

# Powers Re-elected President; CSEA Seeks 20 P. C. Raise And Maximum 40-Hour Week

## Lamb Is New 5th Vice President; Harry Fox Leads in Vote

ALBANY, Oct. 17 — John F. Powers, of New York City, has been elected to his third term as president of the Civil Service Employees Association.

He thus becomes the first CSEA head to serve a two-year term.

Mr. Powers gathered a total of 7,991 votes to the 6,407 of his opponent, Raymond G. Castle, of Syracuse.

Shortly after his installation as president, Mr. Powers issued the following statement to *The LEADER*:

"Upon reassuming the office president, I do so with a feeling of humility. I am grateful to the members who supported me and I pay tribute to my opponent for the forthright and honorable way in which he conducted his campaign.

"The problems before our Association are not easy to solve. To carry out the mandates of our delegates, we will need a strong organization; we will need the high morale which only unity can give, and we will need the best  
(Continued on Page 14)

## Pay Resolution Asks Fund to Correct Inequities, State-Paid Medical-Surgical-Hospital Insurance

ALBANY, Oct. 17 — The Civil Service Employees Association will seek a 20 percent across-the-board increase in base salaries, and a mandatory maximum five-day, 40-hour work week, for all State employees.

The salary resolution was first in state-wide importance, as well as first in the order of business, at the Association's 45th annual meeting here last week.

Heart of the matter is the phrase "base salaries." If the State Legislature and the Admin-

istration put into force the CSEA request, those employees now working a 40-hour week or less would receive 20 percent more pay than at present; those working 44 hours would get 10 percent more in their pay envelopes, and a 40-hour week; and those working 48 hours would enjoy a 40-hour week at the same salary they now get for 48 hours.

### Text of Salary Bid

The text of the salary resolution:

"Resolved, that the Association

seek administrative and legislative approval of an appropriation of sufficient funds to provide the following benefits:

"1. A 20 percent across-the-board increase in base salaries for all State employees;

"2. Establishment of a fund sufficient to provide for correction of inequities which continue to exist and those which may become apparent as a result of future developments;

"3. An increase in the State's  
(Continued on Page 14)



Officers of the Civil Service Employees Association, after their installation last week for two-year terms. From left, Joseph F. Feily, 1st vice

president; Harry G. Fox, treasurer; Vernon A. Tapper, 4th vice president; John F. Powers, president; William J. Connally, 3rd vice president;

Charlotte M. Clapper, secretary; Robert L. Soper, 2nd vice president, and Charles E. Lamb, 5th vice president.

# Prison Officers Vote Program; Seek Pension Gain

BEDFORD HILLS, Oct. 17 — The Prison Officers Conference of New York, whose members work in State, county and city penal institutions, will press for enactment of a 20 and 25-year pension system for prison aides at the next legislative session.

Harry Dillon of Auburn State Prison and Nathan Smith of the NYC Corrections Officers Benevolent Association are chairmen of the pension committee.

## More Than 100 Attend

More than 100 representatives from every section of the State convened here for the ninth annual meeting.

"The fight to build membership has just begun," said the retiring president, James Nugent, of Staten Island. "Only through unity can we accomplish our legislative aims." The conference had 2,014 members, out of a potential of 6,000.

## Peoples Elected

John Peoples of Plattsburgh was elected president for the coming year. Vice presidents are Robert Lee, Alden; Nellie Larner,

Mt. Kisco; Jame Folts, Woodburne and Cornelius Rush, Stormville. Secretaries are Gerald Farley, St. Albans; William Warfield, South Ozone Park; Mary Garigliano, Bedford Hills and Frank Wolf, Brooklyn. Maxwell Virgil of Astoria was named treasurer.

Legislative representatives; Harry Dillon, Charles Lamb, James Nugent, Alex Schachner and Nathan Smith.

## NYC Correction Officers Backed

The legislative committee consists of Robert Bliss, Elmhurst; Daniel Brooks, Bronx; Sam Connors, Rochester; Joe DeCaterina, Newburgh; Aaron Feltsstein, Bay Ridge; William Gansert Elmira; Tom Gilleran, Ossining; Olga Kelly, Syracuse; Anna Kinnear, Albion; Patrick McCawley Ossining; Michael McLoughlin, Auburn; Gerald Noonan, Poughkeepsie; Wesley O'Brien, Kingston; Tom Orchard, Long Island City; Jane Percheski Richmond; William Pritchard, Kings; Rose Spobler, Sloatsburg; Irving Weiner, Williamsburg and Arthur Williams, West Coxsackie.

## Nugent Lauded

New officers will be installed at the meeting in Albany in January.

Co-chairmen of the 40-hour week equal pay program are Jim Folts and Irving Weiner.

The conference voted to back NYC's correction officers in their request for retroactive back pay.

James Nugent was given a standing ovation for his excellent stewardship of the conference in his two years as president. "I will continue to serve you whenever called upon," he said.

# Fire Inspection Course Is Given

BUFFALO, Oct. 18—An intensive 60-hour course in fire inspection winds up on Saturday, October 22. It is being given by the Bureau of Fire Mobilization and Control, State Division of Safety. Michael H. Prendergast is Division Director.

Members of the Bureau staff and of the fire service are instructors, including three county fire instructors — Frederick Diets of Poughkeepsie, William McGee of Buffalo, and John Sedor of Binghamton. Other faculty members are Wesley Farrington, Deputy Commissioner of Public Safety, White Plains, and William Maywalt, captain, Auburn Fire Department.

## Comments Invited

"We solicit comments," said Director Prendergast. "The course will be revised to reflect the best thinking of the fire service, and will be made available to counties for the training of fire inspectors. In the Division of Safety we have a great deal of respect for the abilities of our county fire instructors."

## VA HONORS JUDEM

For outstanding work as chairman of the rating board, adjudication division of the New York Regional Office of the Veterans Administration, Bertram Judem received a \$260 award and a certificate of appreciation.



Jacob Tick (seated), Comptroller of Erie County, and newly installed officers of Erie County Home and Infirmary unit, Civil Service Employees Association. Mrs. Jennie Cuger, seated at left, is 2nd vice president, and Mrs. Esther Husson, president. Standing, Nicholas Ginanelli, orator; Mrs. Helen Schindlebeck, recording secretary; John Husson, treasurer; Mrs. Linda Yroman, financial secretary; Mrs. Evelyn Molinaro, 1st vice president, and Jack M. Kurtzman, CSEA field representative.

# Fast Hiring of Accountants Planned by U.S.

An exam for filling U.S. jobs as accountant and auditor will be held on Saturday, November 19, for those who apply not later than Tuesday, November 1.

Apply to the U.S. Civil Service Commission, 641 Washington St., New York 14, N.Y.

Early hiring is expected.

Those who apply after November 1 will be called to later written tests.

Jobs will be filled at \$3,670 to start.

Completion of a four-year college course, with 24 hours in accounting, or technical experience equivalent to a four-year college course, entitles any one to take the test who is a U.S. citizen. There are no age limits.

Possession of a certificate as a public accountant also entitles one to compete.

## Attractiveness Stressed

The eligible roster will be used for filling jobs as accountant, auditor, and Internal Revenue agent, all over the United States, including the Metropolitan District, but not the Internal Revenue Service in the Metropolitan District, which has a sizeable eligible list.

After six months' satisfactory training, promotion to \$4,250 follows. After 18 months, advancement to \$5,440 is possible, after which one becomes eligible for promotion to \$6,390.

"At present, promotional opportunities are excellent," says the U.S. Civil Service Commission.

Appointees may go in for general, cost, or tax accounting, or auditing.

"The nature of government activities is such," reads the official announcement, "that there will never be a shortage of stimulating problems to be solved."

## THADDEUS PODOSEK NAMED ONEIDA COUNTY TREASURER

ALBANY, Oct. 17 — Governor Harriman has appointed Thaddeus M. Podosek, of New York Mills, as Oneida County Treasurer. Mr. Podosek succeeds Stanley L. Evans, of Utica, who resigned.

# Standards Cut So Engineering Jobs Can Be Filled

How is the Brooklyn Borough President's Office carrying on its work despite a grievous shortage of junior civil engineers?

"We're hiring persons who are not true engineers, those with two years of college, and making do," said Borough President John Cashmore at a recent NYC Board of Estimate meeting.

## Jewish State Aide Group Meets Oct. 26

The Association of Jewish State Employees will meet October 26 at 5:15 P.M. in Hearing Rooms 1 and 2 in the State Office Building, 80 Centre Street, NYC.

Plans will be made at that time for the 4th annual Chanukah dinner-dance, for which Ben Kramer, Edna Carlin and Samuel Reader will be co-chairmen.

Morris Gimpelson, of the Motor Vehicle Bureau, association president, announced that all Jewish State employees wishing to join the group may receive information by contacting him at Room 274 in the State Office Building.

## SOCIAL SECURITY AIDE GETS \$230 MERIT AWARD

Warren C. Wolf of the Social Security Administration has received a \$230 cash award for a suggestion improving efficiency and economy of agency operations.

Other awards: \$150 to Edna L. Tamaroff; \$100 to Bernard J. Maguire, \$80 to Edna A. Bennett; \$40 to Sarah G. Greenberg; \$30 to Morton A. Lebow; \$25 to Irving Feiner, Harriet B. Green and James G. Brawley; \$15 to Anthony T. Perrotti, Winifred Lemkau, Max Stamler and James Cassano; \$10 to Arthur Goldsmith and Diana S. Mandell.

## Exam Study Books

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

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

# Electricians, Boatbuilders, Riggers Sought

The U.S. needs boatbuilders, electricians (power plant), riggers, and sandblasters.

The jobs pay \$15.28 to \$17.84 a day, for a five-day, 40-hour week, or up to \$89.20 a week.

Requirements: a four-year apprenticeship in the trade, or four years of equivalent experience.

For electrician, training or experience will be accepted on a year-for-year basis, for up to three years.

Sandblasters must have at least six months' experience in the operation or maintenance of fixed and portable sand-blast or abrasive-blast equipment in the cleaning of metal parts.

In addition, all candidates may have to pass a practical test.

Apply to the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N.Y., or the U. S. Civil Service Commission, 641 Washington Street, New York 14, N.Y., until further notice.

The exam is No. 2-1-12 (55). Mention title and serial number when applying.

## FAST HIRING OFFERED TO ARCHITECT, ENGINEER

The NYC Department of Health offers immediate hiring in these \$35,450 jobs:

Assistant architect; bachelor's degree in architecture and three years' experience required.

Assistant mechanical engineer; B.A. degree and three years' mechanical engineering experience required.

Apply to the department's bureau of personnel and budget, 125 Worth Street, Room 344, NYC.

## S. J. MAUHS APPOINTED TO STATE SCHOOL COUNCIL

Governor Harriman has announced the appointment of Sharon J. Mauhs, of Cobleskill, as a member of the Council of the State University Institute of Agriculture and Home Economics at Cobleskill.

Mr. Mauhs succeeds David Enders whose term expired July 1. Members of the council serve nine year non-salaried terms.

# Senior Clerk Exam in State Closes Oct. 21

Applications will be received by the State Civil Service Department until Friday, October 21, from qualified State employees, in an exam for promotion to senior clerk. The written test will be held on Saturday, November 19.

The pay ranges from \$2,870 to \$3,700, five \$166 annual increments accounting for the increase.

The application fee is \$2.

Candidates who are permanent employees of State departments or institutions permanently appointed to competitive positions on or before August 19, 1955, and if in titles that are eligible, may compete.

## New York Postman Gets Chief's Plaudit

Michael Rubin, foreman in the foreign section of the New York Post Office, received an honorary recognition certificate from Postmaster Robert H. Schaffer for a suggestion.

Mr. Rubin recommended that certain headings in the department's international steamer schedules be printed more legibly.

Mr. Rubin's suggestion also brought forth congratulations from Postmaster General Arthur E. Summerfield.

## CIVIL SERVICE LEADER

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Raymond G. Castle, defeated candidate for CSEA president, congratulates John F. Powers on his re-election to the Association's top office.

## Association Has 5 New Chapters

ALBANY, Oct. 17 — There are five new chapters in the Civil Service Employees Association. The directors charter committee, Charles J. Hall, chairman, reported that new units are: Syracuse Division Thruway Authority Employees; Western Division Thruway Authority Employees; Taconic State Park Commission; New York State Thruway, Albany Division, and Lewis County.

Other committee members: Eve Armstrong, Solomon Bendet, Peter H. Hilton, Joseph McKenzie and Chester Nodine.

## Annual Wage Is Sought for PW Per Diems

ALBANY, Oct. 17—State Public Works employees will press for an annual wage for all per diem workers of the department, at no reduction in present pay, and 11 paid holidays a year.

A resolution to this effect was voted last week by Public Works delegates to the 45th annual meeting of the Civil Service Employees Association.

The objective is to achieve uniform rate of pay throughout the department, and to provide paid holidays for per diems. At present, time off on holidays is deducted from annual leave.

Rejected was a motion to seek a minimum of \$1.50 an hour, based on a 2,000-hour year, for the department's laborers.

Charles J. Hall, Public Works representative on the CSEA Board of Directors, presided at the session, at which Warren Welch, the department's personnel director, Frank Tucker, head account clerk of the Albany office, and William Greenauer, head account clerk, Babylon, answered delegates' questions.

## 'Real Progress' Reported In CSEA Bid for Higher Subsistence-Mileage Rates

ALBANY, Oct. 17 — The special committee on subsistence and mileage has "made progress" toward an adjustment in such allowances to State employees, Roy McKay, chairman, told delegates to the 45th annual meeting of the Civil Service Employees Association.

"I feel justified in expressing some confidence that adjustment may be made in the near future," he said.

Mr. McKay and committee members—Robert J. Merklinger, Michael Murphy, Maurice G. Osborne and William R. Roberson—submitted the following report on background of the current negotiations with the State Administration:

The CSEA special committee on subsistence and mileage rates has been active during the past year in an effort to secure an increase in the present allowance of 11 a day for traveling expenses, and 8 cents a mile for personally owned automobiles operated on State business. In the middle of July, we addressed a letter to Comptroller Arthur Levitt in which we stated that we felt that the present allowances were inadequate and asked for an opportunity to meet with him or his designated representatives to discuss the matter further. At that time he advised us that his department had had the matter under advice and had discussed it with the Director of the Budget, as well as having provided the Office of the Budget with a memorandum looking toward modification of existing schedules.

During this time, the committee had been compiling data in preparation of conferences that we hoped might be held with the State Administration to discuss the problem. We also enlisted the aid of the Association's research staff to assist us in reviewing information and analysis of the data that we had. This research report was presented to your chairman on August 26, and much of this data was included in a lengthy letter addressed to Comptroller Levitt on September 13.

In response to our submission of extensive factual material, we received acknowledgment of our letter from the Deputy Comptroller on September 19.

Then on September 28 when the Comptroller returned to State duty, he wrote Mr. Powers again acknowledging the letter of September 13, and stated, in part:

"The facts set forth in your letter are revealing and most persuasive. I share your view as to the importance of the problem, and agree completely that a conference would be helpful. I suggest that you phone me for the purpose of arranging an agreeable date."

At the time of writing this report, this conference had not taken place. It is presently my intention to bring you up-to-date verbally in the event that there is further progress to report. (No supplemental report was given — Editor.)

It is my feeling that it is imperative that the State make adequate adjustment for subsistence and mileage allowances because the present ones are insufficient. It is also my feeling that this committee has made progress toward securing an adjustment, and in light of the Comptroller's letter of September 28, feel justified in expressing some confidence that adjustment may be made in the near future.

I would like to express my thanks for the cooperation of the other members of this committee, as well as the staff of the Association.

## Name of R. L. Munroe To Be Inscribed on CSEA Memorial

ALBANY, Oct. 17 — The name of Raymond L. Munroe will be inscribed on the Memorial Plaque of the Civil Service Employees Association, with appropriate ceremonies, in the near future.

Delegates to the CSEA Annual meeting last week approved the recommendation by the special memorial plaque committee that this be done.

## Association President Sums Up CSEA Year

ALBANY, OCT. 17—Following is the report of John F. Powers, president of the Civil Service Employees Association, on CSEA activities during the year October, 1954 to October, 1955.

The year which just ended for the Association on September 30 has been a year of marked changes within our organization. We have not only had changes which affected our internal structure, but also the advent of a new administration has brought with it some new problems of adjustment.

### Dues Increase

The dues increase which occurred by a special vote of the delegates at a meeting in July of 1955 was the change of greatest internal importance to the Association. As president I had urged that the dues be increased to \$10, and added my efforts to achieve that end. I had urged the increase to that figure because I felt that the expanding program of the Association needed at the very least, a doubling of our dues. However, the delegates at a special meeting on July 29, voted to increase the dues for one year to \$7.50. It is my hope that when this problem arises once again, that the wisdom of a further increase in dues to meet the needs of our growing organization will be seen.

### Forty-hour Week

A persistent problem which has been facing our Association for some years has been the 40-hour week. The Association has always maintained that this work week be the maximum established for all

public employees and has constantly called upon the governmental officers to obey its own laws and meet the standards of work which they have set for industrial workers.

However, as we all know, the problem is relatively easy of solution in all areas except that of institutional workers. Here the problem is clouded by the twin problem of insufficient personnel and administrative costs. Also, among our own members, we find strongly divided feelings as to how the ideal of a 40-hour work week for institutional employees can best be effected. These strong feelings which our members entertain have made a clear and understandable program for our Association to formulate. I sincerely hope that our delegates at this meeting will successfully resolve this problem and present your officers with a mandate which can be clearly interpreted so that your organization can lend its strength to achieve this much needed goal.

### Legislation

Our legislative program met with singular success in that we achieved a marked victory for the county services. As a result of the last session, a law went into effect which has closed public offices in every county on Saturday. These offices are closed the year-round instead of in the summer only. On another front, we succeeded in getting a bill affecting the State employees so that they may be paid at the end of every two weeks rather than twice a month. This bill will be effective on April 1, 1956. It was a bill which we have been trying to have passed for a long time. This was a legislative victory of great importance for the Association.

Not only on the merits of the law which was enacted, but also because it represents the persistent efforts of the Association, was the passage of the bill which granted the right of a hearing and representation by counsel for all competitive class employees against whom disciplinary action has been taken. The bill also directed the Civil Service Commission to reinstate those employees who were found innocent by the Commission on appeal from a dismissal. For many years our Association has been struggling to pass the bill. It has had persistent opposition from many quarters. Its efforts were rewarded this year when the bill became law in April. The Association also won a long legislative fight of over ten years when the bill to grant unemployment insurance to State employees on the same basis as employees in private industry was passed and became law.

The issuance of the Executive Order by Governor Harriman on

(Continued on Page 16)

## Health Aides Debate 40-Hour Week, Pay For Hazardous Work

ALBANY, Oct. 17—Ramifications of the 40-hour week for institutional employees, with no loss in present take-home pay, occupied much of the meeting of State Health Department delegates to the CSEA annual meeting.

Hazardous pay for TBS Service workers who do not get the extra compensation, for those who work in the Division of Laboratories and Research, and for those in the new areas of isotope treatment, was also discussed.

Delegates urged a 37½-hour week for office employees in the department's institutions, and the vesting of retirement rights.

John Coffey presided. He, Charlotte M. Clapper and Emmett J. Durr answered questions from the floor.

## Expert Terms Local Pension Plans Best

ALBANY, Oct. 17 — Social Security is no substitute for sound local retirement systems, John E. Coyne, vice chairman of the National Conference on Public Employee Retirement Systems, stated here.

Mr. Coyne, principal speaker at the final dinner of the 45th annual meeting of the Civil Service Employees Association, declared that Social Security can not always be adopted to meet the greatly varied retirement problems which occur in different localities throughout the country.

While integration of Social Security with local retirement systems is sometimes desirable, it is obvious that the local systems must be made even stronger than they are now to provide equitable and just retirement plans for all public employees, Mr. Coyne said. He is a former president of the Massachusetts Employees Association.

Mr. Coyne's address embraced many aspects of both types of pension plans.

The dinner, held October 11, was presided over by Joseph D. Lochner, CSEA executive secretary. As toastmaster, Mr. Lochner appeared in top form and roused his audience to laughter many times during the evening.

On the dais during the dinner



JOHN E. COYNE  
Expert on public employee retirement systems and guest speaker at CSEA meeting.



JOSEPH D. LOCHNER  
CSEA executive secretary who demonstrated his expertness at the task of toastmastering.

O'Hagan. Edward D. Meacham, and J. Earl Kelly, both of the State Civil Service Department, were introduced from the audience.

Miss O'Hagan read the election results at the dinner on behalf of the Association's Board of Councillors. She stood in place of Mrs. Mildred O. Meskil, board chairman, who was committed to a previous speaking engagement.

# Grade 3 Clerk Pay Is Called Far Too Low

Grade 3 clerks in the NYC Board of Education are being offered totally inadequate salaries under the Career and Salary Plan, says the Association of Administrative Employees. Objections to the clerical reclassification will be voiced by James F. Gaffney, legislative representative, before the State Civil Service Commission, which had before it, for decision, a resolution passed by NYC.

The grade 3 clerks in City service, too, are not sufficiently rewarded, Mr. Gaffney said. The Board of Education is not a City department, but voluntarily agreed to be bound by the Career and Salary Plan.

"In every department," said Mr. Gaffney, "job assignments can be cited to illustrate the responsibilities carried by the 3rd grade clerk. These employees have long years of service, 25 to 40 years, and have been at the maximum of their grade for many

years. They have assumed additional duties and responsibilities that should be rewarded.

"Our records reveal that there are 250 3rd grade employees in the service of the Board of Education, 30 whom have from 35 to 40 years of service, and 51 of whom have from 35 to 34 years of service. The remaining 169 have from three to 24 years of service.

"Grade 3, a senior clerk, has a lower entrance minimum than at present, and a pitifully small maximum increment. There is a three-year longevity wait before the last increment of \$180 is reached. The Salary and Career Plan calls for a minimum of \$3,-

500. For the present grade 3 employee. This is \$56 less a year than what they now receive upon entering the grade.

"The new plan should provide pay commensurate with satisfactory service over a long period of years, and grade 3 should be placed in salary scale 9, as recommended by the Board of Education, \$4,250 to \$5,330, instead of grade 6, \$3,500 to \$4,580. As the result of downgrading, employees were disqualified from the 40 percent of the raise, retroactive to July 1, 1954, enjoyed by others in the higher brackets.

"Under the new proposals, it would take eight long years to reach the top of the grade."



Photo by Al Musson

Brigadier General Howard W. Glattly swears in Edward L. T. Lyon as the first commissioned male nurse in the Army Nurse Corps. Lieutenant Lyon, a graduate of Kings Park State Hospital School of Nursing, was head nurse at the institution for two years. His mother, Mrs. Barbara Lyon; Mrs. Sophie Dutton of the School of Nursing; Mrs. Marie Flynn, president of the hospital's Nurses Alumni Association, and Ivan Mandigo, president of Kings Park chapter, Civil Service Employees Association, attended the ceremony.

## H. J. Connors Named Head Of Tax Bureau

ALBANY, Oct. 17—Harold J. Connors is proof the State career service pays off.

Mr. Connors joined the Corporation Tax Bureau in the State Tax Department 31 years ago as a clerk. On Oct. 16, he was named director of the bureau at \$11,620 a year. He is now only 49 years of age, which means he began his State career at 18.

A native of Watervliet, Mr. Connors now lives in Albany. He is married to the former Mabel Dugan. The rest of the Connors' family includes John, David, Anne, Marth and Mark.

In the shift, Arthur M. Gundlach, who was named director during the Dewey Administration, returns to his former post as senior tax administrative supervisor at \$9,340.

Mr. Connors is a graduate of LaSalle Institute of Troy and of the Troy Business College.

### KAVANAUGH RESIGNS POST

James V. Kavanaugh has resigned as chairman of the CSEA resolutions committee. Delegates gave him a rising ovation for his many years of service on behalf of CSEA.

### SIX CHANGES IN PAINTER TEST

Six changes have been made in the tentative key answers to the written test for NYC jobs as painter. The changes: Item 6, both A and C considered correct; 22, C and B; 32, B and A; 38, C and B; 67, B and C; 80, C and A.

Nine hundred took the test April 2. The Department of Personnel received 97 letters of protest against a total of 47 tentative answers.

## Apply Now for 700 Jobs at School Streets

Friday, November 18 will be the last day to apply for NYC jobs as school crossing guard, 1.50 an hour. Application forms are obtainable at residence precinct station houses.

Candidates must be grammar school graduates, U. S. citizens and NYC residents, between 25 and 50 years of age. Minimum height requirement for women, 5 feet 2 inches, for men, 5 feet 5 inches. Weight must be proportionate to height. Good hearing and 20/30 vision, glasses permitted, are required.

School crossing guards direct traffic at crossing while children are going to and from school. The work is part-time five days a week throughout the school term. Hours are about one hour in the morning, two at noon time and one in the afternoon.

A four-day training course is given by the Police Academy to those who pass the written test and oral interview, and medical exam.

### Social Security Employees Rewarded

Cash awards amounting to \$785 were presented to 15 employees of the Social Security Administration for suggestions on improving the efficiency and economy of operations, Joseph B. O'Connor, Regional Director of the U. S. Department of Health, Education and Welfare, announced.

The awards to employees in district offices in New York and New Jersey: Edna L. Tamaroff, \$150; Anthony T. Perrotti, \$15; Winifred Lemkau, \$15; Max Stamler, \$15; Arthur Goldsmith, \$10; Sara G. Greenberg, \$40; Irving Feiner, \$25; Diana S. Mandell, \$10; Harriet B. Green, \$25; Warren C. Wolf, \$230; James G. Brawley, \$25; Edna A. Bennett, \$80; James Cassano, \$15; Bernard J. Maguire, \$100; and Morton A. Lebow, \$30.

PHOTO by Con Edison



**Pigskin Time.** Crisp football days are here—and freezing winter weather isn't far behind. Now's the time to switch to automatic gas heat. Now especially—because with Con Edison's new reduced gas house-heating rates it costs no more to heat your home with gas than with ordinary fuels. Find out how easy it is to convert to gas heat. For a free survey phone Con Edison: LE 2-0100.

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SEE PAGE 11

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

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# After Business Comes —



At the dinner marking the close of the 45th annual meeting, Civil Service Employees Association. Front and center is Donald Buchanan, Woodbourne, and to his left: Dorothy Durham and Laura Lyman, Orleans County; Anna Kinnear, Albion. To the left of cigar-toting Jack Solod, Woodbourne, are Tom Pritchard and Irene Lavery, Mt. Morris; Mildred Westbury, Livingston County; Rupert Raymer, Ontario County, and Lloyd Weir, Geneva.



Correction aides Charles E. Lamb (left), Sing Sing, and Joseph F. Grable, Napanoch chapter president, flank Onondaga chapter's delegation to the CSEA annual meeting. To the left of CSEA's new 5th vice president are Anne P. Osterdale, Arthur S. Darrow, John J. Backman, Norma Scott and Laura G. Gurniak. Norma is co-chairman of the state-wide membership committee.



Around this table, clockwise from left, George W. Cooper, Edwin J. Roeder and John S. Wyld, Commerce chapter; Mrs. Jennie Allen Shields, Manhattan State Hospital, and Mrs. Helen Peterson, Gerard Campion and Arthur Heidenrich, Creedmoor State Hospital.

## New Attendance Proposals Expected 'In Month or Two'

ALBANY, Oct. 17—A draft of proposed changes in the Attendance Rules for State employees is expected to be presented to the Civil Service Employees Association "within the next month or two."

William J. Murray, administrative director of the State Civil Service Department, informed CSEA that the revisions, it is hoped, will solve many of the chronic problems involved.

CSEA proposals, which have been transmitted to the Civil Service Commission, were embodied

in the report of the CSEA special attendance rules committee to delegates at last week's annual meeting. Margaret M. Fenk is committee chairman, assisted by John P. Coffey, Joseph Dell, Jeanette M. Pinn, Henry E. Lewis, Florence Quackenbush, Kathryn Randolph, Howard Ross, Fred J. Walters and Kenneth E. Ward.

The committee's report: As result of consideration by the special attendance rules committee, the following amendments to the present Attendance Rules governing State employees were approved and submitted to the

### ELEANOR RIBLEY RESIGNS FROM STATE POST NOV. 1

ROCHESTER, Oct. 17—Eleanor Ribley, who for seven years has been counselor for vocational rehabilitation services, State Commission for the Blind, is leaving State service on November 1.

She is second vice president of Rochester chapter, Civil Service Employees Association.

CSEA Board of Directors for transmittal to the State Civil Service Commission:

1. Remove from Article IX of Attendance Rules for institutional employees the requirement that death be imminent insofar as leave with pay for sickness or death in immediate family is concerned. Employees generally feel

(Continued on Page 10)

## CSEA Legislative Unit Set for Action

ALBANY, Oct. 17 — The basis for action by the legislative committee, Civil Service Employees Association, was laid last week by delegates to the 45th annual meeting here. The 67 resolutions voted by the assembled delegates will be put in appropriate form for submission to the State Legislature in January.

Jesse B. McFarland, chairman, and his committee reviewed some of this year's more important legislative accomplishments, in their report to delegates—extension to all competitive class employees the right to hearing and counsel before dismissal; a five-day week for the counties and subdivisions; extension of unemployment insurance to all State employees on the same basis as to employees in private industry; incorporation of the supplemental pension legislation into the permanent provisions of the Law and the approval of pay every two weeks for State employees.

"Preparation for the 1956 session of the Legislature," Mr. McFarland said, "can only begin after the conclusion of the annual

meeting, since it is at this meeting that the delegates will approve the resolutions which will become our 1956 legislative program."

Committee members, in addition to Mr. McFarland, are: William Connally, James F. Evans, Joseph F. Peily, Louis Garrison, Anthony Giordano, Fred J. Kruman, Charles E. Lamb, Samuel Miller, William Miller, Grace Nulty Robert L. Soper, Vernon A. Tapper, Kenneth Valentine, Frank E. Wallace, Ella Weikert and Gertrude White.

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### The Percentage of Failures in Popular Examinations Is Extremely High! . . .

FOR EXAMPLE: In the last exam for PATROLMAN, 14,710 participated in the written test; ONLY 2449 NAMES FINALLY APPEARED ON THE ELIGIBLE LIST.

AND, in the last examination for POLICEWOMAN, 934 took the test but only 114 ATTAINED A PLACE ON THE ELIGIBLE LIST.

. . . But Over 80% of All Those on Each List Were Delahanty Students!

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Official Written Exams Are Scheduled for January

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STATIONARY ENGINEER  
OPENING CLASS TUES., NOV. 1 at 7:30 P.M.

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• MODERATE FEES PAYABLE IN INSTALLMENTS

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TUESDAY, OCTOBER 18, 1955

## Much Weight Behind Move For Force of Educated Cops

The question whether or not educational standards should be required of competitors in exams for appointment as patrolman in the NYC Police Department has been decided by the Civil Service Commission and the Personnel Department. The answer is yes.

Police Commissioner Stephen P. Kennedy, in a speech to the International Association of Chiefs of Police, broadly hinted that the day is passed when men with no formal education should be accepted as candidates. In a plea for raising police work to that of a profession, he hinted that educational requirements should be imposed, comparable to those that obtain in exams in other professional fields. Not a requirement of a college degree, of course, but at least an educational standard equivalent to that required of a nurse.

The subject gains importance by the fact that NYC is to open a patrolman (P.D.) exam on November 3.

The LEADER asked some patrolmen on the beat what they thought of the idea of educational standards, for instance, at least a high school diploma. Most of them, as expected, did not like the idea. They said that what it takes to make a man a good cop is common sense, and they did not know of any school or college that could provide anybody with that. Others pointed out that the Police Department abounds with able men, 500 with college degrees, 18,500 without, and that the difference in a policeman's value to the force and the community did not depend on the extent of his education at all.

### Mayor Is Behind It, Too

Nevertheless, the idea of a force consisting of educated cops is gaining. The City is spending \$4,458,000 on a new building for the Police Academy, so that present and future policemen may be trained in psychology, the humanities, and kindred lofty subjects. The Academy is now affiliated with the Baruch School of Business and Public Administration, City College. The aim is to develop a corps of truly professional policemen.

Mayor Robert F. Wagner himself has expressed the hope that the Police Academy would become the West Point of Police Department.

The movement to create a force of educated cops is real, it has high official backing, there is money behind it, and the only element that could possibly stop it would be the line organizations. As yet, they have not taken any position. Privately, members say that if the City can not get recruits in a sufficient number and quality with no educational requirements, how can it get more recruits by imposing educational requirements?

## NYC Dragging Its Feet On Provisionals' Raise

NYC is not moving as fast as it should, in fact there are alarming indications of some opposition among officials, regarding the granting of the same retroactive pay benefits to provisionals as were given to regular employees.

Employees at the minimum of a grade, if the minimum was raised, generally get 40 percent of the raise retroactive to July 1, 1954, if they worked the full fiscal year that followed, and get the full raise effective July 1, 1955. Provisionals seek a public hearing.

A public hearing could expose the City to an ugly light. That would be unfortunate, but warranted, if it is the only way that the attempt to obtain justice for the provisionals can succeed.

## LETTERS TO THE EDITOR

### SENIOR CLAIMS EXAMINER PAY TANGLE ROILS WIFE

Editor, The LEADER.

Senior unemployment insurance claims examiners in the State Employment Service received a raise as of April 1, 1954. All examiners who had been appointed prior to that date did not get a raise, not even those who got only a temporary promotion. In other words, both groups were penalized for getting a higher mark on the exam. It doesn't pay to be smart in civil service. The examiners who placed highest on the list will lose \$1,380 in pay.

There are just a handful of those bewildered examiners. At first they appealed to the Assembly to amend the law that blocked their raise, but the bill was defeated. Then they wrote letters, and met after work in an effort to get some intelligent official to comprehend a problem that any person working for private industry would understand after one recital. No results!

Now after a year and a half they have engaged a lawyer to try to get for them a raise that should have been theirs right from the start.

IRATE WIFE

### PUBLIC EMPLOYEES AND POLITICAL FUNDS

Editor, The LEADER:

We employees of the State and its communities must comply with Section 26 of the Civil Service Law, entitled "Political Assessments Prohibited." Some employees inadvertently forget that the law exists, and thereby invite trouble for themselves. A violation is a misdemeanor.

DAVID D. ROGERS

President,  
Onondaga Chapter, CSEA,  
Syracuse, N.Y.

### 125 to Be Recognized For Their Long Service

One quarter of its 600 civilians will receive Air Force recognition for 10 or more years of government service, if including five years with the Air Force, the New York Air Procurement District announced today.

Personnel who have completed 20 or 30 years will receive Air Force certificates of service noting this fact. Lapel pins will be awarded to those who have completed 10 to 20 years.

### Finnick Retires

Charles J. Finnick, chief of the Long Island State Park Commission Police, retired September 30. He commanded the park police since its establishment in 1947, and had seen its roster grow from 54 to the present force of 140 permanent patrolmen and more than 100 temporary patrolmen during the summer months.

Previously, he had 2 years' service with the State Police.

Mr. Finnick received the Fisher Memorial Award for his service in organizing, equipping and training the L.I. force.

### STOCK TRANSFER UNIT MOVES TO PARK ROW

The stock transfer section of the State Department of Taxation and Finance has moved from 89 Center Street to 15 Park Row, NYC. The administrator in charge of the section is James J. Corrigan.

### COL. HART TO RETIRE

Colonel Vincent Favin Hart will retire December 1 as Assistant Attorney General of New York State. He has been a State aide for 25 years.

## TIME OFF

A candidate was called to an oral interview, the last hurdle in his quest for a public job.

"Define the difference," said an examiner, "between yesterday, today, and tomorrow."

"Tomorrow," answered the candidate, "is when you do what you should have done yesterday, while the day that you thought would never come, is today."

### Danny Kaye's Opportunity to Go Places

For his fine ork, and friend-making Asiatic tour for the United Nations Children's Fund, Danny Kaye, stage and movie star, is getting an honorary degree of Doctor of Humanities from the American International College, Springfield, Mass. As the new course in the NYC Police Academy will include the humanities as one of the principal subjects, Danny may at last qualify for a job as patrolman.

### Satiety

At another oral interview, an examiner asked a candidate for an accountant job where he had been on the night of April 4, 1952. The applicant surprisingly was able to tell him, because that was the night of the day he got married.

"But why do you have to ask candidates questions like that?" queried the candidate.

"The first requirement of an accountant," replied the examiner, "is that he should always be able to give a good account of himself."

"If you'd only told me sooner," the candidate retorted, "I would have brought the marriage certificate with me, or even my wife."

"Unnecessary," was the cold rejoinder. "We've seen many such certificates, and, besides, we have wives of our own."

### Here, There, and Who Knows Where

A competitor in a civil test was explaining to a friend who works in private industry how unfair the Civil Service Commission turned out to be.

"When I applied in an exam," the candidate related, "the Commission sent me sample questions and answers. I memorized every one. On the day of the written test, the Commission shot a hundred questions at me, but not one of the questions it promised to ask."

"I was job-audited this week," a NYC employee told his cousin.

"How did it turn out?"

"It takes three months before anybody can tell if the operation was a success."

"Suppose it fails?"

"Then I have to go to the finance company for help."

"And if it succeeds?"

"Then I start paying off my pension loan."

Gambling offers the possibility of something for nothing but the probability of nothing for something.

A man who would rather beg than a man, a less the man than the beggar, while a man who would rather work than beg is an extrovert.

A traveling salesman returned home from the road and complained to his wife he heard a man had taken her to a night club.

"Who is the guy?" he demanded. "Was it my friend Paul?"

"No," she replied.

"Was it my friend Herman?"

"No."

"Then it must have been my friend Bill."

"What makes you so sure?" she snapped. "Don't you think I have any friends of my own?"

## 350 ARE READY TO ORATE ON ANY SUBJECT YOU NAME, FROM LOW BLOW TO HIGH FREEDOM

More than 350 faculty members of State University of New York are available for speaking engagements before professional and civic groups of the State.

Speech topics—138 of them—range from "Academic Freedom" to "Wood." Among them are scientific treatises by professors of medicine, discussions of modern educational methods by teachers, and advice to amateur gardeners from experts at the College of Forestry.

Here are some examples of speech titles: "Looking Behind the News," "Let's Go to School," "The KO in Boxing," "How About Teen-Agers?," and "Are Cities Obsolete?"

### A Community Service

The Speakers Bureau was organized as a community service to help program chairmen find speakers, and to acquaint the public with the lecture service offered by the University's faculty.

Included in the list of speakers are faculty from the Teachers Colleges at Albany, Brockport, Buffalo, Cortland, Fredonia, Genesee New Paltz Oneonta, Oswego, Plattsburgh and Potsdam.

Also from Harpur College in Endicott, Medical Centers in New York City and Syracuse, College of Forestry in Syracuse, Maritime College at Fort Schuyler, and agricultural and technical institutes at Alfred, Canton, Cobleskill, Delhi, Farmingdale, and Morrisville.

A 96-page brochure entitled "A Service to Program Chairmen," may be obtained from the Speakers Bureau, State University of New York, Albany 1, N.Y.

# ELIGIBLE LISTS

## STATE Promotion

### COMPENSATION CLAIMS INVESTIGATOR

(From) State Insurance Fund Applied, 36. Qualified, 17.

1. Branley, Fannie NYC ..... 101250
2. Efron, Abe, NYC ..... 97750
3. Zimmelman, Bert, Bronx ..... 96750
4. Andrews, Estelle, Croton ..... 93900
5. Weissman, Clara, NYC ..... 91050
6. Oserin, Robert, Bronx ..... 90900
7. Shelton, Charles, Syracuse ..... 87950
8. Deasia, Edith, Flushing ..... 86000
9. Heller, Bertha, Kew Gardens ..... 84900
10. Tikhman, Rose, NYC ..... 84600
11. Marley, John P., Bklyn ..... 84400
12. Yampolsky, Ethel, Bklyn ..... 82050
13. Hryzak, Katherine, Rochester ..... 81950
14. Schwab, Blanche M., Bronx ..... 81900
15. Bianchi, Rosa L., Rochester ..... 81500
16. Beaudt, Shirley S., Bklyn ..... 80850
17. Jones, Ravenna H., Hollis ..... 80950

### COMPENSATION REVIEWING EXAMINER

Workmen's Compensation Board Applied, 56. Qualified, 13.

1. Smith, Clinton G., NYC ..... 89250
2. Carillo, Joseph E., Bronx ..... 88850
3. Murphy, Gerard, Gt. Hills ..... 88550
4. Loomis, Paul N., Staten Isl. .... 87950
5. Feldman, Jacob, Bklyn ..... 86150
6. Dottin, Harold S., Ozone Park ..... 85500
7. Brannigan, Joseph, Woodside ..... 84750
8. Schultz, Abraham, Bklyn ..... 84300
9. Starr, Isidore I., NYC ..... 83700
10. Topolsky, Laura, Bronx ..... 82350
11. Loughran, Thomas, Rosedale ..... 82050
12. Wason, Olga, Bklyn ..... 81700
13. Leight, Eleanor B., Bklyn ..... 81050

### UNEMPLOYMENT INSURANCE MANAGER

- Applied, 122. Qualified, 90.
1. Soltau, Walter M., Bronx ..... 101205
  2. Levy, Jack, Bayside ..... 100005
  3. Rubenstein, Philip, Bronx ..... 99750
  4. Kuzminsky, Isidore, Bklyn ..... 99315
  5. Stevens, Murray, N. Rochelle ..... 99050
  6. Eichenholz, M. H., Bronx ..... 98805
  7. Greene, Frank, Bklyn ..... 98715
  8. Slavin, Leo, Vally Strm ..... 98550
  9. Tannenberg, Samuel, Baywood ..... 97525
  10. Waxman, Alex, Flushing ..... 97385
  11. Bernstein, Ralph, Bayside ..... 97365
  12. Feuerstein, Henry, Bronx ..... 97115
  13. Klein, Alexander, Bronx ..... 97095
  14. Kroneberg, Samuel, LIC ..... 97050
  15. Mednick, Joseph, Hempstead ..... 97035
  16. Segal, George L., Ossining ..... 96915
  17. Sack, Louis A., Bklyn ..... 96700
  18. Naviello, Nicholas, E. White Pl. .... 96485
  19. Greenberg, Oscar F., Bklyn ..... 96385
  20. Klein, Joseph L., Corona ..... 96305
  21. Klein, Joseph I., Corona ..... 96305
  22. Solomon, Leonard, Kew Gardens ..... 96050
  23. Brokstein, Jacob, Bklyn ..... 95790
  24. Feintuch, Morris, Yonkers ..... 95550
  25. Gardner, Morris D., Rochdale ..... 94915
  26. Hessel, Joseph H., Peekskill ..... 94450
  27. Dreyfus, Sol, Bayside ..... 94400
  28. Rosen, Jacob, NYC ..... 94235
  29. Donnelly, Eugene, Southampton ..... 94250
  30. Soloway, Murray, NYC ..... 94235
  31. Block, Milton, Bklyn ..... 94115
  32. McGovern, Bernard, Bronx ..... 94050
  33. Schatz, Morris M., Poughkeepsie ..... 93700
  34. Schwartzberg, S., Albany ..... 93520
  35. Huxstein, George, Elmont ..... 93515
  36. Forman, Louis, Bayside ..... 93385
  37. Hersch, Samuel, NYC ..... 93035
  38. Meschino, John P., Glen Cove ..... 92900
  39. Lee, Hugh J., Rochester ..... 92885
  40. Torocok, John J., NYC ..... 92805
  41. Katz, Louis W., Bklyn ..... 92685
  42. Cutler, John R., St. Albans ..... 92450
  43. Kuzmark, Milton L., Pt. Wash. .... 92385
  44. Roid, George, Elmhurst ..... 92285
  45. Peleman, Alfred, Wantagh ..... 91955
  46. Dorler, Lawrence, Newfield ..... 91800
  47. Eagle, Vera C., NYC ..... 91885
  48. Miller, Anna H., Bklyn ..... 91805
  49. Davis, Paul K., Bklyn ..... 91850
  50. Weber, Gladys V., Bklyn ..... 91850
  51. Rabiner, Rosalyn, Bronx ..... 91585
  52. Wytka, George, Honesdale ..... 91550
  53. Coffey, Mary E., Utica ..... 91300
  54. Leary, John J., Saratoga Lk. .... 91315
  55. Abbott, Robert E., Carle Pl. .... 91115
  56. Rogos, Isidore, Flushing ..... 91185
  57. Wright, Stewart J., E. Rochestr. .... 91050
  58. Schulz, William J., Jackson Hgt. .... 90805
  59. Polack, Samuel, Elmont ..... 90785
  60. Singer, Eric, NYC ..... 90425
  61. Friedman, Barbara, Rezo Park ..... 90450
  62. Saltschutz, Norman, Middle Vlg. .... 90550
  63. Williams, Joshua, NYC ..... 90985
  64. Newman, Harry, Bklyn ..... 90185
  65. Diamond, Morris, Flushing ..... 90105
  66. King, Joseph M., Bklyn ..... 90085
  67. Harsin, Jane E., LIC ..... 89900
  68. Rosenzweig, M., Bayside ..... 89850
  69. Grabowicz, Henry, Bronx ..... 89705
  70. Goldwater, Israel, Kenmore ..... 89700
  71. Cowan, Leon, Laurelton ..... 89605
  72. Thomas, Augustus, Frankfort ..... 89485
  73. Shavin, Lusia, Bronx ..... 89265
  74. McGonack, Mary M., Syracuse ..... 89285
  75. Klichard, Louis Jr., Seaford ..... 89285
  76. Schuttsch, C. H., Bklyn ..... 89315
  77. Alvarez, Arthur E., Bronxville ..... 89215
  78. Vogel, Leonard, Flushing ..... 89015
  79. Chantelan, Charles, Queens Vlg. .... 88700
  80. Tinfelbaum, W. S., Ozone Park ..... 88315
  81. Brantstein, Edward, Bklyn ..... 87750
  82. Greenblatt, Irving, Bklyn ..... 87715
  83. Moskowitz, F. P., Bklyn ..... 87585
  84. Tamm, Sidney M., Albany ..... 87585
  85. Basile, Richard, Bklyn ..... 87515
  86. Sussnick, Morris L., Bklyn ..... 87015
  87. Kozan, John R., Binghamton ..... 86858
  88. Zaffee, Reuben A., Bronx ..... 86885
  89. Lacey, Sheridan, Buffalo ..... 86050
  90. Kahan, Earl, Bklyn ..... 86750
  91. Eisenst, Harry, Manhattan ..... 83915

## Attendant Exam

The last day to apply for NYC jobs as attendants (male) is Wednesday, October 26, at 96 Duane Street, two blocks north of City Hall, just west of Broadway. No experience is required. Pay starts at \$2,750 and rises to \$3,850 through annual increments.

## ED VOGEL TO BE HONORED

Ed Vogel Night will be celebrated with a card party and reception by the United Regular Democratic Organization of the Sixteenth Assembly District, Brooklyn, on Wednesday, October 19, at Hollywood Terrace. Herbert L. Wasserman is president of the organization.

## SENIOR UNEMPLOYMENT INSURANCE CLAIMS EXAMINER (Prom.)

Applied, 476. Qualified, 181.

1. Allen, Henrie M., Skaneatele ..... 102000
2. Beecher, Charles, Levittown ..... 100555
3. Perlman, Morris, Bklyn ..... 100255
4. McMahon, Charles C., LIC ..... 99950
5. Shulman, Jack, Bronx ..... 99350
6. Marshak, Sidney, Forest Hs. .... 99285
7. Obstgarten, I., Bklyn ..... 99000
8. Geller, Eva M., Troy ..... 98915
9. Sherman, Julius, Flushing ..... 98565
10. Foley, John J., Albany ..... 98015
11. Mahar, Joseph A., Kingston ..... 97715
12. Mitchell, Aaron, Hicksville ..... 97550
13. Levine, Samuel, Bklyn ..... 97450
14. Hurwitz, David, NYC ..... 97350
15. Colobini, Renato, W. Islip ..... 97215
16. Klavansky, Harry, Bronx ..... 97050
17. Sackman, Stanley, Bronx ..... 97000
18. Herman, Betty, Bklyn ..... 96984
19. Bergman, Hyman, Bklyn ..... 96900
20. Kintler, Lawrence, Bronx ..... 96715
21. Bobrow, Harold, Bklyn ..... 96425
22. Phillips, Harold F., Glen Oaks ..... 96385
23. Coonsa, Joseph J., Bklyn ..... 96250
24. Klonsky, Rata R., Jackson Hgt. .... 96185
25. Wilkofsky, B., Bklyn ..... 96000
26. Lerner, Samuel, Albany ..... 95915
27. Nelson, Hyman, NYC ..... 95885
28. Lurie, Herman, Kingston ..... 95885
29. Castaldi, John J., Wantagh ..... 95885
30. Egger, Sam N., Bronx ..... 95785
31. Cooper, Morton, Bklyn ..... 95750
32. Cohen, Bernard K., Bklyn ..... 95705
33. Schiner, Harold, LIC ..... 95285
34. Falson, Maurice F., Plattsburg ..... 95215
35. Donovan, Gertrude, Mt. Merce ..... 95215
36. Walsh, Joseph P., Baldwin ..... 95115
37. Stappa, Muriel, Levittown ..... 95015
38. Goren, Irving, Bklyn ..... 95015
39. Fehder, Max, Woodside ..... 94900
40. O'Brien, Christian, Mt. Vernon ..... 94885
41. Harris, Hal M., NYC ..... 94765
42. Harris, Hal M., NYC ..... 94765
43. Gabriel, John J., Hicksville ..... 94755
44. Kaplan, Arthur M., Bklyn ..... 94755
45. Gerstenzang, G., Bklyn ..... 94685
46. Galaszewski, Henry, LIC ..... 94585
47. Gallins, Jack, Bellmore ..... 94535
48. Jacobs, Murray, Bklyn ..... 94515
49. Aron, Michael W., Stony Pt. .... 94250
50. Ginsberg, L. J., Bklyn ..... 94215
51. Steinman, Daniel, Bklyn ..... 94015
52. Masterson, James F., Lindenhurst ..... 93915
53. Lewewig, Francis, Richmond H. .... 93915
54. Whelpley, Harry C., Bklyn ..... 93900
55. Flood, Bernard J., Syracuse ..... 93885
56. Marino, Gaspar, Bklyn ..... 93885
57. Siegel, Leon, Far Rockway ..... 93715
58. Wachtel, Emanuel, Bklyn ..... 93700
59. Matushky, Marian, Bronx ..... 93685
60. Johnson, Henry G., Glens Falls ..... 93550
61. Atwell, Ambrosia, St. Albans ..... 93485
62. Malby, George M., Ogdensburg ..... 93415
63. Fanning, Francis E., Rosedale ..... 93385
64. Peltz, Jack, Glen Head ..... 93250
65. Hollander, Mary, Bklyn ..... 93215
66. Schwartz, Elsie, Bronx ..... 93200
67. Brinson, Freda L., Forest Hs. .... 93035
68. Archer, Wilbert L., Bklyn ..... 92785
69. Harrington, L. V., Bklyn ..... 92555
70. Richardson, B., NYC ..... 92885
71. Koplak, Jack, Bklyn ..... 92785
72. Murphy, Edward J., Bklyn ..... 92750

(To Be Continued)

# Engineers Are Offered Quick Hiring

Fast hiring of engineers is promised by the NYC Department of Public Works. The jobs and pay: assistant civil engineer, and assistant mechanical engineer, \$5,000 each, and junior mechanical engineer and junior civil engineer, \$4,080 each.

For the "assistant" titles the requirements are a college degree and three years experience, or a satisfactory equivalent. For the "junior" titles, a college degree, or three years college work and one year's experience, or a satisfactory equivalent suffices. Candidates must be citizens of the United States and a residency for the three years preceding appointment.

Apply to Frieda Lamm, Room 1825, Municipal Building, Chambers and Centre Streets, NYC.

## Exams Close for NYC Teacher Jobs

The NYC Board of Education closed the following tests on Friday, October 14. Pay for "regulars" ranges from \$3,750 to \$7,050. Pay for substitutes starts at \$3,750.

Teacher of classes for children with retarded mental development, elementary schools.

Substitute teacher of classes for children with retarded mental development, elementary schools.

Teacher of social studies, junior high schools.

Substitute teacher of social studies, junior high schools.

Substitute teacher of social studies, day high schools.

Substitute teacher of speech improvement, elementary schools.

School social worker.

Teacher, junior high schools—general science, mathematics.

Substitute teacher, junior high schools—general science, mathematics.

Teacher of English, junior high schools.

Substitute teacher of English, junior high schools.

Substitute teacher of English, day high schools.

ery foreman.

## PERSONNEL DEPT. TO GET FLUORESCENT LIGHTING

The Board of Estimate voted \$35,000 for a fluorescent lighting system on the second, fourth, sixth, seventh and eighth floors of the NYC Personnel Department's quarters at 299 Broadway.

## In Dinette Sets the Important Name to Remember is . . . DOMINO



Domino means top quality dinette sets at direct-to-you prices. Each set is custom made in our own factory. Prices are unbelievably low. See our new varied Fall-line in chrome, wood or wrought iron. All sizes, colors and lovely upholstery coverings available.

3 Convenient Locations  
282 East Houston St., Man. Open Daily Except Saturday  
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Location of Car \_\_\_\_\_ Occupation \_\_\_\_\_

Year	Make	Model (Dlx., etc.)	Ho. Cyl.	Body Style	Cost	Purchase Date	<input type="checkbox"/> New	<input type="checkbox"/> Used

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

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? \_\_\_\_\_ One way distance is \_\_\_\_\_ miles.  
(b) Is car used in any occupational or business? (Excluding to and from work)  Yes  No

3. Estimated mileage during next year? \_\_\_\_\_ My present insurance expires \_\_\_\_\_  
 Please include information and rates on Comprehensive Personal Liability Insurance.

Q31



# Grievance Committee Tells 'Most Important' Aspect of New Plan

ALBANY, Oct. 17 — The new Executive Order streamlining grievance procedures and making determinations mandatory "is a vast improvement over the old order," said the grievance committee, Civil Service Employees Association, in its report to the 45th annual CSEA meeting.

"Probably the most important advance . . . is in the area of enforcement of determinations," said Emil M. R. Bollman, chairman, and committee members James L. Adams, Anna Augst, Daniel J. Daley, Glenn Green, Edward Linnner, William Price and Hazel Nelson.

The committee's report: The grievance committee, composed of a chairman and seven additional members, held its first meeting the night of January 12, 1955. The chairman and six members were present; also John J. Kelly, Jr., John T. DeGraff, and Dr. Frank L. Tolman.

**Past Efforts Reviewed**  
At this first meeting, a very thorough and detailed review was conducted in respect to the Association's past efforts to secure the establishment of labor relations machinery, including the legislative measure the Association first proposed and the Executive Order which was finally adopted and the shortcomings of the State Employees Relations Board which was finally set up. Every possible avenue for improvement was discussed by the committee and counsel and certain suggestions were submitted which we considered were most essential for assuring the success of the forthcoming new Executive Order. These changes were submitted to our counsel for incorporation into the proposed Executive Order.

The second committee meeting was held on February 16, 1955. The chairman and four members were present, three members being unable to attend due to illness. At this meeting, CSEA counsel, Mr. Kelly, reported on the reactions of the Governor's staff as to our proposals resulting from the first meeting. Further changes were unanimously agreed upon by the committee.

The third meeting of the grievance committee was held on June 29, 1955 in conjunction with a meeting of the State Executive Committee. At this meeting the main discussion centered around the proposed composition of the grievance board.

At a fourth meeting which was held July 28, 1955, with a combined meeting of the State Executive Committee and the Board of Directors, again the discussion was relative to the composition of the grievance board. At this meeting a final decision was made to accept the so-called "three man board."

**'Tremendous Improvement'**  
It was the feeling of the group present that this was not the exact or perfect solution to the problem of grievance procedure but that it was a tremendous improvement over the old method.

## PROBATION CONFERENCE TO HEAR HARRIMAN

The New York State Probation Commission winds up its 47th annual Conference on Probation on Wednesday, October 19 at the Hotel New Yorker.

A dinner will be given on the evening of October 18, at which time Governor Averell Harriman will make the principal address.

Thomas J. McHugh, Commissioner, State Department of Correction, will speak on the forward movement in the correctional field.

## JANSEN STARTS DRIVE FOR NEW YORK FUND

In a circular to associate and assistant superintendents and other bureau and divisional heads of the NYC schools, Dr. William Jansen launched the annual appeal of The Greater New York Fund within the school system.

We were all of the opinion that the prevailing attitude among those responsible for the administration of this new procedure would be one of willingness to make any changes in the future which would improve this new order both from the employee and employer point of view.

In our March report we indicated the likelihood of a new Executive Order with respect to grievance procedures. We can now report that the Executive Order is an accomplished fact and that the new order was issued by Governor Harriman on August 5, 1955. The committee met several times in order to discuss problems in connection with the new Executive Order so that the Executive Committee might be advised with respect to the position that the Association should take concerning proposals for the new order, and the State Executive Committee.

The three most important problems considered by the committee were: (1) composition of the top board; (2) streamlining of the cumbersome procedures that existed under the old order and (3) enforcement of determinations of the grievance board. We can report that overall the new order is a vast improvement over the old order and to express our hope that it will be freely used by State employees in order that we may have as early as possible an evaluation of the procedures set up in the new order.

The new order streamlines the procedures that previously existed by providing for grievances at two stages within the department. The grievance need not be reduced to writing by the employees until it reaches the stage of the department or agency head. Employees may be represented by any representative of its own choosing in the processing of an agreement in all stages according to the order. The third stage under the new order is the appeal to the grievance board, consisting of three members one of whom shall be an employee of the Department of Civil Service and the other two of whom shall represent the public. The order also provides that State employees and their representatives, if the representative be a State employee, shall be allowed time off from their regular duties for the purposes of processing employee grievances.

**Findings Are Mandatory**  
Probably the most important advance over the old order was in the area of enforcement of determinations of the grievance board. The new order provides that where the appeal involves a law, rule or a written negotiation of the department or agency, the findings of fact and the recommendation of the grievance board shall be transmitted to the department or agency involved for appropriate action. In cases where there is no rule, law or written order, that is in the field of policy the determination of the board shall contain a statement of fact and advisory recommendation to the department or agency involved. The essential difference of course is that under the old order all determinations were advisory. Under the new order the findings of the order will be mandatory in all areas where there are written rules applicable to the situation.

Your committee is well satisfied with the substantial improvements which it feels are embodied in the new Executive Order. It hopes that it will prove to operate to the best interest of all State employees, thereby serving as a suitable basis for legislative recognition of the establishment of grievance procedures.

"As chairman of this committee," said Mr. Bollman, "I wish to take this opportunity to thank the other members of the committee for their invaluable counsel in this matter, and on behalf of the committee to express the appreciation of the committee to members of the Association staff who have cooperated with us so fully this past year.

"On behalf of our grievance committee, I wish to express appreciation for the cooperation and valuable assistance of members of the Association's staff, especially Counsel John T. DeGraff, Assistant Counsel John J. Kelly, Jr., and Dr. Frank L. Tolman, former CSEA president, who is now a member of the Preller Commission."

## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

### Suffolk Names Committees

BAY SHORE, Oct. 17 — Committees for the coming year have been appointed by Suffolk chapter, CSEA. They are:

**Salary**—Glendora App, Health, chairman; Mrs. Jessie M. Kaufmann and Arthur Miller, Welfare; Russell Griffin, County Highway; Mrs. Ann Jackson, Suffolk Sanatorium, and Seth Morgan, Health.

**Membership** — Carl Helms, Huntington Town Highway, and Mrs. Muriel Lawson, Health Department, co-chairmen; town, Fred Vopat, Brookhaven Highway; Samuel LaSasso, Smithtown Highway; Henry Voight, Huntington Highway; Edmund Brown, Islip Highway; Edward Frieman, Islip Highway; George Kelley, Babylon Highway; Edmund Buziak, Highway; Stanley Bokina, Riverhead Highway; Phillip H. Halsey, First Supervisory School District; Tracy Pearsall and John Steiler, Third Supervisory School District; county, Arthur Boskin, Welfare; Seth Morgan, Health; Joan Jackson, Suffolk Sanatorium; Russell Griffin and James Barnett, Highway; Edna Mills, Suffolk County Home.

**Personnel Relations Unit**  
The chapter's personnel relations committee met on August 21 with the Board of Supervisors public relations committee. After a discussion of the Social Security request made by CSEA last March, the item was referred to County Attorney Lloyd P. Dodge to make legal preparations.

The CSEA committee asked for a date to be arranged to hold a membership meeting at Riverhead Court House. This was referred to Mr. MacLean, clerk of the Board, to make the necessary arrangements. The CSEA committee then asked for an appointment with the Supervisors' finance committee, under the chairmanship of Norman Klipp, to meet with the CSEA salary committee.

Mrs. Eve Armstrong was chairman of the chapter group. Suffolk County chapter sent

Phillip Halsey of the First Supervisory District to sit in on the school district planning committee meeting held in Albany October 15. The committee was named by Vernon A. Tapper, chairman of the CSEA County Division, to develop a program applicable to all school districts in all counties.

Suffolk chapter was represented at the CSEA annual meeting by Mr. Eve Armstrong, executive representative; Arthur Miller, president; Glendora App, Mrs. Muriel Lawson and Mrs. Merry Arnott, Mrs. Armstrong, Mrs. Arnott and Mr. Miller are Welfare Department employees. Miss App and Mrs. Lawson work for the Health Department.

### Mrs. Streisand Resigns Bklyn Post

BROOKLYN, Oct. 17 — Emil Impresa, president of Brooklyn State Hospital chapter, CSEA, announces that the board of directors has accepted the resignation of Mrs. Molly Streisand as chapter secretary. The officers were unanimous in their expressions of regret that Molly decided she could no longer carry the extra work the office of secretary entailed.

Mrs. Streisand, or "Mrs. Association," as she was often affected

tionately called, has already established her niche in the annals of chapter history by her devotion and tireless energy expended in its behalf.

Employees extend their sympathy to the family of Mary McCree, popular attendant from West building, who died at Kings County Hospital on October 5.

Sympathy to Dr. and Mrs. Tarantola and Mr. and Mrs. Chris Grucci on their recent bereavement. To Charlotte Sherlock on the loss of her mother. . . . To Gilda Trapanotta on the loss of her grandmother.

Employees on sick leave: Walter Dixon, Arnold Moses and Mae Tansey.

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# NEW YORK CITY JOB OPENINGS

## Open-Competitive

The following NYC open-competitive exams are now open for receipt of applications. Fuller digests of requirements appeared in last week's LEADER. Apply at 96 Duane Street, Manhattan, until Wednesday, October 26, unless another date or address is given. Application may also be made by mail where specifically indicated.

**7479. ARCHITECT (MATERIALS RESEARCH AND SPECIFICATIONS)**, \$7,100 to \$8,900. Bachelor's degree and six years' experience; or high school graduation and 10 years' experience; or equivalent. Mail.

**7435. ASSISTANT CHEMICAL ENGINEER**, \$5,450 to \$6,890. Bachelor's degree in engineering and three years' experience. Mail.

**7536. ASSISTANT SUPERVISOR OF RECREATION**, \$4,550 to \$5,990. Bachelor's degree in pertinent field and three year's experience; or B.A. and five years' experience; or equivalent. Mail.

**7518. ATTENDANT**, \$2,750 to \$3,650. Men only. No educational or experience requirements.

**7501. CHEMIST**, \$5,750 to \$7,190. Bachelor's degree and six years' experience; or equivalent. Mail.

**7568. COLLEGE OFFICE ASSISTANT A**, \$2,815 to \$4,140. Apply to State Employment Service, 1 East 19th Street Manhattan, until Friday, October 21. High School graduation required; plus four years of college study or office experience, or combination.

**7569. COLLEGE SECRETARIAL ASSISTANT A**, \$2,815 to \$4,140. See No. 7568 for requirements, where to apply until Friday, October 21.

**7570. HOUSING COMMUNITY ACTIVITIES COORDINATOR**, \$4,550 to \$5,990. Bachelor's degree in pertinent specialty and two years' experience, or B.A. and four years' experience. Mail.

**7473. ILLUSTRATOR**, \$4,250 to \$5,330. Bachelor's degree in art and one year's experience; or high school graduation and three years' experience; or combination. Mail.

**7321. LINEMAN**, \$19.92 a day. Five years' experience; or combination of training and experience to equal five years. Maximum age, 40, except for veterans.

**MEDICAL SPECIALIST**, in following fields: dermatology gastroenterology, ophthalmology, orthopedics, otolaryngology proctology, urology \$9,000 to \$11,000 full-time, or 20 a session. Medical school graduation one year's internship, two years' residency, five years' experience in appropriate specialty. Mail.

**7549. RECREATION LEADER**, \$3,750 to \$4,830. Bachelor's degree in appropriate specialty, or bachelor's degree and two years' experience. Mail.

**7585. REMINGTON BOOK-KEEPING MACHINE OPERATOR**, \$2,750 to \$3,850. No educational or experience requirements; must pass performance test. Mail.

**7471. SOCIAL INVESTIGATOR**, \$4,000 to \$5,080. Bachelor's degree. Mail.

**7328. SPEECH AND HEARING THERAPIST**, \$3,750 to 4,830. Bachelor's degree in speech, including appropriate courses, and 200 hours of clinical experience. Mail.

**7481. STATIONARY ENGINEER**, \$19.68 a day. Stationary engineer's license issued by NYC Housing and Building Department.

**7568. TABULATOR OPERATOR (IBM)**, \$2,750 to \$3,650. No educational or experience requirements; must pass performance test. Mail.

### Promotion

Candidates must be present, qualified employees of the department mentioned. Apply until dates indicated.

**7560. CAPTAIN (Prom.)**, Fire Department, \$7,275 with five annual increments of \$100. Open to all who are serving as lieutenant

on the date of the written test, tentatively set for December 17. Fee \$5. (Wednesday, October 26).

**7506. CHEMIST (Prom.)** (amended notice), \$5,750 to \$7,190. Open to employees of NYC Transit Authority, Queens Borough President's Office, Departments of Air Pollution Control, Health and Purchase. Six months as assistant chemist. Fee \$5. (Friday, October 21).

**7454. CIVIL ENGINEER (WATER SUPPLY)** (Prom.), Board of Water Supply, \$7,100 to \$8,900. Six months as assistant civil engineer (including all specialties); plus valid State professional engineer's license, at time of appointment. Fee \$5. (Wednesday, October 26).

**7450. DEPUTY WARDEN (Prom.)**, Correction Department, \$7,000 to \$7,600. Six months as captain (men). Fee \$5. (Wednesday, October 26).

**7396. MAINTENANCE ENGINEER (STRUCTURE AND TRACK)** (Prom.), NYC Transit Authority, \$6,300 to \$7,500; two vacancies. One year as assistant maintenance engineer (structures and track) or assistant maintenance engineer (surface track); plus valid State registration as professional engineer, at time of appointment. Fee \$5. (Wednesday, October 26).

**7498. SENIOR FOREMAN (EXTERMINATORS)** (Prom.), NYC Housing Authority, \$5,150 to \$6,590. Former title: foreman of exterminators, grade 4. Six months as foreman (exterminators) (old title, foreman of exterminators, grade 3). Fee \$5. (Wednesday, October 26).

**7401. SIGNAL MAINTAINER (Prom.)**, NYC Transit Authority, \$1.96 to \$2.14 an hour. Six months as maintainer's helper, group A, in signal section of maintenance of way department. Fee \$4. (Wed-

nesday, October 26).

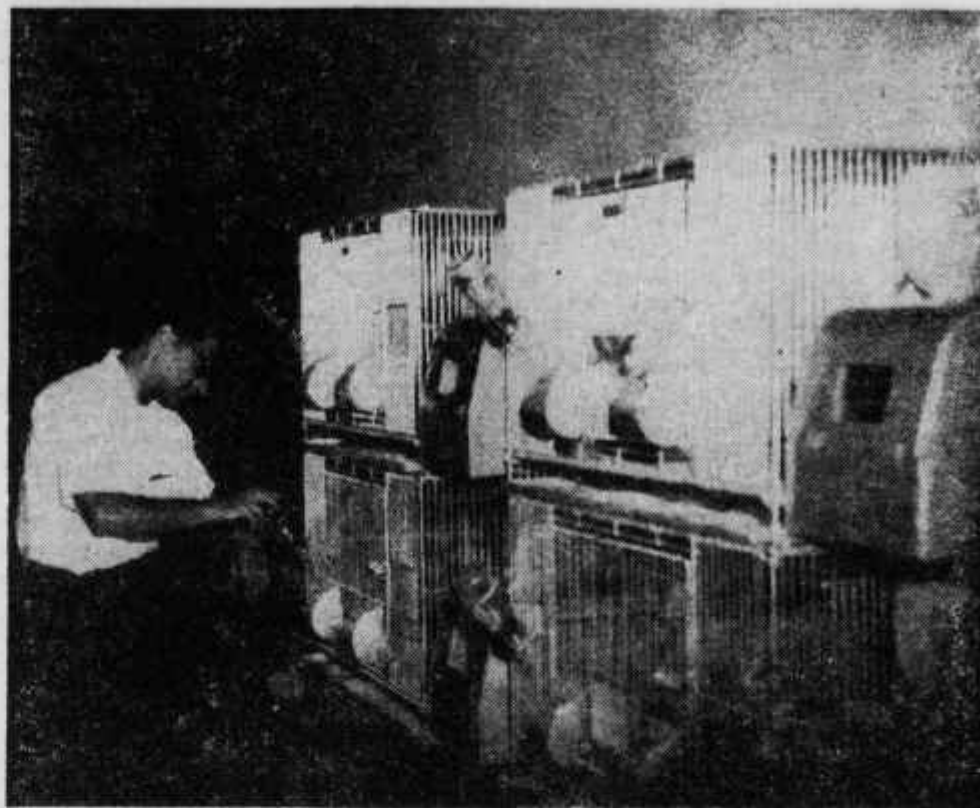
**7284. STATIONARY ENGINEER (Prom.)**, \$19.68 a day. Second amended notice. General promotion exam for employees of the following departments: Correction,

Education, Markets, Public Works, Sanitation, Hospitals, Parks, Welfare, Board of Higher Education and NYC Transit Authority. Six months as stationary fireman, oiler or maintenance man; plus valid

stationary engineer's license issued by NYC Department of Housing and Buildings, at time of practical-oral test, tentatively scheduled for January 10, 1956. Fee 50 cents. (Monday, October 17).

# BEGINNER NETS \$8,000 BREEDING CHINCHILLAS

(THE FOLLOWING STORY REPRINTED FROM THE SEPT. 13 ISSUE OF THE CIVIL SERVICE LEADER)



PHIL LAVELLI, head of Associated Breeders Chinchilla Corp., largest suppliers in the East.

A small cuddly animal the size of a squirrel is making dreams come true for people in every walk of life. From Maine to California, raising Chinchillas, America's newest industry, is proving to be one of the safest and most profitable investments a small investor can make.

The friendly little Chinchilla now being raised in basements and spare rooms all over the country did not just happen in the United States. Originating high in the Andes Mountains of South America, Chinchillas were pursued and pelted in ever-increasing numbers until by 1918—largely because of the great value put on their pelts—they were virtually trapped out of existence.

In the early twenties an enterprising American mining engineer became interested in Chinchillas and had visions of a few survivors somewhere along the Andes Range.

In 1923, with the aid of 23 Indian trappers, he finally succeeded in trapping one small herd and was able to bring 11 of them to California. It is from these 11 animals that all of the Chinchillas in the United States descended.

As for the fabulous fur itself, it is not likely that the supply will ever equal the demand, and this accounts in part for the five-figure price tags on Chinchilla garments.

Sarah Bernhardt owned a coat worth \$60,000; the late Mrs. Herbert Hoover's was valued at \$60,000, and Lily Pons owns one authoritatively valued by insurers at "upwards of \$50,000."

Last Fall, Russek's — the New York fashion store—advertised an Empress Chinchilla coat for the bargain basement price of only \$30,000! Empress Chinchilla, incidentally, is the trademarked product of the Farmers Chinchilla Cooperative (the organization to which most Chinchilla breeders belong) which matches and markets the pelts raised by members.

One of the many couples who have recently succeeded at Chinchilla-raising is Mr. & Mrs. William Morgan of Brooklyn. Mr. Morgan has been a postal worker in the city of New York for the past 9 years.

Three years ago he and Mrs. Morgan decided to look for some sort of spare-time business that would develop into a full-time activity in the future. After talking to Mr. Lavelli, head of Associated Breeders Chinchilla Corp., the largest suppliers of Chinchillas in the East, they decided to invest in Chinchillas. Although they could have purchased them on monthly payments, the Morgans preferred to draw \$995 out of their savings for one pair of quality Chinchillas.

In addition Mr. Lavelli provided them with a cage, all accessories, and written guarantees that the animals would live and reproduce. With the competent guidance received from Associated Breeders Corp., the Morgans' ranch flourished and the Chinchillas kept increasing in number. This year alone, Mr. Morgan has sold 8 pair for \$8000 and at last count had 21 pair remaining. These he intends to keep without any further marketing until next year when they will produce a conservative estimate of 40 more pair.

Mr. Lavelli interviewed at the ranch office of Associated Breeders Chinchilla Corporation says that the Morgan experience is by no means unusual.

"I could quote you," he said, "case after case in our files of people who have done substantially better, but I prefer to be conservative with people who come to me with the intention of investing in Chinchillas. While it is true that the beginning breeder of quality Chinchillas will have no difficulty selling a limited number of offspring each year as breeding stock, I feel that the long run emphasis must be put on producing pelts."

"After all," he continued, "the end product with Chinchillas is no different than with mink; the fur garment itself."

"The one big difference between raising Chinchillas and raising other fur bearing animals such as Mink, for example, is that since Chinchillas require a minimum of room and care, people can very profitably raise them at home in their spare time. That's the thing that makes the Chinchilla industry so uniquely American," concluded Mr. Lavelli, "and it always thrills me when I think that the fabulous wraps designed by Maximilian or Dior for the glamorous backs of the wealthiest women in the world, for the most part originated in the basements and spare rooms of everyday Americans."

So there you have it—the Chinchilla story.

## Where to Apply For Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000. Applications also obtainable at post offices, except the New York, N. Y., post office.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1816; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite The LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLAND 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

Board of Education, Teaching Only) — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULSTER 8-1000.

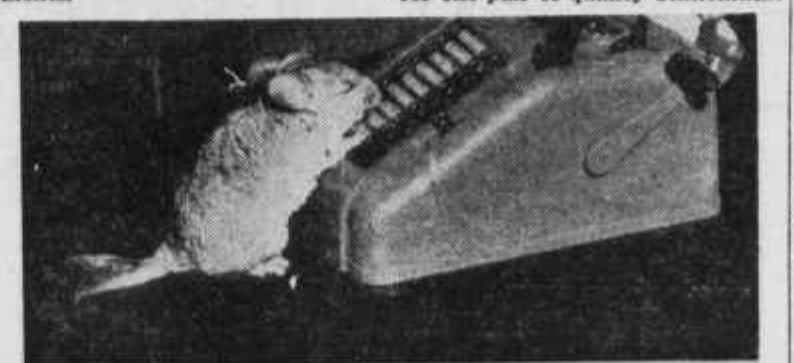
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## Correction Aides Stymied in Bid For Pay Assurances

ALBANY, Oct. 17 — State Correction Department delegates to the annual meeting of the Civil Service Employees Association were unsuccessful in their attempt to include the words "without loss in take-home pay," in CSEA's salary resolution.

The delegates had sought Association support for a 40-hour work week for institutional employees at the same pay they now receive for 48 hours work.

James L. Adams, who was re-elected the following day as Correction representative on the CSEA Board of Directors, presided at the departmental session October 10.

The major portion of the meeting was devoted to the salary-hours question.

Other resolutions of especial in-

## G. R. Genung Honored

The Association of Public Housing Managers gave a party to George R. Genung, director of management, NYC Housing Authority, at the Gramercy Park Hotel, for 20 years of service.

Among those present were Philip J. Cruise, Authority Chairman; Frank Crosswaithe and James Felt, Authority members; Warren Moscow, executive director, and Harold Klorfein, secretary.

Al Jay Schechter, association president, paid tribute to Mr. Genung.

Interest to the Correction aides were those seeking equal pay for employees at Albion State School and Westfield State Farms; 25-year retirement for custodial employees of the department, and the setting of an effective date of April 1, 1955 for the payment of accrued vacation and overtime credits.

## 86 CSEA Chapters 'Up' Membership

ALBANY, Oct. 17.—Certificates were presented at the 45th annual meeting, Civil Service Association, to 85 chapters in the State Division and 21 chapters of the County Division who have increased membership over last year.

Alex Greenberg and Norma Scott, co-chairmen of the CSEA membership committee, reported a total membership increase of 2,177 over the previous year, or a total of 62,454 members.

There are 50,682 in the State Division, an increase of 1,488; 11,234 in the County Division, an increase of 618; and 438 associate members, an increase of 71.

"Our committee," the co-chairmen said, "can not stress too strongly the appointment of active membership committees with representation in every department, unit and agency of the chapter."

Members of the committee contacted leaders of inactive chapters and were successful in assisting these chapters to more active efforts. The committee promoted and arranged meetings of chapter presidents and membership committee chairmen to determine ways and means of recruiting membership.

### Training Program Urged

The statewide membership committee has recommended a training program for all officers and prospective officers of chapters, sponsored by the Association with the cooperation of the field representatives in their respective areas.

"Please remember," the co-chairman warned, "that any organization is just as strong as its membership, and without membership there is no organization."

The committee expressed its appreciation of the assistance rendered in all of its activities by Joseph Lochner, whose advice and counsel have been most helpful in building membership, and to all members of the headquarters staff for their substantial contribution to the success of the committee's work.

Other committee members are: Katherine Lawlor, Helen Longergan, Emmett J. Durr, Helen McGraw, Vito J. Ferro, Patricia Premo, Harry Joyce, Robert Seileck, Michael Leonard Charles Stricos, Richard Flinn, Glenn Miller, Ray Goodridge, Byron Robbins and Helen R. Kientsch.

(Continued on Page 15)



Some one is going to be selected for an achievement award, and Governor Averell Harriman's Committee on Employ the Handicapped is going to make the selection. The committee is shown at its most recent meeting. From left, seated, Alfred J. Callahan, assistant counsel to the Governor; Dr. Anne M. Bahlke, director, Bureau of Rehabilitation; Department of Health; Estelle Johnson, employment consultant, Selective Placement Division of Employment. Standing, Herbert Brown, director of Vocational Rehabilitation for the Blind, Commission for the Blind, and Karl G. Kaffenberger, director of Vocational Rehabilitation, Department of Education.

## Attendance Plan On Way

(Continued from Page 5)

that this requirement is unfair and indefinable in many ways.

2. That the Attendance Rules provide for payment in a lump sum of accrued vacation, overtime and sick leave on retirement or separation from service, and that this payment be made to the Retirement Fund beneficiary in case the employee becomes deceased while in service. It is felt that this would encourage a better attendance record of employees generally and would result in more just and uniform treatment of all employees.

### 37½ Hrs. in Offices

3. That the Attendance Rules be amended to prohibit the "split shift" in State service.

4. That the Attendance Rules provide a uniform 37½ hour week for all office employees in both the administrative departments and State institutions.

5. Amend the Attendance Rules relative to time off for sickness or death in immediate family to include brother-in-law and sister-in-law of married, as well as unmarried employees. The present rules cover only unmarried employees in this respect.

6. All legal holidays with pay for per diem and seasonal employees for necessary attendance at their naturalization ceremonies.

8. That a uniform allowance for religious observance be established.

9. That credit for time spent in traveling on official business be allowed.

10. That employees who regularly work on a five-day a week or five and a half day a week basis be given same guarantee in Attendance Rules as to number of days off duty with pay each year as is accorded institutional employees who work regularly the six-day week, so that departmental employees do not lose time off by reason of holidays falling on Saturdays.

### 'Tardiness' Penalties

It was also recommended that the State Civil Service Commission survey the various State departments to determine the various systems in effect regarding

penalization of aides for tardiness for the purpose of effecting a discontinuance of such systems which result in over-drastring penalties for tardiness.

It was also recommended to the Board of Directors that careful consideration be given of the possibility of the Attendance Rules being amended to provide a "personal business leave" with pay to replace time off now granted for various reasons including sickness or death in immediate family, dental and medical visits, and religious observance.

It has also been recommended that consideration be given to a more favorable and equitable rule relative to closing of state offices during periods of intolerable heat. Suggestion was also made that consideration be given to the possibility of changing the year in which vacation leave credits are accumulated. Suggestion has been made that if this year was changed to end on September 30 each year, instead of March 31, it might enable employees to more readily use accumulated vacation and overtime credits.

Letters covering the above have been forwarded to Alexander A.

President, State Civil Service Commission, with a request that Association representatives be given an opportunity to meet with the Commission to discuss these changes.

William J. Murray, administrative director of the State Department of Civil Service, has advised the Association that the division of personnel services of the department has been working on a revision of the Attendance Rules for some months, and the department is hopeful that within the next month or two a proposed draft of the revised rules will be made available to the Association. It is hoped that the new draft of the revised rules, when available, will solve many of the chronic problems involved.

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LEGAL NOTICE

As a Special Term, Part II, of the City Court, State of New York, County of New York, 52 Chambers Street, City of New York, on the 10th day of October, 1955. PRESENT: HON. SANFORD H. COHEN, Justice. In the Matter of the Application of HARRY GEORGE for leave to change his name to FAIK GEZEN. On reading and filing the petition of HARRY GEORGE verified the 10th day of September, 1955, praying for a change of name of the petitioner, it being requested that he be permitted to assume the name of FAIK GEZEN in the place and stead of his present name, and the court being satisfied that the said petition and the court being satisfied that there is no reasonable objection to the change of name proposed. NOW, on Motion of SVEDLIK & SVEDLIK, attorneys for the said petitioner, it is ORDERED, that the said HARRY GEORGE, born on October 25, 1887 at Castoria, Oregon, be and he hereby is authorized to assume the name of FAIK GEZEN in place and stead of his present name upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely: That this order be entered and the said petition upon which it was granted be filed within ten days from the date hereof in the office of the Clerk of City Court in the County of New York, that within twenty days from the date of entry hereof, a copy of this order shall be published in the Civil Service Leader, a newspaper published in the County of New York, City of New York; and that, within forty days after making this order, proof of such publication by affidavit shall be filed with the clerk of the City Court of the County of New York. That, following the due filing of the said petition and entry of said order as hereinafore directed, the publication of such order and the filing of proof of publication thereof, on and after the 19th day of November, 1955, the petitioner shall be known as and by the name of FAIK GEZEN, which he is hereby authorized to assume and by no other name. ENTER: S.H.C., Justice of the City Court

RUSSELL, ELIZABETH MARY ANNETTE (BEAUCHAMP), (also known as LADY ELIZABETH RUSSELL) - CITATION - THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent TO: ATTORNEY GENERAL OF THE UNITED STATES (Office of Alien Property) Pursuant to Vesting Order No. 7914 Washington 25, D.C., Henning Bernd von Arnim, Beatrice von Hirschberg, Eva L. Graves, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Elizabeth Mary Annette (Beauchamp) Russell (also known as Lady Elizabeth Russell), deceased, who at the time of her death was a resident of Mougins, Alpes Maritimes, France. SEND GREETINGS: Upon the petition of ELIZABETH IRENE BUTTERWORTH residing at Creston Road, Pass Robles, California. You are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 18th day of November, 1955, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of ELIZABETH IRENE BUTTERWORTH as Executrix should not be judicially settled, and the fees of Beckman & Begun, her attorneys, fixed by the Court, at the sum of \$1,500, plus cash disbursements of \$17.55.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS HONORABLE WILLIAM T. COLLINS a Surrogate of our said county, at the County of New York, this 20th day of September in the year of our Lord one thousand nine hundred and fifty-five. PHILIP A. DONAHUE, all Tu Clerk of the Surrogate's Court.

NOTICE OF FORMATION OF LIMITED PARTNERSHIP Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the Clerk's office of the County of New York, the substance of which is as follows: The name of the limited partnership is J. F. Kaufmann & Co. The character of the business is public accounting. The location of the principal place of business is 57 Wall Street, Borough of Manhattan, New York City. The name and place of residence of each partner is as follows: General Partner: William D. Keveney, 1591 Metropolitan Avenue, Bronx, New York; Ernest F. Wagenbach, 9447 Ridge Boulevard, Brooklyn, New York. Limited Partner: Jesse F. Kaufmann, 309 Buckingham Road, Fox Chapel, Pittsburgh, Pa. The term for which the partnership is to exist is from January 1, 1955 to December 31, 1955 inclusive, and from year to year thereafter unless terminated by notice as provided in the partnership agreement. The limited partner is to contribute certain accounts for servicing by the general partner. No cash is to be contributed by the limited partner and the contribution of the limited partner is not to be returned. The compensation of the limited partner is 15% of the gross fees billed to said accounts during the term set forth in the partnership agreement. No right is given to the limited partner to substitute an assignee as contributor in his place nor may the partnership admit additional limited partners. In case of the death of a general partner the surviving general partner may continue the partnership. The certificate referred to above has been sworn to by all the general and limited partners. Dated: August 31, 1955. William D. Keveney, Ernest F. Wagenbach, Jesse F. Kaufmann

STATE OF NEW YORK, COUNTY OF NEW YORK - On the 31 day of August, 1955 before me personally came WILLIAM D. KEVENEY, ERNEST F. WAGENBACH and JESSE F. KAUFMANN, to me known and known to me to be the individuals described in, and who executed the foregoing instrument, and duly acknowledged to me that they executed the same. Signed, Beatrice B. TODD, ROTARY PUBLIC, State of New York, No. 60-390475, Qualified in Westchester County, Certificate filed in New York City, Commission Expires March 30, 1957

CITIZENSHIP REQUIREMENT

ALBANY, Oct. 17 - The State Civil Service Commission has waived citizenship requirements in filling the position of assistant pathologist, Binghamton City Laboratory.

LEGAL NOTICE

At a Special Term, Part II of The City Court of the City of New York, County of New York, located at 52 Chambers Street, in the Borough of Manhattan, City and State of New York, on the 11th day of October, 1955. PRESENT: HON. SANFORD H. COHEN, Justice. ORDER THELMA SMALLWOOD, on behalf of CHARLES ALLEN EVANS, her son, an infant over the age of 14 years, asking for leave to change the infant's name to CHARLES ALLEN SMALLWOOD. Upon reading and filing the petition of THELMA SMALLWOOD, verified the 10th day of October, 1955, praying for leave to change the name of CHARLES ALLEN EVANS, her son, an infant over the age of 14 years, to CHARLES ALLEN SMALLWOOD, and for leave permitting said infant to assume the name of CHARLES ALLEN SMALLWOOD in place of his present name, and upon the affidavit of CHARLES ALLEN EVANS, the infant herein, duly sworn to the 10th day of October, 1955, consenting to such change of name, and upon the annexed certificate of birth of the said infant, and the Court being satisfied by said petition and affidavit that the same are true and that there is no reasonable objection to the change of name proposed and the said CHARLES ALLEN EVANS is an infant over the age of 14 years, to wit: 16 years of age, and the Court being further satisfied that the interests of the said infant will be substantially promoted by such change. NOW, THEREFORE, on motion of ABRAHAM KLINGHOFFER, attorney for petitioner, it is ORDERED, that the said infant, who was born on February 6, 1939, and whose certificate of birth is attached hereto, be and he is hereby authorized to assume the name of CHARLES ALLEN SMALLWOOD in place of his present name on and after the 20th day of November, 1955, upon the condition, however, that he shall comply with the further provisions of this order, and it is further ORDERED, that this order and the aforementioned petition and affidavit be filed within ten days from the date hereof in the office of the Clerk of this Court, and that a copy of this order shall within twenty days from the date hereof be published in the Civil Service Leader, a newspaper published in the City and County of New York, State of New York, and that within forty days after making this order, proof of such publication thereof shall be filed with the Clerk of the City Court of the State of New York in the County of New York, and it is further ORDERED, that following the filing of the petition and order as herein before directed and the publication thereof, that on and after the 20th day of Nov., 1955, the infant son of the petitioner, herein shall be known by the names of CHARLES ALLEN SMALLWOOD, and by no other name. ENTER: S.H.C., J.C.C.

IMPROVEMENT OF GROUNDS NATIONAL GUARD ARMORY BAYSHORE, SUFFOLK COUNTY, NEW YORK NOTICE TO BIDDERS Sealed proposals for the Improvement of Grounds, National Guard Armory, Bayshore, New York in accordance with Specification No. 19124 and accompanying drawings will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N.Y., on behalf of the Executive Department, Division of Military and Naval Affairs until 2:00 o'clock P.M. (Eastern Standard Time), on Thursday, November 10th, 1955, when they will be publicly opened and read. Each proposal must be made upon the form (and submitted in the envelope) provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawings and specifications may be examined free of charge at the following offices: State Architect, 379 Broadway, New York, N.Y. State Architect, The Governor Alfred E. Smith State Office Building, Albany, N.Y. District Engineer, 199 N. Genesee St., Utica, N.Y. District Engineer, 301 E. Water St., Syracuse, N.Y. District Engineer, Barge Canal Terminal, Rochester, N.Y. District Engineer, 88 Court St., Buffalo, N.Y. District Engineer, 30 W. Main St., Hornell, N.Y. District Engineer, 444 Van Dusee St., Watertown, N.Y. District Engineer, Pleasant Valley Rd., Poughkeepsie, N.Y. District Engineer, 71 Frederick St., Binghamton, N.Y. District Engineer, Babylon, L.I., N.Y. Armorer, National Guard Armory, Bayshore, L.I., N.Y. Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts, Revenue Unit, Dept. of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N.Y. or at the State Architect's Office, 18th Floor, 379 Broadway, N.Y.C. and by making a deposit of \$5.00 for each set, or by mailing such deposit to the Albany address. Checks should be made payable to The State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: Oct. 4, 1955

Groundwork on Pay Resolution Was Laid By Salary Committee

Yeoman work on Resolution No. 1 was performed by the CSEA salary committee, which issued a detailed commentary on the resolution it submitted for delegates' approval. Davis L. Shultes, chairman, presided during discussion of the salary question. The committee also comprised Perry Bendrickson, Harold Corcoran, Stephen C. Davis, Pauline Fitchpatrick, John J. Kehringer, Mildred M. Lauder, Dennis J. O'Shea, Max Weinstein and Margaret J. Will.

By-Law Is Re-Amended

ALBANY, Oct. 17—Lone amendment to the CSEA Constitution or By-Laws, at last week's annual meeting here, concerned deletion of one phrase in section 3(b), Article III, By-Laws. The phrase—which had been inserted by delegates to the special meeting July 29—had called for reimbursing traveling expenses of delegates to that meeting. Inasmuch as the July amendment applied only to a date now past—and reimbursement has been made—the committee recommended the deletion, and the delegates approved.

Albert C. Killian is chairman, assisted by Richard Davis, Anatole Dolan, Frank C. Maher, John L. Murphy, James Navarette, Howard J. St. Clair, George Siems and John K. Wolff.

B'nai B'rith Lodge To Hear Dr. Black

Dr. Algernon Black, of the NAACP board of directors, will speak on "The Mississippi Story," at the next meeting of Excelsior Lodge, B'nai B'rith, on Thursday, October 20, at 8:30 P.M., at 20 West 40th Street, NYC.



J. Earl Kelly, Director of Classification and Compensation, and a former president of New York City chapter, Civil Service Employees Association, "sits in" with that chapter's delegation to the CSEA annual meeting. Around the table, clockwise, are Joseph J. Byrnes, treasurer; Mr. Kelly; Sol Bendet, president; Sam Emmett, 3rd vice president; Frank Newman, and Seymour Shapiro, delegates; Max Lieberman, 1st vice president, and Edward S. Azarigan, financial secretary. Joe and Mrs. Byrnes, incidentally, are celebrating their 44th wedding anniversary this month.

Advertisement for GRINGER refrigerators. Features include: NO STRAIN on your back with the TOP TUNING; NO STRAIN on your purse with the LOW LOW PRICES. Price: 139.95 FREE. Includes a list of features: Aluminized 21-inch Tube, Optic Filter Screen, Super Cascade Power Plant, 3-Dimensional Picture Frame, Inclined Tuning Dial. Address: 29 FIRST AVE. bet. 1st & 2d Sts. Open 8:30 to 7; Thurs. to 9. GRamercy 5-0600. Established 1918. Please bring this ad for special discount price.

# MODERN PUBLIC ADMINISTRATION

## Recognition Given to NYC Employee-Authors

NEW YORK CITY employees who have written articles, book reviews, or even books themselves now get mention in a special pamphlet put out by the Municipal Reference Library and sent to officials and other employees of the City.

The pamphlet lists the names of those local employees "who, during the year, have been quietly adding to the store of professional knowledge about New York by their written contributions." The title and publisher of the writings are also listed.

The idea of the pamphlet is to extend recognition to the writers beyond the limits of the particular departments in which they serve and also to stimulate creative efforts in others.

In the back of the pamphlet appear reviews of books that are considered by the library staff to be of interest or use to employees in the City's departments and agencies.

# Key Answers

## KEY ANSWERS MAINTAINER'S HELPER, E

Following are the official tentative key answers in the NYC test for maintainer's helper, group E, both open-competitive and promotion:

- 1. C; 2. A; 3. D; 4. C; 5. C; 6. B; 7. A; 8. C; 9. B; 10. B; 11. A; 12. D; 13. C; 14. A; 15. B; 16. A; 17. D; 18. D; 19. A; 20. A; 21. D; 22. B; 23. A; 24. B; 25. D; 26. C; 27. C; 28. J; 29. S; 30. D; 31. Y; 32. K; 33. M; 34. L; 35. P; 36. H; 37. D; 38. A; 39. C; 40. C; 41. B; 42. D; 43. C; 44. A; 45. B; 46. A; 47. D; 48. D; 49. A; 50. B; 51. C; 52. B; 53. A; 54. C; 55. D; 56. C; 57. B; 58. B; 59. C; 60. C; 61. D; 62. A; 63. D; 64. B; 65. B; 66. C; 67. C; 68. B; 69. D; 70. D; 71. A; 72. D; 73. C; 74. A; 75. B; 76. A; 77. D; 78. C; 79. A; 80. B; 81. B; 82. B; 83. A; 84. C; 85. D; 86. C; 87. B; 88. B; 89. C; 90. C; 91. A; 92. L; 93. B; 94. P; 95. J; 96. S; 97. H; 98. A; 99. B; 100. D.

The written test was held on October 1.

Protests may be filed submitted in writing to the Personnel Department, 299 Broadway, New York 7, N. Y., with citations of authorities.

## WHAT WAS REALLY WRONG

The Hoover Commission, headed by former President Herbert Hoover, wound up its work of devising ways for the government to economize, by returning to the Treasury \$83,000 in unspent funds. We always suspected there was something wrong with that Commission.

## Empire State Scrapbook by Tick



# Benjamin Franklin

ONE OF AMERICA'S GREATEST PHILOSOPHERS, PRESENTED HIS "ALBANY PLAN OF UNION" TO THE ALBANY CONGRESS ON

JUNE 19, 1754..... ALTHOUGH HIS PROPOSAL WAS NOT ADOPTED, IT STARTED THE COLONISTS THINKING ABOUT THE NEED FOR UNION.....THE STAMPACT CONGRESS OF 1765 AND THE CONTINENTAL CONGRESS OF 1774 WERE FOLLOWING THE PRECEDENT SET BY THE ALBANY CONGRESS HELD IN 1754, AND IT IS FOR THIS REASON THAT ALBANY, N.Y., THE CAPITOL OF OUR EMPIRE-STATE, IS TODAY CONSIDERED AS THE BIRTHPLACE OF AMERICAN UNION... THIS IS JUST ONE OF MANY REASONS FOR BEING PROUD OF OUR STATE...



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## HOUSE HUNTING? SEE PAGE 11

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

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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

## HOUSE HUNTING? SEE PAGE 11



Delegates to the 45th annual meeting of the Civil Service Employees Association are seen as they pondered the resolution calling for a 20 percent across-the-board increase of base salary, and a mandatory, maximum five-day, 40-hour work week, for all State employees. A day-long session was devoted to discussing and voting on a total of 126 resolutions, of which 67 were approved.

## CSEA Names Officers

(Continued from Page 1)

abilities of our loyal members, which will give us strength.

"I will, through constant service, endeavor to the best of my ability and strength to repay your confidence in me."

There were 14,621 ballots cast in the election. Voters returned most of the incumbents to offices in which two-year terms also will be served. Election results were announced at the final dinner of the CSEA annual meeting, held from Oct. 9 to 11.

Other officers re-elected were Joseph F. Felly, 1st vice president, who scored 7,558 votes over Lawrence W. Kerwin's 6,345; Robert L. Soper, 2nd vice president, who defeated Claude E. Rowell, 7,470 to 6,351.

William J. Connally, opposed by two members for the third vice presidency, garnered 5,926 votes. He defeated Angelo J. Coccaro, who had 4,399 votes, and John J. Cox who had a total of 3,696 votes.

Vernon A. Tapper, 4th vice president, had 7,253 votes to the 5,886 of his opponent, John P. Quinn. Charlotte M. Clapper was returned to the office of secretary by scoring 9,221 votes to the 4,446 gathered by her opponent, Margaret J. Will.

Harry G. Fox got the most substantial vote of the election when he was returned to the office of treasurer by a vote of 10,020 to 3,462. His opponent was Kenneth L. Reixinger.

Two men contested the office of fifth vice president for the first time. The winner was Charles E. Lamb, who totaled 7,844 votes to the 5,669 received by contender Noel F. McDonald. Mr. Lamb suc-

ceeds Mildred M. Lauder, who did not seek re-election.

Elected departmental representatives were:

**Agriculture and Markets**—William F. Kuehn.

**Audit and Control**—Edward G. Sorenson.

**Banking**—Frank C. Maher.

**Civil Service**—Marie R. Debes. She defeated Peter H. Hilton, incumbent.

**Commerce**—Mildred O. Meskil.

**Conservation**—George H. Siems.

**Correction**—James L. Adams.

**Education**—Hazel G. Abrams.

**Executive**—Jack M. DeLisi. He defeated Deloras G. Fussell, Albert C. Killian and William O'Morrissey.

**Health**—Emmett J. Durr. He defeated Eugene J. Calahan.

**Insurance**—Solomon Bendet. The incumbent defeated Stephen J. Banks.

**Labor**—Grace T. Nulty. Her opponents were Edmund J. Bozek and Arthur H. Israel.

**Law**—Francis C. Maher.

**Mental Hygiene**—John E. Graveline.

**Public Service**—Margaret A. Mahoney. The incumbent defeated Anthony A. Bergamini.

**Public Works**—Charles J. Hall.

**Social Welfare**—Charles Davis.

**State**—Edward L. Gilchrist.

**Tax and Finance**—Paul F. Powers. He defeated Jeannette M. Pinn, Francis X. Maloney and Sam Emmett. Mr. Emmett was a write-in candidate.

**Judiciary**—William F. Sullivan.

**Legislative**—William S. King.

Jesse MacFarland, immediate past president of the CSEA, installed the new officers.

## Delegates Approve 67 Resolutions

(Continued from Page 1)

contribution toward retirement allowances;

"4. An insurance program to provide for medical, surgical and hospital expenses;

"5. A mandatory maximum five-day, 40-hour work week for all State employees be instituted."

The original pay resolution, as proposed by the CSEA salary and resolutions committees, had called for a 10 percent across-the-board increase in base salaries. No mention was made of the 40-hour week.

The resolution was amended from the floor after heated discussion on what percentage raise should be sought, and the inclusion and wording of the 40-hour week provision.

Institutional aides of the Men-

tal Hygiene, Social Welfare and Health Departments supported the resolution as finally adopted. Correction delegates unsuccessfully urged the Association to advocate, explicitly as well as implicitly, a maximum 40-hour week with no loss in present take-home pay.

There was a total of 67 resolutions approved by the delegates. Many sought improvements for employees of all State agencies and units of local government, while others sought improvements for specific departments or institutions, such as pay for custodial aides at Westfield State Farm and Albion Training School, equal to that of other custodial aides, and free toll privileges for employees at Manhattan State Hospital.

Delegates approved, without change, the following items which appeared in The LEADER of October 4: Nos. 2 through 32, 34 through 47, and 50.

Numbers 34 and 49 were deleted. Number 48 was amended, to provide that the coming Spring meeting of delegates be designed as "Bill McDonough Day." Last week's meeting had originally been proposed as the time to honor the long-time Association official.

Other resolutions which won delegates' affirmative votes, and not previously printed in The LEADER:

**Social Security for all Employees without reduction of Retirement System benefits**—Resolved, that Social Security coverage be extended to all employees not so covered without interference or deduction from benefits now secured by membership in the Employees Retirement System.

Minimum four hours overtime be paid for work, beyond normal

hours, of less duration—Resolved, that the Association draft and sponsor legislation requiring the State of New York to guarantee payment of minimum of four hours overtime at straight pay to institutional employees called back to work after their regular tour of duty (eight hours) is completed, whether he work one, two or three hours after he is called back.

**Change of title**—Resolved, that the Civil Service Employees Association have the titles of prison guard, matron and attendant changed legislatively to correction officer and criminal hospital correction officer, respectively.

**Repeal of the Condon Wadlin Act**—Resolved, that the Civil Service Employees Association disapproves the present Condon-Wadlin Act.

**Increment upon promotion in all cases**—Resolved, that if an employee is promoted or appointed to a higher grade and the

(Continued on Page 16)



ISABELLE O'HAGAN  
Of the CSEA Board of Canvasers, as she read election results.



JAMES V. KAVANAUGH  
Presiding, for the last time, over delegates' discussion of resolutions.

# Lists Certified to NYC Depts.

Names of persons on the following NYC eligible lists have been sent to personnel officers in the City department mentioned for possible appointment to existing vacancies. Since more names are "certified" than there are job openings, all certified may not be called to job interviews. Number of the last eligible certified is given.

### OPEN-COMPETITIVE

Accountant, Fire; 61.  
Assistant civil engineer, Sanitation; 42.  
Assistant gardener, Parks; 470.  
Assistant mechanical engineer, Sanitation; 17.  
Associate city planner (social service), City Planning Commission; 13.

Auto engineman, Marine and Aviation, 368; Parks, 555, Brooklyn Borough President, 555; Sanitation 560; Finance, 604, Police, 617; Water Supply, Gas and Electricity, 166.  
Bookkeeper Transit; 166.  
Chemist, Health, 12; Transit, Queens Borough President, Purchase; 34.  
Chief marine engineer (diesel), Public Works; 1.  
Civil engineer (sanitary), Sanitation; 13.  
Clerk, grade 2, Education, 1,088; Water Supply, 1,110; Hospitals, 1,797.  
College office assistant A, Queens and Hunter Colleges; 1,187.  
College; 15.  
Dental hygienist, Health; 9.

Dentist, Health; 21.  
Electrician's helper, Sanitation, Housing Authority; 52.  
Elevator operator, Brooklyn College; 5.  
First assistant marine engineer (diesel), Public Works; 2.  
Foreman (custodial), grade 2, Queens College; 48.  
Housing assistant, Housing Authority; 107.  
Junior bacteriologist, Health; 128.  
Junior chemist, Health; 31.  
Laboratory assistant (chemistry), Brooklyn Borough President, 36; Health, 66.  
Maintainer's helper, group A Transit; 132.  
Maintainer's helper, group C Transit; 112.  
Maintainer's helper, group D Transit; 206.  
Maintenance man, Brooklyn College, 512; Housing Authority, 536; Queens College, 579.  
Marine oiler, Public Works, Marine and Aviation; 168.  
Mortuary caretaker, grade 1, Hospitals; 52.  
Occupational therapist, Health, Hospitals; 8.  
Oiler, Correction, 156; Hospitals, 175; Public Works, Markets, 177.  
Psychiatric social worker Hospitals, Welfare, City Magistrates, Special Sessions, Domestic Relations; 414.  
Railroad clerk, Transit; 1,212.  
Rehabilitation counselor, Health; 4.  
Sanitation man B, Sanitation; 2,450.  
Senior physical therapist, Hospitals; 2.  
Social investigator, grade 1, Welfare; 1,234.  
Stationary fireman, Police; 118.  
Stenographer, grade 2, Marine and Aviation, Purchase; 526.  
Stock assistant (men), Housing Authority, 50; Purchase, Welfare, 60; Correction, Hospitals, 70.  
Surface line operator, Transit; 700.  
Typist, grade 2, Hospitals; 674.  
Water tender, Marine and Aviation; 64.

# Lists Issued 86 Units Have More Members

(Continued from Page 10)

The chapters which have increased membership are:

**Capital District Conference** — Commerce, Correction, Division of Parole, Gilliran Public Works, Liquor Authority, Motor Vehicle, Public Service, Public Works District, State.

**Central Conference** — Biggs Memorial Hospital, Binghamton, Broadacres, Dannemora State Hospital, Elmira, Elmira Reformatory, Onondaga Sanatorium, Otsego State Teachers College, Otsego County Public Works, Oxford, Public Works District 2, Ray Brook State Hospital, St. Lawrence State Hospital, Syracuse State School, Utica.

**Metropolitan Conference** — Central Islip State Hospital, Kings Park State Hospital, L. I. Agricultural and Technical Institute, L. I. State Park Commission, New York Parole District, New York City, Metropolitan Division of Employment, Pilgrim State Hospital, Psychiatric Institute, State Insurance Fund, Willowbrook State School.

**Southern Conference** — Bridge Authority, Forest Rangers, Game Protectors, Harlem Valley State Hospital, Hudson River State Hospital, Hudson Valley Armories, Matteawan State Hospital, Palisades State Park Commission, Public Works District 8, Rehabilitation Hospital, Sing Sing Prison, Warwick State School, Wassaic State School, Woodbourne State Prison.

**Western Conference** — Attica State Prison, Barge Canal, Buffalo State Hospital, Chautauqua County Public Works, Craig Colony, Gowanda State Hospital, Gratwick, Hamburg, Hornell, Newark State School Orleans County Public Works, Public Works District 4, Rochester State Hospital, State School at Industry, Western New York Armories.

**County Division**—Broome, Cattaraugus, Cortland, Dutchess, Franklin, Fulton, Herkimer, Jefferson, Monroe, Montgomery, Nassau, Onondaga, Orange, Orleans, Otsego, Rockland, St. Lawrence, Seneca, Steuben, Suffolk, Ulster.

**ROFEH AFFILIATES WITH JEWISH COUNCIL**  
Rofeh, an organization of Jewish employees of the NYC Department of Hospitals, received from Mayor Robert F. Wagner a certificate of affiliation with the Council of Jewish Employees in Civil Service. Helen Gross, president of Rofeh, accepted the certificate.

Commissioner Basic C. MacLean, Deputy Commissioners Maurice Matzkin and Morris A. Jacobs; Mrs. Estelle S. Rodman, secretary of the department, and the executive board of Rofeh attended the ceremony.

### 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, Livie Winkler, also known as Lily Winkler and Livia Winklerova, Pavel Winkler, also known as Paul Winkler, Rose Kullberg, and to "Mary Doe," the name "Mary Doe" being fictitious, the alleged widow of Frank Ruck, deceased, if living, or if dead, to the executors, administrators, distributees and assigns of "Mary Doe," deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the next of kin of Frank Ruck, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

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

SEAL: Clerk of the Surrogate's Court

## HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

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## Serious, Light Notes Struck At MHEA Jubilee Dinner

ALBANY, Oct. 17—I am in favor of better working conditions and higher pay for Mental Hygiene employees. Dr. Paul H. Hoch told the Mental Hygiene Employees Association. The State Mental Hygiene Commissioner added, however, "I propose, but Budget and Civil Service dispose."

Salaries of certain groups in the department are "inadequate," he said. Something will be done about them, but how much and how soon can not be determined now.

Dr. Hoch, principal speaker at the MHEA's Golden Jubilee Dinner, held here October 10, reiterated his three-fold program for the department: improved treatment for patients, expanded training for every group of employees, and increased research into the causes of mental illness.

### Careers in Mental Hygiene

Improved training programs, he noted, will help to recruit new personnel and create better morale of present employees. Service in Mental Hygiene should be a true career, and I hope to see it as such. It will benefit not only the employee himself, but the patients who will get the benefits of his added training.

Serious notes, and lighter moments, too, were struck at the association celebration marking its 50th anniversary.

Fred J. Krumman, MHEA president, introduced Leo Gurry, past president, who was toastmaster of the evening. Mr. Gurry, and other speakers, reminisced over some of the difficult battles which MHEA had successfully waged in the past

50 years. He and past presidents John McDonald and Fred Walters encouraged the group to press vigorously for the 40-hour week with no reduction in present take-home pay.

"Today, the 40-hour week is as important as the eight-hour day was when Mental Hygiene employees were working 12 hours a day," said Mr. McDonald.

### 'Part of History'

Paul Kyer, associate editor of The LEADER, pointed to the parallel between the recent history of the battle against infantile paralysis and the present history of the battle to find the prevention and cure of mental illness.

"In a short 30 years, we've nearly conquered polio," he said, reminding his audience that the disease has afflicted mankind since at least the time of the Pharaohs.

"I believe," he said, "that the present Mental Hygiene workers will be part of the history of victory over another scourge."

John D. O'Brien, MHEA vice president, and John E. Graveline, who represents department employees on the Board of Directors, Civil Service Employees Association, also addressed the gathering, as did John F. Powers, CSEA president.

Granvill Hills, the department's personnel director, agreed, the diners were told, to sit on the dais on the condition that he would not have to make a speech. When introduced, he rose, smiled, and clasped his hands above his head.

## MHEA Looks to Future

The Mental Hygiene Employees Association, which last week celebrated its Golden Jubilee with a magnificent dinner in Albany, has come a long way since its modest beginnings in 1905. Following is the final instalment in the story of MHEA's accomplishments thus far, and its views to the future.

In the year 1946, the MHEA agenda included a request for uniform vacation period of 22 days, and an "in-service" training program for ward employees. Notices adorned the bulletin boards in every mental hygiene institution. Mr. Dorris Blust was appointed secretary-treasurer due to Mrs. Baumgras' retirement. Fred Walters of Middletown was elected president in 1947. In the year 1948 Walter Mannix of Craig Colony was elected president and Mrs. Beulah Bedford was appointed secretary. The wheels of progress rolled on for the M.H. employee when suddenly in 1949 Mr. Mannix passed away. Charles Methe of Marcy State Hospital was named president in 1950. In 1951 Fred Krumman of Syracuse State School was elected to the top office which he presently holds.

### Deeds Speak for Themselves

The accomplishments of MHEA over the past 50 years are too numerous to mention, but the results speak for themselves. Years ago the Department of Mental Hygiene found it necessary to advertise in foreign newspapers for help. Today there is a waiting list; a better class of employees are available. The working advantages of the employee today were not accomplished overnight. They represent the results of 50 years of hard, diligent work on the part of the officers and delegates of MHEA.

### Many problems remain to be

solved. Your association is pledged to work for your benefits. This is the only all-State all Mental Hygiene association. The department ment has more than 28,000 employees, the largest single State department.

During these 50 years, improvements have brought the salary of the attendant (competitive class) to a minimum of \$2,450 and a maximum of \$3,190, sick leave, leave for serious illness in the family; better classifications, more positions, larger and more up-to-date institutions, and certain fringe benefits.

### Much Work Remains

However, the majority of employees are still working 48 and 44-hours a week with straight overtime pay beyond 40 hours. The trend of times and private industry makes this seem like an antiquated law. A 25-year pension for workers in Mental Hygiene seems a "must." The new salary schedule as adopted on April 1, 1954 is not entirely satisfactory. Some employees found their salary increased only a few cents. Those with five years service at maximum rate of pay received some consideration. MHEA believes that payment of sick leave upon termination of employment would be fair and equitable to the faithful employee.

There are still many improvements this association is continuously working to obtain. Publicity of MHEA activities and the type of work of its members brings to the taxpayer the realization that a 40-hour week is needed.

### SPECIAL NOTICE

In order to give full coverage of the CSEA annual meeting, some chapter news and departmental columns have been withheld for a week. They will appear in the October 25 issue.



Some of the members of the social committee, Civil Service Employees Association, who did their usual fine job in making the 45th annual delegates' meeting such a success.

## CSEA Delegates Approve Resolutions

(Continued from Page 14)

starting salary of such higher grade is lower than the present salary of the employee, then said employee shall receive the next salary step in the new title.

Immediately higher than the employee's present salary, less of whether or not the employee had received an increment the previous April 1, or one full increment of the new grade, whichever is greater.

**Withhold State aid unless satisfactory pay scales set up**—Resolved, that the Association sponsor and support the necessary legislation to permit the State to withhold reimbursement from State monies for all counties, subdivisions or portions thereof who fail to submit and adopt pay scales comparable to those used by the State of New York in local agencies whose funds are reimbursed from State monies.

**Survivors benefits under Retirement System**—Resolved, that the Association respectfully requests that a study be made to investigate the possibility and advisability of providing survivors payments from the retirement system to beneficiaries in similar pattern to the Social Security plan for members after their accumulated contributions reach a minimum amount.

**Reopen 55-year pension plan**—Resolved, that the Association appeal to the Legislature to reopen opportunity for joining the 55-year retirement.

**Permit employees injured in line of duty to retire under accidental disability provisions**—Resolved, that the Association sponsor or support the necessary legislation to permit persons suffering from physical or mental diseases incurred in the scope of their employment to retire under the accidental disability provisions of the retirement law.

**CSEA promote recreational and rest facilities**—Resolved, that the Civil Service Employees Association appoint a committee to study the value of instituting a self-supporting non-profit vacation camping grounds or rest home similar to that instituted by the New York Telephone Company, and the American Legion and other notable agencies; and that the Civil Service Employees Association ask the State of New York for a grant of land to initiate this program.

**Extend to State University personnel same rights as other State employees**—Resolved, that the Association seek to insure to the State employees at the colleges and schools now under the jurisdiction of the State University, the rights and privileges now accorded under the Civil Service Law and Rules, and other State laws, to civil service employees of the State as to tenure, promotions, pay, hours, overtime vacations, holidays, sick leaves, classification, grievances, and other

matters of employment. (Provides employees at Geneva Experimental Station be considered State employees and have all civil service rights of such status.)

**Supervision of recreational activities deemed hazardous**—Resolved, that the Association take the necessary steps to have the actual supervision of playground and recreational activities classed as a hazardous occupation under the Workmen's Compensation Law.

**Extend pilot Heart Program to employees outside Albany**—Resolved, that the Association support the extension of the pilot heart program to employees outside the city of Albany.

**Compensate employees for personal property loss in line of duty**—Resolved, that the Association sponsor or support legislation to authorize the State to compensate its employees for loss or damage to personal property which occurs in the scope of employment without fault of the employee.

**Overtime for Park patrolmen**—Resolved, that the Association take the necessary action to insure that park patrolmen in State service receive either overtime or compensatory time off for hours of work in excess of 40 hours a week.

**Remove toll charges for Manhattan State Hospital employees**—Resolved, that the Association take all possible steps to secure for the non-resident car owner employees of Manhattan State Hospital freedom from toll charges in travel to their work on Wards Island.

**Reimburse expenses of employees transferred**—Resolved, that the Association take appropriate action to insure that employees permanently assigned to a given geographical area, who were not informed at the time of employment that traveling assignments were a regular part of his duties, cannot be required to undertake traveling assignments without the employee's consent.

**Restrict travel on official business to regular hours**—Resolved, that all travel of State employees on official business be, so far as practicable, confined to the regular working hours of the employee concerned.

**CSEA annual award to newspaper**—Resolved, that the Civil Service Employees Association make an annual award to a newspaper and reporter, that by its articles and/or editorials has done most to improve the welfare of the public employee.

**State Pension credit for Federal Service**—Resolved, that the Association sponsor or support legislation to permit members of the retirement system who were in State employment at the time of federalization to gain credit for time spent in Federal service during World War II by paying into the retirement system the contributions they would have made had their Federal service been State service.

## Social Committee 'Does Itself Proud'

ALBANY, Oct. 17—The social committee of the Civil Service Employees Association "did itself proud" at the 45th annual meeting last week.

The two informal "after hours" gatherings of delegates Sunday and Monday evenings, at CSEA headquarters, were sparked by the music of the Don Foucault Trio, the excellent and ample refreshments, and the presence of the social committee—Virginia Leatham, chairman; William Baker, Margaret Deveny, Michael Dollard, Florence Drew, Rebella Eufemio, Matthew Fitzgerald, Ivan Flood Helen Forter, Edith Fruchthendler, Joan Hanlon, Rita Hughes, Doris LeFever, Lea Lemieux, Louis Luizzl, Isabelle O'Hagan, Blagio Romeo, Bernard Schmah, E. Kenneth Stahl Catherine Webb and Al Wehren.

The luncheon meetings of the delegates and the final dinner event also attested to the time and talents devoted by committee members to making the social side of the annual event a genuine success.

## CSEA Year

(Continued from Page 3)

August 5, 1955 establishing the When the Harriman Administration employees can be looked upon as a victory by the Civil Service Employees Association. The Association had persistently criticized the grievance machinery as set up by the previous administration as impracticable and unworkable. When the Harriman Administration took office, the Association made overtures for the establishment of a workable plan. Negotiations began between the Association and the Administration last winter. Several plans were suggested by both the Administration and the Association, but for one reason or another, no plan could be produced which would meet the approval of all of the parties interested in the establishment of the machinery. Finally, as a result of a suggestion made at a special meeting of the Executive Committee of this Association on June 29, a grievance plan was formulated which met the approval of the Administration and all of the other parties involved in the establishment of the machinery. The Governor has promised to implement the Executive Order as rapidly as possible so that a program of operation can be gotten under way.

(Continued Next Week)

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