Civil Service EADER

America's Largest Weekly for Public Employees

Tuesday, October 19, 1954 Vol. XVI - No. 6

How The N.Y. State Salary Dlan

P O DRAWER 125 CAPITOL STATION ALBANY 1 N Y

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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 pre-sented 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 hotlyfought in CSEA annals, Theodore Wenzi, Mr. rowers opponent in the election, urged the nealing of wounds and preaged 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 di-rector 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 forbid-ding strikes of public employees. Mrs. Herrick said the law overreaches its mark and has ac-complished 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, over-time 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 M 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 sup-plemented by statements of the committee chairmen. Two re-ports that caused much discus-sion was that by Charles Dubuar,

chairman of the Pension and Insurance Committee; and Davis L. Shultes, chairman of the Salary The delegates went on record

as dissatisfied with the appropria-tion 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 Employes 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.

Mental Hygiene: John E. Graveline presiding. Health: Dr. William Siegal pre-

Social Welfare: Charles H. Da-

vis presiding, Public Works: Charles J. Hall

presiding. Conservation: Noel F. McDon-

ald presiding.

Armory: Clifford C. Asmuth pre-

Labor: Joseph Redling presid-

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. Leathem. There was dancing late into the night at CSEA head-quarters and at the DeWitt. Those presiding over and par-ticipating at general meetings

were, in addition to Mr. Powers, the following: Joseph P. 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; Jease B. McFarland, former CSEA president, who installed the officers.

Complete reports of committees

and all other annual meeting ac-tivities appear in this and in next week's LEADER.



J. Raymond McGovern, State Comptroller and Republican candidate for Lieutenant Governor, appears before a statis-tical 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.

President: John F. Powers.

Freeport, L. I.

First Vice-President: Joseph F.

Felly, Albany

Second Vice-President: Robert

L. Soper, Wassaic

Third Vice-President: William

Connally, Hudson

Connally, Hudson

Fourth Vice-President: Vernon A. Tapper, Syracuse Fifth Vice-President: Mildred

M. Lauder, Albany Secretary: Charlotte Clapper, Treasurer: Harry G. Fox, Al-

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

President

John P. Powers, 12,032; Theo-dore C. Wenzi, 6,498. First Vice-President Joseph Felly, 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 representa-tives on the Civil Service Employees Association Board of Direc

Agriculture and Markets: William F. Kuehn
Audit and Control: William

Sullivan

Banking: Frank C. Maher Civil Service: Peter H. Hilton Commerce: Mildred Meskil Conservation: George H. Siems 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-

Public Service: Margaret A. Ma-

Public Works: Charles J. Hall Social Welfare: Charles H. Davis State: Edward L. Gilchriat Tax and Finance: Suzanne Long Judiciary: William P. Sullivan Legislative: William S. King.

COMMUNITY CHEST
ALBANY, Oct. 11 — Governor
Dewcy 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 Gover-nor urged the thousands of State government workers in Albany to support the Chest.

Looking Inside

CHECK-UP of employees to determine whether they meet loyalty and national security standards has been marked by enough inconsistency to arouse the American Assembly, a conservative enough group activity financed by the Ford Foundation. The Assembly asks that a study be made of present methods, which admittedly can subject an innocent employee to risk of stigma. A code would be devised that would not deny the government the protection it deserves, nor the employee his rightful safeguards.

How terrible it is to be unjustly accused, and to have fellowworkers and neighbors look on one askance, only the victim of such am injustice can know. In the climate of suspicion of public employees that now rules, the need for stiffer precautions for the protection of employees becomes all the more necessary. It was nice of the Assembly, not only to include its own suggestion about curing the difficulty, but to make this plea its main one.

Besides a code of procedures, there should also be a declaration of enforcement policy. Unjust penalties flow from enforcement policles overburdened with suspicion. Fair and equitable results can be obtained from a sensible policy applied even to a stiff code. The necessity of being just in enforcement is at least equal in importance to the formulation of a code that provides necessary safeguards.

Inquiry should be distinguished from attack.

The disturbing results do not move only the American Assembly. The courts have had their attention drawn to the subject. They have been asked to construe provisions of boards of regents and other bodies that try to impose oaths beyond those required by a State constitution, while on the other hand employees may try to limit the authority of a State Legislature to add anything to the Federal constitutional oath of office.

Where agencies try to substitute their will for that of the Legislature, or the voters, they fail; where employees maintain that only the Federal constitutional oath may be required by the Legislature, they fail.

The legal questions usually have come up in other connections many times before. There is no dearth of precedent. A proper, sensible code would not seek in any way to undermine but rather to perpetuate the decisions of the courts which, have been guided by fairness and 2558. Henness, Thomas, Astoria 2559. Afford, Hortense, NYC ... 2560. Smyth, Mary, Waterliet ... 2561. Larock, Geraldine, Malone

subject to inquiry. A code such as now proposed would do much to prevent the present rage for scrutinizing pub-lic employees from becoming a

Truman's executive order re-quired proof before dismissal; Esenhower's makes suspicion sufficient ground, a dangerous change,

Rossell Tells How U.S. Uses Handicapped

James E. Rossell, director of the Second U. S. Civil Service Region, stated that the U. S. Civil Service Commission's program for utilization of the handicapped has shown gratifying results. He emphasized the program has been

in existence for ten years.

One agency itself manufactured an artificial arm to permit the employee to perform welding operations for which he was otherwise qualified, Mr. Rossell re-ported. The same agency employs a blind man to measure and salvage nuts and bolts. A special machine was constructed for his use. In another agency two dea! mutes are employed as hand compositors. A messenger was recently employed in another agency. This young man was a war hero whose lower face and jaw had been destroyed in World War II. He had been hospitalized ever since. Amputees are em-ployed in all of the larger agenin positions varying from sedentary work to arduous duties.

6.926 U. S. EMPLOYEES FIRED AS RISKS OR RESIGN

WASHINGTON, Oct. 18 — The White House anounced 6,926 U.S. employees have been dismissed or have resigned while under inquiry, in the year ended June 30 last. The figures: dismissals, 2,611; resignations, 4,315.

CIVIL SERVICE LEADER

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REAL sointe buys. See Page 11.

Latest Eligible Lists

appeared in previous issues.
STATE CLERK
(Continued from last week)
2501. Osborne, Leonard, Remselaer 76350 2502. Zebrowski, K., Schtdy 76350
2502 Zebrowski, K. Schtdy
2503. Watkine, Foretta, Bidyn
2504. Gallagher, Ann. Waterford, 78350
2505 Beek Signid Trees 76350
2506, Rodwood, Carol, Albany 70250
2506, Redwood, Carol Albany 78350 2507, Agrayo, Jose, NYC 76350 2506, Simms, Leis, Brenx 76350 2506, Stein, Rose, Bronx 76350
2508, Simms, Lois, Brook 76350
2500, Stein, Rose, Bronz 76350
2510 Fleming, Burbara, Jamaica, 76350 2511 Genoved, Agnes, Slingerind 76350 2512 Jones, Dorothy, NYC 76350 2513 Diener Truby NYC 76350 2514 Isom, Brunette, NYC 76350 2515 Leonard, Shirley, DeKalb Jet 76350 2516 Woods, Harrier, DeKalb Jet 76350
2511, Genoveel, Agnes, Slingerlad 76350
2512 Jones, Dorothy, NYC 76350
2513. Diener, Trudy, NYC 76350
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2515, Leonard, Shirley, DeKalb Jet 76350
2517. Woods, Hortense, Jamaica . 76350 2517. Margio Livin, Utica
2517, Magrio, Livin, Utica 76350
2518, Kaye, Lee, Bronx
HEAD TO A LINE WHOLE
2520, Ward, Clara, Schaghteke 76350
2521, Stickler, Buth, Renesclaer 76350
2522. Surse. Varecia. Bidyn 76350
2523. Bernstein, Judith. Bithm 76350
2524. Beid, Thomas, Albuny 76350
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2526, Morris, Hubert, NYC
Bo27. Ford, Vivian. Bklyn 76350
2528. Rezman, Arthur, Balyn 76350
2520, Price, Helen, Utles
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2539 VanDenhouten Mac Albany 76346
2540 Fleisber Jose Albany 20240
2541 Donoby Tols Green let 76946
2542 Kennelly Marion Billion 76240
2543 Longacker, Rosina, Albany, 76240
2544. Moon. Engree. Binghamton 70240
2545. Thomas, Ellen, Troy 70240
2546. Brown, Julia, Bklyn 76240
2547. Schmidt, Doris, Buffale 76240
2548. Okrien, William, Bklyn 76240
2540. Boreffi, Victoria, Endicott . 70240
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2552. McRif. Helen. Albany 76130

The LEADER continues publication of the 2,913 name State clerk Bist. Names through 2,500 appeared in previous issues.

STATE CLERK

(Continued from last week)

2501. Osborie. Leonard. Remaslaer 70350

2502. Zelerowskii, R. Schidy 70350

2503. Waiting Floretta, Bldyn 70350

2504. Stainer, Barbara, Albany 70020

2506. Waiting Floretta, Bldyn 70350

2506. Redwood. Carol. Albany 70350

2507. Alback, Astorius 70020

2508. Beek, Sigrid, Teory 70350

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2509. Redwood.

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

Democrats and Republicans Talk on Civil Service

Roosevelt: Overtime Pay, Elinore Herrick McGovern: Performance, 40-Hour Week, 'Adequate Urges Repeal of Record in Civil Service

dress of Franklin D. Roosevelt, r., at the 44th annual meeting of the Civil Service Employees As-sociation. Mr. Roosevelt spoke at Chancellor's Hall on Wednesday evening, October 13.

There is a major difference be-ween the Democrats and the Republicians 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

We Democrats say what we

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 pubservice as a dumping grounds for backs 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

Seventh, expansion of educational opportunities for civil ser-

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

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

Now let me ge# down to details. Salary

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

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 con-taining a six-months' pay raise-

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 ad-

ministration mean by reclassifi-cation? Of course, the answer is, State administration une 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 writ-ten into the State constitution (under a Democratic governor, by the way). Sufficient money must be appropriated to assure adequate lic workers the status of secondand equitable pay for all State

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

Below are excerpts from the ad-ress of Franklin D. Roosevelt, 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 It's a basic thing. The 40-hour 5-day week ought to cover public workers in all parts of the 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 im-portant - 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 Demo-cratic platform. I hope you have, Because one of the things it says about fringe benefits is this: 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 cared 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 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 com-mittee of the Civil Service Employees Association studied the phony personnel relations machinery set up under Governor Dewand 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.

favor collective bargaining in public service.

Condon-Wadlin Law

iest 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 or-ganizations. It has caused communities to resort to subterfuge. It has created unbearable bur-dens on cities and towns as well as on employees. It has given pub-There it is — on the line. What Republican candidate has put it that clearly? Not one.

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 in-

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 Pederal reached in this area. We are going the control of the worker's compensation of the worker's compensation of the worker's compensation of the worker's compensation. The cligible lists to find if prospective appointees have voted "right". We hope to extend State-wide the opportunities for in-service training and deducation to public employees. But I feel we've got hope to extend State-wide the opportunities for in-service training and deducation to public employees. But I feel we've got hope to extend State-wide the opportunities for in-service training and deducation to public employees. The Civil: Service Commission will really be reorganized.

Condon-Wadlin

ALBANY, Oct. 18—Mrs. Elinore Morehouse Herrick, personnel di-rector of the New York Herald-Tribune, urges repeal of the Con-don-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 probof employer-employee negotiations in public service and private industry. The difficulty in negotiations, service 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 legislatures. 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 Robert F. Wagner, demonstrates that it can be done for non-Federal public servants as well, she

As to the future, Mrs. Herrick foresaw progress in labor rela-tions in government service comparable to gains achieved through employee organization efforts in private industry. She commended the CSEA for its pioneer work in the attaininment 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,

Condon-Wadiin law? The Con-don-Wadiin Act is one of the dirt-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 Re-publicans. 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 holdterest — retirement.

I know how much retirement of merit alone. We won't go over can cost government as well as eligible lists to find if prospective appointees have voted "right". We appointees have voted "right". We

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 Clin-ton Hotel on Wednesday, October

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 en-dorsed by the Liberal Party, which in its very campaign platform wants to increase taxes by more than \$65 million, most of this in-crease 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 em-

Reclassification

The very latest accomplishment is the reclassification of salaries which resulted in increases totalinfl \$8,494,486.05 for the first six months of this year. This is a step in the right direction but I not claim that it is complete. With every new, broad reclassifi-cation of this type there must, of necessity, be new adjustments. We will continue to keep apace with the requirements of the future as have in the past. know, I am sure. Our record in the immediate past, our actual performance in your behalf, as-sures 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 seen than \$1,800 and in 1954 was ap-proximately \$3,900.

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

tirement 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 in-cluded close to 1,500 Federal payroll employees in the State, such as keepers of armories, who had no Social Security but who have

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 re-vision 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 govern-ment service free of subversives and those of doubtful reliability has been dealt with effectively and

"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 disting-uished from Promises.

Supplemental Pensions

One of the most important ac-complishments of the past four years was the supplemental pen-sion 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 in-terest rate on loans, life insurance of member-borrowers extension of loan privilege to old-er 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 ac-tual accomplishments — perform-The Comptroller is head of the out to you as vote getting bait.

Health Dept. Backs Up Two Appeals

ALBANY, Oct. 18 - The action of the State Classification and ing 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 Mr. Galpin will be in Room 906, supporting the appeal of such email 80 Centre Street, Manhattan ployees for their former allocation, starting at 9:30 A.M.

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 Ros-well 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 be-cause it takes in Homer Folks Hospital

The delegates were glad to learn Health Commissioner Herman E. Hilleboe excused Charlotte Clap-per 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

P. Henry Galpin, salary re-search 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.

Correction Chapters Sift Ways to Have Pensions Come Closer to Needs

of Correction Department chapters of the Civil Service Employe-es 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 ference, but for his own good, 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 ex-pectancy. Where, he asked, would the money come from to assure the full annual retirement allowance until death, if the an-

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QUESTIONS of general interest are answered in the interest- going at a fast pace. Harry M. ing Question Please column of Dillon, Auburn chapter president, The LEADER. Address the Editor. answered many questions.

ALBANY, Oct. 18 - Delegates nuity 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 lumpsum retirement ideas, and the danger to steady income in the pensioner investing or speculating with annuity money. He de-scribed the assurance of steady annual retirement income as the paramount purpose of pension plans, and explained that the member is forced into this benesometimes against his pre-

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 in-surance benefits of Social Security for widows and children with the State Retirement System, on a basis that provided higher pension besides, employer and em-ployee to share the added cost.

The prison guards want a 40hour week, at present pay received for a 48-hour week. This was described as a necessary observance of the 40-hour-week policy exist-ing 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 compulsa-tory 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

Presidents **Of Leadership**

ALBANY, Oct. 18-Training in leadership was indorsed by a meeting of Civil Service Employ-ees 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.



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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

Committee Asks Wider Back Teaching Education in Leadership

tion committee of the Civil Service Employees Association hailed the experimental efforts made by Association in pilot projects in chapters for teaching leadership to officers.

The committee recommended: "1. Continuation of the Pilot Education Project in the chapters.

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 encour-age and develop leadership in behalf of civil service everywhere."

Cost Considered

The committee also said: "Education is a lengthy pro-cess. Perhaps we should be thinking in terms of five or even 10year goals. Any plan we may de-vise, any scheme we may evolve, must be subject to trial and error modification or adjustment. 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 reassay 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 repre sentative 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

ALBANY, Oct. 18-The educa- in your own area chapter. Truly, the future belongs to those who plan for it."

(The full report of the educa-tion committee will be published next week).

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More Public Relations Described as Essential

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

There were advance indications that allocations would be disappointingly low because of insum-cient 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 Associa-tion depends on great, expanded continuous and consistent public relations. An occasional one-shotin-the-arm job is not the answer.

It is plain that effective Asso-ciation functioning to assist in advancing the merit system, ade-quate 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 im-portance of government services and the importance of its civil servants;

(2) the need for the merit sys-tem 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 values of the business fare; 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 increased strength growth of the Association and its usefulness to its membership, the

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 exami-ner, nor will their papers be regraded, Harry Smith, director of the Division of Employment, reported at the Division of Employment Delegates Conference, held last week in Albany in conjunc-tion with the CSBA annual meet-

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 Armeny, NYC and Su-Burban Area; Joseph Redling and Richard Childs, Albany; L. M. Wilson of Rochester; John Kee-gan, Binghamton; Catherine gan, Binghamton; Catherine O'Connell, Syracuse, and Celeste Rosenkrans.

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

Al Reinhardt of the NYC and Suburbs group was presiding offi-

Real estate buys. See P. 11.

Following public relations committee visualizes and proposes the building up within Conferences and chapters of definite programs and proce-dures 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, ex-hibits, 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 rela-tions need is far from satisfied with present available funds or staff. The public relations com-mittee and our public relations director can serve only to the degree that we have the moral and financial support for a sound pro-gram. 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 representa-tives and devote considerable portions of their time to PR efforts within and outside of the organi-zation. Yet the fact that the chief function of the Association of 60,-000 members has been assigned to 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 pro-ducing results.

- Increase of Sin

This committee therefore recommends again, and with increased voice, its chief recommendation of recent years that the public re-lations 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 latters' suggestion in accordance with a the PR group. It now seems that this inter-committee cooperation can best be effectuated by sub-mitting complete minutes of committee meetings to the PR director for study and possible help by the public relations committee, in-stead 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 anniver-sary, 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 various committee chairmen and committee members and to all other members of the organization who have worked diligently to fur-

ther 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. Arthur Mann.

Labor Dept. Aides Discuss Shift Killed **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 pay-ment 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

Those attending the meeting were: Arthur Loft and John Kochian, Workmen's Compensation; Clara Huntington, State Insurance Fund; and the following surance Fund; and the following representatives of the Division of Employment: John Wolff, Mar-garet Willi, Margaret Dorr, Wal-ter Underwood, Betty Nocella, Sally Cassidy, John Kope, Joseph Shelofsky, 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; need for increasing the size of the department is desperately ur-gent. 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 ser-geant to Lieutenant, seven lieu-tenants to captain, and the ad-vancement in grade for 56 detectives.

Forty-five ranking police—captains serving in higher ranks "paying alam—noneumisap &q

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 con-tain 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

ALBANY, Oct. 18-There will be no more split shifts for kitchen personnel, and no more alternate 52 and 44-hour weeks for clean-ers, at Reswell Park Memorial In-stitute. 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

Anna Aungst and Charlotte Bettinger, delegates of Gratwick chapter, announced the new work hours at the CSBA 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

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' prefer-ence 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 sol-diers 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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TUESDAY, OCTOBER 19, 1954

THE ATTACK ON THE PUBLIC EMPLOYEE—AND THE DEFENSE

A group of distinguished citizens, meeting as the wixth 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 easting 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 aftract 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 loyaltysecurity 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 a... to the pattern of American customs and institutions."

Understanding the Worker

Finally, the assembly would try to educate the American public be 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 mnreasoning 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 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 h a necessity of life. We may decentralize it, but not completely. We may reduce its functions, but not very much. We should raise Ms 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 Mr government function democratically and effectively without in-Stinging upon the liberties of the people.

Salary Committee Explains How New State Plan Works

Salary Committee of the Civil Service Employees Association, delivered at the annual meeting in

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 lid per cent emergency pay and an additional 10 per cent raise, our case was not based on an increase in the costof-living. Since 1948, the cost-ofliving had increased only 14 per cent while our salaries were in-creased nearly 18 per cent. Our arguments were based on com-parisons 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 noneand were, in fact, already over-paid. One factor that had pro-duced inequities in State pay scales was the varying percentage increases granted during the 10 past years. He reasoned, for in-stance, 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 re-ceiving 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 Associa-tion 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 pay. The Governor ordered that the studies be started at once by the State Civil Service Depart-ment. He also appointed an ad-visory committee on which the

Association was not represented.
The job assigned to the Civil 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-

tion 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 in-dustry. In general, we agreed that dustry. 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 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 38grade salary schedule that was posented 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 in-

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 em-

ployees: about 8 per cent;
For 36 per cent of the employees, about 3 per cent;
For 2 to 4 per cent of the em-

ployees, no raise.

This would be an average raise of between 6 and 7 per cent. The legislation ccutained a provision to defer part of the cost to next April, by limiting this year's raise for any employee to two incre-ments 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 big-gest 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. rest of the employees enjoyed subincreases ranging from to 20 per cent.

ciation 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 re-ceive 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 in-creasingly 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 alloca-tion and wants to be as helpful as possible. Salary appeal kits have been distributed to all chapters and interested groups. These kits suggestions for contain valuable 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 battle-These same men would make good policemen.
In Japan I saw many a police-

man weaing glasses and in England, too. In these counties 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

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 Cus-

todial) job grouping; wage boards to decide pay of these classes by

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

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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The Civil Service Leader, by arrangement with a famous manufacturer of dolls brings you your choice of:

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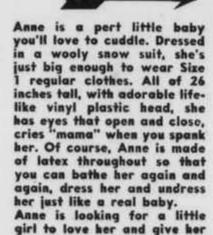
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Alice is the latest in beautiful dolls, with rooted hair you can comb and set. She's a big doll too — 19 inches in her stockinged feet, almost two feet tall if you count the brim of her pretty picture hat. Her head is made of lifelike vinyl plastic, with cute blue eyes that close when she's asleep. And she cries "Mama" when you squeeze her.

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*If your address is in New York City please add 12c for N.Y.C. sales bus.

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 — on security and loyalty aspects of The four-day meeting of the American Assembly, a group of business, educational, labor and government leaders, made 10 recommendations regarding U.S. civil stigma, while fully safeguardservice. The Assembly was created ing the interests of the govern-by President Eisenhower's efforts ment. Present methods were found by President Eisenhower's efforts when he was president of Columbia University, and meets twice a year at Arden House. The Ford Poundation finances the Assembly. The recommendations:

 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 administra-Son 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 inter-change should be instituted in the U.S. government. This would be facilitied by a unified pay plan. At present there are 30 different

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

 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.

 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.

 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 reten-tions, while administrative profes-sional 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 proposi-tions were discussed at panels, and received approval from those at the panels

County Aides Hear A Top Local Official

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.

change should be instituted in the U.S. government. This would be facilitied by a unified pay plan.

At present there are 30 different pay plans.

6. New policies in checking up chapter officers and members in

ALBANY, Oct. 18 — Questions meetings with the local super-pay, hours of work, working visors. Activities of CSEA regional attorneys and field representatives should augment, not substi-tute for, this groundwork, he advised.

Charles R. Culyer, Association field representative, spoke on the integration of Social Security with public employee retirement sys-tems. 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

Intitlet ...

Civil Service Commission an-nounced that considerable pro-Bngress 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 repre-sentatives of City departments, and employee, professional and civic organizations have been held for engineering and architectural, attorney, parole, and probation positions. Comments and sugges-tions were received relative to

Joseph Schechter, Personnel Di- ment of titles, slotting of such rector and Chairman of the NYC 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 re-turn of this questionnaire.

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Continuing its policy of offering a pretty lace trimmed dress (and panties, if you must look), and she carries her own curlers for mecial 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 lifepremiums, the Civil Seranyone who wants to fashion a new hair style for her. Alice, too.

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 cud-dling. Of course, she cries "mama"

when she's spanked, and closes her eyes when she's put to bed.

Alice, her older aister, 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

Exam Study Books

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 pil-

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.

To make either or both of these

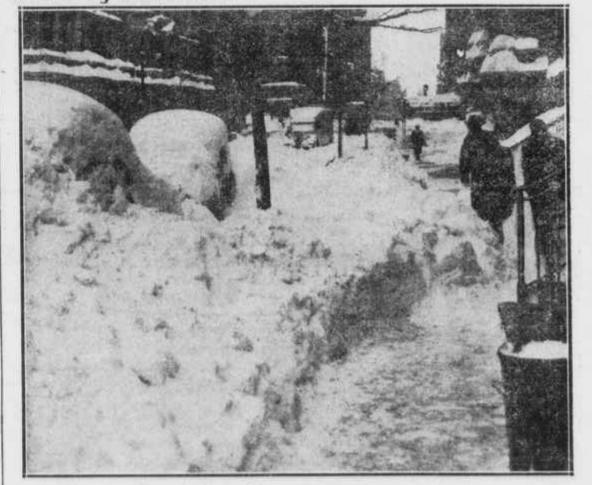
Excellent study books by Arco. In preparation for current and coming exams for public jobs, are an sale at The LEADER Bookstore, 97 Duane Street, New York 7. Duana Street, New York 7, Y., two blocks north of City Hall, just west of Broadway. See advertisement. Page 15.



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How New State Plan Works

most chance of success for next year is to correct the inequities and inadequacies that still exist in the new salary allocations, Pre-sumably, this could be done by granting a substantial number of appeals that have or will be filed. The resolution which was recommended by the salary committee is Resolution One as passed by all the delegates to the CSEA meet-

As most of you are probably gware, some economic conditions are not propitious for a general salary increase this year. The cost of living has not gone up during the past year; there is a considerable amount of unemployment, and weekly wages in private industry are down slightly as the result of a shorter average work week in many industries, although there is a continued upward movement of wage level. These conditions, however, should not deter us from seeking an ap-propriation to complete the installation of the new salary plan on an equitable basis for all em-ployees, regardless of costi - 1)

This has been in very brief cesume of the principal factors involved in the salary problems of the last few years. I have said nothing about the tremendous amount of work done by the salary committee and the Association's staff in assembling a great volume of economic data and preparing statistical analyses for presentation at our salary conference with the Governor's Committee. We could not get very far without presenting the facts favorable to our case. Emotional appeals

have little value and there has been a minimum of "horse-trad-

we should be thankful to the officers of our Association and the members of the board of directors who have been wise enough and responsible enough to base their decisions on hard facts rather than to enter an apparently easy political course of asking for the moon and basing their demands on wishful thinking rather than on realistic judgment. All of our raises during the past ten years have been won by negotiations or conferences with the exscutive branch of our State government - the Governor's Office. On the two or three occasions that we tried to go to the Legislature direct and use political pressure, we falled to get any-where. One of the most valuable assets of the Association is the open door to the conference room which could, of course, have been closed to us if we had ceased to maintain respect for our integrity and sense of responsibility.

In concluding this report I want to express the appreclation of the salary committee for the services of F. Henry Galpin, the Associa-tion salary research analyst, without whose aid it would have been impossible to compile and analyze the economic data necessary for our deliberations.

Davis L. Shultes is committee

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

Salary Committee Explains E. D. Meacham Named Head Of Comprehensive New State Employee Program

ALBANY, Oct. 18-A new Division of Personnel Services will be established in the State Department of Civil Service to administer a comprehensive employee relations program for 75,000 State workers. This was announced by Oscar M. Taylor, President of the State Civil Service Commission.

FEINSTEIN PRAISES GEROSA'S POLICY

Henry Feinstein, president of Local 237, International Brother-hood of Teamsters, AFL, com-mended Comptroller Lawrence E. Gerosa for instituting a new pro-cedure for speedily settling pre-vailing rate claims under Section

220 of the Labor Law.

The new procedure provides for prompt negotiation of rates, It was applied to the City's maintenance men, according to Mr. Feinstein, with satisfactory re-

L. LICHTER WINS KNICKERBOCKER AWARD

Jacob L. Lichter, clerk grade 5, Office of the Comptroller, received the Pather Knickerbocker \$100 award which is presented monthly by the Young Men's Board of Trade to the civil service employee who presents the best suggestion to the NYC Employees Suggestion

new division will be primarily one of advice and assistance to State agencies. Emphasis will be placed on promoting employee morale and improving management-employee relations

Edward D. Meacham of Albany was named to head the new division. Since 1946 Mr. Meacham, who began his career in State government in the Department of Civil Service, has served as administrative director of the De-partment of Commerce.

Details Worked On

Details of the new program are currently being worked out. Elements of an employee relations program which now exist will be integrated with the Division of Personnel Services, which will in-

clude the Department's present training personnel.

This change in organization is in line, Mr. Taylor pointed out, with a recommendation of the legislative Commission on Coordination of State Activities, fol-lowing its study of the Department of Civil Service.

The Director of Personnel Services will maintain a close twoway advisory relationship with the personnel officers of all State agencies. He will head a new Council of State Personnel Offi-cers and will advise and assist on matters pertaining to staff relations.

What It Will Do

The new division will admin-ister the State-wide work performance rating program, develop machinery for interdepartmental transfers, promote uniformity in attendance and leave policies, adon the development maintenance of employee coun-seling services, serve as liaison be-tween private organizations and State agencies in charitable campaigns, and cooperate with State agencies in developing health, welfare and accident programs. The employee training program will continue under the present Director of Public Employee Training. The Director of Personnel Services will also coordi-nate activities of the Personnel Relations Board and the Merit Award Board.

Meacham's Background

Mr. Meacham entered State service as an assistant civil service examiner in 1937 and later trans-

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Mr. Taylor said the role of the; ferred to the Civil Service Department's Division of Classification in charge of the technical staff. He moved in 1942 to the Division of Commerce (which became the Department of Commerce in 1944), serving as per-sonnel and budget officer. He has been a member of the Commerce Department's executive committee, service record rating appeals board, merit award review committee, and personnel relations committee.

Born in Greene, Chenango County, Mr. Meacham is the son of the late Dr. Carl D. and Laura Doane Meacham, Following com-pletion of his undergraduate work at Syracuse University, he was awarded a fellowship at the Uni-versity's Maxwell School of Citizenship and Public Affairs from which he received the degree of Master of Science in Public Ad-

ministration in 1935.

He entered active duty in the Navy in 1943 as a lieutenant (j.g.). He was recalled during the Korean War during which he served in the Office of Naval Material with the rank of lieutenant terial with the rank of lieutenant commander. He is presently in the Naval Reserve.

He is a member of the Emma-nuel Baptist Church, Albany; Capital District Chapter, Amer-ican Society for Public Administration; Civil Service Employees Association. He is married to the former Helen Oakley of Albany and they have one daughter, Marjorie. Their home is at 149 Rosemont Street, Albany.

Two DE Aides Must Be Reinstated

ALBANY, Oct. 18-Two property managers of the Division of Employment, who were dismissed when the jobs were "abolished," should be reinstated, a Supreme Court jury decided last week in Albany.

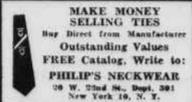
Gordon R. Fellows and George S. Tobin, both of NYC, were dropped, at the same time as two similar posts were created and given to other men. They appealed to the courts, and won their case. John J. Keily Jr., of DeGraff, Foy, Conway and Holt-Harris, was counsel for the employees.

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MENSER GROVES Nox 466 Juplier, Pla. Send for our Colorful Brook

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CLOSEOUT: From leading Italian designer, Silks for formal wear, some pieces worth up to \$47.50 yard. Limited quantity from \$3.95 to \$12.50 yard. MHLL END IM-PORTS, 76 E. 11th St. (few doors west of B'wny).

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HATS, COATS, SUFFS, DRESSES, Aftered, Restyled at Moderate Cost, For automotioned call WA 4 5225 Alteration Course 37, Christopher St., S. T.

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Special Rates for 2 pc. diving rm, reuphoistered

Mattersees re-mode & steril., \$4.90 up Box Springs — Quilts — Pillows All. WORK GUARANTEED

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Service—Today!

Brand New Picture Tubes Installed—full year warranty 10" \$12.95 | 17" \$20.95 12" 14.95 | 19" 23.95 16" 19.95 | 20" 24.95

Payments arranged. His makey down! All Prices Incinds Your Dad TV Repairs at Low Prices BRONX-MAH.-BKLTH-QUEEKS Call IN. 9-6700.

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MUST SELL! NEW YORK AVE. Near Prospect Ave.

Ideal for Doctor's office. Small hospital, 16 rooms, baths, extra toilets, all va-

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Putnam Ave. bet. Bushwick and Evergreen Aves. - Two Sixteen families, 4/3 and 28/4. Refrigerators, etc. Price and Terms arranged. Income \$17,627.

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Detached, on a beautiful landscaped oversized plot. Oil heat. Screens and storms. Just 2 blocks to Van Wyck and 2 blocks to subway, bus.

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Legal 2 family. Detached on a huge 60x100 plot. 5 rooms on first floor and 3 rooms on second floor, 2 car garage. Oil heat. Convenient to everything. Bring deposit.

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\$11,500 | Chapelle Gardens \$13,500 2 family, brick, slate roof 5 beautiful brick 1 family 6 rooms up. 3 down, oil, finished rooms, plot 40 x 100, basement and bar, finished attic.

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9 rooms, 5 bedrooms, plot 50 x 100, frame, oil.

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1 family detached home, 6 rooms and sun - porch, oil heat, garage and all modern improvements. Small cash.

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I family detached 7 rooms, oil heat, garage, Loads of extras. G. L \$500 down.

A gorgeous 1 family, 7 large rooms, detached home, wall to wall Broadloom, large plot, oil heat. Modern throughout, finished base-ment. Loads of extras. Small

HOLLIS & ST. ALBANS 2 PAMILY HOMES PROM \$12,700 UP

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2 Bedrooms - 2 Story These are brand new homes with every luxury and every modern improvements.

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ovely Long Island Romes at Prices to suit in the most desirable sections NEW LISTINGS DAILY Or One and Two Family Houses

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Here's a beautiful detached frame dwelling: 8 spacious rms. which can easily be converted into 2 - family. Ideal mother and daughter or large fam. Oil, ex. lav. conv., etc.

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Por G. I. with \$1,000 Cash Move right into this beautiful fully detached 6 room home; modern throughout; screen rear porch. Well screen rear porch. worth the price at

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\$8,900 RICHMOND HILL No Cash for GI

5 rooms, fully detached, oil heat, full basement 20 ft. living room, modern kitchen and bath, #386.

\$12,200 No Cash for GI QUEENS VILLAGE

ully detached and shingled, 61/2 rooms, 3 bedrooms, oil steam, oversized garage, full basement, modern kitchen and bath, #475.

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Fully detached 61/2 rooms, 3 bedrooms, full basement, steam heat, modern kitchen & bath, 30 x 100 plot, over-sized garage, #474.

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Detached Colonial corner, 40 x 100 plot, 612 rooms plus expansion attic, ultra modern kitchen, bath, oil steam heat. #185.

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33-21 Junction Boulevard, Jackson Heights 72, New York HAvemeyer 6-1151 - Hlekory 6-3672 Moderate down payment for non-veterans

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HILLSIDE GARDENS: 2-Family and store, 6-rooms up and 3-room apartment at store level, brick, tiled baths and kitchens. team heat, oil, near all facilities. \$11,500

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Only 2 years young this outstanding, detached 5 room house with large expansion attic, ultra modern kitchen, tile bath, full basement with oil heat large plot 50x100. garage-many extras.

Price too low to mention! Act now - Jall

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"SUPREME" WASHE

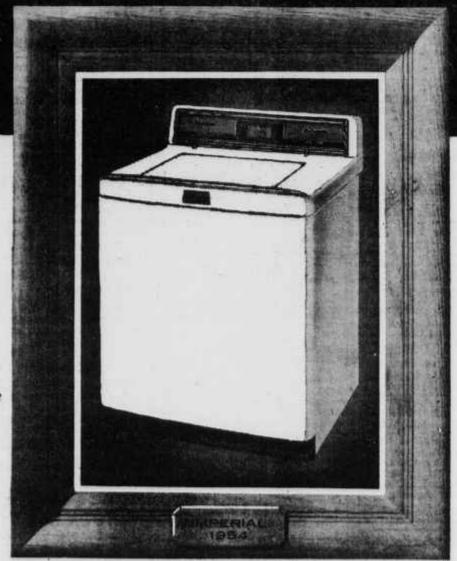


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NA 8-3500 - BROOKLYN

SUPARME COURT, BRONX COUNTY
New York Lies Corp., piaintiff, against
Louis Galasso, Lucida Gulasso, Isabelio
De Groes, Siegfried De Groez, Maxine De
Groes Noe, Josephine Stetfelt, Charles
Walter Trinchard, George A: Trinchard,
Olga T, Hadon, Ines T. St. Pierre, Etinice
T. Danigole, William P. T. Trinchard,
Bertrand P. Trinchard, Sr., Charles W.
Trinchard, Jr., Edward B. Trinchard, Liblian M. Curiey Trinchard, "James Quinlan" and "Mary Quinlan," and names
being Scilitous true names of said defendants being maknown, persons intended being the heirs-nt-law, next-of-kin and
distributees of Eugenia Quinlan, deceased,
late of San Francisco, California, all of
whom are unknown to plaintiff and are
sued as a class. "John Quinlan" and "Juse
Quinlan," said names being settions, true
names of said defendants being unknown,
persons intended being the heirs-at-law,
next-of-kin and distributees of Francis J.
Quinlan, deceased, late of New Orleans,
Louislana, all of whom are unknown,
persons intended being the heirs-at-law,
next-of-kin and distributees of Frances J.
Quinland and sre sued as a class,
"Robert Quinland" and "Rose Quinlan,"
said names being fictitious, true names of
said defendants being unknown, persons
intended being the heirs-at-law, next-ofkin and distributees of Frances J. Quinlan,
deceased, late of New Orleans, Louislana,
all of whom are unknown to plaintiff and
are sued as a class, Howard Imbrey, Lillie
M. Pitcher, individually and as Executers
and Trustee under the Last Will and
Testament of Bert La Mont, late of Jackson County, Missouri, deceased, Bestram V.
Cullen La Mont, Individually and as Executer
and Trustee under the Last Will and
Testament of Bert La Mont, also known
as Bert C, La Mont, deceased, Bestram V.
Cullen La Mont, Dominic Fastio e Hayward
Hall Shannon, David Zoglin, Rose Zoglin,
his wife, J. Howes Dyer, individually and
as Executor and Trustee under the Last
Will and Testament of Lucy A. Dyer, late
of Meirose, Mindidesex County, Massachusetts, deceased, Bowland S. H. Dyer,
a as clary small Ripa, individually and as the Administratire G.C.O. of the Estate of Svante O. Ripa also known as Svante Cleson Ripa, deceased. Aff Ripa, "Mrs. Alf Ripa," said name being fictitious, true name unknown to plaintiff, person lotended being the wife of widow, if any, of Alf Ripa, Clara E. Ripa and all of the above. If living, and if they or any of them be dead, then it is intended to sue their heirs at-law, devisees, distributees, next-of-kin, executors, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, lienors, assectors, administrators and successors in interest all of whom and whose names and whomabuits are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants:

as "Unknown Defendants," defendants.

To the above named defendants:
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the comptaint.

Duted: New Tork, August 2, 1954.

HARRY HAUSENECHT.

HARRY HAUSENECHT.

Attorney for Plaintiff.

Attorney for Plaintiff.

Office & P. O. Address, 135 Broadwar.

New York, New York, Plaintiff's address is 135 Broadway New York, New York, and plaintiff designates Broad County as the place of trial.

To the above named defondants.

The foregoing amended supplication purement to an order of Hon. Jacob Markowitz, Justice of the Eupreme Court of the, State of New York, dated August of the State of New York, dated August

Markowitz, Justice of the Supreme Court of the State of New York, dated August 26, 1954, and filed with the amended supplemental and consolidated complaint in the office of the Clerk of Bronx County, 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York. This action is brought to forcelose the following transfers of tax Siens sold by the City of New York and now owned by the plaintiff, all bearing interest at 125 per annum and affecting property shown on the Tax Map of the Sorough and County of Bronx, City and State of New York, ne follows:

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A.	4020	4	6,801.49
6	4000	6	6,462.55
Ä	4068	14	5,693.10
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	4058	20	4,857.83
6	4.092	50	9,435.15

Duled: New York, August 31, 1954.

HARRY HAUSENBURT.

Attorney for Plaintin.

How York, New York.

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

Wednesday, Oct. 20 with 5,332 names, and the top candidates on the list can expect early appoint-

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. Representative Price denounced the action as "a cheap political move which threatens to open the Railroad Retirement Board to political influence."

CIO GROUP TO DANCE

The fall dance and entertain-ment of the Government and Civic Employees Organizing Committee, CTO, will be held at Man-hattan Center, NYC, on Friday night, October 29. Ray Gibbons is chairman of the committee in

LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNERSHIP — State of New York, County of New York, State of New York, County of New York, as:

We the undersigned, being destrots of forming a limited partnership purvanant to the laws of the State of New York do certify as follows: 1. The name of the partnership is C. A. Auffmordt & Co. E. The character of the business of the partnership is ic carry on in the City of New York and elsewhere a general factoring and commission business. 5. The location of the principal place of business is No. 468 Fourth avenue, is the Borough of Manhattan, City and State of New York.

5. The name and place of residence of each general partner is as follows: John Prederick Degense, Jr., 1192 Park Avenue, New York, New York, Paul Arneld Degenser, Wilson, Connecticut; John Prederick Degenser, Srd, Pecksland Read, Connecticut. The name and place of residence of sach limited partner is as follows: Eric L. F. Archdencon, 1105 Park Avenue, New York, New York, 5. The partnership is to continue until terminated by operation of faw, or in the manner provided in the partnership agreement, no fixed term being specified. 6. The amount of cash and other property to be contributions to be made by the limited partner. 8. Contribution of Hmited partner to be returned on dissolution. 2. Limited partner will not share in fyedite but will receive interest on the contribution at rate of four per centum per sonum. 10. Limited partners, 12. No priorities between limited partners to admit additional limited partners to admit additional limited partners until either May 31st or November 30th, whichever first enames and receive property other to demand and receive property other than cash in return for his contribution.

JOHN F. DEGENER, Jr., PAUL AR. PAUL A. DEGENER, Jr., PAUL A. DEGENER, JR. PAUL A. D

On this 10th day of September, 1964 On this 10th day of September, 1954, before me personally appeared JOHN PREDERICK DEGENER, JR. PAUL ARNOLD DEGENER, JOHN FREDERICK DEGENER, JOHN FREDERICK DEGENER, JOHN FREDERICK DEGENER, JRD. and ERIC L. F. ARCH-DEACON, 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 name.

Solary Fublic, State of New York, Mo. 60.8786150, Qualified in Westchester County. Term Expires March 30, 1966.

SUPREME COURT OF THE STATE OF NEW YORK. COUNTY OF NEW YORK. PATHE LABORATORIES, INC., Plaintiff, sgainst INTERNATIONAL THEATRICAL A TELEVISION CORPORATION; SCREEN SOUND PICTURES, INC.; MODERN SOUND PICTURES, INC.; and others, Defendants. — Plaintiff designates New York County as the place of trial. — SUMMONS. — Plaintiff resides at 105 East 106th Street, New York, N. Y.

To the above named Defendants:

106th Street, New York, N. T.
To the above named Defendants:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to seve a copy of your answer, or, if the complaint is not served with this summons to serve a notice of appearance, or the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken arainst you by default, for the rehef nemanded in the complaint Dated. August 1954.

JAMES L. OCONNOR.

Attorney for Plaintiff, Office & Post Office Address 11 West 42nd Street, Borough of Manhattan. City of New York.

TO THE AROVE-NAMED DEFENDANTS IN THIS ACTION:
The foregoing summons is served upon weeklighten convents to a color.

IN THIS ACTION:

The foregoing summons is served upon you by publication pursuant to an order of Mr. Justice Engene L. Briesch, daied the 30th day of August, 1954, and Sled with the complist in the office of the Cierk of the Supreme Court of the State of New York, County of New York, at the County Court Home thereof in the City of New York,

Dated. September 13, 1964.

JAMES L. O'CONNOR.

Attorney for Plaintin,

Office & P. O. Address, 11 West 4th Street,
Borough of Manhaitan, City of New York.

The list may be consulted, start-ing Wednesday at 9:30 A.M., at The LEADER office, 97 Duane

Street, Manhattan. Originally, a total of 13,778 filed for the examination which was held on Jan. 9 with 9,323 appearing in the examination rooms. Of that number, two candidates with-drew during the test, and 3,984

LEGAL NOTICE

PISCHER, 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 Goeis, Jennie Pauly, Olga Pauly, Martia Freudenberg, William Goeta, Jacob Goeta, Elizen L. Means, Helen Brahler, Jean L. Frareon, Siegfried Goeta William Goeta, Jennie Goeta, being the persons interested as creditors, logateen, devisees, beneficiarios, distributees, or otherwise, in the estate of JENNIE FISCHERB, deceased, whe at the time of her death was a resident of No. 104 West 84th Street, New York, New York, Seed Greeting:

her death was a resident at No. 100 new Both Street, New York, New York, Send Greeting:

Upon the petition of HERNARD GART-LIE, residing at No. 520 Piccadilly Road.

Great Neck, New York.

You and each of you are hereby cited to show eams 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 12th day of November 1954, at half-past ten o'clock in the forceoon of that day, why the final account of proceedings of BERNARD GARTLIE, as Executor of the Last Will and Testament of JEENIE 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 leval disburrements in the amount of \$98.25 paid, and the Executor authorized to retain the sum of \$1,000 60 for possible Federal estate is: tor authorized to retain the sum of \$1,000.00 for possible Federal estate tax deficiency in the estate of Harry Elkins, deconard.

decnared.

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, Roncrable 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, R. HOPHEIMER, GRETLIN & HOPHEIMER, Attorneys for Executor, 61 Broadway, New York S. New York.

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The list of eligibles for Clerk, ment to jobs with municipal agen-Grade 2, will be released by the cles at the starting salary of \$2,-NYC Department of Personnel on 510. been called in groups for a quali-fying medical examination. To date, 1,130 have been called for their medical tests, and the tests will be resumed on Oct. 25.

709 To Be Replaced

Meanwhile, a total of 709 provisional clerks, grade 2 are em-ployed in many City agencies and they will be replaced by persons from the new eligible roster. How-ever, a number of the provisionals are holding temporary positions.

About 600 permanent posts are currently held by provisional

It can be expected that within

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 Ca-tholic Ladies Guild of the New York Post Office on Sunday, October 24. He will say the Com-munion Mass at St. Michael's Church, Manhattan, at 9 A.M. Breakfast will follow at the Hotel Astor. The Rev. Raymond M. Col-lins, moderator of the Guild, will be toastmaster.

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

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Personnel at 299 Broadway where hiring pools will be conducted. Appointment officers from the various City departments will meet with groups of eligibles and at-tempts will be made to place eligibles in departments of their choice, with priority naturally going to those higher on the list,

Among to those higher on the list.

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 18, and Welfare Department, 49.

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Resolutions Passed By CSEA Delegates

The resolutions deal with salary. retirement improvement, overtime pay, fringe benefits, leave and working conditions. James V. Kayanaugh, chairman of the CSEA resolutions committee, pre-sided over the meetings at which the proposals were considered.

(1) SALARY ADJUSTMENT WHEREAS the Association has endorsed the new law which replaces the old 55 grade salary schedule with a new schedule with 38 grades to make possible the correction of inadequacies and inequities in previous pay scales, by allocation on the basis of proper internal and external pay relationships, and,

WHERDAS the appropriation provided by the 1954 Legislature fell far short of the 12 per cent average increase which the studies of the Association Indicated were necessary, and the alloca-tions under the new plan do not achieve parity with outside pay for like services, and,

WHEREAS appeals filed before January 1, 1955 from present classifications and present allo-cations will be ineffective unless funds as appropriated to imple-ment such appeals are made,

available.
THEREFORE BE IT RESOLV-ED, that the Association seek an adequate appropriation for the coming fiscal year to provide for reallocations and reclassifications of positions which have not been properly allocated or classified when measured by the criterion of wages paid by private industry for similar work or by standards of consistent internal relationships in the state salary structure, and,

BE IT FURTHER RESOLVED that the Association urge an addiappropriation be made available to the Classification and Compensation Division sufficient to permit the maintenance of adequate and equitable salaries for state employees throughout the 1955-56 fiscal year,

(2) GRIEVANCE AGENCY AND MACHINERY

RESOLVED, that the Association urge upon the Governor and the Legislature that adequate provision be made for the consideration and resolution of grievances and complaints which arise in state and local employment through the establishment of a permanent agency with a permanent board whose duties would include the making and promulgation of rules relating to the handling of employee complaints and grievances and the conduct of hearings and the making of conclusive and binding findings of fact upon all parties concerned for the settlement of any problem of employment not satisfactorily disposed of at departmental or agency levels, to the end that the efficiency of the public service may be increased and employee morale atrengthened through effective employer-employee participation in the establishment of employment policies and procedures.

OPTIONAL RETIREMENT AFTER 25 YEARS RESOLVED, that the Associa-

tion sponsor and support the forth in Section 220. tional retirement at age 50 after 25 years of service with a mini-mum retirement allowance of onehalf of final average salary for all members of the Retirement Sys-

(4) VESTED RIGHTS AFTER 10 petitive tests are practicable.

YEARS OF SERVICE RESOLVED, that the Association sponsor appropriate legislation to provide for the vesting of an employee's retirement allowance on discontinuance of service when such service is discontinued after at least 10 year's employ-

(5) 25 YEAR RETIREMENT FOR MENTAL HYGIENE INSTI-TUTIONAL EMPLOYEES

RESOLVED, that the Asoscia-tion sponsor legislation to provide retirement after 25 years of servoie at half pay for employees of the Department of Mental Hy-

(6) 25 YEAR RETIREMENT FOR UNIFORMED PRISON EM-PLOYEES

RESOLVED, that the Associa-tion sponsor legislation to provide retirement after 25 years with a minimum retirement age as 50 years, with the State and employee to bear equal cost, same to be ef-fective April 1, 1956.

tirement allowances by addition of Federal Social Security benefits in order to provide additional superannuation allowances for public employees of the State and its subdivisions without impairing in any way the benefits under existing public retirement systems.

PAYMENT FOR ACCRUED LEAVE CREDITS

RESOLVED, that the Association sponsor legislation providing that public employees be paid in a lump sum for all accrued vacation, overtime, sick leave or other credits on retirement or separa-tion from the service, and that such payment be made to the employee's estate or beneficiary if the employee dies in service.

(9) ABSENCE FOR SERIOUS ILLNESS

RESOLVED, that the Association urge the amendment of Article IX of the Attendance Rules to the end that authorized ab-sence for serious illness be grant-ed in cases where such illness creates an emergency even though death may not be imminent.

(0) SATURDAY CLOSING OF COUNTY OFFICES RESOLVED, that the Associa-

tion take appropriate action to seek the Saturday closing of all County offices of subdivisions of the State, throughout the year.

MANDATORY PLANS FOR CIVIL DIVI-SIONS

RESOLVED, that the Association sponsor or support the necessary legislation to make it mandatory for all counties and subdivisions to submit and adopt definite salary plans with increments for all employees.

MANDATORY PLANS FOR SCHOOL DISTRICTS

RESOLVED, that the Association sponsor or support necessary legislation to make it mandatory for all school districts and boards of education to submit and adopt definite salary plans with incre-ments for all employees.

(13) INCREASED MILEAGE AL-LOWANCE

RESOLVED, that the Association sponsor legislation to amend the County Law to remove the restriction on the maximum mileage allowances for personally owned automobiles used on County

(14) UNEMPLOYMENT INSUR-ANCE FOR ALL PUBLIC EMPLOYEES

RESOLVED, that the Association sponsor legislation to insure coverage and benefits for all pub-lic employees under the Unemployment Insurance Law on same basis as now provided for employees in private employment.

MUNICIPAL EMPLOYEES UNDER PREVAILING WAGE PROVISIONS

RESOLVED, that Section 220 of the State Labor Law be amended to include specifically the emcounties and other political subdivisions not presently included within the provisions of the prevailing wage rates as set

(16) EXTENSION OF COMPETI-

TIVE CLASS RESOLVED, that the Association seek by every means open to it to have the competitive class extended to all positions in State and local Civil Service where com-

(17) COMPETITIVE CIVIL SER-VICE FOR DEPUTY

SHERIFFS
RESOLVED, that the Association sponsor the necessary action to amend the constitution of the State of New York so that employees of the Sheriff's office in the various counties can be placed under competitive Civil Service.

(18) REVISION OF THE CIVIL

SERVICE LAW RESOLVED, that the Association submit to the Committee on Revision of the Civil Service Law that it is the consensus of opinion of the County Executive Committee that where employees who are now in the non-competitive or exempt class and their status is changed to the competitive class, that they should be blanketed into the competitive class.

(19) 2 WEEKS VACATION AF-

The following resolutions were adopted by the Civil Service Employees Association at its 44th annual meeting at the DeWitt Clinton Hotel, Albany, on October 1 Clinton Hotel, Albany, on October 1 Clinton Hotel, Albany, on October 1 Clinton Hotel, Albany, on October 2 Clinton Hotel, Albany, on October 3 Clinton Hotel, pay each year.

> (20) MODERNIZE ATTENDANCE RULES

> RESOLVED, that the Associa-tion urge upon the Civil Service Commission attention to amend-ment to the Attendance Rules to provide a 37½ hour week for all office personnel in the offices of the State and subdivisions thereof, uniform allowance for religi-ous observance, credit for time spent in travel on official business, fair rest periods.

(21) TIME AND ONE-HALF FOR OVERTIME

RESOLVED, that the Association sponsor legislation to provide time and one-half pay for all overtime work.

(22) STATE UNIVERSITY EM-PLOYEES

RESOLVED, that the Associa-tion seek to insure to the State employees at the colleges and employees at the colleges and schools now under the jurisdiction of the State University the rights and privileges now accorded under the Civil Service Law and Rules, and other State Laws, to Civil Service employees of the State. as to tenure, promotions, pay, hours, overtime, vacations, holi-days, sick leaves, classification, grievances, and other matters of employment.

RESTORATION TO EM-PLOYMENT AFTER AB-SENCE UNDER WORK-MEN'S COMPENSATION

RESOLVED, that the Association sponsor legislation to provide that employees receiving Workmen's Compensation benefits shall be restored to the position which they vacated upon termination of their disability, provided that no such position shall be required to be kept vacant for a period of more than three years and further provided that such employees whose positions have been filled after the expiration of three years shall be entitled to preferred list status for the next vacancy oc-curring in the title which they vacated by reason of compensable

(24) FREEDOM FROM AUTO TOLL FOR EMPLOYEES OF MANHATTAN STATE HOS-PITAL.

RESOLVED, that the Association take all possible steps to secure for the non-resident carowner employees of Manhattan State Hospital freedom from toll charges in travel to their work on

(25) URGE INCREASE IN SUP-PLEMENTAL PENSION AL-LOWANCE FOR RETIRED EMPLOYEES

RESOLVED, that the Association seek to obtain more liberal supplemental pension allowance than is now provided by the pres-

SALARY ADJUSTMENTS FOR WOMEN AT ALBION AND WESTFIELD

RESOLVED that the Associa-tion urge upon the appropriate governmental authorities that the principle of like pay for like work and the principle that women doing work equal to men shall receive the same pay be applied in the case of the women who guard women prisoners in the State in-stitutions at Albion and Westfield. s at Albion and that pay adjustments to priscales be made effective promptly.

(27) HOLIDAYS FOR PER DIEM EMPLOYEES

RESOLVED, that the Association take all proper steps to assure that all per diem employees be granted leave without loss of payon all legal holidays.

DISAPPROVING POWER OF THE BUDGET DIRECTOR

RESOLVED, that the Association urge the passage of legisla-tion to deprive the Budget Director of the veto power which he presently exercises over recom-mendations of the Director of Classification and Compensation and the Appeal Board, and,

BE IT FURTHER RESOLVED that such legislation provide that the findings of the Director of Classification and Compensation and/or the Appeal Board be final

necessary to insure that all em-ployees in the competitive class shall have the following rights when disciplinary action is pro-posed to be taken against them: The right to written charges and a reasonable opportunity to answer in writing. 2. The right to a hearing and to be represented by counsel at such hearing, 3. The right to call, examine, and cross-examine witnesses, 4. That the hearing be conducted by a person who is not the appointing officer or the person preferring the charges.

EMPLOYEES WINNING APPEALS IN DISCIPLINARY ACTIONS TO BE REIN-

RESOLVED, that the Civil Service Employees Association spon-sor legislation to authorize and require the Civil Service Commission to reinstate employees to the position from which dismissed whose appeals from disciplinary action involving dismissals are upheld by the Civil Service Commis-

(31) INCREASED DEATH BENE-

RESOLVED, that the Associa tion sponsor legislation to provide that the death benefit shall be computed at one month's salary for each year of service up to 12

(32) MINIMUM RETIREMENT ALLOWANCE

RESOLVED, that the Association take appropriate action to provide an adequate minimum retirement allowance for members of the State Retirement System after 30 years of service.

(33) HAZARDOUS PAY IN TU-BERCULOSIS SERVICES

RESOLVED, that the Associa-tion urge that prompt action be taken to provide hazardous pay for all employees in tuberculosis hospitals and wards and also those whose duties require that they be exposed to the hazard of contracting tuberculosis.

(34) COUNSELLING RE: RE-TIREMENT

RESOLVED, that the Association support a Retirement program for counselling of employees, their dependents and beneficiaries in connection with retirement and annuity problems.

RETIREMENT CREDIT FOR VETERANS OF WORLD WAR II AND KOR-EAN CONFLICT

RESOLVED, that all members of the Employees Retirement System who served in the armed forces during World War II and the Korean conflict and who were residents of the State of New York at the time of their entry into the armed forces and possess an honorable discharge shall be granted full credit for active service rendered between July 1, 1940 and December 31, 1946, and be-tween June 25, 1950 and July 27, 1953, at no additional cost.

(36) ORDINARY DEATH BENE-FITS FOR MENTAL HY-GIENE RETIREMENT SYS-TEM MEMBERS

RESOLVED, that the Association sponsor legislation to insure that beneficiaries of deceased members of the Mental Hygiene Hospital Retirement System re-ceive the same ordinary death benefits as apply in the State Retirement System and that they be paid the accumulated contributions of the member with interest.

(37) NO FEES FOR PROMOTION EXAMINATIONS

RESOLVED, that the Civil Ser-vice Employees Association introduce proper legislation to amend the Civil Service Law to abolish fees for promotion examinations,

(38) NO CHARGE FOR MEALS NOT DESIRED

RESOLVED, that the Associa-tion seek to obtain a change in the rules affecting employees employed in the Food Service Departments of institutions to end that such employees shall not be charged for or compelled take meals they do not wish.

(39) ABOLISH SPLIT SHIFT

RESOLVED, that the Associa-tion continue its efforts to the end that the split shift be abolished in public employment.

RESPECT FOR JOB SPE-CIFICATIONS AND WORK

(41) RIGHT TO WORK AT RACE TRACKS

RESOLVED, that the Association seek equality of opportunity for all public employees with other citizens to engage in employment at horse racing tracks.

(42) COMMITTEE TO STUDY STATE FURNISHED LIFE, ACCIDENT-SICKNESS AND HOSPITAL INSURANCE TO EMPLOYEES WITHOUT

RESOLVED, that the Association approves in principle the proposition that the State of New York furnish, without cost to its employees, life insurance and health and accident insurance, and hospital insurance, and, BE IT FURTHER RESOLVED.

that the president be directed to appoint a committee to study this entire problem, its relation to existing salary and retirement structures, its legality and its cost, such committee to report to the meeting of delegates to be held in February, 1955.

(43) BASIC 40 - HOUR WEEK FOR ALL STATE EMPLOY-

RESOLVED, that the Association urge prompt adoption by the State of a basic 40-hour, five-day week for State employees where longer than 40 hours per week now prevails, and that employees shall be paid at an appropriate rate for all work authorized beyond 40 hours per week.

(44) SATURDAY CLOSING OF STATE OFFICES.

RESOLVED, that the Associaton take appropriate action to seek Saturday closing of all' State offices throughout the year.

(45) PAYMENT OF BLUE CROSS PREMIUMS BY STATE.

RESOLVED, that the State supply each of its employees with Blue Cross coverage and pay the premiums thereon.

(46) PAYMENT OF BLUE SHIELD PREMIUMS BY

RESOLVED, that the State pay the premiums for Blue Shield for State employees.

(47) PAYMENT OF LIFE AND ACCIDENT - SICKNESS IN-SURANCE PREMIUMS BY STATE.

RESOLVED, that the Association seek to secure for State employees payment by the State of the premiums for the Association life insurance and Association accident-sickness insurance.

ADJUSTMENT FOR DANNEMORA AND MATTEAWAN

RESOLVED, that the Associa-tion urge that Criminal Hospital Attendants at Dannemora and Matteawan State Hospitals be allocated to the salary grade accorded to prison guards to effectuate the principle of like pay for like work

(49) LEGISLATURE AND JUDI-CIARY SALARY ADJUST-MENTS

RESOLVED that the Association take all steps necessary to obtain for the employees of the legislative and judicial branches of the State government the sal-ary adjustments provided for such employees by Chapters 309 and 310 of the Laws of 1954.

(50) STATE MAKE CONTRIBU-TIONS FOR MEMBERS OF ARMED FORCES

RESOLVED, that the State of New York pay into the Retirement System all employee contributions of State employees drafted into Pederal armed service.

(51) 48 HOURS PAY FOR 40 HOURS WORK

RESOLVED, that the hours of employment for institutional employees be mandated at a 40 hour -5 day week, and that the basic salaries of all employees be so adjusted that the present 48 hour pay for each be declared the basic pay for the 40 hour week.

(52) APPRECIATION OF ASSO-TION STAFF — ANNUAL MEETING ARRANGEMENTS RESOLVED, that the delegates

hereby express praise and appre-ciation to the staff of the Associa-CIFICATIONS AND WORK and cheerful efforts to assure the convenience and pleasure of the RESOLVED, that the Associated delegates at this annual meeting.

NEWSLETTER

mesota), 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 Elsenhower vetoed called for about 5 percent.

HAROLD C. HAGEN, CR., Min-, The American Federation of Gov-

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State Issues 22 Lists in One Month

ALBANY, Oct. 18-Twenty-two lists of 449 open-competitive and promotion eligibles lished during September by the State Civil Service Department, William J. Murray, administra-tive director reports. The lists are useful for filling present and fu-ture vacancies. The rosters, and number of names on each, are: OPEN-COMPETITIVE

Assistant in agriculture education, 4.

Assistant sanitary engineer, 6. Construction safety inspector,

Construction wage rate investigator, 7. Crafts production representa-

Dentist, 16. Director of community organi-

tion for youth, 4.

Elevator operator, 44. Senior purchase specifications riter (mechanical), 5.

Title examiner, 29. UI claims examiner, 145. PROMOTION

Conservation Principal stenographer, 16. Correction Principal stenographer, I

nemora State Hospital, 1. Principal stores clerk, Greenhaven Prison, 2.

Health Assistant sanitary engineer, 2, Labor

Chief industrial investigator, 14. Principal stenographer, Work-men's Compensation Board, 16. 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 State Thruway went to "school" last week before start-ing work on New York State's ing work on giant super-highway, "class," only the Thruway "class," only

nine members were women. The collectors will be assigned to stations from Syracuse to Suffern.

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

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 com-petitive 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**

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 prom-ised it would be given serious consideration. The interest Com-missioner 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, ad-dressed 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

ALBANY, Oct. 18 - The Social 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, v. ere an employee suffering from tuberculosis was denied a year's leave of absence.

Charles H. Davis, departmental representative on the Associa-tion's board of directors, presided, and introduced Mr. Johnson, who hardly needed an introduction, for he is president of the Asso-ciation's Social Welfare Depart-ment 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 Two Social 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 at-tend the classes for Thruway em-

REAL ESTATE buys, see Pages 10, 11

Events Mark Assn. Session

events were held b the Civil Service Employes Association at its headquarters, in connection with the annual meeting. On successive nights members danced and enjoyed refreshments.

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

Joan Hanlon, Rita Hughes, Doris LeFever, Lea Leminex, Paul D. McCann, Charles P. O'Connell, Isabelle M. O'Hagan, Biagio Romeo, Claude Rowell and Cath-

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 comptroller paid tribute to men and women in the city service who "serve their fellow citizens so efficiently and faithfully." Those promoted are:

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

A. Ferredy, Max Sulkes, Harold J. Peterson, James F. McManus, Peterson, James F. McManus, Joseph Geffner, Samuel H. Roe-mer, Matthew P. Carey, Jeremiah Daly, Jacob Goldstein, Louis E. Siater, James P. Redmond, Mar-garet D. Hochholz, and James F. McHuch

SENTENCE SUSPENDED; NO BAR TO STATE JOB

A recent ruling of State Attor-ney 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 hold-ing 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.

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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 Associa-Mrs. Bonnyman also attended a meeting of principals of Mental Hygiene schools of nursing and a conference pertaining

Mrs. Edna J. Byron, assistant principal and Mrs. Ida M. Stil-lings 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 diuglianotti, Esther Graham, Annette Smith McLamb and Constance Pairchild 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 atendants Mrs. Eleanor Simpson, Mrs. L. Onarud, William Nelson and Edward Hughs 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 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 medicalsurgical 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 occupa-tional therapy department has returned to duty after an opera-tion 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 en-ter the School of Nursing. He was presented with a token of remem-

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 pro-

gram.

Marlene Muir was married

August 21 at the Central Islip

Methodist Church. The happy bridegroom is August Krastel of

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

The occupation therapy depart-ment welcomed James Rocket, whose reputation as an

cabinetmaker has preceeded him. Getting on the "band wagon" with the local institutions, the laundry department has submit-ted its views and opinion on the recent reallocation standings. Many other departments, such as the culinary department, occupational therapy, recreational therapy, telephone operators, clerks, have expressed a 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.

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, recent-ly 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

The chapter wishes to extend a sincere welcome to the Rev. Walter J. Baepler, Protestant chaplain, and the Rev. Thomas Reilly, Cath-

olic 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 La Bua 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 reported 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 fea-tured for the benefit of the pa-tients this year, under the guid-ance of coach Maurice O'Connell.

Sincere well wishes and a peedy 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 vaca-tion. He has gone to Pennsylvania

to visit his mother who is ill. Congratulations to Mae Shamoler, R.N. charge nurse in the 70 Building, and Bessie Kimberling, second charge in the same ward, who have successfully worked to-gether 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 ser-vice, 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, for-mer 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 School of Nursing graduation exer-cises were held September 14. Dr. 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 tree 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 diplemas by Edmund C. Faulkner, president, Board of Visitors.

Music and vocal selections were by the hospital choir and orches-tra under the direction of Donald

Hudson River State Hospital

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

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

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

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 participat-ed in the annual field day sponthe recreation ment. 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, 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 perarranged by John MacCormack of the music department.

A picule lunch

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

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

Prizes for participants were donated by the community store and the hospital chapter of CSEA.

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.

John Randolph were judges for the amateur contest.

Activities were arranged by William Hoffman of the recreation department, assisted by mem-bers of the O.T. and food service departments. Red Cross Grey Ladies and Hudson River Federa-tion 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 Mech-anicville Golf Club Thursday, anicville Golf Club Thursday, September 30. The tee-off was at noon. Two trophies for low score were presented to the low wo-

Marcelle Holumzer, account clerk, Adjustment 4, is leaving by car for a month's vacation in California. Josephine Tipping, typist in Business Administration steno-graphic 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 Adjust ment Unit 5 recently entertained at a luncheon for Kay Mechan and Bill McNally, who were ap-pointed claims clerks in OSF. Mrs. Merriaam Weatherwas, clerk in Recordak, is spending the next three weeks in Rhode Island, Con-necticut and Washington, D. C. Earl Kent, senior file clerk in Numeric Files, has been appointprincipal file clerk in Central Files of Business Administration, Mrs. Marie Reilly, senior account clerk, Adjustment Unit 1, is spending her vacation in the Adiron-

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, 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 donated by the community store and the hospital chapter of CSEA.

Dr. John Y. Notkin, Dr. Grover, Dr. Groom, Father Schmid, Dr.

Raymond Jarosz and the Rev., 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 Car-boni, winning the 99 trophy, and Ed Mayer, who won the 78 trophy. Other prizes were awarded as follows:

Men Class A: low gross, Kennedy, 3 balls; lot net, Jack Biendell, 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, I 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 Kulchofaki, 1 ball; putting low score, Sally Cassidy, trivet; putting high score, Miss Gray, 1 ball; high score, Miriam Crounse,

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

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

The seven are Adrian L. Dunc-kel, Elwood De Graw, Dr. A. A. Thibaudeau, Dr. Horatio M. Pol-lock, 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 Joyce A. Perkins, A. J. Krowinski, principal, School of Nursing;
Utica State Hospital. From left, Kathryn J. Calhoun, Elizabeth Michaline B. Rondinelli, Jeanette E. Blowers, Beverly A. Prior,

A. Barnes, Barbara Tanney Heuser, Marlon Cornish Heaps, Joan B. Wade, and Theresa A. DeBonzo.