

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XII — No. 38

Tuesday, June 12, 1951

Price Five Cents

State Raises Pay

In

RESEARCH DIVISION
P. O. DRAWER 125
CAPITOL STATION
ALBANY 11 N. Y.
COMP

See Page 2



Len Compagno Photo

No. 9 in the sequence of photographs of civil service beauties is Geraldine Antinorelli, a clerk employed by the Workmen's Compensation Board in Rochester. She's 18 and has green eyes and black hair. Her height is 5 feet 3 inches, weight 120 lbs., but there's no use inquiring into her qualifications, men, as she's going to be married in September.

Retired Employees May Now Apply for Increase In Minimum Pensions

ALBANY, June 11—More than 30,000 informational pamphlets and applications have been distributed by the State Department of Audit and Control to enable retired public employees, whose retirement allowance is less than \$75 a month, to apply for special assistance provided by the 1951 Legislature.

Provision for supplemental retirement allowance becomes law on July 1, and covers all public employees retiring before Jan. 1, 1951.

Applications were received beginning June 1, and payments will be made in the month after filing, but none prior to July, 1951.

William C. Walsh is director of the Special Assistance Unit, and now has a staff of seven persons handling applications and queries. The pamphlets and applications have been mailed to all municipal officials in the State, all chapters of the Civil Service Employees Association and the Conference of Mayors. In addition, a canvass has been made of all lists of retired State, and hospital employees and teachers receiving less than \$900 per year.

The pamphlet was compiled by William J. Dougherty, Deputy Comptroller; H. Elliot Kaplan, Deputy Comptroller in charge of the State Retirement system; Joseph T. Byrne, Deputy Commissioner of Public Welfare, and William Embley of the Municipal Affairs Division of the Department of Audit and Control.

The questions and answers follow:

Under a new law (Article 6 of

the Civil Service Law, as added by Chapter 774 of the Laws of 1951) public employees retired prior to January 1, 1951 may apply for special assistance to supplement their retirement allowance if they meet the qualifications listed below.

Who May Be Eligible?

1. Any person whose retirement allowance (computed without option) is less than \$75 per month:

(a) Who is retired from a State position, or

(b) Who is retired from a municipal or other local governmental subdivision, such as a county, city, town, village or school district, which has agreed to provide such assistance for its retired employees.

What Are the Qualifications?

2. You must be sixty years of age or over, and

3. You must have served 20 years or more in the public service in this State, and

4. You must be a resident of New York State, and

5. Your total income, including your present retirement allowance over the next year, may not exceed \$1,200, and

6. You are unable to secure needed support from your husband or wife.

Note: All of the foregoing qualifications must be met.

NAVY OFFERS CIVILIAN JOBS

Jobs as ship's storekeeper, at \$2,943 to \$3,283, and as ship's clerk (yeoman), at \$2,868 are being filled until further notice by the Military Sea Transport Service, U. S. Navy, 58th Street and First Avenue, Brooklyn, N. Y.

How Do You Apply?

7. (a) If you are retired from a State position you must file an application with the State Comptroller.

(b) If you are retired from a position with a municipality or other local governmental subdivision which has elected to pay the special assistance, you must file an application with such municipality or local governmental subdivision.

Where Can You Get Applications?

8. (a) If you retired from a State position, inquire at the office of the State Comptroller, State Office Building, Albany, N. Y.

(b) If you retired from a position with a municipality or other local governmental subdivision which has elected to pay the special assistance, you should inquire at the office from which you retired or the office from which you receive your retirement checks.

When May You Apply?

9. Any time after June 1, 1951.

When Is First Payment Made?

10. In the month after you file your application, if you are qualified, but no payments will be made for any month prior to July, 1951.

How Long Will Payments Continue?

11. Each month through June, 1952.

How Much Do You Get?

12. If you meet all the conditions and qualifications numbered 1 through 6 above, you will be paid the difference between your present monthly retirement allowance (computed without option) and \$75 per month.

Absence Rights Of Civil Servants In Reserve Units

ALBANY, June 11—To answer many inquiries, The Civil Service Employees Association has outlined the legal status of members of the National Guard or other reserve units who are public employees, with reference to their right of absence from regular work when ordered to military camp or military duty.

John J. Kelly, Jr., assistant counsel, states that Section 245 of the Military Law guarantees the following leave rights for employees of the State, counties, cities, or villages:

Any officer or employee who is a member of the National Guard, Naval Militia or Reserve Corps shall be entitled to absent himself from his duties while engaged in the performance of ordered military duty.

The section further provides that during his absence "he shall receive his salary or compensation . . . provided the period of such absence in any calendar year does not exceed 30 days. Military duty for a period or periods up to and including thirty days in any one

(Continued on Page 20)

Westfield, Albion Matrons In Plea for 'Equality' Pay

ALBANY, June 11 — The Civil Service Employees Association, representing more than 50,000 public employees within the State, has made two strong appeals for equality of pay for women with men when performing like work.

The appeals were made at hearings conducted by J. Earl Kelly, Director of the State Classification and Compensation Division, on the application of the women in the Albion State Training School and Westfield State Farm for salary adjustment. Both institutions are reformatories for women under the supervision of the State Department of Correction. It is the contention of the women guards at the two institutions that the duties and responsibilities of their positions in caring for women prisoners are similar to those found in prisons and reformatories for male prisoners.

Forgotten Women

"These are the forgotten women of the State service," said William F. McDonough, Executive Assistant to the President of the Association.

"The employees of the institutions caring for women prisoners believe that the legally accepted principles of like pay for men and women doing like work, and equal pay for equal work, should rule in establishing the salaries of the custodial workers at Albion and Bedford Hills. The women civil service employees at Albion and Bedford Hills carry out the progressive ideals and practices of the State in dealing with the problems of delinquency, and they are plainly entitled to the salary and other employment standards applying to workers caring for male delinquents in other prisons

and reformatories."

Increase Asked

The women guards now having the title of Matron ask that their salary be increased from a minimum-to-maximum range of \$2370 to \$3086, to a minimum-to-maximum range of \$3237 to \$3946. A corresponding upward adjustment for the positions of Charge Matron, Supervising Matron and Head Matron was requested at the hearing.

Representatives of the Civil Service Employees Association appearing on behalf of the women appellants urged the following reasons for the salary adjustments requested by the women employees involved:

1. The State's progressive and enlightening program of rehabilitation of delinquents and their restoration to useful citizenship calls for intelligent, well trained, physically fit guard personnel in the reformatories and prisons for women.

2. The duties and responsibilities of the positions involving the care of women prisoners are of an exacting and exhaustive character, with physical hazards constantly present, and are performed

in an environment that under the best of circumstances is less satisfactory than in most types of private and public employment.

3. The delinquents in the prisons for males and females include persons who have committed all of the crimes common to society, and the custodial supervision and rehabilitation of women criminals is a difficult task.

4. The specifications established by the State for the positions of female and male custodial employees of the institutions of the State are similar in all substantial matters. The women guards have the support of leading women advocates of equality of pay for women where women perform duties similar to those of men.

5. Recent announcement of examination for women guards failed to attract sufficient applicants largely because present salaries are inadequate.

Specific Guarantee

Association representatives said that there is a specific guarantee to women in industry whose work is the same as that of men, that they shall receive the same compensation, and the Association contends that this same principle applies to women in public service. The Association pointed out further that the Civil Service Law recognizes the principle that within State service there shall be equal pay for equal work, and contends that this principle is violated by failure to accord to the women custodial workers of the State the same salary scales that apply to the men custodial employees.

At both institutions, Mr. Kelly heard the women employees graphically describe their job problems.

Commerce Commissioner Harold Keller to Present LEADER Service Awards

Harold Keller, New York State Commissioner of Commerce, will present the first annual series of Public Service Awards of Merit, to be given by the Civil Service LEADER each year to the twenty-five private citizens who contribute most to the operations of City and State government.

The presentations are to be made Monday, July 9, probably in one of the several offices of New York State located in New York City.

Meanwhile nominations continue to stream into the offices of The LEADER, suggestions of men and women who have done outstanding service for New York City and State. Nominations are still open, and may be sent to The LEADER offices at 97 Duane Street, NYC.

EXAM STUDY BOOKS

Study books by Arco, for current and coming NYC exams, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the NYC application bureau.

The books include Elevator Operator; Clerk, Grades 3, 4, 5.

77 Titles Reallocated Upward; Rehabilitation Appeals Denied

ALBANY, June 11—J. Earl Kelly, director of Classification and Compensation, announced the upward reallocation of 77 titles in State service and the denial of four appeals for higher salary. The denials, with the present grades:

Rehabilitation Interviewer, G-8. Senior Rehabilitation Interviewer, G-14. Senior Supervisor of Vocational Rehabilitation, G-20. Supervisor of Vocational Rehabilitation, G-17.

Also, 85 titles were added and six temporary increases were granted, to stimulate recruitment or stabilize employment. Thirteen titles were eliminated.

The list:

77 Reallocations

The following titles have been reallocated as shown, effective June 1, 1951 except as indicated: Canal Maintenance Foreman, G-8 to G-9, (effective 5-1-51). Superintendent of Farm Placement, G-27 to G-28, (effective 5-1-51). Assistant Director of Cancer, Institute, G-42 to G-44. Assistant Director for Clinical Research, G-37 to G-40. Assistant Director of Craig Colony, G-37 to G-40. Assistant Director of Criminal, Hospital, G-37 to G-40. Assistant Director, Diagnostic, Laboratories, G-37 to G-40. Assistant Director for Local Laboratories, G-37 to G-40. Assistant Director of Mental Hospital, G-37 to G-40. Assistant Director of Mental

Hospital (Tuberculosis), G-39 to G-40.

Assistant Director of State School, G-37 to G-40.

Assistant Director of Tuberculosis, Hospital, G-37 to G-40.

Assistant District Health Officer, G-27 to G-28.

Associate Cancer Gastroenterologist, G-32 to G-34.

Associate Cancer Gynecologist, G-32 to G-34.

Associate Cancer Head and Neck Surgeon, G-32 to G-34.

Associate Cancer Radiologist, G-32 to G-34.

Associate Cancer Urologist, G-32 to G-34.

Associate Clinical Psychiatrist, G-32 to G-34.

Associate Compensation Examining Occulist, G-32 to G-34.

Associate Compensation Examining Physician, G-32 to G-34.

Associate Director of Laboratories and Research, G-41 to G-44.

Associate Industrial Hygiene Physician, G-32 to G-34.

Associate Medical Bacteriologist, G-32 to G-34.

Associate Pathologist, G-32 to G-34.

Associate Physician (Group of Classes), G-32 to G-34.

Associate Public Health Physician (Group of Classes), G-32 to G-34.

Associate Research Scientist (Group of Classes), G-32 to G-34.

Bookbinder, G-8 to G-9.

Chief, Bureau of Health Services, G-32 to G-34.

Chief Child Guidance Psychiatrist, G-39 to G-40.

Child Guidance Psychiatrist, G-32 to G-34.

Compensation Examining Physician, G-32 to G-34.

Director of Cancer Institute, G-46 to G-50.

Director of Clinical Laboratories, G-37 to G-40.

Director of Health Statistics, G-39 to G-40.

Director of Public Health Education, G-39 to G-40.

District Health Officer, G-32 to G-34.

Hospital Medical Management Advisor, G-39 to G-40.

Principal Cancer Breast Surgeon, G-39 to G-40.

Principal Cancer Dermatologist, G-39 to G-40.

Principal Cancer Gastroenterologist, G-39 to G-40.

Principal Cancer Gynecologist, G-39 to G-40.

Principal Cancer Head and Neck Surgeon, G-39 to G-40.

Principal Cancer Internist, G-39 to G-40.

Principal Cancer Urologist, G-39 to G-40.

Principal Clinical Psychiatrist, G-39 to G-40.

Principal Compensation Examining Physician, G-39 to G-40.

Principal Medical Bacteriologist (Group of Classes), G-37 to G-40.

Principal Pathologist, G-39 to G-40.

Principal Public Health Physician (Group of Classes), G-39 to G-40.

Principal Public Welfare Physician, G-32 to G-34.

Principal Research Scientist (Group of Classes), G-39 to G-40.

Regional Health Director, G-36 to G-40.

Senior Cancer Pathologist, G-27 to G-28.

Senior Cancer Radiologist, G-25 to G-28.

Senior Cancer Roentgenologist, G-25 to G-28.

Senior Clinical Psychiatrist, G-25 to G-28.

Senior Industrial Hygiene Physician, G-27 to G-28.

Senior Medical Bacteriologist, G-25 to G-28.

Senior Medical Biochemist, G-25 to G-28.

Senior Pathologist, G-27 to G-28.

Senior Physician (Group of Classes), G-27 to G-28.

Senior Psychiatrist, G-25 to G-28.

Senior Psychiatrist (T.B. Service), G-27 to G-30.

Senior Public Health Physician (Group of Classes), G-27 to G-28.

Senior Public Welfare Physician, G-25 to G-28.

Senior Research Scientist (Psychiatry), G-25 to G-28.

Senior Supervisor of School Medical Services (Group of Classes), G-27 to G-28.

Senior Tuberculosis Physician, G-25 to G-28.

Supervising Compensation Examining Physician, G-39 to G-40.

Supervising Psychiatrist, G-31 to G-34.

Supervising Psychiatrist (T.B. Service), G-34 to G-36.

Supervising Tuberculosis, Roentgenologist, G-31 to G-34.

Supervising Tuberculosis, Physician, G-31 to G-34.

Tax Collector, G-8 to G-9.

Tuberculosis Physician, G-19 to G-20.

Six Titles Raised Temporarily

The minimum salary has been increased temporarily for the following classes in the geographical area shown:

Assistant District Health Officer,

cer, \$6,364, the second increment step of Grade 28, for Statewide area.

Associate Public Health Physician (Group of Classes), \$7,855, the second increment step of Grade 34, for Statewide area.

Child Guidance Psychiatrist, \$7,855, the second increment step of Grade 34, for Statewide area.

Junior Pharmacist, \$3,036, the second increment step of Grade 9, for Statewide area.

Senior Public Health Physician (Group of Classes), \$6,364, the second increment step of Grade 28, for Statewide area.

Stenographer, \$2,116, the second increment step of Grade 2, for the five counties of NYC and the counties of Nassau and Westchester. Amended to start June 16, 1951.

85 New Titles

The following 85 titles have been added to the State title structure:

Administrative Aide G-9.

Assistant Director of Truck Mileage Tax, G-31.

Assistant in Adult Education, G-20.

Assistant in Agricultural Education, G-20.

Assistant in Business Education, G-20.

Assistant in Child Development, G-20.

Assistant in Citizenship Education, G-20.

Assistant in Cooperative Industrial Education, G-20.

Assistant in Educational Plant Planning, G-20.

Assistant in Education Guidance, G-20.

Assistant in Education of Mentally Handicapped, G-20.

Assistant in Education of Physically Handicapped, G-20.

Assistant in Education Research, G-20.

Assistant in Elementary Curriculum, G-20.

Assistant in English Education, G-20.

Assistant in Foreign Languages Education, G-20.

Assistant in Home Economics Education, G-20.

Assistant in Industrial Arts Education, G-20.

Assistant in Industrial Education, G-20.

Assistant in Mathematics Education, G-20.

Assistant in Nursing Education, G-20.

Assistant in Physical Education and Recreation, G-20.

Assistant in School Attendance, G-20.

Assistant in School District Organization, G-20.

Assistant in School Health Education, G-20.

Assistant in School Library Service, G-20.

Assistant in School Lunch Administration, G-20.

Assistant in Science Education, G-20.

Assistant in Secondary Curriculum, G-20.

Associate Employment Manager, G-26.

Associate in Adult Education, G-25.

Associate in Agricultural Education, G-25.

Associate in Audio-Visual Education, G-25.

Associate in Business Education, G-25.

Associate in Child Development, G-25.

Associate in Child Development and Parent Education, G-25.

Associate in Educational Plant Planning, G-25.

Associate in Education Guidance, G-25.

Associate in Education of Mentally Handicapped, G-25.

Associate in Education of Physically Handicapped, G-25.

Associate in Education Research, G-25.

Associate in Elementary Curriculum, G-25.

Associate in Home Economics Education, G-25.

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Ferro, Chapter Head, Wins National Honor

Vito J. Ferro, hospital aide at Gowanda State Hospital, Helms, N. Y., and president of the local chapter of the Civil Service Employees Association, was singularly honored by the committee on National Mental Health Week. He was one of the few of the 27,500 mental hospital aides who competed from 31 States for achievement recognition. He was cited for "devotion, skill, initiative and imagination shown in the discharge of his duties."

Mr. Ferro, the father of two girls and a son, was modest about the recognition, saying that he had done his work to the best of his ability.

He has been active in the affairs of the Association, disseminating information on the State Employees Retirement System and on the Association's Group Life and its Sickness and Accident insurance offers. He is also a member of the Federal Credit Union at the hospital and a member of the hospital's volunteer fire department.

The citation and a pen and pencil set were presented to Mr. Ferro by Dr. Erwin H. Mudge, acting director of the hospital.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. MARGARET BYRNE, plaintiff, against THOMAS FRANCIS BYRNE, defendant. Plaintiff designates BYRNE as the place of trial. Action for a separation. To the above named Defendant: 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 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 against you by default, for the relief demanded in the complaint. The plaintiff is a resident of Bronx County, N. Y., dated May 9, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, Office and Post Office Address: 8 West 40th Street, Borough of Manhattan, New York City.

TO: THOMAS FRANCIS BYRNE: The foregoing summons is served upon you by publication pursuant to an order of Hon. AARON J. LEVY, a Justice of the Supreme Court of the State of New York, dated the 11th day of May, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, City of New York, State of New York, dated May 15, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, 8 West 40th Street, New York City.

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REMEMBER FOR YOUR CONVENIENCE OPEN SATURDAY 9 A. M. TO 3 P. M.

164 A & M State Aides Are Honored

ALBANY, June 11—In ceremony last week, 164 employees of the Department of Agriculture and Markets received Length of Service Awards, in three classifications.

Gold awards and a certificate were given for 25 or more years of service, a silver award for from 20 to 25 years of service, and a bronze award for from 10 to 20 years of service.

Speakers were Commissioner Chester DuMond, and Sherburne H. Fogg. The awards committee is composed of Spencer G. Duncan, Elsie V. Holmes, and Foster Potter.

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Assn. Plans Special Exhibit At Syracuse State Fair

ALBANY, June 11 — Meade Brown, director of Public Relations, Civil Service Employees Association, and Herbert C. Campbell, director of State Publicity, have met to map further plans for the CSEA exhibit at the coming State Fair in Syracuse.

The Association will have excellent space this year, next to the main entrance of the State Exhibits building, and the new exhibit itself is already in the first stages of construction. It will be a permanent-type exhibit that can be easily transported. It consists of four sections, each of which can be used as a separate exhibit when adapted to space limitations. This setup could also be used for county fairs, and in connection with pro-

moting the Association's Fall Art Show around the State.

On Wednesday, May 23, there was the first meeting of the State Fair Committee, of which Raymond Castle is chairman. Present were the following committee members:

Doris LeFever, executive secretary, Syracuse chapter; Mrs. Juliet H. Pendergast, president, Onondaga chapter; Fred Kruman, president, Syracuse State School chapter; Ivan Stoodley, president, Onondaga Sanatorium chapter, Syracuse; Vernon A. Tapper, co-chairman of the county membership committee, CSEA, who was also on the committee, was unable to attend.

Mr. Brown brought the commit-

tee up-to-date on exhibit plans, and discussed his conversation with Mr. Campbell, and found strong response among the committee members.

Another meeting of the State Fair Committee is scheduled to be held in Syracuse on July 10.

Early Preparations

Mr. Brown stated that although the Fair would not open until September 1st, it is not too early to start making preparations. As director of public relations, Mr. Brown will be the staff member in charge of the exhibit, and will be on duty at the Fair during its entire 10 days. His assistants will be members of Association chapters in the Syracuse area.

The Public Employee



By Jesse B. McFarland
President, The Civil Service Employees Association

Thoughts on "The Gang at 8 Elk Street"

DURING my travels around the State I have heard, from time to time, the expression, "The gang at 8 Elk Street."

This has been used to indicate that rules, policies, and decisions affecting individual members of the Association are in some way decreed by the officers and staff of the Association located in Albany. I believe it is about time that we looked at the facts on this matter.

The first item is that the delegates, directly representing the membership, establish the policies and the program of the Association by their votes at the annual meeting.

Secondly, the Board of Directors, which includes the officers elected directly by the entire membership, is the actual administrative body of the Association. The Board now consists of 79 members, made up of the County Executive Committee (one representative from each County chapter, of which there are now 34), one representative from each of the five Regional Conferences, one representative of each State Department, the chairmen of standing committees, and, of course, the 8 officers. The chairmen of committees do not have the right to vote unless they also happen to be elected members of the Board. While this makes for a very large Board, it has been purposely set up this way to give the fullest possible representation to the membership.

The Committees

Now let us look at the committees that are constantly making recommendations to the Board and your President for improvements of the Association that will benefit the members. The following are the names of the standing and special committees, and the number of people that are on these committees:

Standing Committees	
Auditing	4
Eudcation	18
Grievance	30
Legislative	19
Membership	15
Public Relations	5
Revision of Constitution	7
Salary	13
Social	19
Pension-Insurance	11
Resolutions	20
Special Committees	
Art Show	13
Attendance Rules	9
Building Maintenance	3
Charter	6
Directors	16
Directors Budget	5
Rebates and Expense Credits	7
DPUI	12
Regional Conference	10
Revision of Civil Service Law	8
Service Ratings	8
State Fair Exhibit	6
Bonding of Chapter Officers	5
Subsistance and Mileage Rates	4

This makes a total of 273 of our membership serving on committees. Never before have there been as many of the membership serving on committees; and again this has been an attempt to give the fullest possible representation to the membership, by departments, institutions, geographically, etc.

The Staff

The Association has a paid staff of 23 people, and, as you know, staff headquarters are located at 8 Elk Street in Albany.

The members of the staff are directly responsible to the President, and through him, to the Board of Directors. This again guarantees that at all times the membership has control over the work and services of the staff.

I wish to point out at this time that I have always been impressed by the efficiency and loyalty of our staff. The many hours of overtime that are put in by all of the staff are extremely gratifying to your President, and aids in giving you, the individual members, the tremendous amount of service that you get from the Association. The staff never, at any time, formulates policies, but only carries out those that have been set forth by your representatives.

In addition, we have the services of the law firm of DeGraff and Foy, both for legal aid and to act on legislative matters. This firm, as are the staff, is also carrying out at all times the formulated policies of the Association.

You Have the Say

I would like to conclude this article by pointing out

(Continued on Page 6)

All Westchester County Workers Get \$165 Raise, Credit Budget Head

WHITE PLAINS, June 11—An increase of \$165 a year in emergency compensation was voted all employees of Westchester County by the Board of Supervisors on June 4. The increase is effective on July 1 for the last half of 1951 and raises the employees' cost-of-living adjustment to \$195 a year.

Happy smiles wreathed the faces of more than 2,300 employees who had been slated to receive adjustments of only \$45 to \$120 before the Board of Supervisors in a last-minute reversal voted unanimously to give the full \$165 raise to each County employee.

A major share of credit for the liberalized policy which benefits so many employees is given to Budget Director Arthur G. Sammarco by officials of the Westchester County Competitive Civil Service Association. The employee organization waged a campaign to obtain the full July 1 cost-of-living adjustment for all County employees since December 1950 when it first assailed the proposed policy of graduated allowances at

the Budget Hearing.

Mr. Sammarco is credited with having suggested to County Executive Herbert C. Gerlach, who is responsible for many advances made by Westchester employees, the desirability of a conference before the Board Meeting with Supervisors Jefferson Armstrong of Yonkers, chairman of the Board, and William F. Horan of Eastchester, chairman of the Committee on Budget and Appropriations. The justice of the graduated adjustment proposal was discussed at this meeting and last minute appeals were considered which had been made for the employees by Anne H. McCabe, president, and J. Allyn Stearns, chairman of the board of directors of the Westchester County Competitive Civil Service Association. The conferees agreed unanimously to recommend to the Board of Supervisors extension of the full \$165 cost-of-living adjustment to all, in fairness to the mass of loyal County employees in the present emergency. The Board's approval followed.

On Thursday, May 31, Miss McCabe addressed a letter to the Board of Supervisors, which was sent each supervisor, stating that "the full impact of increased living costs falls upon the lowest paid employees" and that it was these employees who would be hurt under the proposed graduated allowances.

Late Friday afternoon, June 1, Mr. Stearns and Mr. Sammarco in an hour long conference reviewed the recent history of Westchester salary adjustments and their relation to the situation which would be produced by discrimination in adjustments among the employees.

Mr. Sammarco was Supervisor from Rye and chairman of the Board before assuming the post of Budget Director. He spent many years as a public employee before he became Supervisor and understands from personal experience the employees' problems. He is establishing a record of good relations which is resulting in higher morale throughout the County Service.

Maintenance Men Lose Appeal for Higher Pay

ALBANY, June 11—Sad news came last week for the maintenance men in State institutions. Their appeal for pay raises, which had been turned down by the Classification and Compensation Division, has been vetoed once again, this time by the Appeals Board of the Division.

Raymond W. Houston, Board Chairman, stated: "The Board concurs with the decision made by the Director of Classification

and Compensation in his denial letter dated March 5, 1951." He added: "... additional hearings would not produce any additional facts which would influence the changing of its decision."

The Civil Service Employees Association had put up a formidable campaign to obtain the increases.

The allocation of the maintenance men remains at G-5, \$2,208-\$2,898.

WESTCHESTER PAY PLAN IS EXPLAINED

By J. ALLYN STEARNS, 3rd Vice President, The Civil Service Employees Association

A formula for cost-of-living adjustment of Emergency Compensation has been in use in Westchester since July 1944. It normally operates independently of salary adjustments, regular merit increments etc. \$300 of such emergency compensation was merged into base salaries in 1946 and from \$510 to \$930 more was merged January 1, 1951. Employees who had less than \$720 merged Index was 170 on September 15, 1950 were the ones who would have been adversely affected by the proposed graduated adjustment policy which was cast aside by the Board of Supervisors on June 4th, 1951.

Under the formula, emergency compensation is adjusted twice a year according to the U. S. Bureau of Labor Statistics Consumer's Price Index for the New York area. On January 1st, according to the previous September 15th, Index, and on July 1st, according to the previous April 15th Index. The adjustment is now figured at \$15 for each point the Index rises above a base of 168. As the index was 170 on September 15, 1950 the emergency compensation was at the rate of \$30 a year for the first half of 1951. The Index was 180.6 (called 181) on April 15, 1951 which means an increase of \$165, to a total of \$195, for the last half of 1951.

Low Paid Employees Benefited

The benefits to the lower paid employees as a result of the campaign of the Westchester County Competitive Civil Service Association and the liberalized policy just adopted by the County, may be gauged by the following. All employees will now receive the same \$165 adjustment, while under the abandoned proposal, 1282 employees earning between \$2,100 and \$3,030 a year would only have received \$45; 453 employees earning between \$2,700 and \$3,300 would have received \$75; 295 employees between \$2,940 and \$3,540 would have received \$105; and 352 employees between \$3,120 and \$3,990 would have received \$135.

State Aides Named as Interns

ALBANY, June 11 — Announcement of 1951-52 list of public administration interns selected from among State employees who will receive training in the coming year has been made by the sponsoring committee of the State Public Administration Training Program.

The people nominated and their departments, are: Peter Hilton, Nicholas Butler, Civil Service; Joseph A. Thaler, State; George E. Romyak, Marjorie E. Carey, Health; Samuel Kessler, Dorothy Vott, DPUI; Robert H. Everett, Agriculture and Markets; Roger Sutherland, Bernard Lynch, Budget; Katherine Belows, Ann F. Mahoney, Commerce; Fred H. Grimm, Social Welfare; Paul V. Thompson, Jane A. Lawrence, Sarah Schon, Taxation and Finance; David L. Hadley, Conservation; George Waldman, Walter R. Stohner, J. W. Drumgould, Public Works; Elizabeth O'Conner, John Cooper, Public Service; Stephen Shekmar, Education; James J. Mahony, Fred J. Frick, Francis Welsh, Audit and Control.

On the nominations is Governor Thomas as the list on his desk.

Hi, Doris! More Red Face!

How red can a face get? Remember that story in The LEADER of May 28 about Doris LeFever and State Senator George R. Metcalf?

Well, just to recall it to you: Doris was a speaker at a meeting of a civil service employee chapter in Cayuga. At the table, she sat next to a gentleman whose name she didn't catch. After expounding to him her views on the up-and-coming local legislators, Doris discovered to her consternation that she was talking to the local State Senator.

The story, as it was relayed to us, was that the gentleman, who—Doris thought—was a newspaper writer, actually was the big wheel of the local papers, as well as being a Senator.

It turns out, however, that there is more cause for red faces.

The only Auburn daily is the Citizen Advertiser, published by a corporation of which Charles D. Osborne is president and majority stockholder. Although Senator Metcalf is employed with the paper, he has no part of the ownership.

Apologies all around, men. And Doris, ts, ts, ts!

Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

State Teachers College Brockport

THE EXECUTIVE COUNCIL and chairmen of committees of the Brockport State Civil Service chapter met at Mr. Claffey's home where they were served a lumberman's dinner. The group formulated constructive plans for next year's meetings. These meetings are not only of an interesting nature, but will increase service to the college, promote a better understanding among various departments and afford a medium where all departments can get together on a social basis.

A picnic supper will be held at the athletic field on June 12 for employees, wives, husbands, sweethearts and friends.

Hazel Nelson has been elected delegate and Sidney Eastman alternate.



A group of employees of the Hudson River State Hospital. From left, Mary Bogart, Nellie Doris and Leatrice Shook. With them is John Santapadre.



The officers of the James E. Christian Memorial chapter, Health Department, Albany, shown at the first annual luncheon meeting in Albany. From left, Virginia Clark, secretary; Dr. William Siegal, re-elected president; George Fisher, re-elected treasurer and John Coffey, vice president.

State Chapter in Niagara Discussed at Meeting

LOCKPORT, June 11—At a meeting at the Lockport office of the Department of Public Works a general discussion was held by employees as to the organization of a Niagara County State Department of Public Works chapter.

Charles R. Culyer, field representative of the Association, presented the advantages of this group of State employees having their own chapter. Another meeting will be held soon.

Creedmoor

THE REGULAR monthly meeting of the Creedmoor chapter will take place tonight (Tuesday) in the Social Room of the Assembly Hall. It will be the last meeting of the season. Mrs. Helen Peterson,

president of the chapter, will preside.

The employees mourn the death of Mrs. Della Hurburt, employed in Building "L." Mrs. Hurburt was very active in the Gold Star Mothers organization in Queens Village.

The Catholic employees held

their first annual Communion breakfast on Memorial Day at the Creedmoor Rest. There were 200 present and all credit goes to the Rev. Herman Kollig, Catholic Chaplain of the hospital. Dr. Frank Criden represented Dr. H. A. LaBurt, senior director, at the breakfast, who was pleased to see so many employees taking part.

The Rev. Bertin Donaughe gave the principal address and pleased the employees with stories. Father Donaughe is one of the leading speakers of the Passionist Mission Band and has written many articles for The Sign, a prominent Catholic monthly publication.

William Petersen, of the State Labor Relations Board and the Dongan Guild, asked the employees to become active in the Guild's work.

All employees at the breakfast were deeply impressed and the general comment was that the next Communion breakfast will be bigger than ever.

ciation, was held at Eastchester High School.

Speakers included Ivan S. Flood chapter president, who presided; J. Allyn Stearns, 3rd vice president, CSEA; Harry J. Rodriguez, president, White Plains Civil Service Employees Association; Louis Russo, president, Greenburgh Employees Association; William J. Spelman, representative, Westchester Joint Water Works Employees; Michael A. Russo, representative, District Education Employees; and Philip Kerker, field representative of the CSEA. All groups mentioned are Units of a Westchester chapter.

Following the talks, an interesting discussion was held and questions were answered. It was decided to accept membership applications from employees in the area and to establish a Unit formally as soon as sufficient members were enrolled from each municipality.

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Chemung County

JESSE B. McFARLAND, president of the Civil Service Employees Association, was a guest of honor at the annual banquet of the Chemung County chapter of the CSEA.

John Kochan is the new president, succeeding Albert Merriam. The other officers are Kenneth West, 1st vice president; James J. Hennessy, 2nd vice president; Harry Fiske, 3rd vice president; Madalon G. Sanstead, recording secretary; Mary Louise Decker, corresponding secretary; Clara Radley, treasurer; Donald Marvin, chapter representative; and James Daniels, sergeant-at-arms.

Mr. Daniels has since left the employ of Chemung County for a position with the State in Albany.

Miss Sanstead has been named publicity chairman of the chapter.

A picnic will be held at Eldridge Park on Monday, June 25. Plans were perfected at a chapter meeting on May 28 at which Mr. Kochan presided.

Eastchester

A MEETING to organize an Eastchester - Bronxville - Tuckahoe Unit of Westchester chapter, the Civil Service Employees Asso-

Cattaraugus

A SPECIAL meeting of the executive and membership committees of the Cattaraugus chapter was held recently at the City Hall. President John Panada presided and plans for a membership drive were approved for immediate action.

The names of the revised mem-

Newly-Hired ABC Men Get 3-Day Course

ALBANY, June 11—Eighteen newly appointed beverage control investigators took a three-day training course last week in the methods used by the State Division of Alcoholic Beverage Control in carrying out the provisions of the ABC Law.

The course has been conducted jointly by the Training Division of the State Department of Civil Service and the Alcoholic Beverage Control Division in Civil Service training offices at 40 Steuben Street, Albany.

The course will be repeated as other investigators are added to the staff of the ABC Division. Seven of the investigators enrolled in the first session are employed in the New York City office, three in Buffalo and two in Albany. Six are from county boards.

Marsloe Directs Study

Deputy Commissioner Anthony J. Marsloe of the ABC Division is directing the instruction. Other deputy commissioners participating in the training course are George P. Butterly, Henry V. Doell and Charles W. Chattaway. A number of supervising investigators are assisting.

Beverage control investigators taking the course were among the 588 successful candidates in an open competitive civil service examination taken by 1,594 persons. About sixty positions are being filled from the eligible list.

Erie

THE AMHERST Unit of Erie chapter met at the Williamsville Hose Company with Archie Sickler presiding. Salaries for non-teaching school employees in the school districts, classification work and assignment of proper job titles in the town administration were discussed.

Charles R. Culyer, field representative of the Association, reported on the Association's legislative program and what the possibilities were of changes in the Retirement System during the next legislative session.

Niagara

A RECENT MEETING of the salary committee of Niagara chapter, presided over by William Mc Nair, president of the chapter, was held at the Court House, Lockport. The committee consisted of Mrs. Isabelle Andrews, Marg Kearns, Bill Doyle, Jack McCabe, Joy Stockwell, Ruth Heacox, Herman Kuglin.

Charles R. Culyer, field representative of the Association, at-

(Continued on page 5)

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Activities of Assn. Chapters

(Continued from page 4)

tended. A general discussion was held on asking for salary adjustments for all county employees. It was felt that with the Board of Supervisors meeting twice in June, action could be taken in the Board at the last meeting in June. The Niagara chapter asked for a salary increase of \$360 for 1951 but the Board granted \$180 as a cost-of-living adjustment. Steps will be taken to present the issue to the Board of Supervisors at their June 28 meeting.

Buffalo

A MEETING was held at the Daily Post, Buffalo, of the membership committee of City employees to solicit membership in the Civil Service Employees Association. The following membership committee officers were elected: George H. Fischle, chairman; Althea Hubbard, vice chairman; George Hofmann, treasurer; Alice M. Gary, secretary.

Frank E. Meade, president of the Competitive Civil Service Employees Association was chairman of the meeting and more than 50 City employees attended.

Charles R. Culyer, field representative of the Association, commenting on the interest of the City employees in the Association, emphasized the need at this time of Association service concerning the classification and salary situation in the City of Buffalo and the extension of the Civil Service Law, Rules and Regulations and the setting up of education and publicity programs.

The membership drive is in full process. Very satisfactory results have been attained. The membership committee itself, representing each department in City service, is well equipped to do a good job.

Industry

THE INDUSTRY chapter, CSEA, reports the highest membership in years, with nearly 200 on its rolls.

Clinton W. Areson, former superintendent, and Mrs. Areson visited the institution during the week of May 21. Mr. and Mrs. Roland Spencer from Warwick also were recent visitors.

Charles Moore, formerly at the Elmira Reception Center, is the

new supervisor of vocational education.

A new ambulance has been purchased by the Town of Rush and already the institution has benefited by its services.

With Spring, the Administration Building has seen changes in the removal of the switchboard from the entrance to a more private location next to the superintendent's office. The office of our assistant superintendent has been redecorated.

The hobby show put on by 11 boys was a great success. First prize for the junior and intermediate group went to Ganone Cottage, where Mr. and Mrs. Hunter are houseparents, and Mr. Dash is Boy Supervisor. In the Senior Group, Hancayah Cottage, supervised by Mr. and Mrs. Noble, houseparents, and Mr. Brown, Boy Supervisor, won. Ralph Offen, printing instructor, reports that the guest book at the Print Shop showed the signatures of 246 visitors.

The women's bowling banquet held at the Bowlodrome, Honeoye Falls, brought to a happy conclusion its year of recreation. Marcia Elliott, president of the league, was presented with a token of appreciation from the members.

The supervisors of boys had a farewell tea for Charles Krause upon his retirement after 24 years as boy supervisor.

Through efforts of Father Joseph Vogt, the Catholic chapel has acquired pews in place of individual seats, completing the already pleasing effect of its decorations. We are glad to report Father Vogt on the well list again after his hospitalization.

The chapter rejoices with Mr. and Mrs. Harold Van Volkenburgh, houseparents, on the return of their son, Roger, from Korea, for a month's visit before reporting to Fort Leavenworth.

Mr. and Mrs. George Raasch, former relief houseparents, have left and are now residing at Wolcott, N. Y.

The Industry members of the evening art class at Avon held a buffet supper at Mrs. Jan Wager's home, together with their teacher, William Stores, Mrs. Stores and the Avon members on May 21.

Memorial Day was observed by religious services in the chapels and the decorating of graves in

the morning, a baseball game in the afternoon when the boys defeated the staff by a narrow margin of 9 to 8, and by cottage picnics in the evening.

William Steinkirchner, telephone operator, is seriously ill at the General Hospital, Rochester.

Walter Fairbrother, housefather, is a patient at Strong Memorial Hospital.

John Tibbetts, has resumed teaching after his recent illness.

Joseph Schroeder, housefather, has returned to work after a month's sick leave.

Hudson River Hospital

WITH Senior Director O. Arnold Kilpatrick present, ground was broken in front of the main administration building at Hudson State Hospital for a monument to those who served their country in time of war.

Guy de Cordova was co-chairman of the project with Edward M. Britt. The monument will be built by the employees in the circle directly in front of the hospital.

Mr. de Cordova said that plans call for the monument, about 17 feet long, nine feet high and three feet wide, to be completed before the fall. On the committee directing the building of the monument are Mr. de Cordova, Mr. Britt, Otto V. Paust, Howard R. Chase, Byron Eldrid, Arthur H. Sullivan, Mrs. Mary C. Puff and Mrs. Kathryn M. Smithy.

Rochester

MARY LOUISE CUSSINI died at her home recently. Having been a fine and efficient stenographer for four years in the Attorney-General's office, she is sorely missed. Mrs. Cussini was very well liked and her many friends will never forget her. She was on a short leave of absence from her office and was due to return to work last week. She was buried at White Haven Cemetery, Pittsford, N. Y. The Rochester Chapter, CSEA, was greatly aggrieved at her passing.

The chapter thanks the LEADER, for the wonderful cooperation received during the past year.

Ruth Brown, State Insurance Fund, was entertained at a lunch.

(Continued on page 7)

Harold J. Fisher Memorial Awards Are Presented

The Harold J. Fisher Memorial Awards, an annual recognition by The Civil Service LEADER of outstanding work in State employment, were presented at a luncheon at the Down Town Association, 60 Pine Street, NYC, last week. The recipients were Gilbert Dalldorf, M. D., of Albany, director, Division of Laboratories and Research, State Department of Health, and Everett J. Eliason, superintendent of tree nurseries, Division of Lands and Forests, State Conservation Department, Saratoga office.

Dr. Dalldorf's award was given for isolating and identifying a virus that produces a disease similar to poliomyelitis, although attacking the skeletal muscles, instead of the nerves. A plaque was accepted on his behalf by Dr.

Frank W. Foote, associate pathologist employed in the NYC office of the State Health Department.

Mr. Eliason was honored for eliminating the weed problem in State nurseries, heightening the productivity of nursery beds and saving millions of trees.

Maxwell Lehman, editor and co-publisher of The LEADER, made the presentations. He asked Mrs. Eliason to step to the dais also, when her husband received his plaque.

After the presentations, Dr. Luther B. Gulick, executive director of the Mayor's Committee on Management, told of the NYC personnel survey, discussing 10 of the 19 projects on which the committee is engaged.

The judges for the awards were three officers of the Civil Service Reform Association.

Grievance Panels Elected at Binghamton and Willard

The following were chosen for the grievance machinery panel at Binghamton State Hospital:

Albert Launt, supervising nurse; Marie Westlake, supervising nurse; Edward Donahue, assembly hall custodian; Curtis Gardner, principal stores clerk; Mary La Valle, assistant principal of Training School; Harry Dougherty, staff attendant; Mathilda Fairbanks, attendant; Carl Hergert, senior pharmacist; Dr. A. Del Giudice, supervising psychiatrist; Florence Drew, senior stenographer; Arthur Smith, staff attendant; Maurice Solokinsky, head nurse; Thomas Edwards, head laundry supervisor; Jennie Bowden, senior occupational therapist; Edward Allen, carpenter; Roy DeBloom, plumber and steamfitter; Marie Wilcox, staff

nurse; Robert Kramer, practical nurse.

Willard State Hospital grievance machinery panel at Willard State Hospital consists of the following:

Edward Limmer, transfer agent; Oscar K. Diamond, supervising psychiatrist; Edgar E. Fritta, institution safety supervisor; Christian Karlson, chief supervising nurse; John Engel, plumber & steamfitter; Charles Collins, head nurse; Robert Montford, supervising nurse; Peter Adams, staff attendant; Elizabeth Trainor, chief supervising nurse; Herbert Yella, head nurse; Harriet Casey, account clerk; Mary Collins, head nurse; Alphonsus P. Driscoll, staff attendant; William Nielsen, supervising nurse; Harold Cuck, supervising nurse; Justin Leady, staff attendant; George Lewis, head farmer; Paul Ryan, senior account clerk.

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TUESDAY, JUNE 12, 1951

Matrons' Pay Appeal Gets Two Hearings

firmly-established principle in the concept of equal pay for equal work is this: Women shall not be discriminated against when they perform services equal to those performed by men.

This issue is now being debated in what appears to be a sharply-defined instance. The women prison guards at Albion State Training School and Westfield State Farm have been presenting their cases in an appeal for equal treatment before the Classification and Compensation Division. The women guards now having the title of Matron ask a salary increase from a present range of \$2,370-\$3,086 to a new range of \$3,237-\$3,946. Corresponding upward adjustments for the positions of Charge Matron, Supervising Matron, and Head Matron are requested.

No Easy Task

The delinquents with whom these women deal have committed all types of crime, and their supervision is no easier task than is the supervision of male criminals. It is also significant that the State is unable to recruit, at present rates of pay, the qualified persons it needs for the job.

The enlightened idea of equal pay for equal work—including women—is recognized by State law. Governor Dewey, in 1945, in commenting upon a legislative measure, said this: "Long before its adoption, by statute and practice, under the civil service law governmental employment has been governed by the rule of 'equal pay for equal work.'"

"In the case of public employment (the Governor continued) there are many more remedies available for the enforcement of this principle than could ever be obtained under section 199-a, which is designed to cover the field of private employment. In State employment there are the agencies of the Classification Board, the Civil Service Commission itself, as well as legal remedies to enforce this principle"

It seems amply clear that the women employees in Albion and Westfield are entitled to higher pay.

McFarland's Column

(Continued from Page 3)

once again that every effort is made by your President, the Board of Directors, and the staff to insure that YOU, the individual member, whether you live in Buffalo, Albany, or Montauk Point, have the say as to the operation of your Association. This has been and will continue to be true for you, because you have the fullest possible democratic representation through your delegates, officers, and Board of Directors. This guarantees that your wishes, desires, and ideas will always be carried out.

The Association is YOU, and "The gang at 8 Elk Street" is the instrument for progressing the necessary work and carrying through your ideas.

Southern Conference Meeting Set for June 23

The annual meeting of the Southern Regional Conference of the Civil Service Employees Association will be held on Saturday, June 23, at the Italian Center, 227 Mill Street, Poughkeepsie.

The Hudson River State Hospital chapter will be host to the Conference.

Election of Conference officers will be held. Francis A. MacDonald is Conference president.

WHAT EVERY EMPLOYEE SHOULD KNOW

THEODORE BECKER

IF YOU are a war veteran or exempt volunteer fireman in the public service you are entitled to special protection against arbitrary removal from your job (provided it is a subordinate job other than deputy, cashier or private secretary). This protection is the right to a hearing on stated charges at which you are entitled to be represented by counsel. The right to be represented by a lawyer is held in high regard by our courts, which take a dim view of any deprivation of this right. How far a court will go to ensure adequate representation by counsel is demonstrated by a recent case in the Supreme Court in New York County.

Fifth Employee an Informer

It seems that four veterans, employees of the Triborough Bridge and Tunnel Authority, were served with written charges, notified of a hearing date, and told that they were entitled to counsel. Upon being informed of the charges, they sought legal advice as to their defense. They went to a lawyer's office, accompanied by another employee, who pretended that he also was "under charges". In reality the fifth employee had been directed to watch out for and make note of the practices, which formed the basis of the charges, and of which the Authority had been aware for some time. At the hearing, the true position of this em-

ployee was revealed. The four other employees were all found guilty of the charges and dismissed. They thereupon sued for reinstatement, contending that they did not receive a proper hearing inasmuch as their right to be represented by counsel was denied them.

Right to Counsel Denied

The court pointed out that the right to counsel included an opportunity to consult counsel under confidential circumstances. If the Authority had required such consultation to be had in the presence of one of its agents there would be no question that this would have constituted interference with the right to counsel. "The same is true," it declared, "if the attendance of the agent is the result of a trick."

The Authority sought to counter by urging three reasons why this incident should be overlooked.

1. The fifth employee offered no testimony at the hearing nor is there a claim that any information gained from him was used in any way.

2. The removed employees do not urge that the evidence against them was insufficient.

3. The fifth employee had not been sent to the consultation at the lawyer's office. It is urged that his presence there resulted from his own act induced by fear of disclosing his true relationship to the situation, and that, there-

fore, it should not be held against the Authority.

Proper Hearing Required

The court disposed of the first two contentions by noting that the statutory requirement of a hearing applies to the guilty as well as to the innocent and "no one is in a position to say that an improper or faulty hearing is good enough for a guilty man."

As to the third contention, the court stated that the removal proceedings would not be void if the four employees were not represented by counsel. The proceedings become void only if the employees were deprived of the right to be so represented. As to the attempt of the Authority to avoid responsibility for its agent's act, the court noted that the Authority had used this employee for a special purpose and it would be drawing too fine a line to hold that the scope of his assignment did not include attending the meeting.

Can Still Be Ousted

As to the Authority's plea that demoralization would result from restoration to service of men who, it claims, are plainly guilty, the court pointed out that the restoration is not necessarily permanent. Nothing prevents the Authority from serving them over again with the same charges and trying them again. Accordingly, it ordered the employees' reinstatement. (Fusco v. Moses, 5-18-51, N.Y.L.J. 1846 col 3).

Wm. McDonough Devises 'Code' for Public Service

ALBANY, June 11—A code of conduct for public servants has been enunciated by William F. McDonough, assistant to the President of the Civil Service Employees Association.

The Civil Service LEADER has suggested the propriety of developing a code of ethics for public service, and feels that Mr. McDonough's statement is an important contribution in that direction.—Editor

Mr. McDonough's proposal follows:

I am a free man living in a Nation having a government devoted to freedom and good will.

I serve that government directly as a public servant.

I am honored by the opportunity for public service.

I believe because of the power which rests in government to protect the lives and property of all citizens and to assure the liberty of each to pursue happiness in his own way without trespass upon the liberty of his neighbor, that service in any position of government from the lowest to the highest is a sacred trust involving serious responsibility to God and man.

Undivided Loyalty

I pledge complete and undivided loyalty to the laws and ideals of my government and to those with lawful authority who may have direction over my work.

I shall resist and expose any small or great attempts or pressures from within or without government to corrupt me or my

government or to reduce in any way the effectiveness of my work as a public servant.

I shall serve my government honestly and industriously in each task that is mine throughout my period of service.

I shall tell the truth and urge that all with whom I work in government and those with whom I come in contact in connection

with my daily tasks shall also respect the truth in every way.

I believe that every wilful betrayal of governmental responsibility should be exposed and punished.

Government a Servant

I recognize that the government is the servant and not the master of the citizen and shall treat each citizen with courtesy and respect.

I shall consistently urge that the letter and spirit of the State Constitutional provision mandating the appointment and promotion of civil service employees on the basis of merit and fitness be fully and scrupulously observed as necessary to good government.

I shall urge upon my fellow citizens that they take a vital interest in the honesty and integrity of their government in its day to day operation.

Inalienable Rights

I believe that as a citizen and a public servant I am entitled to the inalienable rights of all citizens of my Country, and to the respect and rewards due all workers in a free nation devoted to the highest possible standards of social, economic and political welfare.

I shall insist upon the right at all times to petition and appeal individually and through the organization of my choice for the establishment and application of sound and fair employment practices for all who serve my government.



Clifford B. Hall, past president of the Industry chapter of the Civil Service Employees Association, died after an illness of several months. He is survived by his wife and two sons. Funeral services were held in Avon, N. Y. Mr. Hall was formerly an instructor in the Department of Social Welfare.



William Dean Embree is the new chairman of the executive committee of the Civil Service Reform Association. He was formerly chairman of its law committee.

Charles Burlingham Heads Reform Group Again

Charles Burlingham was re-elected president of the Civil Service Reform Association at its annual meeting last week, held at the Down Town Assn. The other officers, all re-elected, except one, include, as vice presidents, Charles C. Burlingham, Richard S. Childs, Nicholas Kelley, Senator Herbert H. Lehman, Mrs. Douglas Mofatt, Samuel H. Ordway Jr., and Allen Wardwell. Mr. Kelley is new as a vice president.

William Dean Embree is chairman of the executive committee, Raymond B. Haynes is treasurer and James R. Watson is executive director. A new member of the executive committee is David DuVivier, former Assistant Corporation Counsel of NYC and former Assistant District Attorney. He is a member of the law committee, of which Howard C. Kelly is chairman.



David DuVivier, former Assistant Corporation Counsel of NYC, was elected to the executive committee of the Civil Service Reform Association.

Adv.

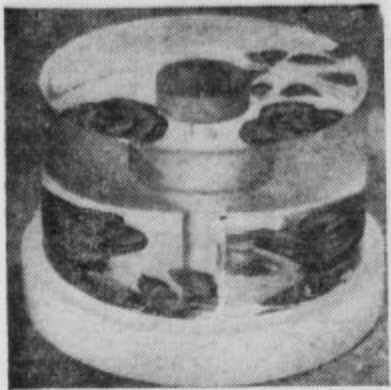
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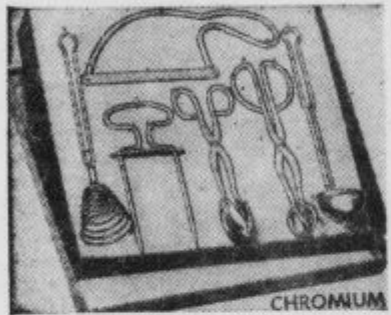


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Chapter Activities

(Continued from page 5) eon given by her co-workers. Ruth just completed 25 years of service with the State Fund. Congratulations, Ruth!

Steuben County AT A DINNER meeting of the Steuben chapter, CSEA, on May 24, presided over by president Elizabeth Morse, it was brought out that Steuben County is one of the two counties in the State that has an escalator clause for cost-of-living adjustments of salaries of county employees.

Automatic wage adjustment—November, 1950, \$32.00 Bonus granted all county employees, effective January, 1951, \$100.00 Automatic wage adjustment—May, 1951, \$136.00 Or a total of \$268.00 increase in the last six months.

Charles Culyer, Association field representative, was the principal speaker at the meeting. Membership in this chapter is at its highest, and now consists of 120.

Oneida THE REGULAR meeting of the Oneida chapter will be held on Tuesday, June 19th, at the Oneida County Court House in Utica.

Ft. Stanwix A MEETING of the Ft. Stanwix chapter, Rome State School, will be held on Wednesday, June 13, 7:30 p.m., in the Club Rooms at the school.

Morrisville NEIL D. CLARK, president of the Morrisville chapter, CSEA, announced a meeting of the chapter June 14 at 1:00 p.m. in the Madison Auditorium.

Course for DPUI Jobs Ends on June 16 The final lecture in the training course for the exams for jobs as assistant employment security manager and employment security manager, under the auspices of the Civil Service Employees Association, will be given on Saturday, June 16 at 1 p.m. in Central Commercial High School, East 42nd Street, NYC.

Prepare for your civil service test with the best study material available. Leader Bookstore, 97 Duane Street, across the street from the NYC Civil Service Commission. Free notary service.

vide for a fiscal year beginning in early Spring instead of the early Fall. 2. To be prepared to elect a new slate of officers in event the constitution is amended. 3. To arrange for formal charter presentation. 4. To transact other business that might arise.

Ray Brook MANY "V.L.P.'s" who attended the 47th Annual New York State Health Conference held June 4 through 7 at Lake Placid, also visited Ray Brook Hospital.

Chapter President Emmett Durr and Secretary Eunice Cross returned June 12 from Ithaca, where President Durr was best man at the Mary Ann Zmek-William Greenauer nuptial on June 9.

Mr. and Mrs. George Kroncke of Brooklyn left on June 6 after a 5-day visit. Mrs. Kroncke, nee Ramsey, is a former member of the Ray Brook staff. The John Wojcikis recently moved to Saranac Lake since Mrs. Wojcik is "infantipating."

LEGAL NOTICE

ASPHALT TILE FLOORS STATE DEPARTMENT OF LABOR 87 MADISON AVENUE NEW YORK CITY NOTICE TO BIDDERS Sealed proposals for Replacement of Floor Covering, Fourth and Fifth Floors, in accordance with Specification No. 16678 and accompanying drawing; also separate sealed proposals for Replacement of Floor Covering, First Floor, in accordance with Specification No. 16679 and accompanying drawing; Department of Labor, Division of Placement and Unemployment Insurance, 87 Madison Ave., New York City, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Labor, until 2:00 o'clock P. M. Advanced Standard Time, which is 1:00 o'clock P. M. Eastern Standard Time, on Wednesday, June 27, 1951, when they will be publicly opened and read.

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- low temperature
- low, low prices

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- long protection
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- more cold zones
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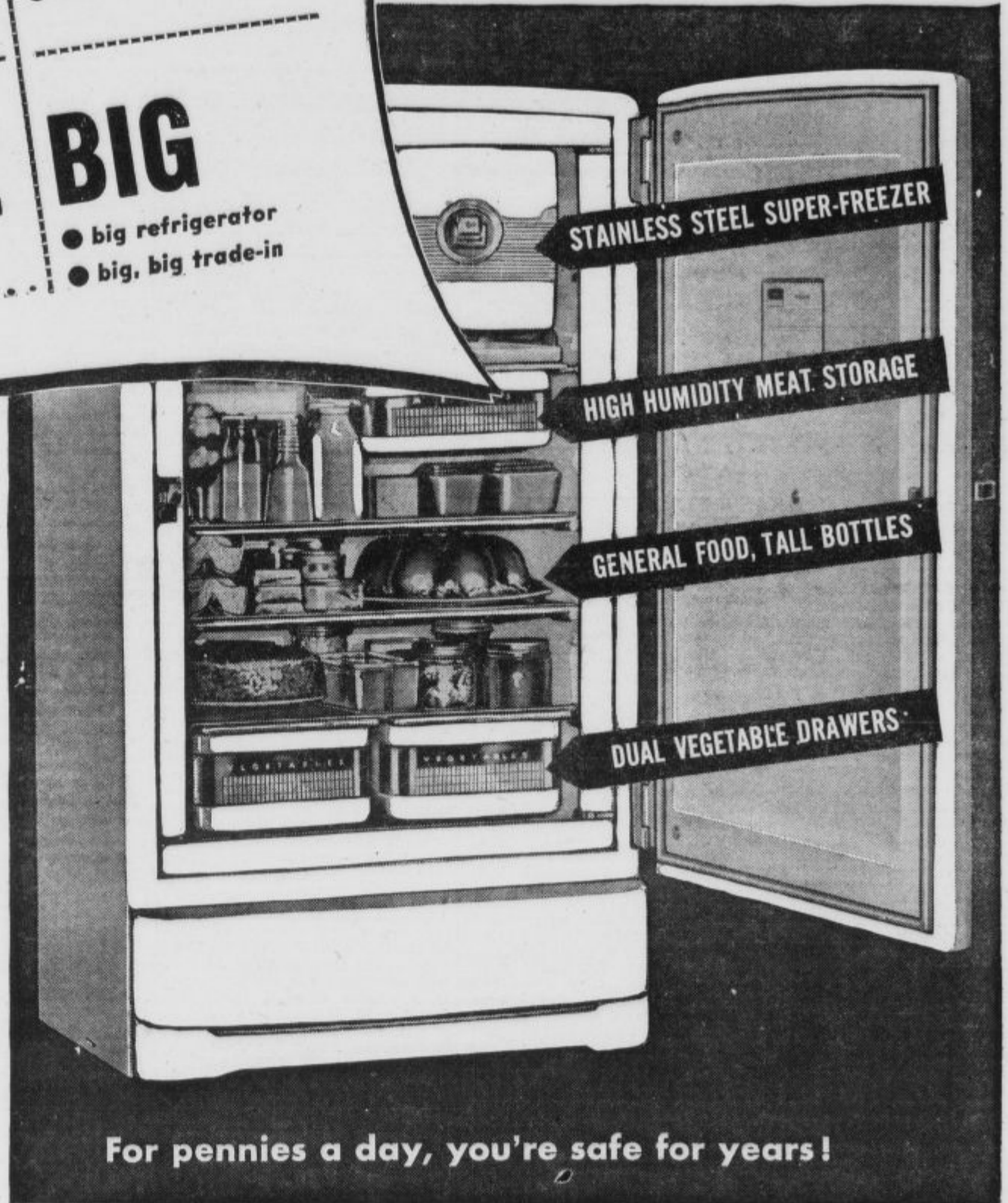
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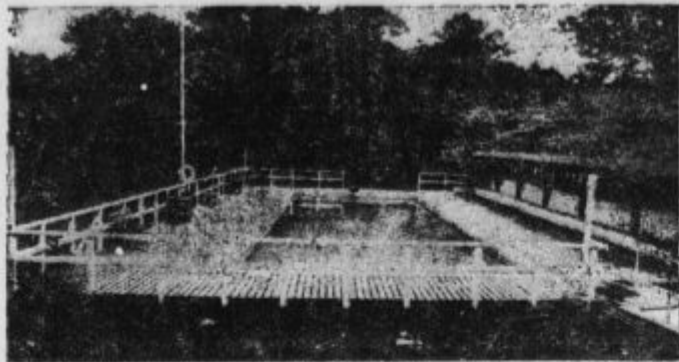
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New York State Has 196 Page Free Guide

ALBANY, N. Y.—Latest edition of "New York State Vacationlands," a 196-page guide completely revised, expanded and packed with thousands of interesting and alluring facts, is ready for the 1951 vacationist.

The book gives specific details about accommodations and transportation at more than 575 communities from one end of the state to the other. Described are the opportunities for vacation fun in the mountains, at the seashores, in the Big City and on the farms. A special feature this year is the listing of hours during which museums, art galleries and historic sites may be visited and the fees charged. The motorist will find similar information in the book on ferries and toll bridges. The guide is indexed for easy reference.

Compilers of the book have included a section especially for anglers, covering both fresh and salt water varieties of fish.

Free copies of "New York State Vacationlands" may be obtained from the State Department of Commerce, 112 State Street, Albany 7, N. Y.

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(Continued from page 11)

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Just a small place to spend your vacation. Large airy rooms, excellent home cooking, all modern improvements. All sports, private swimming pool, dancing, movies weekly. All churches. Reasonable rates. Write for booklet.



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When Making Reservations

RULING ON RETIREMENT
A village board of trustees may not compel the retirement of a village policeman, appointed pursuant to the rules of civil service, merely because he has served 25 years in the village police department, Attorney General Nathaniel L. Goldstein has ruled, in an informal opinion.

Vacation Panorama Booklet Available

POCONO MOUNTAIN, Pa. — Continuing its program of service to the public, the Pocono Mountain Vacation Bureau, Stroudsburg, Pa., has ready for distribution its 1951 Booklet. Entitled "A Vacation Panorama," this 40-page, free vacation guide is just off the presses.

Twice the size of the previous guide, the new booklet is attractively printed in three colors. For the first time, an advertising section has permitted resort operators in the Bureau to tell their own story in their own words. For example, many resort operators use pictures while other rely upon drawings.

Divided into three sections for simplicity, the new booklet is a valuable aid to tourists, vacationists, and honeymooners. The first section is composed of picture spreads depicting the topography of this 1,200 square miles of vacationland, scenic attractions, and a general description of the Poconos. In addition, all routes and methods of transportation leading to the Poconos from all points of the compass are clearly shown.

An alphabetical directory listing of 160 resorts of all types in this popular Pennsylvania vacationland comprises the second section. In this section, pages of pertinent information on obtaining descriptive literature from individual resorts are presented. Resorts and hotels, inns and cottages to suit just about any pocketbook are members of the bureau, and as such they reach any income bracket.

Operated in conjunction with the Booklet and as a further service to the unknowing traveler are the two information booths, one at Wind Gap, Pa., on Route 12 and the other on Route 611 at Delaware Water Gap.

Schedules Alaska 10-Day Cruises

Eight 10-day Alaska cruises have been scheduled by Canadian National Railways for the 1951 season by the new streamlined steamship "Prince George." The first sailing of the "Prince George" on the summer Alaska cruise schedule will be on June 15.

Along the sheltered sea route between Vancouver and Skagway, where the ship is never out of sight of the mainland, the "Prince George" will make stops at Ocean Falls, Prince Rupert, Ketchikan, Wrangall and Haines.

While the "Prince George" will inaugurate the ten-day Alaska cruises on June 15 from Vancouver, the seven additional cruises are scheduled from Vancouver on June 26, July 6, 17 and 27 and August 7, 17 and 28.

In addition to the ten-day cruises to Skagway by the "Prince George," Canadian National Steamships' "Prince Rupert" will be operated every Monday during the year on five-day cruises from Vancouver to Ketchikan, Alaska, with stops at Powell River, Ocean Falls and Prince Rupert.

Washington Lake

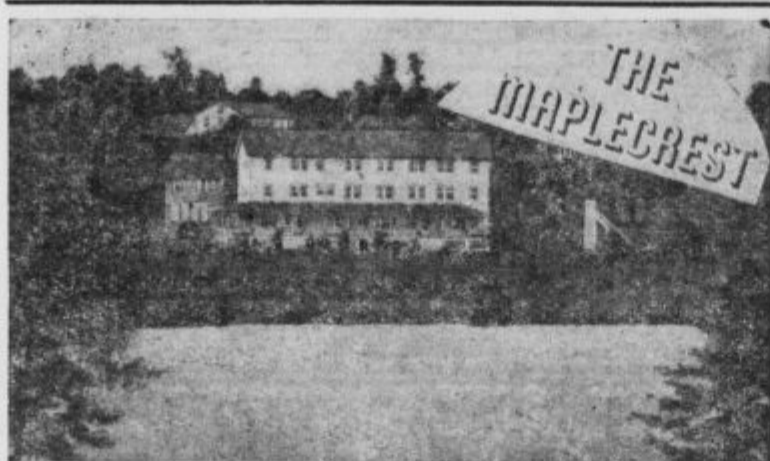
YULAN
Sullivan County, N. Y.
IN THE SHAWANGUNK MOUNTAINS

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YULAN, NEW YORK
On Washington Lake

A modern hotel in the country with all modern conveniences, including maid service. Our table is tops in food, served with farm fresh produce, fruit in season, milk eggs, butter, all sports, golf. All churches. Write for booklet.

Accom. 200 Guests **JOSEPH H. CANTWELL, Prop.** 36th Year



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BOATING
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Write To Your Favorite Hotel Listed Below

The Beautiful

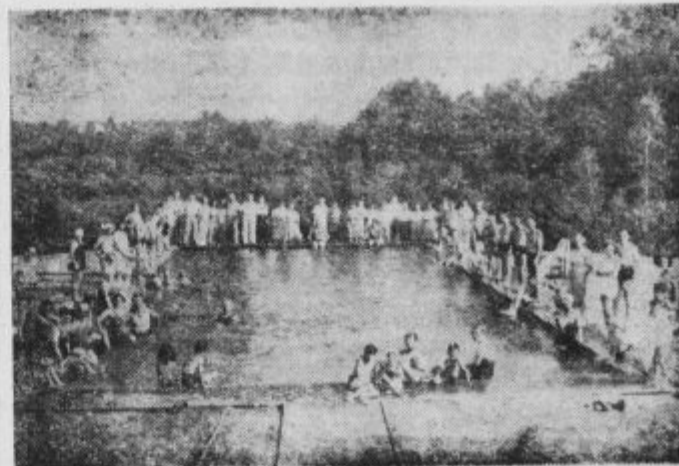
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Barryville 5, N. Y.

Westbrook Cottages

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Telephone: 2372 18th Season

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Sparkling Echo Lake, Sea-Sand Beach for shore fun in the mountains, 3000 yard Golf Course (free lessons), all-weather Tennis Courts, Riding, Canoeing, Bowling, Movies, Lakeshore Terrace Orchestra under Pocono skies. Rates from \$53 with meals—lower in June. Opens May 27. Churches Nearby. Color Booklet. Write direct or phone Stroudsburg 2684.

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(Continued on page 14)

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Poconos Have 150 Resort Hotels

After a winter-long hiatus, the Eastern Pocono Mountain resort area is again bustling with activity as over 150 hotels, cottages, tourist houses and what-have-you make frantic preparations to greet an expected 30,000 guests this year.

If these efforts are at a high pitch — and that they are, it is only because expectations for '51 are also high. And who can blame the resort operators for their optimism? Over the past 5 years, there has been a steady increase, year after year, in the number of vacationers flocking here, indicating that the Eastern Poconos has finally been "rediscovered" as one of the choice resort areas in the country.

Perhaps this is due, in part, to the fact that proprietors no longer depend on nature's generous endowments to the Eastern Poconos to attract people. Modernization has become the keyword, and more and more spots now boast air-conditioning, private cabanas with private baths, and luxurious cocktail bars, as well as bigger and better athletic facilities.

This, of course, doesn't mean that they've stopped extolling the virtues of nature. Anyone who's viewed the breathtaking vistas of rolling countryside, winding streams and rushing waterfalls, will readily understand why.

Greenville — Growing As Vacation Center

Each year more city people are finding that the Greenville area is the ideal location in which to spend a summer vacation.

Located in the foothills of the Scenic Catskill Mountains, it affords beautiful scenery of mountains, valleys, forests, streams and green fields, most pleasing to the eye.

The Greenville section now has more than 70 summer boarding houses, farms, and tourists homes all equipped to entertain summer guests. Many of the larger houses have modern swimming pools and recreation halls where there is dancing, movies, amateur shows and other entertainment provided for their guests. Guests have a wide selection to suit their individual needs as they can select the house that provides plenty of entertaining in addition to the regular room and meal service; or they can arrange to stay at a farm if they are interested only in a rest and relaxation from the strenuous activities of city life. Whatever your selection, you will be assured of good food, and satisfactory service at reasonable rates.

Included in the line of public amusement and entertainment in addition to that provided by the individual homes that guests may enjoy at reasonable cost are horse-back riding, bicycles may also be hired, and there are trips by taxi thru the mountains, and to other points of interest. The town has a movie hall that is open every night. There are restaurants, bars, grills, dance halls, baseball games, and stock car auto races every week.

For detailed information of the various houses, and how to reach them, write to the Secretary of the Greenville Chamber of Commerce, at Greenville, New York, for their booklet listing the various houses and other information.

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- O'Keefe, Maurice E., Albany . . . 90205
- Van Amburgh, W. J., Albany . . . 88278
- DeMarco, Patrick J., Green Mt . . . 87890
- McGlynn, Edward J., Troy . . . 86410
- Downes, Silas, Cohoes . . . 85651
- Roberts, Evelyn, Troy . . . 82976

PSYCHIATRIC MUSEUM CURATOR, Department of Mental Hygiene

- Gonwin, Herman D., NYC . . . 80000

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Dr. Luther Gulick Explains 10 NYC Personnel Projects

Reading between the lines of what Dr. Luther B. Gulick said in a speech at the annual meeting of the Civil Service Reform Association last week, it was possible to get a glimpse of some aspects of the voluminous reports that the Mayor's Committee on Management Survey will make as the result of its comprehensive work. Dr. Gulick spoke at the Down Town Association in NYC at a luncheon at which the LEADER'S annual Harold J. Fisher awards were presented.

While Dr. Gulick disclaimed making any promises, he did say that the NYC salary structure and personnel practices sorely needed improvement, that retirement age under the pension systems should be based on biological rather than chronological age, that recruitment had to be more effective, and that a salary and career plan was necessary so that the City government could function properly, and that inflation had hit the salaries of public employees heavily.

The Committee, of which Comptroller Lazarus Joseph is chairman and Dr. Gulick executive director, consists of 29 members and is studying 19 separate projects, with the aid of private engineering and consulting firms.

The career and salary study, Dr. Gulick said, is larger in scope, considering the number of titles and different duties, than was the 1923 study by the Federal Government, in which Dr. Gulick took part. The total of all 19 studies is greater than the effort of the U. S. survey made by the Hoover Committee. Yet, he dryly remarked, the NYC survey is sometimes referred to as "the little Hoover Committee."

He said that inflation was not only the most important topic, but one that failed to impress the people of the United States to the necessary degree. He said:

"Inflation is the outstanding deadly influence that cuts across all operations of government, makes recruitment difficult, reduces the relative value of pensions without legislative enactment or mutual agreement, cuts the City debt in half, taxes bondholders to pay off the Government's cost of the bonds they bought, cuts salaries in some instances but not in others, and makes the City government subject to causes with which it had no opportunity to deal."

10 Specific Topics

He discussed 10 specific personnel projects as follows:

1. Outdated personnel principles and systems must be superseded by a modernized career and salary plan, with scientific classification and pay scales that afford fairer salaries. He revealed that forms are being used for assembling the data on existing conditions, that the data are transferred to punch cards and employees will be grouped by activities as well as by professional categories. About 850 types of work will be described in 1,200 different descriptions, with classification data supplemented by information supplied by the New York State and U. S. Governments regarding their employees, and data on private industry. The job is being done by Griffenhagen and Associates.

2. The NYC Civil Service Commission's administrative methods are being studied by the Division of Analysis of Budget Director Thomas J. Patterson's office, for avoidance of work duplication by the Commission's staff, and achievement of prompt and more effective results.

The Mayor's Committee is awaiting the Budget Director's report, and Dr. Gulick gave the impression that it might be expected soon.

Commission Being Studied

3. The examining and recruitment processes of the Civil Service Commission are being studied for the Committee by Richardson, Bellows, Henry & Co. What sort of examinations are given, how well they are geared to testing and recruitment needs, and what recruitment promotion efforts are used, will be analyzed.

4. The same firm is studying the effect and value of the Service Rating System, whereby credits are given to employees in promotion exams, for their record on the job and their seniority.

5. How well NYC is meeting its personnel needs is another part of the same firm's undertaking.

Police and Fire Pay

6. Police and Fire Department salaries are being studied as part of the analysis of the operations of the Police and Fire Departments, apart from the pay and classification study. The operating personnel of the Board of Transportation and the teachers are not a part of the Griffenhagen study, either.

7. In-service training in the Fire Department is being studied, and Chief Just, director of the Fire Department examinations course given by the University of Maryland, was cited as one example of an expert the committee has hired.

8. The general provisions of the pension systems of NYC are being studied by the headquarters staff of the committee. The actuarial status is not under inquiry, but only the general problems of administration and rationalization, for possible interrelation during the next decade

or two. In connection with pensions, Dr. Gulick said, argument in favor of integration of pension systems, not only of public employees but of private industry, with Social Security, had much weight. He thought that a countrywide unity on pensions was necessary, especially because of support of the Federal Security Administration through taxes. He spoke for a minimum retirement age based on one's physical and mental condition, which he called functional age, rather than on age measured in years. He found that the great change in life expectancy since pension systems were founded or revision of age requirements made, necessitated present action along lines of more progressive thinking. However, none of this long-range thinking is likely to find itself included in the NYC pension survey.

9. A general review of the personnel operations in the City's operating agencies will be presented. Dr. Gulick paid tribute to Theodore H. Lang, personnel officer, administrative staff, of the Board of Education, who had helped the committee greatly in this respect. Dr. Lang recently received his Ph. D. degree from New York University. His thesis was "Evaluation of the Personnel Function in Operating Agencies in NYC Government."

10. A separate, integrated report on personnel problems alone, is on the committee's agenda, tying together all the various parts, and affording a bird's eye picture necessary for the solution of such problems. The personnel aspect was an inseparable element in any integrated picture. "The Committee will give the City, for the first time, a comprehensive, well-worked-out, logical plan.

"At this stage," said Dr. Gulick, "I can offer you no findings, no recommendations and can promise you no results."

UFA Calls on City to Raise Pay Soon After July 1

"Our big problem is more money," said President William J. Reid in a report to the members of the NYC Uniformed Firemen's Association. A salary increase and reduced pension costs are sought.

More money soon after July 1 is what the firemen want and need, Mr. Reid told Comptroller Lazarus Joseph, the report sets forth.

The UFA also has in mind a popular referendum for an increased pay, but no signature campaign will be started until clearance is obtained from the UFA attorney.

President Reid also stated that he had informed Mayor Vincent R. Impellitteri and the other members of the Board of Estimate "that the Fire Department is underpaid, undermanned and ill-equipped, with its morale at an all-time low." He added that he pointed out that the Board "had better do something about it fast."

Mr. Reid continued: "I informed them that the failure of their civilian defense program to come up to expectations can be attributed in a large measure to the deplorable conditions in the Fire Department. With decently paid fire fighters behind the civilian defense pro-

gram we could give it the blood transfusion it so badly needs. How can men be expected to put their hearts into a city project when the city has no heart of its own?"

The following is the list of the 44 candidates in the NYC Uniformed Firemen's Association election:

President:

1. John A. Culley H&L 46
2. Thomas B. McKeon H&L 45
3. H. P. Barry Engine 44
4. Ralph McKee 53rd Batt.
5. Frank Mott H&L 118
6. William J. Reid H&L 11
7. Michael C. Donohue H&L 26
8. Edward Sause Engine 91

Vice President:

1. Edward Kelly Engine 32
2. Richard Furguele Engine 64
3. William Bomford Engine 203
4. James McKenna Engine 316
5. Terence P. Dolan H&L 52

Financial and Recording Secretary

1. Joseph Geraghty Engine 316
2. Emil Fedunec Engine 231
3. Gerard W. Purcell H&L 119
4. Charles Anderson H&L 143
5. John J. Cashin Engine 284
6. Anthony J. Tini Engine 69

Treasurer:

1. Ray J. Mulholland H&L 52
2. John O'Donnell H&L 76
3. J. J. Chambers Legal Division
4. Ralph Moody H&L 50
5. Arthur Hamilton Engine 326
6. James King Engine 282

Sergeant-At-Arms:

1. Rbt. Jensen 4th Division
2. Donald Levy Engine 44
3. Thomas Lineen L. S. S.
4. Thomas Travers Engine 279
5. Clinton Charles H&L 24
6. Frank J. Walsh Engine 85
7. Thomas Gavin H&L 109
8. Henry Weisgerber Engine 305

Trustee, Manhattan:

1. Harry T. Johnson Eng. 18
2. George Burnett H&L 34
3. Harry Garrison H&L 35
4. Joseph Powers Engine 57

Trustee, Bronx:

1. Gerald J. Ryan Rescue 3
2. Patrick Haughey Engine 89
3. Charles Keutmann Engine 61
4. John F. Johnston Engine 75
5. James Murphy H&L 38

Trustee, Queens:

1. George H. Cook Engine 305
2. Michael Allen H&L 129

\$250 Pay Raise in Auburn City

AUBURN, June 11—Employees of the City of Auburn will receive a \$250 yearly increase in salary, effective as of June 1. Satisfactory adjustment of overtime pay for the per diem employees was consummated at the May 31 meeting

of the Common Council. The Association was represented at the hearings by Albert Clark, president of the Cayuga Chapter, and Vernon A. Tappan, co-chairman of the county membership committee Civil Service Employees Association.

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Rally to Spur Drive for Postal Pay Raise

WASHINGTON, June 11 — A conference of postal employees who are members of American Federation of Labor unions will be held in the Department of Commerce Auditorium on June 18, 19 and 20 to stimulate the campaign for higher postal pay. Delegates will be present from every State. About 4,000 are expected, including clerks, carriers, mail handlers and railway mail clerks.

Visits will be made to U. S. Senators and Representatives. Faster action on the bill for a 17 per cent raise will be sought. At present the employees are being confronted with two proposals, both considerably under 17 per cent. The 17 per cent figure was the one that reflected the rise in the cost of living up to several months ago, and does not take into consideration the additional rise since.

Held Up By Postal Rate Bill
One of the measures before

Congress dealt with increased postal rates. Legislators had told the postal groups that until this bill is out of the way no action would be taken on the postal raise.

The postal groups point out that the average pay is around \$3,000, not enough to enable a man to support a family, as the cost of food, clothing and housing takes up nearly all of the pay, where the family consists of a husband, wife and two children.

Most of the employees are in the lower age brackets, because of the high turnover in personnel. The lower-paid employees had been in the forefront of the drive for higher pay. Now they've been joined by those in higher pay brackets, consisting of men with long seniority.

18 to 20 Per Cent Needed
The Economic Stabilization Board's top figure for raises in industry is 10 per cent, and even

some exceptions have been granted to that ceiling. The U. S. Civil Service Commission, through Chairman Robert Ramspeck, has recommended an 8.2 per cent U. S. pay raise. Fear was expressed that giving more would fan the fires of the inflationary spiral. But the postal employees

Civil Service Names Two Investigators

ALBANY, June 11 — The Department of Civil Service announced appointment of two investigators to its department personnel:

Sidney Holtzman, 40 Orchard Road, Great Neck, L. I., to start work June 18.

Stanley Grossman, 531 State Street, Hudson, to start work June 25.

Both have been assigned to the Albany office.

point out that between 18 and 20 per cent would be necessary to bring the pay in line with today's costs.

Action by Committees

The House Post Office and Civil Service Committee, after tentatively agreeing on a raise for postal workers of \$350 a year for salaried employees and 20 cents an hour for others, struck that provision from the bill raising postal rates. Representative Edward H. Rees (R., Kan.), proposed the raise. Tom Murray (D., Tenn.), chairman of the committee, objected to tying in a postal raise with the rate increase bill.

A bill for an 8.8 per cent increase for most other U. S. employees was approved by the Sen-

ate Post Office and Civil Service Committee. In lower categories the proposed increase would be somewhat larger.

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Harry Dennington Tells Why He Took Hard Job

Harry Dennington, newly-elected president of the Schenectady chapter, CSEA, has made an interesting statement of his concept of the job he has undertaken. Prepared for his fellow-members, it at the same time makes a valuable case for all State employees. Here it is:

Dear Fellow Employee:
Having been nominated for the position of President of the Schenectady Chapter, the question has been asked me why I consented to undertake the work involved. The considerations that decided acceptance are as follows:

This seems to be a period in which all workers are organized and public employees are no exception. Organization for mutual help is particularly necessary with inflation creating additional problems. There are certain matters that can only be approached on a State basis. Outstanding in this regard are improvements in the Retirement System. The Civil Service Employees Association has been active in this field as well

as in other legislation for betterment of public employees generally. There remains much yet to be done. During the 1951 legislative session, the State Association introduced 80 bills — 31 of these passed both Houses, 5 passed one House, 20 became law and 8 were vetoed. It is frequently necessary to introduce bills several times before they finally pass. Thus the need for the State organization.

There are other affairs that can best be approached by the local Chapter due to their limited scope. These necessitate a strong Schenectady Chapter.

I believe that all city and county employees wish to do their part in accomplishing these projects and not leave it to the other person. One should look at the total picture and instead of saying, "What can the Association do for me?" say "What can the Association do for my fellow employees?" With that spirit, I am certain we can go forward and accomplish much.

HARRY DENNINGTON

Metropolitan Conference Holds Gala Event June 30

The annual luncheon meeting of the Metropolitan New York Conference of the Civil Service Employees Association will be held on Saturday, June 30, at 11 a.m. in the Marine Dining Room at Jones Beach State Park, Long Island.

The election of officers for the ensuing year will take place and business will be transacted.

Transportation information was issued by the Conference as follows:

"The Long Island Railroad to Wantagh, L. I. Bus from Wantagh station to Jones Beach. The host Chapter, L. I. Inter-County State Parks, will provide transportation from Wantagh station for guests and delegates, if you will immediately contact George Siems, president of the chapter, at Jones Beach.

"For those driving to Jones Beach by car, contact Mr. Siems immediately so he will forward pass for cars for that day."

Cars will be parked in Field 3. Registration will begin at 10

a.m. in the lobby at the west end of the Marine Dining Room located at the West Bathhouse. Identification badges or buttons will be issued at time of registration and will entitle you to participate in the various facilities and events in the park. Members will be required to show their Association membership cards when registering.

Luncheon will be served in the Marine Dining Room at 1:30 p.m.

Besides the usual games provided by the Park, such as archery, roller skating, shuffleboard, paddle tennis and pitch-putt golf, there will be two games at the softball field beginning at 8:30 p.m., a pool show at 9 p.m. in the West Bathhouse; night dancing at the Mud e Shell and bathing.

Sidney Alexander of Psychiatric Institute is chairman of the Conference.

Herkimer Chapter Hears McDonough

HERKIMER, June 11—Efficient and economical government rests on the direct application of the merit system in the selection of public employees, William F. McDonough, executive assistant to the president of the CSEA, declared in a speech at the annual dinner of the Herkimer County chapter. The dinner, attended by two mayors and by county and town officials, was arranged by John Graves, chairman. John F. Mackesey, chapter president, presided.

This merit system which Theodore Roosevelt declared to be as American and democratic as the common school system itself loses its power for good when it is only partly or poorly applied, said Mr. McDonough. He added, "Coupled with the merit system of appointment and promotion must go a realization of the responsibility of the officers and employees in government to cooperate in dealing with the problems of salaries, hours, leaves and the harmonious settlement of the day to day matters arising in employment."

State Eliminates 13 Titles from Roster

- (Continued from page 2)
- Associate in Industrial Arts Education, G-25.
 - Associate in Industrial Education, G-25.
 - Associate in Merchandising Education, G-25.
 - Associate in Nursing Education, G-25.
 - Associate in Physical Education and Recreation, G-25.
 - Associate in Private Trade School Administration, G-25.
 - Associate in School District Organization, G-25.
 - Associate in School Health Education, G-25.
 - Associate in School Library Service, G-25.
 - Associate in School Lunch Administration, G-25.
 - Associate in Secondary Curriculum, G-25.
 - Associate in Teacher Certification, G-25.
 - Associate in Teacher Education, G-25.
 - Associate in Vocational Curriculum, G-25.
 - Associate Training Technician, G-25.
 - Director, Bureau of Business Service, G-34.
 - Electroencephalograph Technician, G-5.
 - Electronics Technician, G-6.
 - Embalmer, G-6.

- Employment Security Administrative Assistant, G-21.
- Employment Security Area Director, G-39.
- Employment Security Assistant Area Director, G-32.
- Employment Superintendent, G-28.
- Laboratory Equipment Designer, G-17.
- Laborer Foreman, G-6.
- Personnel Relations Counsellor, G-20.
- Principal Cancer Radiologist, G-40.
- Safety Consultant, G-21.
- Senior Dentist (TB Service), G-27.
- Senior Laboratory Animal Caretaker, G-7.
- Sign Shop Foreman, G-11.
- Sign Shop Worker, G-5.
- Supervisor in Elementary Education, G-28.
- Supervisor of Art Education, G-28.
- Supervisor of Citizenship Education, G-28.
- Supervisor of English Education, G-28.
- Supervisor of Foreign Languages Education—G-28.
- Supervisor of Mathematics Education, G-28.
- Supervisor of Music Education, G-28.
- Supervisor of Science Education, G-28.
- Supervisor of Secondary Education, G-28.
- Unemployment Insurance Superintendent, G-28.

- Employment Security Field Director, G-39.
- Employment Training Supervisor, G-23.
- Junior Laboratory Technician, G-4.
- Medical Bacteriologist, G-20.
- Medical Research Librarian, G-10.
- Placement and Unemployment Insurance Superintendent, G-26.
- Senior Supervisor of Nursing Education, G-20.
- Unemployment Insurance Assistant Field Superintendent, G-26.

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G-9, \$2,760 to \$3,450.
G-17, \$3,847 to \$4,572.
G-19, \$4,110 to \$5,100.
G-20, \$4,242 to \$5,232.
G-21, \$4,400 to \$5,430.
G-23, \$4,836 to \$5,826.
G-25, \$5,232 to \$6,407.
G-26, \$5,430 to \$6,605.
G-27, \$5,650 to \$6,910.
G-28, \$5,860 to \$7,120.
G-31, \$6,490 to \$7,935.
G-32, \$6,700 to \$8,145.
G-34, \$7,225 to \$8,800.
G-36, \$7,750 to \$9,325.
G-37, \$8,013 to \$9,588.
G-39, \$8,538 to \$10,113.
G-40, \$8,800 to \$10,375.
G-42, \$9,325 to \$10,900.
G-44, \$9,850 to \$11,950.
G-46, \$10,375 to \$10,900.

Two Superintendents Get Permanent Appointments

The New York State Board of Social Welfare announced the appointment from civil service lists of Dr. Hjalmar F. Scoe as superintendent of the Thomas Indian School, Iroquois, N. Y., and Walter R. Vadney as superintendent of the New York State Women's Relief Corps Home, Oxford, N. Y.

Dr. Scoe, a psychologist and educator, joined the staff of the State Agricultural and Industrial School at Industry in 1933. He became assistant superintendent of that school in 1940. Since 1943 he has served provisionally as superintendent of the Thomas Indian School.

Mr. Vadney has been in State service since 1932. Prior to joining the State Department of Social Welfare in 1937, he was with the State Department of Civil Service and the State Department of Correction. He was appointed as provisional superintendent of the Woman's Relief Corps Home in 1943.

LEGAL NOTICE

WAGNER, EMILIE—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT: TO: Gertrude Ehrenmark, William Denchel, Frieda Harding, Myrtle A. Ingessol, Vera Burns, Thelma Caddy, Grace Denchel Mueller, Hilmer Denchel, Walter Denchel, Ruth Denchel Longmann. SEND GETTING:

Upon the petition of EMMA E. KRUGER, residing at No. 2846 North 29th Street, Milwaukee, Wisconsin:

You and each of you are hereby cited to show cause before our said Surrogate's Court of the County of New York at the Hall of Records, on the 29th day of June, 1951 at 10:30 o'clock in the forenoon of that day, why a decree should not be made authorizing and directing Emma E. Kruger, as administratrix of the goods, chattels, and credits of Emilie Wagner, deceased, who at the time of her death, resided at No. 308 East 51st Street, City, County and State of New York, to sell for \$15,500, for the purposes set forth in said petition, the real property of said decedent described as follows:

ALL that lot or parcel of land, with the buildings and improvements thereon erected, situate in the Borough of Manhattan, City of New York, and lying and being on the northerly side of East Fifty-first Street, between First and Second Avenues, bounded and described as follows, viz:

BEGINNING at a point on the northerly line of East Fifty-first Street, distant one hundred and eight feet and three inches southeasterly from the northerly corner of said Street and Second Avenue; running thence northeasterly to and through the centre line of a party wall standing partly on the lot hereby intended to be described and partly on the lot adjoining on the west eighty-five feet to a point distant one hundred and eight feet three inches southeasterly from Second Avenue in a line drawn parallel with the said Street and eighty-five feet northeasterly therefrom; thence southeasterly parallel with said Street sixteen feet nine inches; thence southeasterly parallel with said Avenue, eighty-five feet to the northerly line of East Fifty-first Street, and thence northeasterly along said northerly line, sixteen feet nine inches to the point or place of beginning.

SAID PREMISES are also known as and by the Street Number 306 East 51st Street, Manhattan, New York City.

LEGAL NOTICE

MINTZ, BENJAMIN—In pursuance of an order of Hon. William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Benjamin Mintz, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Hyman Fisch, Attorney, at No. 1440 Broadway, Borough of Manhattan, in the City of New York, on or before the 20th day of June, 1951.

Dated, New York, the 12th day of December, 1950.

JACK MINTZ, HERMAN MINTZ, DAISY MINTZ HOLMAN, Executors.

HYMAN FISCH

Attorney for Executors, Office and P. O. Address, 1440 Broadway, Borough of Manhattan, New York 18, N. Y.

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Maintainer's Helper, Group B; V4.6 (Bd. of Trans.).
Porter; 1019y (Housing Authority).

LABOR CLASS
Cleaner, female; 589 (Public Wks.—Housing Authority).
Cleaner, male; 1878 (Housing Authority — Queens College).
Laundry Worker, female; 79 (Hospitals).

PROMOTION
Assistant Court Clerk, Grade B; 6 (City Magistrates' Court).
Assistant Train Dispatcher; 30 (Bd. of Trans.).
Battalion Chief; 30 (Fire).
Captain; 179 (Fire).
Civil Engineer; 14 (Public Works).
Civil Engineer, Sanitary; 10 (Public Works).
Civil Engineer, Structural; 10 (Public Works).
Deputy Chief; 19 (Fire).
Lieutenant; VP110 (Fire).
Mechanical Engineer; 11 (Public Works).
Assistant Foreman (Structures) Group F; 7 (Bd. of Trans.).
Assistant Supervisor (Cars and Shops); 35 (Bd. of Trans.).
Assistant Supervisor (Child Welfare); 34 (Welfare).
Clerk, Grade 4; 16.5 (Triborough Bridge and Tunnel Authority).
Clerk, Grade 5; 10 (Marine and Aviation).
Collecting Agent; V39 (Bd. of Trans.).
Deputy Clerk of District M. S.;

10 (Municipal Court).
Foreman (Cars and Shops); 37 (Bd. of Trans.).
Power Maintainer, Group A; 14 (Bd. of Trans.).
Structure Maintainer, Group E; V18 (Bd. of Trans.).
Senior Psychologist; 3 (Hospitals).
Senior Stationary Engineer, electric; 3 (Office, President Borough Brooklyn).
Sergeant; 178 (Police).
Signal Maintainer, Group B; V2 (Bd. of Trans.).
Structure Maintainer, Group B; 25 (Bd. of Trans.).
Structure Maintainer, Group D; V10 (Bd. of Trans.).
Structure Maintainer, Group G; 33 (Bd. of Trans.).
Telephone Operator, Grade 2; 28 (Hospitals).
Ventilation and Drainage Maintainer; 29 (Bd. of Trans.).
Watershed Inspector; 8 (Water supply, Gas and Electricity).
OPEN-COMPETITIVE
Assistant Civil Engineer, highway traffic; V3y (Traffic).
Attendant, Grade 1; 186 (Bd. of Ed.—Public Works—President, Borough of Brooklyn—President, Borough of Richmond—President, Borough of Manhattan—Comptroller's Office—Parks—Welfare—Hall of Records).
Chief Dietitian, school lunch; 6y (Bd. of Ed.).
Chief Life Guard, temporary service; 3 (Parks).
Clerk, Grade 2, male and female; 3770 (Housing Authority—Correction—Hospitals).
Conductor; 34y (Bd. of Trans.).
Consultant Nursery Education; 11y (Health).
Court Stenographer; 13 (Municipal court—City Magistrates' Court).
Dietitian; 48 (Hospitals).
Director of the Bureau of Child Health, Grade 4; 4y (Health).
Director of the Bureau of School Health, Grade 4; 3y (Health).
Electrician; 30 (Housing Authority).
Fireman; V419 (Fire).
Housing Assistant; 45.5y (Housing Authority).
Interpreter, Polish, German; 2 (City Magistrates' Court).
Interpreter, Spanish, Italian, German; 2 (Domestic Relations Court).
Interpreter, Yiddish, German; 8 (City Magistrates' Court).
Junior Mechanical Engineer; 46y (Housing Authority).
Laboratory Assistant, bacteriology; 45 (Hospitals).
Laboratory Assistant, chemistry; 125 (Hospitals—Queens College).
Low Pressure Fireman; V0.5 (Housing Authority).
Maintainer's Helper, Group B; D35.1 (Bd. of Trans.).
Maintainer's Helper, Group D; 9.5 (Bd. of Trans.).
Playground Director, men; V3.5 (Parks).
Plumber; 13 (President, Borough of Richmond—Housing Authority).
Probation Officer, Grade 1; V54 (City Magistrates' Court).
Public Health Nurse; 67 (Health).
Recreation Leader; 17y (Hospitals).
Sanitation Man, Class B; 639 (Sanitation).
Sewage Treatment Worker; V27.5 (Public Works).
Stenographer, Grade 2; 28.6 (Markets).
Stock Assistant, men; 265 (Hospitals—Welfare — Housing Authority).
Surface Line Operator; 34.6y (Bd. of Trans.).
Transit Patrolman, Bridge and Tunnel Officer, Correction Officer, men; V213 (Correction).

Accountant; 30 (Housing Authority).
Administrative Assistant (IBM equipment); V7y (Municipal Civil Service Commission).
Assistant Civil Engineer; 16y (City Planning).
Assistant Medical Examiner, Grade 4; 12 (Chief Medical Examiner).
Assistant Supervisor Mechanical Installations, Grade 4; V4y (Housing Authority).
Auto Engineman; 361 (Parks).
Auto Mechanic; 30 (Police).
Bookbinder; V6 (Tax).
Bridgeman and Riveter; V15y (Public Works).
Chief Marine Engineer (Diesel), (Tugboat); 12y (Sanitation).
Dentist (Part-Time); 226 (Welfare).
Electrical Engineering Draftsman; 35y (various).
Elliott-Fisher Operator, Grade 2; 10y (President, Borough of Manhattan).
Fingerprint Technician, Grade 1; 10 (City Magistrates' Court).
First Assistant Marine Engineer (Diesel), (Tugboat); 12y (Sanitation).
Historian (Medical Records); 6y (Hospitals).
Housekeeper, Grade 1; 7y (Hospitals).
House Painter; 55 (Bd. of Trans.).
Inspector of Carpentry and Masonry, Grade 4; 22 (Bd. of Ed.).
Investigator; 54 (Finance).
Laboratory Assistant (Chemistry); 125 (Queens College).
Maintenance Man; V715.5 (various).
Office Appliance Operator, Grade 2; 75 (Purchase).
Policewoman; 80 (Police).
Railroad Clerk; 376y (Bd. of Trans.).
Steam Fitter; V14y (Marine and Aviation).
Telephone Operator, Grade 1; 68 (various).
Telephone Operator, Grade 1 (Male); 32 (Hospitals).
Able Seaman; 14 (Marine and Aviation).
Accountant; 12 (Office Comptroller).
Addressograph Operator, Grade 2; 44 (Bd. of Trans.).
Administrative Assistant, IBM equipment; 9 (Office Civil Defense).
Alphaetic Key Punch Operator, IBM, Grade 2; 52 (various).
Alphabetic Key Punch Operator, Remington Rand, Grade 2; 8y (Finance).
Assistant Architect; 14y (Public Works).
Assistant Civil Engineer; 37y (various).
Assistant in Health Education; 34y (Health).
Assistant Mechanical Engineer, building construction; 5 (various).
Assistant Resident Buildings Superintendent; 45y (Housing Authority).
Attendant, Grade 1, female; 1030 (various).
Attendant, Grade 1, male; 186 (various).
Auto Engineman; 175 (various).
Bookkeeper; 163 (various).
Bridge Painter; 10 (Public Works).
Cable Splicer's helper; V6 (Fire).
Captain, sludge boat; 7 (Public Works).
Carpenter; 68y (various).
Clerk, Grade 2, female; 3280 (various).
Clerk, Grade 2, male; 3390 (Bridge and Tunnel Authority).
Climber and Pruner; D20y (Parks).
Conductor; 31.4y (Bd. of Trans.).
Court Stenographer; 13 (various).

LEGAL NOTICE

Supreme Court of the State of New York, County of Bronx, Vartkes Mosian, Plaintiff, against Florence Hope FitzGerald, also known as Florence FitzGerald Joseph Av FitzGerald, and all of the above, if living, and if they or any of them be dead, their heirs-at-law, widows, widowers, next of kin, executors, administrators, assigns, trustees, legatees, grantees, creditors, legatees and any and all persons claiming any title, lien or interest upon the real property affected by this action all of whom and whose names and places of residence are unknown to the plaintiff, defendants. Plaintiff resides at 819 NW 1st Street, Miami, Florida. Plaintiff designates Bronx County as the place of trial.

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 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 against you by default for the relief demanded in the complaint. Dated April 10, 1951.

Haig Haygood, Attorney for Plaintiff, Office & P. O. Address: 67 Wall Street, Borough of Manhattan, City of New York (5).

To the above named defendants except Florence FitzGerald:

The foregoing summons is served upon you by publication pursuant to the order of Hon. Morris Eder, Justice of the Supreme Court of the State of New York, dated May 2, 1951 and filed with the complaint in the Office of the Clerk of the Bronx County at 161st Street and Grand Concourse in the Borough of Bronx, City of New York.

This action is brought to foreclose a transfer of tax lien sold by The City of New York to Evelyn Cadway which transfer of tax lien was thereafter duly assigned by the said Evelyn Cadway to the plaintiff. You are interested in the cause of action which is to foreclose the following tax lien: Bronx Lien No. 68494 in the sum of \$1,785.70 with interest at 12% per annum from January 11, 1944, affecting Section 18, Block 5417, Lot 174 on the Tax Map of Bronx County which said premises consists of vacant and situated on the west side of Bayshore Avenue, 301.22 feet south of Wall Avenue, 80 feet in width by 100 feet in depth. Dated, May 8, 1951.

Haig Haygood, Attorney for Plaintiff, Office & P. O. Address: 67 Wall Street, Borough of Manhattan, New York 5, N. Y.

Supreme Court of the State of New York, County of Bronx, Vartkes Mosian, Plaintiff, against Florence Hope FitzGerald, also known as Florence FitzGerald Joseph Av FitzGerald, and all of the above, if living, and if they or any of them be dead, their heirs-at-law, widows, widowers, next of kin, executors, administrators, assigns, trustees, legatees, grantees, creditors, legatees and any and all persons claiming any title, lien or interest upon the real property affected by this action all of whom and whose names and places of residence are unknown to the plaintiff, defendants. Plaintiff resides at 819 NW 1st Street, Miami, Florida. Plaintiff designates Bronx County as the place of trial.

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 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 against you by default for the relief demanded in the complaint. Dated April 10, 1951.

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Haig Haygood, Attorney for Plaintiff, Office & P. O. Address: 67 Wall Street, Borough of Manhattan, New York 5, N. Y.

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College Group Backs Increment Bill

The Legislative Conference of the City College joined the organizations backing the Treulich bill for higher increments. A telegram to Council Majority Leader Charles E. Keegan, sent by Belle Zeller, Conference chairman, said:

"Present conditions, under which increments for the higher grades are permissive only, have resulted in numerous inequities. In many instances promotions have been made with only a nominal increase of \$1 in salary, and employees have continued indefinitely at the same minimum salary. In this respect the City service lags far behind the State and Federal services, where increments are mandated to a salary maximum as large as \$11,000."

SHOPPING GUIDE

PRICE WAR SPECIALS

Sunbeam Mixmaster
Reg. List Price \$46.50
At Gulko's \$31.75

Toastmaster Toaster
Reg. List Price \$23.00
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LEWYT—List, \$89.95—Gulko, \$58.50
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EXAM STUDY BOOKS

Excellent study books by Arco, in preparation for current and coming NYC exams, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the NYC application bureau.

The books include ones for Bridge and Tunnel, Telephone Operator, Assistant Gardener, Assistant Foreman (Sanitation), Elevator Operator, Clerk, Grades 3, 4 and 5, Police Lieutenant and Fire Lieutenant. See advertisement, P. 15.

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Employees Have Right of Representation, Assn. Insists

Preparations for the City-wide meeting being held on Tuesday, June 12 by the Westchester chapter of The Civil Service Employees Association for employees of the City of Mt. Vernon and the Board of Education proceeded rapidly. Every indication is is to be held in the Veterans of Foreign Wars Post 596 Building, 13 South Third Avenue, Mt. Ver-

non. Local and State-wide officers of the Association and field representatives and members of the legal staff will address the group.
School Superintendent Replies
Ivan S. Flood, Westchester chapter president, states that a reply has been received from School Superintendent Jordan L. Larson to an Association letter advising that an appearance would be made by a representative effectively to represent the interests of a large group of Association members in the Board of Education. Superintendent Larson advised at that very meeting of the Board of Education would not consider any budgetary matters. He also questioned the propriety of the Association's representatives appearing in behalf of its members.

Right of Representation
In a subsequent telephone conversation, Mr. Flood disclaimed any desire on the part of the Association to interfere with the normal operation of the Board's meetings. He did, however, call attention to "the inherent right of employees to be represented by representatives of their own choice." Superintendent Larson stated that the matter of representation had not yet been presented to the Board of Education but would be and a later meeting of the Board would consider employee salary or other budget matters and that he would advise the chapter regarding the Board's determination on the matter.

Salary Adjustment Needed
Mr. Flood stated that the Association's request for a hearing was to present proposals for a cost-of-living adjustment of Board of Education employees on July 1 and also, other requests for revision of pay rates and working hours.

Queens Antiques Show

Antiques lovers among Civil Service workers will be interested to know that the second annual Queens Antiques Fair is to be held June 18-21 at Lost Battalion Hall, 93-29 Queens Boulevard, Rego Park, L. I., with 60 dealers showing wares for exhibit and sale. The hours are 1 to 11 p.m.

The Garden Clubs of Queens and the Home Economics Division of Cornell University will display floral arrangements in antique containers and the management will distribute free of charge leaflets with Chinese marks and other valuable data.

To get the best grade on the test, use study books by Arco. See page 15.

LEGAL NOTICE

CITATION—The People of the State of New York, by the Grace of God, Free and Independent, to Attorney General of the State of New York, Apostofos D. Papadimantopoulos, John D. Stephanidis, John D. Dritsas, Stolba Funeral Home, Inc., and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of George D. Papadimantopoulos, also known as George D. Papadimantopoulos and George Pappas, deceased, if living, or if dead, to the executors, administrators and next of kin of said "Mary Doe," deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of George D. Papadimantopoulos, also known as George D. Papadimantopoulos and George Pappas, deceased, who at the time of his death was a resident of 81 Third Avenue, New York, N. Y. Send Greeting:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County held at the Hall of Records, Room 509, in the County of New York, on the 29th day of June, 1951, at half-past ten o'clock in the forenoon of that day why the account of Proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

Witness, Honorable GEORGE FRANK-ENTHALER, a Surrogate of our said County, at the County of New York, the 17th day of May, in the year of our Lord one thousand nine hundred and fifty-one.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of COLD SPRING DRESS CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 108 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 29th day of May, 1951.
Thomas J. Curran, Secretary of State. By Sidney B. Gordon.

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Henry Galpin

ALBANY, June 11—Henry Galpin, salary research analyst recently added to the staff of the Civil Service Employees Association, has been busy at work compiling salary research data and special material for classification appeals.

Mr. Galpin, who has already appeared personally before the Classification and Compensation Division, went to the Association with a wealth of experience in private industry, and is considered eminently well qualified to assume the duties of his position.

The new Salary Research Analyst recently added to the office staff of the Civil Service Employees Association has been busy at work compiling salary research data and preparing data for appeals. Henry Galpin comes to the Association with a wealth of business experience and is well qualified to assume the duties and responsibilities of the position.

Government Study

While in Colgate University Mr. Galpin was a member of a special governmental study group in Washington, D. C. where valuable knowledge was received in public administration and legislative procedures. He had graduated in 1938 a major in Economics, having maintained a high scholastic av-



Henry Galpin, new salary research analyst for the Civil Service Employees Association, has attacked a vast mass of wage data to help State and local employees in their salary requirements.

erage. He has also taken industrial and educational institution courses, including accounting, foremanship, statistics, collective bargaining, and job evaluation.

Prior to joining the Association staff, Mr. Galpin was associated with the Industrial Engineering Department of Kenwood Mills, largest textile mill of its kind in the world. Part of his function with this organization was the operation of a modern job evaluation program. Methods work and analysis, and modern wage incentives, installation, constituted an important part of his function. He has had years of experience with the General Electric Company as Planner and Rate Setter. Both these positions required extensive statistical analysis and data. Other business activities include work as unit head in a large mail order house.

WINNERS of the 1950-51 New York Federation, Local 10, Post Office Clerks Bowling League championship were presented with the Thomas Flaherty Bowling Trophy by Postmaster Albert Goldman at the conclusion of the season. These men work in the Grand Central Mails Post Office, NYC. League secretary John Ioris states that bowling has become so popular with the Federation members that he expects next year's league to be the largest of a single craft in the metropolitan area.

LEGAL NOTICE

CITATION—P 401, 1951, The People of the State of New York, by the Grace of God Free and Independent, TO: The Public Administrator of the County of New York, and to EARL BENEDICT, JOHN L. CHADLOCK, CHARLOTTE ELDREDGE, FLORENCE MILLER, CARL VIN SAYERS, GLENN SAYERS, CARL SAYERS, LEE SAYERS, EVA SHUBINSKI, GRACE WAGNER, and if Carl Sayers and Lee Sayers died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all heirs at law, next of kin, and distributees of Bernice Maud Marquis, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise, in the Estate of Bernice Maud Marquis, deceased, who, at the time of her death was a resident of the Hotel Irving, 26 Gramercy Park, New York City.

WHEREAS, Lyman Beecher Stowe, who resides at No. 1 Beekman Place, in the Borough of Manhattan, City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated the 17th day of May, 1948, relating to both real and personal property, duly proved as the last Will and Testament of Bernice Maud Marquis, deceased.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 9th day of July, 1951, at half-past ten o'clock in the forenoon of that day, why the said last Will and Testament should not be admitted to probate as a will of real and personal property.

IN WITNESS WHEREOF, we have caused the seal of the Surrogate's Court of our County of New York to be hereunto affixed.

WITNESS, Honorable George (SEAL) Frankenthaler, Surrogate of our said County of New York, at said county, the 1st day of June, 1951.

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

Six-Months Probation Now in Effect

The probationary period for those entering NYC service is now six months, instead of three. A resolution passed by the NYC Civil Service Commission was approved by the State Civil Service Commission.

The effective date of the new Rule is May 17, 1951, hence appointments made on and after that date are governed by the six-months provision.

The text of the new section of the Rules of the NYC Civil Service Commission follows:

"Rule V, Section VIII, paragraph 3(a)—There shall be a probationary period of six months for all permanent appointments, at the end of which period the appointing officer may terminate the employment of any unsatisfactory employee by notice to the employee and the Commission. The Commission may require statements, in writing as to all probationers accepted or rejected, and may, upon showing of probable satisfaction, recertify a thus rejected eligible to another appointing officer during the life of the list."

Head Lifeguard Exam Now Open

Men only! They're wanted to fill the temporary position of Chief Life Guard in NYC, at \$8.80 a day. The exam opened today. They must have five years' experience at a beach as lifeguard.

Only men under 35 are eligible. A supervisory position. The last day to apply at 96 Duane Street, two of which must have been in NYC, is Wednesday, June 27.

Candidates must pass two qualifying performance tests. Failure in either will automatically eliminate the candidate. 70% in each is required.

1. Freestyle swimming in an outdoor pool at a rate of 50 meters in 35 seconds.
2. Swimming in the surf showing knowledge of free rescues and methods of resuscitation.

Candidates must be at least 5 feet, 7 inches tall with 20/30 vision in each eye (no glasses) and perfect hearing. Eligibles must not have hernia (no truss allowed), varicose veins, impaired gait, or any other disease, injury or abnormality which, in the opinion of the medical examiner, tends to impair health or fitness to perform duties of the position.

U. S. EXAM

(The following U. S. exam is open until further notice, unless otherwise stated):

291. Accountant and Auditor (Trainee), \$3,100 and \$3,450; Accounting and Auditing Clerk, \$2,875. Requirements: For all positions, written test. For Accountant and Auditor (Trainee), experience or education.

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Special Seasonal Rates for Families, AM Sports, Swimming, Dancing, Casino, Excellent Meals, Dietary Laws. Write For Booklet "E". THE RIVERVIEW, Accord, N. Y. N. Y. Phone SO 8-6362

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Specials for Civil Service Groups On Route 9, Near Peekskill N. Y. OFF. CH. 4-5659

Personnel Jobs Offered by U. S.

If you're qualified to serve as a personnel officer, dealing with employee relations, personnel management, position classification or placement, the U. S. offers jobs from \$3,825 to \$5,400.

The jobs are located in New York and New Jersey.

Applications must be actually on hand at the Second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., by Thursday, June 21. They may be obtained by mail from that address, no return postage required, or in person, at post offices other than the New York, N. Y. post office.

The announcement is No. 2-17 (51). There will be a written test.

From four to six years' total experience is required, some of it specialized. The following table shows the grades, pay, and required general experience:

Grade	Pay	Gen. Spec.	Total
GS-7	\$3,825	3 1 4	
GS-9	\$4,600	3 2 5	
GS-11	\$5,400	3 3 6	

General experience must prove you qualify for responsibility in personnel management. Specialized experience is that type which reveals what pay grade you'd fit into.

College education may be substituted for general experience, with one year of education equaling nine months of experience, but no such substitution is allowed for specialized experience. Age limits are 18 to 62.

Central Conference to Hear McFarland at Utica Meeting To Be Held on June 23

UTICA, June 11—Plans have been completed for the annual meeting and dinner of the Central New York Conference, to be held at 2:30 p.m. on June 23 at Hutchings Hall, Utica State Hospital. The dinner will be at Harts Hill Inn, Whitesboro, beginning 7 p.m., with dancing from 9 to 1.

Jesse B. McFarland, president of the Civil Service Employees Association will be principal speaker. Invited guests include the following Association Officers: John F. Powers, 1st vice-president; Ernest L. Conlon, 4th vice-president; Harry G. Fox, treasurer; Charlotte Clapper secretary; and various Association directors—Isabelle O'Hagen, Harry VanSteenburgh, Vernon A. Tapper. Other guests are: Kenneth Stahl, former chairman of the Capitol District Conference; Mary Goode Krone, head of the State Personnel Council; Mr. and Mrs. Eugene J. Vanderbilt, Jr.; Daniel J. O'Shea, personnel director of the Mental Hygiene Dept.; Clifford J. Fletcher, Motor Vehicles Chief; Dr. and Mrs.

Francis J. O'Neill; and Mr. and Mrs. Lawrence J. Maxwell.

The committee in charge of arrangements: Margaret M. Fenk and Vera Walsh, Utica State Hospital chapter; Ella Weikert and Edward J. Riverkamp, Utica chapter.

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LEGAL NOTICE

RECONDITIONING, ETC. OF FIRE ALARM SYSTEM BROOKLYN STATE HOSPITAL, BROOKLYN, N. Y. NOTICE TO BIDDERS

Sealed proposals for Reconditioning and Extension of Fire Alarm System, Brooklyn State Hospital, Brooklyn, N. Y., in accordance with Specification No. 16485 and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Mental Hygiene, until 2:00 o'clock P.M. Advanced Standard Time, which is 1:00 o'clock P.M. Eastern Standard Time, on Wednesday, June 27, 1951, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawing and specification may be examined free of charge at the following offices:

- State Architect, 370 Broadway, New York City.
- State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y.
- District Engineer, 363 Broadway, Albany, N. Y.
- District Engineer, 109 No. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 66 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Dusee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Fourchesepele, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.
- Brooklyn State Hospital, Brooklyn, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit of \$10.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelope will be furnished without charge. DATED: 6-24-51. EFM:DE

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Social Welfare Teachers Seek Full Summer Vacations

ALBANY, June 11—An intensified campaign to obtain adequate summer vacations for teachers in the State Social Welfare Department has been undertaken by the Civil Service Employees Association.

The problem, simmering for years, has been brought directly to the door of the State Personnel Relations Board. John J. Kelly, Jr., assistant counsel for the Association, has formally asked Board Chairman Allen S. Hubbard to take jurisdiction.

The Social Welfare Department itself is known to be sympathetic to the requests of the teachers, having for several years requested in its budget sufficient funds to permit the granting of adequate teacher vacation in the institutions.

Teachers, Not Farmers

Mr. Kelly's letter to Mr. Hubbard said that teachers in Social Welfare institutions conduct classes from early in September until June 1. They receive a four-week vacation. During the remainder of the summer months, they supervise the patients in farming or gardening. This work

is not construed as teaching, involving merely supervisory work over actual farm operations. The teachers are neither qualified nor competent to instruct in agricultural pursuits, and are not favorably disposed toward continuation of their duties in this respect.

Moreover, the work is performed out-of-title.

The crux of the teachers' complaint, however, is that they are not accorded vacations like all others in their profession. Many teachers utilize the summer months to take courses leading to higher degrees in order to better their work. It is argued, also, that the difficult teaching grind—particularly in Social Welfare institutions—requires a regular teachers' vacation. Their students suffer either from mental abnormality or some other deficiency away from the norm.

High Turnover

Turnover of teachers in the Social Welfare institutions is exceptionally heavy, and this is attributed by Mr. Kelly to the lack of adequate vacations.

He told Mr. Hubbard:

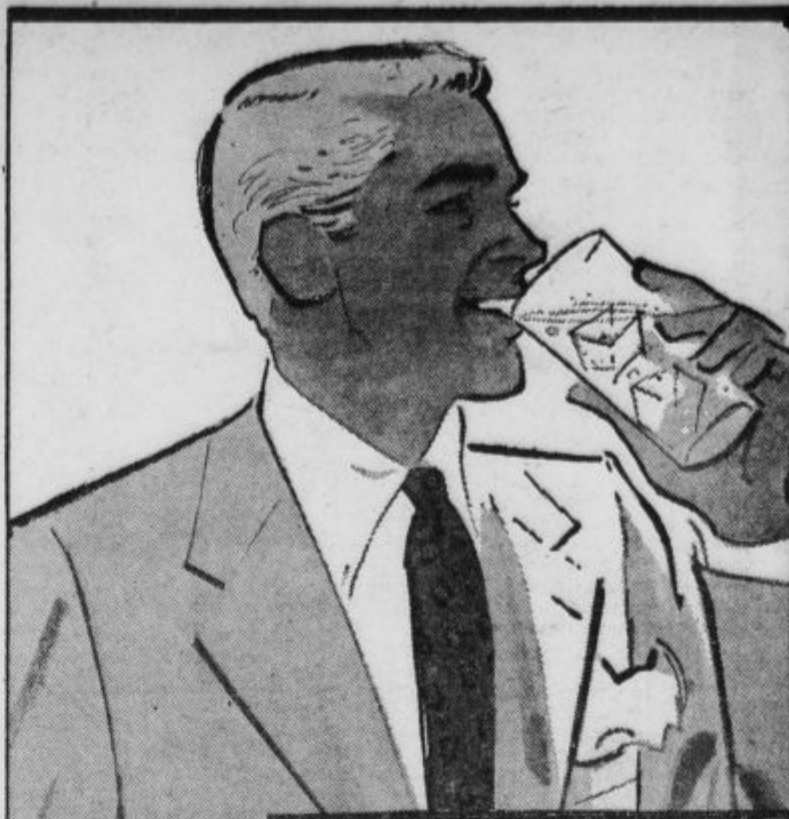
"We feel that this complaint is one involving broad policy, and it's proper, under the Governor's executive order, for initial jurisdiction to be taken by the Board. We also feel that is a case for properly accredited representatives of employee organizations to represent complainants."

Reserve Units' Leave Rights

(Continued from Page 1)

calendar year, with any of the forces herein mentioned, shall be deemed ordered military duty notwithstanding the fact that orders therefor are or may be issued with the consent of the member."

Therefore, any employee who is a member of any of the above components may go to military camp for a period of not more than 30 days without its being charged to vacation. He should also receive his full salary for the period of time he is in military camp up to 30 days.



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