two-to-one vote, John F. Powers was returned to the presidency of the Civil Service Employees Association. Two incumbent vice-presidents lost, John O'Brien and John P. Quinn, although in both cases the voting was close.

A total of 19,275 ballots were cast in this election, which was conceded to be the most bitterly-fought in Association history.

The New Officers

The full roster of new officers: President: John F. Powers, Freeport, L. I.

First Vice-President: Joseph F. Feily, Albany

Second Vice-President: Robert L. Soper, Wassail

Third Vice-President: William Connally, Hudson

Fourth Vice-President: Vernon A. Tapper, Syracuse

Fifth Vice-President: Mildred M. Lauder, Albany

Secretary: Charlotte Clapper, Albany

Treasurer: Harry G. Fox, Albany

The report of the canvassers on the tallies received by the winners and their opponents follows:

President

John F. Powers, 12,032; Theodore C. Wenzl, 6,498.

First Vice-President

Joseph Feily, 10,148; Raymond G. Castle, 7,972.

Second Vice-President

Robert L. Soper, 11,096; George Syrett, 6,945.

Third Vice-President

William Connally, 9,927; John O'Brien, 8,052.

Fourth Vice-President

Vernon A. Tapper, 9,373; John P. Quinn, 8,693.

Fifth Vice-President

Mildred Lauder, 12,009; Helen Musto, 5,834.

Secretary

Charlotte Clapper, 13,367; Grace Hillery, 4,656.

Treasurer

Harry G. Fox, 11,631; Joseph Byrnes, 6,595.

The following were elected as State departmental representatives on the Civil Service Employees Association Board of Directors:

Agriculture and Markets: William F. Kuehn

Audit and Control: William A. Sullivan

Banking: Frank C. Maher

Civil Service: Peter H. Hilton

Commerce: Mildred Meskil

Conservation: George H. Siemas

Correction: James L. Adams

Education: Hazel G. Abrams

Executive: Clifford G. Asmuth

Health: Dr. William Siegal

Insurance: Solomon Bendet

Labor: Joseph P. Redling

Law: Francis C. Maher

Mental Hygiene: John E. Grave-line

Public Service: Margaret A. Mahoney

Public Works: Charles J. Hall

Social Welfare: Charles H. Davis

State: Edward L. Gilchrist

Tax and Finance: Suzanne Long

Judiciary: William F. Sullivan

Legislative: William S. King.

GOODRICH HEADS COMMUNITY CHEST

ALBANY, Oct. 11 — Governor Dewey has designated Allen J. Goodrich, President of the State Tax Commission, as Chairman of the State Employees Division in the Albany Community Chest Campaign for 1954. The Governor urged the thousands of State government workers in Albany to support the Chest.

Democrats and Republicans Talk on Civil Service

Roosevelt: Overtime Pay, 40-Hour Week, 'Adequate' Wages, Grievance Plan

Below are excerpts from the address of Franklin D. Roosevelt, Jr., at the 44th annual meeting of the Civil Service Employees Association. Mr. Roosevelt spoke at Chancellor's Hall on Wednesday evening, October 13.

There is a major difference between the Democrats and the Republicans on civil service.

The Republicans are good with words — deceptive and double-meaning words that you can't figure out five minutes after you've heard them.

We Democrats say what we mean.

Accept CSEA Planks

I read in the Civil Service Leader the seven planks which this Association has urged on political parties. I think it only fair that I should tell you the Democratic position on those planks.

You've asked these things: First, enough funds to assure adequate and equitable pay to public employees.

Second, creation of modern labor relations machinery.

Third, strengthening of the retirement system.

Fourth, more positions placed in the competitive class, so that the politicians can't use the public service as a dumping ground for hacks and clubhouse loafers.

Fifth, unemployment insurance coverage for all public employees, local as well as State.

Sixth, comprehensive workmen's compensation if you get hurt on the job.

Seventh, expansion of educational opportunities for civil servants.

Well, that's your program. Know what I think? I think you've been moderate. You're acting with maturity and understanding. There isn't a single plank in your program that we Democrats cannot accept.

We'll work to get those planks enacted.

Now that's plain enough, isn't it? You've got it on the record — and that's where we Democrats want it.

Now let me get down to details.

Salary

Are you happy with the kind of pay raise you got this year — after getting no pay increases last year?

A new classification and pay plan went into effect on April 1. Governor Dewey withheld for six months sending along your pay raise. Then, just before election time, you get a lump sum check for the whole six months. That looks to me like a crude bid for votes. But I've been around the State, and I've talked to State workers. I know that some got raises of \$1.50 a week. Big deal! Some got \$7 a year. One employee showed me her pay check containing a six-months' pay raise—27 cents!

Will somebody tell me what kind of a plan it is that goes under the high-sounding name of "reclassification" and gives State employees peanuts? Maybe we should call it the peanut plan?

Just what did the Dewey administration mean by reclassification? Of course, the answer is, that the State administration didn't want a new system at all, and they backed into this one with reluctance.

The Democratic candidate for Governor, Averell Harriman, has said — and I repeat —

"We believe in the principle of equal pay for equal work, as written into the State constitution (under a Democratic governor, by the way). Sufficient money must be appropriated to assure adequate and equitable pay for all State employees."

There it is — on the line. What Republican candidate has put it that clearly? Not one.

Fringe Benefits

Now let me talk about fringe benefits. I know you're all interested in them.

These so-called benefits have been going to workers in private industry for many years, and are taken for granted as being part of the worker's compensation. That attitude is beginning to infiltrate into government too. We plan to institute a careful study of existing fringe benefits in private industry and in the Federal

government, and to apply that experience to the needs of State and local employees.

Certainly unemployment insurance ought to apply to employees of cities, counties, towns, villages and districts. State employees do have it now, but not on the same terms as do employees of private industry. Why discriminate against the public worker?

Some people call the 5-day 40-hour week a fringe benefit. I don't think so. It's a basic thing. The 40-hour 5-day week ought to cover public workers in all parts of the State. This will require study of the working arrangements of employees in State institutions, whose present 48-hour work-week is not the best of all possible arrangements.

Time-and-a-Half Pay

We must consider, too, the problem of higher pay differentials for night workers, and — most important — time and a half for overtime pay. Nobody yet has been able to explain to me why a public worker isn't supposed to earn time and a half for overtime, just like anybody else. In fact, the law makes time and a half pay a "must" for workers in private industry. The Democrats will make it a must for public workers, too.

The present plan of workmen's compensation must be restudied to see how it can be improved in its application to all public workers in the State.

Perhaps you've read the Democratic platform. I hope you have. Because one of the things it says about fringe benefits is this: We intend to explore the possibilities of a prepaid contributory health insurance plan for employees.

Labor Relations

Let me go to another subject — labor relations. This is a subject my Republicans adversaries run away from. In fact, they're so scared of it they don't even call it labor relations. They use a more high-class term — personnel relations. They don't negotiate with you — they hold conferences.

Now here's my view. If we want really good government, we must have really good labor relations. There must be proper channels for the settling of grievances, every outstanding issue between the State and its employees can be resolved satisfactorily, honestly, and decently. An employee must have the absolute assurance that any proper grievance of his will be handled without resort to political pressure; that he can bring his grievance before an established body without any fear of recrimination.

I know very well that a committee of the Civil Service Employees Association studied the phony personnel relations machinery set up under Governor Dewey — and found it no good. It just doesn't work. Employees are afraid to use it. It needs overhauling, top to bottom. In fact, it would be better to throw it out altogether and start all over again.

I favor collective bargaining in public service.

Condon-Wadlin Law

I've been asked, how about the Condon-Wadlin law? The Condon-Wadlin Act is one of the dirtiest deals ever imposed on public employees. It is a whiplash in the form of legislation. It is supposed to be an anti-strike law — but it is so worded that it can be used to kill the public employee's organizations. It has caused communities to resort to subterfuge. It has created unbearable burdens on cities and towns as well as on employees. It has given public workers the status of second-class citizens. Your organization and every other employee organization in the State fought that bill when it was before the Legislature. It should and must be repealed.

So now we've dealt with salary, fringe benefits, and labor relations. I'd like to mention one additional major subject in which you're interested — retirement.

I know how much retirement can cost government as well as employees. But I feel we've got to meet this problem head on. We plan to take a new look at retirement legislation. Only the beginning and end of the job has been reached in this area. We are going

Elinore Herrick Urges Repeal of Condon-Wadlin

ALBANY, Oct. 18—Mrs. Elinore Morehouse Herrick, personnel director of the New York Herald-Tribune, urges repeal of the Condon-Wadlin Act, and the establishment of proper grievance machinery for public employees in New York State.

Mrs. Herrick, guest speaker at the dinner meeting of the Civil Service Employees Association last Thursday evening, said the law is "terrible" unless another channel for the settlement of grievances is provided. That channel has not been established, and the law should therefore be abolished.

The anti-strike law has been honored more in the breach than in the observance, she pointed out. "Strikes do occur," she said, "but no one calls them strikes. They are stoppages or sit downs, or slowdowns, or all the employees suddenly take sick leave at the same time. This subterfuge is acknowledgment that Condon-Wadlin doesn't work; it should be thrown out altogether, and a fresh approach taken."

Employee Relations

Mrs. Herrick, a former staff member of the National Recovery Administration and former member of the National Labor Relations Board, contrasted the problems of employer-employee negotiations in public service and private industry. The difficulty in civil service negotiations, she pointed out, is that the employees can not deal directly with the people who are paying their salaries. They must depend on administrators, budget directors and legislators. But, she added where supervisors and department heads are cooperative — and where employees propose wise and workable remedies to their problems — much can be accomplished. She cited the example of successful grievance operations in the Tennessee Valley Authority, under its former personnel manager, later chairman, Gordon Clapp. The new labor relations program in NYC, established with the full cooperation and active support of Mayor Robert F. Wagner, demonstrates that it can be done for non-Federal public servants as well, she said.

Foresees Progress

As to the future, Mrs. Herrick foresaw progress in labor relations in government service comparable to gains achieved through employee organization efforts in private industry. She commended the CSEA for its pioneer work in the attainment of employee goals through a solid, constructive, continuing process of negotiation at the State and local level.

Mrs. Herrick was introduced by Philip Kerker, director of public relations for the CSEA, who was toastmaster for the evening. Joseph F. Felly, who was re-elected as Association 1st vice president, presided.

to call in public employee representatives, and we are going to study with an open mind all the proposals that they make — proposals for 25-year retirement, for vesting of pensions, for better survivorship arrangements; and, most important, how the benefits of social security can best be combined with the benefits already existing under present retirement plans, without impairing in any way the strength of present plans.

'Not Just Promises'

What I have been offering you tonight is not just promises, not just pledges, but understanding. Understanding is the last thing in the world you'll get from Republicans. We assure you that under the Democrats, civil service jobs will be performed with dignity; the merit system will be a method of recruiting and holding public employees on the basis of merit alone. We won't go over eligible lists to find if prospective appointees have voted "right". We hope to extend State-wide the opportunities for in-service training and education to public employees. The Civil Service Commission will really be reorganized.

McGovern: Performance, Not Promises Is GOP Record in Civil Service

Following are excerpts from an address by State Comptroller J. Raymond McGovern, Republican candidate for Lieutenant Governor, before delegates of the Civil Service Employees Association. The talk was given at a luncheon meeting held in the De Witt Clinton Hotel on Wednesday, October 13.

Promises and piecrust are easily broken. Our Tammany Democrats, Liberal-party endorsed, will never fool you good Civil Service workers with promises that really amount to political sleight of hand.

Yes, they'll promise you the sky while running on a ticket endorsed by the Liberal Party, which in its very campaign platform wants to increase taxes by more than \$65 million, most of this increase to come from the personal income tax that you pay. In other words, it boils down to a matter of Promises vs. Performance.

Record of Performance

You know we have a record of performance in your behalf that even the wildest promises cannot touch. And you know that we will continue to perform for your best interests.

Most of you are familiar with the giant strides forward made in behalf of the Civil Service employee.

Reclassification

The very latest accomplishment is the reclassification of salaries which resulted in increases totaling \$8,494,486.05 for the first six months of this year. This is a step in the right direction but I do not claim that it is complete. With every new, broad reclassification of this type there must, of necessity, be new adjustments. We will continue to keep pace with the requirements of the future as we have in the past. That you know, I am sure. Our record in the immediate past, our actual performance in your behalf, assures you of this.

Improvements Made

Some of the improvements in State Civil Service are:

An increase in minimum starting salaries from a ridiculous \$900-a-year in 1942 to \$2,320 in 1954. The average salary paid State employees in 1942 was less than \$1,800 and in 1954 was approximately \$3,900.

The 55-year retirement plan enables the worker to pay more into the retirement system and stop work at 55 if he wishes. If he continues to the mandatory retirement age of 70 it still provides a much better return on the service he rendered up to the age of 55.

The Comptroller is head of the

New York State Employees Retirement System, one of the largest and, I am happy to report, one of the soundest in the world. We are proud of the new social security program which provides for coverage to more than 80,000 State and local public employees who previously had no retirement protection. Incidentally, this included close to 1,500 Federal payroll employees in the State, such as keepers of armories, who had no Social Security but who have it now.

Integration

Integration of Social Security with public employee retirement systems in New York State is not now possible under existing law, but the Pension Commission appointed by Governor Dewey is studying the problem, looking toward integration with full protection for the constitutional safeguards of the retirement systems.

The Platform

Let me quote from the Civil Service plank in our platform: "We reorganized the Civil Service Commission, centering administrative responsibility in one person. The first thorough-going revision of the Civil Service Law in more than 40 years is nearing completion. The rights of State employees serving in the armed forces have been safeguarded. The problem of keeping our government service free of subversives and those of doubtful reliability has been dealt with effectively and fairly."

"We have instituted aggressive recruitment programs, completed a record number of examinations, and established training programs to develop future administrators."

These are some of the things we have done.

That's Performance, as distinguished from Promises.

Supplemental Pensions

One of the most important accomplishments of the past four years was the supplemental pension program for retired public employees, including teachers. It brought the pensions of these retired public servants up to a more adequate retirement benefit.

Recodification of the retirement system laws — reduction of interest rate on loans, life insurance of member-borrowers and extension of loan privilege to older members — increased borrowing power for members in military service — provision for payment of ordinary death benefits in form of annuity — these are just some, not all by any means of our actual accomplishments — performance as against whatever piecrust promises that may be held out to you as vote getting bait.

Health Dept. Backs Up Two Appeals

ALBANY, Oct. 18 — The action of the State Classification and Compensation Division in removing TB X-ray technicians, laboratory technicians and medical social workers from the groups entitled to hazardous pay was deplored by Dr. Robert E. Plunkett, Assistant Commissioner, State Health Department. He is in charge of TB control.

The Commissioner addressed delegates of State Health Department and Oneonta County delegates, meeting jointly, in connection with the annual session of the Civil Service Employees Association.

Commissioner Plunkett said the Health Department was backing up the employees' appeal for restoration of former recognition of the hazards. It will practically file an appeal of its own.

Downgrading Opposed

The downgrading of licensed practical nurses to attendants was also opposed by Dr. Plunkett. The Division ordered such downgrading. The Health Department is supporting the appeal of such employees for their former allocation.

The speaker said the TB Division is aware of all employee problems, and also of the fact some of them cut across other departments.

The new administration at Roswell Park Memorial Hospital has recognized the right of domestics and other maintenance employees to a day off a week, instead of two days off every 14 days. Mrs. Anna Aungst, delegate from the hospital chapter, reported on this gain. She was largely responsible for achieving it.

Dr. William Siegal, Health Department representative on the Association board, presided. Oneonta chapter was represented because it takes in Homer Folks Hospital.

The delegates were glad to learn Health Commissioner Herman E. Hilleboe excused Charlotte Clapper from the exercises at the opening of a new hospital in Buffalo, so she could attend the Association meeting. She was, with him in Buffalo when permission was granted and immediately flew to the meeting.

GALPIN SCHEDULES OCT. 21 APPEAL AID FOR METRO NYC AREA

F. Henry Galpin, salary research analyst of the Civil Service Employees Association, will be at the office of the New York City chapter on Thursday, October 21, to assist in salary appeals of CSEA members in the metropolitan area.

Mr. Galpin will be in Room 906, at 80 Centre Street, Manhattan, starting at 9:30 A.M.

Correction Chapters Sift Ways to Have Pensions Come Closer to Needs

ALBANY, Oct. 18 — Delegates of Correction Department chapters of the Civil Service Employees Association, meeting at the DeWitt Clinton Hotel, discussed mostly retirement goals. The primary goal is a 25-year retirement plan for prison guards, to assure half pay after that service period, the State to provide the normal pension and also, to make up the cost difference, an additional pension.

Better survivor benefits were other objectives that found favor. The enlargement of retirement choices, to include receipt of the State paid pension, and the right to withdrawal of one's annuity account in lump sum, with interest, instead of annual annuity, was debated.

Talk by Bernard

H. J. Bernard, executive editor of The LEADER, explained the operation of the present annuity system, which he said was fairly standard in public employee retirement systems.

Assuming one retires at age 63, he said, with a life expectancy as found in official tables, say of age 73, if a pensioner dies earlier, he might feel he or his beneficiaries have not received full benefit. But suppose the pensioner lives to age 83, or 10 years beyond life expectancy. Where, he asked, would the money come from to assure the full annual retirement allowance until death, if the an-

nnuity benefit was exhausted 10 years previously? The short lived, he said, finance the long-lived on the insurance pool principle. He warned against the pessimistic assumption one would die before his time, the basis of lump-sum retirement ideas, and the danger to steady income in the pensioner investing or speculating with annuity money. He described the assurance of steady annual retirement income as the paramount purpose of pension plans, and explained that the member is forced into this benefit, sometimes against his preference, but for his own good.

Better Survivor Benefits

Insurance benefits are insufficient in public pension systems, and in the State system included only half-year's pay and exercise of a limited option to benefit a widow, he declared. He proposed unification of survivor and insurance benefits of Social Security for widows and children with the State Retirement System, on a basis that provided higher pension besides, employer and employee to share the added cost.

The prison guards want a 40-hour week, at present pay received for a 48-hour week. This was described as a necessary observance of the 40-hour-week policy existing elsewhere in State employ.

Ward Presides

At the instance of Charles Lamb a request was to be made of Association counsel for interpretation of a Civil Service Law provision about an extra day off for having to work on a holiday. For instance, this year, four holidays fall on a Saturday, the normal day off for many. Such compulsory time off was reported granted in some departments.

Kenneth E. Ward, Correction Department representative on the Association board of directors, presided. He kept the meeting going at a fast pace. Harry M. Dillon, Auburn chapter president, answered many questions.

Presidents Back Teaching Of Leadership

ALBANY, Oct. 18—Training in leadership was endorsed by a meeting of Civil Service Employees Association chapter presidents from the Rochester, Utica, Rome, Syracuse, Albany and Geneva areas. Raymond G. Castle, chairman of the Association's educational committee, presided. He is 1st vice president of the Central Conference, and past president of the Syracuse chapter.

The project was described in a separate report of the education committee. The plan includes an Association syllabus, conferences of new officers with past officers, and includes Conference chairmen. Charles D. Methe, Central; Lawrence W. Kerwin, Capital, and Claude E. Rowell, Western, were the Conference heads present.

The session lasted nearly two hours. It was agreed that leadership panels ought to be a part of chapter and conference meetings.

Committee Asks Wider Education in Leadership

ALBANY, Oct. 18—The education committee of the Civil Service Employees Association hailed the experimental efforts made by the Association in pilot projects in chapters for teaching leadership to officers.

The committee recommended:

"1. Continuation of the Pilot Education Project in the chapters.

"2. Action in connection with an annual Civil Service Institute, or some similar project that will enhance the prestige of civil service and civil service workers.

"3. Concerted action in all Conferences and chapters to encourage and develop leadership in behalf of civil service everywhere."

Cost Considered

The committee also said: "Education is a lengthy process. Perhaps we should be thinking in terms of five or even 10-year goals. Any plan we may devise, any scheme we may evolve, must be subject to trial and error, modification or adjustment. The need for education springs from the individual; the answer, too, must rest with him. For that reason, we must ask each chapter, each conference, to reassess its own committee structure. Does each of your unit groups have a committee on education, or at least a chairman? If not, appoint one. See to it that he or she brings to the State committee ideas, problems, needs. Only in this way can we hope to develop an educational plan truly representative of our entire group of over 60,000 members.

"As an Association we need also to ask ourselves, how do we plan to finance our educational plans? Our headquarters staff, notably Phil Kerker and Bill McDonough, have worked long and arduously. But if we hope to cover the work to be done, bring to our membership outstanding speakers, stimulating workshops, we will need to be in a position to pay for such services. We ask that you consider how our CSEA educational program may best be done; that you study what other groups are doing; and finally that you consider what you, yourselves, want

in your own area chapter. Truly, the future belongs to those who plan for it."

(The full report of the education committee will be published next week).

POLITICAL ADVERTISEMENT

Election Day—Tues., Nov. 2nd

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For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 2.

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Name _____ Age _____ Single Married (No. of Children _____)
Residence Address _____ Occupation _____
City _____ Zone _____ County _____ State _____
Location of Car _____
Year _____ Make _____ Model (Dis., etc.) _____ No. Cyl. _____ Body Style _____ Cost _____ Purchase Date _____ New Used

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

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? _____ One way distance is _____ miles.
(b) Is car used in any occupation or business? (Excluding to and from work) Yes No
3. Estimated mileage during next year? _____ My present insurance expires _____ / _____ / _____
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More Public Relations Described as Essential

ALBANY, Oct. 18 — Following the report of the public relations committee of the Civil Service Employees Association, to the 1954 annual meeting. Foster Potter is committee chairman.

The need of far more public relations for State employees was never more apparent than during this period of reallocation of State jobs and pay. It took this State plan with its unforeseen demotion loopholes and inadequate salary adjustment to dramatize, as never before, the need of expanded public relations by the Civil Service Employees Association to aid its members.

There were advance indications that allocations would be disappointingly low because of insufficient funds. Although the CSEA expressed its dissatisfaction with some aspects of the new pay-grade plan, it is now quite clear that we were unable to present our case properly to the public, to our members, or to those whose understanding and cooperation we needed. The life of an Association depends on greatly expanded continuous and consistent public relations. An occasional one-shot-in-the-arm job is not the answer.

It is plain that effective Association functioning to assist in advancing the merit system, adequate salaries, sound retirement and fringe benefits and fair recognition of employees in dealing with grievances, calls for:

(1) an intensive education effort directed to emphasizing the importance of government services and the importance of its civil servants;

(2) the need for the merit system of recruitment, what the merit system is, and its close relation to successful administration of the schools, protection of life and property, water supplies, laboratories, libraries, recreation, natural resources, community welfare; the vastness of the business side of government with its necessary army of workers;

(3) the winning of public understanding and acceptance of the reasons for adequate salaries and good working conditions in public employment as a means of progress as expressed in the resolutions adopted by the delegates. Every possible means of communication must be used to the maximum practicable in this field — radio, press, television, moving pictures, speaking before civic organizations, direct mail and all other media;

(4) to meet within the Association itself the possibilities of a vigorous public relations program to the increased strength and growth of the Association and its usefulness to its membership, the

public relations committee visualizes and proposes the building up within Conferences and chapters of definite programs and procedures helpful to chapter unity and active functioning. This is a big and important program in itself and should not be a hit-or-miss matter. We believe that each of the Conference and chapter meetings and committee activities can be vitalized by relating them to the need and desires of the members through the use of films, exhibits, work shops, discussions, joining with local civic organizations in programs, and in other ways. Introducing our members to direct public relations efforts calls for practical booklets on a planned schedule detailing the aims and needs of civil servants and of the CSEA as an organization devoted wholly to good government and good employment conditions. The latter is indivisible from maximum efficiency of government.

Need Moral, Financial Support

It is apparent that there is ample proof of need of a generous budget and increased staff for the full play of an adequate public relations program. The public relations need is far from satisfied with present available funds or staff. The public relations committee and our public relations director can serve only to the degree that we have the moral and financial support for a sound program. We have confidence that such support will come from a better understanding of the importance of good public relations to Association success.

To state our public relations needs another way:

More than 90 per cent of the services of the CSEA fall into the realm of public relations and yet only one man is directly assigned to this function.

This committee realizes, of course, that all of the officers, the headquarters executive staff and the field men are PR representatives and devote considerable portions of their time to PR efforts within and outside of the organization. Yet the fact that the chief function of the Association of 60,000 members has been assigned to a single individual is inescapable.

It is encouraging to note that recognition of PR responsibilities is now shared by the officers and staff and by all recent candidates for office in the Association. This recognition of the Association PR requirements is satisfying proof that the efforts of this committee to emphasize these facts are producing results.

Increase of Staff

This committee therefore recommends again, and with increased voice, its chief recommendation of recent years that the public relations staff be increased at the earliest possible date. It is also recommended that the PR director be requested to submit a proposed budget.

Further evidence of the growing PR awareness comes from the action of Association committees in inviting the cooperation of the public relations committee. Representatives of the public relations committee have attended meetings of other committees at the latter's suggestion in accordance with a suggestion previously advanced by the PR group. It now seems that this inter-committee cooperation can best be effectuated by submitting complete minutes of committee meetings to the PR director for study and possible help by the public relations committee, instead of personal attendance by the latter at meetings. This is recommended in view of the fact that many specialized activities actually involve PR to an extent that may not be at once apparent to the committee submitting the minutes. This action should tend to make the PR committee more valuable to the Association.

Commendation of the PR committee is given to the Association's participation in public events such as the Albany Tulip Festival, the Cradle of the Union anniversary, the New York State Fair. Further participation in public affairs is extremely desirable as suggested earlier in this report.

The public relations committee extends its thanks to the officers and staff of the Association, to the various committee chairmen and committee members and to all other members of the organization who have worked diligently to further the all-important public relations of the Association.

In addition to Mr. Potter, the chairman, the public relations committee consists of Norman F. Gallman, Philip Florman and J. Arthur Mann.

Labor Dept. Aides Discuss Blue Cross

ALBANY, Oct. 18 — Delegates of Labor Department chapters met during the 44th annual meeting of the Civil Service Employees Association last week in Albany. Joseph P. Redling, Labor representative, presided.

Discussion centered on the payment by the State of premiums for Blue Cross-Blue Shield coverage, in line with prevailing practice in private industry.

Mr. Redling urged that Labor Department chapters throughout the State keep their departmental delegate informed of meetings and actions taken by the local groups, so that he may properly represent them.

Those attending the meeting were: Arthur Loft and John Kochian, Workmen's Compensation; Clara Huntington, State Insurance Fund; and the following representatives of the Division of Employment: John Wolff, Margaret Will, Margaret Dorr, Walter Underwood, Betty Nocella, Sally Cassidy, John Kope, Joseph Snelofsky, Cecelia Wager, and Mary Di Nina.

Need Is Urgent For More Police, Says Adams

At promotion ceremonies at Police Headquarters, Commissioner Francis W. H. Adams said: "The need for increasing the size of the department is desperately urgent. Something must be done, and done as soon as possible."

The promotions totalled 188, of which 57 each were from patrolman to sergeant and from sergeant to lieutenant, seven lieutenants to captain, and the advancement in grade for 56 detectives.

Forty-five ranking police — captains serving in higher ranks — were shifted.

2,173 ON TRANSIT LIST
Final figures on the Transit Patrolman exam just released by the NYC Department of Personnel show that the eligible list will contain 2,173 names. The physical tests eliminated 398 candidates.

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For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside."

Roswell Split Shift Killed

ALBANY, Oct. 18—There will be no more split shifts for kitchen personnel, and no more alternate 52 and 44-hour weeks for cleaners, at Roswell Park Memorial Institute, Buffalo.

Starting October 15, the kitchen staff went on a straight eight-hour day. Previously, they had worked before, during and after each meal, with short time-off periods in between.

The cleaners will now work a straight 48-hour week, with one full day off each week. Their former schedule provided for half a day off one week, and one and one half days the following week, or only one full day in two weeks.

Anna Aungst and Charlotte Bettinger, delegates of Gratwick chapter, announced the new work hours at the CSEA annual meeting last week.

In 15 Minutes
"For five years we had tried, unsuccessfully, to get proper hours for these people," Mrs. Aungst said. "Fifteen minutes after we walked into Mr. Lepinot's office, we had them. His cooperation was wonderful."

Arthur Lepinot is the new administrator at Roswell Park. Dr. George Moore is institute director.

Caesar Started It

Last week's LEADER carried an item that veterans' preference started in George Washington's day. But a scholarly gentleman in one of the NYC departments has pointed out to us that it goes back further than that.

Julius Caesar, the one who started all that trouble for high school students by writing his stuff in Latin, also started a form of vet pref. Retired soldiers from his legions were given tracts of farm land on the outskirts of the Roman Empire as a reward for their military service.

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No New DE Claims Exam

ALBANY, Oct. 18 — There will be no new exam for claims clerks who failed the recent "last chance" promotion test for claims examiner, nor will their papers be re-graded, Harry Smith, director of the Division of Employment, reported at the Division of Employment Delegates Conference, held last week in Albany in conjunction with the CSEA annual meeting.

Part I of the recent test was the hurdle for the failures, who had urged that the two parts be marked as one, rather than requiring a minimum pass mark in each.

Mr. Smith also announced that the trainee program for interviewer and claim examiner titles has already been budgeted, and that applications will soon be received. College graduation, no special courses needed, or high school graduation and appropriate experience, will be the requirements in the test, with no special age limits or limitations on when the experience was gained.

Participating in the DE committee meeting were: George Roht, A. Earl Baumgarten, Marie Doyle, Grace Nulty, George Moore and Kay Arseny, NYC and Suburban Area; Joseph Redling and Richard Childs, Albany; L. M. Wilson of Rochester; John Keegan, Binghamton; Catherine O'Connell, Syracuse, and Celeste Rosenkrantz.

Henry Shemin, chairman of the Metropolitan Conference, was also in attendance.

Al Reinhardt of the NYC and Suburbs group was presiding officer.

Real estate buys. See P. 11.



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TUESDAY, OCTOBER 19, 1954

THE ATTACK ON THE PUBLIC EMPLOYEE—AND THE DEFENSE

A group of distinguished citizens, meeting as the sixth annual American Assembly, has considered some of the key problems of civil service. In addition to writing up that meeting as news, the Civil Service LEADER reprints below an editorial about it that appeared in the New York Times for October 12. While the material deals primarily with Federal employees, the editorial is of deep importance to every public employee and administrator, whether he works in Albany, New York City, Sullivan County or the Village of Unadilla Forks.

Out of a total of nearly two and a half million federal civil service employees the Eisenhower Administration has "separated" 1,743 with "information in their files indicating, in varying degrees, subversive associations or membership in subversive organizations." And 5,183 others were led to resign or were dismissed for various other reasons casting doubt on their integrity. This information, released yesterday as the result of charges and counter-charges in the current political campaign, followed a thoughtful and stimulating report on the civil service made public on Sunday by the distinguished group of private citizens who have been meeting at Arden House at the sixth annual "American Assembly."

Attracting the Best

There can be no doubt that it is highly important for the Government to weed subversives and other dangerous or inferior persons out of the civil service—and to keep them out. But it is just as important—and perhaps more important—to attract men and women of character and ability into all grades of the public service. It is to this latter aim that the American Assembly addressed itself. The assembly's emphasis was rightly on the constructive side of the question. The Government requires, all the time or from time to time, the best talents of the nation. How is it to get them?

It cannot get them if the civil service is kept continually in a state of apprehension, if it is belittled by public opinion, if its members are hounded, suspected and investigated, if the emphasis is upon mediocrity and conformity, if no clear line is drawn between the essential political function of policy-making and the essential administrative function of carrying out policy. It cannot get them if it is not willing to pay a reasonable wage. It is of no use to argue that the civil servant should be willing to work for less than he could earn in private employment, though he often does just this. The low wage is in effect an invidious and unfair form of taxation. In these latter days it is not even offset by job security or pension rights, for in these respects the federal employee is not much better off than the worker in private industry.

The American Assembly recommends making the civil service far more flexible than it is today. It would limit veterans' preference when the effect is to reduce efficiency; it would take the loyalty-security program "out of partisan politics"; it would set up a commission of "outstanding citizens" to study this whole matter and try to find "more precise criteria"; it would make it possible for qualified persons to serve temporarily at high civil service levels and also for them to move "laterally" among the agencies and departments; it would protect civil service employees from being nagged by Congressional committees; it would try to eliminate patronage from those areas in which it still exists; it would shape the "federal career system . . . to the pattern of American customs and institutions."

Understanding the Worker

Finally, the assembly would try to educate the American public to understand what the civil service worker is and does. There must be, the assembly believes, "a fundamental change in the attitudes toward public employees on the part of the American citizenry and their leaders." We just can't afford "the luxury of uninformed and unreasoning depreciation of public employees." We must respect those who do the nation's chores, and they must be worthy of our respect. The two things go together. The cheap sneer at those who subsist at the taxpayer's expense is out of date: can any sane taxpayer contend that most of the work done is not essential to the national welfare? He would miss it if it were not done, just as he would miss the work of those who provide his electricity, his transportation, his food and his clothing. Federal Government in this country is not a luxury, it is a necessity of life. We may decentralize it, but not completely. We may reduce its functions, but not very much. We should raise its standards and call to its permanent or temporary service the best brains and hearts we have.

This is not merely a matter of administrative reform. It is not merely a matter of new legislation. It is a matter of facing up to a central problem of the generation in which we live: How to make big government function democratically and effectively without intruding upon the liberties of the people.

Salary Committee Explains How New State Plan Works

What follows is a report of the Salary Committee of the Civil Service Employees Association, delivered at the annual meeting in Albany.

ALBANY, Oct. 18 — The activities of the salary committee of the Civil Service Employees Association during the past year have been concerned with the development of the new salary schedule and the allocations which have just been put into effect. The new salary plan is the culmination of ten years of salary adjustments made necessary by the dynamic economic conditions resulting from World War II and its attendant inflationary pressures.

Let's go back two years and see where we stood as we started our 1953 salary campaign. We had won raises in 1943, '45 and '46 which were frozen in by the adoption of the new 50 grade schedule in 1947. We won a 15 per cent raise in 1948 which was frozen in 1950. We received 12 per cent in '51 and 6 per cent in 1952 but these had not been frozen in. Although our 1953 salary campaign asked for a freeze-in of the 10 per cent emergency pay and an additional 10 per cent raise, our case was not based on an increase in the cost-of-living. Since 1948, the cost-of-living had increased only 14 per cent while our salaries were increased nearly 18 per cent. Our arguments were based on comparisons with wages in private industry. Our 1953 campaign was not successful although we spent more money on newspaper advertising and a mass meeting of the delegates than we ever did before.

Pay Inequities Cited

The Association decision to hold the mass meeting and spend money for newspaper advertising came after the Governor's Committee, headed by Budget Director T. Norman Hurd, had refused to negotiate a pay raise for 1953. The Director of the Budget stated that the administration would not consider a further over-all pay raise for State employees until inequities in the current pay scales had been eliminated. He stated that some positions needed substantial raises while others needed none—and were, in fact, already overpaid. One factor that had produced inequities in State pay scales was the varying percentage increases granted during the 10 past years. He reasoned, for instance, that in 1946, a 30 per cent raise was granted to lower paid employees and only 14 per cent to salaries over \$4,000, thus creating an inequity. Similar disparities were introduced by the 1948 and 1951 raises. And other factors affected wages of employees both in and out of State service. Changes in labor markets and duties of positions had occurred which made many salaries out of line. The Director of the Budget insisted that those salaries which were most underpaid by present day standards must be raised up to the level of the others before any more general raises were granted. He also pointed out that many State employees were receiving salaries well in excess of the maximum for titles they held and that general pay raises increased these salaries at the expense of others. In any event, he made it clear that a revision of existing classifications and allocations must be made before, or as a part of, the next increase in State salaries.

CSEA Urges Salary Study

On June 25, 1953, the Association requested the Governor to immediately start the surveys and studies which would provide the necessary basis to eliminate the inequities and inadequacies of the old pay scales and which would permit the merging of the past two emergency raises into base pay. The Governor ordered that the studies be started at once by the State Civil Service Department. He also appointed an advisory committee on which the Association was not represented.

The job assigned to the Civil Service Department consisted essentially of three separate tasks:

1. A survey of wages paid by private industry and other agencies for jobs similar to those in State service.

2. The development of a new salary schedule with fewer grades.

3. The allocation of all titles in State service to the new salary schedule on the basis of equitable internal relationships and parity with outside pay scales.

The first two of these tasks were sufficiently well advanced by De-

ember to enable the administration to call us into conference to discuss them. We were presented with a 200-page confidential report summarizing the findings of their salary survey of private industry. In general, we agreed that the survey had been conducted in an equitable manner. The results, on the average, agreed with our findings which were based on available data published by the Federal and State governments, the Federal Reserve Board and other agencies. Their survey findings indicated that most State jobs were underpaid — some more than others. In many cases, where the results were unfavorable to a particular title, we were able to present evidence to refute or modify their findings. In general, the survey findings were favorable to our case and, inasmuch as it was agreed that proper internal pay relationships should be maintained, we accepted it as a satisfactory job within certain limits.

Sixth Increment

However, the proposed new 38-grade salary schedule that was presented to us was a different matter. It was apparent from the first schedule shown to us that about half of the State's employees would receive very little increase in pay. The other half would receive about a 5 per cent increase because of allocations to higher grades. We flatly rejected this first proposal. After several weeks of conferences, we were able to get a more liberal pay scale. This was not much nor enough, but it was the best we could do for those titles that were not to be upgraded — except that we were able to get an additional 5 per cent raise for all employees who had been in their present jobs for 10 years or more (5 years at their maximum). This was a forward step and represented partial fulfillment of a long-standing objective of the Association. I refer, of course, to the sixth increment.

Pay Increases Analyzed

It was not until mid-February that we were able to complete the negotiations and present a written proposal from the Budget Director to our board of directors. The proposal, consisted of the new 38-grade schedule, the guarantee of upgrading for at least 50 per cent of the employees and the sixth increment, was estimated to produce the following increases in salary:

- For 10 per cent of the employees: at least 13 per cent;
- For 50 per cent of the employees: about 8 per cent;
- For 36 per cent of the employees: about 3 per cent;
- For 2 to 4 per cent of the employees: no raise.

This would be an average raise of between 6 and 7 per cent. The legislation contained a provision to defer part of the cost to next April, by limiting this year's raise for any employee to two increments or about 10 per cent.

On August 1, after 13 months of work by the Division of Compensation and Classification, the final results of the study were announced. Every title in State service, with a few exceptions, has now been allocated to the new salary schedule. For the first time, we knew who would get the biggest raises. Of course, many were disappointed. About 30 per cent of the employees were raised less than 5 per cent, including the 2.3 per cent who got no raise. The rest of the employees enjoyed substantial increases ranging from 5 to 20 per cent.

A detailed analysis by the Association indicates that the increase in the new maximums for all grades, plus the sixth increment, amounts to more than a 7 per cent average raise.

'Selective Raises'

Being human, many who receive small increases feel worse because some of their fellow employees receive larger increases. It was inevitable that this would happen. The whole plan was based on selective raises for those titles that were most underpaid. It is not a popular type of raise but such an adjustment had become increasingly necessary to correct inequities that had crept into the structure.

Allocations Not Final

However, we do not have to accept all of these allocations as final. No one claims that no mistakes have been made. Further, in many fields, individual inequities will be corrected by reclassification. We can also expect that whole groups will be raised as the result of the granting of appeals now in process. Many of these appeals will present new facts that were not considered when the allocation was first made. As you all know, any changes made as the result of appeals filed before January 1, 1955, will be retroactive to April, 1954.

Although the Association agreed to the general proposition that some titles needed larger raises than others, it has not committed itself to agreement on any specific titles.

The Association is free to help any group seek a higher allocation and wants to be as helpful as possible. Salary appeal kits have been distributed to all chapters and interested groups. These kits contain valuable suggestions for preparing appeals and anyone planning to appeal his allocation should obtain one from his chapter officers or from headquarters in Albany.

Plans for Coming Year

What are our plans for next year? Our salary committee believes that the most important job and the one that stands the (Continued on Page 10)

Comment

WANTS MEN WITH GLASSES ACCEPTED FOR POLICE FORCE

Editor, The LEADER: When I got out of the Army, I had ideas of becoming a NYC policeman. I had thought that I had it made until they told me I was barred because I wear glasses. Why can't a veteran or civilian with corrective eyesight become a policeman? Some of our outstanding men wear glasses.

Some of these same men saw combat while in the armed forces, with corrected eyesight. Things couldn't be as bad in the City streets as they were on a battlefield. These same men would make good policemen.

In Japan I saw many a policeman wearing glasses and in England, too. In these countries they have a good police system.

It would be a funny thing if they turn down a man running for president of this country just because he wears glasses, wouldn't it?

The Federal Government took us, so why not the City?

WALTER S. CHINA.
New York City.

TIMETABLE OF U. S. FRINGE BENEFITS

The following is the timetable of effective dates for U. S. employee fringe benefits, all in 1954, unless otherwise stated:

Now in effect—Repeal of requirement that excess accrued annual leave must be used up.

Now in effect—Longevity increases for GS-11 through GS-15.

Now in effect—Abolition of CPC (Crafts, Protective and Custodial) job grouping; wage boards to decide pay of these classes by March 1, 1955.

October 31—Time-and-a-half overtime pay up to minimum of GS-9, effective for first pay period after above date.

November 30—Liberalized incentive award program takes effect.

January 4, 1955—Unemployment insurance for U. S. employees goes into effect.

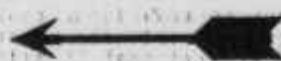
One law is retroactive: survivors of U. S. employees become beneficiaries of lump-sum payments to which the deceased would have been entitled, retroactive to September 1, 1953.

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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 stockinged 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 26 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.

Anne



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Address

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

Leaders Offer 10 Ways To Improve Civil Service

HARRIMAN, N.Y., Oct. 18 — The four-day meeting of the American Assembly, a group of business, educational, labor and government leaders, made 10 recommendations regarding U.S. civil service. The Assembly was created by President Eisenhower's efforts when he was president of Columbia University, and meets twice a year at Arden House. The Ford Foundation finances the Assembly.

The recommendations:

1. A study be made, as proposed by Chairman Philip Young of the U.S. Civil Service Commission, of the practicability of having wage boards, instead of Congress, set the pay of U.S. classified and postal workers.

Social Security

2. The Eisenhower administration to make recommendations regarding possible coordination of Social Security with the U.S. Civil Service Retirement System. A study of this subject is being undertaken by the administration, which expects to recommend to Congress regarding the retirement law, in January.

3. Extension of the merit system to the filling of U.S. overseas jobs. This project is being fostered by the Commission.

4. Leaders in all branches of endeavor do their utmost to raise public esteem of U.S. employees, as such employees are subject to attacks so often, and widely publicized, that the high quality of service rendered by U.S. employees generally is lost to sight; also recruitment suffers.

White House Personnel Staff

5. A system of personnel interchange should be instituted in the U.S. government. This would be facilitated by a unified pay plan. At present there are 30 different pay plans.

6. New policies in checking up

on security and loyalty aspects of hiring and retention should be instituted. A government study should be made, so that innocent employees will be protected against stigma, while fully safeguarding the interests of the government. Present methods were found dangerous, especially in the accusing climate of the present.

7. Approval given to President Eisenhower's proposed study of standardizing premium pay for the inspectional services.

Vet Preference Law

8. Revision of veteran preference so that (a) it will last only for a limited period, (b) be useful only once, (c), disability preference to occupations for which the handicapped are suitable; (d) elimination of special appeals rights for veterans.

9. Establish in the White House a personnel administration staff. The President's personnel liaison officer is Chairman Young, but he has no White House staff to conduct the necessary work.

10. The idea of distinguishing policy-making and confidential jobs from the permanent ones in civil service was approved, but caution should be exercised in connection with appointments to these 1,200 positions, and retentions, while administrative professional positions should continue to be filled through competitive examination.

The plea for better esteem for the U.S. employees and their work was contained in a formal resolution. Some of the other propositions were discussed at panels, and received approval from those at the panels.

County Aides Hear A Top Local Official

ALBANY, Oct. 18 — Questions of pay, hours of work, working conditions, fringe benefits, and the day-to-day problems of local public employees should be tackled at the local level first, through individual and group action by the employees themselves. This "self-help" theme was the keynote of an address by Thomas B. Dyer to the County Division Delegates Conference, at the annual CSEA meeting in Albany last week.

Mr. Dyer, who is Chairman of the Board of Supervisors of Onondaga County, and regional counsel of the CSEA, said initial action should be taken by county chapter officers and members in

meetings with the local supervisors. Activities of CSEA regional attorneys and field representatives should augment, not substitute for, this groundwork, he advised.

Charles R. Cuiyer, Association field representative, spoke on the integration of Social Security with public employee retirement systems. He pointed out that New York State is the only State which has a constitutional provision which guarantees the integrity of its public employee retirement systems. The delegates then participated in a general discussion of Social Security and retirement matters.

Charles A. Carlisle of Ter Bush and Powell and Fred Burke of the Travelers Insurance Company, outlined sickness, accident and group life insurance programs.

Vernon A. Tapper of Onondaga County, chairman of the County executive committee, presided at the meeting. He reviewed the successful experience of County workshops in the Central Conference area. Mrs. Lula M. Williams of Broome County, vice chairman of the County group, reported the success of her chapter's "Know Your County" program, and saw its use by other County units as a means to strengthening their organization and power to achieve gains for local employees.

Schechter Satisfied With Progress in NYC Reclassification

Joseph Schechter, Personnel Director and Chairman of the NYC Civil Service Commission announced that considerable progress has been made in reclassification.

The 26th questionnaire, dealing with the reclassification of public health nursing positions, is being sent to City departments, and employee, professional and civic organizations.

The responses to the first 25 questionnaires have been analyzed. Informal conferences with representatives of City departments, and employee, professional and civic organizations have been held for engineering and architectural, attorney, parole, and probation positions. Comments and suggestions were received relative to tentative proposals for establish-

ment of titles, slotting of such titles into the pay plan, and specifications containing requirements and duties statements.

The twenty-sixth questionnaire solicits comment on existing classification of public health nursing positions and a tentative proposed reclassification offered by the Commission.

Friday, November 5 has been set as the deadline date for the return of this questionnaire.

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Bring this ad and get a FREE Pair of Plastic Rainboots. No obligation to buy!

'Leader' Offers Choice of Dolls At Bargain Price

Continuing its policy of offering special premiums, the Civil Service LEADER has made arrangements with a nationally known manufacturer to provide dolls as Christmas gifts for its readers. A choice of two dolls is offered. Each of the dolls would ordinarily sell for about \$13, through normal retail channels. They are offered, with two coupons from The LEADER (or the name plate, if you are a subscriber) for \$4.43 each, plus 22 cents for mailing and handling charges.

Anne, the infant doll, is a 26-inch tall latex baby, with a life-like vinyl face. She wears a woolly bunting, and is big enough to wear size one baby clothes, and can be dressed, undressed and bathed whenever her little mother wants her to. She is ideal for cuddling. Of course, she cries "mama" when she's spanked, and closes her eyes when she's put to bed.

Alice, her older sister, is the latest thing in baby dolls. She has saran rooted hair, which can be washed and combed and set. She's 19 inches high, but a beautiful picture straw hat makes her tall for her size. She is wearing

a pretty lace trimmed dress (and panties, if you must look), and she carries her own curlers for anyone who wants to fashion a new hair style for her. Alice, too, has an all latex body with vinyl face. She'll cry if you squeeze her too hard, and she'll fall asleep the minute her head touches the pillow.

To make either or both of these dolls available to LEADER readers, a special lay-away plan has been set up. The dolls may be reserved for \$1 each. Full details appear on Page 7.

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.

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

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For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside."

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LEGAL NOTICE

SUPREME COURT, BRONX COUNTY

New York Life Corp., plaintiff, against Louis Galasso, Lucida Galasso, Isabella De Gross, Siegfried De Gross, Maxine De Gross...

HARRY HAUSKNECHT, Attorney for Plaintiff.

Office & P. O. Address, 135 Broadway, New York, New York.

The foregoing amended supplemental summons is served upon you by publication pursuant to an order of Hon. Jacob Markowitz, Justice of the Supreme Court of the State of New York, dated August 26, 1954...

This action is brought to foreclose the following transfers of tax liens sold by the City of New York and now owned by the plaintiff, all bearing interest at 12% per annum...

Table with columns: Lien No., Date, Amount. Lists various tax liens with their respective dates and amounts.

Table with columns: Sec., Block, Lot, Amount. Lists property details for various lots and their values.

HARRY HAUSKNECHT, Attorney for Plaintiff.

Clerk, Grade 2, List Out; 5,332 Eligibles

The list of eligibles for Clerk, Grade 2, will be released by the NYC Department of Personnel on Wednesday, Oct. 20 with 5,332 names, and the top candidates on the list can expect early appointments.

Rep. Price Sees 'Politics' in Shift Of RR Board Jobs

EAST ST. LOUIS, Ill., Oct. 18—Representative Melvin Price (D., Ill.), has protested removal of the 10 top positions on the Railroad Retirement Board to Schedule C, Schedule C jobs are of a policy-making or confidential nature.

CIO GROUP TO DANCE The fall dance and entertainment of the Government and Civic Employees Organizing Committee, CIO, will be held at Manhattan Center, NYC, on Friday night, October 29. Ray Gibbons is chairman of the committee in charge.

LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNERSHIP

State of New York, County of New York, We the undersigned, being desirous of forming a limited partnership pursuant to the laws of the State of New York do certify as follows: 1. The name of the partnership is C. A. Aufmordt & Co.

On this 10th day of September, 1954, before me personally appeared JOHN FREDERICK DEGENER, JR., PAUL ARNOLD DEGENER, JOHN FREDERICK DEGENER, and ERIC L. F. ARCHDEACON, to me known and known to me to be the individuals described in and who executed the foregoing instrument and they severally acknowledged to me that they executed the same.

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EQUIVALENCY HIGH SCHOOL DIPLOMA

Yves K. O'Connell, Attorney for Plaintiff, Office & P. O. Address, 11 West 45th Street, Borough of Manhattan, City of New York.

received failing marks. Failure notices were sent out sometime ago, and candidates who pass have been called in groups for a qualifying medical examination.

709 To Be Replaced Meanwhile, a total of 709 provisional clerks, grade 2 are employed in many City agencies and they will be replaced by persons from the new eligible roster.

LEGAL NOTICE

FISCHER, JENNIE.—P. 724/53.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent To: Minna Salomon, Sophie Mayer, Max Goetz, Jennie Pauly, Olga Pauly, Martha Freudenberger, William Goetz, Jacob Goetz, Eileen L. Means, Helen Brahler, Jean L. Pearson, Siegfried Goetz, William Goetz, Jennie Goetz, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of JENNIE FISCHER, deceased, who at the time of her death was a resident of No. 104 West 84th Street, New York, New York. Send Greeting:

Upon the petition of BERNARD GARTLIER, residing at No. 320 Piccadilly Road, Great Neck, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York, held at the Hall of Records, in the County of New York on the 13th day of November 1954, at half-past ten o'clock in the forenoon of that day, why the final account of proceedings of BERNARD GARTLIER, as Executor of the Last Will and Testament of JENNIE FISCHER, deceased, for the period from February 25, 1953, to September 15, 1954, should not be judicially settled, the compensation of the Executor's attorneys in the amount of \$1,750, together with their legal disbursements in the amount of \$98.25 paid, and the Executor authorized to retain the sum of \$1,000.00 for possible Federal estate tax deficiency in the estate of Harry Elkins, deceased.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 29th day of September in the year of our Lord one thousand nine hundred and fifty-four, (L.S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

HOPHEIMES, GARTLIER & HOPHEIMER, Attorneys for Executor, 61 Broadway, New York 6, New York.

Accountant & Senior Accountant Exams PROF. IRVING J. CHAYKIN, M.B.A., C.P.A. Will conduct a comprehensive coaching course for the Accountant and Senior Accountant Examinations beginning Thursday, October 21, 1954 at 8:15 P.M. For Information Call ULeter 5-7661 between 10:00 A.M. and 5:00 P.M. Monday through Friday. 7East 15th Street, New York City

Sadies Brown Says: ALL VETERANS and CIVILIANS Can prepare for successful Business Careers, Day or Evenings, BUSINESS ADMINISTRATION EXECUTIVE SECRETARIAL with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing, Radio and Television, etc. Thousands of men and women trained successfully at Collegiate. Come in and see me personally. I will advise and guide you. No obligation. COLLEGIATE BUSINESS INSTITUTE 501 Madison Ave. (at 52 St.) PL 9-1872

APPROVED BUSINESS COURSES—KOREAN VETERANS Receive \$110-100 a mo. day session; or \$50-50 a mo. eve. session, Cal I or write Mr. Jerome, Veteran Advisor MONROE SCHOOL OF BUSINESS E. 177th St. & E. Tremont Av., Bx. RI 3-5000

GET U.S. GOV'T JOB! Men-Women, 18-55. Start high as \$80.00 week. Quality NOW! 23,000 jobs open. Experience often unnecessary. Get FREE 36-page book showing jobs, salaries, requirements, sample tests. WRITE: Franklin Institute, Dept. X-17, Rochester, N. Y.

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the next few weeks several hundred eligibles will be called into the offices of the Department of Personnel at 299 Broadway where hiring pools will be conducted.

Among the City agencies with large numbers of provisional clerks in grade 2 are: Magistrates' Courts, 34; Comptroller, 24; Purchase Department, 37; Correction, 16; Education, 87; Finance, 47; Sanitation, 46; Housing Authority, 79; Hospitals, 49; Mayor's Office 18, and Welfare Department, 49.

LEGAL NOTICE

POSTAL WOMEN TO HEAR BISHOP KEARNEY Bishop James E. Kearney of Rochester will be the principal speaker at the fifth anniversary Communion breakfast of the Catholic Ladies Guild of the New York Post Office on Sunday, October 24. He will say the Communion Mass at St. Michael's Church, Manhattan, at 9 A.M. Breakfast will follow at the Hotel Astor. The Rev. Raymond M. Collins, moderator of the Guild, will be toastmaster.

Mrs. Kathryn Burns is president of the group, and Mrs. Mary Bennett is chairman of spiritual activities.

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

NEWSLETTER

HAROLD C. HAGEN, (R., Minnesota), ranking majority member of the House Committee on Post Office and Civil Service, predicts the 84th Congress will vote a U. S. raise at 7 to 10 percent. The bill President Eisenhower vetoed called for about 5 percent.

The American Federation of Government Employees, AFL, at its convention in Chicago received greetings from President Eisenhower, but voted a resolution deploring his veto of the pay raise bill, thus departing from precedent.

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State Issues 22 Lists in One Month

ALBANY, Oct. 18—Twenty-two lists of 449 open-competitive and promotion eligibles were established during September by the State Civil Service Department, William J. Murray, administrative director reports. The lists are useful for filling present and future vacancies. The rosters, and number of names on each, are:

- OPEN-COMPETITIVE**
- Assistant in agriculture education, 4.
 - Assistant sanitary engineer, 6.
 - Construction safety inspector, 15.
 - Construction wage rate investigator, 7.
 - Crafts production representative, 5.
 - Dentist, 16.
 - Director of community organization for youth, 4.
 - Elevator operator, 44.
 - Senior purchase specifications writer (mechanical), 5.
 - Title examiner, 29.
 - UI claims examiner, 145.
- PROMOTION**
- Conservation**
 - Principal stenographer, 16.
 - Correction**
 - Principal stenographer, Dannemora State Hospital, 1.
 - Principal stores clerk, Greenhaven Prison, 2.
 - Health**
 - Assistant sanitary engineer, 2.
 - Labor**
 - Chief industrial investigator, 14.
 - Principal stenographer, Workmen's Compensation Board, 10.
 - Senior industrial investigator, New York and upstate offices, 35.
 - Supervising industrial investigator, 26.
 - Mental Hygiene**
 - Principal stenographer, institutions, 45.
 - Senior dentist, institutions, 7.
 - Social Welfare**
 - Supervisor of social work (public assistance), 11.

School Opens For Thruway Collectors

ALBANY, Oct. 18—About 185 newly-appointed toll collectors for the State Thruway went to "school" last week before starting work on New York State's giant super-highway.

Of the Thruway "class," only nine members were women. The collectors will be assigned to stations from Syracuse to Suffern.

William S. Browne, superintendent of tolls for the Thruway, emphasized during a talk to the new appointees that "merit system" principles would be followed by the authority in making promotions.

He told the collectors, all appointed from civil service lists, that six or seven supervisory toll collecting posts for the Albany Division would be filled by competitive examination, and "all of you will have an opportunity for friendly competition."

Tragedy Strikes
Tragedy struck as the Thruway school opened. Newly appointed collector Murray Hirschorn, of

Social Welfare Employees Tell the Commissioner About Working Conditions

ALBANY, Oct. 18 — The Social Welfare Department, in response to employee requests for the elimination of split shifts, invited the departmental chapters of the Civil Service Employees Association to submit a plan that would apply to supervisors, and promised it would be given serious consideration. The interest Commissioner Raymond W. Houston has manifested, through his representative, stirred the delegates' meeting to applause.

Willard F. Johnson, acting Deputy Commissioner, in charge of departmental personnel, addressed Social Welfare delegates at the annual CSEA meeting.

He said he would see if it were possible to put two men on each bus that takes charges from the Training School for Boys, at Warwick, to NYC. Sometimes, the boys get too hard for one man to handle, the employees said.

Conditions to Improve
Employees mentioned conditions they would like to see improved. These include prompt payment on the 5th and the 20th, as the checks are reported to arrive at the institutions usually on the 3rd and the 17th. An old grievance about long delays was cured in the past through an

agreement that they would be delivered on the 5th and 20th, but employees say that sometimes checks are not distributed until considerably later.

The arduous tasks of cottage parents in running the commissary for their charges were described. Some of the cottage parents cook the food. The time spent preparing and serving meals, and cleaning up afterward, cuts deeply into a day's time, employees said. Some of the boys lend a hand at some of this work.

Relaxation of a rule whereby leaves are rarely granted except for maternity was asked by the employees. This strict approach was said to apply particularly at Thomas Indian School, where an employee suffering from tuberculosis was denied a year's leave of absence.

Charles H. Davis, departmental representative on the Association's board of directors, presided, and introduced Mr. Johnson, who hardly needed an introduction, for he is president of the Association's Social Welfare Department chapter in Albany. Mr. Johnson asked those present to treat him as a fellow-member of the Association, in discussing problems with him.

Want to Read Faster? Take This Course

Arrangements have been made by the Training Division of the State Department of Civil Service for State employees in the NYC area to enroll in a program of evening training courses to be given by the NYC Board of Education.

Only public employees will be admitted to the courses. State workers are asked to bring with them at the time of enrollment a letter on official stationery identifying them as employees.

The courses will include Reading Speed and Comprehension, Business English, Fundamentals of Supervision, Accounting, and Speed Stenography. The classes in accounting will be organized in three sections on the basis of tests given at the first meeting.

Classes will meet at these four high schools: Charles Evans Hughes and Central Commercial in Manhattan, and Sarah J. Hale Vocational and Erasmus Hall Evening in Brooklyn.

Information about where and when individual classes will meet is available at the New York Office of the Department of Civil Service at 270 Broadway.

The Bronx, plunged from an eighth-floor room in the Sheraton-Ten Eyck Hotel to his death on the sidewalk below. Mr. Hirschorn had been scheduled to attend the classes for Thruway employees.

REAL ESTATE buys, see Pages 10, 11

Two Social Events Mark Assn. Session

ALBANY, Oct. 18 — Two social events were held by the Civil Service Employees Association at its headquarters, in connection with the annual meeting. On successive nights members danced and enjoyed refreshments.

In charge was the social committee, of which Virginia Leathem is chairman. The other committee members are Marget Deveny, Michael F. Dollard, Florence Drew, Rebella Eufemio, Matthew W. Fitzgerald, Ivan Flood, Helen Forte, Edith Fruchthender.

Joan Hanlon, Rita Hughes, Doris LeFover, Lea Lemieux, Paul D. McCann, Charles P. O'Connell, Isabelle M. O'Hagan, Biagio Romeo, Claude Rowell and Catherine Webb.

Gerosa Promotes 28 to Grade 5

Comptroller Lawrence E. Gerosa has promoted 28 clerical employees of his office to grade 5, highest clerical classification in the NYC service.

In congratulating the successful candidates for promotion, the comptroller paid tribute to men and women in the city service who "serve their fellow citizens so efficiently and faithfully."

Those promoted are: Robert W. Brady, Paul E. Burke, Cormac P. O'Callaghan, James J. Byrnes, Alfred J. Candalino, Stephen J. Puglisi, Catherine McLoughlin, Sidney H. Groll, Jerry R. Mast, John T. Hughes, Warren E. Downing, John McMullen, Agnes M. Daly, George T. Cassidy.

Also Bernard Solomons, Edwin A. Ferredy, Max Sulkes, Harold J. Peterson, James P. McManus, Joseph Gelfner, Samuel H. Roemer, Matthew P. Carey, Jeremiah Daly, Jacob Goldstein, Louis E. Slater, James P. Redmond, Margaret D. Hochholz, and James P. McHugh.

SENTENCE SUSPENDED; NO BAR TO STATE JOB

A recent ruling of State Attorney General Nathaniel L. Goldstein has established that a person convicted of a federal offense, but who has received a suspended sentence is not barred from holding public office with the State. However, such conviction should be noted on the candidate's application form.

HIBERNIANS TO DANCE

The New York County Board of the Ancient Order of Hibernians will dance at the Hotel New Yorker, NYC, on Friday evening, October 29. James J. Comerford is general chairman of the arrangements committee.

Buy That Home Now. See Page 11.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Kings Park

MRS. Bonnyman attended the 1954 Joint Convention of the New York League for Nursing and the New York State Nurses Association. Mrs. Bonnyman also attended a meeting of principals of Mental Hygiene schools of nursing and a conference pertaining to this meeting.

Mrs. Edna J. Byron, assistant principal and Mrs. Ida M. Stillings and Mrs. Marjorie S. Bardwell, instructors, attended the convention and served on the hospitality committee of the NYSNA.

Senior student nurses Lydia Charlotte Babski, Lorraine G. Barnes, Barbara L. Bilski, Ethel Naomi Cannon, Joyce M. Conroy, Jacqueline H. Cooper, Michaeline Giuglianotti, Esther Graham, Annette Smith McLamb and Constance Fairchild Nadig will commence clinical assignments and classes for the senior year during the coming month.

Head nurses Mrs. Rose Keating, Mrs. Dominica Crosby and Mrs. Joan McCrea; practical nurses Mrs. Anne Lee Williams, and Mrs. Hattie Smith; staff attendants Mrs. Eleanor Simpson, Mrs. L. Onarud, William Nelson and Edward Hughes have attended a one-week course of instruction in occupational therapy at Kings Park State Hospital.

Alfred E. Dwyer, a member of the graduating class, underwent an appendectomy September 20. Best wishes for a quick recovery to this young staff nurse.

Mrs. Mary Reynolds, R.N., of Northport, has returned to the hospital after a leave of absence and has resumed her position as supervising nurse of the medical-surgical building, Building L. Her co-workers are very pleased to see her again.

Emmett June, senior stationary engineer, is on annual leave.

Onondaga

THE following members of Onondaga Chapter, CSEA, attended workshop at the Beeches, Rome: Mrs. Norma Scott, Clare Wales, Vernon Tapper, David Rogers and Arthur Darrow. They reported a very interesting meeting.

Harry G. Fox, treasurer of the State Association, spoke on "Where Your Dollar Goes," and Henry Galpin, salary research analyst, gave an informative talk.

Central Islip

CONGRATULATIONS to Mr. and Mrs. Joseph Miller on the birth of a son, Donald, born July 31. Margaret Jones of the occupational therapy department has returned to duty after an operation and her co-workers are happy to see her. Frank McLaughlin of O. T. was tendered a dinner in the Home Town Tavern, Lake Ronkonkomo. He resigned to enter the School of Nursing. He was presented with a token of remembrance.

Most of the summer employees in the recreational and occupational departments have returned to their respective colleges. They did an excellent job. Ruth Van Wart taught the various national folk dances presented at the field days and is to be commended for her colorful and spectacular program.

Marlene Muir was married August 21 at the Central Islip Methodist Church. The happy bridegroom is August Krastel of Elmont.

Congratulations are in order for Mr. and Mrs. Owen McGough, for whom the wedding bells tolled July 25. Mrs. McGough is the former Helen Clerkin, principal secretary at the administration office.

The occupational therapy department welcomed James Rockett, whose reputation as an expert cabinetmaker has preceded him.

Getting on the "band wagon" with the local institutions, the laundry department has submitted its views and opinion on the recent reallocation standings. Many other departments, such as the culinary department, occupational therapy, recreational therapy, telephone operators, clerks, etc., have expressed a desire to file appeals. More information on appeals may be had from the chapter and any of its officers or from CSEA headquarters in Albany.

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

REAL estate buys. See Page 11.

Publicity head Pete Pearson requests members to submit any news items of interest to him, for publication in this column.

Michael J. Murphy, who for the past five years has been chairman of the board of directors of the hospital Credit Union, recently resigned in order that he may devote his full time to the supervisory committee of which he is now a member. Mr. Murphy has been a member of the board of directors for more than ten years. His resignation was accepted with regret.

The chapter wishes to extend a sincere welcome to the Rev. Walter J. Baepfer, Protestant chaplain, and the Rev. Thomas Reilly, Catholic chaplain, who have recently been assigned to the hospital.

Mrs. Mary McNeice of the laundry staff is the proud mother of the promising young middle weight contender "Billy McNeice", who recently defeated Jackie LaBua and Garth Panter. Billy will be seen in action again on Monday, October 25 at the Eastern Parkway Arena. For top flight fistic action, your reporter suggests that you tune in Channel 7 at 10 P.M. on this date and watch a local boy make good.

Basketball will again be featured for the benefit of the patients this year, under the guidance of coach Maurice O'Connell. Sincere well wishes and a speedy recovery to all who are ill either in J or at home.

Condolences to the family of Dr. Scalatar who recently passed away in the infirmary.

Middletown State Hospital

MARTIN LONG, charge nurse in the main building, is on vacation. He has gone to Pennsylvania to visit his mother who is ill.

Congratulations to Mae Shambler, R.N., charge nurse in the 70 Building, and Bessie Kimberling, second charge in the same ward, who have successfully worked together for 23 years. This speaks very well for these two "gals," and deserves mention.

John Desmond of the main building service is now working as receptionist and relief telephone operator at the information desk.

Mrs. Ella Raasch, supervisor of the 80 Building, and Fred Walters, supervisor of the west group service, are now supervisors in the new building, 119, which was recently opened. Mrs. Raasch has charge of the women's service, and Mr. Walters has charge of the men's service. Best wishes to them.

Mrs. Catherine Gibbons, chief supervisor, and Mrs. Albertine Cole, transfer agent, are on a trip to California. Father Maher, former pastor of Mt. Carmel Church, Edward Little, former receptionist at the hospital, and Mrs. Little met them in Los Angeles on their arrival. Various cards from them indicate that they are having a wonderful time.

Middletown State Hospital School of Nursing graduation exercises were held September 14. Dr. Walter A. Schmitz, director, welcomed the large group of friends and relatives who attended. The address to the graduates was given by Walter E. Sindlinger, dean, Orange County Community College, and chairman of the advisory council.

The valedictory address was delivered by Jeanne Thompson and the Board of Visitors prize was presented to her for achieving the highest theoretical average for the three years.

Lillian Kobylaski received the State Hospital Employees' Association prize for "contributing most to her fellow-men and showing outstanding loyalty to the nursing profession."

Class pins were awarded by Mrs. Dorothy E. McCoach, principal, School of Nursing, and the diplomas by Edmund C. Faulkner, president, Board of Visitors.

Music and vocal selections were by the hospital choir and orchestra under the direction of Donald Benjamin.

Hudson River State Hospital

A TESTIMONIAL dinner was held at the Italian Center on September 22 to honor George Brown, chief laundry supervisor, who retired. He has been in State service 25 years. Before coming to Hudson River State Hospital in 1943 he served at Harlem Valley Hospital.

He has a keen interest in the affairs of fellow employees, and was executive committee member of his department, representing them in the CSEA chapter.

His many friends wish both Mr. and Mrs. Brown many happy years ahead. They will be greatly missed.

Raymond Joyce, assistant business manager, was toastmaster of the evening. Dr. Wirt C. Groom and Dr. Milton Grover, assistant directors, and Henry Emmer, senior business officer, were guest speakers.

Mr. Brown was presented with a camera on behalf of his friends and co-workers, and Mrs. Brown received an orchid corsage.

About 80 persons attended. Harold McKinney was chairman of arrangements, assisted by Howard Chase, Peg Killackey and Mae McCarthy.

Dancing followed, with music by the LeRoy Trio.

Field Day

About 1,500 patients participated in the annual field day sponsored by the recreation department. Color guards from John Livingstone Post, American Legion, and the hospital safety department participated in the flag raising ceremonies. The 579th Air Force Band played the National Anthem. The Rev. Gilbert Schmid led the group in prayer, and Dr. O. Arnold Kilpatrick, director, gave the welcoming address.

A tumbling exhibition, under the direction of John Burns, was given by boys from Letchworth Village. The patients' dancing class performed a folk dance. Music was arranged by John MacCormack of the music department.

A picnic lunch was served. Music was provided by John Dudek, a hillbilly band and a rhythm band composed of boys from Letchworth.

Exhibits sponsored by the O.T. grounds and greenhouse, farm and safety departments were featured at eight booths.

Prizes for participants were donated by the community store and the hospital chapter of CSEA. Dr. John Y. Notkin, Dr. Grover, Dr. Groom, Father Schmid, Dr.

TO CHAPTER OFFICERS

In recent weeks, there has been a large amount of news concerning the Civil Service Employees Association election, the annual meeting, and statements of political candidates on civil service issues. As a result, a number of chapter news items have had to be held out for space reasons. The LEADER hopes to print this entire backlog of chapter news material in next week's issue. Except in times of unusual news pressures, chapter news items are printed as received.

Raymond Jarosz and the Rev. John Randolph were judges for the amateur contest.

Activities were arranged by William Hoffman of the recreation department, assisted by members of the O.T. and food service departments, Red Cross Grey Ladies and Hudson River Federation of Volunteers.

Employment, Albany

THE FIRST annual golf tournament plus buffet supper, sponsored by the International Association of Personnel in Employment Security, was held at the Mechanicville Golf Club Thursday, September 30. The tee-off was at noon. Two trophies for low score were presented to the low woman golfer and low man golfer.

Marcelle Holmzer, account clerk, Adjustment 4, is leaving by car for a month's vacation in California. Josephine Tipping, typist in Business Administration stenographic pool, has just returned from a vacation in Massachusetts. Mildred Van Winkle, clerk in Ledger Posting, has been ill for the past three weeks. Account Adjustment Unit 5 recently entertained at a luncheon for Kay Meehan and Bill McNally, who were appointed claims clerks in OSP. Mrs. Merriam Weatherwas, clerk in Recordak, is spending the next three weeks in Rhode Island, Connecticut and Washington, D.C.

Earl Kent, senior file clerk in Numeric Files, has been appointed principal file clerk in Central Files of Business Administration. Mrs. Marie Reilly, senior account clerk, Adjustment Unit 1, is spending her vacation in the Adirondacks.

Marge White (Mrs. Leon White), employment interviewer in the Troy Local Office, died September 23 in the Cambridge, N.Y. Hospital. Marge White was employed in NYC local offices previous to her transfer to Troy.

Golf Tourney

The IAPES golf tournament was a huge success. Fifty three golfers participated and 91 attended the supper. Mr. Bullis, president, is interested in making the golf tournament an annual affair of the IAPES and thanked all those who were responsible for the success of the affair, including Hank Henderson who ran the putting contest, and Cris Baniak and Mary Jane Mignacchi who acted as a camera crew and roamed the

green with their cameras. Films will be shown at a later meeting.

Edith Avery presented the trophies to the woman and man champion, who were Jane Carboni, winning the 99 trophy, and Ed Mayer, who won the 78 trophy. Other prizes were awarded as follows:

Men Class A: low gross, Bill Kennedy, 3 balls; lot net, Jack Blendell, 2 balls; 2nd low net, Lou Rossi, 1 ball.

Low gross, Roy Jones, 3 balls; low net, Ronnie Geleti, 2 balls; 2nd low net, Marcel Audet, 1 ball; 2nd low net, Frank Blum, 1 ball; high score, Al Duoling, 1 ball.

Women's Division: low gross, Helen Moore, 3 balls; low net, Helen Chabarek, 2 balls; 2nd low net, Beat Houghton, 1 ball; high score any hole, Ann Sklar and Olga Kuichofski, 1 ball; putting low score, Sally Cassidy, trivet; putting high score, Miss Gray, 1 ball; high score, Miriam Crouse, 1 ball.

Nine Holes: low score, Neal Beardon, 1 ball; 2nd low score, William Perreault, 1 ball; high score, Sue Twiss, 1 ball.

Crazy tie senior division, Joe Kretchmer.

Memorial Plaque Has 7 More Names

ALBANY, Oct. 18—Seven names were added to the Civil Service Employees Association memorial plaque at Association headquarters. Francis A. MacDonald of Warwick State School, chairman of the committee, presided at the ceremonies.

The seven are Adrian L. DuncKel, Elwood De Graw, Dr. A. A. Thibaudeau, Dr. Horatio M. Pollock, Michael J. Cleary, Michael L. Porta, and Gerald L. Reilly. Mr. Reilly was a member of the committee.

CSEA STAFF IS LAUDED

The staff of the CSEA, which had performed a trojan job to keep the meetings running smoothly and efficiently, was lauded in a special resolution passed by the delegates.



Nursing school graduates aligned with their principal at Utica State Hospital. From left, Kathryn J. Calhoun, Elizabeth A. Barnes, Barbara Tanney Heuser, Marjorie Cornish Heaps, Joyce A. Perkins, A. J. Krowinski, principal, School of Nursing; Michaline B. Rondinelli, Jeanette E. Blowers, Beverly A. Prior, Joan B. Wade, and Theresa A. DeBonzo.