

Civil Service LEADER

America's Largest Weekly for Public Employees

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7 State Aides Fired; They S... Wife Interfered... work

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OFFICER CANDIDATES FOR ELECTION OF CIVIL SERVICE EMPLOYEES ASSN.

The following biographical sketches have been submitted to The LEADER by candidates for election or re-election to office in the Civil Service Employees Association. Those elected will serve two-year terms, in accordance with the new provisions of the CSEA Constitution and By-Laws. Candidates are listed in the order they will appear on the printed ballots.

RAYMOND G. CASTLE Candidate for President

RAYMOND G. CASTLE is offering a record of leadership and accomplishment to his fellow workers in Civil Service. He joined the CSEA on the same day he became regional manager with the Commerce Department, and has served many chapter, conference and State committees. He served four years as president of Syracuse chapter, is vice president of the Central Conference, was chairman of the special committee to investigate the need of an Association office in New York City. For five years a member of the State education committee, he has been chairman the last two years.

Active in Central New York business and community affairs, he has served eight years as director of the Syracuse Advertising and Sales Club, president of the Syracuse Council of Service Clubs, and founder of the Syracuse Toastmasters Club. He has served as district governor for all Toastmaster Clubs in New York State and Eastern Canada, and is now a director of Toastmasters International, numbering more than 1,900 chapters and 55,000 men interested in developing leadership for community activities.

In 1953 he was chairman of the annual Career Day program in Syracuse high schools and was general chairman for the area Red Cross drive, directing some 3,500 workers in raising \$391,000.

Ray says he has no secret for getting things done—it is simply that he likes people and they enjoy working with him. Through long contact with State and County departments, schools and institutions, he is familiar with the problems of civil service employees. He is dedicated to increased employee benefits and better working conditions.

His past record of hard work and diligent achievement is its own guarantee for future helpfulness to civil service men and women everywhere.

JOHN F. POWERS Candidate for President

JOHN F. POWERS, president of the Civil Service Employees Association for the past two years, is a candidate for re-election to that post.

A staunch advocate of increased employee benefits and improved working conditions, Mr. Powers has devoted his thirty years of State service to the welfare of public employees as well as to the general public.

His apprenticeship for the Association's top elective office in-

cluded the vice presidency and presidency of the New York City chapter, membership on many statewide Association committees, and nine years as CSEA vice president.

These years of diligent effort on behalf of State and local aides have given Mr. Powers a comprehensive knowledge of the administration and internal operation of the Association, and have borne fruit in his handling of CSEA affairs during the last two years.

A resident of Freeport, L.I., Mr. Powers has been active in a host of civic affairs. He is a member of the Freeport Fire Department and the Freeport Council of Knights of Columbus, and is a former director of the Security Federal Credit Union.

Last year, the CSEA chief executive was honored by election to the presidency of the National Conference of Independent Public Employee Organizations, an association of kindred groups seeking public employee welfare on a nation-wide basis.

JOSEPH F. FEILY Candidate for 1st Vice President

JOSEPH F. FEILY, chief clerk, Miscellaneous Tax Bureau, Department of Taxation and Finance, is married and lives in Albany.

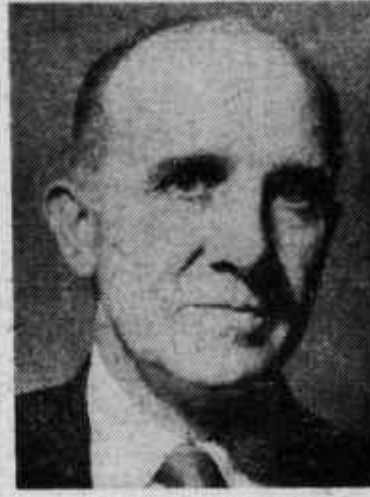
Active in civil service affairs since 1938, he helped found the Tax chapter in 1946, served as vice president for one and president for two terms. He is now serving his second term as 1st vice president of the Association, having completed terms as 4th and 5th vice president.

Mr. Feily's interest in civic affairs is evidenced by participation in numerous organizations and activities. He was president of Rensselaer Junior Chamber of Commerce, State vice president of the Junior Chamber of Commerce, and in 1941 was awarded the Distinguished Service Medal for outstanding civic work. He served as chairman of the Rensselaer Infantile Paralysis campaign for two years, and was troop chairman of Boy Scout Troop 71 for two years.

Before his World War II service in the Army, Mr. Feily was secretary to the Rensselaer Defense Council and chairman of the City's Rationing Board. He has been a member of the Boy Scouts, Red Cross and European Relief campaigns, belongs to Legion Post 1683, and is an exempt volunteer fireman. Mr. Feily is a member of the Holy Name Society and other church organizations. He is currently president of the New York State Employees Softball League



RAYMOND G. CASTLE
Candidate for President



JOHN F. POWERS
Candidate for President



JOSEPH F. FEILY
Candidate for 1st Vice Pres.



LAWRENCE W. KERWIN
Candidate for 1st Vice Pres.



CLAUDE E. ROWELL
Candidate for 2nd Vice Pres.



ROBERT L. SOPER
Candidate for 2nd Vice Pres.



ANGELO J. COCCARO
Candidate for 3rd Vice Pres.



WILLIAM J. CONNALLY
Candidate for 3rd Vice Pres.



JOHN J. COX
Candidate for 3rd Vice Pres.

and a member of the Civil Service Employees Bowling League.

Mr. Feily received his bachelor of arts degree from Holy Cross College, and attended the public administration course at New York University's Graduate School.

LAWRENCE W. KERWIN Candidate for 1st Vice President

LAWRENCE W. KERWIN is an associate personnel technician in the Department of Civil Service. He joined the department in 1931 after being graduated from Niagara University, and has been continually employed with the department as a personnel technician for the past 23 years.

He is married and resides in Troy. He has been an active member of the Civil Service Department chapter, having served on

many chapter committees and two terms as president of the chapter. Following this, he was elected to the Board of Directors of the Association as the representative from the Civil Service Department, and has served four terms in this capacity. He is currently serving his second term as president of the Capital District Conference.

Because of his many years of service with the Central Personnel Agency of the State Government — together with his many years of activities in chapter, Conference, and Board of Directors affairs—he has become thoroughly familiar with the problems and desires of employees and the administration of the Association.

As a member of the Board of Directors, he has served on many important committees such as the

nominating committee, Board of Directors committee, charter committee, memorial plaque committee, as well as several special committees dealing with various Association matters.

CLAUDE E. ROWELL Candidate for 2nd Vice President

CLAUDE E. ROWELL, a native of Ogdensburg, N.Y., is a graduate of the Ogdensburg Free Academy. He embarked upon his civil service career in 1934 at Rockland State Hospital, transferred to St. Lawrence State Hospital, and for the past 11 years has been in the business office, payroll unit, of Rochester State Hospital.

He has long been active in CSEA affairs. After being elected
(Continued on Page 3)

State Police Readying Plans To Take Over 'Leg Work' in State's Security Risk Program

ALBANY, Sept. 12—State Police were preparing last week to take over the investigative duties, formerly carried out by the State Civil Service Commission, in connection with the State government's security risk program.

The transfer of that function, worked out in arrangements between the Commission and the State Police, with the approval of Governor Harriman and Budget Director Paul H. Appleby, was tentatively scheduled to go into effect on October 1.

Civil Service Commissioner Alexander A. Falk emphasized in a statement to The LEADER that there was no hidden significance to the switch.

Police Better Equipped

"It's simply that the State Police is better equipped to do this investigation job in terms of manpower and experience with more resources and facilities than our own organization," Mr. Falk said. "In all other respects the Civil Service Commission will continue to administer the program."

At the office of the Superintendent of State Police here, it was explained that there is nothing "new" to the transfer.

"We have long done special investigations of all sorts for many State departments and agencies," a spokesman noted. Superintendent Frank J. McGarvey is working on plans for the expanded work load and setting up his personnel accordingly.

Mr. Falk pointed out that the transfer might be compared with the situation in New York City where the investigative work for the NYC Civil Service Commission is done by the City Department of Investigation.

Mr. Falk stressed that with the changeover of the investigative function to the State Police, the State Civil Service Commission will continue, under the State Security Risk Law, to have full authority over the administration of the security program. While the designation and disqualification powers remain with the Commission, only the legwork will be done by the police, he said. "They will be responsible to the Commission, which will evaluate all excavated information," he added.

With the completion of the transfer, the special investigation staff of the Commission will be abolished, it was announced. There are now four temporary investigators on the staff, headed by James Dermody, associate personnel technician. Mr. Dermody will be re-assigned.

A total of 31,444 State employees in security jobs or agencies has been screened by the Civil Service Department since the security check program was launched. All but 2,821 were given final clearance.

The Commission has also

screened a total of 62,314 applicants for State jobs, including employees seeking promotions. Of these, 412 require further investigation.

Not One State Aide Fired

It had not been necessary to fire a single State worker for security reasons, according to the most recent report of the Commission, although two employees resigned after routine checks into their backgrounds, and 11 prospective appointees were disqualified.

U. S. Career Test Nears

Plans are nearing completion for launching the long-range program to open up career opportunities to young people of college caliber in the Federal civil service.

Replacing various "college-level" exams with a single catch-all entrance test, the program is expected to open in mid-October with issuance of applications.

Almost Ready

In preparation since early summer, the program, according to the Second Regional Office of the U.S. Civil Service Commission here, is in the last stages of its development.

Embodying changes described as "the most far-reaching in the Commission's recruitment history, the plan is designed to encourage young people to set their sights 'not just on a job, but on a career' with the Federal Government.

Hopes are that 5,000 to 7,000 college-caliber persons will enter the Federal service annually when the program is in full motion. The present college-level exam system has brought in only about half that figure.

Also eligible for the new catch-all entrance exam, in addition to college seniors and graduates, will be all young people whose experience qualifies them for a wide range of professions in the Federal Government.

Open Continuously

The test, according to present plans, will be open continuously with written tests held as frequently as employment needs require. While separate exams will be retained in highly technical fields, such tests as those for junior professional assistant and junior management assistant will be integrated into the new setup.

When the original announcement of the forthcoming program was made in mid-July, U.S. Civil Service Commission President Philip Young said:

"The nation's college graduates are a source that the government must make greater use of today if it is to have available trained people to meet the demands for leadership that will be placed upon our nation 10, 20, and 30 years in the future. And we must sharpen the career service into a working force of ever-increasing capabilities, not only by strengthening the training of our present employees, but also by making wider use of college graduates throughout the Federal service. Through this new system we hope to assure the Federal career service of a regular, balanced intake of college graduate at the entrance level."



H. ELIOT KAPLAN

Chairman of a standing committee of the American Bar Association. His committee recommended that government adopt the better labor standards found in private industry. The association adopted the report enthusiastically.

State Personnel Council to Meet On Grievance Plan

ALBANY, Sept. 12—Grievance procedures will be discussed by the State Council on Personnel Administration at its September 13 meeting here.

Harry F. Smith of the Division of Employment, council chairman, last week announced that four State personnel officers had been named to the council's executive committee. They are Florence Grimm, State Insurance Fund; Granville Hills, Mental Hygiene Department; John Denn, Taxation and Finance, and James J. Sullivan, Social Welfare.

U.S. AIDES TO FETE ORPHANS

WASHINGTON, Sept. 12—The Civil Service Commission Club, a social and philanthropic organization of U. S. Commission employees, will play host to more than 500 Washington area orphans at its fifth annual picnic September 17.

TOWN AND COUNTY EMPLOYEE NEWS

Monroe Chapter Starts Big Membership Drive

ROCHESTER, Sept. 12—A city and county-wide membership drive is under way in Monroe Chapter and president Ray L. Goodridge announces the following people have been appointed on the committee to represent their various departments during the drive.

City: Gerard J. Pess, City Chairman; Jean Lipsett, Finance-Comptroller; Arthur L. Dye, DPW-Engineering; Alexander Burke, DPW-Bldg 8; Edmund Kataskas, Health Bureau; Mary Ann DiPolito, Playgrounds; Isaac Johnson, DPW-Incinerator; Chas. Quinn, City Court; Lois Thistle, Finance-Treasury; Andrew Hoffman, DPW-Winton William Kennedy, Water-Cobbs Rd; Lucille Naylor, Playgrounds; Hill; Kathryn Lucy, Civil Service; John Beyer, DPW-Backus St; Bernadine Luckman, Probation; Alice Rowland, Parks; Thomas Palmer, Parks-Genesee Valley; Chas. Collins, Cemetery-Riverside; Betty Buckley, Finance-Water Accounting; and Adelaide Rooney, Police.

County: William H. Hudson, County Chairman; Edna Aenis, Parks; Alois Arbogast, Penitentiary; Genevieve Baechle, Commission of Jurors; Willis Blank, Motor Vehicle; Ned Brewer, Special Tax; Catherine Cushman, Civil Defense; Esther Gerard, Controllers; William Hiler, Airport; Dorothy DeVoe, County Clerk; Jean Pasquale, Home; John Parks, Children's Court; Wilhelmine Renshaw, Iola; Ann Steidle, Infirmary; Romilda Bonsignore, Probation; William Hudson, Finance; Alice Rodell, Wilbert Snider and Irene Steo, Welfare; John Conway Jr., District Attorney's office.

A meeting of the City-County Membership committee will be

Daniel O'Toole Named to New Commerce Post

Donald L. O'Toole, director of the Division of Commerce and Industry, State Department of Commerce, was sworn in last week as Deputy Commissioner in charge of regional operations. The new \$13,000-a-year post was created as part of the intensified program to promote New York State to potential new commercial and industrial enterprises.

From 1937 to 1953, Mr. O'Toole represented the old 13th Congressional District in the House of Representatives.

DE Aides To Dance Sept. 30

Friday, September 30 promises to be the beginning of an outstanding social year for employees of the Division of Employment. That's the date of its annual dance, to be held at the Beekman Tower Hotel, NYC, starting at 9 A.M.

There'll be entertainment, music by Leonard Nelson, and a magnificent view of New York's skyline from the Grand Ballroom.

The Division has extended an invitation to members of all Civil Service Employees Association chapters to attend and join in the fun.

"Get your tickets early," warns Bernard Federgreen, publicity chairman of the CSEA's Metropolitan DE chapter.

The duets, \$2 per person, may be obtained by chapter members from Local Office representatives. Other CSEA persons may secure them by telephoning Mr. Federgreen at ES 5-9456 between 9 A.M. and noon, or 6 and 8 P.M.

October Filing Dates Set for Attendant Test; No Experience Needed

Applications for NYC attendant (male) jobs at \$2,750 to \$3,650 will be received by the NYC Civil Service Commission from October 4 to 26. The written test is scheduled for January 7. There are more than 300 vacancies.

The list will also be used to fill hundreds of vacancies in several related titles such as caretaker, gateman and messenger.

There are no formal education or experience requirements.

Duties of the job are as follows: to clean and patrol public buildings and structures; assist in the maintenance and operation of City property; deliver messages and papers; give information to the public; collect small fees for use of City property; and perform incidental clerical work.

Graduate Study Offered In Public Administration

ALBANY, Sept. 12—Registration opens Monday, September 19 for the ninth academic year of the Graduate Program in Public Administration in Albany.

The program, which this year will offer several new courses, is designed primarily for employees of the State and other governmental agencies, but is open to all college graduates wishing to prepare for government service. It is

conducted jointly by New York University and Syracuse University with the cooperation of the State University of New York.

Among the new courses are "Current Problems in American Public Policy," "Constitutional Law," "Administration of Education Law."

The program leads to a master's degree in public administration.

Registration, and classes, will be held at the school's new home, 198 State Street.

FALK HEADS ALBANY COMMUNITY CHEST DRIVE

ALBANY, Sept. 12—State Civil Service Commissioner Alexander A. Falk has been named by Governor Harriman as chairman of the State division of the 1956 Albany Community Chest campaign.

William J. Murray, department administrative director, is vice chairman.

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CSEA Candidates



JOHN P. QUINN
Candidate for 4th Vice Pres.



VERNON A. TAPPER
Candidate for 4th Vice Pres.

(Continued from Page 1)
president and president of Rochester State Hospital chapter for four years, he served two years as vice president of the Western New York Conference and is currently in his second year as president.

He has been on such statewide committees as special regional conference, social, and the plaque committee. He is a member of the Board of Directors, on the directors committee and the personnel screening board of the Association.

Claude has been secretary-treasurer of the Federal Credit Union at Rochester State Hospital for the past ten years, secretary-treasurer of the Men's Club of South Presbyterian Church, and a member of Webster Lodge 538, F & AM.

ROBERT L. SOPER
Candidate for 2nd Vice President

ROBERT LOUIS SOPER was born in Newark, New York, May 7, 1908, attended the public schools there and was graduated from the University of Notre Dame in 1930. After employment as instructor of psychology and education at Mount St. Charles College, Helena, Montana, he entered State employment in 1933 at Newark State School when occupational therapy was started there. Promoted to occupational therapist in 1940 and to provisional senior O. T. in 1943, he transferred to Wassala State School in February, 1949 to accept the permanent position of senior O. T.

Mr. Soper joined the CSEA in 1933, was elected president of Newark chapter in 1933, 1934, 1935, vice president in 1946 and again president in 1947 and 1948. He has been president of Wassala chapter from 1949 to the present time and treasurer of the Southern Conference from 1949 to the present. He has served as representative of the education and occupational therapy employees on the executive council of the Mental Hygiene Employees Association since 1948 and as chairman of the executive council of the same organization since 1951. Mr. Soper was elected 5th vice president of the CSEA in 1952, 3rd vice president in 1953 and 2nd vice president in 1954.

Mr. Soper has been active in Scouting and Cubbing, serving as cubmaster, scoutmaster, chairman of cub committee and scout committee. He has devoted several years to working with boys in Little League baseball.

ANGELO J. COCCARO
Candidate for 3rd Vice President

ANGELO J. COCCARO, candidate for 3rd vice president, has worked for Correction at Attica Prison and Mental Hygiene at Kings Park Hospital for the past six years.

"Andy" is now 1st vice chairman of the Metropolitan Conference, CSEA, and board member at Kings Park, co-chairman of the Conference education committee, and

member of statewide CSEA civil service rating committee.

He has served as statewide chairman of the MHEA nominating committee. Recently, he was named to the executive board of the MHEA. Because of his experience in both Departments of Correction and Mental Hygiene, he was named to a statewide committee to study institutional problems and coordinate activities of both departments.

He feels it is important for all chapters to establish friendly contact with their representatives in government and to obtain their view and advice.

Andy attended the University of Nebraska, Rhode Island State, and was graduated from New York University with bachelor and master of arts degrees in education. He served three years in the Army during World War II. He is a member of the Lions Club, American Legion, and president of Kings Park Bowling League.

He is married and has an 18-month-old daughter.

WILLIAM J. CONNALLY
Candidate for 3rd Vice President

WILLIAM J. CONNALLY is a native of Troy, where he was graduated from Catholic Central High in 1931. Since 1950 he has been a member of the important committee on revision of the Civil Service Law. He served for four years on the committee on revision of attendance rules and is presently a member of the legislative committee.

In 1936 he entered State service in the Insurance Department, then went to D.P.U.I. and in 1938 was appointed as account clerk in Social Welfare.

During World War II he served with the Army in the Infantry and Ordnance Departments. Shortly after his return he went to Hudson Training School as steward.

His experience in such varied departments has given him an exceptional knowledge of employee problems in both main offices and in institutions. For nine consecutive years, he has been elected by the employees at the Training School as their representative on the Service Record Rating Review Board and is a past president of the Training School chapter.

Bill lives in Hudson with his wife and two children. He is active in scouting activities and is an officer of the Hudson Assembly, 4th Degree Knights of Columbus.

This is the second time that Mr. Connally has been a candidate for office in the Association. He was elected to the office of 3rd vice president in 1954.

JOHN J. COX
Candidate for 3rd Vice President

JOHN J. COX, associate civil engineer in the Department of Public Works, was born in Troy, and was graduated from St. Joseph's Academy High School and

Upstate Man May Get Civil Service Post

ALBANY, Sept. 12 — Appointment of an upstate man to the State Civil Service Commission, a \$13,700 a year post, is forecast in Democratic state circles.

Several candidates are under consideration, it was learned, for the vacancy on the three-member board created by the resignation of Oscar M. Taylor, a Dewey appointee and former Commission President.

From sources close to the Governor, The LEADER learned that legislative, legal or administrative experience would be a favorable asset for a prospective appointee.

Erie County Bid

Erie County Democrats are making a strong bid for the appointment, it was reported, contending the Commission should have a Western New York representative.

There is considerable weight, it was said, to the argument. Under Governor Dewey, Buffalo was represented on the Commission by Miss Louise Gerry, a Republican.

At the present time, the two Commission members are from the Metropolitan New York area. Alexander A. Falk, President, is from NYC, while Miss Mary Goode Krone is from Westchester County.

The resignation of Mr. Taylor will enable the Democrats to have a majority on the board for the first time since Governor Harri-man took office. Miss Krone and Mr. Taylor had given the GOP a majority.

Albany County, it was reported, also has a candidate for the vacancy. Other areas represented include Utica, Syracuse and Rochester.

Observers expect the Administration to steer clear of the labor organizations in picking the new Commissioner, since there is only the one vacancy. It is considered unlikely that employee groups could come to any agreement on a single candidate.

MHEA Pursues Campaign for Pay Upgradings

SYRACUSE, Sept. 12 — The Mental Hygiene Employees Association is continuing its efforts to win salary upgradings for attendants, nurses, launderers and groundsmen, Frederick J. Krumman, president, announced.

F. Henry Galpin, salary research analyst of the Civil Service Employees Association, and John E. Graveline, Mental Hygiene representative on the CSEA Executive Committee, are investigating the possibility of having the salary appeals reviewed. Both the Mental Hygiene Department and the Civil Service Department have been asked to re-explore the situation.

from Rensselaer Polytechnic Institute with a degree of civil engineering. He is a licensed professional engineer and land surveyor.

Began working for the State in 1923 as a junior assistant engineer in the Department of Public Works, Division 1 at Albany. Transferred to the Department of Civil Service in 1925, and worked as engineering examiner until 1938.

He returned to the Department of Public Works in 1928 as assistant civil engineer and has worked there continuously to the present time.

He has been an active member of the Civil Service Employees As-

(Continued on Page 16)

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



CSEA and the State Fair

One hundred and nine years ago, in 1844, the first state fair was held in New York. At that time the area in which it was held was less than 20 acres. Today the fair occupies more than 10 times that space and is correspondingly much greater. It attracts between four and five hundred thousand people each year from all over the country who daily fill its grounds to see the hundreds of exhibits representing all phases of New York State farming, industry and commerce.

Fair Demonstrates State's Enterprise

Fair week is a time when all of the forces operating in our society—citizen, farmer, manufacturer, industrialist, retailer and Government worker—mingle together to demonstrate their work and emphasize the dependence which each person has upon the other in maintaining the great enterprise which is known as New York State.

In the State building on the fair grounds many of the units of the State Government have booths. There are 21 exhibits in this building and many more in other buildings throughout the grounds. They are manned by hundreds of State employees who keep their shows open 12 hours each day. It is not the easiest job in the world—with its tens of thousands of visitors and their tens of thousands of questions.

The Association and the Fair

Your Association plays a part in this State fair. Not only does it have an exhibit, showing to the people the work of the state and local employees, but it distributes thousands of pieces of literature on the Association.

It also serves as a rest place for the workers assigned to the State exhibit booths giving them between-meal snacks of coffee and cake. This last is truly a community enterprise. Donations of milk, cake and coffee are made by the State troopers and others and a "kitty" box is on the table for any voluntary contributions of pennies or nickels which are used to buy sugar, napkins, cups and other necessary items.

All in all, the enterprise is completely self-supporting and the staff and members of the Association, who serve the workers, add to the good will the Association gains through this effort.

Policy-Makers and Aides Must Share Top Billing, Castle Tells Employees

The men and women employed by the State, the County and the municipality have been relegated to an inferior position in the field of government, Raymond G. Castle, of Syracuse, 1st vice president of the Central Conference of the Civil Service Employees Association, said in speeches at Syracuse and Avon.

Mr. Castle, speaking before the executive board and membership of Syracuse chapter and, later, at the CSEA Western Conference meeting in Avon, urged Association members to participate actively in programs to give the public employees his proper status.

"The civil service employee should stand on an equal footing with the Executive and Legislative branches of the government, rather than in a position considerably below both of them," the Central Conference official declared.

'Underpaid, Overworked'

"The Executive and the Legislature may determine the policy of the State; they may make the laws of the State, but it is the civil service employee who has the job, often onerous, underpaid and overworked, of carrying out these policies and this legislation," Mr. Castle said.

The welfare of these employees should no longer be a football for party politics, which offers in time of elections and then takes away during elections, he stated.

"The welfare of the men and women of the State civil service should be in their own hands, in equal partnership with the Executive and the Legislature of the State," Mr. Castle added.

"We cannot strike," he said. "Going even beyond legislation, the

Civil Service men and women understand their obligation to the State to maintain without interruption the vital services which they supply."

"Neither, under present conditions, does the civil service worker have recourse to mediation, to the conference table," Mr. Castle declared.

Use Modern Methods

He pointed out, however, that such recourse could be had, and in a manner that would be effective, if employees would band together, state their case firmly and strongly and stop "going in the back door, hat in hand, to beg for those things which are their right to demand."

Mr. Castle urged the adoption of modern public relations techniques for spotlighting the plight of the public employee. This, along with open, direct negotiations, would do much to put the civil service employee on the equal footing with Government he deserves, he said.

Illustrating the past lack of concern by State administrations over its employees, Mr. Castle reminded his listeners that the institutional employee has been promised, and cheated out of, the 40-hour week for 55 years.

Mr. Castle also called for corrections in the inequities in the salary and classification program of the State.

"This program," he said, "was foisted upon us."

Mr. Castle urged his listeners to stand behind a vigorous, well-publicized program in order to win their rightful place in the State.

"I am looking forward to a change in which we State employees can make ourselves heard, not as junior partners, but as full partners," Mr. Castle declared.

For Free Booklet
on Raising
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(SEE STORY PAGE 14)
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in New York phone BO 9-2157
in New Jersey phone MA 4-1366

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**CONNOLLY, RETIRED
NYC AIDE, DIES AT AGE 62**
A solemn high Mass of Requiem was offered September 8 for Sylvester Connolly, former chief of the certification department, NYC Civil Service Commission, who died September 4 after a brief illness. The 62-year-old Navy veteran of World War I retired three months ago after 42 years' City service.

**\$75 DOWN ON
THESE A-1 CARS**

- '51 FORD FORDOMATIC — \$595
- '52 PLYMOUTH — \$575
- '50 BUICK RIVIERA — \$575
- '50 CHEVROLET SEDAN — \$495
- '51 HUDSON SEDAN — \$475
- '50 OLDSMOBILE — \$475
- '49 MERCURY — \$375
- '49 PLYMOUTH — \$375

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**7 State Aides Fired; They
Complained Interference
By Hospital Director's Wife**

SYRACUSE, Sept. 12—A unique and perhaps unprecedented situation came to light here as seven employees were dismissed from their jobs, after complaining that a hospital director's wife was interfering with their work. Vernon A. Tapper, speaking on behalf of the men, maintains that the complaints and the firings are related, although the complaints were originally made a year ago. Mr. Tapper is a member of the Board of Directors, Civil Service Employees Association.

Complained to Department
The institution involved is the Onondaga TB Sanitarium, on the outskirts of Syracuse. Its director is Dr. Bernard Brown. His wife is Bianca Brown.

Last September, ten employees of the institution made formal protest to Mr. Tapper and to Dr. William Siegal, an official of the State Health Department who was also head of the CSEA grievance committee. The ten charged that Mrs. Brown was issuing directives to the employees, ordering them about, giving instructions, interfering with details of their jobs, and assuming prerogatives which belonged to her husband, not to

her. They complained further that they found her interference onerous and wished to be free of it.

Agreed to Step Out

Mrs. Brown phoned Mr. Tapper, and in a late-evening session with him, said she would no longer participate in the work of the hospital or interfere with the employees. Later, Dr. Brown himself confirmed that this would be so.

**22 Aides Win
DE Promotions**

ALBANY, Sept. 12 — Some recent promotions in the State Employment Service include:

- Senior account clerk, James Evertsen, Albany.
- Assistant examiner, John J. Foley, Edward Doan, Albany.
- UI reviewing examiner, Ruth Forster, Albany.
- UI claims clerk, Alfred Tomlinson, Gilbert Martin, Theresa Weeks, Eleanor G. King, Gustav Stern, Calvin R. Wand, Philip Carraci, NYC.
- Senior stenographer, Mary M. Mullarkey, NYC.
- Head clerk, Dorothy Vogt, NYC.
- Senior statistics clerk, Herman Lederfarb, NYC, Mary J. Halse, Albany.
- Principal account clerk, Harry Ciaschi, Albany.
- Senior employment interviewer, Roslyn Perlstein, NYC.
- Senior examiner (M & P) Rudolph Nagel, Norman Gillis, Albany.
- Principal stenographer, Anna B. Connell, NYC.
- ES claims trainee, Harold Graham, Utica; Richard Eistertz, Troy.

And the commitment was kept. Mrs. Brown no longer interfered with the employees.

Then They Were Fired

Suddenly, however, a year almost to the day after the complaints were first made, seven of the ten employees who had made them were ordered off their jobs. All seven are non-competitive employees. The three of the original ten who remain on the job are competitive, and thus enjoy strong civil service protections against dismissal. The LEADER has obtained the names of five of the seven dismissed. They are: Howard Finley, maintenance man; Leslie Fox, painter; Ernest Amno, watchman; Homer Gullit, maintenance man; Mary Baker, housekeeper.

Action Sought

Mr. Tapper says he intends to bring the issue before the Civil Service Employees Association for action. Even though Dr. Brown may have a legal right to dismiss the non-competitive workers at will or at whim, Mr. Tapper feels that issues are contained in this situation which threaten the security of public employment.

**More Benefits
To Be Sought
In Insurance**

ALBANY, Sept. 12 — The pension-insurance committee of the Civil Service Employees Association will meet at Association headquarters on September 13 to consider increased benefits under the CSEA group life plan.

More than 30,000 Association members participate in the plan. During the past few years, benefits under the plan have been increased substantially without any increased cost to members. Some of these increased benefits included: 15 per cent additional insurance protection without extra premium; waiver of premiums during disability starting before age 60; double indemnity in event of accidental death; reduction of premiums for insured members under age 40.

Special Features

Special features of the CSEA group life insurance which have made it especially attractive to CSEA members are:

Its low cost — 20 cents semi-monthly per thousand of insurance for members 29 years or younger, and proportionately low rates for older employees.

Easy payment — premiums are deducted from salary semi-monthly.

Claims paid promptly — more than \$8,000,000 has been paid to the families of deceased members under the CSEA group life plan. Practically all claims are paid within 24 hours of the time CSEA headquarters is notified of the death of an insured member.

Additional insurance coverage without extra premium, double indemnity, and waiver of premium features also enhance the plan.

The insurance program of CSEA was made available at the request of its members. Participation in the group life insurance plan or the accident-sickness insurance plan made available by the Asso-

**10 State Titles
Are Eliminated**

ALBANY, Sept. 12—Ten titles have been eliminated from the State title structure, including assistant realty consultant, grade 22, \$6,250 to \$7,680.

The nine others, all in grade 19, \$5,360 to \$6,640, are: assistant in business education, assistant in child development, assistant in education of handicapped, assistant in elementary curriculum, assistant in higher education, assistant in home economics education, assistant in industrial arts education, and assistant in secondary curriculum.

**STUDY OF POST OFFICE
JOBS, DUTIES IS UNDER WAY**

With authority given by Congress, Assistant Postmaster General Eugene Lyons is proceeding with the postal job classification slated to go into effect on December 3.

Under the classification plan, 40,000 postmasters in the nation are being notified of their tentative grades and salaries.

Next large group to have their jobs classified is the postal supervisors. Job descriptions are now being written for them.

classification is voluntary on the part of any individual member.

No Medical Exam

Of importance to new employees is the fact that no medical examination is necessary if application for group life insurance is filed by a new member within the first 90 days of his employment.

**Ouster Attempt
Fails, He Stays
As Postmaster**

The removal of a United States Postmaster from his job was reversed last week by the U.S. Civil Service Commission. Reinstatement was ordered in the case of James J. Moroney, Pleasantville Postmaster, who had appealed a Post Office Department ouster on charges of neglect of his official duties. The commission appeals examiner held that the decision was "improper and was not based upon sustained charges."

Mr. Moroney's attorney characterized the removal attempt as "politically inspired." The postmaster's wife is a Democratic State Committeewoman in Westchester County. Mr. Moroney, a World War I veteran, was appointed by President Roosevelt in 1932. His salary is now \$9,200 a year.

The case is believed to be the first instance in New York State in which a postmaster successfully fought his removal from office.

The Post Office Department's original charges against him were originally based on alleged violations of the provisions of the Postal Manual requiring that postmasters at offices of the first class "shall devote not less than eight hours during the business part of the day to the conduct of their offices and the performance of duties appropriate to their positions."

Three dates in August and September of 1954 were cited by Post Office inspectors to show that Mr. Moroney spent only fractions of the eight hours at his official duties.

But the inspectors' testimony was found by the Commission's Appeal Examiner to be deficient in detail, and "could neither refute or corroborate" the testimony of Mr. Moroney that he was attending to official duties while away from the post office.

Attorney for Mr. Moroney is Samuel Resnicoff of NYC.

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CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of special importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

Today's guest columnist is James L. Adams of Sing Sing Prison. He is the Correction representative on the Executive Board of the Civil Service Employees Association.

Prison Expenditures - Penny Wise, Pound Foolish

MANY PRISON GUARDS have asked me why it was so hard to get the New York State Legislature to pass any bills affecting the Correction employees which incur large expenditures. I think the best answer I have seen is the one in a statement concerning causes, preventive measures and methods of controlling prison riots and disturbances, prepared by the committee on riots, under the auspices of the American Prison Association. The committee's list of basic causes is headed by "Inadequate Financial Support and Official Public Indifference." Next on the list: "Substandard Personnel." There are other causes cited, but need we go further?

Why do we have inadequate financial support? The committee explains it as follows: "The expenditure of public monies for the operation of prisons is politically unpopular. Legislators appropriate a minimum amount of money, generally speaking, because they do not comprehend the protection against crime rendered our citizens by the well-staffed and efficient correctional institutions and services, and because they represent constituents who are uninformed and apathetic on correctional problems."

Problem of Persuasion

Our problem, therefore, seems to be to persuade the State Legislature that in the long run the most economical method of running the Department of Correction is the one wherein the institutions are manned by qualified and efficient personnel.

How are we going to have an informed public and change this apathetic attitude? The solution is not an easy one. There is a solution, but it will require the help of all. Do you know any of the civic leaders in your community? How about the political leaders in your district? I am sure most of them would give you a few minutes of their time.

The second basic cause, "Substandard Personnel," as reported by the committee, has many important factors, of which I will mention a few. The inadequacy of prison personnel rests, basically, upon insecurity of tenure, poor salaries, long work week, poor retirement system, and poor prospects for promotion.

How the 'Empire State' Rates

How do we in "The Empire State" rate among these causes, Tenure of office? Yes.

Poor salaries? According to a survey conducted recently by the salary research staff of the Civil Service Employees Association, New York State is fourth in the United States, yet we call ourselves the leading State of the Union.

Hours of work per week? New York State, 48 hours a week; other States, at least a dozen have a 40-hour week.

Retirement system? The most modern plan is, of course, the age 55 plan, but even with this plan you must have at least 30 years' service to obtain anywhere near half pay.

Promotional opportunities? We seldom discuss this subject because if you do it generally provokes an argument, but unless you have that five points, your chance of being promoted is just about nil.

Some Questions Are Answered

If you are a president or delegate of a CSEA chapter, you no doubt have heard these questions many times: "What are you doing for me in Albany?" Or, "What is CSEA doing for me?" Or, "What is this outfit or that outfit doing for me?"

But the people who ask these questions are generally very busy when they are asked to serve on a legislative committee, or are asked to contact their local members of the Legislature either personally or by mail. Do you want a 40-hour week? 25-year retirement system? Better pay? If so, then you must put your shoulder to the wheel and help to get them. How? Just offer your services to your chapter officers. They will tell you how, and will appreciate your help.

Equal Pay for Equal Work?

The motto "Equal pay for equal work" is being grossly abused in our department. We have female attendants at Matteawan State Hospital getting the same pay as prison guards, while the matrons in the female prisons, Albion and Westfield State Farm, still are in R-3. I hope that the Classification and Compensation Appeals Board will see fit to correct this in the near future.

NYC Elevator Operator Test To Open Soon

A new test for elevator operator has been ordered by the NYC Civil Service Commission to be held tentatively on February 25.

Applications are expected to be received during December. There are more than 100 vacancies for the \$2,750 to \$3,650 jobs.

Requirements have not yet been set by the Commission, but are likely to be similar to those of the last one: six months' experience as an elevator operator in office buildings, apartment houses or stores under the direction of starters.

Candidates must pass a performance test of their ability to operate an elevator.

ACTIVITIES OF EMPLOYEES IN STATE

Sept. 15 Meeting Set By Metro PSG Chapter

NEW YORK CITY, Sept. 12 — The first fall meeting of Metropolitan Public Service chapter, CSEA, will be held on Wednesday, September 14 at 199 Church Street, 15th floor, at 5:15 P.M.

The agenda for the meeting will consist of: election of delegates to the annual CSEA meeting in Albany; amendment to chapter's by-laws; discussion on Association's election of officers; report on Metropolitan Conference meeting.

It is urged that all members attend this meeting.

Western Thruway Unit Elects Anthony Wojcik

BATAVIA, Sept. 12 — At a meeting held at the Moose Hall in Batavia on August 31, the following officers were elected for the Western Thruway chapter: president, Anthony Wojcik, Buffalo Division; vice president, Mace French, Batavia Toll; secretary, Ethel Colby, Henrietta Toll; treasurer, Raymond Walker, Batavia Maintenance. The board of directors includes Robert Roll, Ray Van Alstine, W. Hacker, Barry Rogers and Mike Fuoco.

Claude E. Rowell, president of the Western Conference, installed the officers.

Jack Kurtzman, field representative, addressed the meeting.

Newark Chapter To Meet Sept. 21

NEWARK, Sept. 12 — The first fall meeting of Newark State School chapter, CSEA, will be Wednesday, September 21 in the Kane Home at 7:30 P.M.

"Let's make it a record attendance," chapter officers said, "least one member from each department, ward and building."

Refreshments will be served. "Forty hour week" is the main topic of discussion around the school. Newspaper articles concerning this have been appearing locally. This issue, vital to institutional workers, should be discussed by members in communities where we get our support, the chapter urged.

Alice Hammond and husband with friends spent the week end at Thousand Islands.

Cliff Boekhout and family had a very enjoyable trip to Detroit and Canada on their vacation. Vernice Craver and family journeyed thru Montreal and Quebec and Lake George.

Mr. and Mrs. A. DeWolf while on vacation in the New England States drove through Winsted, Conn., as Hurricane "Connie" struck. They drove two miles through deep water which came pouring down the mountainside.

Bowling Teams
Bowling teams are forming. Mary Lou Stanziana can give you information on this. . . . Employees' softball team held a clambake on August 2 at the Wayne-Ontario Saddle Club.

Congratulations to Mr. and Mrs. Lyle Burnham. They have a new grandson. . . . Ted and Mary Lane with their boat are visiting the Thousand Islands. . . . On vaca-

Pay Boosts to Be Sought For U.S. Top Executives

WASHINGTON, Sept. 12 — Pay raises for his official family are to be sought by President Eisenhower in what is viewed here as an early test of the election-year attitude toward his Administration.

A House-approved bill to boost salaries of Cabinet members from \$22,500 to \$25,000 will be brought before the Senate Civil Service Committee by Chairman Frank Carlson, (R-Kan.) when Congress reconvenes in January.

Carrying proportionate increases for other officials in the Executive Department as well as Federal boards and commissions, the bill has already been approved by the committee. However, it was held up at the end of the last session when Senator Wayne Morse (D.-

Ore.) objected that no hearings had been held on the measure.

E. J. Weber Named To Postal Training Job

ALBANY, Sept. 12 — New training officer at the Albany post office is a Buffalonian, Edwin J. Weber, selected for the job as the result of a statewide examination.

Postmaster Henry W. Clas said that Mr. Weber will set up courses of training for new employees, supervisory employees, and others. He will have access to visual aids and other modern teaching methods.

A postal employee since 1943, mostly as a letter carrier in Buffalo, Mr. Weber is a graduate of Buffalo State Teachers College, and has done graduate work in the field of education at the University of Buffalo.

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tion Alta Blankenburg, Edith Schlessing, Gertrude Joris.

Deepest sympathy is extended to Beatrice Laginor of Rochester on the passing of her husband, Orville, recently an employee at Newark State School, but later at Rochester State.

Welcome to Gertrude Nichols who just returned to duty from sick leave. . . . Returned from vacation Helen Benton, Lois Johnson, Mr. and Mrs. Fred Coomber. . . . Ann and Helen Grau spent the week-end at Alexandria Bay. . . . Ben Townley visited the Toronto Fair while on his vacation.

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V. MATREGANO HEADS STATE PUBLIC HEALTH NURSE LIST
ALBANY, Sept. 12 — A score of 87.6, including five points as a non-disabled veteran earned V. Matregano of Long Island City first place on the State open-competitive roster for assistant district supervising public health nurse. Eurwen Thomas of East Greenbush was second and Marion E. West of Syracuse third.
A total of 15 out of 22 candidates qualified.

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TUESDAY, SEPTEMBER 13, 1955

Time Is Now for State To Re-evaluate Salaries

Now is the time for the State administration to think in terms of re-evaluating State employee salaries.

Not only has private industry surpassed the State in employee pay; the Federal Government and New York City, in the past two years, also have boosted salary levels beyond those prevailing for many State workers.

Adjustments in salaries are needed from top to bottom. Commissioners deserve a revision in pay structure as much as do messengers.

The Civil Service Employees Association has prepared and presented to the State the facts and arguments needed in acting on re-evaluation of salaries. The State must give its consideration to these facts and arguments.

Governor Harriman should put this matter on the top of his schedule.

Oklahoma City Action Blow to Employee Rights

In Oklahoma City, William Gill, Jr., City manager, has dismissed 287 employees in a move to block organization of city workers.

Thirty-seven employees, members of a committee drafting contract demands to be presented to the city, were first to be discharged. When 250 other city workers showed up at City Hall to demand re-instatement of the 37, they, too, were dismissed by Mr. Gill.

The employees have denied they were attempting to strike. They asked only that the city recognize an organization of their choice as their bargaining agent. Most of the fired workers are in the garbage and water departments.

The right of employee groups, both public and private, to form associations where they may speak as a single, strong voice for working rights has long been a recognized principle on the American scene.

Oklahoma City is obviously in the Dark Age of labor-management relationships. The city's attempt to frustrate its public employees points a warning finger to civil service workers throughout the nation who have become lax in support of the organizations which constantly defend their rights.

Farewell, Mr. Bingham

Sidney H. Bingham has retired as executive director and general manager of the NYC Transit Authority.

Whatever ventures this tireless and energetic veteran of both the TA and its predecessor undertakes as a private citizen, we wish him well.

NYC PERSONNEL DIRECTOR Joseph Schechter prefaced a memorandum: "You are hereby advised of the following change in our rating policy with respect to service ratings for employees for whom charges are pending or have been preferred." Is this English? If so, has the old policy of preferring charges against employees been superseded by one of preferring charges for them? If not, are the employees preferred or only the charges? Who can tell?

Comment

NYC ENGINEERS EXTEND THANKS

Editor, The LEADER:

The executive committee of the Civil Service Technical Guild, at its meeting September 7, directed me to express appreciation to The LEADER for the wonderful manner in which you have taken up the cudgels in behalf of the NYC engineers, and the manner in which you have presented the picture as to the seriousness of the situation.

Your editorial of August 30 deserves the highest praise from every engineer in City service.

PHILIP F. BRUECK
 President, Civil Service Technical Guild
 New York City.

40-HR. WEEK A 'MUST' FOR WORKING MOTHERS

Editor, The LEADER:

Among the State institutional employees on a plus-40-hour week are many working mothers to whom a true 40-hour week is a "must." They're on State payrolls because they have to help support themselves and their children. But they also need more time at home to take care of their offspring.

The State is practicing a false economy. It may find itself losing these qualified, experienced employees — and unable to obtain replacements.

NICHOLAS HUFF
 Deer Park, L. I.

PAY PERIOD CHANGEOVER SHOULD BRING PAY RAISES

Editor, The LEADER:

As the State changes from semi-monthly pay periods to a bi-weekly plan next April, it appears that this change could be tied in with a general salary increase advocated by the Civil Service Employees Association.

Many large firms, when faced with this decision, have granted salary increases and continued to pay the same salary figure, but on a bi-weekly basis. This actually amounts to an eight and one-third per cent increase.

Such a move would save some bookkeeping work on the part of the Comptroller's Department, the only adjustment necessary being the one for deductions.

More important, however, it will forestall a great howl from employees when their pay check is reduced because of the change-over in pay periods, which may be construed by some as a pay reduction.

It seems to me that this is a natural step for all concerned, employer and employee, with benefits accruing to both.

WILLIAM BOTTINI
 West Hempstead, N. Y.

Question, Please

WHICH NYC departments offer the best promotion opportunities? K. L. M.

Answer — Since you do not state what type of job you are interested in, or whether you are man or woman, it is difficult to answer your question specifically. For a man, the operating division of the Transit Authority offers excellent opportunities. Also for a man, if he can stand the grind of the early stages of his career, a sanitationman position is promising. It can lead to early promotion and even to higher supervisory and administrative positions. Promotion opportunities are much better in the uniformed force of the Police Department than in that of Fire Department. The clerical and stenographic promotions in the City generally appear to be rather slow. However, so

(Continued on Page 7)

TIME OFF

A prison guard reports that an inmate found an ant in his cell that was so clever he was able to teach it do all sorts of tricks.

When the prisoner had served his term, he could hardly wait to get back to the outside world to start a new and theatrical career with his pet.

Before going to a television studio for an audition he decided to stop for a beer and show off his trained ant to the bartender to get his reaction.

He put the insect on the bar and with great expectation said to the approaching barman, "Hey, see this ant?"

"Yeah," said the bartender, who quickly flattened the insect. "First time we've ever had one of them in here."

Indian squaw returning from a shopping trip: "If you think the dollar's gone down you should see what's happened to wampum!"

The following dialogue was overheard in the Natural History Building of the Smithsonian Institution in Washington, as reported in the "Smithsonian Torch," employee publication.

Visitor: "Can you tell me where the Indians are?"

Guard: "I'm not sure, lady, but I think they're playing in Detroit today."

An able administrator is a person who, when given authority over his betters, does not think anything less of them.

Substandard service ratings deny public employees substandard increments.

When the American Bar Association resolves that government

should adopt the labor relations policies of private industry, it is time for government to take the law at last from those who know it best.

The application blank in the patrolman examination asked, "Have you ever been in trouble with the police?"

One applicant who had often had his day in court wrote this answer: "No, but the police have been in plenty of trouble with me."

You can always tell when an examination is unfair. The civil service commission notifies you that you failed.

If competitive written tests don't always result in the best qualified employees being promoted, at least they do not cause the least qualified employees to be demoted.

Three Tax Department employees, we'll call them Smith, Brown and Jones, were discussing their ideas of fame at lunch one day.

Said Smith: "If I were the richest man in the world, I would earn fame by endowing universities and hospitals and giving vast amounts to charity. Everyone would know me, then."

Brown said his idea of being famous would be to have a reputation as the world's greatest brain surgeon.

"Those ideas are okay," said Jones, "but my idea of being famous would be this: I would like to have had such a reputation that when Ike was being sworn in at the White House, with me by his side, someone would look at us and say 'Hey, who is that guy with Jones?'"

MODERN PUBLIC ADMINISTRATION

If a Civil Servant Is Charged With a Crime

Criminal charges against a civil servant pose a serious problem as to how his public employer should treat him.

According to an article in the Public Personnel Review, issued quarterly by the Civil Service Assembly, a situation of this kind often creates a dilemma for the public employer who wants to deal as fairly as possible with the accused employee while still protecting the public agency for whom he works.

Under civil service law, an employee has the right to appeal to the civil service commission any disciplinary measures brought against him. Most civil service commissions must promptly conduct these hearings and render a decision. However, in some cases when an employee is suspended or discharged because of an alleged crime, he does not want his appeal heard by the commission before the case comes up in court. He feels disclosure of the case before the administrative agency might jeopardize his case before the regular court.

A recent survey by the Assembly shows that public agencies follow two general types of action in cases of this kind. In one group of agencies, an employee who has been disciplined as a result of alleged crime is heard promptly before the civil service commission. Cities that follow this practice are Cincinnati, Kansas City, St. Louis, and Atlanta.

Waiver of Back Pay

The second group of jurisdictions follow the practice of suspending the employee pending disposition of his case by the court. These jurisdictions also require a waiver of back pay by the appellant. This procedure is followed by Detroit, Milwaukee, Miami, Richmond, Baltimore, Seattle, Philadelphia, and Jefferson County, Ala. These agencies are of the opinion that it is proper for the administrative tribunal to withhold its hearing and decision in order that the appellant will have no onus to overcome in presenting his case to the criminal court.

However, all jurisdictions indicated that even if a civil servant is found not guilty of a crime by the courts, he can be dismissed from the service for other reasons.

If Only the Raise Had Been \$16 Less--

ALBANY, Sept. 12 — A NYC fireman last week was wondering whether a pay raise really pays.

State law permits local employees earning less than \$5,000 a year to hold part-time race track jobs if approved by the local legislative body. The New York City Council had given its approval. And the fireman took a job at Yonkers Raceway.

Then the recent salary increases to the City's fire-fighters brought his pay to \$5,015 a year. The fireman thought that if he took a leave of absence without pay, to keep the figure below \$5,000, he'd be able to keep this track job.

No, said Attorney General Jacob K. Javits. Such action, he said, would be "a subterfuge . . . counter to the spirit and purpose" of the law.

The matter had been called to

Mr. Javits' attention by Assemblyman Fred W. Eggert of NYC, who sought a ruling on behalf of the fire-fighter, a friend of his.

The law, said the Attorney General, "speaks in terms of annual compensation, a circumstance alone suggesting that the total salary fixed for the position is the determining factor."

"It seems to me," he added "that the expedient of a leave of absence without pay, used for the express purpose of reducing compensation and thus achieving eligibility, would be little more than a deliberate maneuver, indeed a subterfuge, to escape the law's normal reach and may readily be said to run counter to the spirit and purpose of the statute."

As a result of the Attorney General's opinion, the fireman did not work at the track, Assemblyman Eggert reported.

Wizard of Statistics Makes Them Talk in Simple Terms As Labor Department Head

By HILBERT ELSON

Isador Lubin, Industrial Commissioner, came to his State Labor Department post with a vast knowledge of economics acquired through a lifetime devoted to applying economic principles to the needs of people.

Commissioner Lubin is noted for his talent for taking mountains of statistics, analyzing them, extracting their essence and wrapping them up in simple concise forms that most laymen can comprehend. In this way, the Commissioner gives back to the word, "statistics," its original non-numerical meaning — "facts representing the condition in various aspects of the people in a state."

As the leading industrial state of the nation, New York presents the most complex profusion of those facts, numerical and otherwise, which it is the Labor Department's function to translate.

And that's where Isador Lubin, former United States Commissioner of Labor Statistics, excels. He is a virtuoso at making figures talk. And at putting them to work for making the economy of a state tick — for the benefit of both labor and management.

First Harriman Appointee

That must be why Governor-elect Harriman, with whom he was associated when the former was Ambassador to Russia, made him



ISADOR LUBIN

his first cabinet appointee and forthwith sent him trouble shooting into mass-unemployment areas of the State in November, 1934.

Nearing completion of his first year as Industrial Commissioner, Dr. Lubin delivered himself the other day of some observations on the state of civil service workers. He harked back to the period when government employees were considered "favored" workers, with their four-week vacations and their sick leaves and their retirement benefits.

"But they're no longer 'favored,'" he remarked, "because those benefits are now enjoyed by many millions of organized workers and

others, plus higher pay than government employees. What we've got to do now is to bring their salaries up to the 'favored' level." (Continued on Page 15)

Firemen Win 40 Citations For Heroism

Thirty-one NYC firemen and nine officers were awarded certificates of merit for their heroism during a fire at the 15-story Hotel Madison on August 29.

In presenting the awards, Commissioner Edward F. Cavanaugh, Jr., said that "our glorious Fire Department performed a magnificent and heroic job in rescuing nearly 25 men and women . . . trapped by searing flames and poisonous fumes on the 9th and 10th floors."

One rescue was highly dramatic. A Chicago woman, trapped on the ninth floor, appeared ready to leap from her window. When an aerial ladder was raised it did not reach the window.

Using a 14-foot scaling ladder, Fireman First Grade Gilbert W. O'Neill and Acting Lieut. Malachy P. Cox joined the woman, calmed the frightened woman and took her to safety.

The list of fire personnel who took part in the heroic achievement and were awarded the certificates are:

3rd Division — Deputy Chief Otto H. Knochenhauer, Fireman 1st Grade Athley M. Block (aide).

8th Battalion — Battalion Chief Charles J. Freeman, Fireman 1st Grade Fred L. Wilkens (aide).

9th Battalion — Battalion Chief Alfred H. Eckert, Fireman 1st Grade Thomas E. Paulsen (aide).

Engine Company 23 — Captain Woodrow H. Holdsworth, Fireman 1st Grade Albert F. Krushnauckes, Fireman 4th Grade Raymond S. McCauley, Fireman 1st Grade Frank C. Horsken, Probationary Fireman Arthur Levinwand, Fireman 1st Grade Wilbur E. Kauff.

Engine Company 8 — Captain William J. McShane, Fireman 1st Grade William L. Doyle, Fireman 4th Grade Vincent J. Iorio, Fireman 1st Grade Dennis P. Gadd, Jr., Fireman 1st Grade Henry V. Price.

Engine Company 39 — Captain Lawrence J. Sasso, Fireman 1st Grade Charles W. Jackson, Probationary Fireman Richard A. Renza, Fireman 1st Grade Edward Cerrano, Fireman 2nd Grade James G. Munnely.

Engine Company 65 — Lieutenant John J. O'Connor, Fireman 1st Grade Lawrence A. Born, Fireman 2nd Grade Louis J. Loffredo, Fireman 1st Grade James M. Fogarty, Fireman 1st Grade Francis G. Spillane, Probationary Fireman Frank V. Paul.

Ladder Company 2 — Acting Lieutenant Malachy P. Cox, Fireman 1st Grade Gilbert W. O'Neill, Probationary Fireman John B. Murphy, Fireman 1st Grade William C. Lutz, Fireman 1st Grade Lawrence J. W. Schmeelk.

Ladder Company 16 — Acting Lieutenant James S. Hosey, Fireman 1st Grade Charles V. Belson, Fireman 2nd Grade Thomas W. O'Neill, Probationary Fireman John J. Storch, Fireman 1st Grade William E. Allen, Fireman 1st Grade Lawrence P. Bradley, Fireman 2nd Grade Wynand E. Morell.

Fire Lines

Increase in Widows' Pension Top Goal, Says New UFOA Head

A "long overdue" increase in widows' pensions will be the main long-range objective of the newly-elected president of the Uniformed Fire Officers Association, Captain Henry J. Fehling, he told the CIVIL SERVICE LEADER last week.

Captain Fehling, who was named to the post on September 2, along with a new executive board, was one of the organizers of the association in 1944, and served for eight years as a board member in various capacities, including treasurer and secretary.

"I fully appreciate how difficult it will be to follow in the footsteps of President (Thomas J.) Hartnett," he said. "But I'll do my very best to fulfill the aims and the program of our organization."

Split Vacations

Of immediate concern among those aims, he said, is to achieve the splitting of annual vacations into two equal periods, so that vacations will not have to be taken, as at present, in consecutive weeks.

Among the long-range objectives, Capt. Fehling feels the most important is "a much-needed and long-overdue" increase in the pensions for widows of fire officers and all personnel of the Fire Department. The present figure of \$50 a month hasn't been changed for at least 30 years, he said.

Capt. Fehling, now attached to Ladder Company 162, has been in the Fire Department for almost 30 years, as an officer since 1942,

and has worked in every borough of the City except the Bronx. He has been cited twice on the Department's Roll of Merit for outstanding service.

He lives in Bellerose, Queens, with his wife and two children.

The UFOA, which merged the memberships of a number of so-called "line" organizations (groups of men of the same rank) now represents some 1,800 officers. It is the first all-officer group in the fire-fighting field; there are now several others throughout the country. As Local 85 of the International Association of Fire Fighters, the UFOA is affiliated with the AFL.

The Executive Board

Members of the executive board, composed of three men of each rank, are, in addition to Captain Fehling:

Vice president, Lieut. Patrick J. Keating, Engine Co. 18; treasurer, Deputy Chief Martin P. O'Connor, 2nd Division; financial secretary, Lieut. Charles P. Hale, Engine Co. 14; recording secretary, Capt. Joseph A. Lawler, Engine Co. 10; sergeant-at-arms, Battalion Chief Gilbert X. Byrne, 54th Battalion; Deputy Chief John J. Savage, 1st Division; Capt. William E. Clark, Engine Co. 243, and Lieut. John W. J. Parren, Engine Co. 276.

FIREMEN STUDYING HOW TO COMBAT RADIATION

Firemen in the Washington, D. C. area, are learning how to locate atomic radiation and radiation first-aid techniques. The program, being conducted by the University of Maryland under the supervision of the Second Army's Chemical Warfare Section, is believed to be a "first" for fire-fighters.

Overtaken gasoline truck fires, airplane collisions with resulting fires, structural fires and flammable liquid fires are among the problems to be tackled.

LONE APPLICANT MADE IT

ALBANY, Sept. 12 — All who applied for \$10,470 State jobs as principal public health physician (chronic disease) are on the eligible list released by the State Civil Service Department. That is, Frank W. Reynolds of Saratoga, with a rating of 82.95.

If Top Man Is Needed, Look Around You First

The proper process of filling an organization's vacancies in top positions has been a matter of much argument in the civil service. Personnel "experts" around the country usually have different ideas on the subject.

But four experienced personnel men are pretty well agreed that top level vacancies should be filled from within the organization, always providing management makes sure that eligible employees are fully capable of doing the job.

They told their views to Public Personnel Review, quarterly journal of the Civil Service Assembly, which had asked them: "What factors need to be weighed in deciding to fill a key upper level vacancy either (a) by closed promotion from below; (b) by opening it up to other local residents; or (c) by recruiting without residence requirements?"

Those questioned were: John C. Crowley, city manager, Monterey Park, Calif.; John Boynton Kaiser, director, the Public Library of Newark, N. J.; J. Longworth, personnel director, Hamilton, Ont., Can.; and Dennis O'Harrow, executive director, American Society of Planning Officials, Chicago, Ill.

Quotes from each reply follow:

Limited 'Outside' Hiring

Mr. Crowley: The objective is that "of securing the most capable person for the position consistent with the maintenance of maximum employee morale." If that cannot be done in a given situation, a possible way out is to bring "in to the city's employ a person hired for a specifically limited period of time whose major assignment is to develop several possible candidates."

Mr. Kaiser: "Other things being equal, as an administrator of a

public library I would favor local residence for employees." But where living conditions are not equal and non-residence would increase an employee's morale and competence, "residence becomes a decidedly secondary factor."

Mr. Longworth: "When such factors as 'closed promotions from below' and 'residence qualifications' assume primary importance over the basic principle of obtaining the best qualified applicant, such a policy will only tend to lessen the effectiveness of the employment agency. . . . Before filling a vacancy from outside the organization, each employee-applicant should be given a sincere and honest appraisal of the reasons that he was not acceptable for the position."

Flexible Policy Urged

Mr. O'Harrow: "Except for reasons of political expediency, there seems to be no excuse for residence requirements. . . . The decision between promotion versus open recruiting will be a matter of judging the individual position. For this reason, I believe the policy should be flexible. . . . Some of the indications which would favor a policy of closed promotions are: (a) no major policy decisions to be made by the person who fills the key vacancy, (b) knowledge of local conditions and operation minutiae more important than broad knowledge of the field, (c) several qualified candidates among employees, and (d) one or more who are personally acceptable to the immediate supervisor of the position. . . . The indications for a policy of open recruiting are in general the negative of that list. . . . In open recruitment, current employees seeking promotion would, of course, be eligible, but would be up against stiffer competition."

Question, Please

(Continued from Page 6)

much depends on the individual, rather than on general conditions. What outstanding employees can move up fast even in otherwise slow-promotion categories.

WILL NYC employees continue to receive their regular pay checks under the new payroll system, which is being tested in the Comptroller's office?

Answer—Yes, each aide will get his regular semi-monthly check. But the two salary payments will require the preparation of only one payroll.

The system is known as the advance payroll method and is recommended by the National Association of Cost Accountants.

Trophies Presented To MH Softball Stars At Buffalo Hospital

BUFFALO, Sept. 12 — For the second successive year the annual All-Star doubleheader and testimonial dinner to the champions of the Western New York Mental Hygiene Softball League and All Stars was held at Buffalo State Hospital, the home of the winning team.

The champions won both games of the doubleheader by scores of 5 to 1 and 15 to 3. The first game was closely contested but the offensive power of Buffalo State prevailed over the skillful and alert All-Star team assembled from among the best players of Willard State Hospital, Rochester State Hospital, Newark State School and Craig Colony, the other teams comprising the League. The score tells the story of the second game.

Following the game, the visitors and players were entertained in the Assembly Hall, after which the entire group gathered in the Medical-Surgical Building for the banquet which featured excellent food, several brief sport anecdotes and the presentation of the trophies.

Words of Wisdom

Toastmaster for the evening was Dr. Duncan Whitehead, director of Buffalo State Hospital, who called upon Dr. C. P. Terrence, director of Rochester State, and Dr. Charles Greenberg, director of Craig Colony, for a few words of wisdom which were quite ample and which delighted the diners. Others who spoke were Harold Abel, supervisor of recreation, Department of Mental Hygiene; John Taylor, chief of umpires, Western New York Umpires Association and Ernest Palcic, business officer, Gowanda State Hospital and president of the Men-

tal Hygiene League.

The Mental Hygiene Softball League Trophy was presented to Mr. Newland, manager of the Buffalo State Hospital Team by Mr. Palcic.

The "B" team was also honored at the banquet for its accomplishments and achievements during the season. Although the hospital "A" team easily vanquished the "B" team to determine the hospital champion in a sudden-death game, the "B" team was not to be outdone in the business of collecting trophies. It received two trophies, one for winning one of the City Leagues and the other for winning the play-offs. The trophies were presented by Elmer Pickard, Erie County Commissioner of the American Softball Association to Robert Burns, of the team.

It's the Spirit that Counts

A trophy donated by Kenneth Keill, director of Willard State Hospital, was given to Craig Colony for good sportsmanship, clean play, and a will to win, even though one had to turn the League standing upside down to place Craig Colony on top. They have shown a remarkable spirit. The trophy was presented to Mr. Curley, one of the Craig Colony players by Frank Clark, manager of the Willard team.

The invocation was given by Father J. O'Connor, the hospital chaplain.

George A. Howie, food manager, Ellen Schoenborn, supervising dietitian, and the many employees who assisted in the preparation and serving of the meal were accorded a tribute of applause by the assembled group.



Ernest C. Palcic (right), business officer of Gowanda State Homeopathic Hospital, presents a trophy to Fred Newland, manager of the Buffalo State Hospital softball team. The Buffalo team took top league honors.

Brooklynite Heads Librarian Roster

ALBANY, Sept. 12 — One hundred candidates were successful in the open-competitive exam to fill librarian posts with municipal and school district public libraries around the State. There were 119 applicants for the jobs.

Irving Tinyanoff of Brooklyn took first place, with 93.35, including 10 points as a disabled veteran. Also claiming 10 veteran points were second and third-place eligibles, John F. Mahony of Yonkers and P. Depereda of NYC.

Jobs will be filled as library director I, senior librarian I, and junior librarian.

TWO NEW STATE TITLES

ALBANY, Sept. 12—Two titles have been added in the State service: chief, Bureau of Psychological Services, grade 27, \$8,090 to \$9,800, and highway permit agent (16), \$4,580 to \$5,730.

W. P. HARDING HEADS LIST

ALBANY, Sept. 12—Five men qualified in the State's open-competitive exam for junior administrative assistant, Tenth Judicial District. William P. Harding of Amityville heads the list.

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NEW YORK STATE JOB OPENINGS

Open-Competitive

The following State open-competitive exams are now open for receipt of applications. Candidates must be U.S. citizens and residents of New York State, unless otherwise indicated. Last day to apply is given at end of each notice.

2136. RECREATION SUPERVISOR, \$4,350 to \$5,460; one vacancy in Hudson-Taconic region. Requirements: (1) bachelor's degree; (2) one year of administrative or supervisory experience in recreation work; and (3) either (a) one more year's experience, or (b) 30 graduate hours in appropriate field, or (c) equivalent. Fee \$4. (Friday, October 21).

2137. RECREATION INSTRUCTOR, \$3,540 to \$4,490; 16 vacancies. Requirements: (1) bachelor's degree, or three-year course with diploma in physical education; and (2) either (a) bachelor's degree with specialization in physical education or recreation, or (b) one year's experience in recreation work, or (c) 30 graduate hours in appropriate field, or (d) equivalent. Fee \$3. (Friday, October 21).

2138. ASSISTANT RECREATION INSTRUCTOR, \$2,720 to \$3,520; 45 vacancies. Requirements: (1) high school graduation; and (2) either (a) one year's experience in recreation work, or (b) bachelor's degree with four semester hours in physical education or recreation, or (c) equivalent. Fee \$2. (Friday, October 21).

2139. INSTITUTION EDUCATION DIRECTOR, \$5,090 to \$6,320; one vacancy each at State Training School for Girls, Hudson, and one at State Training School for boys, Otisville. Requirements:

(1) State certificate as principal of secondary or elementary school, or supervisor of elementary education; and (2) one year of supervisory or administration experience in secondary or elementary education, including supervision of instructional personnel. Fee \$5. (Friday, October 21).

2140. EXAMINATIONS EDITOR, \$4,130 to \$5,200; one vacancy in Albany. Requirements: (1) bachelor's degree, and (2) three years' experience teaching English or languages in secondary schools. Fee \$4. (Friday, October 21).

2142. SUPERVISOR OF MATHEMATICS EDUCATION, \$7,936 to \$8,890; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: either (1) either (a) State certificate for supervising mathematics education in public secondary schools, or (b) equivalent qualifications; (2) 60 graduate hours in mathematics; (3) either (a) five years' teaching mathematics in secondary schools including two years in supervisory capacity, or (b) three years' of teaching in secondary schools and two years at college level; and (4) either (a) one more year of teach-

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ing, or (b) completion of requirements for doctorate, or (c) equivalent combination. Fee \$5. (Friday, October 21).

2084. SUPERVISOR OF ENGLISH EDUCATION, \$7,936 to \$8,890; one vacancy in Albany. Requirements: similar to supervisor of mathematics education, above, except that certificate and experience must be in English education specialty. Fee \$5. (Friday, October 21).

2143. ASSOCIATION INDUSTRIAL HYGIENE PHYSICIAN, \$9,346 to \$10,810; one vacancy in Buffalo. Open to all qualified U.S.

citizens. Requirements: (1) State license to practice medicine in New York State; (2) medical school graduation and completion of internship; (3) three years' full- (Continued on Page 9)

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NEW YORK STATE JOB OPENINGS

(Continued from Page 8)

Open-Competitive

time practice, including one year of industrial medicine; and (4) either (a) one year of full-time industrial medical practice, or (b) post graduate course in public health or industrial medicine, or (c) one year of full-time medical research in industrial employment or health. Fee \$5. (Friday, October 21).

2144. SENIOR INDUSTRIAL HYGIENE PHYSICIAN, \$7,618 to \$8,890; three vacancies in NYC. Open to all qualified U.S. citizens. Requirements: (1) license to practice medicine in New York State; (2) medical school graduation and completion of internship; (3) one year of full-time practice; and (4) same as associate industrial hygiene physician, above. Fee \$5. (Friday, October 21).

2141. SENIOR OCCUPATIONAL THERAPIST (PSYCHIATRIC), \$4,350 to \$5,460; one vacancy each at Central Islip, Marcy and Middletown State Hospitals. Requirements: (1) either (a) occupational therapy school graduation, or (b) bachelor's degree plus 10 months' training in O.T. school; and (2) two years' experience including one year in treating mentally ill patients. Fee \$4. (Friday, October 21).

2145. PHOTOFLUOROGRA- PHER, \$2,720 to \$3,520; one vacancy in Department of Health. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) two years of X-ray or photofluorographic experience; or (b) one-year course in photofluorography including course in theory; or (c) equivalent combination. Fee \$2. (Friday, October 21).

2147. MARKETING FACILITIES SPECIALIST, \$4,350 to \$5,460; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) two years' experience either (a) as solicitor for commercial or wholesale house buying and selling farm products, or (b) in large scale production and sale of farm products, or (c) as buyer for large scale cannery; and (3) either (a) bachelor's degree in appropriate specialty, or (b) two year agricultural course and one more year of experience, or (c) two more years' experience, or (d) equivalent combination. Fee \$4. (Friday, October 21).

2149. TREE PRUNER FORE- MAN, \$3,180 to \$4,070; one vacancy at Rochester. Requirements: two years' experience in tree care and tree removal. Fee \$3. (Friday, October 21).

2150. BUOY LIGHT TENDER, \$2,580 to \$3,350; two vacancies in Albany. Requirements: either (a) one year's experience in repair or operation of gasoline-driven motor boats, or (b) two years as helper or service man in repair and servicing of automobiles or other equipment powered by internal combustion engines, or (c) equivalent combination. Fee \$2. (Friday, October 21).

2151. CAMP SANITARY AIDE, \$265 a month. Requirements either (a) high school graduation or equivalency diploma and six months' experience as sanitary inspector or investigator; or (b) one year's experience as seasonal sanitary inspector of investigator; or (c) completion of one year study of engineering, sanitary science appropriate study at technical or vocational institute; or (d) certificate to teach biological or physical sciences in secondary or higher schools; or (e) two-year course two years' study of general science of college study; or (f) equivalent. Fee \$3. (Friday, October 21).

2152. SUPERVISOR OF TOLL AUDIT, \$5,090 to \$6,320; one vacancy in Albany. Requirements: (1) three years' experience in financial credit, insurance, collection or tax records, including use of mechanical tabulating equipment, including two years of which must have been in supervisory or administrative capacity; and (2) either (a) bachelor's degree with specialization in accounting or business administration, or (b) four more years' experience, or (c)

equivalent combination. Fee \$5. (Friday, October 21).

2148. AUTOMOTIVE MAINTENANCE INSPECTOR, \$4,130 to \$5,200; one vacancy in Albany. Requirements: five years' experience in maintenance and repair of automotive equipment, including one year with supervisory responsibility, plus New York State chauffeur's license at time of appointment. Fee \$4. (Friday, October 21).

2153. EXECUTIVE OFFICER, ABC Board, Yates County, \$3,540 to \$4,490; one vacancy. Requirements: (1) one year of business or investigative experience; and (2) either (a) college graduation, or (b) high school graduation of equivalency diploma plus two more years' experience, or (c) four more years' experience, or (d) equivalent combination. Fee \$3. Open only to residents of Yates County. (Friday, October 21).

2154. ASSISTANT SANITARY ENGINEER (DESIGN), \$3,360 to \$6,640; four vacancies in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience in design of sewage systems, treatment plants or other sanitary engineering facilities; and (3) either (a) bachelor's degree in engineering plus one more year's experience and one year assisting in civil engineering work, or (b) master's degree in sanitary engineering plus either one more years' experience, or (c) five years' assisting in civil engineering plus one more year of professional experience, or (d) equivalent combination. Fee \$5. (Friday, October 21).

2155. SUPERVISOR OF SOCIAL WORK (ADOPTION), \$5,090 to \$6,320; one vacancy each at Rochester and NYC. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate study in school of social work; and (2) four years' experience in child welfare work in public or private agency, with one year in super-



Dr. Charles Greenberg (second from left), director of Craig Colony, Sonyea, as he presented certificates to Colony aides who completed training courses. Clark H. Welch (left), refrigerator plant operator, completed studies at Farmingdale Agricultural and Technical Institute. Mrs. Ruth M. Dillon, School of Nursing instructor, and John Barnard of the Occupational Therapy Department, took a course in group leadership at the Colony.

visory capacity and one year in adoption work. Fee \$5. (Friday, October 21).

2903. FARM PLACEMENT REPRESENTATIVE, \$3,730 to \$4,720; one vacancy in Malone. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) three years' experience as practical farmer, including one year supervising farm laborers, or (b) three years' experience involving agricultural contracts with farmers, or (c) graduation from agricultural institution and one year's experience, or (d) graduation from agricultural college, or (e) bachelor's degree and one

year's experience, or (f) equivalent combination. Fee \$3. (Friday, October 21).

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RENT POST DOWNGRADED

ALBANY, Sept. 12—The State title, deputy State rent administrator, has been downgraded from 29 to 25. The new salary, \$7,360 to \$8,890 a year, was effective September 1.

34 POLICE PROMOTIONS

Thirty-four members of the NYC Police Department were promoted last week, two to captain, 11 to lieutenant, and 21 to sergeant.

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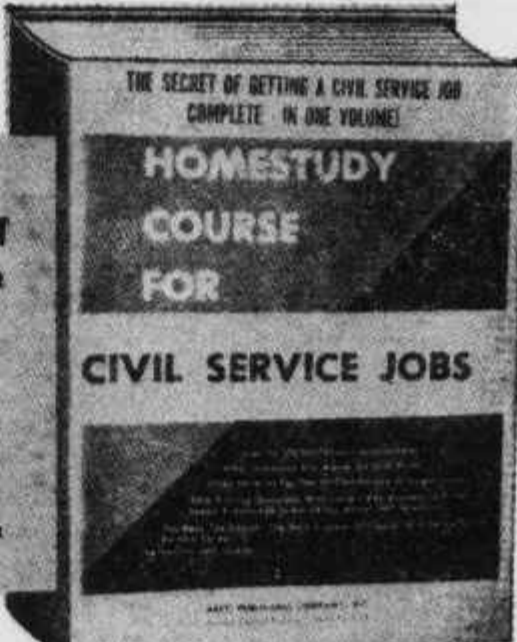
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Name

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City

NEW YORK STATE JOB OPENINGS

Promotion

Candidates must be present, qualified employees of the State department or promotion unit mentioned. Last day to apply given at end of each notice.

1125. PRINCIPAL CLERK (PERSONNEL) (Prom.), New York office, State Insurance Fund, \$3,540 to \$4,490; one vacancy in NYC. One year in clerical positions now allocated to grade 7 or higher, or formerly allocated to G-6 or higher. Fee \$3. (Friday, September 30).

1126. SENIOR MAIL AND SUPPLY CLERK (Prom.), inter-departmental, \$2,870 to \$3,700. One year in positions allocated to grade 3 or higher, or formerly allocated to G-2 or higher. Fee \$2. (Friday, September 30).

1127. SUPERVISING TOLL COLLECTOR (Prom.), L. I. State Park Commission and Jones Beach State Parkway Authority, \$3,180 to \$4,070; five vacancies in Jones Beach Authority. Six months as toll collector. Fee \$3. (Friday, September 30).

1128. CASHIER (Prom.), Taxation and Finance, \$3,020 to \$3,880; one vacancy in Albany office. One year in clerical position now allocated to grade 3 or higher, or

HELP WANTED Male & Female

Keep your job and come with us—part time. No previous training or education required.

write Robert Tomlinson Box No 63, C. S. LEADER

Where to Apply for Public Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

NYC—NYC Department of Personnel, 96 Duane Street, New York 1, 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. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7 N. Y.

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

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. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 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 for professional, scientific and administrative jobs, 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.

formerly allocated to G-2 or higher. Fee \$3. (Friday, September 30).

1129. TOLL SECTION SUPERVISOR (Prom.), State Thruway Authority, \$3,920 to \$4,950; 11 vacancies each in Albany and Syracuse Divisions, six in New York, five in Buffalo Divisions. One year as Thruway toll collector or toll

serviceman. Fee \$3. (Friday, September 30).

1130. SUPERVISING TOLL COLLECTOR (Prom.), State Thruway Authority, \$3,180 to \$4,070; 25 vacancies in Westchester and Rockland Counties. Six months as Thruway toll collector or toll serviceman. Fee \$3. (Friday, September 30).

\$5,730. Open to all qualified U.S. citizens. (Friday, October 21).

2539. CASE WORKER, JUNIOR SOCIAL CASE WORKER. Salaries vary, up to \$3,250 to start. Requirements: (a) bachelor's degree by January, 1956, or (b) four years' experience in social work with private or public agency or in supervised teaching, or (c) equivalent. Fee \$2. (Friday, October 21).

Promotion

Candidates must be present, qualified employees of the local unit mentioned. Last day to apply given at end of each notice.

1455. SENIOR ACCOUNT CLERK (Prom.), Buffalo and Erie County Public Library, \$3,104 to \$4,040. (Friday, September 30).

1456. SENIOR LIBRARY CLERK (Prom.), Buffalo and Erie County Public Library, \$2,710 to \$3,510. (Friday, September 30).

1457. ACCOUNTING SUPERVISOR, GRADE B (Prom.), Department of Public Welfare, Essex County, \$3,060 to \$3,660. (Friday, September 30).

1460. SENIOR ACCOUNT CLERK (Prom.), Department of Public Welfare, Tompkins County, \$2,900 to \$3,400. (Friday, September 30).

1463. ASSISTANT COUNTY COURT CLERK (Prom.), Westchester County Clerk's Office, \$3,480 to \$4,440. (Friday, September 30).

1464. DEPUTY COUNTY CLERK AND COURT ROOM CLERK (Prom.), Westchester County Clerk's Office, \$5,060 to \$6,460. (Friday, September 30).

1465. SPECIAL DEPUTY COUNTY CLERK AND SUPREME CLERK (Prom.), Westchester County Clerk's Office, \$5,680 to \$7,280. (Friday, September 30).

11 Eligibles on Education Roster

ALBANY, Sept. 12—The State Civil Service Department has issued an 11-name eligible list for associate in education of speech, handicapped.

No. 1 on the open-competitive roster is Herbert N. Klinger of NYC, with a rating of 85.6, including five points as a non-disabled veteran. Gene J. Brutton of Cortland is second, and John M. Lent of Richmon third.

The post pays \$6,500 to start.

bachelor's degree; (2) certificate or master's degree from school of social work; (3) seven years' social casework experience, including four years in field of family casework, child welfare or psychiatric casework and three years in supervisory, administrative or consultative capacity. Fee \$5. Application may be made by mail. (Thursday, September 29).

7437. ASSISTANT LANDSCAPE ARCHITECT, \$5,450 to \$6,890; two vacancies in NYC Housing Authority. Exempt from NYC residence requirement. Requirements: bachelor's degree in landscape architecture and three years' experience; or equivalent. Fee \$5. Application may be made by mail. (Thursday, September 29).

7531. CIVIL ENGINEERING DRAFTSMAN (9th filing period), \$4,250 to \$5,330; 60 vacancies in various City departments. Requirements: either (a) high school graduation, by February, 1956, and four years' experience, or (b) bachelor's degree in engineering, by February, 1956. Fee \$4. (Wednesday, October 25).

7559. COMPTOMETER OPERATOR (4th filing period), \$2,750 to \$3,650; two vacancies. Requirements: No formal educational or experience requirements, but candidates must be able to operate efficiently a Felt and Tarrant comptometer or a Burroughs calculator. Fee \$2. Application may be made by mail. (Thursday, September 29).

7369. COURT REPORTER, \$6,050 to \$7,490; 25 vacancies in various City courts. Requirements: either (1) high school graduation and two years as legal stenographer, hearing reporter or court reporter; or (2) five years' stenographic experience, including two years as legal stenographer, hearing reporter or court reporter. (Continued on Page 13)

NEW YORK CITY JOB OPENINGS

Open-Competitive

Apply until date given at end of each notice.

7534. ASSISTANT CIVIL ENGINEER (3rd filing period), \$5,450 to \$6,890; 149 vacancies in various City departments. Requirements: either (1) bachelor's degree in civil engineering and three years' appropriate experience, or (2) high school graduation and seven years' experience, or (3) equivalent combination of education and experience. Fee \$5. Application may be made by mail. (Wednesday, October 25).

7342. ASSISTANT DIRECTOR OF PROGRAM REVIEW, \$7,100 to \$8,900; one vacancy in NYC Youth Board. Former title of this position: assistant director of group work and recreation. Those who filed in January or February need not file application again, but may bring them up to date. Requirements: (1) bachelor's degree; (2) certificate or master's degree from school of social work; (3) seven years' experience in social work agency, including five years in group work and three years in supervisory, administrative or consultative capacity. Fee \$5. Application may be made by mail. (Thursday, September 29).

7343. ASSISTANT DIRECTOR OF YOUTH GUIDANCE, \$7,100 to \$8,900; one vacancy in NYC Youth Board. Those who filed in January or February need not file applications again, but may bring them up to date. Requirements: (1)

TOWN AND COUNTY

Open-Competitive

Candidates must be residents of the locality mentioned, unless otherwise indicated. Apply to offices of the State Civil Service Department, except where another address is given. Last day to apply at end of each notice.

2525. SENIOR LIBRARY CLERK, Clinton-Essex County Library Service, \$1,500. (Friday, September 30).

2526. ASSISTANT BIO-STATISTICIAN, Department of Health, Erie County, \$4,450 to \$5,730. Open to all qualified U.S. citizens. (Friday, October 21).

2527. CHIEF LIBRARY CLERK, Buffalo and Erie County Public Library, \$3,390 to \$4,350. (Friday, September 30).

2528. PUBLIC HEALTH EDUCATOR, Erie County, \$4,050 to \$5,170. (Friday, September 30).

2529. SPECIAL DEPUTY COURT CLERK (Part I), Erie County, \$5,470 to \$7,010. (Friday, September 30).

2530. ACCOUNT CLERK-TYPIST, Rockland County, \$3,100 to \$3,500. (Friday, September 30).

2531. VILLAGE ENGINEER, Village of Dobbs Ferry, Westchester County, \$7,500. (Friday, September 30).

2535. JANITOR, Villages of Lakewood and Falconer, Chautauqua County, Lakewood pay, \$3,400; Falconer, \$1.24 an hour. (Friday, September 30).

2536. JANITOR, Department of Buildings and Offices, Erie County, \$2,560 to \$3,280. (Friday, September 30).

2537. JANITOR, Board of Supervisors, Essex County, \$2,220 to \$2,670. (Friday, September 30).

2538. JANITOR, Department of Buildings, Rockland County, \$2,900 to \$3,300. (Friday, September 30).

2526. ASSISTANT BIO-STATISTICIAN, Erie County, \$4,450 to

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(SEE STORY PAGE 14)

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6 room frame with partly finished attic; finished basement with bar & reading room; beautifully landscaped corner plot 30x100; 2 car garage; gas heat. GI \$800 down.
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Fully Detached!
1 Family

6 full rooms, 3 bedrooms, oversized garage, full basement, steam heat, reduced for quick sale. \$65.40 monthly pays all — Ask for 418-D.

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Cash \$200 G. I.
Bungalow 4 1/2 Rms.

Beautiful home, with finished basement, includes oil steam heat, modern glamour kitchen & bath, near everything, A-1 desirable residential area, with many essential extras included, 2 and 3, venetian blinds, etc. Don't miss seeing this one. First come first buy! Better bring deposit. This is a real sacrifice. Owner forced to leave town. B-439.

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Detached—1 family gorgeous 4 1/2 rooms, garage, 3,000 sq. ft. plot, sun drenched bedrooms, modern kitchen, tile bath, all essential extras included. Near everything. B-435.

E-S-S-E-X

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Don't miss this lovely 4-room home, featuring 3 bedrooms, oil heat, large plot 50x100 on a beautiful tree lined street. Extras.

Hollis \$19,500

A gorgeous 2 family stucco consisting of 1 five room apartment and one three room apartment, oil heat, finished basement, large plot, 2 car garage. Both apartments vacant on title. Loads of extras.

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Manhattan State Needs Blood Bank Donations

NEW YORK CITY, Sept. 12 —The Manhattan State Hospital Chapter's blood bank is used up, and blood donations are urgently needed.

A successful chapter blood bank insures that blood will be available free for all employees who may need it. If your blood is acceptable, you will find it painless to give. Give today!

Frank Montaux lost a berth as mate and Bill Hahn his captaincy when Hurricane Connie took their ship "Mae." ... Congratulations to the happy Sullivans, who were married last September 3 ... Best wishes to G. Lohray upon his retirement on September 1. It is hoped he will bask in good health

LEGAL NOTICE

CERTIFICATE OF CONTINUED USE OF PARTNERSHIP NAME OF J. F. KAUFMANN & CO., 37 Wall Street, Borough of Manhattan, NYC.

WHEREAS, the business of the firm of J. F. Kaufmann & Co., a partnership which has transacted business in this State, continues to be conducted by certain of the partners therein, and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter as a limited partnership by the undersigned in the name of J. F. Kaufmann & Co.

NOW, THEREFORE, the undersigned in pursuance of the statute in such case and provided, do make, sign and acknowledge this certificate and declare that the persons intending to deal under the name of J. F. Kaufmann & Co. with their respective places of residence are as follows:

General Partners (Names and Places of Residence): William D. Keveney, 1501 Metropolitan Avenue, Bronx, New York; Ernest F. Wagenbach, 9447 Ridge Boulevard, Brooklyn, New York.

Limited Partner: Jesse F. Kaufmann, 309 Buckingham Road, Fox Chapel, Pittsburgh, Pa.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this 12th day of June, 1955.

William D. Keveney, Ernest F. Wagenbach, Jesse F. Kaufmann

STATE OF NEW YORK, COUNTY OF NEW YORK—ss:

On the 12th day of June, 1955 before me personally came JESSE F. KAUFMANN, to me known, and known to me to be the individual described in, and who executed the foregoing instrument, and duly acknowledged to me that he executed the same.

Gertrude Miano, Notary Public, State of New York No. 41-2687209

Qualified in Queens Co. Cert. filed with N. Y. Co. Clk. Term Expires March 30, 1957

STATE OF NEW YORK, COUNTY OF NEW YORK—ss:

On the 12th day of June, 1955, before me personally came WILLIAM D. KEVENEY and ERNEST F. WAGENBACH, to me known, and known to me to be the individuals described in, and who executed the foregoing instrument, and duly acknowledged to me that they executed the same.

Gertrude Miano, Notary Public, State of New York No. 41-2687209

Qualified in Queens Co. Cert. filed with N. Y. Co. Clk. Term Expires March 30, 1957

NOTICE OF FORMATION OF LIMITED PARTNERSHIP

Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the Clerk's office of the County of New York, the substance of which is as follows:

The name of the limited partnership is J. F. Kaufmann & Co.

The character of the business is public accounting.

The location of the principal place of business is 37 Wall Street, Borough of Manhattan, New York City.

The name and place of residence of each member is as follows:

General Partners: William D. Keveney, 1501 Metropolitan Avenue, Bronx, New York; Ernest F. Wagenbach, 9447 Ridge Boulevard, Brooklyn, New York.

Limited Partner: Jesse F. Kaufmann, 309 Buckingham Road, Fox Chapel, Pittsburgh, Pa.

The term for which the partnership is to exist is from January 1, 1955 to December 31, 1955 inclusive, and from year to year thereafter unless terminated by notice as provided in the partnership agreement.

The limited partner is to contribute certain accounts for servicing by the general partners. No cash is to be contributed by the limited partner and the contribution of the limited partner is not to be returned.

The compensation of the limited partner is 15% of the gross fees billed to said accounts during the term set forth in the partnership agreement.

No right is given to the limited partner to substitute an assignee as contributor in his place nor may the partnership admit additional limited partners. In case of the death of a general partner the surviving general partner may continue the partnership.

The certificate referred to above has been sworn to by all the general and limited partners.

Dated: August 31, 1955.

William D. Keveney, Ernest F. Wagenbach, Jesse F. Kaufmann

STATE OF NEW YORK, COUNTY OF NEW YORK—ss:

On the 31 day of August, 1955 before me personally came WILLIAM D. KEVENEY, ERNEST F. WAGENBACH and JESSE F. KAUFMANN, to me known, and known to me to be the individuals described in, and who executed the foregoing instrument, and duly acknowledged to me that they executed the same.

Signed, Beatrice S. TODD, NOTARY PUBLIC, State of New York, No. 60-3994375, Qualified in Westchester County. Certificate filed in New York County, Commission Expires March 30, 1957

in his new home in sunny Florida. Welcome back to Ewald Schroeder, now on the mend.

John Wallace is practicing horseshoe pitching at home. It may be that Manhattan State Hospital has enough good pitchers to enter the league horseshoe pitching contest. Karl Ege is practicing balance on a bicycle to be in shape for the coming season.

George Shanks is vacationing in Halifax. Laura Williams has returned from her vacation with her family in Petersburg, Va. ...

LEGAL NOTICE

ENCLOSURE AND RAMP BROADWAY OFFICE BUILDING 270 BROADWAY, NEW YORK CITY NOTICE TO BIDDERS

Sealed proposals covering Construction and Electric Work for Enclosure and Ramp between the Broadway Office Building, 270 Broadway & 8 Warren Street, New York City, in accordance with Specification No. 19536 and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 11th Floor, The Governor A. E. Smith State Office Building, Albany, N.Y., until 2:00 o'clock P.M., Advanced Standard Time, which is 1:00 o'clock P.M., Eastern Standard Time, on Thursday, September 22, 1955 when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank space in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any conditions, reserves, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawing and specification may be examined free of charge at the following offices: State Architect, 270 Broadway, New York City

State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N.Y.

District Engineer, 199 N. Genesee St., Utica, N.Y.

District Engineer, 201 E. Water St., Syracuse, N.Y.

District Engineer, Berge Canal Terminal, Rochester, N.Y.

District Engineer, 65 Court St., Buffalo, N.Y.

District Engineer, 20 West Main St., Hornell, N.Y.

District Engineer, 444 Van Duse St., Watertown, N.Y.

District Engineer, Pleasant Valley Road, Poughkeepsie, N.Y.

District Engineer, 71 Frederick St., Hamhamton, N.Y.

District Engineer, Babylon, Long Island, N.Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts (Revenue Unit), Department of Public Works, 11th Floor, The Governor Alfred E. Smith State Office Building, Albany, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit each set \$5.00 or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: Sept. 1, 1955

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the Courthouse, 52 Chambers Street, Borough of Manhattan, City and State of New York, on the 8th day of September, 1955.

PRESENT: HON. FRANCIS E. RIVERS, In the matter of the Application for the change of name of ARI IKIKOVIC, Petitioner for leave to change his name to LAURENCE ARI COVE.

On reading and filing the petition of ARI IKIKOVIC, verified the 8th day of September, 1955, praying for a change of name, it being requested that he be permitted to assume the name of LAURENCE ARI COVE, in the place and stead of his present name and the court being satisfied that said petition is true and is appearing from said petition and the court being satisfied that there is no reasonable objection to the change of name proposed and it appearing that the interests of said ARI IKIKOVIC will be substantially promoted by the change.

NOW, on motion of LAURENCE E. DEUTSCH, attorney for said petitioner, it is

ORDERED, that said ARI IKIKOVIC be and he hereby is authorized to assume the name of LAURENCE ARI COVE, in the place and stead of his present name on the 15th day of October, 1955, upon his complying with the provisions of Article 6 of the Civil Rights Law, namely, that the petitioner cause this order and the papers on which it was granted to be filed in the Office of the Clerk of said Court within twenty days from the date hereof and that within ten (10) days from the date of entry of such order the petitioner cause a copy thereof to be published in Civil Service Leader, a newspaper published in New York County, and that within forty (40) days from the making of such order proof of such publication be filed in the office of the Clerk of this Court and that a certified copy of this order be served, by registered mail, upon Local Board No. 7 of the United States Selective Service at 110 East 45th Street, New York 17, New York, within ten (10) days from the date hereof and that proof of service thereof be filed with the Clerk of this Court within ten (10) days after such service and that a certified copy be served, by registered mail, upon NORMAN JEFFER of 115 Westminister Road, Brooklyn, New York, within ten (10) days from the date hereof and that proof of service thereof be filed with the Clerk of this Court within ten (10) days after such service, and that after such requirements are complied with the said ARI IKIKOVIC shall, on and after the 15th day of October, 1955, be known as and by the name of LAURENCE ARI COVE, which he is hereby authorized to assume, and by no other name.

ENTER: F.R. JOE.

Eyre Verne is resting at home on vacation.

Nurses Alumni Laud Law for Male Nurses

BROOKLYN, Sept. 12 — The Nurses Alumni is very happy that President Eisenhower has signed into law the bill authorizing the commissioning of male nurses in the armed forces. The male nurses are deeply indebted to U.S. Representative Frances Bolton for this step forward. It is a prime example of what can be done with a continued fight by a group when they have an ally on their side.

"We are waging a similar battle to gain a realistic five-day work week and we hope that our employees will continue to support their organizations so that we will have the strength to impress the Administration in Albany," said an alumni spokesman.

The continuing depletion of the nursing staff was recently accentuated by the resignations of Dan-

ny Rappa to accept a commission in public health, and of Maureen A'Hearn, Lois Cohn and Mary Miller, attracted by the five-day week elsewhere.

Evelyn Varese and Lurita Schouet have also resigned.

Dr. Pinney writes that he is enjoying his stay in Paris ... Chris Mahoney visiting Ireland ... Molly Strelsand is now a licensed driver.

Sympathy to Abe Weintraub on the loss of his mother ... Loretta Castingway on the loss of her granddaughter ... Vernon Cox on the loss of his brother.

Chapter Barbecue Held at Ray Brook

RAY BROOK, Sept. 12 — The picnic grounds here were the scene on August 21 of a chicken barbecue given by the members of the Ray Brook chapter of the Civil Service Employees Association. The new barbecue pit had just been completed, and Emmett Durr,

who has mastered the art of barbecuing, was in charge of operations. Some 200 guests were served during the evening and all agreed that the event was great.

Frank Hockey, chapter president, thanks all who worked to make the picnic a success.

Frank Casey, CSEA field representative, addressed the chapter at its regular monthly meeting on August 30. His subject was the state's retirement system, which he explained in a thorough and comprehensible manner. After his talk, Mr. Casey answered questions.

A social gathering followed the meeting with refreshments and roller skating. Star of the rink was Mrs. Sullivan, wife of the chapter's vice president.

HOUSE HUNTING? SEE PAGE 11

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

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The Fall term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property, opens Tuesday, September 27, at Eastern School, 133 Second Avenue, N. Y. 3. AL 4-5029. This evening course is approved by the State Division of Licenses as equal to one year's experience towards the brokers license.

The instructors include Anthony Curreri, attorney; Sidney G. Rosenberg, president, City Savings & Loan Assn.; Alfred Weinstein, Tax Counsel, and John R. O'Donoghue, legislative secretary, N. Y. Real Estate Board.

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CITY ZONE

NEW YORK CITY JOB OPENINGS

(Continued from Page 10)

ing reporter or court reporter; or (3) certified shorthand reporter certificate; or (4) satisfactory equivalent of education and experience. Fee \$5. Application may be made by mail. (Thursday, September 29).

7472. ENGINEERING AIDE, \$3,250 to \$4,330; 36 vacancies. Requirements: either (a) high school graduation and one year's engineering experience; or (2) two years of technical training in school of engineering; or (3) equivalent combination of education and experience. Fee \$3. Application may be made by mail. (Thursday, September 29).

7476. JUNIOR DRAFTSMAN, \$3,250 to \$4,330; nine vacancies. Requirements: either (a) high school graduation and one year's drafting experience; or (2) two years of technical training in school of engineering or architecture; or (3) equivalent combination of education and experience. Fee \$3. Application may be sent by mail. (Thursday, September 29).

7307. MASON'S HELPER, \$17.85 a day; 20 vacancies. Requirements:

either (a) three years' experience as mason's helper; or (b) one and one-half years as mason's helper and related training in trade or vocational school to equal three years' experience. Maximum age, 50, except that there is no top age limit for veterans, and others who have had recognized military service may deduct length of such service from their actual age. Fee 50 cents. (Thursday, September 29).

7566. OCCUPATIONAL THERAPIST (6th filing period), \$3,750 to \$4,830. Open to all qualified U.S. citizens. Requirements: either (a) graduation from school of occupational therapy; or (b) registered therapist recognized by American Occupational Therapy Association. Fee \$3. Application may be made by mail. (Open until further notice).

7347. PARKING METER COLLECTOR, \$3,500 to \$4,580; 10 vacancies in Department of Finance. Open to men only. No educational or experience requirements; candidates must be in good physical condition and able to carry a loaded case weighing up to 75 pounds. Maximum age is 50, except that there is no top age limit for veterans and others who have had recognized military service may deduct length of such service from their actual age. Fee \$3. (Thursday, September 29).

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7481. PURCHASE INSPECTOR (MILL STEEL), \$4,250 to \$5,330; four vacancies in NYC Transit Authority. Open to all qualified U.S. citizens. Jobs are outside the City. Requirements: three years' experience as inspector of steel on mill work or as foreman or superintendent of steel rolling mill operations; or equivalent. Fee \$4. Application may be made by mail. (Thursday, September 29).

7383. STRUCTURE MAINTAINER, GROUP C, NYC Transit Authority, \$1.90 to \$2.14 an hour for 40-hour work week; 16 vacancies. Requirements: four years' journeyman experience in alteration, erection or fabrication of structural or ornamental iron or

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steel, including welding or riveting. Helper experience or trade education will be credited for part of the experience requirement. Maximum age, 50, except that there is no top age limit for veterans, and others who have had recognized military service may deduct the length of such service from their actual age. Fee \$3. (Thursday, September 29).

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**HOUSE HUNTING?
 SEE PAGE 11**

Questions answered on civil service. Address Editor, The LEADER.

Prepare Yourself Now For Coming U. S. Civil Service Tests

During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country. These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

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To get full information free of charge on these U.S. Civil Service jobs fill out and mail the coupon at once, TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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More Liberal Pension Plans Are Outlined

ALBANY, Sept. 12 — A meeting was held on September 1, between Deputy Comptroller William Girden in charge of the New York State Employees Retirement System, and Charles C. Dubuar, chairman of the pension-insurance committee, and John J. Kelly Jr., assistant counsel, both representing the Civil Service Employees Association. Purpose of the meeting was to present the main retirement liberalizations which have

been urged by the CSEA membership.

Among the requests are:

Ordinary Death Benefit

(a) An increase in the maximum ordinary death benefit from six months' salary to 12 months' salary.

(b) Provision for vesting retirement benefits after some minimum period of service, such as 10 years.

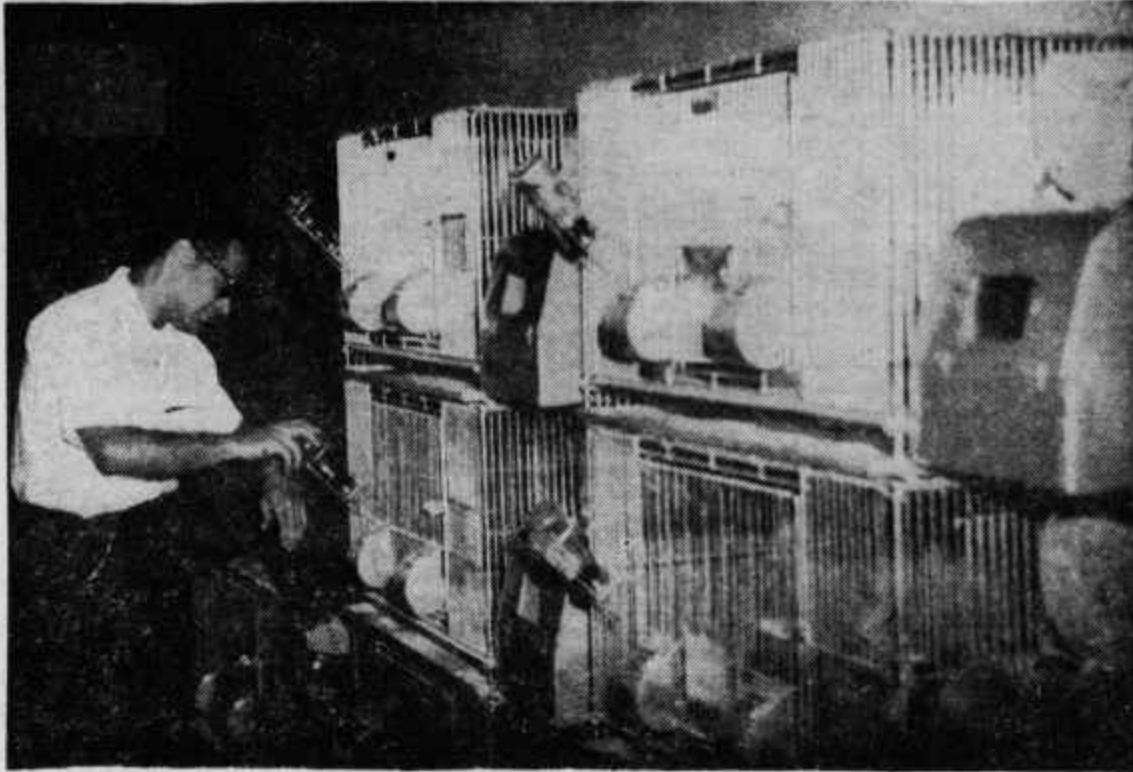
(c) A possible modification in

the 30-day waiting period before retirement benefits commence, so as to avoid the employee's losing the benefits of all State contributions where death occurs within the 30-day period.

The impact of the work of the legislative committee appointed to study the relationship between the retirement system and Social Security was also discussed. Deputy Comptroller Girden made no comments.

ADV.

ADV.



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

11 Pairs of Chinchillas Net Novice Breeder \$8,000

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

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

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

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

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

Sarah Bernhardt owned a coat

worth \$60,000; the late Mrs. Herbert Hoover's was valued at \$80,000, and Lily Pons owns one authoritatively valued by insurers at "upwards of \$50,000."

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

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

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

In addition Mr. Lavelli provided them with a cage, all accessories,

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

The Associate Breeders Chinchilla Corp. in Newark, says that the Caccia experience is by no means unusual.

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

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

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

So there you have it—the Chinchilla story. For those of you who would like more information, Associated Breeders Chinchilla Corp. in Newark has a free booklet available on request.



MR. CHINCHILLA himself, and not a bit snobbish about owning the most precious fur coat in the world.

CSEA Asks Conference On New Hospitalization Plan for State Aides

ALBANY, Sept. 12 — The Civil Service Employees Association has asked for a conference with the Harriman Administration on setting up modern, comprehensive hospital, medical and surgical insurance for State aides, with the State contributing to the cost of premiums.

John F. Powers, CSEA president, in a letter to Jonathan B. Bingham, secretary to the Governor, cited a program which had been worked out with representatives of Blue Cross and Blue Shield.

"We are hopeful," Mr. Powers told The LEADER, "that a suitable fringe benefit program, including such an insurance plan, will be instituted in the near future."

The CSEA's pension-insurance committee, of which Charles C. Dubuar is chairman, has been studying the entire fringe benefit situation.

Fringe Benefits

Mr. Powers' letter read, in part:

"During the past five years there has been a tremendous increase in the volume and value of fringe benefits granted by employers in New York State to their employees. On the other hand, during this period little has been done by the State of New York for State employees. Governor Harriman in his inaugural address this year did publicly indicate a real interest in some form of a prepaid health

program for State employees.

"Since the officers of the Civil Service Employees Association have been equally interested in such a program, a meeting was arranged early in June 1955 with representatives of the Blue Cross-Blue Shield plans in New York looking towards securing a modern and comprehensive form of hospital, medical and surgical coverage which would meet the needs of State employees and their dependents and which could be administered in a practical and efficient manner.

"A type of contract along such lines has now been presented to the Association officers and while all of the details have not finally been worked out, the contract would include the following essentials:

Ask State's Assistance

"The required subscriber rates would be in the neighborhood of \$120 annually for family benefits and around \$60 for individual benefits. If the State of New York contributed a share of such rates, the overall cost would be reasonable to all concerned.

"We would appreciate an opportunity of discussing the above matter with you in a general way, as well as some of the broader aspects of fringe benefits for State employees."

ACTIVITIES OF EMPLOYEES IN STATE

Kings Park News Notes

KINGS PARK, Sept. 12 — Roland Glozyga, former Kings Park laundry aide, extends thanks to his many friends for their tokens of friendship and good will. He has become a laundry consultant in Albany.

Kings Park aides send best wishes to William Berge who has resigned, and get well wishes to Art Server, who is confined to Huntington Hospital.

Congratulations are in order to Fireman Frank Stattner, who will be married September 18.

Mr. and Mrs. Joseph Pfeiffer recently returned from a short vacation. He is one of the hospital's firemen.

Those who missed the third annual chapter picnic really missed an enjoyable evening. Delicious food was served, followed by music to suit every dancer's fancy.

NYC Unit Officers To Be Installed

NEW YORK CITY, Sept. 12 — The annual installation of officers and dinner meeting of the New York City chapter, CSEA, will be held at 6 P.M. on Tuesday, September 20 at Gasner's Restaurant, 76 Duane Street, NYC.

Deputy City Administrator Maxwell Lehman has been invited to conduct the installation ceremonies.

Candidates for CSEA office are scheduled to address the meeting. Chapter folk extend happy birthday greetings to Anne Roesch, who celebrated on August 29, to Alice Millington and Geraldine Smith on September 4, and Olive York and Estelle Pruhmorgen on September 5. All are employed in the Bureau of Motor Vehicles Files Section.

Edgewood Aides Welcome Dr. Luke

WEST BRENTWOOD, Sept. 12 — The medical staff at Edgewood Division of Pilgrim State Hospital extends a hearty welcome to Dr. Harry B. Luke, new acting assistant director of the division.

Pilgrim aides extend best wishes to Mrs. Catherine Cabo who is in sick bay recuperating from surgery.

Mrs. Elizabeth Thornton, riding Captain Kidd, won the Open Jumper Championship at the Brook-

ville, L. I., horse show August 21, and on September 5 tied for Reserve Championship at the Great Neck Eiks Horse Show.

Welcome back to Mrs. Helen Buccaria, who had been on sick leave.

Employees and members of the medical staff extend their sympathy to Mrs. Argie Erdman, senior dietitian, on the loss of her father.

Best wishes to Nella Smith, formerly of Edgewood, and to Donald Stewart, who have entered the Pilgrim School of Nursing.

TOWN AND COUNTY

Livingston Chapter Holds Annual Picnic

LIVINGSTON, Sept. 12 — The Livingston County Chapter, CSEA held its third annual picnic at Hemlock Lake Park on August 23. Chefs for the occasion were Commissioner Root of the Welfare Department and chapter president Joseph Griffo, who saw to it that everyone had an ample supply of victuals. Chairman of the social committee was Helen Boyd.

A meeting was held later at the Lakeville Fire House where the past year's activities were reviewed. There, Assemblyman Joseph Ward spoke of State problems which affect the area. Mr. Griffo discussed working with other chapters in effecting Saturday closings of County offices.

Margaret McCaughey, vice president, and Mildred Westbury, chapter secretary, were named delegates to the Western Conference meeting scheduled for Sept. 10.

Onondaga Chapter To Meet Sept. 14

SYRACUSE, Sept. 12 — Onondaga chapter, CSEA, will meet at 8 P.M., on Wednesday, September 14, at McChesney Park Community House on Grant Boulevard.

David Rogers, president, will preside. An interesting meeting is planned, and entertainment and refreshments will complete the program.

All members are reminded that dues for the new year will be \$7.50 and are due October 1.

Don't forget the big annual clambake, the chapter says. It's at Storto's Grove on September 27. Good food, wonderful prizes and fine entertainment are on the agenda.

Labor Head Makes Figures Talk

(Continued from Page 7)
 of private industry. If competent people are to be attracted to civil service work, we must give them at least as much as they can get in private employment."

Wants Standardization
 And the Commissioner would also like to see universal standard-

ization of work conditions in the State government. He is sometimes amazed, he said, at the diversity of conditions in the various departments and agencies of the State.

"One of the obvious things we can do at 80 Centre Street (building of the Labor Department head-

quarters in New York City) to improve work conditions, for instance," he went on, "is to provide lounges for women. And also a room that can be used by employees who bring their lunches to work."

These points come under the heading of conditions, besides salaries, that the Commissioner feels must be raised in government work to meet higher standards. "If we in the Labor Department make employers meet those standards," he put it, "then we must meet them, too."

One big improvement in work conditions was about to be introduced into the Labor Department this past summer, but Commissioner Lubin foiled the plan. Reason: It was for the Commissioner's office alone.

Air-conditioning units had been offered by the Department of Public Works to each department head in the State. When, however, the time came for its installation in the Industrial Commissioner's suite Dr. Lubin turned it down.

"Sure, I was uncomfortable in the heat," he explained, "but I felt I would have been even more uncomfortable enjoying that luxurious coolness while all the other employees in the building were sweating..."

He made it clear that no criticism of other Department heads who accepted the units was implied. "Just call it an idiosyncrasy of mine," he said.

Frowns on Condon-Wadlin Law
 Another thing that lowers the work conditions of State employees in New York, Commissioner Lubin believes, is the Condon-Wadlin Law, which prohibits strikes by government workers.

"The employees of the State," he declared, "must have the rights and privileges available to every other citizen. They shouldn't be given the status of second-class citizens in any way. Besides, the Condon-Wadlin Law just doesn't work. We've had government employees' strikes in the State despite it. What's needed to handle our labor relations problem is a well-constructed grievance machinery. And that's now being developed by Governor Harriman."

For the labor force of the State in general, Commissioner Lubin's pet projects include immediate unemployment insurance coverage for all workers, whether they are the only employee of a firm or one of a minimum of four, as the law now requires. Present legislative amendments call for coverage for a minimum of three employees in 1956 and two in 1957.

And the Commissioner also wants benefits eligibility for unemployment insurance reduced from 30 weeks of annual employment to 15.

"On the theory," added Commissioner Lubin, who had recommended the recent benefit increase from

\$30 to \$36, "that a jobless person who has worked 15 weeks needs the money as much as one who has worked 20 weeks."

He is a lifelong student of the problem of unemployment. Among the five books he has authored, two are on that subject.

Rose to Top Councils
 Grandson of a Lithuanian peasant, son of an immigrant who peddled tinware from a pack on his back through New England, Isador Lubin rose to jobs on the nation's top councils on waging World War II and on settling some of its economic scores with the enemy.

His career with the Federal government began when Labor Secretary Frances Perkins named him Commissioner of Labor Statistics in 1933. On one leave of absence, he spent four years in the White House working with the Combined Chiefs of Staff in getting war materials and determining where they should be delivered. He was appointed to the Allied Reparations Commission with the rank of minister, and assisted in determining what Germany should pay for her war crimes.

In 1946, Dr. Lubin left the U.S. Labor Department to become U.S. Representative on the United Nations Economic and Employment Commission. Four years later, he was appointed to a similar post on the UN Economic and Social Council.

His "Secret" Ambition
 He is married and the father of two daughters, Mrs. Walter Everitt of New York City, and Ann Harriet, a junior at Swarthmore College. Her father talks proudly not only of Ann's being a member of the

varsity swimming team, but of her waiting on tables there.

Commissioner Lubin cherishes an ambition that he still dreams of fulfilling one day — teaching. Two weeks ago, he spoke at Bennington College in Vermont on the economic phases of U.S. foreign policy. One way or another, he's going to get back on a college campus for good, he says nostalgically.

As head of the Labor Department of the nation's top industrial State, he receives about a half dozen invitations a week to speak at various functions. Of course, he has to turn down almost all of them because of the press of official duties.

But, says the grapevine, let one of those invitations come from an institution of learning, and that school has got itself a speaker.

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| <input type="checkbox"/> Chemist \$2.50 | <input type="checkbox"/> Park Ranger \$2.50 |
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| <input type="checkbox"/> Civil Service Handbook \$1.00 | <input type="checkbox"/> Patrolman \$3.00 |
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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—IDA KING, Plaintiff, against JOSEPH KING, Defendant.—SUMMONS WITH NOTICE—Index No. 31153-1955.—Action FOR ABSOLUTE DIVORCE.—Plaintiff resides in New York County.—Plaintiff designates New York County as Place of Trial.

To the Above-named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or, answer, judgment will be taken against you by default, for the relief demanded in the complaint. Dated: New York, March 9th 1955. ANDREW R. TYLER, Attorney for Plaintiff, Office & Post Office Address 125 Broadway, New York 7, N. Y.

TO JOSEPH KING: The foregoing summons is served upon you by publication pursuant to an order of Hon. Vincent A. Lupo, a Justice of the Supreme Court of the State of New York dated August 23rd, 1955, and filed with the complaint in the office of the Clerk of New York County, Foley Square, Borough of Manhattan, City and State of New York, Dated New York August 23th, 1955. ANDREW R. TYLER, Attorney for Plaintiff.



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OFFICER CANDIDATES FOR ELECTION OF CIVIL SERVICE EMPLOYEES ASSN.

(Continued from Page 3)

sociation, since he has been working for the State, having served as president of the Gilleran Memorial Public Works chapter for four years, and as vice president of the Capital District Conference for three years. He has served on many committees, such as service record rating, education, membership and as chairman of the heart pilot program for two years.

JOHN P. QUINN

Candidate for 4th Vice President

JOHN P. QUINN is employed by the Buffalo Sewer Authority as an assistant civil engineer. He served in the New York Legislature from 1943 to 1947. As a member of the Assembly Civil Service Committee, Mr. Quinn took an active interest in sponsoring legislation beneficial to civil service employees.

As a civil service employee of 26 years, he has been active in organizing employee groups. He served as president of the Competitive Civil Service Employees Association for three terms, and took an active part in bringing this group into the Civil Service Employees Association. He has served as county representative of Erie County chapter, CSEA, for two years, and was elected 2nd vice president of the Civil Service Employees Association two years ago.

Mr. Quinn is a powerful and dynamic speaker. His supporters feel that his experience as a State legislator is of enormous value to the Association.

VERNON A. TAPPER

Candidate for 4th Vice President

VERNON A. TAPPER is a native Syracusan and a graduate of North High School and Central City Business School. He has been a career employee of the Department of Parks, City of Syracuse, for the past 24 years and is currently chief clerk in the department.

He was one of the organizers and first president of Onondaga chapter, has served on the State Board of Directors for the past eight years, and is presently 4th vice president of the Association and chairman of the County Executive Committee. In this latter capacity, he has been instrumental in developing an educational program for the monthly meetings of this committee. During the past eight years he has spent much of his vacation time and evenings furthering the work of the Association.

A keen student of civil government, he has consistently promoted good personnel administration, attempting particularly to establish effective employer-employee relationships with opportunity for worker participation in the formation of sound policies and practices in tenure, salaries, retirement liberalization, and other fringe benefits.

He has served at various times on practically every committee of the Association and is well versed in Association policy and procedure.

He has been a member of the Boy Scouts for the past 43 years and holds the scoutmaster's key and silver beaver awards for outstanding service to boyhood.

CHARLES E. LAMB

Candidate for 5th Vice President

CHARLES E. LAMB entered State service in 1937 as a correction officer at the New York State Vocational School, West Coxsackie, later being transferred to Sing Sing Prison at Ossining.

He is a firm believer in and fighter for equal rights for all

State employees and a strong proponent for adequate salaries, improved working conditions, effective grievance procedure, and an improved and modernized retirement plan.

For 18 years, Charlie has been an active and untiring worker for civil service employees, and has been appointed or elected to many positions representing employees: secretary, delegate and member of the executive committees of Sing Sing Prison chapter; 1st vice president, president and chairman of the legislative committee of the Southern Conference; president of the statewide Correction Conference; Correction Department representative on the CSEA Board of Directors. Four years a member of the Board of Directors, CSEA, he has served on the following committees: legislative, directors, grievance, LEADER contract, and plaque committees.

Charlie married Julia Stokes, a State employee, in 1927. They are the parents of Charles Jr. and Judith. Charles Jr., is a detective with the New York City Police Department, and Judith, a junior at Mary Immaculate School for Girls.

Charlie is also an active member in many community and civic organizations. He is a parishioner of St. Ann's Church and a member of the Holy Name Society of Ossining; a member of the board of directors of Westchester County Girl Scouts Council, and chairman of the camping committee; Ossining Democrats Club; member of the Democratic Town Committee; vice president of the Ossining Fire-Police Emergency Squad, and delegate New York State Fire Association.

NOEL F. McDONALD

Candidate for 5th Vice President

NOEL F. McDONALD has worked for the past 20 years for the Allegany State Park Commission and is a candidate for the 5th vice presidency of the Civil Service Employees Association.

Mr. McDonald has taken great interest in the affairs of the Association, having been a special representative from 1935 to 1955; founder of the Southwestern chapter and its president from 1946 to 1951; a member of the State legislative committee for 1949 and 1950; president of the Western Conference during 1951-52; representative of the Conservation Department from 1951 to 1954. He also served the Association as a member of the directors committee, the directors budget committee and the special committee on counsel.

He possesses the qualities of leadership, experience and initiative necessary to complete successfully the projects which he undertakes. Noel is unbiased in his decisions, brief and to the point in his debates, and an excellent listener.

He is Red House representative to the Cattaraugus County Tuberculosis and Public Health Association; Red House representative on the board of managers of the Salamanca District Hospital; past president of the Salamanca Rotary Club; past master of Cherry Creek Lodge 384, P&AM, and a member of the 1942 Master's Association; past president of Phi Gamma Nu fraternity; a member of the Exempt Firemen's Association of Salamanca; committeeman for Troop 67, Boy Scouts of America; a member of the Ground Observer Corps, Air Defense Command, U. S. Air Force; president of the Methodist Men's Club and a member of the Congregational Men's Club, both of Salamanca, and a willing worker on many

public committees and projects.

Noel's personal ambitions have always been second to his interest for his fellow employees, his aim being "service above self."

CHARLOTTE M. CLAPPER

Candidate for Secretary

CHARLOTTE M. CLAPPER is the present secretary of the Association and is a candidate for re-election.

Entering State service as stenographer in the Department of Health, she was advanced through promotion to her present position as secretary to the Commissioner.

A native of Columbia County, where she was active in fraternal, social, and religious organizations, Miss Clapper now resides in Albany.

For the past six years she has been secretary of the Association and for three years previous she served on the Board of Directors, representing the State Department of Health.

She was instrumental in organizing the James E. Christian Memorial chapter of that department and has contributed much to the advancement of this chapter by her continuous participation in all of its many activities. She has also served on many committees of the Association and is an ardent advocate of better working conditions and promotional opportunities for State employees.

She is also especially interested in obtaining other benefits for State workers which are now enjoyed by employees in other agencies.

MARGARET J. WILLI

Candidate for Secretary

MARGARET J. WILLI has worked faithfully for CSEA for ten years with the following record: Division of Employment chapter, president, two years; vice president, two years; executive council, three years; chairman, membership committee, two years; delegate, Capital District Conference and CSEA, six years; member, CSEA salary committee, four years, and public relations committee, one year.

Under her guidance, as president, the Employment chapter rose from a lowly position and began to make great strides forward in membership, general employee welfare and social activities. She originated the Division of Employment Blood Bank and is serving as chairman. This bank, sponsored by the chapter, has successfully fulfilled the needs of the employees for a year.

She has worked for the Department of Labor 25 years and Division of Employment 19 years, where, at present, she is a head statistics clerk.

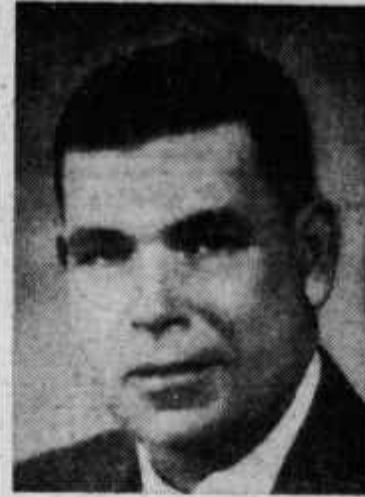
Mrs. Willi was born in Watervliet, attended Sacred Heart of Mary Academy, later moved to Corinth where she completed her studies at Corinth High School. She is a widow with two sons and lives in Colonie. She attends St. Clare's Church, is historian of Blessed Martin de Porres Court of Catholic Daughters, and is a member of International Association of Personnel in Employment Service.

HARRY G. FOX

Candidate for Treasurer

HARRY G. FOX is the incumbent in the office of treasurer of the Civil Service Employees Association, and is presently a candidate for re-election.

The extensive work experience which Mr. Fox has had in various phases of fiscal management during his years of State employment has been augmented by the specialized knowledge gained while serving the Association as treas-



CHARLES E. LAMB
Candidate for 5th Vice Pres.



NOEL F. McDONALD
Candidate for 5th Vice Pres.



CHARLOTTE M. CLAPPER
Candidate for Secretary



MARGARET J. WILLI
Candidate for Secretary



HARRY G. FOX
Candidate for Treasurer



KENNETH L. RIXINGER
Candidate for Treasurer

urer. In this office, he has guided the financial affairs of the organization, and has demonstrated an enterprising interest in other Association matters by his participation in the work of several special committees, and by his visits to Association chapters throughout the State.

Harry is a native of Troy, and resides now in Loudonville. He has had 26 years of experience as an employee of New York State, interrupted only by his Army service with the 95th Infantry Division in World War II. He has advanced through various accounting jobs to the responsible position he now holds as administrative officer for the State Department of Civil Service.

KENNETH L. RIXINGER

Candidate for Treasurer

KENNETH L. RIXINGER has been interested in the Civil Service Employees Association during his entire State service. His belief in its worthwhile principles, and his participation in its activities, has encouraged him to become a candidate for treasurer.

Mr. Rixinger has served the CSEA for the third year as a

member of the pension and insurance committee and actively represented Buffalo chapter as a delegate to the State meetings for more than five years.

He was the treasurer of Buffalo chapter for two years and has been vice president of that chapter for the past two years. During this time, he was also active in the Western Conference and a member of the social committee.

Mr. Rixinger is employed as a factory inspector in the Division of Industrial Safety, Department of Labor, out of the Buffalo District and has previous State service in the Division of Unemployment Insurance. In addition to State employment, Mr. Rixinger has had 25 years' experience with private industrial and manufacturing companies.

Born, educated, married and resided in Buffalo until 1954 when "suburbanitis" caused Mr. Rixinger and his wife to move to the Boston Hills, Boston, N.Y. Here, in addition to continued activity in ward and civic affairs in Buffalo, he is active in community affairs, is a member of the Boston Conservation Club and the vice president of the Lions Club.