_Civil Service

America's Largest Weekly for Public Employees

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Promotion-Probation Plan Arouses Wide Controversy

'NO COMPETITION' FATE JOBS RUN INTO THOUSANDS

EDITORIAL.

The Situation In Nassau County

MEMO TO J. RUSSEL SPRAGUE AND THE TOP OFFICIALS IN NASSAU COUNTY

You are among the most sagacious of practitioners in the arts of politics. You are accustomed to dealing with facts. Therefore, we trust we may address a group of facts to your attention, concerning a highly important phase of government—relations between employer and employees

In Nassau, there is no real bargaining, negotiation, or even conference. Employee representatives confess to a sense of intimidation. In Nassau, there is no machinery for resolving grievances.

In Nassau, there is no assurance that facts are the consideration

which will count in arriving at decisions concerning pay.

In Nassau, the principle of equal pay for equal work, which is written into the State Constitution, does not prevail.

In Nassau, rates of pay are lower than in other comparable jurisdictions for similar work — considerably lower than New York State and New York City rates.

Nassau, there is no time-and-a-half pay for overtime work, In Nassau, there is neither a pension plan nor social security for per diem workers. They have no old-age protection at all.

In Nassau, there is no proper classification and pay plan. In Nassau, there are no "fringe" employment benefits.

The Raise That Didn't Come Through

The employees of Nassau County had expected that the current budget would show a pay increase for them. They had prepared a tight-knit case, as powerful as a good legal brief, laying the factual basis for salary adjustments and other advances. They had even demonstrated where the money could come from. Their memorandum showed clearly that Nassau County underpays its employees in terms of pay rates for equivalent jobs elsewhere, that wages have consistently layer.

The Budget Admits It
Of course, Mr. Sprague and colleagues, you know this. It is blandly admitted in your own budgets of the past three years. Only last year, the budget signed by County Executive A. Holly Patterson pointed out that employees are underpaid. In the budget now up for consideration, there appears the sentence: "The County, particularly the Department of Public Works and the hospitals, is still finding it difficult to retain its best trained personnel enticed by higher salaries offered by private business

Can the County Afford Pay Raises?

Can the County Afford Pay Raises?

Nassau County cannot plead poverty. It is the fastest-growing county in the State, and one of the wealthiest. This year, it had a budgetary surplus of nearly \$6,500,000. Where did that surplus come from? In part, it came out of the hides of the employees, Look at another quotation from the budget: The surplus "also represents unexpended salaries for trained personnel which departments needed but were not able to obtain. There is reflected, too, the administration's policy to effect savings and to conserve funds wherever possible."

And why couldn't competent personnel be recruited? Because the rates of pay are too low. The self-defeating aspect of the low-pay philosophy thus becomes evident.

In this year's budget, a 7 cent tax reduction is proposed, Why?

In this year's budget, a 7 cent tax reduction is proposed. Why? Just to make things look good from a political point of view for next year's town elections? This tax reduction is just as though, gentlemen, you took the money out of the pockets of your own

employees,

Political Talk

We're talking to politicians who understand straight talk. Politically. Nassau is a one-party county. This does not give immunity from the decencies of life in 1954. Other counties whose governments are traditionally one-party have dealt more fairly with employees. In Westchester, where galaries are tied in with cost-of-living index and a good classification plan, another 5 per cent wage increase recently went into effect. In Schenectady, pay raises of \$100 to \$400 were voted. Onondaga, Erie, Monroe abow up a lot better than were voted. Onondaga, Erie, Monroe show up a lot better than Nassau does in the area of employee relations. Even Suffolk County, abutting Nassau, is currently working out a modernized classification plan. In all of these counties, and at the State level, employees and employer are accustomed to sitting down around the table and working out, with dignity, their salary problems. You certainly know, gentlemen, about the protracted negotiations between State employee representatives and the State administration, which resulted this year in a new classification plan and general pay raise. There isn't always agreement but there is honest progration. always agreement but there is honest negotiation, Employees else-where, and politicians too, would look aghast at what goes on in

Nassau. Gentlemen, it just plain isn't nice.

How Would Taxpayers Take a Pay Raise?

How about the taxpayers of Nassau? How would they take a pay raise to their employees? There is evidence here. Nassau County patrolmen are among the highest paid in the nation. In the past three years, the salaries of teachers in the Nassau school districts have gone up—by direct vote of the people—until the teachers are among the best paid in the State. So the evidence is that the people

Public Works Counsel Gets Thruway Job

ALBANY, Nov. 22—Robert R. Prince, counsel to the State Pub-lic Works Department since 1952. has been named special counsel

to the Thruway Authority, at an annual salary of \$14,000.

Charles S. Woolsey, special counsel to the Authority, will be retained as legal adviser on a contract basis.

New Approach to Chapter Activities Is Recommended

How the conference can be of service to chapters in the CSBA as one of the keynotes of the Metropolitan Conference meeting held at the 71st Regiment Armory, Park Avenue and 33rd Street, NYC, on Saturday, November 13. In an open discussion headed by President Conference Shemin, delegates from the big-city chapters discussed means of bringing "warmth" into the chapter-member relationship and considered proposals to educate lead-

Activities such as the recent successful art show and beauty contest of the conference were suggested, but on the chapter level. The invitation of top management officials to chapter meetings suggested as a means of provid-ing an informal meeting ground for employees and departmental executive

Blood Donor Drive

An example of a successful chapter project was found in the Blood Donor drive of Manhattan State Hospital chapter in which 46 volunteers answered a call for blood donations and thus started the formation of a permanent blood bank available to employees,

Several of the institutional chapters noted the success of their semi-annual dances which highlighted the social program at their

institutions-

Grievance Machinery

Another item raised was the need to establish working machinery for the handling of griev-ances at the chapter level, by providing a place where employees could obtain advice without delay. Examples were cited in which em-ployees had suffered because of delay in receiving advice, or after receiving inadequate or incorrect

Welfare Fund?

Another proposal given consideration was the possibility of setting up welfare funds within the chapter to aid members in emer-

Manual of Leadership On the matter of leadership, the delegates felt that a manual should be prepared for the use of chapters incorporating the principles and practices of leadership and a digest of civil service law for the use of chapters in advising their members on employee problems. It was also proposed that chapters rotate their representation at conference and Al-bany sessions to give more mem-

bers an opportunity to participate in CSEA activities The importance of sports activ-

thusiasm was also discussed, and example was made of the State Insurance Fund chapter with 800 members, which was able to de-velop a bowling league with as

many as ten teams participating. The two speakers at the Conference meeting carried on the theme of chapter service by de-livering talks which provided the office. Mr. Stahl analyzed the va-

Dropping of **Head Engineer** Title Is Asked

ALBANY, Nov. 22 — The executive committee of the Association of Chief Engineers and Assistants is getting information and opin-ion from members throughout the State regarding proposals for appeals for upward reallocation of

The association recently met in the Hotel Henry Hudson, in NYC, and voted a proposed schedule of pay adjustments, for inclusion in the appeals, but with authority to the executive committee to make such changes as circumstances required. Any changes would require complete restudy, which the exe-cutive committee was authorized to make, because of the interrela-tionship in the title structure.

Proposed New Pay

The executive committee is to render its report soon. It will include the recommendation, adopt-ed at the meeting of the association, that the head engineer title be deleted, and that the title chief stationary engineer be used instead, with the pay raised to grade R-23 Also, skilled journeymen would be put in the R-12 grade, if the association's will prevails. They are now in R-11.

A summary of the proposals to date without to additional inclu-

date, subject to additional inclu-sions, especially because of skilled trade titles, follows, in terms of R grades: power plant helper, 4 to 6; steam fireman, 7 to 9; stationary engineer, 11 to 12; senior station ary engineer, 13 to 14; principal stationary engineer, 16 to 20; chief stationary engineer, 21 to 23, with head engineer title deleted and incumbents to be chief stationary

engineer.

The pay values of the respective grades are 4, \$2,450 to \$3,190; 6, \$2,720 to \$3,520; 7, \$2,870 to \$3,-700; 9, \$3,180 to \$4,070; 11, \$3,-540 to \$4,490; 12, \$3,730 to \$4,720; 13, \$3,920 to \$4,950; 14, \$4,130 to \$5,200; 16, \$4,560 to \$5,730; 20, \$5,640 to \$6,970; 21, \$5,940 to \$7,320; 23, \$6,590 to \$8,070.

Alloway Heads Group
The officers are; David L, Allo-

The officers are: David L. Alloway, Attica Prison, president; Irv-ing Scott, Creedmoor State Hospital, Queens Village, L. I., vice president; Harold Dressel, State School for the Blind, Batavia, secretary: Clifford F. Bishop of Fre-donia State Teachers College, assistant secretary. More On Political Jobs

In last week's issue and in this, The LEADER has run the list of exempt and non-compet-itive positions. The listings of jobs that Governor Harriman will have available isn't yet complete. There are "hidden" jobs, and their total number is now unknown. The LEADER is investigating, and in forthcom-ing issues will come up with lists of these positions which don't appear in any of the con-ventional lists held by State agencies who deal with payroll. The LEADER search includes not only the agencies already covered, but such State boards, commissions and agencies as the Waterfront Commission, the Thruway Authority, the Office of Commissioner of In-vestigation, the Power Authority Division of Safety. The listing will include also such full-time "consultant" jobs as The LEADER is able to ferret out.

delegates with valuable information to carry back to their chap-

ter members. Lawrence Cloonan, assistant to the director of claims, the State Insurance Fund, discussed work-man's compensation as it affects State employees and stressed the need of prompt reports of injuries on the job as delays in reporting might cause loss of benefits. He answered numerous questions and explained in detail the compensation law benefits which compensations. tion law benefits which sometimes run as high as 244 weeks at \$36

run as high as 244 weeks at \$36 a week in severe injuries.

New Retirement Office
Discussing retirement E. Kenneth Stahl, of the State Employees
Retirement System, announced that an office is being opened at 270 Broadway (25th floor) on the third Tuesday of each month to assist employees in their pension and retirement problems, and said that retirement forms may be that retirement forms may be picked up and filed at the NYC office. Mr Stahl analyzed the various retirement plans and options and survivorship benefits, and explained how employees may borrow from the pension funds.

On the membership situation, Al Greenberg, chairman of the Conference membership committee and co-chairman of the State membership committee, presented a highly favorable report. CSEA state-wide membership is more than 60,000, Mr. Greenberg said, and Conference membership has isen to 12,391. Chapters showing the largest increases were Central Islip, Creedmoor, Kings Park, NYSES, Manhattan State, Pilgrim State, Willowbrook, Public Works District 10, and State Insurance

Fund-The Conference went on record as being opposed to any proba-tionary requirement on promotionary requirement on promo-tions, and extended congratula-tions to Edith Fruchthendier, Conference secretary, on her birthday and her planned vacation trip to

(Continued on Page 14)

Looking Inside

Late Will Have to Do

THE WHITE HOUSE, about three months after it gave the green light to a detailed plan of clearing appointments for the higher competitive jobs through political channels, is now studying the legality of the move. It would have been better had that study been made three months before, instead of three months after,

There is a division of opinion on the legal question, Politicalminded lawyers assure President Eisenhower the plan is legal. They argue that since promotions in the Federal service are not made through competitive examinations, and department heads choose from among qualified employees of lower grades those they consider worthy of promotion, all the White House order does is to require reference to the Republican National Committee, or if the committee indicates no preference, Republican Senators, or Republican Congressmen, or Republican State officials. As the department head still remains free to appoint whom he will, no law is violated,

Opposition's Argument

The lawyers who argue on the opposite side, of whem I am one, say that the fundamental basis of the merit system is that competitive jobs shall be filled on the basis of merit and fitness, and that holds even if no competitive examinations are required to be held. Just because no competitive exam is required is no authority for political clearance. Political allegiance and party regularity are no substitutes for merit and fitness. The merit system is meant to divorce politics from civil service, not to provide any excuse for injecting politics. The U.S. Civil Service Commission's own Rule 4 provides that merit and fitness shall be the sole basis for filling civil service jobs, and they must be filled "without regard to political or religious affiliation". If political affiliation is to become an admissable consideration now, who can say that in the future religious affiliation may not also become a consideration?

Gerald D. Morgan, one of the President's administrative assistants, is in charge of the belated study. He has a job on his hands, It is not difficult to assemble the laws and rules, which is all he will do in his report, but no doubt his advice will be asked confidentially, What is he going to recommend? The Commission does not see eye to eye with the politicians on the question of politics in civil service, and wants a pending or executive order by the President, establishing the new Job security plan, to contain an express ne-politics provision. The White House has no objection to some provision of that nature, but prefers a much softer mode of expression, Thus Mr. Morgan may find himself between two fires. The one kindled in the White House would naturally be the more effective. If the fact-turns out to be otherwise, the situation would become even more dramatic.

INNOVATION

The deal for new faces In competitive places Is either a blessing indeed, With G.O.P. clearance For party adherents To fill a real national need; Or may be a dilly So utterly silly That none in his right mind would say That real competition

For any position Is ever conducted that way. If those who are lacking

Political backing Must cast all ambition aside, Who'll live to inherit The system of merit In which we have taken such pride?

Or doesn't it matter, So long as the fatter Competitive jobs shall be filled

By party men loyal

Whose road is made royal

While national conscience is stilled?

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TA Suspends Two As Security Risks Gabriel J. Skrokov of Queens,

a structure maintainer, and Max Lerner of the Bronx, a conductor, have been suspended by the NYC Transit Authority.

The TA acted after receiving a report from Investigation Com-missioner Peter Campbell Brown, stating they had refused to answer questions about suspected Communist affiliations.

A third employee involved in e investigation resigned. A fourth was dismissed.

Mr Brown is investigating employees in City departments in connection with the Security Risk Law. That's how he happened on TA cases. The TA is a quasi-State

28 Clerk Jobs Filled By State in NYC

Twenty-three clerks and five file clerks were appointed, effective Decmber 1, for jobs with State agencies in NYC, at a certifica-tion pool conducted by the State Service Department last

Eisenhower to Recommend Laws for Co-Ordinating U.S. Pensions with Social Security

to include in his State of the Union messages, to be delivered to
Congress in January, a recommendation that legislation be enacted
to permit coordination of Social
about to be begun by the subcomto permit coordination of Social Security with existing Federal pension systems. If the recommendation is not included in that message, it is to be made later in special message.

Meanwhile various branches of the government have been studying reports of the Kaplan Com-mittee, headed by H Eliot Kaplan, who as Deputy Comptroller in New York State administered the State Employees Retirement System. Mr. Kaplan is now counsel to the State Pension Commission. He was appointed by President Truman, was continued by President Eisenhower, to head the overall study of Federal pensions

Military Bill Drafted The Defense Department has prepared a proposed bill, which

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In all the Federal departments interest is keen regarding the advantages of combining the benefits of Social Security, with their better survivor and insurance features, with benefits of existing Federal pension systems. There is some opposition, however, as from teachers and postal amplexates teachers and postal employees. When the members themselves are canvassed it is often found that they are in favor of the project The general response obtained, in a survey made by The LEADER, was that the employees did not find anything scriously wrong with the proposal for combining benefits. However, organizations of

WASHINGTON, Nov. 22 — would cover the military. A sub- bers have passed resolutions in the President Eisenhower is expected committee of the House Military past, against Social Security, and past, against Social Security, and their leaders do not like to shift sides, or, in some instances, even against the apparent will of the majority, leaders manage to get delegates to repass anti-Social Security resolutions. Opposition of long standing is not increasing; if anything, if there is any change, it is toward support.

Commission Favors Promptness The present indefinite employees of the Federal government, now covered by Social Security, are likely to be brought into the U. S. Civil Service Retirement System, provided they have at least three years service. The Department of Health, Education and Welfare, which has charge of Social Countries of Social Countries and Countries of Social Countries of Count Welfare, which has charge of So-cial Security administration, opposed any immediate shift from Social Security to the civil service retirement system, and wanted a three-year wait. This is to be dis-tinguished from the three years of

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Capital Conference Plans Second-Look' Program

ALBANY, Nov. 22—Lawrence W. Guests at the meeting, the sec-Kerwin, president of the Capital ond for the present group of offi-District Conference, CSEA, started cers, were Joseph D. Lochner, exthe ball rolling on a program designed to re-evaluate the aims and philosophy of that organization at meeting held in Association Headquarters, Albany, on Novem-ber 16. Mr Kerwin suggested it was time the Conference "took a second look at itself and deter-mined where it wanted to go!"

mined where it wanted to go!"
To implement the program, a committee consisting of present officers of the Conference, past presidents and two delegates was appointed to study the background, aims and philosophy of the Conference and to chart a course for its future. Committee members are Mr. Kerwin, Civil Service; vice-president Alfonso Bivona Jr., Law Department; secretary Mrs. Esther Wenger, Social Welfare; and treasurer Michael Welfare; and treasurer Michael Petruska, Audit and Control; past presidents E Kenneth Stahl, Employees Retirement: Dr. David A. Schneider, Social Welfare and Dr. Theodore C. Wenzl, Education: and delegates John Cox, Public Works, and Margaret M. Mahoney, Public Service, All are employed in Albany.

ecutive secretary of the Associa-tion; Lawrence J. Hollister, assist-ant manager of Ter Bush and Powell's group insurance depart-ment and Ralph Hammersley, representing the Associated Hospital Service in the Albany area.

Mr. Lochner spoke on the Asso-Mr. Lochner spoke on the Asso-ciation's membership campaign and pointed out the important part membership plays in Associa-tion accomplishments. He also discussed the administrative and cierical difficulties involved in the Blue Cross-Blue Shield payroll

deduction changeover Mr. Hollister talked on CSEA Health and Accident insurance, and Mr. Hammersley discussed the outstanding features and coverage of Biue Cross-Blue Shield. All three speakers answered ques-tions so that delegates might be fully informed on the Association's comprehensive insurance program.

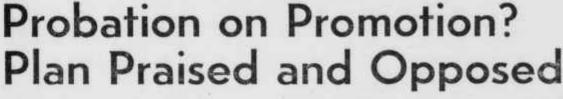
During the business meeting, a report of budgetary problems was submitted by Michael Petruska, treasurer, after which Eugene J. 10 P.M. A social hour preceded Cahalan, Health Dept. moved dinner at which corned beef was that the Executive Committee served.

at the next meeting. President Kerwin also acknowledged receipt of a resolution from the Commerce Chapter recommending that the Association consider the practicality of having a paid president or executive officer for top office in the CSEA. He suggested that the resolution be studied more completely and that action be deferred until the next meet-

Leadership Program

Mr. Kerwin reported that Ed Roeder, Commerce, chairman of the publicity committee of the Conference, and himself attended a special meeting of the Education Committee at the Association's annual election meeting at which the importance of developing a leadership training program was stressed. Mr. Kerwin indicated that t' Capital Conference would cooperate in setting up a training program if the committee recommended It.

Sixty delegates representing 25 Capital District chapters attended the meeting which concluded at 10 P.M. A social hour preceded



ployee representatives have asked ing Department voiced his agenthe State Civil Service Commiscy's opposition to the proposal, suon to defer action on a proposal saying it would make recruitment to establish a probationary period for State workers receiving a

"first" promotion.

The plan, aired at a public hearing here, was praised by some department representatives and

attacked by others.

John J. Kelly Jr. assistant counsel of the Civil Service Employees
Association, urged the Commission to hold up any decision until the group's board of directors had an opportunity to discuss the far-

reaching proposal.

He indicated that the proposal might be in opposition to basic principles of the 60,000-member organization.

Those in Favor Among those who spoke in favor of the plan were James Sullivan, Department of Social Welfare; Harry Smith, Division of Employ-ment; William Livingston, Department of Education; and Richard Mattox, Department of Health-Mr. Smith said his agency was "wholeheartedly" in favor of the proposal as a great benefit to the employees.

difficult.

Bendet Opposes It

Solomon Bendet, speaking for the Association of State Insurance Examiners, urged the Commission to scrap the plan. He termed it unnecessary and apt to lead to "arbitrary demotions" Alex A. Falk, sole Democrat on

Alex A Fair, sole Democrat on the Commission, corrected one speaker at the hearing who de-acribed the plan as a Commission proposal, "It is not a Commission proposal," the minority Commis-sioner declared.

Later, Oscar M. Taylor, presid-ing as President of the Commis-sion, said he wanted to clarify the situation. He told the hearing, "This is not a Commission rule. It is an idea we wanted."

The Plan
Under the proposal, if adopted, competitive class employees would serve a three to nine month probationary term on receiving their first premotion. The employee's former job would be held open for during the probationary

Speaking as an individual only, William F. McDonough, executive assistant to the president of the CSEA, told the Commission that approval of the proposal "is a move toward a weakening and a disrespect of promotion practices in State service.

Mr. McDonough hit hard at the proposal, declaring, "I submit that immoral and illegal to disregard the spirit and letter of the Constitution by evasive

The Association official said adoption of the proposal "would make possible political pressures giving advantage to appointees of partisan political agencies, in case of change of administration, and even at other times."

Final Action Delayed While the Commission had al-lowed only two weeks between the time it first announced the proposed change and the date it set for the public hearing, it was believed unlikely that any final ac-tion on the proposal would be taken before next year.

The new State administration, it was pointed out, would want a voice in the establishment of new

personnel policy.



Yes, we're in favor of civil service. This is Miss Irene Parducci, of the Bronx, a State employee. She's secretary to the dean of students at the Maritime College, and a popular member of the Civil Service Employees Association.

Dr. S. L. Victor Appleby Is Named to Job 'Scoop' for In Rockland

ORANGEBURG, Nov. 22 - Dr. Simon L. Victor, acting assistant director, clinical, of Rockland State Hospital since January 1, 1953, received a permanent appointment to that position on November 1 on a new item given to the hospital by the State Budget

Director.

Dr. Victor obtained his B.A. degree at the University of Pittsburgh and his medical degree in 1920 at Jefferson Medical Col-lege. Until 1931 he served at Manhattan State Hospital as asretiring after 28 years' service Dr.
Referring to the promotion of William J. Murray to permanent status of administrative director, on behalf of all her friends. Many dr. Taylor declared, "He was the thanks to Mrs. Squires, Mrs. Mc. Taylor declared, "He was the controlled an assistant physician at Rockland State Hospital as assistant physician, then as a Fellow in Psychiatry at the Institute of Child Guidance until 1932. In October, the same year, he was appointed an assistant physician at Rockland State Hospital. where, in 1936, he became super-vising psychiatrist. He was made director of the hospital's Social Service Department and Aftercare Clinic in 1947, a position he held until his appointment as acting assistant director.

Dr. Victor is a member of the Rockland County and New York State Medical Societies, a Fellow of the American Medical Association, and a diplomate of the Board of Psychiatry and Neurology.

Reilly covered the door and was

of great assistance all around.

The chapter wishes to welcome
to the hespital and the chapter, the new business officer, Gilbert

Get well wishes to the following employees: Mary Duncan, Mi-chael Cregan, Josephine Donion, Jimmy (G-Man) Byrnes, Mary Jimmy (G-Man) Byrnes, Mary Coyle, Erich Eich, Margaret Ken-nedy, Helen Devaney and Anne

Congratulations to Peg and

Albany Group ALBANY, Nov. 22-The Albany chapter, American Society for Public Administration, is happy

over the "scoop" it achieved at its recent meeting. Leonard Requa and the rest of the Program Committee are pinning orchids on each other for excellent timing on the last eve-ning program. They had Dean Paul H. Appleby of Syracuse as the main speaker at the November meeting, which was held less than a week before he hit the head-lines as Harriman's new Director of the Budget.

John Clark, Chairman of the Membership Committee, reports that there are now 327 members in the Albany Chapter, and the list is growing daily.

The Program Committee an-nounces that William Parsons, National President of the ASPA and Administrative Secretary, U. S. Department of the Treasury, will be at the December 14 evening meeting. Additional speakers will be announced.

The lucheon meetings, too, are off to a good start. These are designed to spread the work of the Chapter, so that everyone will get the greatest possible good from his membership. The subject of the Nov. 22 one was "The Byrd Commission Studies on Program Budgeting," and the guest speaker was Mr. Lawrence Munson, Management Consultant, McKinsey & Co. Dave Zaron was chairman of the panel committee.

Larry Lillis on the recent birth of a bouncing baby girl.

Congratulations to Joan Purtell on her marriage to Charles Du-gan. May they enjoy every happiness together.

THE STATE SCENE

MANY changes are upcoming in the State Civil Service Depart-ment. The department's next reorganization plan has been com-pleted and now is in the hands of the State Budget Division for final

This column is told there will be a number of new jobs created and some big pay increases pro-vided present officials under the

Oscar M. Taylor, Civil Service Commission President, has this message for department em-ployees: "No member of the staff will lose his job." But there will be widespread changes in organiza-

tion and in positions.

It hasn't been announced offi-cially but Edward D. Meacham, the new director of personnel serv ices, will receive one of the highest salaries in the entire department, subject to Budget approval He is listed at R-36, or \$12,870 a year, Mr. Meacham will leave his Commerce Department post to take over his new Civil Service duties on December 1.

Department employees have been given only a "aketchy" look at contemplated changes under Department employees the reorganization. The plan is not to announce the full reorganization program until officials are sure it has Budget approval.

Philip Hagerty has been named assistant director of examinations in the reshuffle, with the entire division of personnel research, that which he headed, being abolished

one of the best-liked of State empioyees in Albany, is in line for a new title and higher salary in the department plan.

Garson Zausmer, former secretary to the State Merit Award Board and provisionally appointed as assistant administrative director, will continue in his present

Mr. Taylor declared, "He was the only qualified candidate. I found him to be an exceptionally capable person."

BACK from a Florida trip where they represented New York State at a meeting of the Civil Service Assembly are Civil Service Com-missioner Mary Goode Krone, J. Earl Kelly, Thomas L. Bransford, Henry McFarland, Charles Klein, Garson Zausmer, David Price, Philip Hagerty, Dorothy Guy Smith, Eugenia McLaughlin and James Dermody.

Robert R. Prince, who started his career only a few years ago as a confidental law assistant in the Governor's office, now holds the \$14,000 a year post of special counsel to the State Thruway Au-thority. Mr. Prince left a Public Works, counsel to for the Thru Works counsel job for the Thru-way assignment.

remain in Republican hands

EMPLOYEE NEWS

Marcy State Hospital

THE best of luck to Mr. and Mrs. Gilbert Nelson who retired from State service this month. Mrs Nelson was department head of the O. T. and Mr. Nelson was senior account clerk in the Business Office. They expect to live

in Florida. A ten was held for Mary Haley, supervising housekeeper, who is retiring after 28 years' service- Dr. thanks to Mrs. Squires, Mrs. Mc-Guinness, Mrs. Golden, Mrs. Boxall, Mrs. Battista, Mr. DeCristo, Mrs. Rice and Mrs. White for making

the tea the success that it was Ruth Morgan, senior cloths clerk, is retiring after 36 years' service. A dinner was held in her honor on November 17 at Trinkaus Manor and she was presented a purse by Mrs. Squires.. Good luck to Mrs. Morgan.

Manhattan State

MANHATTAN State Hospital chapter held a successful 10th an-nual fall dance at the Vyking Hall. Two orchestras supplied fine music. At this affair a presentation of a wrist watch was made to Arthur Gillette, retired business officer. Mr. Gillette wishes to extend his sincere thanks to those employees who were so thoughtful. Jerry Morris of Kitchen 1, acted as master of ceremonies and turned in a commendable per-formance. Florence Moffit avd Rose Battle were chairman and co-chairman, respectively, Patrick

result of Averell Harriman's election as Governor. Several key appointments have, in fact, already

been announced.

Last week, The LEADER car-sed a list of the "exempt" posts in

tate service. Politicos throughout the State of the right political complexion are scanning the list of exempt bos with keen interest. These lositions are outside of civil seruce, and may be filled without re-

Payday Every second Week

ALBANY, Nov. 22 - The Civil lervice Employees Association teadquarters notes inadvertent mission of the following resolu-ion from the report of resoluions adopted by the delegates at he annual meeting of the Assolation held on October 13 and 14.

PAYDAY ON DEFINITE DAY EVERY SECOND WEEK

RESOLVED, that the Association prepare and present proper legislation or recommendations that State employees receive their salary on definite day every second week.

(The Civil Service LEADER last reek showed editorially that a sayday every second week is beng adopted by a growing number communities throughout the ation.-Editor.)

s generally understood. Last week's list of exempt class posts, was as complete as could be scertained from the State Budget, Department of Audit and Control, Civil Service Commission, legislative documents and lists of appropriations. Many departments, agencies, authorities and commisprintions. sions have lump sum appropria-tions in the Budget "for services and expenses," and the exact num-ber of exempt jobs and salaries is nearly impossible to ferret out. The LEADER is now working on these "hidden" posts, and hopes to have a report on them shortly.

The Non-Competitive List

Another list of State jobs is "available" in part for political ap-pointment — the non-competitive jobs. Appointments to this cate-gory fall under the general supervision of the State Civil Service Commission. But the non-competi-tive nature of the examination, and the fact that "recommendations" may be made by department, institution and office heads, create a convention dumping ground for the clubhouse boys, too numerous for all to get exempt jobs. It would, however, be a mistake to suppose that all non-competitive jobs are filled on a political basis. Large numbers of non-competitive employees are able, conscientious, non-partisan employees.

The non-competitive positions are often considered more desir-able than the exempt "policy-mak-

holder can't be thrown out when a new administration takes office. Thus, the bulk of the non-competitive positions listed below won't be available to Governor Harri-man. However, where there are vacancies, and as vacancies occur, that's a different story. Then the positions can be filled by deserving Democrats, without the nec-essity of competing with anybody else, and with assurance of ten-ure and other civil service protections.

Rule XVIII of the State Civil Service Commission defines the non-competitive class as including "such positions as are not in the exempt class and which it is impracticable to include in the com-petitive class."

Rule XIX states: "The positions in the non-competitive class must be filled by such persons as upon proper non-competitive examina-tions shall be certified as qualified to discharge the duties of such positions by an examiner or ex-aminers selected or appointed for that purpose by the commission. The head of any office, depart-ment or institution in which there vacancy or vacancies in any position or positions in this class, may name for examination a person for each vacancy. The commission may provide by spe-cial regulation that in any institution where a number of persons are employed in the same grade, the employing officer may name jobs, because the non-com- for examination more than one

a list of qualified persons from which to make an immediate selection in case of verse and the selection in case of verse and the selection in case of verse and verse Thousands of new faces will be gard to "merit and fitness," the petitive positions carry with them person, in order that there may be seen in State service next year, as requirements for civil service posts civil service protections. The Job- a list of qualified persons from lection in case of vacancy. Such nomination may be made to the commission, or to an examiner or board of examiners, as the commission may prescribe by regula-

"The commission shall select, appoint and commission exami-ners or boards of examiners to test the qualifications of persons nam-

ed for employment in positions in the non-competitive class "To preserve," Rule XIX con-tinues, "a uniform standard in such qualifications for like positions and employments in the several institutions and offices of the state service, the commission, after consultation with the prin-cipal officers concerned may, by regulations, prescribe uniform regulations, prescribe uniform limitations and tests for the gov-ernment of the examiners."

So, while a test is given, the applicant doesn't compete with anybody for the position.

Explaining The List

In the following listing of noncompetitive jobs, salaries are in-dicated as they have been ad-justed by the State's new pay schedule. Part-time and seasonal employees are paid varying rates of wages, so those salaries are not included.

Numbers which appear in parenthesis after the various titles refer to the maximum number who may be employed in that category. Limiting numbers have been removed except from special field agents, Department of Audit and Control; assistant counsel in Al-coholic Beverage Control Division, Executive Department; secretarial assistant, State Commission against Discrimination; technical assistant, Health Department; junior messenger, Roswell Park Memorial Institute; labor liaison officer, Department of Labor; trial examiner (part-time), Labor Rela-tions Board; racing equipment clerk, State Racing Commission. Jobs in the non-competitive class of State service follows:

IN ALL STATE DEPARTMENTS

INSTITUTIONS AND AGENCIES Assistant baker, \$2,450 to \$3,190. Assistant cook, \$2,450 to \$3,190. Assistant housemother, \$2,320 to \$3,040-

Assistant meatcutter, \$2,450 to \$3,190

Baker, \$3,020 to \$3,880. Barber, \$2,580 to \$3,350. Beautician, \$2,580 to \$3,350. Blacksmith, \$3,360 to \$4,280. Bookbinder, \$3,360 to \$4,280. Canvas trimmer, \$2,970 to \$3,700. Canvas worker, \$3,180 to \$4,070. Carpenter, \$3,540 to \$4,490. Chauffeur, \$2,720 to \$3,520.

Construction equipment opera-tor (light and heavy), \$2,870 to \$3,700

Cook, \$3,020 to \$3,880. Craneman, \$3,180 to \$4,070. Crane and shovel operator, \$3,-

540 to \$4,490. Dictaphone machine transcriber (bind), \$2,320 to \$3,040.
Dictitian aide, \$2,450 to \$3,190 Dentist (part time).
Electrician, \$3,540 to \$4,490.

Elevator repairman, \$3,540 to \$4,490.

Farmer, \$2,580 to \$3,350. Filter plant operator, \$3,180 to

General mechanic, \$3,540 to \$4,-490

Greenhouseman, \$2,720 to \$3,-

Greenskeeper. Greenskeeper.
Groundsman, \$2,320 to \$3,040.
Head cook, \$3,540 to \$4,490.
Head dining room attendant
(except in Mental Hygiene institutions), \$2,720 to \$3,520

Head matron (except at Albion State Training School and Westfield State Farm), \$4,830 to \$6,020. Head industrial shop worker, \$3,360 to \$4,280.

Head nurse, \$3,360 to \$4,280. Head farmer, \$3,180 to \$4,070. Head steamstress, \$3,180 to \$4,-

070 Hospital attendant, \$2,320 to

Housefather, \$2,720 to \$3,520. Housekeeper, \$2,580 to \$3,350. Housemother, \$2,720 to \$3,520. Industrial shop worker, \$2,870

Janitor, \$2.450 to \$3.190. Laboratory aide, \$3,580 to \$3,350 Laborer-foreman, \$3,020 to \$3,-

Launderer, \$2,320 to \$3,040. Machinist, \$3,540 to \$4,490. Maintenance man, \$2,870 to \$3,700.

Mason and plasterer, \$3,540 to \$4,490.

Matron (except at Albion and Westfield), \$3,020 to \$3,880 \$7,680.

Meat cutter, \$3,020 to \$3,880.

Motor squipment repairman, \$3,700-\$3,546 to \$4,490.

Nurseryman, \$2,720 to \$3,520-Painter, \$3,360 to \$4,280. Pasteurization plant operator, \$2,580 to \$3,350. Plumber and steamfitter, \$3,540

Practical nurse (except in De-partment of Mental Hygiene institutions), \$2,580 to \$3,350. Printer, \$3,730 to \$4,720. Pumping plant operator, \$2,720

Refrigeration plant operator, \$3,360 to \$4,280.

Roofer and tinsmith, \$3,360 to \$4,280. Seamstress, \$2,200 to \$2,900 Senior launderer, \$2,720 to \$3,-

520. Sewage plant operator, \$2,720

to \$3,520. Sheet metal worker, \$3,360 to

Shoemaker, \$2.870 to \$3,700. Staff nurse, \$3,020 to \$3,880. Supervising housekeeper, \$3,020

to \$3.880 Senior housemother, \$3,360 to

\$4,280. Supervisor of grounds, \$3,360 to

\$4,280. Tailor, \$3,020 to \$3,880. Tree pruner, \$2,720 to \$3,700. Truck driver, \$2,720 to \$3,700. Upholsterer, \$3,180 to \$4,070. Welder, \$3,360 to \$4,280.

Wemen's rest room attendant. \$2,LDO to \$2,644.

DEPARTMENT OF AGRICUL-TURE AND MARKETS Accredited veterinarian *part-

Assistant director of animal in-Associate veterinarian, \$6,940 to

\$8,070. Dutch elm disease foreman (sea-

Dutch elm disease scout (seasonal).

Farm products inspector (seasonal). Kosher food inspector.

Senior marketing reporter, \$4,-830 to \$6,020. Division of the State Fair

Foreman carpenter. Poreman of stables Timekeeper for employment between April 1 and October 1 of

each year. DEPARTMENT OF AUDIT AND CONTROL

Asst. State accounts auditor, \$4,130 to \$5,200. Investigators of absent employees, \$2,870. Legal research assistant, \$6,90

to \$8,070. Investigator, Employees' Retire-ment System (1), \$3,920 to \$4,-

Secretarial assistant, \$4,130 to \$5,200.

Senior attorney (public finance),

\$6,590 to \$8,070. Special field agent (1). BANKING DEPARTMENT

Associate attorney (banking), \$3,090 to \$9,800. Attorney, \$5,090 to \$6,320.

Deputy superintendent of banks (Albany office), \$12,230 to \$14,490. Deputy superintendent and counsel, \$11,620 to \$13.800.
Realty consultant, \$7.300 to \$8,-

Secretarial assistant, \$4.130 to

Secretarial stenographer, \$3,540 to \$4.490.

Senior attorney (banking), \$6,-590 to \$8,070.

DEPARTMENT OF CIVIL SERVICE

Civil service medical examiner (part-time) -Local supervisor.

Personnel relations counsellor, \$5,090 to \$6,320. Junior administrative assistant,

\$4,130 to \$5,200. Investigator, \$3,920 to \$4,950. Secretarial assistant, \$4,130 to

Supervisor of payroll analysis,

\$5,090 to \$6,320

Senior clerk, \$2,870 to \$3,700.

DEPARTMENT OF COMMERCE
Airplane pilot, \$5,940 to \$7,320.

Associate business consultant, (Washington office), \$7,690 to \$9,-

Business promotion representa-tive, \$8,520 to \$10,290. Senior photographer, \$4,350 to

Secretarial stenographer, \$3,-

540 to \$4,490 CONSERVATION DEPARTMENT

Airplane pilot, \$5,940 to \$7,320. Assistant game farm foreman, \$2,720 to \$3,520. Bobsled run superintendent, \$3,-180 to \$4,070.

Campaite caretaker. Chief aircraft pilot, \$6.250 to Conservation aide, \$2,870

(Continued on Page 5)



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You can provide for your son or daughter by opening a Trust Account at the famous Dime. It's just like any other Savings Account at 'The Dime, except that the account bears both names-yours and your child's. The money you deposit is yours to use throughout your lifetime-BUT, after...the balance is payable to the child or the children you've named in the trust.

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Competition' Joi

(Continued from Page 4)

Exhibits mechanic, \$3,360 to \$4,-Forest general foreman, \$3,540

to \$4,490. Forest ranger, \$2,870 to \$3,700.

Nursery Joreman. Sign painter, \$3,360 to \$4,280. Wild life refuge caretaker, \$2,-

450 to \$3,190 Divison of Parks (all regions in-

cluding the Adirondack and Cat-skill region). Administrative assistant (1), \$5,090 to \$6,320.

Beach equipment foreman (Long Island State Park Commission), \$3,540 to \$4,490.

Captain, Park Patrol (L.I.S.P.C.) \$5,360 to \$6,640. Carpenter foreman, \$3,920 to

\$4,950 Carpenter, \$3,540 to \$4,490. Electrician foreman, \$3,920 to \$4,950.

Fabric specialist (LLS.P.C.), \$3,730 to \$4,720. General park foreman, \$3,730 to

General park foreman, \$3,730 to \$4,720.
General parkway foreman (L.I. S.P.C.), \$3,920 to \$4,950.
Lieutenant, Park Patrol (L.I.S. P.C.), \$4,580 to \$5,730.
Mason and plasterer foreman, \$3,920 to \$4,950.
Painter foreman, \$3,730 to \$4,-720.

Chief of Long Island Park Patrol, \$6,590 to \$8,070.

Park caretaker, \$2,450 to \$3,190. Park foreman, \$3,020 to \$3,880. Park ranger, \$2,870 to \$3,700. Park superintendent, \$3,020 to \$3,880.

Planting foreman, \$3,020 to \$3,-Plumber and steamfitter fore-

man, \$3,920 to \$4,950. Principal park superintendent

\$4,350 to \$5,460. Recreational director (seasonal). Rigger (L.I.S.P.C.), \$3,360 to \$4,-

Senior administrative assistant (1), \$6,590 to \$8,070.

Senior park superintendent, \$3,-730 to \$4,720. Signer painter, \$3,360 to \$4,280-

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Supervising janitor, \$3,020 to \$3,880.

Bethpage Park Authority By resolutions of the State Civil Service Commission, approved by the Governor July 8, 1933 and April 3, 1934; the classification of positions in the non-competitive class and/or the labor class in the Long Island State Park Commis sion shall apply to similar posi-tions under the jurisdiction of the Jones Beach State Parkway and the Bethpage Park Authority. Assistant caddy master.

Caddy master. Supervising greenskeeper. Central New York State Parks

Commission Supervising greenskeeper-Jones Beach State Parkway Authority Secretarial stenographer, \$3,540

to \$4,490. Watkins Glen State Park Stenographer-clerk (part-time).

Positions at Historic Sites Crown Point Reservation: superintendent.

John Boyd Thacher Park: superintendent.

DEPARTMENT OF CORRECTION Consultant and relief physician (part-time), Westfield State Farm. Farm consultant \$5,360 to \$6,640

Director of correction training, \$6,590 to \$8,070. DEPARTMENT OF EDUCATION Administrative assistant (1) \$5,090 to \$6,320.

Building superintendent, \$6,250 to \$7,680. Dental investigator, State Board

of Dental Examiners, \$3,920 to \$4,-Head bindery worker, \$2,450 to

\$3,190 education Junior examiner

part-time) Typist (blind), \$2,320 to \$3,040. Painter foreman, \$3,730 to \$4,-

Printing shop assistant superintendent, \$4,830 to \$6,020. Printing shop superintendent, \$5,640 to \$6,970.

Regents night printer, \$4,350 to \$5,460

Regents printer, \$4,139 to \$5,200. Secretarial stenographer, State University Board of Trustees, \$3,-540 to \$4,490.

Senior physician (rehabilita-tion), (part-time', Special investigators (part-

time) State librarian, \$9.50 to \$11,920. Division of Archives and History Historic Sites and Reservations Historic site attendant, \$2,200

to \$2,900 Historic site caretaker, \$2,580

to \$3,350. Historic superintendent,

\$2.870 to \$3.700. State College of Forestry at Syracuse University

Campsite caretaker (seasonal) Forest general foreman, \$3,540 to \$4,490.

Forest nursery foreman, \$3,020 o \$3.880 Laboratory caretaker, \$2,320 to \$3,040.

Machinist foreman, \$3,920 to \$4,950. Maintenance supervisor, \$4,130

to \$5,200. Paper machine operator, \$3,020

Pulp and paper mill foreman.

Sawmill operator, \$3,180 to \$4,-Secretarial stenographer, \$3,540

to \$4,490. State Institute of Agriculture on Long Island and Five State Agri-cultural and Technical Institutes at Alfred, Canton, Cobleskill,

Delhi and Morrisville Carpenter foreman, \$3,920 to

Head farmer, \$3,180 to \$4,070. Janitor and mechanics School of Agriculture,

Morrisville). Supervisor, Egg Laying Test, \$3,-540 to \$4.490.

State Maritime College Assistant librarian, 54,130 to \$5,200.

Assistant marine academy business officer. Chief boatswain.

Commissary officer, \$3,730 to Food service manager, \$4,130 to

\$5,200. Marine academy ousiness officer Marine fireman, \$2,870 to \$3,700.

Three School Districts

To Be Consolidated

The Lake Ronkonoma, Hol-brook and Hollsville school districts are to be consolidated, effective in 90 days. Superintendent Walter M. Ormaby said it would then be possible to have a much-

Walter M Ormsby said it would then be possible to have a much-needed high school.

A proposal to consolidate the Belleport and East Patchague school districts was defeated in each district.

\$3.470.

Consulting physician (partime), (group of classes), Veterans' Camp, Mt. McGregor.

Head farmer (Veterans' Camp, Mt. McGregor), \$3,180 to \$4,070.

(Continued on Page 8)

Master at arms, \$3,540 to \$4,490. Principal marine stores clerk, \$3,730 to \$4,720.

Principal stenographer, \$3.540 to \$4,490.

Quartermaster. Secretary to marine academy.

Senior medical technician, \$3,540 to \$4,490. physician, \$7,300 Senior

\$8,890. Senior stenographer, \$3,020 to \$3,880.

Ship's deck officer, \$3,540 to \$4,490.

Ship's engineer, \$4,580 to \$5,730, Ship's electrician, \$3,540 \$4,490.

State School for the Blind at Batavia supervisor, \$2,580 Boys' to

\$3,350. Braille assistant. Braille telephone operator, \$2,-

320 to \$3,040. Senior launderer, \$2,720 to \$3,-520.

Head of department. Instructor, Optical surgeon (part-time), Physician (part-time), Principal. State Teachers College

College nurse, State College for leachers, Plattsburg. Park ranger, \$2,870 to \$3,700. Supervising charwoman (part-

State University of New York ecretarial assistant, \$4,130 to

Component Colleges Physician (part-time) Senior physician (part-time), Constituent Units

\$5,200.

Laboratory animal caretaker, \$2,450 to \$3,190, Maintenance foreman, \$3,920 to

Musical instrument repairman, \$3,360 to \$4,280. Pianist(part-time)

State University Medical College at New York City Embalmer, \$3,020 to \$3,880.

Junior librarian (part-time). Laboratory caretaker, \$2,320 to \$3,040. Laboratory illustrator (part-

time). Secretarial assistant, \$4,130 to \$5,200.

Senior clerk (part-time) Supervising janitor, \$3,020 to \$3,880.

State University Medical College at Syracuse Embalmer, \$3,020 to \$3,880. Junior administrative assistant (part-time),

Laboratory caretaker, \$2,320 to \$3,040. Secretarial assistant, \$4,130 to

State University Harpur College Head janitor, \$3,540 to \$4,490.

EXECUTIVE DEPARTMENT Division of Alcoholic Beverage Control

Assistant counsel (4), \$6,590 to \$8,070.

Associate counsel, \$8,090 to \$9,-Beverage control investigators (special locations) (3) \$3,920 to

\$4,950. Liquor authority field repre-sentative, \$4,350 to \$5,460. Division of the Budget

Fiscal consultant (part-time), Budget aide, \$3,360 to \$4,280. Division of Parole Warrant and transfer officer,

\$3,540 to \$4,490. New York State Civil Defense Commission

Secretarial assistant, \$4,130 to \$5,200. Secretarial stenographer, \$3,-

540 to \$4,490. Division of Safety Chief, bureau of fire safety, \$3,-090 to \$9,800. Chief, bureau of police safety,

\$8,090 to \$9,800. County fire instructor (parttime).

Secretarial-stenographer, \$3,540 to \$4,490. Division of Standards and

Purchase Automobile master mechanic. Motor equipment maintenance foreman, \$3,920 to \$4,950.

Secretarial stenographer, \$3.540 to \$4,490. Senior typewriter repairman,

\$3,540 to \$4,490. Supervisor of printing contracts, \$6,590 to \$8,070. Supervisor chauffeur, \$3,540 to

Typewriter repairman, \$3,180 to \$4,070.

Division of Veterans' Affairs Admitting clerk (part-time), Veterans' Camp, Mt. McGregor. Area veteran director, \$6.940 to

PATROLMAN CANDIDATES

The Dept. of Personnel is aiming at a Jan. 15th target date for completing the rating of the Written Test. This indicates that the Physical Test will commence not long thereafter.

Any man who does not attain the minimum qualifying mark of 70% in the Physical Test cannot be appointed!

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TUESDAY, NOVEMBER 23, 1954

Mr. Harriman's Commitments

overnor-elect Averell Harriman has named Thomas K. Finletter, chairman of the Democratic platform committee, to redeem Democratic campaign promises.

The move is a good one. We can inform our readers that the Harriman people have already been in touch with the Civil Service LEADER to assure that all campaign promises made by Mr. Harriman would be known to Mr.

It so happens that Mr. Harriman prepared for this newspaper a series of concrete responses to questions on civil service issues. In addition, Mr. Roosevelt made commitments; and although he was defeated, his commitments were those of his party, and not his own.

Among the commitments made were these:

Sufficient funds to assure "adequate and equitable pay for all State employees,"

Time-and-a-half for overtime pay.

Extension of the basic 5-day, 40-hour week to all employees.

Improvement of present workmen's compensation provisions and application of them to all public workers of the State.

Exploration of the possibility of a contributory prepaid health insurance system for State employees.

Re-study of the retirement system, considering the possibility of adding to existing benefits the advantages of social security.

Setting up of effective labor relations and grievance machinery.

Repeal of the Condon-Wadlin law.

Expansion of educational opportunities for civil Bervants.

The objectives, together with tightening up of the merit system, are good ones from the employee point of view; and, obversely, their achievement should make for improved government operations.

No one will minimize the difficulty of achieving these objectives, particularly with the executive branch Democratic and the legislative branch Republican, It is widely known that the former huge State surplus has been expended. But Mr. Harriman is on record. He is indicating that he really wants to redeem the promises made. We hope to see that the most powerful and unremitting efforts are made to do so.

Oppose Suspension of Social Security Pensions

Editor, The LEADER: read in a recent issue of The LEADER that 6,000 workers in State and local government employ will have their Social Securpensions suspended the first of the year. We were not told back in January, 1937, that we would lose the pension if we took another job. I would like to have the lawmakers who voted to suspend pensions if other income ex seeds \$1,200 from any job, tell us how to live on the tiny pen-sion plus income of \$1,200 or less.

Retired railroad workers employed by the State do not lose their pensions. They may earn as much as they can, to supplement their pension income.

I hope the folks who are over pensions, and who work at any job, will urge that the suspension provision of the law be repealed. ALBANY VICTIM.

rice. Address Editor, The LEADER.

Buane Sireet, New York 7, N.Y.

Comment Question, Please

DO FEDERAL employees get their civilian pay from the U.S. when, as member of the National Guard, etc., they go to camp for the annual training period? K.L.M.

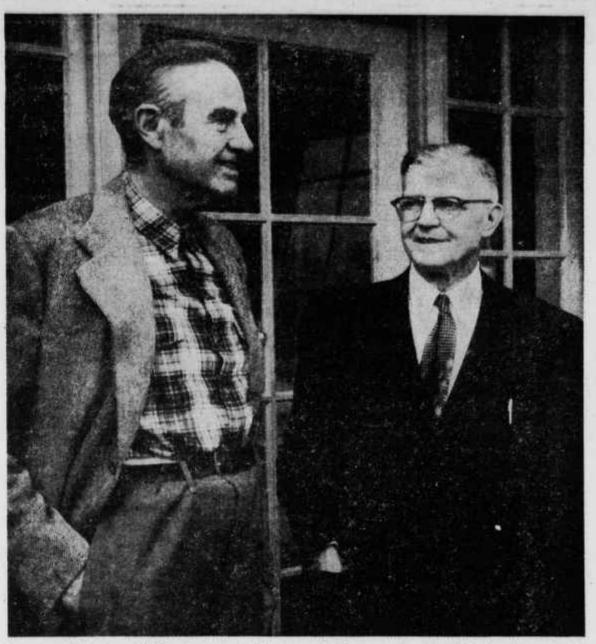
Answer — Yes, but not when on military furlough, i.e., for pur-poses other than for such training, as when they serve steadily as memberss of the armed forces.

I READ in The LEADER arti-cles the fact that income gained from any employment, covered or not covered by Social Security, of more than \$1,200 a year, suspends any Federal Social Security pen-sion that a member may be receiving. Does this apply to a pension received from the U.S. Government? U.J.E.

Answer - No. Pensions do not count.

WHEN a veteran in NYC is given a special military exam, and passes, how long does he remain an eligible? K.R.

Two years, unless Answer appointed or promoted sooner.



Governor-elect Averell Harriman and his Budget Director, Dr. Paul H. Appleby. State employees will see a great deal of Dr. Appleby, who will be a major figure in salary negotiations. He is Dean of the Maxwell Graduate School of Citizenship and Public Affairs at Syracuse. He was Under Secretary of Agriculture from 1934 to 1944, and served as Associate Director of the U.S. Budget from 1944 to 1947 under Presidents Roosevelt and Truman.

U.S. Explains Leave Rules

WASHINGTON, Nov. 22 - The called accumulated leave. issued Transmittal Sheet 471, covering the law regarding leaves, and including interpretations by the Comptroller General. The install-ment is part of the Federal Per-sonnel Manual and is a complete

The text of the Annual and Sick Leave Act of 1951, as amended, and the Commission's regulations will be published later by the Commission, without annotations, as Chapter Z-1 of the Manual.

Annual leave is based on length service, pro-rated on the basis of the number of pay periods worked during the calendar year. The effect is to establish a sort of leave-year for computation pur-

Service Length and Leave

Employees with 15 or more years of service get one day for each full bi-weekly pay period. Included in such service is any period recognized for annuity purposes under the Civil Service Retirement Act. It is not necessary that the annuity payments shall actually have been made by the employee; being entitled to make them is enough. under a Comptroller General opin ion. Thus this group of seniority employees gets 26 days a year an-

Employees with at least three but less than 15 years' service, get three-fourths of a day for each full bi-weekly pay period, but since this would not produce an integer (16.75 days), the credit for the last pay period is 1½ days, making the total earned for the year 18

Employees with less than three years' service get one-half day for each such pay period, making the total 13 days.

If an employee is not paid on the standard bi-weekly basis, leave is figured as if he were.

There are no statutory leave provisions for fractional pay periods but an employee who goes on unpaid leave to benefit by the Empleyees Compensation Act is deem-ed to have completed his pay period, and receives pro-rata credit for the period during which he received no compensation under

Accumulated Leave Annual leave that is not used is

U. S Civil Service Commission has cumulated leave may not exceed 30 days at the beginning of the first complete bi-weekly pay period in any year, except for additional leave made possible under a say ing clause. A corresponding period is taken into account for employees not paid at the standard

periods. Any excess is forfeited. How critical is the time element in safeguarding accumulated leave may be judged from the misfor-tune of an employee who resigned. effective at the close of business on January 1, 1953, although her last day of active duty was two earlier. The employee forfeited that portion of accrued annual leave in excess of 60 days, the limit at that time.

For overseas employees the ac-cumulation limit is 45 days.

Under the provisions applying to U. S. employees generally, a 90-day continuous employment period is necessary, before leave applies, under one or more ap-pointments, without any break in service However, leave without pay would not constitute a break in service. Even a one-day break kills the leave for the pay period in which the break occurs.

Sick Leave

Any grant of sick leave in excess of three work days must be sup-ported by a medical certificate, or equivalent evidence. For shorter periods the employee's own written statement of reason for absence suffices.

Sick leave includes maternity

Sick leave may be accumulated When sickness occurs during annual leave, the period of illness may be charged to sick leave

Sick leave not to exceed 30 days may be granted in advance in cases of serious disability, but not to an employee holding a limited appointment, or a job expiring at a specific date, in excess of what would accrue during the remaining period of such appointment. An employee serving his probationary period does not hold a limited appointment.

Part-Time Employees

Part-time employees are gov-erned by special provisions for annual and sick leave. A regular tour of duty of one or more days

week must be established in advance, before they become entitled to any leave For them, and for the hourly employees in the field service of the Post Oince, the rules

Employees with 15 years or more of service, one most of annual leave for each 10 nours in a pay status.

Employees with at least three, but less than 15 years, one hour leave for each 13 hours.

Employees with less than three years, one hour for each 20 hours. Part-time employees may ac-cumulate not more than 240 hours annual leave on the same basis that full-time employee accumulate 30 days.

Sick leave accumulation by parttime employees is on the basis of one hour for each 20 hours in a pay status. Overtime hours are not counted, except for hourly em-ployees of the postal field service. One hour is the minimum basis of leave.

Non-Pay Status

When a full-time employee is absent on a non-pay status for one pay period, credits for sick leave are reduced half a day, and credits for annual leave one-half, threequarters, or one day, in direct relationship to the employee's leaveearning category, but no leave accrues to the credit of an employee who is in non-pay status for the entire leave year. In case of separation, an em-

ployee who received more leave than his ultimate service entitled him to, has to refund the excess, in money. Usually the deduction is r de from salary due him. But employee who enters active military service with restoration right is not "separated" from his civilian job.

There are provisions for crediting service in cases of transfers without break in service, to sup-

port annual and sick leave credits-Saving Clause The saving provision previously mentioned refers to credit follow-

ing the end of the last pay period of 1952, with the excess remaining to the employee's credit until used, with limitations.

The foregoing interpretations are those made by The LEADER's Washington correspondent, based on the contents of the Transmittal during an administrative work Sheet, and are not literal excerptaTo help win Friends and build circulation....

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

TWO PHENO MENAL GIFT VALUES made to sell for \$12.95

Yours for only \$4.43 plus 22c for handling and mailing,

with two coupons from the Civil Service Leader or your mailing label if you are a subscriber.

ALICE





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

She's wearing a stunning faille dress trimmed with lace, and

knit panties

Perfectly molded of latex, she can take a bath any time her little momie wants her to. And there are two curlers to help set her hair.



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





The Leader's Lay-away Plan

Reserve Alice or Anne, or both, for Christmas giving to your favorite young lady. Send \$1 in part payment and fill in the coupon below. We will put the dolls of your choice away for you as soon as they are ready.

Box 700 — Civil Service Leader 97 Duane St., New York 7, N. Y.

Please hold - ALICE - ANNE for me.
I enclose \$1 in part payment. I will send balance with two coupons before Nov. 25th.

Name

Address



How To Order Your Doll

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

Box 800 — Civil Service Leader 97 Duane St., New York 7, N. Y.

I enclose \$4.65 (plus two coupons or my mailing wrapper address) for which please send me:

Name ..

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

The Leader's Money Back Guarantee. If, for any reason, you are not com pletely satisfied with Alice or Anne, you may return the doll for a full retund.

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

(Continued from Page 5) Principal publicity agent, \$6,940 to \$8,470.

Supervising on-the-job training representative.

Telephone operator (part-time)



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State Youth Commission Recreation instructor, \$3,360 to \$4,280.

Youth Commission field repre-sentative \$5,090 to \$6,320.

State Commission against Discrimination

Assistant director of public re-lations, education and research, \$7,300 to \$8,890.

Associate counsel, \$8,090 to \$9,-

Field representative (State Commission against Discrimination) \$5,360 to \$6,640.

Secretarial assistants (5), \$4,-130 to \$5,200.

Secretarial stenographer, \$3,-540 to \$4,490,

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GREETINGS FROM OLD SANTA

Recorded Christmas Greetings," to your child or any child — Irom Oil 'Santa Claus' in person The hids will thrill to hear Santa call them by their FIRST name—carry on a friendly personal chat—and invite them to help him sing 'Jingle Belle,' First name will be mentioned 3 times. Here's a gift think different Send FIRST name of any being ee girl. Santa's personal greeting will come to you on HIGH QUALITY alumnum base record—plays on all regular 78 RPM machines. Send check or money order. No C.O.D.'s please, Oolers filled promptr!.

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DEPARTMENT OF HEALTH

Apprentice public health educator (employment not to exceed 12 months)

Apprentice public health physician (G of C) (not to exceed 12 months).

Apprentice epidemiologist (employment not to exceed

months). Apprentice nutritionist

Apprentice public health nurse.
Associate research scientist (immunology), \$8,980 to \$10,810.
Biostatistican (part-time).
Dental assistant, \$2,580 to \$3,-

Exhibits mechanic, \$3,360 to \$4,-

Head farmer, \$3,180 to \$4,070. Junior public health nurse, \$3,-020 to \$3,880.

Junior public interne, (employ-ment not to exceed six months). Laboratory animal caretaker, \$2,450 to \$3,190.

Laboratory caretaker, \$2,320 to \$3,040.

Medical consultant (syphilis and gonorreah) (part-time).

Associate research scientist (public health), \$8,980 to \$10.810. Orthopedic surgeon (part-time) Physician in training (group of classes) (employment not to ex-

ceed 12 months). Photofluorographer in training employment not to exceed 12

Public health educator in train-

(not to exceed 12 months) Public health nurse in training. Supervising laboratory caretaker, \$3,020 to \$3,880.

Roswell Park Memorial Institute Associate cancer research scientist (various specialties), \$8,980

to \$10,810. Cancer research scientist (var-

lous specialties), \$5,090 to \$6,320. Laboratory animal caretaker, \$2.450 to \$3,190.

Laboratory mechanician, \$3,540 to \$4,490.

Principal cancer research scien-(various specialties) \$10,470 tist to \$12,510.

Principal reconstructive surgeon (part-time)

Principal thoracic surgeon (parttime)

Senior cancer research scientist various specialties), \$6,940 to \$8,-470.

Supervising nurse (cancer), \$3,-920 to \$4,950.

Supervising operating room nurse.

Supervising seamstress, \$2,720 to \$3,520. X-ray machine operator, \$2,580

to \$3,350. INSURANCE DEPARTMENT

Secretarial assistant, \$4,130 to \$5,200 DEPARTMENT OF LABOR

Administrative assistant, \$5,090 to \$6,320.

Administrator apprentice training, \$7,600 to \$9,340.

Apprentice training representative, \$4,580 to \$5,730. Assistant counsel, \$6,590 to \$8,-

Assistant industrial commissioner, Albany, Buffaio, Syracuse, Rochester, Binghamton, Utica, and

New York offices, \$8,090 to \$9,800.

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Assistant managing editor, Industrial Bulletin, \$5,090 to \$6,320, Associate counsel, \$8,090 to

Director of labor research and statistics, \$9,950 to \$11,920. Investigator of absent employe-

\$2,870 to \$3,700. Laboratory mechanician, \$3,540

Managing editor, Industrial Bul-letin, \$7,300 to \$8,890. On-the-job training program evaluator, \$5,640 to \$6,970. Secretarial assistant, \$4,130 to

Senior apprentice training rep-resentative, \$5,360 to \$6,640. Special field investigator, \$3,920

to \$4,950.

Supervising apprentice training representative, \$6,250 to \$7,680. Board of Standards and Appeals

Labor corporations investigator, \$3,920 to \$4,950,

Division of Employment Air conditioning plant operator, \$3,540 to \$4,490.

Assistant industrial commissioner, \$8,090 to \$9,800.

Counsel to Division of Employ-ment, \$9,950 to \$11,920. Hearing attendant, \$2,450 to \$3,-

Supervising unemployment insurance investigator, \$6,940 to \$8,-

Typewriter repairman, \$3,180 to

State Labor Relations Board Assistant general counsel, \$7,-300 to \$8,890.

Attorney (labor relations), \$5,-090 to \$6,320.

Senior attorneys (labor rela-tions), \$6,590 to \$8 070. Labor elections supervisor, \$5,-

090 to \$6,320. Supervising trial examiner, \$8,-

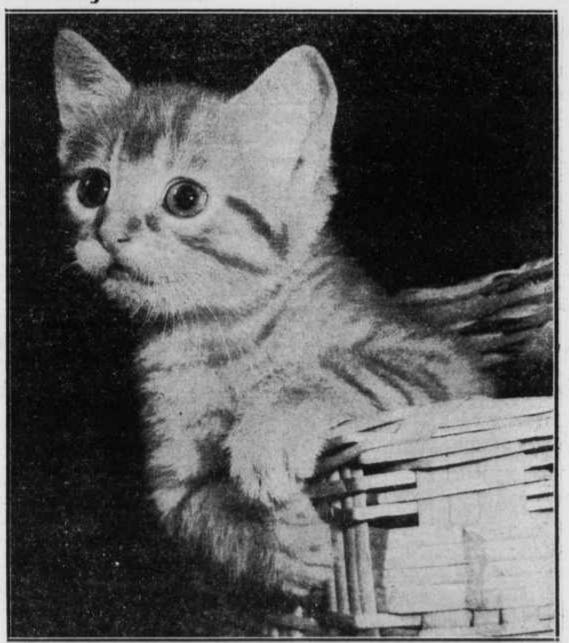
090 to \$9,800. Trial examiners, \$7,300 to \$8,890. Trial examiners, part-lime service, compensation at per diem rate (25).

Unemployment Insurance Appeal Board Hearing attendant, \$2,450 to \$3,-

Senior unemployment insurance

referees, \$6,940 to \$8,470. Senior unemployment insurance (Continued from Page 9)

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Fish for Supper. Cats love the smell of frying cooking odors probably don't. No one likes cooking odors hanging around the house. A kitchen exhaust fan whisks them away . . . keeps your kitchen cooler, too . . . and for only a nickel you can run it an hour every day for a month. Con Edison electricity is your biggest household bargain.

(Continued from Page 8)

referee, \$6,940 to \$8,470. Workmen's Compensation Board Assistant administrator of com-pensation claims, \$6,590 to \$8,-

Assistant counsel (3), \$6,590 to

Associate counsel, \$8,090 to \$9,-

Hearing attendant, \$2,450 to \$3,-

Executive secretary to the medipractice committee, \$5,090 to \$6,320.

Investigator of absent employe-\$2,870 to \$3,700

Senior administrative assistant, \$6,590 to \$8,670.

Secretarial assistant, \$4,130 to

\$5,200. State Insurance Fund

Director of compensation claims, \$11,020 to \$13,140.

Hearing stenographer, confiden-tial investigation unit of the State Insurance Fund, \$3,540 to \$4,490. Insurance field investigators, \$4,-580 to \$5,730.

Investigator of absent employe-

es, \$2,870 to \$3,700. Senior insurance field investiga-\$5,940 to \$7,320.

Stenographer (part-time), DEPARTMENT OF MENTAL HYGIENE

Farm consultant, \$5,360 to \$6,-

Food service advisor, \$6,250 to \$7,680 Investigator of purchase esti-

MENTAL HEALTH COMMISSION Associate research (psychology), \$8,980 to \$10,810.

Associate research scientist (psychiatry), (part-time) Director of alcoholism research,

\$.090 to \$9,800. Secretarial assistant, \$4,130 to

\$5,200, DEPARTMENT OF PUBLIC SERVICE

State Division Associate research analyst (public service), \$8,090 to \$9,800. Chief of telephone bureau, \$11,-030 to \$13,140.

Chief rates examiner (transpor-tation), \$6,940 to \$8,470.

Consulting accountant at per diem rates of \$30 a day or over to be paid from special funds Consulting engineer.

Contract gas engineer, grade VI. utility accountant, Contract grade VI. Contract valuation engineer.

Principal statistician, \$8,090 to

Principal utility rates analyst-

Secretarial stenographer (NYC), \$3,540 to \$4,490. Special assistant counsel (parttime)

DEPARTMENT OF PUBLIC WORKS

By resolution of the State Civil Service Commission approved by the Governor May 31, 1933, the classification of positions in the non-competitive class and/or the labor class, in the Department of Public Works, shall apply to simi-lar positions under the jurisdiction the New York State Bridge Authority.

Bureau of Administration

Assistant public works safety director, \$4.580 to \$5.730.

Director of public works contracts and accounts, \$12,230 to \$14.490.

Inspection boat captain. Job printer, \$3,360 to \$4,280. Marine engineer, \$3,540 to \$4,-

Public works safety director, \$7,300 to \$8,890. Division of Canals and Waterways Carpenter-foreman, \$3.920

Deckhand foreman, \$3,020 to

Derrick boat master, \$4,130 to \$5,200. Derrick boat captain, \$3,730 to

Diesel and marine equipment

maintenance foreman. Dredge captain, \$4,130 to \$5,200.

Dredge craneman, \$3,360 to \$4,-

Dredge operators, \$3,730 to

Dredge shore foreman. Grain elevator feed tender. Grain elevator leg operator. Grain elevator loading foreman. Grain elevator mechanic Grain elevator millwright-Grain elevator unloading fore-

Grain elevator weighmaster.

Grain weigher. Machinist-foreman, \$3,920 to \$4.950

Marine engineers, \$3,540 to \$4,-

Marine fireman, \$2,870 to \$3,700 Marine oller, \$2,720 to \$3,520. Motorboat operators. Operators of derrick boats

Painter-foreman, \$3,730 to \$4,-

Rigger, \$3,060 to \$4,280. Steel fabricator, \$3,540 to \$4,-

Tug captain, \$3,730 to \$4,720.

Division of Construction Construction assistant, \$3,540 to

Drill rig operator, \$3,360 to \$4,-280. Laboratory mechanician, \$3,540

to \$4,490. Division of Engineering Iron worker-

Division of Highways Core drill operator, \$2,870 to \$3.

Machinist-foreman, \$3,920

Motor equipment maintenance foreman, \$3,920 to \$4,950. Sign shop foreman (1), \$3,920 to \$4,950-Sign painters (2), \$3,360 to \$4.

Sign shop workers (14), \$2,870 to \$3,700.

Division of Operation and Maintenance

Quarry foreman. Supervising seamstress, \$2,720 to \$3,520. Chief, Bureau of Truck Weigh-

ing, \$5,090 to \$6,320. Tender captain-Electrician foreman, \$3,920 to

Division of Public Buildings

Air-conditioning plant operator, \$3,540 to \$4,490. Assistant forewoman, Captain of the fire watch, \$2,-

580 to \$3,350. Carpet layer, Decorating mechanic, \$3,180 to

Head charwoman. Maintenance man, \$2,870 to

Head janitor, \$3,540 to \$4,490. Head mechanical supervisor,

\$5,090 to \$6,320.

Mason and plasterer foreman, \$3,920 to \$4,950. Office attendant, \$2,320 to \$3, 040

Painter-foreman, \$3,730 to \$4,-

Plumbing and steamfitter foreman, \$3,920 to \$4,950. Supervising charwoman

Supervising Janiter, \$3,020 to Power plant helper, \$2,450 to \$3,190.

DEPARTMENT OF SOCIAL

WELFARE Assembly hall custodian, \$2,580

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Capehart,

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Crosley

Norge

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Child welfare apprentice (term |ing), \$3,360 to \$4,280. limited to 2 years). Consultant, opthalmalogist (part

Typists (blind), \$2,320 to \$3,040, 200. Mail and supply helper, \$2,100 to \$2,644.

assistant manager Manager. community house, Tonawanda Indian reservation.

Physicians (part-time service)

on Indian reservations Physical therapy side, \$2,450 to \$3,190.

Supervisor of racial problems. Bureau of the State Commission for the Blind

Home teacher for the blind (to-tally blind), \$2,580 to \$3,350. Stenographer (blind), \$2,450 to \$3,190

Typist (blind), \$2.320 to \$3,040.

DEPARTMENT OF STATE
Assistant director of licenses,
\$6,250 to \$7,680.

Racing inspector Charness rac- | \$4.130 to \$5,200.

Publicity agent, \$4,130 to \$5,-

State Athletic Commission Boxing inspectors.

Secretarial stenographer, \$3.540 to \$4.490, Secretarial stenographer (Medi-

cal Advisory Board), \$3,540 to \$4,-

\$4,130 to \$5,200. Senior physician (part-time).

Electroencepholograph techni-cian (part-time).

State Racing Commission Inspector (seasonal). Racing assistant, \$4,830 to \$6,-

020. Racing equipment clerks (2), \$2,320 to \$3,040.

Racing Laboratory

Analytical chemist (racing),

mg), \$3,360 to \$4,280.

Harness racing aide, \$2,870 to \$4,280.

Junior analytical chemist, \$3,360

Senior anityical chemist (rac-ing), \$5,090 to \$6,320. Senior stenographer, \$3,020 to \$3,880.

DEPARTMENT OF TAXATION AND FINANCE Investigators of absent em-ployees (Albany office, compensation not exceeding \$1,500 a year). Investigator of absent employees New York Office), \$2,870 to \$3,700. Senior stenographer mutuel), \$3,020 to \$3,880.

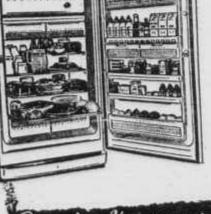
Supervising truck weigher, \$3,-920 to \$4,950. Varitype operator, \$2,580 to \$3,-350

Washington Office Income tax examiner, \$4.130 to \$5,200.

Junior tax examiner, \$3,360 to

(Continued on Page 10)





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(Continued from Page 9) JUDICIAL COUNCIL OF THE STATE OF NEW YORK Research assistant, \$4,130 to \$5,-JOINT HOSPITAL SURVEY AND

PLANNING COMMISSION Administrative director, Hospital Planning Commission, \$13,000

STATE BRIDGE AUTHORITY Deckhand-Ferryboat captain.

Ferry pilot. Marine engineer, \$3,540 to \$4,-

STATE BOARD OF EQUALIZATION AND ASSESSMENT

Assistant director of equaliza-tion, \$8,090 to \$9,800. Secretarial assistant, \$4,130 to \$5:200

TEMPORARY STATE HOUSING RENT COMMISSION Deputy State rent administrator 2, \$8,980 to \$10,810

sociate attorneys (2), \$8,090 to \$9.800.

SARATOGA SPRINGS

COMMISSION
Physical director (part-time),
General park foreman.
Stenographer (part-time). WHITEFACE MOUNTAIN

AUTHORITY Elevator operators (2), \$2,450 to

Superintendent of Whiteface Mountain Ski Center, Toll collectors.

STATE CHARITABLE, PENAL AND REFORMATORY INSTI-TUTIONS

DEPARTMENT OF CORRECTION Dannemora and Matteawan State Hospitals

Chaplain, \$4.580 to \$5.730. Criminal hospital staff nurse, \$3.360 to \$4.280.

Dental interne. Head farmer, \$3.180 to \$4.070 Criminal hospital head nurse, \$3.730 to \$4.720.

Maintenance foreman, Matteawan State Hospital, \$3,920 to \$4,-

Motor equipment maintenance foreman, \$3,920 to \$4,950. Occupational therapy aide, \$2,-

450 to \$3,190.

Albion State Training School, Albion; Institution for Defective Delinquents, Napanoch; Institu-tion for Defective Delinquents, Woodbourne; New York State Vo-cational Institution, West Cox-sackie; State Prisons; State Re-

Farm, Bedford Hills. Charge matron (except at Albion State Training School and Westfield State Farm), \$3,540 to

formatory, Elmira; Westfield State

Coffee roaster, \$3,020 to \$3,880. Head farmer, \$3,180 to \$4,070. Motor equipment mair foreman, \$3.920 to \$4.950. maintenance

Institution patrolman, \$2,720 to \$3,520.

Chaplain, \$4,580 to \$5,730.

Supervising matron (except at \$4,490. Albion and Westfield), \$4,130 to Occ 450 to \$3,190.

\$5,200 Supervising tailor, \$3,180 to \$4,-070

Supervising seamstress, \$2,720 to \$3,520. Textile mill machinist.

DEPARTMENT OF HEALTH State Tuberculosis Hospitals Anesthetist (part-time), Ray-

Dental hygienist, \$3,180 to \$4,-070.

Institution teacher, \$3,540 to \$4,490

Practical nurse (TB Service) \$3.870 to \$3,700.

Senior F. B. physician, \$7,300 to \$8,890. Supervising nurse (tuberculo-

nis), \$4,130 to \$5,200. Supervising seamstress, \$2,720 to \$3,520. T. B. nursing attendant, \$2,580 to \$3,350.

B. physician, \$5,640 to \$6,-970

X-ray aide, \$2,320 to \$3,040. State Rehabilitation Hospital, West Haverstraw

Associate physician (pathology) (part-time) Associate physician (pediatrics),

(part-time). Bracemaker, \$3,540 to \$4,490. Bracemaker foreman, \$3.920 to \$4,950

Institution teacher, \$3,540 to

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HYGIENE State Hospitals and Schools (exclusive of New York Psychiatric Institute and Syracuse Psychopathic Hospital) Asbestos worker, \$3,020 to \$3,-880. Assembly hall custodian, \$2,580 to \$3,350-

to \$4,490.

(part-time).

to \$3.520.

\$3,190.

580 to \$3,250. Associate research scientist (biochemistry), Creedmoor, Manhattan State Hospitals, \$3,980 to \$10,-

Assistant colony supervisor, \$2,-

Physical therapy aide, \$2,450 to

Physician (orthopedic surgery)

Supervising seamstress, \$2,720

DEPARTMENT OF MENTAL

Associate research scientist (psychiatry), Creedmoor, \$8,980 to \$10,810.

Chaplain, \$4,580 to \$5,730. Chief supervising nurse, \$5,090

to \$6,320-Coffee roaster, \$3,020 to \$3,880. Colony supervisor, \$3,020 to \$3,-

880 Dental assistant, \$2,580 to \$3,-350.

Director of psychiatric research, Rockland State Hospital, \$11,030 to \$13,140.

Exterminator, \$3,020 to \$3,880. Grounds construction foreman, \$3,730 to \$4,720 Head baker, \$3,540 to \$4,490.

Head farmer, \$3,180 to \$4,070. *****

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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: William McGnire: Joseph P. Lully. Mary A. Lully: Ann Shannon: William E. Mechan; Catherine Mechan: Veronter Bencherick: Francis C. Mechan: John F. Mechan: Mary Mechan. John Francis Mechan and Rana Mechan McGuire, as distributees of Elward J. Mechan, heceased; and to 'John Doe' the name 'John Doe' being fictitioux, the alleged husband of ELLEN BUTTERFASS, also known as ELLEN E. BUTTERFASS, date known as ELLEN E. BUTTERFASS, date known as ELLEN E. BUTTERFASS, deceased, if living, or if dead, to the execution, administrators and next of kin of said 'John Doe' deceased, whose names and Post Office addressus are unknown and cannot after diligent inquiry be ascertained by the petitioner here, and the next of kin of ELLEN B. BUTTERFASS, also known as ELLEN E. BUTTERFASS, al

Institution teacher, \$3,540 to Occupational therapy aide, \$2,- \$4,490.

Institution vocational instruc-Orthopedic shoemaker, \$3,540

tor, \$3,540 to \$4,490. Job printer, \$3,360 to \$4,280. Junior dictating machine transcriber (blind)

Locksmith, \$3,189 to \$4,070. Maintenance foreman, \$3,920 to \$4,950.

Dental technician, \$2,870 to \$3,-700.

(part-time).

Principal physician (orthopedic surgery) (part-time).

Principal physician (physical medicine), (part-time).

Senior physician (orthopedic surgery), (part-time).

Speech correction assistant, \$3,-360 to \$4,280. Motor equipment maintenance foreman, \$3,920 to \$4,950. Occupational therapy aide, \$2,-

450 to \$3,190. Physical therapy aide, \$2,450 to

scientist Principal research

Principal research scientist (psychiatry), Creedmoor State Hospital, \$10,470 to \$12,510, Printer, \$3,730 to \$4,720 Psychology Interne, \$2,350, Research scientist (psychology), Creedmoor State Hospital, \$5,090

to \$6,320.

Ruling machine operator, \$3,180 to \$4,070. Secretarial assistant, Rockland

State Hospital, \$4,130 to \$5,200. Senior colony supervisor, \$3,360 to \$4,280. Senior research scientist (bio-

chemistry), Creedmoor State Hos-pital, \$6,940 to \$8,470 Senior research scientist (endo-crinology), Rockland State Hos-pital, \$6,940 to \$8,470.

Senior research scientist (psy-chology), Rockland State Hospital, \$6,940 to \$8,470.

Senior sewage plant operator, \$3,180 to \$4,070. Social work apprentice, \$2,580 to \$3,350.

Speech correction assistant, \$3,-360 to \$4,280. Student nurse housemother.

\$2,580 to \$3,350-Supervising nurse (psychiatry), \$3.920 to \$4,950. Supervising seamstress, \$2,720

to \$3,520. Supervising tailor, \$3,180 to \$4.070.

Transfer agent, \$3,180 to \$4,070, X-ray side, \$2,320 to \$3,040. Psychiatric Institute and Hospital Associate research scientist group of classes', \$8,980 to \$10,-

Laboratory animal caretaker, (Continued on Page 13)

Lane Bryant Award

Won by Yancey The 1953 Lane Bryant annual award for volunteer service to the community was given to Jo-seph J. Yancey, a collection offi-cer in NYC for the Internal Revenue Service. He is director and amateur coach of the New York Pioneer Club, noted track and

field team. Housing Employee Gets

\$25 Award for Idea Werner Cohn, a housing assist-ant in the NYC Housing Authority, has received a \$25 cash award for a suggestion to simplify office procedure by substituting one form

for two previously used.

LEGAL NOTICE CITATION — The People of the State of New York. By the Grace of God. Free and Imbrendent to Attorney General of the State of New York: Emma B. Shelton; Blaic Amelia Snyder; William B. Roested; William A. Barna; William B. Studenbord; and to "Mary Doe" the name "Mary Doe," bring Scittone, the alleged wislow of Herman Petrens, also known as Herman T. Petrens and Herman Theodore Petrens, deceased, if bring, or if dead, to the exemitors, administrators and next of kin said "Mary Doe" deceased, whose names and Post Office addresses are unknown and cannot after different inquiry be ascertained by the petitioner herein, and the next of kin of Herman Petrens, also known as Herman T. Petrens and Herman Theodore Petrens, deceased, whose names and Post Office addresses are unknown and cannot after dilignet inquiry be ascertained by the petitioner herein.

Being the persens interested as creditors.

diligent inquiry be accertained by the pstitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of Herman Petrens, also known as Herman T. Petrenz, and Herman Theodore Petrens, deemand, who at the time of his death was a resident of 301 E. Sied St., New York, N. Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, knying his office at Hall of Becords, Room 309, Borough of Manhaitan, 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 come before the flurrognic's Court of New York, as administrator of the goods, the flurrognic's Court of New York, on the 25th day of December 1954, at half-past ten o'clock in the forencom of that day, why the account of flucuosities of the County of New York, as administrator of the county of New York, as inclining and the County of New York, as inclining mitted.

In Toolimony Whereof, We have caused

and decreased, should not be indicially sattled.

In Testimony Whereof, We have caused the seal of the Surrounts's Court of the said Country of New York to be becomes affixed.

witness. Honorable George Frankes-thaler, a Surrogate of our said County, at the County of New York, the 18th day of November in the year of our Lord one thousand also builded and life-four. Clerk of the Surrogate's Con (Lamete)



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FORMERLY OF 88-32 138th St. Jamaica is now at 143-01 HILLSIDE AVE. JAMAICA CALL AX 7-7900

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BAISLEY PARK 3 bedrooms - 1 family \$8,500

6 full rooms, Oil steam heat, Shingled exterior, Oversized NO CASH DOWN

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Pully detached, and shingled 5½ rooms. Oil steam heat, 30 x 100 plot. Extra kitchen.

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Pully detached 6½ rooms.
Modern kitchen. Garage.
Needs painting. #B-75.
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FACTS OF LIFE FOR EMPLOYEES

For a century, the average number of hours spent on the job has been declining steadily, at about the rate of three hours a decade. The work-week has fallen to 40 hours from 70. The six-day week began to fade in the World War I period. The five-and-ahalf day work-week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so-is now starting to give way.

BUT, Mental Hygiene employees still plod along at a World War I pace—a six-day, 48-hour work-week. Salary scales are NOT up to modern standards. Mental Hygiene workers do NOT enjoy time-and-a-half for overtime.

Employees in the State Mental Hygiene Department should band together and put their shoulders to the wheel to help achieve the five-day 40hour basic work week.

- 1. The strength of organized employees was shown in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching ever larger groups through the media of communication.
- 2. A meeting was called last January, with a group of legislators present. These men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in preceding years.
- 3. Growth of the Mental Hygiene Emplayees Association has added forcefulness to its aims. The institutional employees have been able to recruit the effective assistance of the parent-body, the Civil Service Employees Association.

Continued all-out efforts of the organization will be maintained. In order to achieve the aims of shorter work-week, higher pay, better conditions of work, we urge you to help strengthen yourself by strengthening the organization. Join the Mental Hygiene Employees Association. Pay your \$1 dues to your membership committee or forward the coupon below to Dorris Blust, secretary. Mental Hygiene Employees Association, Marcy State Hospital, Marcy, N. Y.

THIS IS THE ONLY ALL-STATE MENTAL HYGIENE **EMPLOYEES ASSSOCIATION**

Dorris Blust, Secretary Mental Hygiene Employees Association Marcy State Hospital Marcy, N. Y.

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(Annex, School for Boys, New Hampton), \$4,130 to \$5,200. Head children's supervisor (School for Girls), \$4,130 to \$5,-

Head children's supervisor (Warwick), \$4,130 to \$5,200. Head farmer, \$3,180 to \$4,070, Head seamstress, \$3,180 to \$4,-

Institution teacher, \$3,540 to

Institution vocational instruc-tor, \$3,540 to \$4,490. Motor equipment maintenance foreman, \$3,920 to \$4,950.

Organist. Physical therapy aide, \$2,450 to

Practical nurse, \$2,580 to \$3,350. Psychiatrist (part-time), (State Agricultural and Industrial School)

Psychology interne, \$2,350. Chaplain, \$4,580 to \$5,730.



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MODERN PUBLIC ADMINISTRATION

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

ONE-MAN PATROL CARS SEEN BETTERING POLICE SERVICE

ONE-MAN patrol cars make for better police service.
That is the opinion in Kansas City, Mo., which had just ended
its first year of operating one-man police cars.

Greater patrol coverage by this method has been given chief credit for the city's drop in major crimes and increase in arrests for crimes. Since the department began using one-man cars, major crimes have fallen off by 7 per cent and clearances by arrest have risen 9.5 per cent. Burglaries have dropped 21 per cent, clear-ances in robbery cases have risen 20 per cent. The added efficiency was obtained with a minimum increase in

cost, officials say. To cover the same number of beats with two-man cars would have called for 152 more officers at a cost of \$592,800 a

year for pay and \$38,000 for uniforms and equipment.

Looking to the safety of officers, the city made rules and regu-lations that forbid an officer to tackle a hazardous assignment until he has notified the radio dispatcher and received aid from other cars in the area. There are also full training courses in the techniques of one-man car operation.

Officials said that the effects of one-man car patrol on the force itself are good. Although individual responsibility is greater, the officers get full credit for their work and do not have to share it with

MECHANICAL GIRAFFE LIFTS LOADS 18 FEET

A MECHANICAL giraffe with an 18-foot neck and an appetite for bricks and concrete has come to Denver, Colo.

The American Public Works Association describes the unit as a truck-like machine with some features of a tractor. A hydraulic device is built on rubber tires and the device has an 18-foot "neck" that can lift and lower various construction materials. The head-end can be changed for different loads, so that for bricks, for instance, a pallet-fork attachment is used which can carry 250 bricks at a time. This can be quickly changed to a 1312-foot concrete bracket for raising the equivalent of five wheelbarrow-loads of concrete and pouring it at the top of the lift. Other attachments include a bull-

dozer and a chair hoist.

The machine was designed to cut out the need for a lot of special scaffolding, forms, ladders, and so on, in construction work up to 18 feet high, the association said.

URBAN PROBLEMS GAIN NEW URGENCY IN ATOM ERA

CRUCIAL problems that need solution before cities can be better places in which to live and work are the same problems that add

to the dangers from atomic attack.

The American Society of Planning Officials says that, for example, all the time and energy spent because of traffic congestion and the long and wearisome trip to work mean an even more serious waste of effort when the needs of national defense are considered.

Better spacing of industry in cities has long been sought for more efficient production and distribution. The society says that this has now become more urgent to insure continued production in the

Similarly, slum clearance is seen as taking on added importance in the atomic era, for dilapidated structures that now crowd cities are not only a blight but also a threat to the U.S. in view of the danger that slums can turn into fire storm areas if subjected to the heat and blast of bombs.

TRENDS IN LOCAL REVENUES DISCUSSED

THE FINANCIAL plight of cities is as often chronicled as ro-mance in Hollywood. And the reasons for the plight are well known, too: the movement of citizen and industry out of the city and into the suburb, too many services for cities to perform without

income sources to cover the costs, depression and then inflation.

But, says Robert L. Funk, assistant director of the Municipal Finance Officers Association, in the past two decades, more and more cities have been making changes to put their finances on a sounder

He describes the greater use of non-property taxes by cities as a

major development, especially the sales tax and the income tax. "In 1954, at least 46 cities over 10,000 population were using an income tax, an increase of 90 per cent over those using it only three years ago." Mr. Funk says. "Sales taxes were being used by 114 cities over 10,000 population in 1954, an increase of 24 per cent over the number imposing it in 1951." Cities have also turned to admission taxes, cigarette taxes, and motor vehicle taxes for revenue, he notes,

Financing by special assessment has also become more popular among city governments, as has the laying of service charges on those who directly benefit from a municipal service. Special assessments have been used for localized uids like building purely residential streets, sidewalks, curbs, and gutters. And service charges have been made for functions like garbage and trash removal, airports, and off-street parking space,

Nassau County Problems

(Continued from Page 1)

are ready and willing to pay for the services they require.

Let it be said here parenthetically, gentlemen, although the words are hard, that you gave the impression, before election day, that wage improvements were forthcoming. That makes the present situation even more difficult for them.

You have probably heard about the meeting of Nassau County employees last Wednesday evening in Hempstead.

What may not have been conveyed to you was the mood of these employees, the sense that an injustice has been committed against them, and that this injustice must be righted. Other sentiments came out, too: The employees feel fear-ridden, but they are ready to go directly to the people of the county with their case.

Your positions are powerful sentlemen, and currently secure. This does not absolve you from the necessity of dealing decently with

the employees under you. Good relationships inevitably make for more efficient and more economical government operations, too.

A local Nassau newspaper said it would be a "minor miracle" if County employees got a pay raise this year, Perhaps, gentlemen, out in performing this minor miracle you would be achieving major

justice.

The modest wage adjustments saked by the employees should be

"Looking Inside." LEADER'S Questions answered on civil ser-weekly column of analysis and forecast, by H. J. Bernard. Read it regular'y.

97 Duane Street, New York 7, N.Y.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

New York City

THE REGULAR monthly dinner meeting of the New York City chapter, CSEA, was held on No-vember 18 at Gasner's Restaurant. About 40 delegates attended—a record attendance for recent months. Keep up the good work, delegates. Both the food and the service were excellent (Jack Gas-ner, please note).

The chapter went on record as thanking The LEADER for its vigilance in reporting the recent proposed probationary period on promotions. The probationary proposal was unanimously rejected by the NYC chapter.

A full discussion was held on the recent raises. Most present reported dissatisfaction of em-ployees on the raise, and it was noted that thus far more than the recent raises. 50 per cent of the employees have appealed.

Other matters discussed were retirement and future legislation to benefit civil service employees.

Sol Bendet presided, and led the discussion on various topics af-fecting public employees.

All chapter news should be sent to the chapter's new publicity man, Edward S. Azarigian, care of New York City chapter, CSEA, Room 905, at 80 Centre Street, New York 13, "Please keep this column busy with news about chapter members," Mr. Azarigian

The next regular meeting will held in January, unless emergency meeting is called by President Bendet.

Employment, NYC and Suburbs

STAFF of L. O. 300 extend to Dorothy Kaufman, former admin-istrative assistant in Household, best wishes on her new assignment. Staff from the Household Offices presented her with a farewell gift Freda Meltzer of L. O. 331 cele-

brates a birthday on November 25.

News from L. O. 610, 710 Congratulations to John Czukor of L. O. 710 on the birth of a son November 15.

So many gifts were received by Claudine Gaynor of L. O. 710 the recent baby shower given by fellow staff members that a truck could have been used to cart them

Welcome to new Association members at L O 710, Seymour Shinder and Bernard Rosenthal.

Birthday greetings to the following: Dorothy Flemming, November 18 (by the way, she is getting along fine); Lucille Mayo, November 8: Dorothy Vaine, November 17; Lillian Gewing, November 1; George Lipscomb, November 2; George Lipscomb, November 2; George Lipscomb, November 2; George Lipscomb, November 3; George vember 28; Minnie Meares, November 20.

Best wishes for a speedy re covery to Joseph Dragone of L. O. 610, recuperative at Mount Mc-Gregor after a recent operation

Around the Town Arthur Thomas of the Consul-tation Service is confined to the hospital. Staff wishes him a speedy

Leonard Stizner of L. O. 730 has eturned from a week's vacation in Maine hunting.

Best wishes for a speedy recov-

are extended to Gloria Lopez of L O. 115,

Engagements

Congratulations to Mark Mendelsohn of L. O. 610 on the recent announcement of his engagement to Evelyn Lenow. The wedding is

planned for February 20. Wedding bells will be ringing for Ellen Hirsch of L. O. 115, whose engagement was announced Oct. 15. More wedding bells from L. O. 115: Muriel Wynn announced her engagement on November 12. Who will be next?

Cedarhurst

November is the month for birthdays in this office. Those who celebrate are: John Dougherty, Joseph Walsh, Allen Morgan, Joseph Walsh, Allen Morgan, Charles McMahon and Henrietta Gregaton.

State Insurance Fund

STATE INSURANCE FUND chapter, CSEA, will hold its monthly executive board meeting on November 29 at the Hotel Fourteen, on 60th Street, at 5:15

The bowling season is now in full swing, and Payroll is really out to cop the 1955 championship, by reinforcing the team with a top-notch bowler from the disbanded Orphans team, but Safety is keeping the pressure on.

Safety Engineers by three points. Medical, trying to keep within striking distance of the first-place

in fourth place, stopped Policyholder with four points. The new team, Payroll Jrs., trying to cop the power of the parent team, is still in a slump and dropped four points to Claims Examiners, Pay-roll took it on the chin from Safety and dropped four points. Claims Seniors, bowling below the average, stopped Actuarial with four points.

The chapter has begun a big drive to pick up new members and the summer plans are paying Welcome to these new members (more names next week): C. Grazziani, A. Gorini, R. Mc-Garry, K. Perry, C. Thomas, G. Taylor, A. Albert, all of Under-writing; G. Glick, L. Holiday, W. Lipsky, L. Wolbert, A. King, M. Bagnall, all of Actuarial; and M. Barrally, O. Grichler, A. Francisco, G. Grichler, A. Barrally, O. Grichler, A. Barrally, Barclay, O. Crichlow, A. Deninger, G. Giegle, L. Hall, L. Smith, all from Accounting.

Fundites have begun to line up for the new sickness and accident insurance policy issued by the Travelers Company, and spon-sored by the CSEA. Applications may be obtained from the agent for Ter Bush and Powell. Just say "Price sent me."

Psychiatric Institute

JAMES SHANKS, Biagio Romeo and John Kehlringer attended the Metropolitan Conference meeting. Interesting talks were heard on retirement and workmen's compensation. A report on this meet-ing will be given at the next chapter meeting.

Dr A. Ferraro, head of the Neur pathology Department, is retiring after 28 years of State service, 25 of which were spent at Psychiatric A farewell party being given in his honor on Wed-nesday, November 24 at 3 P.M. in the 10th floor lounge. Everyone is invited to attend. He will be pre-sented with sifts, donations for which were contributed by associates, friends and fellow employ-

Howard E. Foote, Nursing Department, was a judge for the PSA nature slide competition held at Plainfield, N.J. The Eastman Kodak Co. has invited him to be a judge for the prints and slides in the nature section of their annual exhibition held for Eastman employees.

Walter Ahrendt underwent an operation at Bellevue Hospital last Schwob, Personnel Clinic, handled arrangements for blood to be donated for him. Thanks are extended to those who

made contributions.
Vi Hamwi, Research Psychology Department, is now teaching at the College of Physicians and Sur-geons, Columbia University. What lucky students!

Sympathy is extended to the family of Melvin Davis, House-keeping, whose mother passed away last week. Fellow employees sent flowers and cards

Georgia Georgeson, Food Service, attended the food workshop course at Hudson River State Hos-

Dr. Rosenkotter is a foreign exchange student from Germany through a grant from the Ford Foundation. He is enjoying the sights of New York but cannot understand why people laugh when the sacred name of Brooklyn is mentioned.

Allyn Wright, Animal Care Department, assisted in arranging the exhibits for the stamp show

which was held at 71st Reg. Ar-

James O'Brien and Walter Wood, Engineering, are away from work because of illness. All hope

Mt. Morris

to see them back soon.

RUBY BRYSON and Kathryn Chiolino spent last weekend in Vermont.

Philomena Marciano has returned from a three-week vacation visiting her family in Cali-fornia. She made the trip via plane.

Cora Bryant has been confined to her home with the flu.

Peg Duncan was in NYC for several days last week. Anna Po-turnay visited friends in Medina. Madeline Eichanger is back on duty in the diet department after a trip to Bermuda.

Welcome to Verna McCarthy, a new employee in the diet department.

Recently returned from vacations are Carl Freitog and Dean

Mrs. Ida Morgan is back on duty after a bout with pneumo-

Congratulations to Mr. and Mrs. Lutz on the birth of a boy. Mrs. Lutz was an R. N. in the nursing department.

Gratwick

GRATWICK chapter of Roswell Park Memorial Institute held its Dedication Dance on October 30 in the Auditorium of the new hospital, Everyone arrived in best bibs and tuckers and had a most enjoyable evening.

On October 14 the new addition to Roswell Park Memorial Hospi-tal was dedicated. Governor Dewey and many notable figures in State Health Department and hospitals attended.

Dietary Department

Dietary Department has had a most eventful season. Congratulations to Catherine Troidi on her marriage to "Red" Grimm. She has resigned to do a perfect job as housewife Philomina DePerio has also resigned to take on the new position of housewife. Muscareldi is the new name. Cupid has hit that department once more. The happy victim this time is Lucy Newton, All are waiting for the important wedding date.

The Nursing Department has had some traveling vacationers. Misses Violet Rinebolt and Thelma Long just returned from a shonping spree in the big City-

the only place for these two gals. Mary Smietana and Alfreda Plucinski traveled around "Hazel"

to vacation in Bermuda and had a grand time. Mrs. Aungst has moved to a new a artment in Kenmore. Best of luck, Annie, in your new home.

Several of the nursing staff have left to take positions in the sunny south: Miss Wells and Miss Haske in Florida: Miss Tierney and Miss Panek in California-

Henry A. Cousineau of Housekeeping was unanimously elected president of the Bowling League of Gratwick chapter. Other offi-cers of the league include Audrey Young, Out-Patient Department, vice-president and secretary, and John Dee, Receiving Department,

HOUSE HUNTING? SEE PAGE 11

when he appeared before the last

Board meeting. He declared that

TOWN AND COUNTY EMPLOYEE NEWS

Cortland

duties as president of Cortland ducte County chapter, CSEA, at the annual dinner at the VFW Home, when all the new officers were sworn in by Ernest L. Conlon. CSEA field representative. Other officers are: Betty Huttleston, 1st vice president; Albert Greene, 2nd vice president; Mary Bowering, recording secretary; Martha Lawcorresponding secretary; and James McFariane, treasurer. Speaker for the evening was

James Johnston, former Homer resident and now of Skaneateles. Fred Haskell of the Health Department was toastmaster. Other guests were James V. Carmondy, Third Ward Alderman, and Wal-ter Arnold, Chairman of the Board of Supervisors. A vote of thanks was given to

outgoing chapter officers.

Niagara

Accounts, trying to get out of pervisors has twice turned down the cellar, fell short by losing to Safety Engineers by three points.

Medical, trying to keep within

employees ducted themselves in a commend-able manner and deserve consideration. Citing that he had heard some Board members have made the statement, "if you aren't satisfled with your Job, then quit. declared that he did not believe any responsible person would say a thing like that, Mr. Kurtzman expressed the

quest of the employees is submitted it will fare beter at the hands the Board.

Niagara chapter members wel-

Tompkins

AT TOMPKINS County Me-morial Hospital: Lorraine Willtams is on vacation. Charlotte Schulte is back from a trip to Florida. Doris Dowe is convalescing after a long stay in a Syracuse hospital-

Chapter members are sorry to learn that J. N. Crone is a pa-tient in Conklin Sanitarium and that Ray Woodin is also on the sick list. Both are with the Board

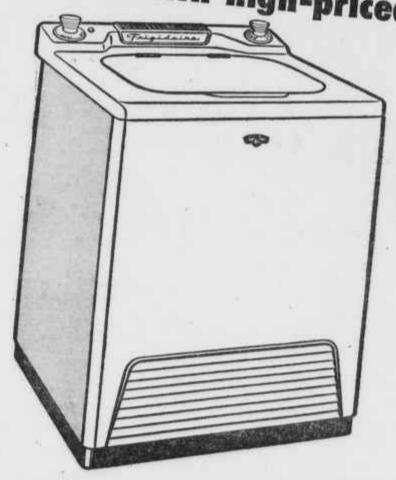
striking distance of the first-place | Jack M. Kurtzman, CSEA field sick list. Both team, and driving hard to keep representative, made this clear of Education.

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Employees Seek High School Diplomas

Not only from the metropolitan don't know how to go about it.

area, but from the entire State The State Education Department, Albany, N. Y., Issues a concerning education that was booklet of information about the issued by the Metropolitan Conference, CSEA, earlier this year.

Most of the requests were for information concerning the High School Equivalency Diploma, Employees who do not have their high school degrees want to know how they can go about getting them.

Angelo Coccaro and Al Sanko, who are handling educational ac-tivities of the Conference, report more than a hundred quests for assistance have come in. One woman told Mr. Coccaro obtaining the high school diploma would mean more to her than anything else in her life. "From this remark and others,"
says Mr. Coccaro, "I have come
to realize many people are very
serious in their intentions." One
letter arrived from as far away as

They Don't Know How

It appears that hundreds, per-haps thousands of public workers would like to take their high school equivalency examination, but just

equivalency test, this is available to all who might

Its Value

The equivalency diploma is legally the equal of a diploma issued by a local high school; and as such is of value to an adult who wishes to qualify for certain types of employment, promotion, or advanced training.

Five Tests

The adult takes five tests—grammar, social studies, natural science, English literature, and general mathematics. A minimum grade of 35 must be scored on each of the tests, with a total of not less than 225 on all five tests. Where To Apply

For those wishing to apply. The LEADER lists below the places where application blanks and further information may be obtained:

UPSTATE Albany - Donald Ford, Albany High School, 141 Western Ave. Batavia-Robert T. Howe, Ba-

Binghamten — Ronald Johnson, North Senior High School, 167 E.

Buffalo - Harry I. Good, State High School Testing Agency, 701 City Hall.

William Doberstein, Elmira -

Elmira Free Academy Glens Falls — William H. Brown, Glens Falls High School, Sher-man Ave. and Quade St.

Gloversville - Ada Busse, Gloversville High School.

Hornell — Mrs. Audrey Boag, Hornell High School, 21 Park St. Jamestown — Norman Janowsky, Jamestown High School, East Second St.

Mrs. Ola C. Berry. Lockport -

Senior High School.

Middletown — Frederic P. Sing-Middletown High School-

New City — Garrett Nyweide, County Vocational Education and Extension Board.

Oneonta - Clifford A. McVinney, Oneonta High School, Aca-

Plattsburg Plattsburg High School, Board St. Queens — Joseph Lundari, Ja- Fine REAL ESTATE buys. See Potsdam — John McMann, maica High School, 168th St. and Page 11.

Poughkeepsle - Irving Fersh, Poughkeepsie High School.

Rochester — Paul Steese, Mon-roe High School, 164 Alexander

Schenectady - Ray Staley, Nott Terrace High School.

Syracuse — Fred C. Kaffer,
Board of Education, 409 West

Genesee St - James Allgeler, Troy

High School, State St. & 7th Ave. Utlea — Theodore Reusswig, 15 Elizabeth St.

Watertown — Roscoe L. Knapp, Watertown High School, Sterling

Yonkers - Robert Carey, Board of Education-

NEW YORK CITY

Manhattan — Jacob Wortman, Stuyvesant High School, 345 E.

Bronx - Gloria Goettel, Theodore Roosevelt High School, 500 East Fordham Rd.

Brooklyn — Herman S. Levi, Erasmus Hall High School, 911 Flatbush Ave.

Staten Island — Louis P. Raichle, Curtis High School, St. Marks Pl & Hamilton Ave.

Information may also be ob-tained from Alfred J. Sirutis, Room 807, Board of Education, 110 Livingston St., Brooklyn 1.

LONG ISLAND

Hempstead - Frank Pill Jr., Hempstead High School, 70 Green-wich St. Riverhead - John B. Thomas, Riverhead High School, 300 Pula-

Parole Officers

In Pay Appeal ALBANY, Nov 22-J. Earl Kelly, Director of Classification and Compensation, has heard an appeal for a pay boost for all State parole officers. The hearing was held here last Thursday, with both employees and Division officials seeking the hike in salary from R-14, \$4,130 to \$5,200, to R-17, \$4,830 to \$6,020.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Public Works Rochester

THE TWELFTH annual Christmas party of Rochester State Public Works chapter, CSEA, will be held Tuesday, December 21 at 7 P.M. at the Powers Hotel.

"We're going all out this year," said Henry A. Ciaraldi, general chairman of the event, "for one of the most glittering parties ever held." Gorgeous decorations, Christmas favors, the Spest food, and one of western New York's best dance bands promise to make the party memorable.

Members were cautioned to or-der tickets early. Thomas McAllis-ter, treasurer, at DPW Box 72, Rochester, Hamilton 7350, is in charge of reservations. Tickets are

Dorothy Tracy, Milton Hall, John Wurms and Emmett Carson comprise the committee on arrangements.

Kings Park

LONG ISLAND Psychiatric Association met November 16 at York Hall. Dr. Grace McLean Abbate addressed the group on "The Inaddressed the group on fluence of Parental Attitudes upon the Development and Treatment Emotional Disturbances Childhood.

The local Fire Chiefs Council met at the hospital fire house on

November 4. Fireman Henry Kuethen and Keuthen, who works in the main office, are on a motor trip to California.

Tuesday evenings have been re served for employee basketball practice sessions at York Hall.

Mr. Gloyaga, Inundry supervisor, announced that employees have begun plans for the annual Christmas party for patient workers. The cooperation of the administration and other departments has always been the best,

Kings Park members at the Metropolitan Conference meeting were A. J. Coccaro, Conference vice president, and Chris Ostrander, chapter vice president. Mr. Coccare was recently named chair-man of the Mental Hygiene Asand a member of its publicity committee. Miss Ostrander was credit Union, for all State, counnamed to the MHEA social complying the mittee. sociation's nominating committee and a member of its publicity

Patients' Concert

The recreation department presented the fall concert by the paband and soloists on November 19. The program was un-der the direction of R. Schulze, bandmaster, and M. Friedman.

A dinner party was given at Indian Head Restaurant for Mrs. Alton Ball, who received a permanent appointment as principal stenographer and secretary to Dr. Charles Buckman, hospital director, Mrs. Ball received an inscribed desk pen. In attendance were: Dr. and Mrz Buckman, Ethel Dobbs, Violet Dempsey, Dorothy Psota, Ellen Springsteen, Ann Gaynor, Olga Brown, Edith Mur-phy, Carol Bower, Allen Field, Leon McWilliams, Grace Olofsson. Katherine Reichert, Alberta Black-well, Mabel O'Rourke, Hattle Nelson, Anna Thompson, Rose Dougias, Nora Maheney, Sally Savatt. Elizabeth Gates, Ada Walsh, Samson. Bernedette Keane, John Link, Ann McCormack, Dr. Dorothy Weigert, and Mr. and Mrs. Michael Henly.

The women's bowling league,

which has been under way for several weeks, reports the following players with high average for single game: Evelyn Smith, 179; Dorothy Rall, Grace Olofsson, Evelyn Sabina, 174; Betty Knapp, 171; Dorothy Psota, 167; Alvera DeArmitt, 166; and Chris Ostrander. 150. Among high averages: Evelyn Smith, 142; Evelyn Sabina, 141; Grace Olofsson, 137; Dorothy 134, Betty Knapp, 126; and Marie Smith, 125, Nasso's team has a high series of 705. Officers and captains met November 16 to discuss prizes and other league bus-

Sympathy to Pat Gallagher on the loss of his sister, and to Chris-topher McMann on the loss of

Memo to John "Triggerman" Link: November 15 has arrived, John. Deer, deer!

Binghamton State Hospital

TWO NEW bowling alleys, reently installed by the Brunswick-Balke-Collender Company of Buff-alo, were officially opened to palients and employees of Binghamton State Hospital on November 15. These alleys meet all the ABC bowling specifications and are equipped with the new Tele-Poul device as well as automatic pin-

A blond maple bowling bench, large enough to seat two teams and a scorekeeper, has been added at the bowling level, affording spectators much more room at the The entire recreation area been redecorated in a new scheme. Male and female employees have recruited two A and B Leagues of eight teams each, and it is felt that much progress is in the offing with the addition of these fine facilities.

The infirmary wards 6 and 25 and the operating room, have been transferred to the new Garvin Medical and Surgical Building. New, modern facilities are now available to both patients and

Oneonta

FORMATION of the Otsego employees, was announced at the November 17 meeting of Oneonta chapter, CSEA.

Information about the credit union may be obtained from: Ma-rion Wakin, Fred Weiner, Mary Macaulay and Irene Foster, State Health; Max Magellan, Tommy Natoli and Edward Griffin, Homer Folks; Rolland Lunn and Agnes, Williams, NYSES; Hilda Mercun and Nellie Handy, STC; Harry Williams and Gladys Butts, Conervation; Bernard Gaffney, State Highway; Gordon Beams, State Armory; James Fawcett, Mabel Hodges and Floyd Starr, City of Oneonta, and Verna Jeweli, Ot-sego County.

Mrs. Frances Gill was in charge of food arrangements at the meet-

State Employment Service reports that Mary Jane Reid has resigned to move to Buffalo; Vi-Levelle is a new claims examiner; and Louis Jones, former place-ment interviewer, has transferred to the Insurance office as claims

tion. Half the members of theness. hunt deer.

Alethea Wilsey, Labor, is reported improving from a recent

News from Homer Folks Hospital: Mrs. Ruth Howland back at work after an illness. Joe Lennon's ulcers have him under the weather. Mr. and Mrs. Dunning vacationing in NYC. Sympathy extended to Mrs. Helen Rothery on loss of her husband, Walter Roth-

Pilgrim State Hospital

A RESOLUTION passed at a recent meeting of Pilgrim State Hospital chapter, CSEA, ordered Dr. Frank J. Pirone, chapter presito inform the president of another chapter that Pilgrim members have voted censure of a member of the second chapter, through whom political action in favor of one party because an isin the recent election. Communication received by this mem-ber as civil service business beavailable for printing and distribution as a public matter by one of the candidates, the Pilgrim resolution said.

Pilgrim chapter feels that this was partisan political action and to be condemned.

Since both the president of the second chapter and CSEA counsel appear on investigation not have any part in the partisan pol-itical act, they are definitely not included in the censure.

Pilgrim chapter members also resolved to ask for improvement community store service on

Newark State School

DOROTHY KENNEDY, supply room, has returned from a vacation. Twenty Service Building employees enjoyed a get together at Speck's Restaurant on Novem-

Ruth Shaffner has returned to duty after a prolonged illness.

Hazel Thomas spent several days in Clearwater, Pa., visiting relatives. Marion Shaffner visited friends in Pittsburgh during the past week. Mr. and Mrs. Karl Newell are vacationing in the

Evelyn Baker was called home over the weekend due to the sudden illness of her mother. Emma Sebring, food service, has returned to duty after a week's illness. Louise Scherbyn, housekeeper at

the Kane Home, is ill— Mary McGuire, Catherine Cur-tin and "Case" Brockhuizen at-tended food meetings at Hudson River State Hospital, Poughkeepfrom November 8 to 11.

On November 9, ten members of the occupational therapy de-partment visited Buffalo State Hospital, attending the Western New York Occupational Therapy Association meeting. The speaker was Dr. Leonard Lang, who dis cussed interpersonal relationship.

Arts and Crafts Exhibit

On November 10, Chester Pelis and Chester Burditt set up an exhibit of articles of arts and crafts made by patients of Newresigned to move to Buffalo; Vi-vian Hogan has been ill; Robert tional therapy department, in LeVeile is a new claims examiner: connection with the Institute on Mental Deficiency, held at the Chamber of Commerce, Roches-

Minnie Klahn returned to the Busmen's holidays in Conserva- food service after an extended ill-

"Pete" Pelis and Barker field crews have taken time off to Evarts are off duty ill. Donald Orlopp is ill at his home. Robert Tuttle has returned to duty after a recent illness.

Council for Exceptional Children All the teachers of Newark State School attended the Third Annual Eastern II Regional Conference of the International Counfor Exceptional Children, at Hotel Syracuse, Syracuse, on November 5. The theme was "Using Community Resources." Dr. Maurice H. Fourace, head of the department of special education at Teachers College, Columbia University, as president of the New York State chapter, opened the

session, "Lev" Lancaster, occupational therapist, has transferred to Dannemora State Hospital, where he will be senior occupational therapist, as a result of a civil service. exam.

Cards have been received from Mr. and Mrs. Francis Muskett, who are vacationing in Texas visiting Mr Muskett's grandmother and other relatives.

Charles Wise has returned from vacation. Myrtle Yaskow is on va-cation. Mr. and Mrs. Edward Sammis saw Queen Mother Elizabeth while attending the play "Pajama Game" in NYC.

Jack Farnsworth and Dennis Russell of the carpenter shop are on vacation.

Employment, Albany

ALBANY chapter of IAPES held a reception in honor of Richard C. Brockway, executive director of the Division of Employment, at Holiday Manor on November 17. A buffet supper was served at 7, and there was dancing from 8:30 to 11:30 P.M. Ann Lopez, vice president, was in charge of the program, and Jennie Williams in charge of social arrangements. About 100 persons attended.

Delores Henderson, aminer, was taken to the hospital November 7 as an emergency patient. Joan Hollis, claims clerk, is

much. Stig was formerly a claims clerk in OSRO.

New faces in OSRO are Muriel Hayner and Alma Hornberg, typ-

Gowanda

AT A recent meeting of Gowanda State Hospital chapter, the fol-lowing members were appointed. by the board of directors to serve on standing committees: Auditing: Robert Colburn, chair-

man; Otto Kenngott and Jack Farabaugh.

Thelma Miller, Membership: chairman (secretary); Gunnard Nelson, co-chairman; Isabelle Dut-ton, Robert Colburn, Joyce Barten, Edward Jakubiec, Addie M. Buil,
Dorothy McCrae, Priscilia Harvey,
Robert Harvey, Selma Harvey,
Warren Smith, Mead Benson, Cari
Peters, Gunnard Nelson, Charles
Armbrusts, Dalmas Salfield, Jack
Parabaugh, Bernice Wehling,
Wilma Roman, Olive Ostrander,
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Ina Salisbury, Evelyn Lux, Vito J-Ferro (president), Victor Neu (treasurer), Herbert Meyer, William Briggs, Flossie Moore, Ellen Vannote, J. K. Bashford, J. Paulucci, G. Frank Nyhart, Carl Bley, Harold Sandwick, Frank Kelly, Henry J. Kelley, Edward Young, Dr. Mustille, Donald Hills, Harold Harvey, Theodore Stitzel, Gordon C. Woodcock, James Oatman, Emma Gurney, Margaret Rodgers, Ruth Herrick, Harold Kumpf, Arlean Crouse, Eleanor Horton, Marian Blemaster and Evelyn Nash. Gunnard

Legislative: Gunnard Nelson, chairman; Bernice Wehling and H. Truesdell,

Grievance: Charles Burkhardt, chairman; Doris Spires, Richard Tarbox, John Duniop, Mead Benson, Dr. Mustille and Carl Robin-

Social: Harold Kumpf, chairman: Sophie Jonak, Betty Wolf, Charles Armbrust, Gunnard Nel-son, Bernice Wehling, John Wolf Joseph Paulucci

Publicity and education: Agnes Schriner, charman: Theima Mil-ler, Clair Wigren, Virginia Monk-

house and Herbert Meyer. Constitution and by-laws: Prans Belec, chairman, and Plossie

The chapter passed a resolution confidence in the Civil Service LEADER.

Brooklyn State Hospital

MARY BUSSING and Barbara Sweet, acting proxies for Impress and Arnold Moses, attended the Metropolitan Conference meeting. Also present were Mollie Streisand, chapter secretary, and Bill Farrell.

Congratulations to: Mr. and Mrs. John McCarry, grandparents of a baby boy; Mrs. Neille Mc-Carry on becoming a great-grandmother.

Recent houswarmings at estates of James O'Neill of the powerhouse and Dr. Norman Bunsdorf, consulting surgeon, found employees having a wonderful

are off the sick list and back at their desks.

Tommy Wallon, clerk, showed up with a stiff neck the other day, and rumor has it that the picture tube in his TV set was crooked.

Stig Lofman, recently appointed as claims examiner in LO 1 much St.

Bridget Barrington, Martha Gar-vey, Samuel Ross, Peter Hornber-

Best of luck to Mrs. Lily Ketchens, who will be operated on shortly. Welcome back to Mrs-Rhea Coffey from sick leave.

Best wishes to the following employees who have resigned recent-John Leonard, Ida J. Terrence McHugh, John Ceraso, Eugene Phillips, Kathleen Barrett, DeStefano and Helen O'Donnell

Welcome to the following new employees: Curtis Neale, Margaret Lauricella, John Schuler and James Dart.

Deepest sympathies to the family of Pauline DeSantis Europac, graduate of Brooklyn State Hospital School of Nursing, who pass away recently, and to Mr and Mrs. Bill Wolf on the loss of her mother.

Fine REAL ESTATE buys. See