

Civil Service LEADER

America's Largest Weekly for Public Employees

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Saturday Closing Law for Counties Explained

See Page 3



Photo by W. H. Lamm

J. Edward Conway (left), President of the State Civil Service Commission, watches Mrs. Norma Kunofsky show how the award-winning form she devised is used both as an exam announcement and application blank. Robert Quinn, chairman of the Civil Service Department's Merit Award Committee, is at right.

Cash Awards to Employees

ALBANY, Nov. 23 — Dr. Frank L. Tolman, chairman of the State Employees' Merit Award Board, announced the award of \$300 jointly to two State employees at Willowbrook State School. The cash award, accompanied by individual certificates of merit, went to Frank Angillilli, head industrial shop worker, and Lucan Tesseloni, tinsmith.

At a cost of \$88, the two men adapted a hand-operated cushion-filling machine for additional use in constructing crib mattresses. This idea cuts in half the replacement cost.

"The Board's action," said Dr. Tolman, "highlights its important function of according wider recognition to State workers who make definite contributions to the operating efficiency of their departments. The achievement of Messrs. Angillilli and Tesseloni is an excellent example of the constructive contributions State employees can be encouraged to make over and beyond their regular job duties."

Angeline M. Angerame, typist in the Albany Motor Vehicles, Albany, has been awarded \$160 by the Board for a suggestion that cashiers' receipts for a single register be consolidated rather than typed individually. The idea effects substantial savings, the Award Board said.

Others Honored

A \$50 award went to Norma Lifshutz, of the Albany office of the Civil Service Department, for designing a combined exam announcement and application form, to facilitate recruitment of clerks.

Rufus Moss and Louis Murray, of the NYC office, Division of Employment, share \$50 for construction of a telephone extension index for the Service Industries Office.

A suggestion of a new form to aid in the inspection of industrial establishments earned \$25 for Thomas W. Schell, of the Labor Department, Albany.

Merit Certificates Awarded

Certificates of merit were awarded to William F. O'Connor, Tax, Albany; James Eugene Morrell, Elmira Reformatory; Samuel Milley, District 4 Public Works, Rochester; Thomas B. Parish, Rent Commission, Brooklyn; William A. Lyons, Rockland State Hospital, and James Fryer, Workmen's Compensation, NYC.

\$50 for Mrs. Kunofsky

A Civil Service Department employee who worked out a combined announcement-application form for use in the State's annual series of tests for clerical jobs has been granted a \$50 merit award.

President J. Edward Conway of the State Civil Service Commission presented the award to Mrs. Norma Kunofsky, a senior personnel technician in the department's examinations division.

Mrs. Kunofsky devised the new form without thought of a merit award. Her improvement, used for the first time in last spring's series, was submitted to the Merit Award Board by her supervisor.

The dual purpose form cuts printing costs and makes more effective the recruiting and application procedures. It is most useful in large-scale exams such as the clerical series, which this year required 70,000 such application-announcements. The applicant may read the announcement section, then detach the application form. Ordinarily, the two forms are on separate sheets.

Mahoney Report Criticizes State Grievance Program, But Offers Few Changes

ALBANY, Nov. 23 — Only three cases have been acted upon formally by the Personnel Relations Board since it began operation in 1950. This is revealed by the comprehensive Mahoney Commission staff report on State civil service. Despite this remarkable lack of action, the Mahoney report makes relatively minor suggestions for overhaul of the agency.

It's Cumbersome

The grievance procedures now existing are unnecessarily cumbersome, the Commission says, agreeing with State employees. The Commission says this is what has happened to a Board that had been set up with high hopes:

"The method of selecting unit or department panels is unwieldy. A complainant employee under the present system chooses a person from the panel to be one of two who will in turn choose a third. . . . In most agencies, no members of the panel have been asked to serve on a committee. Their annual selection may be considered meaningless by the employees, and the grievance procedures regarded in an indifferent manner as a complex process, full of 'red tape' and of little value to the employee. Most important, the complainant may not find any one on the panel in whom he has confidence and whom he wishes to choose to consider his case."

Few Steps

What is needed, says the State Commission on Coordination of State Activities, is fewer steps in consideration of complaints. This is a far more restricted program than that demanded by the State's employees.

The Recommendations

The main recommendations of the Commission are these:

The Personnel Board should be continued as at present, with slight change in its organization. All Board members should be appointed by the Governor, and serve at his pleasure. If the Chairman is chosen from outside State service, he should be paid on a per diem basis. One member of the Board should be selected from the competitive civil service; the other from among all the officers and employees of the State government. Since the Governor would make all selections, panels of names would be unnecessary. The Board would serve on a part-time basis.

For complaints not resolved by the line of supervision below the agency head, the procedure should provide for review by a committee of the employee's peers in his own department. The decision of this committee should be forwarded to the agency head for his action.

In setting up the committee to hear complaints, the Mahoney group suggests a simpler plan than the present cumbersome panels. The committee would consist of (a) one member to be designated by the agency head; (b) one member to be selected by the employee from among his fellow employees; (3) these two to choose a third member.

Four Tests

There are four tests which grievance procedure should meet, says the Mahoney report:

1. It should place responsibility squarely upon management for

settling employee complaints;

2. It should provide an opportunity to have complaints considered by a committee of peers;

3. It should provide a review of complaints that require further authority to resolve them;

4. The number of steps and amount of paper work should be kept to a minimum.

The only basically new sugges-

tion — and it is only a suggestion — made by the Commission is that departments be "encouraged" to experiment with the system used in British civil service — the Whitley Councils, which provide a means for settling disputes in which both sides sit down and work out the problems. However, the report doesn't mention any machinery for this.

DON'T REPEAT THIS

Dewey Has Always Come Back - Will He Do It Again?

GOVERNOR THOMAS E. DEWEY, who has gone through many crises in the course of his meteoric political career, last week placed the period to the celebrated Wicks case.

The resiliency of the Governor is one of his fabled characteristics. No matter how deeply he seems to be mired in a current situation, he always emerges. Will that happen again?

Dewey has a rubber-ball flexibility. He always comes back from defeat stronger than he had been before. He came back from his defeat in the Jimmy Hines mistrial early in his career, to convict Hines and to win a reputation as the outstanding public prosecutor in the United States. He came back from his defeat by Herbert Lehman to win the governorship of New York State. He came back from his defeat by Franklin D. Roosevelt in the Presidential race, to obtain nomination a second time. He came back from his defeat by Harry Truman, to win the governorship of his own State again by an overwhelming plurality, notwithstanding the "Hanley letter" incident, in which he survived a liability that might have done in many another. And while a third nomination for the Presidency was not a practical possibility in 1952, it was he who ordained and engineered the nomination of Eisenhower, an act which projected him into the leading spot on the national scene.

Can he survive again? Can the resourcefulness which has made him so strong a political leader continue to carry him forward?

The Wicks Battle

He has won his battle against Arthur Wicks, but has he in the process undermined or strengthened the Republican party in the State? And can he remain free of the stench that has arisen out of racetracks, visits of GOP bigwigs to extortionist Joe Fay, the iron control of labor czar William DeKoning in Nassau? Although he is not personally tarnished, can he remain above the battle, and emerge victorious as before? Can he refrain from saying more than he has said about the Luciano matter, which arises again and again to haunt him?

Dewey's closest aides said he had to do what he did in ridding his party of Senator Wicks. But Wicks may become either a martyr or a scapegoat in politicians' eyes. One of Mr. Dewey's closest confidants told this column: "The Governor would have proceeded with the Wicks dismissal no matter what the consequences. He has certain standards of ethics that he lives by, and those standards seem always to pull him up when the going is rough. Wicks did nothing illegal in visiting Joe Fay, so far as is known. But there are questions of propriety. A man who is majority leader in the Senate, who is acting lieutenant governor, just cannot have the stain upon him that he visited a convicted extortionist. Standards of political morality have risen in this generation. It might have been acceptable twenty years ago. It cannot be accepted today."

But why Wicks? If Wicks is to suffer, what about the other names that have been pressing in the news: Russell Sprague, who pyramided \$24,000 into \$500,000 via racetrack investments? William Bleakley, Republican boss of Westchester County, who was counsel to Algam, the organization that was so involved in harness racetrack operations? William Condon, Senator from Westchester, whose name has been whispered in connection with the Yonkers Raceway and other unpleasant matters?

Dewey's aide smiled, "One at a time." And even as he was talking, the news came that Sprague was quitting his position as committeeman on the Republican National Committee; Bleakley was relinquishing Algam as a legal client; and Republicans in Westchester were beginning to look into the career of Senator Condon.

Condon is certainly not one of Governor Dewey's close associates. But politics thrives more on half-facts than on full ones. One Democratic politician insists that in forthcoming political campaigns efforts will be made to show a close relationship. Here is his argument — and it's easy to see how such half-facts make campaign material: "How close is Condon to Dewey? Well, I can tell you this: He's the man who steered Dewey's notorious anti-labor Condon-Wadlin law through the State Legislature — the law that has been called worse than the Taft-Hartley Act."

(Continued on Page 6)

Employee Activities

Willard State Hospital

THE following have become new members or renewed their membership in Willard State Hospital chapter, CSEA. Carl Alger, Vanlon Alger, Leona Bell, Charles Boyer, James Branciforte, Zola Brown, Leon Charles, Millie Charles, Charles Collins, Mary Collins, Helen Suer, Marvin Cuer, Howard Cunningham, Dr. Oscar Diamond, John Engel, Josephine Engel, Grace Everett, Dorothy Fillpeck, Vivian Forsman, William Gallagher, Dr. Herbert Goldsman, Dr. Jack Hammond, Anna Holford, Mort Haring, Margaret Holford, Hilda Holmberg, Laura Karlson, Dr. Kenneth Keill, Bertha Kelley, James Kelley, Milton Kellogg, Frank Kurya, Edward Limner, Marion Limner, Rosie Lynch, Augusta McArdle, Margaret McArdle, Francis McDonald, Margaret McDonald, Doris McGuire, Laura McHenry, Helen McLaughlin, Gladys Miles, Charles Moore,

Gordon Mott, Benjamin Nivison, Dorothy Peltz, Francis Peltz, Paula Peterson, Beulah Phetteplace, Jennie Power, Alfred Prouty, Melvin Quinn, Velma Radka, Clare Redditt, Edmund Redditt, Leah Roberts, Frances Rogers, William Rogers, Lawrence Rourke, Dr. Charles Russell, John Russell, Enrico Scoles, Gabriel Sincropl, Ernest Soper, C. D. Stephens, Irene Stephens, Milo Stilwell, Elizabeth Trainor, Milton B. Traphagen, Beattie Turner, Charles Turner, Henry VandenBroek, Elaine VanVleet, Victor Van Vleet, Helen Vincent, John Vincent, Mildred Vincent, Mildred Voight, Cecil Walling, Clele Walling, Erma Waters, John Waters, Elizabeth Wilkens, John Williams, Ray Williamson and Harold Wilmot.

If you have not already paid your dues, please do so soon. Give your dues to your supervisor or any one of the membership committee. The CSEA's endeavoring to secure a pay raise this year and

(Continued on Page 16)

AUTO EMBLEMS SOLD OUT; NEW SUPPLY FEB. 1

Civil Service Employees Association headquarters advises that its stock of CSEA auto emblems is exhausted. A new supply is on order.

Because of increase in purchase cost, the new emblems will cost members \$1.50, instead of \$1.25. The new emblems will be ready about February 1.

State Seeks Beginners For 170 Engineering Jobs; Other Openings Listed Employment Interviewer Included

Applications in the State's annual "college series" of examinations, to recruit college seniors and graduates for careers with the State of New York, will be received at State Civil Service Department offices until Friday, December 18. Application may be made in person, by representative or by mail. Written tests will be held January 16.

College graduates, and seniors who expect to be graduated by June 30, 1954, are eligible in the professional and technical assistant exam. There are twelve specialties: Engineering or architecture, biology, chemistry, physics, psychology, journalism, law and library science. Candidates may apply in any two of the twelve specialties.

170 of the Jobs

The engineering and architecture specialty is open to all qualified U. S. residents. Appointments at \$3,731 a year will be made to jobs as senior engineering aide, senior draftsman, senior architectural draftsman, landscape aide, junior utility rates analyst and junior personnel technician. Pay rises to \$4,212. Specialized courses in architecture or engineering are

required. There are 150 vacancies at Public Works offices in the senior engineering aide title, and 20 as senior draftsman.

Entrance pay for biology, chemistry and physics specialists is \$3,251 and rises to \$4,052. Candidates must have college training in the field for which application is made.

Economist jobs pay \$3,411 to \$4,212 a year. College courses in economics are required.

Administrative Jobs

Candidates in the administration specialty, \$3,251 to \$4,052, must have a bachelor's degree or completion of a State employee traineeship and three years of college work. Eligibles will fill jobs as administrative aide, junior examiner of methods and procedures, junior personnel assistant, junior personnel technician and junior archivist.

The mathematics specialty, \$3,571 to \$4,372, requires a bachelor's degree, including 20 semester hours in mathematics.

Statistician applicants must have 12 semester hours in mathematics and statistics. Pay is \$3,571 to \$4,372 a year.

Eligibles on the psychology list will be appointed to junior personnel technician jobs, \$3,251 to \$4,052.

15 Internships

The State also offers 15 internships in clinical psychology to candidates with 30 graduate hours

U. S. Civil Service Seeks Repeal of Whitten Rider

WASHINGTON, Nov. 23 — The U. S. Civil Service Commission will seek repeal of the Whitten rider at the coming session of Congress, "to regain the administrative leeway that we believe is necessary to make personnel management responsible to changing circumstances," said Frederick J. Lawton, U. S. Civil Service Commissioner. His remarks indicated the Commission's campaign may bear fruit.

Although the Whitten rider has been amended—to permit maintenance of the September, 1950 level of permanent employment, despite deaths, retirements or resignations among career workers—past efforts to repeal the measure have been unsuccessful. The Commissioner said: "De-

tailed provisions governing administrative management, when written into law, create an inflexibility that is incompatible with dynamic public administration."

There are 200,000 vacancies. More than 700,000 "indefinite" personnel have been hired since passage of the measure.

Studying Vet Preference

The Commission is also studying the Veterans Preference Act, to determine what changes, if any, should be made. The present system—under which veterans have superior retention rights in reductions in force—has been adversely criticized by "riffed" non-veterans.

Commissioner Lawton expressed no optimism about modification of the Veterans Preference Act.

dents of the U. S. Pay ranges from \$2,931 to \$4,052.

The professional and technical assistant exam is No. 8254.

Accounting Assistant

The State will also hold an exam for accounting assistant positions with starting pay ranging from \$3,091 to \$3,571. Candidates must have either (a) a bachelor's degree, by June 30, 1954, with 24 semester hours in accounting, or (b) a bachelor's degree and one year's accounting experience, or (c) high school graduation and three years' experience, or (d) a combination of such education and experience. The written exam will be held January 16.

Public Administration

The State also seeks public administration interns for its training program. Starting salary is \$3,541 a year. Candidates must have a master of arts degree, by June 30, 1954, or a bachelor's degree by the same date, and one year's experience as a junior manager or administrator in public, personnel or business administration. In addition, twelve semester hours in appropriate fields are required.

The written test for public administration intern posts will be held January 16. The exam is No. 8262.

Employment Interviewer

Also included in the "college series" category is the exam for employment interviewer jobs, with the Division of Employment of the State Department of Labor. Salary ranges from \$3,571 to \$4,372. Requirements are: Either (a) high school graduation and five years' experience in labor relations, public or private employment service, personnel work, vocational rehabilitation, guidance or teaching, or (b) bachelor's degree, by June 30, 1954, and one year of such experience, or (c) completion of 30 graduate hours, or (d) a satisfactory equivalent.

All told, there are more than 500 jobs to be filled from the "college series" tests. Most of the positions are in Albany and NYC, with some at offices and institutions throughout the State. Additional vacancies will occur during the life of the eligible lists, which is one year, according to law.

Dr. Forst Heads Health Dept. Bureau

ALBANY, Nov. 23 — Dr. John A. Forst of Farmingdale has been appointed chief of the Bureau of Health Service in the State Education Department by Dr. Frederick J. Moffitt, Acting Associate Commissioner. The pay is \$8,350 to \$10,135. Dr. Forst succeeds the late Dr. Lillian DeArmit.

Dr. Forst was on the eligible list established by the State Civil Service Commission.

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GOVERNMENT EMPLOYEES

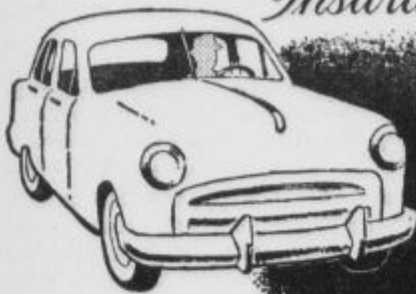
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Saturday Closing of County Offices

MOST municipal employees know that at the last legislative session, the County Law was amended to provide that certain county offices would remain open on Saturdays during July and August.

There seems to be some confusion surrounding this law.

The following is a reprint of the Governor's memorandum on approval of this bill:

"County Law, closing, Saturdays S.I. 2879, Pr. 3387, Rules Com. Ch. 795

"Pub. Officers Law, offices, hours A.I. 2217, Pr. 2304 Morgan Ch. 796

"These bills deal with the closing of county offices on Saturday. The Public Officers Law now requires public officers of the State and counties to be kept open for the transaction of business on all days except Sundays and holidays.

"The fundamental policy question in the closing of public offices on Saturday is its effect on public convenience. Under existing law there is nothing to prevent any county office from maintaining a skeleton force on Saturday. This practice has been followed in State offices without difficulty. The maintenance of skeleton forces permits rotation of Saturday assignments for employees. At the same time it provides assurance that persons requiring the services of the government will not be deprived of the opportunity to transact their business.

Multiple Functions

"In the case of County Clerks' offices, it is not only the functions of the county clerk that are involved. The county clerk in each county in the State (except Albany, Kings, Queens and New York) acts as agent for the Commissioner of Motor Vehicles in the issuance of motor vehicle registrations and drivers' licenses. The county clerk is also the clerk for the Supreme Court and outside of New York City, clerk for the County Court. Consequently, Saturday closings in some instances result in inconvenience to attorneys who may require the use of these public offices on that day.

"In rural areas opening on Saturday mornings is regarded as an important convenience for persons who travel to the county seat to transact their business on the only day in the week available to them for that purpose.

"During the summer months these offices are open on weekdays from 9:00 A.M. to 4:00 P.M. and during the balance of the year from 9:00 A.M. to 5:00 P.M.

"Last year I noted that changes in business practices and widespread adoption of the five-day week provided basis for examining present closing policy and that it might be desirable to permit some public offices to be closed on Saturday during the summer months.

"Senate Bill, Introductory 2879, Print 3387, authorizes the closing of designated county offices on Saturday from July 1 to Labor Day for a two-year trial period. In its favor is the fact that courts are closed during summer months and the demand for other services not as great as during the rest of the year. Approval of this bill will permit the closing of these county offices on a uniform basis outside of New York City, Nassau and Westchester Counties. If after a trial period it should appear that these summer closings can be continued without undue inconvenience to the public, the provision can be made permanent.

"Senate Bill, Introductory Number 2879, Print Number 3387, and Assembly Bill, Introductory Number 2217, Print Number 2304, which implements it, are approved."

What Offices Are Affected

From Section 206, Subdivision 2 of the County Law, amended by Chapters 795 and 796, Laws of 1953, it is clear that the offices affected are: County Clerk, Surrogate, County Treasurer, Clerk of the Board of Supervisors, and Civil Office of the Sheriff. These are the only offices that would be affected by this new law.

State to Open 9 More Tests On Dec. 7

ALBANY, Nov. 23 — The State Civil Service Department will hold six statewide and three Westchester County open-competitive exams on Saturday, February 20.

Unless otherwise stated, candidates must be U. S. citizens and New York State residents for at least one year. In addition, Westchester County residents will be given first preference for social case worker jobs in that county.

The filing period in the exams is Monday, December 7 to Friday, January 15. Do not attempt to apply before December 7. Candidates in the associate actuary (casualty) test may apply to February 20.

Exam number, title and salary range are given, in that order.

8218. Associate actuary (casualty) (open nation-wide), \$6,801 to \$8,231.

8219. Senior public records analyst, \$4,964 to \$6,088.

8202. Medical illustrator, \$4,359 to \$5,189.

8220. Senior welfare consultant (mental health) (open nation-wide), \$4,964 to \$6,088.

8660. Senior medical social worker, Westchester County, \$3,715 to \$4,555.

8661. Senior social case worker (foster homes), Westchester County, \$3,715 to \$4,555.

8662. Senior social case worker (public assistance), Westchester County, \$3,715 to \$4,555.

8222. Associate personnel technician (municipal service), \$6,088 to \$7,421.

8223. Senior personnel technician (municipal service), \$4,964 to \$6,088.

As soon as requirements are announced, The LEADER will publish them.

Fast Hiring of Engineers and Stenos

The NYC Board of Education has openings for custodian engineer, \$4,600 to \$5,300; civil engineer, \$5,846; architect, \$5,846, and stenographer, grade 2, \$2,350.

Applications are being received by the NYC Civil Service Commission for custodian engineer (permanent) until November 30. The Board welcomes as an applicant for the custodian engineer jobs any candidate in the exam. Custodian engineers must possess a valid stationary engineer's license.

The position of civil engineer requires a State professional engineer's license, and architect a State registered architect's certificate.

Anyone interested in provisional employment in any of the above titles should apply in person at Room 102, 110 Livingston Street, Brooklyn.

CIVIL SERVICE

NEWS

Letter

AN OFFICIAL of the Eisenhower Administration was greeted with horse laughs when he attended a staff reunion of the corporation for which he'd worked. He couldn't understand the unexpected reaction. Was it because he'd stayed rather aloof from his old cronies? But hadn't he dictated a letter, saying that the strenuous new duties of his government post kept him so busy that he even had to work nights? Indeed, he had. Regardless of what he dictated, the letter that he signed contained the apology, "I'm sorry not to have answered your letter sooner, but I have been occupied even at night with the strenuous new beauties of the department."

FORTY MINUTES was the time to be allotted to candidates in NYC performance tests for promotion to stenographer, grade 4, but when the competitors from the Board of Transportation and the Finance Department were cut short at 35 minutes, they howled. The monitor then announced that any who so desired could return for another test, different material, in the afternoon.

Some candidates from other departments felt that the competitors who were given the option had two opportunities to their one. This the NYC Civil Service Commission denied, saying the first test for the two departments was cancelled for each competitor who rejected the offer, so each candidate was given only one test, and all had an opportunity to take the full 40 minutes for transcription.

Why the five minutes were cut from the two tests was not explained. The occurrence was called "an accident."

The Commission spiked rumors that all the tests would be given over again.

THE EFFECT of the recent elections will be felt in Congress when civil service measures are considered in committee, and when they come to a vote in the Senate and the House. As the CIO puts it frankly, "Congressional attention is very definitely being attuned to voters' attitudes. The issues voters indicate as important will be those acted upon with more dispatch than formerly."

The AFL groups recognize the fact equally, and also intend to capitalize on it.

Employee groups have similar main objectives. First comes a raise. Union recognition, repeal of the Whitten Rider, and other goals can be won, leaders of employee groups feel, if enough pressure is put on the Republicans, who, they suspect, have been doing the denying or the delaying. The Republicans were and are in power.

Better Responsiveness Expected

The recent elections indicated a public trend back to the Democratic Party, and the Republicans, it is felt, would extend themselves to reverse the trend. The Republicans may have lost only a skirmish, as President Eisenhower says, but legislators, more politically minded, don't take lightly the loss of even a skirmish.

So look for hearings on pay bills, Whitten Rider repeal, and the like, when Congress gets back to work.

THE KAPLAN COMMITTEE that is studying U. S. pensions has been conferring with leaders of employee groups. The committee is sounding out these organizations on where they'd stand if particular amendments to the law are proposed. Also, the committee asked employee leaders to suggest topics for the committee to consider.

Top Topic

Social Security will be one of the main topics. Shall the U. S. law be amended to permit members of public employee retirement systems, or employees eligible to such membership, to be covered under Social Security, at the same time, for the same public job? Of course, many thousands are covered by both, but for different jobs or periods, or because they were included under Social Security at no cost during service in the armed forces. The double coverage proposal would permit them to keep alive, or augment, their Social Security protection.

The subject is highly controversial. Police, fire and teaching groups, in general, who wanted no part of Social Security in the past, can not be expected to change their attitude overnight. One of the hardest tasks before the committee is to drive home to the employee just what is being proposed, and how they would benefit under Social Security.

Safeguards Aplenty

The committee positively will not recommend any reduction of benefits under either system; instead greater liberalization, and more safeguards for employees, meanwhile praying that those previously opposed will look carefully into the value of added benefits, including up to \$1,020 a year more pension, as part of their own reappraisal of what would be offered.

Head of the committee is H. Elliot Kaplan, former Deputy Comptroller of New York State. He administered the State Employees Retirement System, and because of the outstanding job he did was appointed to his present post. Principally, he practices law at 285 Madison Avenue, NYC.

THE QUESTION of whether a civil service commission may set a minimum age for applicants, and make it stick, is headed for the Court of Appeals.

A NYC patrolman (P.D.) candidate was under the minimum age when he applied. He passed the exam nicely, and was all set, in his own mind, for a police career, when the NYC Civil Service Commission removed his name from the list. He sued in the Supreme Court, claiming he'd passed the minimum age between time of application and the time he should have been certified. He says it doesn't matter, so long as he reaches minimum appointment age by the time he's reached for appointment. He won. But the Commission wants NYC to appeal, claiming the issue is important, especially as the court's decision is out of line with previous decisions of other, and even higher, courts on the subject.



Seventy-three employees of the City of White Plains received pins for 25 or more years' service from Mayor Edwin G. Michaelian (right), representing the Common Council. The employees with the longest service records were, from left, Emma C. Byrne, secretary to the Finance Commissioner, 38 years; Timothy J. Murphy, Deputy Assessor, 37 years, and Mrs. Vera Carpenter, head of the Public Library's order department, and 1st vice president of the White Plains Unit, Civil Service Employees Association. David J. Burns, of the Water Bureau, also was honored for 37 years' service.

Onondaga Chapter Honors Corcoran

SYRACUSE, Nov. 23 — Onondaga chapter, Civil Service Employees Association, honored Mayor Thomas Corcoran of Syracuse at a testimonial dinner in the ballroom of Hotel Onondaga. More than 500 City employees and guests attended.

George L. Richardson, Corporation Counsel, was toastmaster. Traffic Judge John E. Holt-Harris Jr. of Albany, CSEA associate counsel, was principal speaker. Other speakers included John P. Powers, CSEA president, and Vernon A. Tapper, Onondaga chapter's first president and present chapter representative.

CSEA Well Represented

Mayor Corcoran's father, James E. Corcoran, and Mrs. Corcoran's mother, Mrs. J. A. Weis were guests. Corcoran sons and daughters and their families occupied two tables.

Monsignor Joseph B. Toomey, pastor of St. John the Evangelist Church, gave the invocation; the Rev. John M. Joslyn, pastor of the Lutheran Church of the

Atonement, gave the benediction, and Rabbi Benjamin Friedman, of Temple Society of Concord, delivered a message.

Others at the speakers' table included Fritz Campbell, chairman of the Onondaga County Board of Supervisors; Charlotte M. Clapper, CSEA secretary; Harry G. Fox, CSEA treasurer; Joseph F. Feily, CSEA 1st vice president; Robert Alexander, president of the Syracuse Police Benevolent Association, and Frederick D. Bourke, president of Municipal Employees Local 415, AFL.

Mrs. Scott Presents Gift

Mayor-elect Donald H. Mead of Syracuse, member of the State Assembly, then in special session, was also invited to attend.

Mrs. Norma Scott, president of Onondaga chapter, presented Mayor Corcoran with a television set. The Police Benevolent Association presented a gold honorary police card, and the Municipal Employees group presented a gift for the Mayor's "hobby shop."

Activities of Employees in State

Gowanda State Hospital

AT THE Gowanda State Hospital chapter's ninth annual dinner, at the VFW Post, Gowanda, the following officers were installed: Vito J. Ferro, president; Isabelle M. Dutton, vice president; Herbert Meyer, treasurer; Thelma Miller, secretary; Gunnard Nelson and Maye Bull, delegates.

Guests included Dr. Erwin H. Mudge, acting hospital director, Ernest Palcio, business officer; Dr. Ralph Bohn, assistant director; Dr. Willard Hogeboom, acting clinical director; Grace Hillery, president of the Western Conference, CSEA; John P. Quinn, CSEA 2nd vice president, and Jack Kurtzman, CSEA field representative.

The Rev. Schiffman gave the invocation, Father Malicki the benediction.

President Ferro said the Legislature and the public must realize that when prices rise, and they're now at an all-time high, the plight of the State employees, whose wages remain stationary, becomes more urgent. "The Legislature should act at once to pay ade-

quate salaries to civil service employees," he said.

The following were elected to the chapter's board of directors: Dr. Willard L. Hogeboom, staff; Bette Connelly, office; J. Porter, police; Henry Kelly, engineers; Joseph Paulucci, farm; Milford Anderson, food service; Donald Hills, garage and grounds; Dora Spires, occupational therapy; Allen Stuhmiller, recreation; Hophia Jonak, laundry; Marion Blemaster, housekeeping; Archie Frost, maintenance; Ruth Bond, Gunner Nelson, Helen Truesdell and Deward Larson, ward, and Theodore Stitzel, industrial.

Mount McGregor

ON THE sick list at Mt. McGregor: Charlie Richter and Bill Colton, both at Albany VA Hos-

pital. Thomas Astone, who was discharged from the same hospital, is feeling fine.

Recent vacationers: Max Blume, to Vermont; Isabella Johnston, to Scotland; Mr. and Mrs. Charles Vinton, to Syracuse, and Bob Marston and Pat Pinn. On vacation are Hugh Baker, Louis Bitner and John Patterson.

Rocky Piccirillo is the proud owner of the new Buick seen on the mountain recently.

Josephine Palermo transferred from the dining room to the sewing room.

Friends were glad to see Andy Ranieri's smiling face again. He's served four years with the Army in the U. S., Japan and Korea. Andy is replacing Cliff Schoepflin, of the infirmary, who leave for Merchant Marine duty. Good luck, Cliff.

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NYC Patrolman Exam Closes November 30

Monday, November 30 is the last day to apply in the NYC patrolman (P.D.) exam, except for men in military service between November 4 and 30, who may apply to December 31.

Patrolman pay starts at \$3,725 and rises to \$4,725.

The minimum application age is 18, although eligibles must wait until their 21st birthday for appointment. The maximum age is 29, except for veterans, who may deduct length of time in service from their actual age in determining eligibility.

There are no educational or experience requirements.

5 Feet 8 Inches Minimum

Candidates must be at least 5 feet 8 inches tall, in bare feet, and have 20/20 vision in each eye, separately, without glasses.

A written test, weight 50 per cent, and a competitive physical exam, weight 50 per cent, will be held.

The written test, which was originally scheduled for January 23, will be held Saturday, January 30. The Commission changed the date because Regents exams might conflict with the patrolman test, which will be taken this year by 18-year-olds. Also, the Commission wanted more time to study the applications.

Apply to the NYC Civil Service Commission, at its application section, 96 Duane Street, NYC, in person or by representative, from 9 A.M. to 4 P.M. Mondays to Fridays, and from 9 A.M. to noon on Saturdays until November 30. Applications will not be issued or received by mail.

50,000 Take Post Office Promotion Test

Some 50,000 clerks and city letter carriers throughout the nation took the first written competitive examination ever held by the Post Office Department for promotion to positions of clerk-in-charge and foreman. At the New York post office 6,500 applied, and the exam was given at Theodore Roosevelt High School, Bronx, and the Federal Building. At both sessions one started at 8:00 A.M. and the second at 2:00 P.M.

This examination is the first held under a new program set up recently by Postmaster General Arthur E. Summerfield to assure that supervisory jobs will be filled by competitive promotion.

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Applications Now Open!
(Must Be Filed Not Later Than 4 P.M., Mon., Nov. 30th)

PATROLMAN

MINIMUM AGE NOW ONLY 18 YEARS!

Young men interested in this position should start preparation without delay—the written Exam is to be held Jan. 30.

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Applications Will Open Jan. 6th for Permanent Positions With N.Y.C. Housing Authority As

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(PATROLMAN)

Starting Salary \$3,400 a Year

Promotional Opportunities up to \$6,725 to Start

New York City Residence is NOT Required
No Age Limits for Veterans—Others 20 to 35 Years of Age
Minimum Height Only 5'6"—Vision 20/30
Class Now Forming—Inquire for Details

Those who have filed applications for any of the following exams are invited to attend as our guests a class session of our preparatory courses.

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Classes TUESDAY and FRIDAY at 5:45 or 7:30 P.M. (Meet in Manhattan Only)

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Classes Twice Weekly in Manhattan and Jamaica

CLERK—Grade 2

MANHATTAN: TUES. AND FRI. AT 1.15, 5:30 OR 7:45 P.M.
JAMAICA: WED. AND FRI. AT 6:30 P.M.

Enroll Now! Classes Starting for Next N. Y. C. Exams for

MASTER ELECTRICIAN'S LICENSE

CLASS MEETS MONDAY & WEDNESDAY AT 7:30 P.M.

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CLASS MEETS TUESDAY & THURSDAY AT 7:30 P.M.

MASTER PLUMBER'S LICENSE

CLASS MEETS ON MON. AND WED. AT 7 P.M.

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TUESDAY, NOVEMBER 24, 1953

Pass Mark Authority Needs Thorough Study

The pass mark, always a touchy subject in civil service exams, has caused the NYC Board of Education serious trouble, because of a State Education Department ruling that the pass mark cannot be set after the papers are rated.

In civil service examinations the prevailing practice is to reveal the numerical pass mark in the notice of examination itself, although there are occasional exceptions. Yet the pass mark is something less significant than appears on the surface, if one considers the latitude allowed to a commission or board to adjust the rating. For instance, suppose the needs of the service require more eligibles than would be afforded by a 1 per cent value assigned to each of 100 test questions. If the penalty for a wrong answer is reduced, candidates with high scores benefit little, those with low scores benefit much. If there is a uniform increment for each right answer, the high-scoring candidates benefit more than the others.

The Two Go Together

The exercise of latitude in weighting questions is in the same direction as changing the pass mark.

In NYC the Civil Service Commission recently adopted a rule by which it has full authority over what the pass mark shall be; there is no requirement for stating the mark numerically in advance, although that practice prevails. Under the State Civil Service jurisdiction about the same situation obtains. Unless otherwise stated, or some reservation is made on advance notice to candidates, the pass mark would be 75 per cent.

The NYC Board of Education is not subject to the Civil Service Law or Rules, or to the State Civil Service Commission in filling its teaching and related positions, but to the Education Law and the State Department of Education. All, however, are subject to the State Constitution.

Question of Constitutionality

The Education Department's ruling called the post-rating pass mark unconstitutional, because not competitive. Thus if a ruling casts doubt on the legality of existing teacher eligible lists, because the pass mark in those exams was set subsequent to the rating, there may be reason for the alarm to spread.

There is, at least, need for a thorough study of authority over pass marks, a codification of the permissible variations from standard rating, and safeguards against possible abuse by variations, because the pass mark and the right to weight questions belatedly are like the two keyboards served by the same bellows of an accordion.

Career Jobs and Political Ones Must Be Kept Apart, Says Young

BOSTON, Nov. 23 — Chairman Philip Young of the U. S. Civil Service Commission told Federal agency executives and personnel directors that the Eisenhower Administration's policy is to separate career jobs from political appointments. "We are making a clear distinction for the first time," he said, "between the political appointment area and the career service area. We are providing an orderly, logical means of placing in policy-making positions persons who are sympathetic to the policies of the administration. At the same time we are removing the career service as far as possible from political interference. "Since last April, the Commis-

sion has placed 770 positions in Schedule C. Of these, 417 were formerly in Schedule A and 8 in Schedule B (two categories also outside civil service), and 143 are new positions; 202 have been transferred from the competitive service. During the same period we have rejected 852 agency recommendations to place positions in Schedule C."

NYC TO HOLD TEST FOR PLAYGROUND DIRECTOR
 The NYC Civil Service Commission has ordered open-competitive exams for playground directors, men and women, in permanent and temporary service, and a promotion exam for budget examiner, Bureau of the Budget.

Question, Please

I AM AN ELIGIBLE on the State's employment interviewer list. As there are about 250 names on the list, and a preferred eligible list, besides, I am wondering how the need for a new exam arises. If about the same result obtains this time as last, the new list would be out in April. That would kill my list. Of course, I can compete again, possibly pass. But what's the use? C. J. E.

Answer — The employment interviewer exam is included in the college series this year, the same as last, and the list life is limited to one year, unless extended by the State Civil Service Commission, the same as last year. Hence your list would expire about the same time that a new list would kill it. A recent count showed 93 names on the list of preferred eligibles. Some of these eligibles have been given temporary appointment. The prospects for eligibles on the new employment interviewer list would not appear to be better than the prospects were for the eligibles on your list. In its announcement the Commission makes no bones about the open-competitive prospects, in view of the existence of the preference list, which gets first job opportunities.

SUPPOSE A person is retired by NYC, but dies before receiving a retirement check. What benefits are left? L. C. V.

Answer — The beneficiary designated by the member is entitled to refund of the annuity contributions and an amount equal to the member's salary for a year.

AS I AM HAVING income tax trouble with the U. S. Government, am I in any danger of having the U. S. grab the tax money I owe, from my annuity contributions to the NYC Employees Retirement System? Mr. X.

Answer — Yes. The U. S. can issue a warrant for the collection of the money from your annuity account, and the Retirement System would have to honor it.

Comment

HOPES HIGH NOW FOR SHORTER HOURS

Editor, The LEADER:
 In your October 27 issue you published my letter under the heading, "Plea for Shorter Hours in Mental Hygiene Department." Thanks so much, not only from me, but from so many other employees who are trying hard to have over-long hours reduced. We hope to receive consideration on this problem.
 Now, we feel we are not forgotten.

B. COOKE
 W. Brentwood, N. Y.

MORE RAISES FOR CLERKS IN NYC EDUCATION SOUGHT

Editor, The LEADER:
 A month or so ago, meritorious increases were granted to a group of fifth-grade clerks in the NYC Board of Education. Not all clerks in the grade were included and many deserving persons were omitted without any reason being given. Is it any wonder that City workers lose interest in their work when such practices exist?
 The Board of Education should recommend another group of fifth-grade clerks for meritorious increases as soon as possible, in the interest of justice and morale.
 ANXIOUS

PROMOTIONS ASKED IN TRANSIT AUTHORITY

Editor, The LEADER:
 I am on the clerk, grade 3, eligible list, NYC Transit Authority. The Authority has ignored the list. Other City departments have made promotions.
 As regards a policy toward employee relations, none exists at the Authority.

DISAPPOINTED

SHORTER HOURS, FASTER RECRUITMENT

Editor, The LEADER:
 I see in The LEADER that Dr. Newton Bigelow, Commissioner of Mental Hygiene, says the main reason why State hospital employees can't have a 40-hour week now is that the hospitals can't get enough help as it is—that's with the six-day, 48-hour work-week. But with a five-day, 40-hour work-week the hospitals undoubtedly could get enough help.
 ATTENDANT.

Don't Repeat This

(Continued from Page 1)

The New York Times, on Thursday, October 22, told this story about the newly-named majority leader.

"Business ties between an upstate harness racing track and one of the leading Republican State Senators became known yesterday. The recently appointed State commission indicated it would look into this relationship in its investigation of racing scandals. Senator Walter J. Mahoney, chairman of the State Senate Finance Committee, has been doing legal work for the Hamburg Raceway, outside Buffalo. The Buffalo legislator is, in addition, a director of an insurance company that has been handling some insurance for the track." And Mahoney is an ex-officio member of the Joint Legislative Committee on Horse Racing.

He had resigned recently from the Hamburg track activities, and he explains that neither his legal nor insurance relations with the track involves any impropriety—nevertheless he has dropped them because they might be misunderstood. Among his colleagues, Mahoney is considered clean, and one of the most able men in public life at the State level.

Perhaps Dewey would have preferred some other senator as majority leader, but in politics you don't win every fight in full.

Guilt by Association

Guilt by association is an ancient political gimmick. Men in public office suffer not alone for their own sins, but for the sins of others in their entourage. And the meaning of political sin can be stretched indefinitely. We have seen, in the madness of recent years, how impropriety can be equated with sin; how laxness can be equated with sin; how, even, simple differences in judgment can be equated with sin. Ironically, Dewey may this time be subjected to guilt by association. But while he started as a strong prosecutor, it should be mentioned in passing that he himself does not find guilt by association techniques congenial, nor does he believe in them.

First Viewpoint

Dewey's men point to the vigor with which he has acted to remove blemishes marring the skin of the Republican Party. "After all," they are saying, "Wicks is out. He is not serving as Lieutenant Governor. Although the Governor took great risks within his own party, he has won his point. Sure, some of the GOP legislators may hate him; but often the patient on a psychiatrist's couch hates the doctor who is applying curative measures. Two months from now, when the smoke of battle has subsided, it will be seen that Dewey cleansed the party and strengthened it for coming years." These men argue that Dewey has strengthened himself, too, in the process.

Second Viewpoint

But another viewpoint is expressed in political circles, both Democratic and Republican. That view is: Dewey is finished. He has remained Governor too long. While he has been a good executive, his party is involved in too many messes; and in the course of 12 years, barnacles encrust any administration. He cannot lift himself above the quicksand in which his party is mired. And too many matters will arise to haunt him. He will suffer from guilt by association as does the smallest victim of a rampaging Congressional committee.

The two attitudes are at opposing poles.

Assessing "Futures"

In assessing "futures," one must multiply the objective situation by the characteristics of the man. Dewey's flexibility, his demonstrated capacity to rise from defeat, his amazing intellectual ability to formulate solutions to difficult problems—all these will weigh favorably for him. Mr. Dewey is, in the view of Don't Repeat This, not at all ready to grind his personality in the dirt. One has only to speak with the dedicated corps of men around him to realize how true this is.

He is already acting with characteristic vigor to clean up the racetracks. It may be assumed that he will act in other areas, too, within coming months.

Will He Run for Governor?

Does it mean that he will run for Governor in 1954? Even though he has lost a few skirmishes with the GOP legislators in the Wicks battle, there will be enormous importunities upon him to run again. His party will not want to lose New York State, which it has controlled for so long. Who can be victor if Dewey doesn't run? In the present political vortex, perhaps only one other Republican—Senator Irving Ives—may have the essential strength.

What He Must Consider

But Dewey will have to consider. With the burgeoning signs of Democratic power, he will not want to end a career with the possibility of defeat. He will survey that possibility with the greatest care, especially if his opponent should be Franklin D. Roosevelt, Jr. Dewey would not want it said in the history books that he had lost to Roosevelt senior and then to Roosevelt junior.

Dewey knows, too, how heavily the present internecine Republican troubles will reflect upon him. He will point out that he acted swiftly and effectively to expunge the blemishes. But he is an old prosecutor, and he knows how deeply the people are influenced by portents of corruption; and his party, and some of the men who have sat in high GOP councils, will be shown to be deeply marked. The candidate for Governor will find it difficult to extricate himself from the allusions, however unquestioned his own political morality, however acute his own sense of government ethics.

His Course?

Perhaps as never before in his lifetime, Dewey's course is at present uncertain. Before he accepted the call to run for the governorship in 1950, his family implored him to give up political life. He is known to have been at the point of doing it. How will it be now? Will he succumb to party pressures and run again? Will he try to remain Governor so that he can exert his great influence upon the national scene? Will he enter the Federal government under President Eisenhower? Will he return to the private practice of law?

Decision is an outstanding Dewey characteristic. At the same time, his ambition runs deep; he is a young man, and it is unlikely that his public life has run its full course. It will be a matter of the highest political interest to see how Thomas E. Dewey takes the events of coming months, and tries to shape them so that he may—again—emerge on top.

DEPUTY CHIEF LIST ISSUED BY NYC

The NYC deputy chief (F.D.) promotion eligible list released by the NYC Civil Service Commission contains 34 names. Standing was determined by the score on the written test, weight 50 per cent, and record and seniority. In addition, 5 points were added for disabled veteran preference (D), 2½ points for non-disabled veteran preference (V).

The list:

Candidate	DEPUTY CHIEF (F.D.)		Record & Seniority
	Final Average	Written	
1 Charles Flynn (D)	86.750	74.0	89.50
2 Harry G. Kihlgren	84.550	86.1	83.00
3 Richard A. Denahan	83.900	75.8	92.00
5 Harry J. Goehl (V)	83.550	77.6	89.50
6 Thomas E. Cotter (V)	83.200	71.9	89.50
7 Edward P. McNiff (V)	83.200	77.9	89.50
8 Thomas J. Harnett	82.950	78.4	87.50
9 John J. Savage	82.850	76.2	89.50
10 George A. Higginson	82.725	75.2	90.25
11 William W. Murdoch, Jr.	82.700	75.9	89.50
12 Francis J. Love	82.375	75.0	89.75
13 John B. Kroog	81.750	81.5	81.00
14 Otto H. Knochenhauer	81.100	77.2	85.00
15 William R. Fraser	81.050	72.6	89.50
16 John J. Plannery	80.700	71.9	85.50
17 William G. Wacowiz	80.450	71.4	89.50
18 Harold T. Fahey	80.350	71.2	89.50
19 Louis Corread	80.250	70.0	90.50
20 William Depietri	80.125	70.0	90.25
21 Francis J. Silo	80.000	70.0	90.00
22 Charles J. Stressler	80.000	70.0	90.00
23 Alfred P. Mendy	79.900	75.3	84.50
24 Matthew J. McMahon	79.750	70.0	89.50
25 Joseph H. Mc Nerney	79.050	73.1	85.00
26 Marin P. O'Connor	78.700	75.4	82.00
27 George A. Miller	78.000	70.0	86.00
28 James J. Brennan, I	77.250	70.0	84.50
29 Thomas J. McElroy	77.250	70.0	84.50
30 James A. Allen	77.250	70.0	84.50
31 William A. Greehey, Jr.	77.000	73.5	80.50
32 Daniel M. McConnell	76.450	72.4	80.50
33 John J. Cully	76.000	70.0	82.00
34 Timothy J. Driscoll	75.650	71.3	80.00

Junior Govt. Assistant Test Open with Wider Opportunities for Jobs

The long awaited U. S. exam for filling jobs in the metropolitan area as junior government assistant is now open, and closes on Tuesday, December 8. Apply in person, by mail or representative, at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. The minimum requirements have been liberalized. Formerly education, with specific major studies, was required. Now any major is acceptable. No college degree is required, but those lacking a degree, or who do not expect to receive one by September 30, 1954, must show specified experience.

Russell Seeks Wide Response
James E. Russell, director, Second Regional U. S. Civil Service Office, said the exam is designed to attract outstanding college seniors and graduates with a major in any field, but that other persons, if possessing exceptional abilities and qualifying work experience in any of a number of fields, may apply. He added that the exam offers interesting careers in Federal agencies located throughout New York and New Jersey, and excellent promotional opportunities.
Probational (permanent type) appointments may be made. Entrance salaries are \$3,410, with annual increases.
Age Limits 18 to 35
Opening competition to seniors and graduates with any major is expected to provide the Government with a large reservoir of administrative, technical and professional talent.

The exam is No. 2-190 (53). It is open to citizens of the U. S., or persons who otherwise owe allegiance to the U. S., and age limits are 18 and 35. No age limits apply to veterans.

Typical jobs to be filled are: Administrative assistant, budget assistant, business analyst, claims assistant, contract specialist, economist, organization and methods examiner, personnel assistant, placement assistant, position classifier, property and supply assistant and statistician. A difficult five-hour test will be followed by an oral interview to determine whether those who pass the written test possess the outstanding personal qualities.
Career Stressed
The official announcement states: "The junior government assistant exam offers you an opportunity for an interesting career with the Federal Government at good pay, an opportunity for development along professional, administrative or technical lines in both staff and operating positions, leading to promotion to high level management or operating positions, and an opportunity to par-

ticipate in essential Federal programs in the field service.

"To qualify, you must pass a written exam consisting of tests of (1) general abilities, (2) problem solving, and (3) (a) knowledge and appreciation of the principles and practices of democracy and of significant current problems, (b) arranging sentences in logical order.

"You must have successfully completed a full four-year course leading to a bachelor's degree with a major in any field; or have three years' pertinent administrative, professional or technical experience, or any equivalent combination of the above.

"Failure in any one of the three tests (education or experience requirements, written test, or interview) will result in ineligibility."

Physical Standards, Too
Students qualified in all other respects, except that they are awaiting their degree, may receive provisional appointment, but may not enter on duty until they furnish proof of successful completion of all the required college courses.

Physical ability to perform the duties must be demonstrated.

Housing Officer Tests Open Jan. 6

The NYC open-competitive exam for housing officer, \$3,400 to \$4,155 a year, will be open for receipt of applications from Wednesday, January 6 to Thursday, January 21. At the same time, the Civil Service Commission will receive applications in the HA's chief housing officer test, for \$6,725-a-year jobs, also open-competitive. There are no educational or ex-

perience requirements in the housing officer test. Candidates must be at least 5 feet 6 inches tall. Age limits are 20 to 35, except for veterans. Chief housing officer candidates must have ten years' experience in law enforcement or security work. Housing Authority employees are exempt from NYC residence requirements.

Federal Personnel Officers Admit Fear Gags Them

Nearly 100 personnel officers in Federal agencies admitted that they feel gagged, are afraid to talk to newspapermen, and won't even take steps to defend themselves against attack.

The dramatic admission came during a panel discussion held by the Metropolitan New York chapter of the Civil Service Assembly on Thursday, November 19. Four members of the civil service press spoke on the subject "Personnel Agencies Through the Eyes of Newspapermen." They were: Maxwell Lehman, editor of the Civil Service LEADER; Edward H. Gerken of the New York World-Telegram; Mike Sullivan, of the Long Island Press; and Leslie Slote, of the Chief, William E. McCarthy, assistant personnel director of the Port of New York Authority, was moderator.

They Answer the Questions
In answer to a question from Mr. Lehman, "How many of you are concerned by the attacks on civil service?" nearly every hand went up. In answer to another question, "How many feel free to speak on political, economic, or controversial questions?" not a single hand went up. It became clear in subsequent discussion that fear prevents conscientious Federal employees from defending themselves against attack, and even from speaking upon normal personnel activities.

More News Wanted
The four newsmen agreed that coverage of civil service news is open to much improvement. All of them asked for the release of more "routine" news—like progress reports on examinations, and the release of Federal eligible lists. All felt that, particularly at the Federal level, too much personnel information was being withheld.

What Makes News
Mr. Gerken explained some of the difficulties involved in news-gathering. The civil service press, he pointed out, can't be expected to cover every single agency. It therefore becomes important for the closest cooperation to be developed, and that as much news as possible be issued by the agencies to the newspapers. He listed the kind of information that makes news.

Mr. Sullivan decried the practice of government agencies in

seeking college graduates for so many jobs. Reading from current examination announcements, he asserted that the standards froze out competent people who could well pass the examinations. "Under these standards," he said, "Al Smith could never become a government aide." Mr. Smith had not gone to college.

Utilizing Civil Service Press
Mr. Slote pointed out that unless personnel agencies made fuller utilization of the civil service press, their own recruitment efforts were bound to suffer. He

NYC Welfare Dept. Eligibles Seek More Promotions

The Department of Welfare Clerk, Grade 3, Eligibles Association has elected temporary officers: Mrs. Mable Newby, president; Marie McClure, vice president; Mrs. Marion Smith, secretary; Mrs. Bernice Nelson, treasurer, and Mrs. Alice Robinson, co-ordinator. Mrs. Marjorie Roberts is publicity director.

Although to date 211 of the 608 eligibles have been promoted, the association says that there are at least 150 vacancies, and some eligibles are "acting" in higher positions, without receiving the pay that should go with the more responsible duties.

The association seeks the additional promotions by January 1 and has requested a conference with Welfare Commissioner Henry L. McCarthy.

NYC Mayor-elect Robert F. Wagner sent the association the following reply to the association's request for more promotions:

"It is my firm conviction that those who qualify for promotion should be promoted as rapidly as possible, if a civil service career is to mean anything. I am taking up this matter with the Budget Director and will do all that I can to expedite action on this promotion list."

The association invites all of the departmental clerk, grade 3, eligibles to attend a meeting on Wednesday, December 2 at 6 P.M. at Werderman's Hall, Sixteenth Street and Third Avenue, NYC.

added that in cases of attack upon civil servants, a civil service paper must look to backing from those civil servants if it is to take up the cudgels in their behalf. He cited an instance when Westbrook Pegler had severely attacked public employees, and his paper had run a front-page editorial deploring the attack and defending the employees. "We got just a handful of letters from employees," Mr. Slote remarked.

A Positive Program

Mr. Lehman cited instances from his reporting experience to show how efforts to withhold news had boomeranged upon agencies. Personnel agencies are not closed corporations," he told the audience. "They must operate on an open door policy." He suggested that every civil service commission have expert public relations guidance; that all possible facilities be made available to reporters in covering the news; that heads of civil service agencies hold regular press conferences; that more authority be given to the Second Regional Office of the U. S. Civil Service Commission in the release of news; that "gobbledegook"—the plague of big words—be shunned in the issuance of public material; that new rules and regulations be explained so that the people affected can understand them. "If good relations are to be maintained," the LEADER editor said, "then public officials must be accessible, they must know the facts, they must be honest in giving those facts, and they must not expect that every story will be 'favorable.'"

When it became clear that Federal employees were afraid to talk, the suggestion was made that in many cases their organizations ought to talk for them, and they might activate other groups.

The gathering brought out a large segment of the persons concerned with personnel in the New York City area. Present were: James E. Russell, director, and Lawrence Baehr, assistant director, of the Second Regional Office of the U. S. Civil Service Commission; Paul P. Brennan, President, Thomas B. Dyett, Commissioner, and Sidney M. Stern, Counsel, NYC Civil Service Commission.

U. S. Senator Lauds DAV Activities

"All monthly compensation payments to America's disabled war veterans and to the widows and orphans of those who have paid the supreme sacrifice should be increased proportionately with increases in the cost of living," Senator Charles H. Potter told Congress. "Otherwise," he continued, "their standards of living must necessarily be proportionately lowered."

Senator Potter also lauded the work of the Disabled American Veterans Service Foundation, and urged that "every American ought to feel an obligation to respond to the solicitation for funds of the DAV."

The DAV has run several puzzle contests, and Senator Potter says he feels certain they have been "honestly conducted, with all decisions made objectively and impartially, without any consideration whatsoever as to the location, race, creed, color, or economic or educational status of the respective contestants.

Senator Potter brings to light that the government does not automatically award benefits to disabled war veterans. Each one must make his claim, and prove his case, under 1,000 laws. The DAV, in effect, acts as the veteran's attorney.

BRIDGE-TUNNEL OFFICER LIST OF 3,623 OUT SOON

The 3,623-name bridge and tunnel officer eligible list will be issued by the Municipal Civil Service Commission shortly. The list will include all successful candidates in the June 20 written test, but only those who passed the medical-physical test will be certified. The Commission said that 2,499 passed, 420 failed, and 704 were absent from the latter test.

Gifts from World Over For All

The Civil Service LEADER, through special arrangements with the Around-the-World Shoppers Club, again offers its readers an unusual opportunity to obtain rare and beautiful gifts from every corner of the world. Many of the articles would be impossible to purchase in this country at any price, were it not for the Around the World Shoppers Club.

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25-75 PENSION PLAN CALLED NO. 1 PROJECT

Local 831, International Brotherhood of Teamsters, AFL, has termed the 25-75 pension contribution plan and optional retirement after 20 years' service, the Number 1 goal of NYC sanitationmen.

Southern Conference Seeks Employee Benefits

NEWBURGH, Nov. 23 — Delegates from 13 chapters in the Southern Conference area were present at a business meeting held in the Newburgh Armory.

Discussions offered by the delegates centered around employees working out of title and the wording of two provisions in the Attendance Rules.

Charles E. Lamb, Conference president, was asked to take up the matter of out-of-title work and attempt to seek a proper solution by requesting that the correct titles and salaries be allocated to the employees concerned. Discussion revealed that many of the out-of-title positions are in the Department of Mental Hygiene.

Want Attendance Rule Changed
The Conference voted to seek a change in the wording of Rule II in the Attendance Rules so that it would read: "For time off for Saturdays, Sundays and legal holidays occurring during the year, or days in lieu thereof, each employee except those on a per diem basis etc."

A great deal of discussion was centered on Rule 9 of the Institutional Attendance Rules. Under the revised rules now in force, some institution heads have taken advantage of the new ruling, which says "serious illness shall mean illness of such a degree that there is considerable doubt of

the person's recovery." This refers to the time allowed off for illness in the family of an employee.

The delegates voted to seek to

Police Tell Dewey of Gains Sought

KINGSTON, Nov. 23 — Peter Keresman, secretary, Police Conference, State of New York, wrote Governor Thomas E. Dewey that the organization will seek from the 1954 Legislature bills for a 40-hour week, 25-service-year optional retirement, and an adequate salary.

"We are confident," Mr. Keresman wrote, "that the people will support every just and fair proposal to maintain efficient police service, and I know that you are keenly interested in the maintenance of the best possible police service to the people. We feel that this matter deserves your most serious consideration and you may be assured that your efforts will be appreciated by the people and the policemen of this State."

Mr. Keresman gave statistics showing the large number of police resignations in towns and villages in the State.

have this wording removed from Rule 9. It was felt that many employees in State service are widows with children and work of necessity. If their dependants are so seriously ill that there is doubt of their recovery, the dependents would certainly be in a hospital being cared for by others, yet there is a borderline when the employee might be needed at home, the Conference felt.

Election as Holiday Sought

A resolution was adopted requesting the Civil Service Employees Association to take every possible action to have Election Day a holiday. It was thought that granting such a holiday in some departments and not in others was discriminatory.

Other topics discussed were the Finance Law of New York State and heat leave granted to some but not all State employees.

Chapters represented were Hudson Valley Armories, Warwick State School, Orange County Public Works, Rehabilitation Hospital, Letchworth Village, Middletown State Hospital, Hudson River State Hospital, Sing Sing, Nanpanoch, Green Haven, Palisades Park Commission, Wassaic State School, and Matteawan State Hospital.

Mr. Lamb presided.

The next meeting will be held in January. Time and place will be announced.

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League Advises U. S. To Copy Canada on Layoffs and Training

A plea that the rule of layoffs should be in the inverse order of ability, and not the inverse order of seniority, was made by James R. Watson, executive director of the National Civil Service League. He supported arguments made by Charles H. Bland, Chairman of the Canadian Civil Service Commission. Mr. Bland wrote an article on personnel administration, published in "Good Government," the League's magazine.

Mr. Bland dealt with the Canadian situation alone. Mr. Watson, in a preface, rationalized it in terms of U. S. practice.

Mr. Watson said that the U. S. Government pays little attention to merit in deciding who must be laid off in a reduction in force.

"Instead," he asserted, "other factors — seniority, status as a 'permanent' or 'indefinite' worker, and veteran preference — are, in practice, considered before merit. The U. S. civil service supervisor's hands are tied when he tries to

keep the best workers during layoffs, because he must operate within these arbitrary rules."

On the Other Hand, Canada

In contrast, he added, in Canada staffs are reduced on the basis of an employee's performance and usefulness. Department heads are able to exercise considerable discretion in deciding which employees are essential to department operations.

Mr. Watson complained that the U. S. Government is losing thousands of its best workers and re-

THE NYC Corporation Counsel has ruled that persons entering military service subsequent to July 27, 1953, are not entitled to veteran preference.

taining many with less ability, and that employee morale is consequently low.

Veteran Preference

Mr. Watson said that in Canada veterans receive some advantage in getting government jobs originally, but that preference is restricted to combat veterans, and even they have no special privileges during layoffs. In the U. S., he added, all veterans receive preference in appointment and retention, regardless of whether they were in combat or not. When there is a reduction in force, veterans are retained in the U. S. while more experienced non-veterans of superior ability are discharged, he said.

U. S. Commerce Dept. to Cut Force

WASHINGTON, Nov. 23 — Dismissal notices will be sent this month to 1,000 to 1,300 of the 15,000 employees of the Civil Aeronautics Administration, U. S. Department of Commerce, as part of the Administration's program

to trim an additional 55,000 Federal employees from the payroll by June 30, 1954.

More than 145,000 personnel have already been separated from the Federal service in the Eisenhower economy drive.

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STATE OF NEW YORK, DEPARTMENT OF STATE, SS:

I do hereby certify that a certificate of dissolution of JAMES McBARRON, Inc. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this fifth day of November, one thousand nine hundred and fifty-three.

THOMAS J. CURRAN
Secretary of State.

SIDNEY B. GORDON,
Deputy Secretary of State.

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OHASHI, KINZO. — CITATION — P 3003 1953 — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO Ukimatsu Ohashi, Kinichi Miyamura, Kurako Arai, Jube Ohashi, Haruko Ohashi, the next of kin and heirs at law of Kinzo Ohashi, also known as George K. Ohashi, and as Geo. K. Ohashi, deceased, send greeting:

WHEREAS, Yoshitsugu Fujimoto, who resides at 80 West 94th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 22nd, 1953 relating to both real and personal property, duly proved as the last will and testament of Kinzo Ohashi, deceased, who was at the time of his death a resident of the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 4th day of December, one thousand nine hundred and fifty-three, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable George Frankenthaler, Surrogate of our said County of New York, at said County, the 23 day of October, in the year of our Lord one thousand nine hundred and fifty-three.

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

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CITATION — The People of the State of New York, By the Grace of God Free and Independent, To JACOB HIRSCH, the next of kin and heirs at law of SIMON HIRSCH, deceased, send greeting:

Whereas, ETTA B. HIRSCH, who resides at 835 Riverside Drive, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 7, 1950, relating to both real and personal property, duly proved as the last will and testament of SIMON HIRSCH, deceased, who was at the time of his death a resident of 835 Riverside Drive, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 18th day of December, one thousand nine hundred and fifty-three, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable GEORGE FRANKENTHALER, Surrogate of our said County of New York, at said County, the 28th day of October, in the year of our Lord one thousand nine hundred and fifty-three.

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

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ENGINEERING PROMOTION REQUIREMENTS APPROVED

Requirements for NYC exams for promotion to assistant civil engineer (structural), all departments, and civil engineer (sanitary), Department of Sanitation, have been approved by the NYC Civil Service Commission.

GULICK TELLS WAGNER'S GOAL FOR NYC

Dr. Luther Gulick, president of the Institute of Public Administration, has been selected by Mayor-elect Robert F. Wagner Jr. to be City Administrator. This is a new post, to be created by legislation, and is expected to pay about \$25,000 a year.

Dr. Gulick headed the Mayor's Committee on Management Survey, which recommended such a post be created, so that management duties would devolve on the appointee, while the Mayor would have more time for policy matters.

Dr. Gulick said that Mr. Wagner "wants to make New York the best managed big city in the world." The prospective appointee pledged himself to this undertaking and added that the public now stands on the threshold of many changes.

NYC EXAMS OPEN—APPLY, NOW

6815. CUSTODIAN-ENGINEER (1st filing period), \$7,560 to \$17,160, depending on size of building to which assignment is made; 17 vacancies in Department of Education. Requirements: five years' experience in the supervision or operation of mechanical and electrical equipment in buildings, at least one year of which must have been in charge of buildings comparable to school buildings; or equivalent. Engineering training or shipboard engineering experience may be substituted for up to four years' experience. Fee \$4. (Monday, November 30).

7074. JUNIOR CIVIL ENGINEER (8th filing period), \$2,885;

320 vacancies. Requirements: bachelor's degree in engineering, by March 1, 1954; or equivalent. Fee \$3. (Thursday, December 17).

7015. PATROLMAN (P.D.), \$3,725 to \$4,725. No educational or experience requirements; age

limits, 18 to 29, except for persons on military duty since July 1, 1940, in time of war, who may deduct time spent in service from actual age. Minimum height, 5 feet 8 20/20 vision, without glasses; written test January 30. Fee \$3. Men in the armed forces during regular filing period may apply to December 31. (Monday, November 30).

6938. ANAESTHESIOLOGIST, GRADE 4 (first filing period), \$25 and \$16 a session (a session may last up to three hours), 75 vacancies in Department of Hospitals. Requirements: medical school graduation and one year's internship; and (a) two years' residency in anaesthesiology; (b) three years' experience; (c) certification by American Board of Anaesthesiology. Applications will be accepted by mail. Fee \$4. (Open until further notice).

7034. DENTAL HYGIENIST (12th filing period), \$2,675; seven vacancies. Requirements: State dental hygienist's license. Fee \$2. (Open until further notice).

7035. OCCUPATIONAL THERAPIST (4th filing period), \$3,260; 31 vacancies in Department of Hospitals and Department of Health. Open nationwide. Requirements: graduation from school of occupational therapy or registration with approved occupational therapy association. Application may be made by mail. Fee \$2. (Open until further notice).

7036. PROBATION OFFICER, GRADE 1, Domestic Relations Court (2nd filing period), \$3,565; 65 vacancies. Requirements: bachelor's degree; and (a) graduation from school of social work, or (b) two years' case work experience in social case work agency; 21 to 55 years, except for veterans. Fee \$2. (Open until further notice).

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Where to Apply for 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 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.: Room 302, 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., Thursdays and Fridays, 9 to 5. All of foregoing applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIn 4-2800.

NYC Travel Directions Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

Data on Applications by Mail Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. The State accepts postmarks as of the closing date. The U. S. does not, but requires that the mail be in its office by 5 p.m. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 6:30 p.m. to obtain a postmark of that date.

NYC does not issue blanks by mail or receive them by mail except for nationwide tests, and then only when the exam notice so states. The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

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Frenchie, The Poodle, Popular

Orders for Frenchie the Poodle, the outstanding new bargain being offered to readers of the Civil Service LEADER, continue to pour in.

The poodle may be obtained for only \$3.75, plus 25 cents mailing charge, and either two coupons from The LEADER or one wrapper label. Two coupons appear in this issue—on Pages 2 and 15. The cost is less than half the retail price. Only through a special arrangement with the manufacturer has The LEADER been able to make such an outstanding offer.

Frenchie stands 18 inches high and is wired so he can pose in any position—sitting, standing or lying down. He wears a colorful, saucy French beret with pom-pom trim and comes complete with plastic collar and leash. He makes a wonderful gift.

You'll find a picture of Frenchie, and complete details on how to get him, on Page 15.

U. S. Exam for Painter Jobs Closes Soon

Painter and painter's helper jobs at Veterans Administration hospitals in NYC will be filled by men who apply until Monday, November 30. Apply to the Board of U. S. Civil Service Examiners, VA Hospital, 130 West Kingsbridge Road, Bronx 68, N. Y. Painter's jobs pay \$3,200 a year, painter's helpers, \$2,750 and \$2,974.

Age limits of 18 and 62 do not apply to persons entitled to veteran preference.

At least six months' experience or apprenticeship is required for the \$2,750 jobs, one year for the \$2,974 jobs and four years for the \$3,200 jobs.

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State Legislature Votes Watered-Down Bill For NYC Social Security

ALBANY, Nov. 23 — The special session of the State Legislature passed the Dewey Administration bill to permit Social Security coverage for about 40,000 NYC employees not now under either a public employee retirement system or Social Security, but it was not the bill that the NYC employees wanted.

NYC Budget Director Abraham D. Beame, after conferences with employee leaders, got Mayor Vincent R. Impellitteri to support a

bill, which Mayor-elect Robert F. Wagner Jr. also favored, that would have permitted dual retroactive coverage for substitute teachers, and prohibited the Board of Estimate from signing a contract for Social Security coverage of competitive or labor class employees. The Dewey Administration bill omits authorization of dual coverage, and authorizes the Board of Estimate to exclude any and all titles from any NYC retirement system coverage so that Social Security could apply.

Governor Thomas E. Dewey's objections to the provisions of the NYC Administration bill are understood to have been based on their granting to City employees more than the State gave to its own employees, hence the Governor didn't want to set a precedent that might induce State employees to seek the same benefits. This applied to the dual coverage. The removal of the restriction against including competitive and labor class jobs was in line with what the State did,

in imposing no statutory limitations on titles so that Social Security could apply in State service, and in local governments other than NYC.

A Bit of an Edge Here

The topic came before the special session on the urgent request of Mayor Impellitteri, so that a contract could be signed with the State, for Social Security coverage, by December 15, the last date on which three-year retroactive benefits under Social Security could be obtained. The Impellitteri Administration's bill did not specifically provide for retroactive coverage, but the timing made it possible, and it was part of the informal agreement with City

employee groups that retroactive coverage could be granted.

The State, in bringing 10,000 of its employees under Social Security, made no provision for retroactive Social Security benefits, for the three allowable years, not only because of the cost to itself but also because the employees would unlikely want to put up their share of the cost, equal to about two weeks' pay. It amounts, actually, to 1½ percent for pay for the three years, or 4½ percent total, and in NYC would average about \$167 an employee.

The dual coverage to which Governor Dewey objected would have arisen as follows: Suppose an employee, like a substitute teacher, was not eligible for membership in a retirement system during the substitute period, which is the actual case. He or she would then be eligible for Social Security, if an agreement between the City and the State were signed, and approved by the U. S. Department of Health, Education and Welfare. But when the substitute teacher became a regular teacher he would be entitled to become a member of the NYC Teachers Retirement System. Also, he would be entitled to pay into his annuity account in that system—that is, his reserve ordinarily created by contributions from salary—the amount that he would have been entitled to contribute had he been a member of the Teachers Retirement System from the beginning. Since there would be Social Security coverage from the beginning, until the membership in the Teachers Retirement System started, for the substitute period dual coverage would prevail.

Bill Protected City

The City got the employee groups, with only two teacher organizations dissenting, to go along with a plan whereby over a five-year period following permanent appointment the teacher would refund to the City the amount it had contributed toward Social Security for the substitute employment period. In this way the City wouldn't be paying twice for the same period, and the benefits to employees would be equalized.

The authority granted the Board of Estimate to operate in the whole field, instead of only outside the competitive and labor classes, was particularly repugnant to City employee groups. While the State constitution makes pension benefits contractual, and requires that they must not be diminished or impaired, this applies only to present members of the retirement systems, and not to new entrants. Hence the old fear of eventual substitution of Social Security for the public employee retirement systems was revived. The employees realized that there was no danger of either the present NYC Administration or its successor attempting any such substitution, but objected to the possibility of an entering wedge.

Telegrams were sent to the Governor and the legislators by City employee groups, asking that the City Administration bill be passed intact, but proved of no avail.

Social Security coverage for those City employees who are now "pension orphans" is on the way, and the bill as passed, which the Governor was prompt to sign, does no more than to permit retroactive coverage. Otherwise the City, just like any other community in the State, could decide to sign a contract with the State, have the same Social Security coverage for its presently wholly noncovered employees as is permissible under other State law.

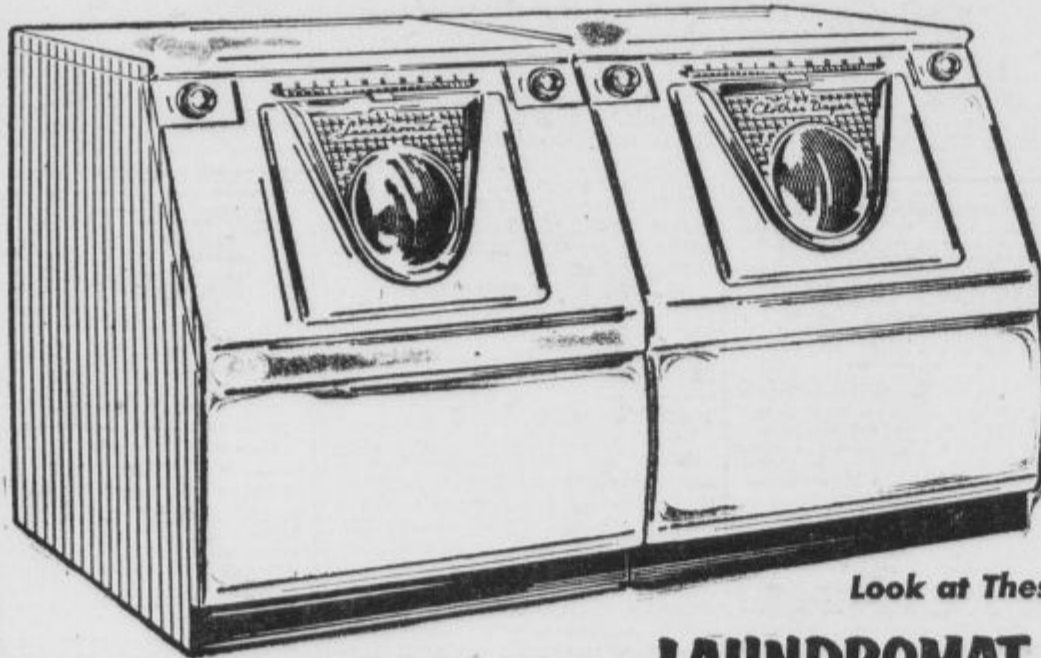
How extensive will be the acceptance by employees of retroactive coverage for the three years is unknown. The question would be decided by pension groups, each by itself, but the vote would have to be unanimous in any one group. Because of the lump-sum contribution required, only small groups could be expected to produce such unanimity.

The CIO's Government and Civic Employee's Organizing Committee proposed the special session's agenda be enlarged to include NYC Social Security.

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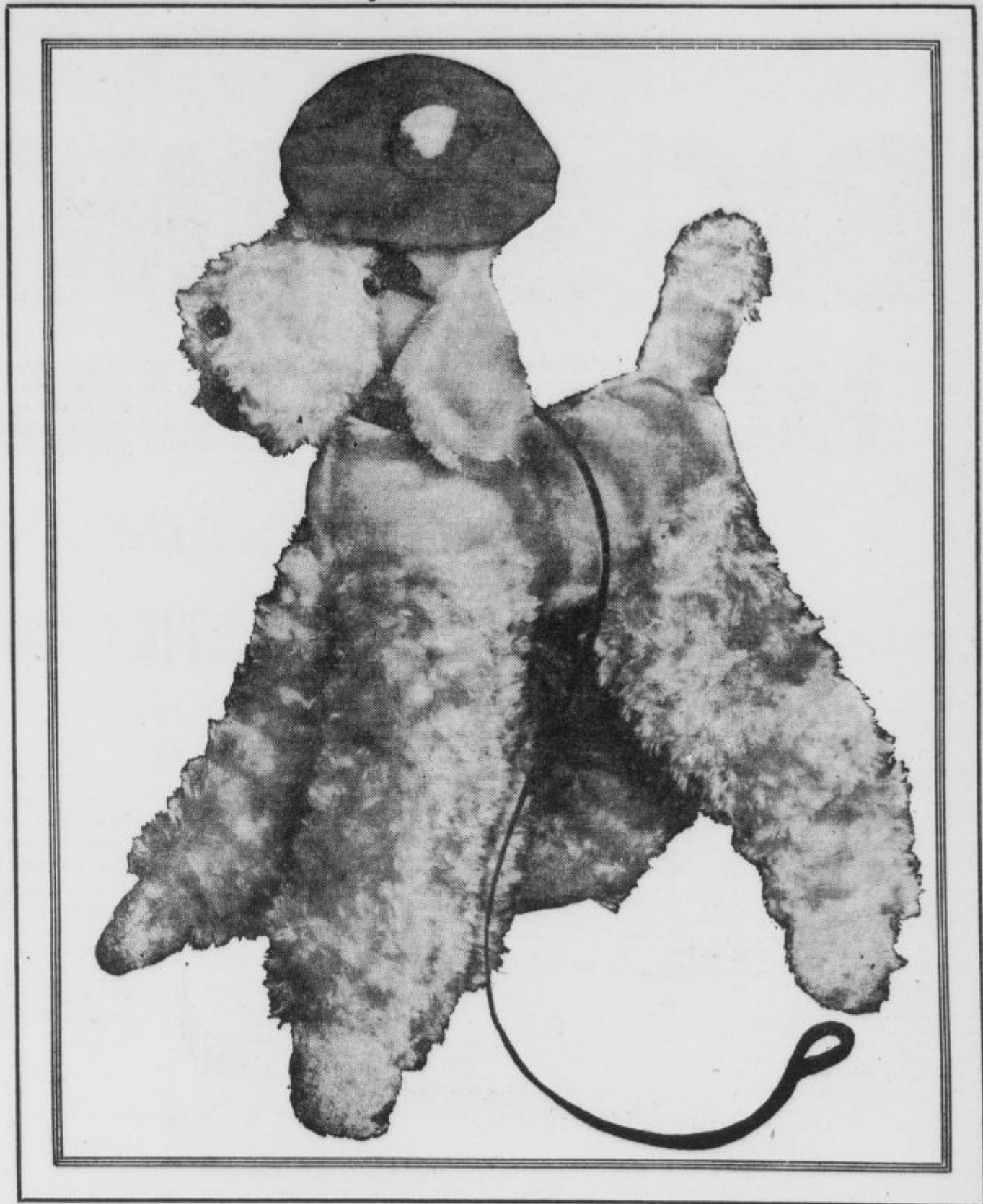
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Thanks to the special arrangements made by the publishers of the CIVIL SERVICE LEADER, Frenchie the Poodle costs you and other readers less than one-half the price you would have to pay for him in retail stores! In accordance with our established policy, we once again bring you something special for yourself, for your friends, for your Christmas giving—at a price that saves you a lot of money! Frenchie is yours—all yours—for only \$3.75 plus 25c to cover the cost of handling and postage, plus two (2) CIVIL SERVICE LEADER coupons, or—if you are a subscriber—one label from your wrappers. That's an awful lot of loveable doggie for the money! And remember—you'll see him in various retail stores—for twice the price we ask!

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So, do your Christmas shopping early — and save money, too! At this special low price, many of our readers will want several of these darling doggies to give as presents. Order as many as you like. They make wonderful gifts for babies, for children of all ages . . . and your grown-up gal friends who will cherish Frenchie to decorate their beds or boudoir chairs! Just be sure to enclose \$4.00 (\$3.75 plus 25c mailing charge) and two coupons or your wrapper label for each Doggie you order. Send the coupon in right away! (Coupon on Page 2).

CIVIL SERVICE LEADER,
Doggie Dept. 106
97 Duane St., N. Y. 7, N. Y.

**DOGGIE
COUPON
Nov. 24, 1953**

CIVIL SERVICE LEADER, Doggie Dept. 106
97 Duane Street, New York 7, N. Y.

Please rush me the following "Frenchie the Poodle" Doggies, at \$4.00 each (\$3.75 plus 25c mailing charge), sent on 10-day money-back guarantee.

If you live in N. Y. C., please add 12c for City Sales Tax.

Quantity I enclose \$..... in Cash
 Money Order
 Check

Grey and CIVIL SERVICE LEADER coupons or wrapper labels (1 for each Doggie you order at this special, low price).
Black

NAME

ADDRESS

CITY ZONE STATE

Activities of Employees in New York State

(Continued from Page 1)
needs all the support it can get. You should do your part.
Mr. and Mrs. Albert Kovanda, of Sayville, L. I., have been visiting friends in Willard. Mr. Kovanda got in a little hunting with pretty good luck, we hear. Mr. Kovanda, retired, was senior maintenance supervisor at Willard.
Sympathy to Floyd Hunter on the death of his sister-in-law.
If you have any news, please call Gabe Sinicropi by Monday of each week.

Middletown State Hospital

ALL chapter officers and executive committee members attended the board of directors meeting of Middletown State Hospital chapter, CSEA, at which Paul Hayes presided.
The resignation of Edward Little, 2nd vice president, was accepted with regret. In accordance with the constitution, the board named 3rd vice president L. Carl Berry as 2nd vice president, and named Ralph Perna as 3rd vice president.
A motion was passed that the chapter take advantage of a wholesale purchasing plan. Secretary Grace Bull was delegated to handle orders. The plan is available to members only.
A resolution to be presented at the Southern Conference meeting was passed, to request that Election Day be made a legal holiday for all State employees, and that the present discriminatory practice be abolished.
Institutional attendance rules and dues collection were discussed, including Rule 9, which states that "serious illness shall mean illness of such a degree that there is considerable doubt of the person's recovery."
Congratulations to Bruce Coger, who came through with a deer. Same good luck is wished to John Eckert, Sam Decker, Frank Hite and Dick Gregory, who are deer hunting at Woodgate.
Smiling Scotty Newsome is back on the job after almost three weeks' vacation. Walt Cooley and his wife have started their vacation.
Welcome to Homer Slater, back after several months' illness. He looks well and rested, but will retire at the end of the year.
To members who are awaiting membership cards: Cards will be distributed as soon as possible. The auditing committee is working on the books. The usual routine of business will soon be resumed.
Laura S. Stout, Paul Hayes, Pearl Doolittle, Ruth Vint and Ed Little attended the installation of officers of Hudson River chapter. Joe Shumake of the Main Building is vacationing in Virginia. Leigh Fuller and others are deerhunting. What happened to the bear, Sam?
Pete Noe is convalescing at home. Best wishes to him.
Ed Little, retiring switchboard employee, was honored at a dinner at Club 211. Most of his 17 years' service were spent at Middletown. Clinical director Kleiner, senior business officer Coesanti, who was master of ceremonies, and others paid tribute to Ed, who received a money-filled wallet. Mrs. Stout, past president, presented a cigarette lighter on behalf of the chapter. Mrs. Little was also a guest. Best wishes go with Ed, who will work at Patton State Hospital, St. Bernadino, Calif.

Mt. Morris

NEWS ITEMS from Mt. Morris chapter, CSEA:
Mrs. Martha Williams fractured her left wrist. Mike Piraino replaces Robert Bovee, who resigned, in Housekeeping. Irene Lavery spent 10 days with friends in Detroit. Janet Forbes and son motored through Pennsylvania and Maryland. Doris Wood spent a weekend with her daughter in Wheeling, Ill.
Lois Continenza underwent surgery at Dansville Hospital. On the sick list: Mrs. Morgan, at Warsaw Hospital, and Eleanor Cobin, at home.
Kathryn Lennox vacationed in Maine. Dean Hyde has also returned from vacation. Viola Fragle and Arthur Elliott are new kitchen employees. Mrs. Burt and Mrs. Moyer report that their sons have received promotions in the armed services.
Best wishes to Frances Shara



Newly elected officers of Suffolk County chapter, Civil Service Employees Association, are, from left, seated, George Kelly, sergeant-at-arms; Eve Armstrong, executive representative; Carl Helms, 2nd vice president; Fred Vopat, president; Rose Cashman, 1st vice president; Sam LaSasso, 3rd vice president; standing, Edward Freeman, treasurer, and Edward Petroske, corresponding secretary. Ed Buzach, 4th vice president, was absent when the picture was taken.

on her engagement to Roger Thompson. Mrs. Burt attended her son's wedding at Castile November 7, and Mrs. Bryant and Mrs. Lopez attended the wedding of Mrs. Bryant's granddaughter at Nunda the same day.

Erie

BECKERS HALL, William and Bailey Avenues, is the new meeting place of Erie Chapter, CSEA, secretary Murray said. The change was necessitated by lack of parking space at Semper Fidelis Hall. Beckers Hall is more convenient for suburbanites, so there's no excuse for staying away. Meetings are held the second Wednesday of every month; next one, December 9.
The "three musketeers" of Erie chapter — John P. Quinn, 2nd vice president of the statewide Association; George Fischle, chapter president, and Byron Robbins, vice president — are working hard to make the CSEA as successful as possible. John tries to attend all of the many functions he's invited to, but has to miss some of the affairs with conflicting dates.
The efforts to widen Association activity in Erie chapter deserve every member's cooperation. That means 100 per cent attendance at the December 9 meeting.

Metropolitan Armories

TICKET RETURNS for the Metropolitan Armories awards dinner-dance, at the 71st Inf. Armory on December 5, must be in by the end of November. Frank Gonsalves, arrangement committee chairman, said.
The chapter bowling team beat Willowbrook State School 3 to 1 in Metropolitan Conference League competition. Everyone is invited to root for the team every Monday evening at the Bowlor Alleys.
Send 1954 membership dues to Treasurer George Fisher.
Sympathy to the family of Vincent Greany, of Kingsbridge Armory, who died October 31.

Laboratories and Research

THE FALL dinner-dance of the Laboratories and Research chapter, CSEA, was held at Beck's Restaurant. A small but jolly group had an enjoyable time, despite regrets from all that social chairman Karl Vetter will accept employment elsewhere. His many friends wish him every success.
A campaign is now under way to raise funds for the annual Health Department children's Christmas party. It will be held Saturday, December 19, at the New Scotland Avenue Armory from 10 A.M. to noon. As in previous years, the party will include presents for all the children, entertainment and refreshments.
Welcome back to the following staff members who attended the Sixth International Congress for

Microbiology in Rome-Italy, in September: Dr. Gilbert Daldorf, director; Sophia M. Cohen, Julia M. Coffey, Marion Coleman, Dr. Myrtle Shaw and Mary Wheeler. After the meetings, they all enjoyed a tour of the Continent.
It is good to see Doctor Harris back at the Laboratory after his recent illness.
Carrie Ferguson and Anne Hanson have returned to work after a vacation in Missouri.
To Bill Goodrich and John Keating, who are on the sick list: The chapter wishes them a complete and rapid recovery and hopes they may soon be back on the job.

Chautauqua

CHAUTAUQUA chapter CSEA, met in the County Court House, Mayville. President George M. Stiles reported on the CSEA annual meeting. Secretary Allena Calhoun gave the report of Delegate Levern B. Waid, who was unable to attend.
Mr. Stiles displayed the certificate awarded the chapter for last year's increase in membership. He reported, for Burdette Howard, membership chairman, that there are now 149 members.
A discussion of salaries took place. Opinions were expressed that the trend of pay for public employees is upward. Miss Calhoun read two resolutions granting employee benefits by the Board of Supervisors.
Mr. Waid will present to the Association Chautauqua chapter's request for Saturday mornings off, during July and August, for Welfare Department workers and County nurses, in addition to those granted the benefit last year.
Treasurer Alberta McKee reported \$555.42 on hand. Mr. Stiles reported on a memorandum from Association headquarters concerning expenses of delegates to the annual meeting.
Mr. Stiles is now deer hunting near Malone.
Aderin Russell's address is now Box 84, Falconer, N. Y.

Erie County Home and Infirmary

THE ANNUAL dinner of Erie County Home and Infirmary Unit was held at Moose Hall, Lancaster. George Fischle, president of Erie chapter, installed the officers: Esther P. Husson, president; Jennie Cugar, 1st vice president; Linda Vroman, 2nd vice president; Helen Schindelbeck, recording secretary; Anna M. Root, financial secretary; John C. Husson, treasurer; Charles St. George, sergeant-at-arms; Nicholas Giannelli, orator.
Charles R. Sandler, CSEA regional attorney, was guest speaker. He discussed the Association's long range program. Harold Petrie, Deputy Commissioner, spoke of the splendid cooperation between supervisors and employees.
Jack Kurtzman, CSEA field representative, who was accompanied by his wife, was toastmaster.

It was a pleasure to see so many retired members at the dinner.

Alvina Stenzel and Benjamin Muckols received retirement bonds. Miss Stenzel was also presented with a purse from the Home and Infirmary employees.

Cards and letters will be appreciated by Rose Dippold, who is recuperating at Mt. Morris Sanatorium.
Welcome to all new chapter members.

Insurance, Albany

NEWS of the Insurance Department chapter, CSEA:
Sterling Filkins, head clerk. Coverage Unit, hunted in the Adirondacks.
New OSRO members: Janet Barton, typist, and Marion Demarest, Pamela Elstertz and Joan Hollis, U. I. Claims clerks.
Edna Barrett Quinn, former graphotype operator, and Melba Newbury, former clerk in Benefit Payment Section Plate Files, gave birth to sons.
Ernest E. Eaton, U. I. Claims clerk, left U. I. Plate Files to work in L. O. 10, Hudson.
Connie D'Alessandro, graphotype operator in Benefit Payment Section Plate Files, Unit II, and Osvaldo Bianco were married November 1. Angie McPherson was chairman and Jo Gavigan and Agnes Flavin co-chairmen of the luncheon held for Miss D'Alessandro at the Towpath Inn.

Employment, NYC and Suburbs

THE STAFF at LO 331 gave a dinner and a handsome going-away gift to Mrs. Frances Van Dunk, manager, at the Candlelight Room. She is transferring to LO 330 and carries the best wishes of all her former co-workers.
The many friends of Jesse Geroniums, LO 331, wish her a speedy recovery.
Herbert Salzman of Manhattan Needle Trades has transferred to Brooklyn Needle Trades.
Manager Marjorie Grant, 711, after more than 12 years' service, is transferring to the Queens Industrial Office.
John Becker, Veterans' representative of 711, has returned from his Adirondack vacation.
Paul Mayer, formerly of Manhattan Needle Trades, transferred to the Professional Office, 1 East 19 Street.
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BEST WISHES to Bill Sweeney of Policyholder Service, proud papa of a baby girl, Eleanor.
Vivki Trani of Cashier's Office celebrated 25 years with the State Fund. Co-workers tendered her a dinner at the Boulevard De Paree and presented her a radio.
Welcome to new chapter members Galadiola O. Coleman, Audit and Review; Leonard Grebow, IBM department, and William McClain, Claims.

State Insurance Fund

Wassaic State School

A RETIREMENT dinner party for Mr. and Mrs. John Engwiler was held at the White Stag Inn, Dover Plains. More than 70 co-workers and friends attended.
Robert Stewart, chief safety supervisor, was toastmaster. Mrs. Engwiler received a corsage, a pen and pencil set, and a gift of money. Mr. Engwiler received a boutonniere, a matching pocket secretary and billfold, and a gift of money. Dancing and singing were enjoyed. Co-chairmen were Mrs. Minnie Andrews and Margaret Grogan.
Gladys Engwiler entered State service at Wassaic in 1933 as an attendant. Since November of that year, she has been head cook in the girls' service building. John Engwiler came to Wassaic in 1935 as an attendant. In 1942 he was appointed watchman, the next year promoted to institution patrolman.
Mr. and Mrs. Engwiler will live in Ft. Lauderdale, Fla. With them go the best wishes of all their friends at Wassaic for an enjoyable life of retirement.

Kings Park State Hospital

TWO HUNDRED persons attended a Mental Health program under the auspices of the Kings Park State Hospital School of Nursing at York Hall recently. It was one of the most successful programs of its kind. The various hospital services were represented on the panel.
The male bowling team standings: Gallagher and Pucci, tied for first place, 18 points; P. Baker, 16; Webb, 14; Lo Duca and Cooke each 13; Hasson, Thoms and Village Boys, each 11; Shockey, 9; Burns and the Fireman, each 5.
Kings Park chapter, on behalf of the hospital, thanks Mrs. Daniel Gale, production chairman of Suffolk chapter, American Red Cross, for her work in providing clothing for hospital children. She has solicited donations of material and is now making pajamas and coveralls.
Ten minutes after the deer season was open, John Link, 3rd vice president, felled a 165-pound "Y" buck with one shot from 50 yards. For the real low-down on how he did it, ask Treasurer R. Glozoga.
Joyce Haynes has returned after completion of 14 months' specialized O. T. training.
Bob Burns, who had been hospitalized in Huntington with a leg injury, is back on the bowling alleys.
Get well wishes to those in sick bay: Agnes Dolan, Sophie Marian, Eileen Sinniger, Catherine Meagher, John Thompson, Leo Withinshaw and David Walsh.
The O. T. department will hold its annual sale at York Hall on Tuesday, December 1 and Wednesday, December 2, from noon to 7 P.M.

Manhattan State Hospital

AT A special meeting of Manhattan State Hospital chapter, CSEA, the following were selected to serve on the nominating committee: John J. Ryan, RN of Mabon 6, chairman; Miss Rissler and Miss Tibbs, NB 4, and Miss Gauze and Miss Holden, NB 1. All members are invited to send their nominations for chapter officers to Mr. Ryan. Delegates are selected at a chapter meeting, not by nomination. Members of the nominating committee may not run for office, according to the constitution.
Get well wishes to Edith Levisler, Dorothy Johnson, Catherine Coone and Robert Burgess. Back on duty after illnesses are Dorothy Reilly of the Higgins, Kathleen Hannon and Eileen Braiden.
The new tables and chairs and the drapes in the Nurses Home dining room, and the new coat of paint on the walls, look wonderful. The hospital is also sporting new electric clocks in every building, floral bed covers in the sick bay, 17 21-inch television sets contributed by Mr. and Mrs. Arthur Murray, and the new bus stop shelter foundation, near the main building. The administration's efforts on behalf of employees and patients are truly appreciated.
The daughter of Mrs. Mae Donnelly of Kitchen 2 was married recently, as was Ophelia Dorch of the Higgins. Best wishes to the happy couples.