

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XV — No. 23 Tuesday, February 16, 1954 Price Ten Cents

# State Workers Would Benefit Under New Measure

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## EDITORIAL

### Pay, Politics And Public

Civil service is indivisible. Like waves of the sea, what happens in one place rolls outward and affects, in ways large or small, what happens elsewhere. There are about 650,000 public employees—local, State, and Federal—within New York State. These 650,000 are following the present salary situation of State workers with unique intentness. They are aware of the things that are happening—the impasse in negotiations; the production of a report by the State which is being kept secret and whose statistics are favorable to the employees; the Governor's message that, while offering a conversion of emergency bonuses into base pay, yet skirted the core issue of salary increases; the facts and figures that show conclusively how State workers have fallen behind their fellows in private industry.

Some 650,000 public workers are watching all this, watching it with a combination of hope and apprehension. Should the salary negotiations result in comparative success, the hopes will be justified; should negotiations result in failure, their apprehension is bound to make itself felt. For these employees are not inert, downtrodden peasants; they are politically alert, in contact with the currents of the day, and in exceedingly close contact with the people of their communities.

#### They Have A Stake

All these employees—all of them taxpayers—feel they have a stake in the State salary picture. Their support goes strongly to the beleaguered State workers. They know that if the State employees continue to drag up the rear in the salary picture, all public employees will suffer thereby. They know that wage deterioration at the State level means diminishing recruitment of competent personnel, high staff turnover, and job dissatisfaction and reduced work quality. If State workers fail in getting an adequate pay raise, the chances of all public workers are jeopardized.

The Administration and the Legislature have a responsibility to the people; and that responsibility extends to the civil service employees, who do the people's work. These employees, as is now well known, received no pay increase last year, even though living costs continued to soar, and employees in private industry outstripped them again and again. A secret survey by the State as of last year indicated that the employees had fallen behind 6.7 per cent. It wasn't a political year, and the Administration resisted doing anything. This year, another survey was conducted; it shows, in cross-section, that the State's workers are now behind by about 10.5 per cent.

Does anyone think that this key fact will remain dormant; that the public will be unaware of it; or, having been apprised of it, will shrug its shoulders in ennui over the lack of fairness in a picayune pay raise? Hardly. Failure of the Administration and the employees to agree amicably upon a formula satisfactory to both would, inevitably, leave a residue having long-term effects.

In his special message to the Legislature on February 4, the Governor said:

"In 1942, the starting salary in State employ was a disgraceful \$900 a year—today it is \$2,180. In 1943, the average salary paid State employees was less than \$1,800—today it is \$3,698 . . ."

Six paragraphs below that quotation is another interesting one:

"Through a system of supplemental allowances, we eased the economic plight of low-income retired employees whose retirement dollars had been halved by the impact of inflation. . ."

#### What Does the Public Think?

Now if the dollar of the retired employee has been halved by inflation, so has the dollar of the person now employed. And that would mean that the \$3,698 which the Governor cites as the "average" salary today isn't worth much more than half that in real dollars.

What of public reaction?

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John F. Powers, president of the Civil Service Employees Association (center), is shown presenting 50,000 signatures to Assemblyman James A. Fitzpatrick (left) and Senator Fred J. Rath. These signatures are on petitions asking the Governor and the Legislature to establish a 40-hour 5-day week in institutions, without loss of pay. Senator Rath and Assemblyman Fitzpatrick have introduced bills to accomplish this purpose.

## State Wage Negotiations Fluid; CSEA Calls Special Meeting of Its Directors

ALBANY, Feb. 15 — The New York State salary-increase situation, as it now stands, is still in status quo.

1. There is as yet no specific salary offer ready for presentation to the employee representatives. In negotiations, the Civil Service Employees Association has not moved from its 12 per cent pay increase bid. The Administration desires to introduce a new wage structure. The Governor has already come forward in favor of covering the emergency bonus in as part of base pay. He has said that adjustments in pay will be necessary. The State has conducted a survey whose results show the need of upward pay adjustments. But a meeting between representatives of the Administration and of the Civil Service Employees Association held on Monday, February 8, was indeterminate in results.

#### Specific Proposal Due

2. Another meeting between the negotiators has been set for Tuesday, February 16. And John F. Powers, president of the employee organization, has called a special meeting of the Board of Directors for Thursday, February 18. There was some evidence that a specific proposal would be available for presentation to the Board on that date.

3. The Association presented a strong statement to members of the Senate Finance Committee and members of the Assembly Ways and Means Committee.

4. Employees around the State have acted to win strong support among legislators and local community leaders. There is substan-

tial evidence that they have won such support.

Mr. Powers' statement to members of the two legislative committees follows:

"We appear here today on behalf of all State civil service employees, of whom approximately 58,000 are members of The Civil Service Employees Association. We are here to protest with all the vigor and intensity at our command the failure of the 1954 budget to contain a single penny for the upward adjustment of State employees' salaries.

"In October 1953 the delegates of this Association, assembled at their annual meeting, adopted a resolution calling for an average salary adjustment of at least 12% and for the correction of inequities that may be found in the existing salary plan. This resolution was adopted after thorough consideration and year-long study by the technical committees of the Association. It was not a figure pulled out of thin air, but was amply justified by all of the studies which the Association has done, and by all reliable indices of public and private salaries.

#### State Found 10½ %

"We do not ask you to accept the 12% figure based on our own studies and research alone. The State Administration itself has found that State salaries are at least 10½% behind outside salaries. On Monday, January 11, 1954, the Knickerbocker News carried an article discussing the results of the State's comparison of hiring rates in private industry with State salaries. The article quoted a report released by the State to firms which participated

in the State's survey in part as follows:

"During the period from October 1951 to October 1953, hiring rates of the companies participating in the study have shown, for these titles, an increase of about 10½% — almost identical to the rate of increase shown by the composite index of wages and salaries in the United States as published by the Federal Reserve Bank of New York. The titles referred to above are typical — clerk, typist, stenographer, carpenter, electrician, truck driver, cleaner and elevator operator.

"The last adjustment given State employees was based on the figures available on October 1, 1951. Thus, the inescapable conclusion from the State's own figures is that an average increase of at least 10½% is presently justified.

#### Freeze-in Not Enough

"Just last week the Governor submitted to your honorable bodies a special message in which he recommended a freeze-in of the present emergency compensation and referred to the necessity for 'correction of inequities within the State salary plan and the possible necessity for other adjustments.' The freeze-in of emergency compensation, welcome though it may be, does not cost the State one cent nor add a single cent to State employees' salaries. The correction of inequities and upward adjustment of salaries should be major budgetary considerations. In spite of all these facts, the ultimate fact remains — there is no appropriation in this year's budget for either of these factors vital to

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# Bills in Legislature

The LEADER continues this issue a resume of civil service legislation introduced in the State Legislature at its current session.

Senate bills are listed first, in consecutive order. Bills in the Assembly follow. Each bill has an introductory number, for identification purposes, indicated by "S.I." (Senate) or "A. I." (Assembly), preceding the name of its sponsor. The corresponding number and name of the sponsoring assemblyman are cited where there is a companion bill in the lower house.

Last item in each summary indicates the committee to which the bill was referred in each house.

Tuesday, February 16 is the last day for introduction of bills in both houses, except for bills submitted by the Committee on Rules or the Governor.

### SENATE

S.I. 119, ANDERSON (Same as A.I. 634, in February 2 LEADER).

S.I. 1120, ANDERSON (Same as A.I. 354, J. Fitzpatrick)—Allows all classified State civil service employees, lump sum pay for unused sick leave time and accumulated and unused overtime and vacation pay, on separation from service without fault, and in event of death, payment to be made to estate. In S. Civil Service, A. Ways and Means.

S.I. 1137, BRYDGES (Same as A.I. 1491, RUNFOLA) — Requires that positions authorized by Federal laws and regulations to provide for security, maintenance and operation of air bases shall be filled by Chief of Staff and gives such employees right to become members of State Employees Retirement System. In S. Defense, A. Ways and Means.

S.I. 1139, BRYDGES (Same as A.I. 1388, BRADY)—Permits member of State Teachers Retirement System to file notice before July 1, 1954, or within five years instead of one year after he last became member, to elect to contribute on basis of retirement at age within five years of age when he would be eligible for superannuation retirement, but not before age 55; fixes contributions. In S. Education, A. Ways and Means.

S.I. 1147, DONOVAN (Same as A.I. 1608, DeSALVIO) — Increases from \$600 to \$1,200 annual pension to be paid to representative of deceased member of NYC police force. In S. NYC, A. NYC.

S.I. 1152, FUREY (Same as A.I. 1657, CURTO) — Allows State and municipal employees pay for unused vacation time or holiday and for overtime or pass-time, standing to their credit at time of separation from service without fault or misconduct, or on retirement; on death before retirement, payment shall be made to estate; employee with less than one year's service after last earned vacation shall be credited with proportionate share. In S. Civil Service, A. Ways and Means.

S.I. 1160, HELMAN (Same as S.I. 233, in January 26 LEADER).

S. I. 1174, KOERNER—Provides that contributions of members of NYC Employees Retirement System, employed in Correction Department, to annuity savings fund and those made by City to pension reserve fund, shall be same as made to police pension fund and annuity savings fund of Police Department. In S. NYC.

S. I. 1209, SORIN—Strikes out provision that five year's service which member of NYC Employees Retirement System may select for final compensation shall be consecutive. In S. NYC.

S. I. 1211, SORIN (Same as A. I. 1112, in February 9 LEADER).

S. I. 1212, SORIN (Same as A. I. 1114, in February 9 LEADER).

S. I. 1213, SORIN (Same as A. I. 1113, in February 9 LEADER).

S. I. 1214, SORIN (Same as S. I. 120, in January 19 LEADER).

S. I. 1215, TOMPKINS (Same as A. I. 81, in February 2 LEADER).

S. I. 1225, HALPERN (Same as A. I. 1582, ROMAN)—Allows member of NYC Police Retirement

System on retirement after 20 or 25 years' service additional sum equal to 1/60th of salary at date of retirement, instead of \$50, and strike out maximum of \$590 therefor. In S. NYC, A. NYC.

S. I. 1232, HALPERN (Same as A. I. 1620, E. RILEY)—Requires State to refund State employee at Manhattan State Hospital on Wards Island for toll or fee for use of Triborough Bridge while engaged in performance of duties or en route to or from hospital; Mental Hygiene Commissioner may provide for payment by State to Triborough Bridge Authority for such privilege. In S. Health, A. Ways and Means.

S. I. 1233, HELMAN (Same as A.I. 1623, SAVARESE) — Authorizes municipality to assume all of additional cost for contributions for firemen and policemen to retirement systems, or part thereof, for additional benefits, or to pay any part thereof; fixes annuities and pensions. In S. Civil Service, A. Ways and Means.

S.I. 1235, HELMAN (Same as A.I. 1478, NOONAN) — Exempts from payment of pensions or benefits for officers, employees or pensioners for which reserves have not been previously created, municipalities which elect to participate in State Employees Retirement System under previous law prior to July 1, 1948. In S. Civil Service, A. Ways and Means.

S.I. 1236, HELMAN (Same as A.I. 1624, SAVARESE) — Continues to July 1, 1955 provision permitting member of State Employees Retirement System to make additional contributions for purchasing additional annuity, to borrow from accumulated contributions, and provision defining final average salary on retirement for disability. In S. Civil Service, A. Ways and Means.

S.I. 1247, BAUER (Same as A.I. 1584, SAMUELS) — Requires municipalities to provide for payment to employees who work a full shift except members of uniformed force, additional pay of 10 per cent of regular pay for work done between 4 P.M. and 8 A.M. In S. Cities, A. Local Finance.

S.I. 1249, BRYDGES (Same as A.I. 1535, CURTO) — Reduces from three years to one year period before which pay of person may be increased after participation in strike as public employee. In S. Civil Service, A. Labor.

S.I. 1250, CAMPBELL (Same as A.I. 1605, CALLI) — Includes county, city and special police districts with villages and towns in provision that member of police department of force serving in competitive class of civil service shall be paid regular pay during period of disability arising in course of duties, and includes pay for medical and hospital care. In S. Cities, A. Local Finance.

S.I. 1257, CUIE (Same as S.I. 800, in February 2 LEADER).

S.I. 1305, NEDDO — Increases from \$1,000 to \$1,500 a year maximum amount which retired member of State Teachers Retirement System may receive as substitute teacher without loss of retirement allowance. In S. Education.

S.I. 1335, TOMPKINS — Requires that removal of civil service employees for incompetency or misconduct shall be made only after hearing and notice on stated charges with right of review. In S. Civil Service.

S.I. 1339, VAN LARE (Same as A.I. 1257, WALMSLEY) — Fixes new grades and salary schedules for armory engineers and armorers in State armories. In S. Defense, A. Ways and Means.

S.I. 1344, DONOVAN (Same as A.I. 1096, in February 9 LEADER).

S.I. 1348, BRYDGES (Same as A.I. 1477, NOONAN) — Corrects section references in provisions relating to rights of civil service employees on return from military service and on transfer from other employment, including State retirement rights. In S. Civil Service, A. Ways and Means.

S.I. 1349, BRYDGES (Same as A.I. 1537, DUFFY) — Permits municipalities and public organizations participating in State Retirement System before October 1, instead of April 1, 1953, to elect to have employees covered by Social Security, instead of by State retirement benefits. In S. Civil Service, A. Ways and Means.

S.I. 1350, BRYDGES (Same as A.I. 1538, DUFFY) — Includes persons in local institutions reporting to or subject to supervision of certain State departments in provision applying for employees in State institutions, that

they need not become members of State Employees Retirement System until after six months' service. In S. Civil Service, A. Ways and Means.

S.I. 1351, BRYDGES (Same as A.I. 1598, M. WILSON) — Provides that member or officer of State Police who enters or re-enters service on or after July 1, 1954 shall contribute on basis of service as member of officer of State Police in computing years of service for retirement and employees in regional State park service as State Police members, and firemen, policemen or officers fire departments or forces may receive credit for service as such or as members of State Police or in regional State park police service. In S. Civil Service, A. Ways and Means.

S.I. 1352, BRYDGES (Same as A.I. 1539, DUFFY) — Exempts from death and disability benefits allowed State Police, members of State Police Division who are members of State Employees Retirement System, unless retired for ordinary disability before May 22, 1942. In S. Finance, A. Ways and Means.

(Continued on Page 15)

# Eligible Lists

## STATE

### Promotion

- BACTERIOLOGIST (Virology), (Prom.),**  
Division of Laboratories and Research,  
Department of Health
1. Little, George N., Elmhurst .. 84130
  2. Rapp, Fred, Albany .. 84110
  3. Dempsey, Ruth, Albany .. 83700
  4. Feorino, Paul M., Albany .. 82480

### ASSISTANT SUPERINTENDENT OF BOYS TRAINING SCHOOL, (Prom.),

- Department of Social Welfare
1. Schepens, Erwin, Hollis .. 90080
  2. Sullivan, Robert L., Industry .. 87100
  3. Roberts, Arthur D., Industry .. 80900

### PRINCIPAL CLERK, (Prom.),

- Department of Correction
1. Arras, Irving P., Ossining .. 97500
  2. Kosters, Catherine, Troy .. 96280
  3. Dedio, Samuel P., Ossining .. 96100
  4. Rocco, Margaret A., Albany .. 95250
  5. Hollman, Francis E., Auburn .. 92940
  6. Duhl, Margaret L., Elmira .. 92900
  7. Dencore, Lisle L., Dannemora .. 90780
  8. Johnson, John J., Elmira .. 89800
  9. Fontana, Helen C., Albany .. 89550
  10. Coveil, Doris A., Horseheads .. 89260
  11. Fleming, Margaret, Troy .. 89260
  12. Rodsal, Stanley J., Elmira .. 88840
  13. McLintock, A., Albany .. 88800
  14. Cochran, Emmet J., Attica .. 88620
  15. Condreant, Francis, Ossining .. 87260
  16. Taft, Orville E., Dannemora .. 87030
  17. Quinn, Everett H., Goldens Bdg .. 85910
  18. Kosters, Werner A., Troy .. 85000
  19. Van Hoosen, Ralph E., Catskill .. 82400
  20. Lyman, Russel E., Dannemora .. 79800

### SENIOR DRAFTSMAN, (Prom.)

- Department of Public Works
1. Peithman, Joan M., Bay Shore .. 100800
  2. Bonaparte, Claude, Delmar .. 100450
  3. Meyer, Robert W., Watervliet .. 100250

4. Roy Derik, J., Albany .. 90000
5. Healy, Catherine J., Babylon .. 90000
6. Flidering, Anthony, Bklyn .. 80000
7. Charlesworth, W., Rochester .. 80000
8. O'Hare, Callista M., Buffalo .. 80000
9. Grennon, John E., Cohoes .. 80000
10. Ludwick, Lawrence, Albany .. 81300
11. Myers, Merlyn D., Cohocton .. 81180
12. Heffernan, John G., Delmar .. 81000
13. Gajdek, Mathew, Bklyn .. 80000
14. Brown, Theresa L., Babylon .. 80000
15. Dewey, John E., Watertown .. 80000
16. Kline, Henry, Albany .. 85500
17. Zingaro, Nicholas, Solvay .. 83600
18. Meyer, Grete, E. E. Aurora .. 81000
19. Bahrtter, James J., McKownville .. 81000
20. Bahter, Henry E., Bohemia .. 79000

## STATE

### Open-Competitive

- JUNIOR GRAPHIC STATISTICIAN**
1. Mills, Samuel A., Albany .. 80700
  2. Reinhardt, C., Albany .. 80000
  3. Ciccolella, M. M., Albany .. 87500
  4. Strevel, John W., Albany .. 87500
  5. Reinhardt, Arthur, Troy .. 84000
- SENIOR DRAFTSMAN**
1. Egbertson, C., E. Nassau .. 100000
  2. Campbell, Walter F., N. Troy .. 90000
  3. Kissel, Stanley J., Albany .. 94000
  4. Patsis, Nicholas M., Albany .. 94000
  5. Reinhardt, Arthur, Troy .. 94000
  6. Hanabury, James P., Albany .. 93000
  7. Snyder, Duane L., Amsterdam .. 90000
  8. Hermance E., Edward, Albany .. 88400
  9. Davis, Herbert P., Albany .. 84000
  10. Fernandez, Arthur, L. I. City .. 83000
  11. Dangelo, Joseph M., Bklyn .. 79000
  12. Welsh, Joseph T., Bay Shore .. 78000
  13. Seffing, John M., Albany .. 78000
  14. Brogan, Joseph J., Cohoes .. 78000
  15. Johnson, Henry B., Albany .. 78000
- X-RAY MACHINE OPERATOR**
1. Pashley, Monica, Johnstown .. 70000



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### CIVIL SERVICE LEADER

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Governor Dewey presents the annual State Employees Achievement Award to Elmer Cummings, a house father at State Training School for Boys, Warwick. The award is in recognition of outstanding service by a physically-handicapped employee. Seen in the photo, from left, are Mrs. Cummings, Mr. Cummings, the Governor and John L. Train of Utica who headed the selections committee.

# State Sets Up 47 Eligible Lists

ALBANY, Feb. 15—William J. Murray, administrative director of the State Civil Service Department, has forwarded to State personnel officers a list of 15 open-competitive and 32 promotion eligible rosters established in January, for immediate use in filling vacancies in these and appropriate titles.

Exam number, title and number of eligibles are given, in that order.

### OPEN COMPETITIVE

- 8124. Assistant civil engineer (design), 4.
- 8130. Assistant mechanical construction engineer, 11.
- 8174. Assistant technical director (building codes), 7.
- 8169. Associate hardware specifications writer, 2.
- 8183. Biochemist, 2.
- 8192. Head clerk (surrogate), 6.
- 8125. Junior civil engineer (design), 2.
- 8146. Junior draftsman, 31.
- 8160. Junior graphic statistician, 5.
- 8122. Office machine operator (calculating-key drive), 33.
- 8068. Pari-mutuel examiner, 87.
- 8102. Recreation instructor, 23.
- 8145. Senior draftsman, 15.
- 8033. Thruway toll collector, 698.
- 8150. X-ray machine operator, 1.

### PROMOTION

- Agriculture and Markets**
- 7184. Principal clerk, 9.
- 7157. Senior farm products inspector, 10.
- Conservation**
- 7101. Chief, Bureau of Fish, 2.
- 7159. Corporal, Park Patrol, 6.
- 9158. Sergeant, Park Patrol, 6.
- Correction**
- 7173. Administrative assistant, Sing Sing Prison, 5.
- 7059. Assistant principal keeper, 12.
- 7172. Principal clerk, 20.
- 7058. Principal keeper, 4.
- Division of Employment**
- 795. Assistant director of U. I. accounts, audit and collections, 4.
- 796. Assistant director of U. I. accounts, maintenance control, 3.
- Division of Housing**
- 7115. Associate accountant, 12.
- 7131. Senior accountant, 4.
- Insurance**
- 7138. Assistant insurance examiner, 36.
- Laboratories and Research**
- 7202. Bacteriologist (virology), 4.
- 728. Biochemist, 1.

- Mental Hygiene**
- 7146. Recreation instructor, 7.
- Public Works**
- 7166. Assistant civil engineer (design), 12.
- 7148. Associate civil engineer, 58.
- 7122. Chief account clerk, 8.
- 7180. Chief lock operator, 32.
- 7167. Junior civil engineer (design), 2.
- 7165. Senior civil engineer (design), 13.
- 7179. Senior draftsman, 20.
- 7169. Senior mechanical stores clerk, 5.
- Social Welfare**
- 7191. Assistant superintendent of Boys Training School, 3.
- 7181. Statistician, 2.
- 7154. Supervising inspector of welfare institutions, 3.
- Standards and Purchase**
- 7161. Typewriter service and stores supervisor, 2.
- Taxation and Finance**
- 7168. Head mail and supply clerk, 9.
- Workmen's Compensation Board**
- 7163. Chief disability benefits examiner (plans), 1.
- 7176. Head hearing reporter, 2.

### BROTHERHOOD LUNCHEON TO BE HELD FEB. 25

The first annual brotherhood luncheon of State employees will be held at the Hotel Picadilly, 227 West 45th Street, NYC, at 12:15 P. M. on Thursday, February 25. Religious groups of State employees are supporting this adjunct of the inter-faith movement, as is the Metropolitan Conference of the Civil Service Employees Association.

Tickets are \$2.75 each, including tip, and may be obtained from Gladys Synder, Taxation and Finance, 80 Centre St.; Morris Gimpelson, of the Motor Vehicle Bureau at that address, or Benjamin Potoker, chairman of the committee, at the Division of Employment, 342 Madison Avenue. Mr. Potoker's telephone number is MUrray Hill 2-1530.

### FINO ASKS U. S. RAISE

WASHINGTON, Feb. 15—Representative Paul A. Fino, of the Bronx, former NYC Civil Service Commissioner, at a public hearing held by the House Post Office and Civil Service Committee, advocated a raise for Federal employees. He said that Congress has neglected them on pay.

# State Aids Would Benefit Under Bill for Jobless

ALBANY, Feb. 15—State employees will not have to meet special requirements in order to qualify for unemployment insurance benefits under the Hughes-Ashbery bill, now receiving a favorable reception in the Legislature.

The bill changes the present proviso that State workers must be employed for one full year in order to get UI benefits, while employees in private industry meet a 20-week requirement.

**The Cost**  
For the State as a whole, the cost of implementing the proposed legislation is estimated at \$300,000 to \$1 million a year, depending on employment conditions.

The bill affects an estimated 75,000 full-time State workers. At the present time, another 10,000 part-time or per diem workers

are not insured against unemployment.

The measure, supported by the Civil Service Employees Association, was introduced by Senator John H. Hughes and Assemblyman Ray S. Ashbery.

Need for the bill is pointed out by these facts, the Association says:

That under existing law, employees of the State Employment Division are subject to frequent lay-offs because of fluctuations in work loads, but many can't qualify for benefits because of the one-year rule. In the course of the calendar year, 1952, the division laid off 1,523 employees. Some of these had been hired for a few weeks only; others had been with the division for years.

Of these 1,523 employees, 495 were re-hired in 1952, but 105

were separated a second time. There were 1,133 employees who were laid off in 1952 and not re-hired.

Of these, only 218 qualified for unemployment insurance payments, but under the Hughes-Ashbery bill 327 additional workers could have qualified for benefits.

### No New Appropriation

No immediate appropriation is needed under the bill since the Unemployment Insurance Fund bills the State in advance of each fiscal year for benefits actually paid in the preceding period.

## OSCAR TAYLOR GIVES VIEWS

ALBANY, Feb. 15—"Let me assure you that I have no intention of making any changes in policy or organization in the immediate future."

That was the message given employees of the State Civil Service Department by Oscar M. Taylor, the New York Telephone Company executive who was selected by Governor Dewey as his new Civil Service administrator.

Mr. Taylor, who took over the post of president of the Civil Service Commission February 1, told The LEADER in an exclusive interview:

"I am impressed by the knowledge of the people in this department. I have asked them to carry on as usual, while I have an opportunity to study the department, its organization and functions."

### Studying His Job

Mr. Taylor said he had spent his first week in office studying the department, meeting its employees and "just getting acquainted" with his new job.

"Now, I know how a new employee feels in starting work," he said.

Asked if he had found any marked differences between private industry and how a State department operates, Mr. Taylor replied: "No, I find the people aren't any different at all. They have the same desires, the same ambitions and the same willingness to work."

He added that if there is a difference between private industry and government, it probably is the fact that some things are dictated by law for a governmental agency.

### Meets Colleagues

Mr. Taylor, who succeeded J. Edward Conway in the job, met all the department division heads at a luncheon recently. This week, he will preside at his first Commission meeting, although he attended the January meeting as an observer.

## CIVIL SERVICE

# NEWS Letter

PHILIP YOUNG, Chairman of the U.S. Civil Service Commission, isn't the only one connected with civil service who delights fantastic toes with his ability to call square dances. The U.S., State and NYC governments' quotas of square-dance callers are almost filled. Among the elect: Tom Stewart, college office assistant at the College of the City of New York, who runs a square-dance course at the McBurney YMCA, and Mel Daus, of the NYC Parks Department. School teachers with the same skill include Bill Wayne, Ralph Teffenteller, Artie Palechek, Rose Zimmerman, Ida Stern and Fred Leifer, all equally proficient in singing calls and patter calls.

ALTHOUGH THE FBI operators put in \$9,739,985 in overtime and annual leave sacrifice last year, the turnover of personnel is only 0.8 per cent. In the U.S. government as a whole it's 2.03, and in private manufacturing, 4.5. The overtime averaged one hour and 55 minutes a day per man. The only rule, Director J. Edgar Hoover says, is that whenever pressing work is to be performed it shall be shared equally by all.

Legislation to provide more compensation for the overtime and sacrificed leave of FBI men is expected to be enacted by the present Congress, probably in the form of a lump sum allowance to be added to annual pay.

THE BILL to have the 40-hour work "week" in the Post Office Department stretched, so the 40 hours may be spread over seven days, was voted down in the House Post Office & Civil Service Committee. Postal unions objected to the increase which the Post Office Dept. sponsored. . . . The department received 23,548 cases to "handle" under the old Loyalty Law and the new Security Law. That simply means checking on employees and transferees. Under the old law are 1,295 under the new, 490. A national agency checked more than 13,000 cases for the department. Evidently the department proceeds after anything that looks unseemly is turned up by the helpful outside agency.

PHOTO by Con Edison



**"Dreamy" Dress.** Blue jeans to formals! It's easy for teen-agers to make their dress-up clothes on an electric sewing machine. Inexpensive, too. For example, you can sew 4 full hours for only 1¢ worth of electricity. Con Edison electricity is a real bargain . . . costs about the same as it did 10 years ago!

# Activities of Employees in New York State

## Hudson Training School

**SUPERINTENDENT** Abraham Novick returned recently from two week's study of the Pennsylvania Training School for Boys and Girls at Canonsburg, Pa., and will recommend changes in the school's relationship with the community and the juvenile court system of the State, as part of the study. Mr. Novick reviewed the school's program, organization and functioning, at the invitation of the school's board of trustees and the Pennsylvania State Department of Social Welfare.

"New York State is far in advance of most areas of the country, in adequate training and rehabilitation programs for juvenile delinquents," Mr. Novick said. "New York State's personnel standards and classification system make it possible to secure employees of the calibre to meet problems of delinquents," he added.

Through the cooperation of the Adult Education Program of Hudson, the following courses are being offered at the Training School for Girls, for the benefit of employees as well as the general public: shorthand, typing, foods and nutrition, and Spanish.

The staff gave a dinner in honor of Mrs. Blanche Holte McDonald, director of education, who leaves to accept the position of assistant superintendent at the Barrett School for Girls, Glen Burnie, Md. Nearly 100 members of the staff attended.

Bernice Crosby, director of social service, has been granted a year's leave of absence to complete her social work studies at the University of Buffalo School of Social Work. Good wishes go with these staff members.

Employees were saddened to hear of the sudden death of Cam Carroll, senior engineer. He had been employed at the school for 22 years. Deepest sympathy is extended to his wife and family.

Ray Slyman, plumber and steamfitter, who suffered a broken

ankle and wrist in an accident last November, is now at home from the hospital and hobbling about on crutches. Molly Pultz, stenographer, has also returned from the hospital and is recuperating at her home. Maurice Taylor returned to work, following an absence due to a sprained wrist.

## Newark State School

**OFFICERS** of Newark State Employees Federal Credit Union, elected recently, are: board of directors, Mrs. Hinchman, president; Mr. Ochs, vice president; Mr. Thomas, clerk; Miss Fry, credit committee; Mr. Emerson, Harry Ross and C. Pells, supervisory committee. Those who continue in office are: board of directors, Mr. Baraw; C. Curtin, treasurer; Mr. Tyler, Mr. Sigsbee, credit committee.

Returned from vacation: Eileen Deys, Helen Headick, Marjorie Frazer, Leona Smith, Rose Heggis, Helen Camp, and Mrs. Pauline McClellan, cook in F cottage, who vacationed in Florida.

On vacation: Blanch Beman, Evelyn Beaner, Anastasia Hessnuf, Opal George, Mr. and Mrs. William Henry, and Mr. Wilson.

Doris VanHorn returned to duty after two weeks' illness. Josephine Lay is on the sick list, as are Mrs. Christine Newcombe and Mrs. Hazel Gatchell, recuperating from surgery in sick bay, and Mrs. Irene Hollenbeck and Mrs. Ruth Shaffner, at home.

Mrs. Frances Green, nursing instructor, is on a leave of absence.

Mrs. Anna Verdow spent a few days in NYC recently.

Sympathy to Marian Morton on the death of her father.

New employees are Juanita Kellam, Evie Sue Hapson and Gladys Dickins.

Mrs. Emma Sebring, dining room attendant, attended the Western Conference meeting in Buffalo as a representative.

Visitors to the School included Mr. Zaron of the personnel division, Department of Mental Hygiene, and Ernest L. Conlon, CSEA field representative.

Chapter officers are most gratified at the increased attendance at chapter meetings the last three months, and hope it will continue.

The bowling teams bowled at Sonyea and at Willard during January.

At the February 17 meeting plans will be made for the March meeting, at which speakers will discuss retirement.

## Niagara

**MORE THAN 200** members and guests attended the annual ice buffet held by Niagara chapter, CSEA, at the Park Hotel, Lockport. Frank J. Kronenberg, Niagara County and Surrogate Judge, installed officers for the coming year: Viola Demorest, president; William Doyle, 1st vice president; John Weber, 2nd vice president; Ethel Redhead, 3rd vice president; Alice Williams, secretary; Howard Kayner, treasurer; Isabelle Andrews, representative; Wilfred Fitts, delegate.

Among the guests were Assemblyman Ernest Curto, John K. Silsby, Chairman of the Niagara County Board of Supervisors; Charles Sandier, CSEA regional attorney; Thomas Canty, of Ter Bush & Powell, insurance carriers, and representatives of Erie and Orleans County chapters.

William Wahl, magician, entertained the group.

## Gratwick

**GRATWICK** chapter, CSEA, welcomes all the new employees at Roswell Park, and hopes they will become active participants in employee activities.

Ethel Chandler, director of nurses, will fly to Florida to participate in a round table discussion on cancer.

Helen Kiene, Charlotte Bettinger, Michael Stando and Gertrude Smith, all of the laundry staff, have recovered from injuries received in an accident and are back on the job.

Nursing staff members who have been ill include: Josephine Sova, now recovering from surgery; Mrs. Dorothy Zehr, in the hospital, and Madelyn Barrett. Mrs. Anna Aungst has returned after an illness of three weeks.

Hopes are high that the new building may be occupied soon.

Nurse Elfrieda Kraft is ill at Biggs Memorial Hospital. The Roswell staff hopes she'll be back real soon.

Deep sympathy to Betty Fries on the death of her father and to Dorothy Nowak on the death of her mother.

News from the various departments should be given to any chapter officer, who will relay it for publication in The LEADER. Your friends would like to hear about you, so won't you cooperate?

## Creedmoor

**AT THE** next meeting of Creedmoor State Hospital chapter, CSEA, a report will be made on the progress of the 40-hour week, and the bill calling for a raise after five, 10 and 15 years' service. Everybody talks about "what we should have" but the actual work is left to a few. Come to the meetings and help your own cause.

Jack Duffy, recreation supervisor, reports that rehearsals are in full swing for his new show, "Bright Lights of '54," to be presented March 10, 11 and 12. Matinees are for patients, evening shows for the general public. Tickets are now on sale at the hospital, at \$1.20 each. All proceeds go to the patients recreation fund. If past shows are a yard stick, it should be a bang up show. Stage Manager Charlie Fox says he can always get a job as a stage hand when he leaves State service.

Rita Batcheler is back on the job after a vacation in Florida. Florence Mulcahy, on the sick list, has the chapter's best wishes for a speedy recovery. Frank DiBona, Building P, is expecting a new tax exemption. Roland Carpenter and Patricia DiLillo, married February 6, will live at the hospital after their honeymoon. Georgianna O'Halloran, daughter of Mickey O'Halloran, and graduate of the class of '53, CSH nursing school, will wed Thomas Byrne.

Theresa LaFlamme is back in circulation after recuperating from her skiing acrobatics. Apparently she zigged when she should have zagged. Irma Holland, head nurse of Building O, is on vacation. Hannah Schwind, clinic nurse, is also vacationing. Her

husband has just returned from a European cruise as chief hospital man, U. S. Navy. Dr. Berrardelli, Building P, states he caught 11 fish on his recent fishing trip.

Glad to see that so many war veteran employees are joining Creedmoor State Hospital War Veterans Post. Meetings are held the third Tuesday of each month in the social room. Refreshments are served and a good time is had by all.

There is a rumor circulating that Tex Mayfield lost his guitar and will not play at the next section party. Wonder what affect this'll have on the attendance.

## Binghamton

**ERNEST L. CONLON**, CSEA field representative, was elected president of the Binghamton District, State Employees Federal Credit Union, at a meeting at the Red Robin Diner, Binghamton. Other officers elected were: Clarence W. P. Stott, vice president; Mrs. M. T. Rogers, treasurer; Robert Hillis, assistant treasurer; Clare L. DeJean, clerk; Margaret J. Ahern, supervisor; Grace Bothner and Ruth Drachler, credit committee.

A substantial increase in business during 1953 was reported, and a dividend was declared.

## Rockland State

**A RETIREMENT** party for a husband and wife employed at Rockland State Hospital for the past 23 years was recently held in the Civil Service Employees Association headquarters in Home 29. The couple feted were Newton and Mary Holloway. Mr. Holloway was head baker at the hospital and his wife was supervisor of the housekeeping department.

Among the 65 guests who attended were Dr. Alfred M. Stanley, director of Rockland State Hospital; H. Underwood Blaisdell, business officer; Henry C. Marier, 1st vice president, Rockland State Hospital chapter, CSEA, and Mr. and Mrs. Frank Metzger, sister and brother-in-law of Mrs. Holloway, who also work at the hospital.

Mr. Marier as master of ceremonies introduced Dr. Stanley and Mr. Blaisdell, both of whom spoke of the Holloways' fine service.

Dr. Stanley presented the couple with a beautiful maple drop-leaf table. The table was carried in and placed before the guests of honor by Mrs. Theresa Helder, who is replacing Mrs. Holloway, and by Mrs. Grace Nelson, who has replaced Mrs. Helder as housekeeper of Home 28.

The couple also received a CSEA pin from Mr. Marier.

Refreshments were arranged

for by Michael Garvey, supervisor of the food service department, and were served by members of the housekeeping department.

Music for dancing was played on the piano and the accordion by Raymond A. Pelletier, an attendant in Building 37.

Mr. and Mrs. Holloway are now residing in their new home in Clearwater, Fla.

## Psychiatric Institute

**PSYCHIATRIC** Institute chapter, CSEA, was host to the Metropolitan Conference. Dr. Philip Politan, senior psychiatrist of Female Service, welcomed the delegates, in the absence of Dr. MacKinnon, acting director. A cocktail hour and a buffet supper were enjoyed in the gymnasium, after the meeting. Members of Psychiatric chapter welcomed this opportunity to greet old and new Conference friends.

Alice Wick, who has recovered from her illness, left for a five months' trip around the world. Miss Putnam and Mr. Glassman are also vacationing.

Mort Brod is back on duty following his leg operation. Mrs. Williams and Mrs. McClusky of the nursing staff are on maternity leave. Miss Lynne and Miss Drew have joined the staff. Two new medical students, Mr. Riley and Art Green, have joined the staff part-time, and Mr. Aiken is now a full-time attendant.

Patients and employees were entertained in the auditorium last month with a color slide exhibition of Al Quinlan's European trip.

Howard E. Foot judged the monthly color slide contest at Great Neck Color Camera Club. He is also the newly appointed treasurer for Manhattan Camera Club.

As usual, a large number of the staff are attending colleges in the City. Twenty are enrolled at Columbia, Hunter, New York University and City College.

Frank C. Verce, alternate delegate for president Dixie Mason, and delegate Biagio Romeo will attend the Governor's dinner in Albany February 24.

## Barge Canal, East Central Unit

**OFFICERS** of East Central Unit, Barge Canal chapter, CSEA, were elected at the February meeting at the Barge Canal Terminal, Utica. They are: Dewey Drumm of Herkimer, president; Jay Boshart of Rome, vice president; Wendell French of Utica, secretary-treasurer; Mr. Drumm and Phil Weikert, delegates, and R. H. Peters, alternate.

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## Facts You Should Know About Your Mental State

Note this startling fact—one in ten persons in New York State at one time or another becomes mentally ill. Obviously, the conditions in New York State's Mental Hygiene Hospitals and Schools vitally concern you.

But the record is not altogether grim. The mental hygiene employees in the State service have achieved a surprisingly high percentage of successful rehabilitation.

The word "surprisingly" is used deliberately. These mental hygiene workers are overworked and underpaid. Institutions must be manned every hour of the year. Most employees have to work at least 48 hours a week because it is impossible under present wage scales to get sufficiently trained and adequate personnel.

Mental hygiene employees are the poorest paid in State service. Over 13,000 are employed at an entrance pay based on a \$35 per week level. In addition, daily contact with patients and inmates, generally in crowded quarters, puts these employees under constant threat of disease and injury.

Naturally, these conditions affect the sympathetic and expert care institution workers want to give the patients dependent on them—and often cannot because mental hygiene workers are so overworked.

Remember the one in ten—and remember that failure to give proper care to mental patients can cause serious problems in your community—even in your own family.

Protect the health, help the recovery of mental patients...

**SUPPORT THE CASE OF MENTAL HYGIENE EMPLOYEES FOR A 40-HOUR WORK WEEK AT THE PRESENT 48-HOUR PAY. WRITE GOV. THOMAS E. DEWEY, ALBANY, N. Y. OR CONTACT YOUR LEGISLATIVE MEMBERS TODAY!**

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# Activities of Employees in New York State

## Gowanda

**THE** employees' club house and bowling alleys at Gowanda State Hospital were formally opened when Ernest C. Palcic, hospital business officer, turned the facilities over to Dr. Erwin H. Mudge, acting director. Dr. Mudge initiated the alleys by rolling the first ball, and the club house and alleys were then opened for public inspection. Harold Abel, supervisor of physical training of the Mental Hygiene Department, expressed pleasure at the completeness of the facilities.

The hospital's "old farm house" was renovated, and now contains a large lounge, a room for card playing, another equipped for pool, table tennis and shuffle board, and rest rooms. Four bowling alleys are housed in an adjacent cement structure. There is also an auxiliary of the community store, where light lunches, coffee and soft drinks are served, and a locker room for bowling equipment.

The entire project, except for the actual installation of the alleys, was accomplished with employee labor.

As a part of the recreation program, patients, under the direction of the supervisor of recreation, will participate in bowling tournaments two or three afternoons a week.

As the hospital is in a rural community with not too many opportunities for recreation, it is felt that the new facilities will add greatly to the enjoyment of both employees and patients.

## Employment, Albany

**NEWS** from the Division of Employment, Albany:

A.P.W. Building, O.S.R.: Dolores Henderson, claims clerk, was visiting in NYC over the weekend. Ernestine Hiltzley, claims clerk, is home caring for her mother, who is ill. The office force wishes her a speedy recovery. . . Robert Larkin, recently discharged from the U. S. Navy, has joined the O.S.R. staff as a clerk. . . Eve Oliver, claims clerk, is vacationing for two weeks at Cape Cod. . . Plate Files: Tommy Amato, clerk, announces the birth of a boy, Thomas Steven, 6 lbs., 3 oz. Mom is the former Isabelle Ashine, who was a clerk in Audit and Control. The new addition has an older sister, Barbara Ann.

Drislane Building, A Communion breakfast was discussed at a meeting at the Broadway Arcade. The Committee of the 1953 breakfast and all interested parties were asked to attend. Plans will be announced.

Chapter elections will be held the week of February 22. Ballots will be furnished.

The February meeting of the International Association of Personnel in Employment Security, Capitol District chapter, will be held in the Manhattan Room of O'Connor's Restaurant on February 17 at 6:30 P.M. Speaker is Richard C. Brockway, director of field operations, Division of Employment. Mr. Brockway's subject will be "Division Plans for the Future." All members and friends are invited to attend. Reservations for the dinner may be obtained by calling the Secretary, Mrs. Eva Geller, at Albany 3-1111, Ext. 48 or Ext. 35.

## Rochester State Hospital

**A PARTY** and tureen supper will be given by Rochester State Hospital chapter, CSEA, on April 22 in Van de Mark Hall. Tickets are \$1, with children under 12 admitted free. Prizes will be awarded. Proceeds will be used for television sets in the employees' sick wards.

Members of the committee in charge of arrangements are: Leo Lamphron, Cliff Casad and Helen Sager. The following are assisting: Ella Frazier, Minerva Miller, Arthur Lelonde, Archie Graham, Agnes Penn, Margaret Leake, Alliene Chapman, Beatrice Lyness, Emma Spencer, Emma Wilkins, Elizabeth Heagney, Iris Jackson, Regina Orsini, Edna McNair, Clabelle Thompson, Helen Fitzgerald, Marion Cole, James Surridge and Mary Seidler.

The membership campaign for new members was most successful with 69 new members. Congratulations to the committee for a splendid job. Those receiving prizes for securing new members include Claude Rowell, Elizabeth Heagney, Helen Sager, Betty Rossiter, Donald Sager, Harold Westling, Laura Stonegraber, Beatrice Lyness, Alliene Chapman and Bill Rossiter.

The chapter pays special tribute to Mrs. Elizabeth Heagney, supervising nurse in the Orleans Building Female. She has signed 15 new members, and not only leads in the membership drive but also hospital-wide with nearly 100 per cent membership in her service. The chapter is proud of this record of devotion to Association activities. Many thanks, "Liz."

Dr. Henry Brill, Deputy Commissioner of the State Department of Mental Hygiene, spoke on "Recent Advances in the Treatment of Mental Illness" at the fourth annual Kenneth Kohler Slaght Memorial Lecture sponsored by the Health Association of Rochester and Monroe County. The meeting was held in the auditorium of Van de Mark Hall.

Stanley Copeland, stationery engineer, attended a three day conference of the State Department of Mental Hygiene Stationery Engineers held in NYC.

Among recent retirements are Clarence Campbell, stationery engineer, who retired after 31 years' service; J. Anabell Moran, staff nurse; Martin J. Tubbs, motor vehicle operator; Elizabeth MacPhee, head nurse; Minnie Dowd, with 41 years' service; Dr. Henry Freund, supervising psychiatrist; William Aslan, Howard Male Service; Rose Sutter and Christine Stonewall, Livingston Kitchen; and Margaret Ashby. Margaret was past chapter secretary. Rev. Luther Ridgeway, Protestant chaplain, has left to take up new duties in Buffalo. All were feted with parties and presented gifts. Best of luck and many happy years of retirement!

Condolences are extended to the family of Victor Fero who passed away recently. He had 35 years' service.

Sympathy is extended to the family of Matthew McDewitt who passed away a few weeks ago. "Mac" had retired two years ago after 30 years' service. He was an uncle of Betty Rossiter, charge

nurse, and Bill Rossiter, vice president of the hospital chapter.

Sympathy is also extended the family of Cecil Clements. Cecil was employed at St. Lawrence State Hospital and retired from Rochester State Hospital in 1944.

Jacqueline Flemming, Howard women service, has just returned from a ten day vacation in Florida. Thanks for the oranges, "Jack."

Pearl Miles, Howard women service, has returned to duty after spending several days in sick bay.

Allie Mae Leonard, also from the Howard women service, is recovering at home after recent surgery.

Mary Seidler and Iris Jackson, recreation department, have returned to duty after illness.

Rita Donovan, telephone operator, is at Iola Sanitarium for treatment. Speedy recovery, Rita.

At the last meeting of the chapter it was voted to put on a drive for members of Mental Hygiene Society. Contact the officers for further information.

Do not forget to pay your dues for the year. Those with insurance are on the danger list if dues are not paid in full soon. Also, contact new employees for membership.

For two years the chapter has shown a gain in membership. Let's do it again this year!

## New York City

**THE** regular meeting of the New York City chapter, CSEA, took place February 4. At this meeting, which was unusually large, the representatives were addressed by Charles E. Culyer, CSEA field representative, and Thomas Conkling, president of the Metropolitan Conference. They explained the status of the negotiating committee meetings with the Budget Director.

Chapter president Sol Bendet flew in from Albany with the latest report on the status of the salary question. Sam Emmett, Henry Shemin and others joined in the discussion which followed.

It was heartening to hear that the CSEA board of directors was unanimous in its decision to continue pressure for a 12 per cent raise for State employees.

One of the representatives stated it well when he said, "The greatest inequity is the difference between State employees and private industry employees. The only equitable adjustment is a 12 per cent raise."

Please do not depend entirely upon your officers for achievement of a pay raise. Help them to help you, by writing to State legislators and officials.

Rose Landau of the Workmen's Compensation Board is lolling on the warm sands of Miami Beach. Gertrude Levy of the WCB is on a cruise to the Virgin Islands. Have fun, girls.

Congratulations to Herman L. Federman upon his excellent mark (in the upper nineties) on the recent exam for chief disability benefits examiner. Nice work, Hy. Heartfelt sympathy to Sue Brill on the loss of her mother.

Did you hear about the fire at the State Maritime College in the Bronx? The dormitory burned down, and George Cain and the other fellows had to sleep on board ship. Some fun.

The bowling team evidently hasn't been doing too well, for no report has been forthcoming lately. When we win again, you'll hear about it. When we lose, no game.

What's new at your office? Let's hear from you.

## Sing Sing

**SING SING** chapter, CSEA, is happy to report that Guard Frank Puglia, at St. Agnes Hospital, White Plains, is recovering from his recent operation. Best wishes also to George McCain for a speedy recovery.

The chapter held its monthly meeting at the Moose Hall, Ossining. President Jim Anderson called the meeting to order, and Delegate Martin Mulcahy, chairman of the chapter's legislative committee, gave his report and urged all employees to participate in the campaign for the 40-hour week. Charles Lamb, president of the Southern Conference, also spoke, and was given a unanimous vote of confidence. Many members were present, and the interest shown was gratifying.

## Pilgrim State Hospital

**PILGRIM** State Hospital employees wish a speedy recovery to Joe Mitzen.

Mr. and Mrs. Joseph Low extend their thanks to the hospital employees for their generous help and thoughtfulness during the recent fire.

During February new applications for Blue Cross and Blue Shield plans will be accepted. Contact Wesley Redmond, Building 25, Ward 18 for information and applications.

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If 2 Candidates, "A" and "B," each received a mark of 70% in the written test, and "A" Receives Only 70% in the Physical Test whereas "B" Receives 90% in It, THE FINAL MARK FOR "A" WILL BE ONLY 70% WHILE "B" WILL HAVE 80%. This Difference of 10% Can Mean a Difference of Between 1,000 and 2,000 Places on the Eligible List and Consequently a Delay of a Year or More in Being Reached for Appointment!

The average applicant without a great deal of specialized training cannot make a mark of 80% in the physical test, which involves 6 very difficult feats of strength and agility. Consequently if you have passed the written exam, you should begin to train at once for the physical.

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TUESDAY, FEBRUARY 16, 1954

## Armory Employees Need This, at Least

The State's Armory employees, serving under the military law, are denied many of the privileges accruing to employees serving under the civil service law.

Slowly, persistently in recent years, they have managed to improve their conditions of work, largely through strong organization and through maintenance of a sympathetic relationship between them and the Adjutant General's Office. But though they have made some gains, their status is not yet what it should be. An additional step can and should be taken now. That step is embodied in a bill introduced in the State Legislature by Assemblyman Walmsley (Int. 1257). The measure sets up a new wage structure, with job-titles more descriptive of the work performed. The Adjutant General's Office, as well as the employees, favors the bill. It should be amended to include any pay increases won by other State employees, then passed and signed by the Governor.

## Tax Relief For Retired Persons

Congress should pass HR 5180, introduced by Rep. Noah M. Mason of Illinois. The measure is supported by many civil service and teachers organizations, throughout the United States. HR 5180 proposes that retired persons should have \$1,500 of their retirement income exempt from Federal taxation. The measure may not be the ideal one, but it has the advantage that it can be passed. Retired people certainly ought to have this relief from the tax load.

Past efforts to gain such tax relief have often failed because the proposals were called narrow class legislation, or because they lacked nation-wide support. The present bill is more inclusive than any previously introduced. The bill equalizes treatment of all retired persons. Those favoring the measure should make certain that their representatives in Congress know of their support.

## Expediency on Pay Proves a Poor Substitute

It is inevitable that Civil Service Commissions recruit at higher than minimum grade pay for jobs hard to fill. The State has been doing it. A bill in Congress to authorize the same device in U. S. hiring is expected to be enacted. NYC has no such provision.

It would be better to raise the minimum pay generally. Government budget people should know when they're backed.

## FIRE DEPT. HOLY NAME SOCIETY GIVES SHOW

The NYC Fire Department's Holy Name Society, Boroughs of Brooklyn and Queens, held an entertainment on Monday, February 15 at the Hotel St. George, Brooklyn. Proceeds will be used for an outing and party for crippled children and for scholarships for members' families.

Vaudeville and dancing were featured.

Fireman William Treacy was general chairman. Edward Brennan, members of the board of officers and delegates assisted him.

## STATE APPOINTS TWO SR. TRAINING TECHNICIANS

ALBANY, Feb. 15.—The Training Division of the State Civil Service Department has appointed John McDonald of Fulton and Leonard Nadler of NYC as senior training technicians. Mr. McDonald, who will service upstate areas, is a former Air Force Colonel and school teacher. Mr. Nadler, whose area is NYC and Long Island, taught State courses on supervision and was formerly a NYC teacher.

## Comment

### STORES CLERKS PROTEST ACTION

Editor, The LEADER:  
As representative of the State stores clerks' group, I wish to notify all concerned that our appeal for a salary grade increase has been denied by the State Classification and Compensation Appeals Board.

We have sent to the Appeals Board a letter of protest because of its manner of determination in our case. We have been denied an itemized list of denial reasons, and we were denied a hearing, at which all differences could be resolved.

We feel that the denial of these items are denials of very fundamental rights, and we intend to press our appeal to the limit. Whatever action we will take will benefit not only stores clerks but all other appellant groups as well.

Copies of the protest letter have also been sent to the personnel offices of the various State departments, whose stores clerks are members of our appeal group. At present there are 52 stores clerks in the group, out of about 80 such positions in State service, not all of which are filled.

If any other State stores clerks wish to join the appeal, they may write me at Psychiatric Institute, 722 West 168th Street, New York 32, N. Y.

JOHN J. KEHLRINGER  
New York City

### MARINE PILOTS AND ENGINEERS

Editor, The LEADER:  
In your December 22 issue, reporting on appointments and promotions in the NYC Fire Department, you referred to marine pilots and stated, "... the pilot job is an assignment of a fireman at an increase in pay. It is not technically a promotion."

Undoubtedly, whoever gave you this information grossly misled you. Both the marine pilot and chief engineer titles are attained only after successful completion of a promotion exam conducted by the NYC Civil Service Commission. To compete, a candidate must be a uniformed fireman possessing a master pilot's or chief engineer's license from the U.S. Coast Guard.

Publicizing these facts aids employees in these titles to attain the proper salaries that should accrue to positions of such responsibility.

Presently, there is pending before the Budget Director a request, approved by Fire Commissioner Grumet, for salary increases for these employees. If granted, these increases would to some extent correct a situation wherein NYC, of 23 major cities surveyed, ranks lowest in the salaries paid its master pilots and chief engineers, in relation to fire captains.

Our union represents a majority of the master pilots and chief engineers of the Fire Department.

JOHN J. POWER  
National Representative,  
GCEOC-CIO

## Exam for Jobs On Nassau Police Open Until March 1

An exam for Nassau County patrolman, 2nd grade, for jobs with the County, its villages and police districts, remains open to Monday, March 1.

Starting pay for County patrolman jobs is \$3,950, and rises to \$4,700. Patrolman pay in local jurisdictions is set by village or police district authorities.

Candidates must be County residents for at least one year before the date of the written exam, scheduled for Saturday, April 3.

Age limits are 21 and 29, but do not apply to veterans, who may deduct time spent in military service from their actual age in determining eligibility.

Candidates must be at least 5 feet 8 inches, and have 20/30 vision in each eye, separately, without glasses.

Apply to the Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola, N. Y., until March 1.

## 60 P.C. PASS MARK IN APPLIANCE OPERATOR TEST

The pass mark on the office appliance operator test, held January 30, has been set by NYC at 60 per cent.

## Meet Nelson Seitel, Bob Wagner's 'Ear'



NELSON SEITEL

It is typical of Nelson Seitel that he hasn't got a photograph of himself. Ask most men in public life for their picture, and they will whip out a large stack for you to choose from. Seitel looks quiet, retiring, on the scholarly side. He does not consider his function in City Hall to be one of trumpeting his own wares, making big noises, or pronouncing pompously on City affairs. In the course of conversation, he will frequently say "I don't know the answer." Seitel has little use for the limelight, nor does he care to bask in the sun of political adulation. Social events? "I duck all I can. As a matter of policy I like to stay out of these things; I prefer to be home with my family."

**Mayor Relaxes with Him**  
Seitel has a strong sense that it's the Mayor who carries—and should carry—the ball. And to Robert F. Wagner, Nelson Seitel is a sort of catharsis, an ear and a window. The Mayor relaxes with his young assistant, talks off-the-cuff about his problems, asks the kind of personal advice only a close, intelligent friend can give. "I'll advise on anything but political appointments," Seitel says determinedly.

**Supervises 6 Agencies**  
He has specific duties to perform in the new arrangements now prevailing at City Hall. Problems concerning six departments come across his desk—Education, Higher Education, Civil Service, Sanitation, Police, Fire. What is the division of duties as between Seitel and the office of the City Administrator? Policy questions go to Seitel; matters of management and administration are funneled to Dr. Luther Gulick. For example: A question concerning financial policy in the Civil Service Commission would go to Seitel. Whether the testing work of the Commission should be further mechanized would go to Gulick. There is bound to be overlapping. But, says Seitel, "neither of us gives a damn who gets it so long as it gets done."

With a City Administrator's Office, an active Deputy Mayor, and various new Mayoral aides operating, overlapping and fuzziness in assignment of duties could hardly be avoided. Yet the general feeling in City Hall is one of working harmoniously. It will take at least six months for the various tasks to be so shaken down that all hands are surer of their activities.

**Once A Teacher**  
One's first impression of Seitel is: He looks like a teacher. In fact, that is just what he was. He has taught political science at Brooklyn College and at City College. He has a bachelor's degree from Brooklyn College ('35) and a law degree from Columbia ('38). He was working at Columbia with the Legislative Drafting Research Fund when he was sent to assist Wagner, then an Assemblyman, in the drafting of legislation. The choice of Seitel for the task was pure chance. They liked each other at once.

Wagner entered the Army, and Seitel became a rent attorney for the Office of Price Administration. After serving there more than two years, he went into the Army too, as a private. Always the teacher, Seitel was tapped to be an Army weapons instructor. He himself never qualified in the handling of weapons, but he

could teach others to shoot. He remained in the Army from 1943 to 1945. Then he took an appointment as a director for UNRRA in Washington. He stayed a year, returned to New York, where he practiced law. In 1947, Wagner became Housing Commissioner, and called Seitel in as secretary of the department. Later, he moved with Wagner as secretary to the Chairman of the City Planning Commission; and stayed on when Bob was elected Manhattan Borough President.

Seitel talks slowly, deliberately. His opinions on government issues are apt to the "core" opinions. He's constantly searching for causes of what appear to be causes, but are really effects.

**On Good Government**  
"I think," he muses, "that a good job can be done in this town. It isn't too hard, either. You must have the desire, and you must keep working at it. You can't get perfect government, but you can have a decent administration and be relatively efficient."

**On Clean Street**  
"You must start working with the people. Teach kids in school that it is their business to help keep streets clean. If Europeans can do this, so can we. Award prizes, assign blocks to kids to patrol. If you get citizen cooperation, you can then find where the fault lies. Maybe you'll learn that buildings in Harlem don't have enough storage space for garbage. Maybe you'll find our system of collection isn't the best. But you have to have more than desire—you have to work for it!"

**On Graft**  
"When you catch it, you uproot it fast. Moreover, action ought to be taken against the graft-payer. If he knew the law considered him as guilty as the graft-taker, he'd be a lot less ready to pay out."

**On Population Changes**  
"We must overhaul our schools to meet the requirements of various kinds of population in the different parts of the City, who have different needs. Thus, with our large Puerto Rican Spanish-speaking population in Manhattan, we need schools that must give special attention to the teaching of English. In other areas, attention has to be given other subjects. Only in this way, can we give all of our children full advantage of the public schools."

**On Housing**  
"We must not permit Manhattan to deteriorate to the point where we will find a falling ratio of taxes from real estate, because we cannot make up these taxes. We need them not only for the usual purposes, but in order to provide more parks and the increased services which are constantly being demanded. We need high-income housing as well as middle-income and low-income housing."

**His Recreation**  
What does Seitel do for recreation? He doesn't play cards, he doesn't play golf, doesn't mingle much with "the boys." He does like music, and he reads a lot. "I get a lot of fun out of reading government reports," he smiles.

## DR. MACLEAN HEADS NYC HOSPITALS DEPT.

Dr. Basil Clarendon MacLean, director of the Strong Memorial Hospital, Rochester, has been appointed NYC Commissioner of Hospitals, to succeed Dr. Marcus D. Kogel, who resigned January 1 to join the staff of Yeshiva University. Maurice Matzkin has been serving as Acting Commissioner. No date has been set for swearing in Dr. MacLean.

## HOUSING MANAGERS FORM ASSOCIATION

Housing managers of the NYC Housing Authority have formed the Association of Public Housing Managers, "to promote the economic, social and professional interests of its members." Officers are Al Jay Schechter, president; Melvin Weiss, vice president; Emanuel Berg, secretary, and Lillian Altshuler, treasurer. Offices are at 74 Fifth Avenue, NYC.

## 65 PERCENT PASS WORK IN HELPER EXAM

The pass mark in the maintenance helper, group D, exam, for Transit Authority jobs, has been set at 65 per cent.

# CSEA Legislative Program Moves Forward

ALBANY, Feb. 15 — The legislative program of the Civil Service Employees Association is moving forward. It is anticipated that several of its bills will be close to passage in the coming two weeks.

The listing below should be read with the following code symbols:

(D) Drafted by the Association.  
(S) Sponsored by the Association and drafted in cooperation with others.

(A) Approved after conference with the administration and supported by the Association.

(E) Endorsed and supported by the Association.

Each bill is summarized. Above the summary, there appears the following information: (1) name of the introducer, in Senate and Assembly; (2) the bill's introductory number; (3) its print number; (4) the name of the committee in which the bill is being considered. In some cases, readers will note that part or all of this information is missing. This means that the bill has not yet been introduced, or does not yet have a number, or has not yet gone to a committee.

## 1. SALARY INCREASE AND FREEZE-IN

As this report was being prepared, CSEA representatives were still in process of negotiating with the Administration on salary. It has been stated that the Administration, after an extensive wage survey, would come up with single wage schedules. Governor Dewey has already gone on record in favor of the bonus "freeze." This was one of the Association's objectives. Another is a 12 per cent wage increase.

### 1A. PROCEDURES ON REALLOCATIONS (D)

Senate; Halpern; 1508; Civil Service  
Assembly  
Provides that employees whose position is reallocated shall move into the same increment step in the grade that his years of service had earned for him in the grade he formerly held.

**2. SALARY SCHEDULES - POLITICAL SUBDIVISIONS (D)**  
Senate  
Assembly; Lounsberry  
Requires all political subdivisions to adopt definite salary plans for all employees and to file such plans with the Department of Civil Service.

**3. SALARY SCALES - DANNEMORA & MATTEAWAN**  
Senate; Hatfield; 235; 235; Civil Service  
Assembly; Fitzpatrick, J. A.; 25; 25; Ways and Means  
Provides that custodial employees at Dannemora and Matteawan shall be allocated to the same grade as custodial employees in other prisons in the Correction Department.

**4. SALARY SCALES - WESTFIELD AND ALBION (D)**  
Senate; Hatfield; 234; 234; Civil Service  
Assembly; Hill  
Makes same provisions as No. 3 above for women in custodial force at Westfield and Albion.

**5. COUNTIES - PAYMENT OF PREVAILING WAGE RATE (D)**  
Senate; Van Lare; 1339; 1420; Defense  
Assembly; Walmsley; 1257; 11276; Ways and Means  
Amends Section 220 of the Labor Law to include employees of counties within the prevailing wage rate provisions.

**6. EXTRA INCREMENTS AFTER SERVICE AT MAXIMUM OF GRADES (D)**  
Senate; Anderson; 1119; 1171; Civil Service  
Assembly; Barrett; 634; 634; Ways and Means  
Provides one extra increment after an employee has served at the maximum of his grade for five years, a second after ten years, and a third after fifteen years.

**7. SALARY SCHEDULES SCHOOL DISTRICTS (D)**  
Senate  
Assembly; Noonan  
Requires school districts to file salary schedules with the Education Department for non-teaching school employees.

**8. SALARY INCREASE TUBERCULOSIS SERVICE (D)**  
Senate; McEwen; 376; 376; Civil Service  
Assembly; Main; 396; 396; Ways and Means  
Provides tuberculosis service pay for all employees in hospitals in the Health Department main-

tained solely for the care and treatment of tuberculosis patients. Provides such increases for employees in institutions in other departments who are directly connected with the care, treatment or service of tubercular persons in such institutions.

**8A. PRISON GUARDS - REMOVE DIFFERENTIAL**  
Senate; Hatfield; 911; 944; Civil Service  
Assembly; Fitzpatrick, J. 358; 358; Ways and Means  
Remove differential in maximum guard salary and gives all guards salary now paid to those who reach their maximum in 1947.

**9. RETIRED EMPLOYEES (D)**  
Senate; Hatfield; 236 236; Finance  
Assembly; Noonan; 451; 451; Ways and Means  
Provides supplemental pension for retired employees with more than 10 years of service to provide a total retirement allowance of at least \$60.00 per year for each year of service not to exceed 30 years. The maximum increase under the bill would be \$600.00 per year.

**10. VESTED RETIREMENT BENEFITS (D)**  
Senate; Halpern; 120; 120; Civil Service  
Assembly; Wilcox; 247; 247; Ways and Means  
Permits member of the Retirement System who discontinues State service other than by death or retirement after ten years of service to leave contributions on deposit and receive retirement allowance at age 55 or 60 depending on which plan member has elected.

**11. 25-YEAR RETIREMENT - CORRECTION INSTITUTIONS (D)**  
Senate; Hatfield; 912; 945; Civil Service  
Assembly; Cusick; 260; 260; Ways and Means  
Provides for retirement at half pay after 25 years of service in custodial forces in institutions in the Department of Correction.

**12. 25-YEAR RETIREMENT - MENTAL HYGIENE (D)**  
Senate; Halpern; 646; 651; Civil Service  
Assembly; Rabin; 843; 848; Ways and Means  
Provide for retirement at half pay after 25 years of service for employees in Mental Hygiene institutions.

**13. INCREASED DEATH BENEFIT (D)**  
Senate; Halpern; 637; 652; Civil Service  
Assembly; Noonan; 838; 843; Ways and Means  
This legislation would increase maximum ordinary death benefit from one-half to one year's salary.

**14. DISABILITY RETIREMENT OCCUPATIONAL DISEASE (E)**  
Senate; Periconi; 591; 600; Civil Service  
Assembly; Grazi; 67; 67; Ways and Means  
Permits member of Retirement System disabled through occupational disease to retire on same allowance as in case of accidental disability.

**15. REOPEN 55-YEAR PLAN (D)**  
Senate; Campbell; 158; 158; Civil Service  
Assembly; James Fitzpatrick; 356; 356; Ways and Means  
Reopen 55-Year Retirement Plan from April 1, 1954 to September 30, 1954.

**15a. DISABILITY RETIREMENT OVER AGE 60 (E)**  
Senate; Halpern; 119; 119; Civil Service  
Assembly; Savarese; 238; 238; Ways and Means  
Permits accidental disability retirement to persons over age 60.

**16. 25-YEAR - HALF PAY (D)**  
Senate; Halpern  
Assembly; Noonan  
Permits employees to elect to retire after reaching age 50 and completing 25 years of service with half pay retirement allowance. Requires extra contributions on the part of the employee. Increases pension part of retirement allowance to 1/100th of final average salary which, with employee's increased annuity contribution produces retirement at half pay after 25 years of service.

**17. SICK LEAVE, VACATION AND OVERTIME-RETIREMENT, SEPARATION OR DEATH (D)**  
Senate; Anderson; 1120; 1172; Civil Service  
Assembly; Fitzpatrick, J.; 354; 354; Ways and Means  
Provides that unused vacation, overtime and sick leave shall be paid in lump sum upon retirement

or separation from service without fault. Payment to be made to employee's estate or beneficiary if he dies in service.

**18. LEAVE AND OVERTIME CREDITS ON DEATH (E)**  
Senate; Brydges; 86; 86; Civil Service  
Assembly; Giaccio; 274; 274; Ways and Means  
Provides that accumulated and unused overtime and vacation time standing to employees credit at time of death shall be paid to his estate or beneficiary.

**19. 25-YEAR HALF PAY - POLICE AND FIREMEN IN STATE SERVICE**  
Senate  
Assembly; Lounsberry  
Includes firemen and policemen in State departments in optional 25-year half pay retirement provided in Section 88 of the Civil Service Law.

**20. RETIREMENT CREDIT - VETERANS (D)**  
Senate  
Assembly; Main  
Gives credit to all members of Retirement System who served in World War II or Korean conflict who were residents of the State of New York at the time of entry into military service.

**20A. RETIREMENT CREDIT - LEAVE OF ABSENCE**  
Senate; Halpern; 1509; Civil Service  
Assembly; Noonan; 1737; 1788; Ways and Means  
Permits Comptroller and department head to approve leave of absence for retirement credit at any time. Present law requires approval to be given prior to commencement of leave.

**ADDITIONAL CONTRIBUTIONS (A)**  
Senate; Helman; 1236; 1317; Civil Service  
Assembly; Savarese; 1624; 1655; Ways & Means  
Continues to July 1, 1955 provision permitting additional contributions for purchasing additional annuity, borrowing from accumulated contributions, and definition of final average salary for disability retirement.

**MUNICIPALITIES LIABILITY (A)**  
Senate; Helman; 1235; 1316; Civil Service  
Assembly; Noonan; 1478; 1512; Ways & Means  
Exempts municipalities which join Retirement System prior to July 1, 1948 from payment for benefits for which reserves were not previously setup.

**MUNICIPALITIES CONTRIBUTIONS FOR POLICEMEN AND FIREMEN**  
Senate; Helman; 1233; 1314; Civil Service  
Assembly; Savarese; 1623; 1664; Ways & Means  
Authorizes municipality to assume additional cost for contribution of firemen and policemen to Retirement System for additional contributions to such policemen and firemen.

**ALLOWABLE SERVICE**  
Senate; Brydges; 1351; 1433; Civil Service  
Assembly; Wilson, M.; 1598; 1639; Ways & Means  
Makes provision for allowable service for members of the State Police and Regional St. Park Police.

**LOCAL INSTITUTIONS - RETIREMENT ELECTION**  
Senate; Brydges; 1350; 1432; Civil Service  
Assembly; Duffy; 1538; 1579; Ways and Means  
Includes persons in local institutions subject to supervision of State departments in provision that they need not join the Retirement System until after six months of service.

**SOCIAL SECURITY - SUBDIVISIONS**  
Senate; Brydges; 1349; 1431; Civil Service  
Assembly; Duffy; 1537; 1578; Ways & Means  
Changes cut-off date from April 1, 1953 to October 1, 1953 to permit participating employers to elect to have employees covered by Social Security.

**TECHNICAL CORRECTION**  
Senate; Brydges; 1348; 1430; Civil Service  
Assembly; Noonan; 1477; 1511; Ways & Means  
Corrects section references of certain provisions relating to rights of members returning from armed forces.

**MINIMUM PENSION**  
Senate; Halpern  
Assembly; Noonan  
Guarantees pension of \$50.00 for each year of service up to 30, or minimum pension of \$1500 after 30 years of service. This amount together with annuity insures re-

lacement allowance of at least \$1800 after 30 years of service.

**21. 40 HOURS - INSTITUTIONS - PRESENT PAY (D)**  
Senate; Rath; 994; 1034; Finance  
Assembly; Fitzpatrick, J.; 1209; 1228; Ways & Means  
Fixes 40 hour, 5 day week for all employees of State institutions without reduction of present pay received for 48 hours.

**22. TIME AND ONE-HALF (E)**  
Senate; Zaretski; 109; 109; Finance  
Assembly; Turshen; 87; 87; Ways and Means  
Provides that all State employees who are required to work overtime shall receive time and one-half for overtime if salary is less than \$6500.

**23. 40 HOUR 5 DAY WEEK STRAIGHT TIME FOR OVERTIME (D)**  
Senate  
Assembly  
Provides 40-hour 5-day week for State employees with straight additional pay for overtime. It removes discretion of Budget Director to fix longer basic work week by rule and discretion to give time off in lieu of overtime pay.

**24. 40 HOUR 5 DAY WEEK - POLITICAL SUBDIVISIONS (D)**  
Senate; Condon; 65; 65; Labor  
Assembly; Knauf; 136; 136; Ways & Means  
Provides 40-hour 5-day week where employees in the subdivisions now work longer hours.

**25. OVERTIME PAY - MUNICIPAL CORPORATIONS (E)**  
Senate; Bauer; 782; 802; Cities  
Assembly; Curto; 505; 505; Local Finance  
Authorizes overtime pay at regular or increased rate to employees of municipalities.

**26. PER DIEM EMPLOYEES - HOLIDAYS (D)**  
Senate; Seelye; 996; 1036; Civil Service  
Assembly; Brown; 1125; 1144; Ways and Means  
Allows per diem employees in State service legal holidays with pay or compensatory time off.

**CIVIL SERVICE AMENDMENTS 27. GRIEVANCE MACHINERY (D)**  
Senate; Halpern  
Assembly; Rullison  
Provides machinery for resolving employee grievances and implementing personnel relations.

**28. APPEALS - POWER TO REINSTATE (D)**  
Senate; Manning, 297; 297; Civil Service  
Assembly; Demo; 746; 746; Judiciary  
Empowers Civil Service Commission to order reinstatement of employee if it finds on appeal that employee's dismissal was unjustified. Under present law, Civil Service Commission does not have the power of reinstatement.

**29. RIGHT TO HEARING AND COUNSEL IN DISCIPLINARY PROCEEDINGS (D)**  
Senate; Rath; 647; 662; Civil Service  
Assembly; Hanks  
Provides that all employees in competitive class shall be entitled to a hearing when charged are preferred with right to counsel and to summon witnesses. Only veterans and exempt volunteer firemen have right to hearing under present law.

**30. RIGHT TO HEARING AND COUNSEL IN DISCIPLINARY PROCEEDINGS - 10 YEARS OF SERVICE (E)**  
Senate; Condon; 39; 39; Civil Service  
Assembly; Composto; 16; 16; Judiciary  
Makes same provisions as above except applied to employees with 10 years' service.

**31. FEES ON PROMOTION EXAMINATIONS (D)**  
Senate; Hatfield; 233; 233; Civil Service  
Assembly; Fitzpatrick, J.; 355; 355; Ways and Means  
Amends present law to eliminate requirement of fee for promotion examination.

**32. ELIMINATE ALL EXAMINATION FEES (D)**  
Senate  
Assembly  
Repeals provisions of the Civil Service Law requiring fee for all competitive examinations.

**33. ABOLISH ANNUAL APPOINTMENTS - COMPETITIVE CLASS (D)**  
Senate  
Assembly; Hanks  
Prohibits practice of appointment to competitive class posi-

tion for term of one year or other fixed period of time.

**34. CIVIL SERVICE LAW AUTHORITIES (D)**  
Senate  
Assembly; Ostrander; 804; 804; Ways and Means  
Provides that all authorities, commissions and agencies shall be covered by the Civil Service Law in the same manner as such law applies to State departments.

**35. COMMISSION TO STUDY CIVIL SERVICE LAW (E)**  
Senate; Cuire; 9; 9; Finance  
Assembly; Preller; 15; 15; Ways & Means  
Continues to February 15, 1955, the Temporary Commission to study and revise the Civil Service Law.

**36. CONTINUE COMMITTEE ON COORDINATION OF STATE ACTIVITIES (E)**  
Senate; Mahoney, W. J.; 4; 4; Finance  
Assembly; MacKenzie; 12; 12; Ways & Means  
Continues "Mahoney Commission" on coordination of State activities for another year.

**37. UNEMPLOYMENT INSURANCE - BASE PERIOD (D & A)**  
Senate; Hughes; 187; 187; Labor; Passed  
Senate; Hatfield; 913; 946; Labor; Passed  
Assembly; Fitzpatrick, J.; 1210; 1229; Ways and Means  
Assembly; Ashberry; 251; 251; Ways and Means  
Removes requirement that State or local employee must be employed continuously for one year immediately before applying for benefits. Places public employees on the same basis as private employe as to base period.

**38. EXTENDED UNEMPLOYMENT INSURANCE (D)**  
Senate; Hatfield; 1402; 1484; Labor  
Assembly; Fitzpatrick, J.; 1211; 1230; Ways and Means  
Assembly; Brown; 486; 486; Ways and Means  
Amends present law to broaden unemployment insurance coverage to per diem and seasonal employees.

**39. FREE TOLL RIGHTS - MANHATTAN ST. HOSPITAL (D)**  
Senate; Halpern  
Assembly; E. Riley  
Requires State to reimburse employees working at Manhattan State Hospital for toll payment on Triborough Bridge when such employees are on official business or commuting to or from work.

**40. UNEMPLOYMENT INSURANCE - POLITICAL SUBDIVISION (E)**  
Senate; Condon; 794; 814; Labor  
Assembly; Pino; 556; 556; Ways and Means  
Mandates unemployment insurance for employees of counties, towns, cities, villages and districts.

**41. STATE POLICE RESIGNATION (D)**  
Senate; Cooke; 958; 992; Finance  
Assembly; Fitzpatrick, J.; 357; 357; Ways and Means  
Amends Executive Law provision that resignation without consent of the Superintendent shall be a misdemeanor. Provides that such action shall be misdemeanor only if employe fails to give two weeks advance written notice.

**42. SANITARY FACILITIES - STATE PRISONS**  
Senate  
Assembly  
Amends Section 46 (5) of the Correction Law to require running water and adequate sanitary facilities easily accessible to guard posts and wall stations at all prisons.

## Pass Mark Told Before Exam Is New Policy in NYC

The pass mark of all NYC written tests will be printed on question papers, until decisions in several court cases are handed down, the NYC Civil Service Commission has announced. Since 1952, the Commission has reserved the right to set the pass mark after rating the test papers, to assure a sufficient number of eligibles. In a State exam eligibles recently charged a test is unconstitutional unless the pass mark is announced before the test is held, and won in Supreme Court. The case is being appealed. The first NYC test to have the pass mark printed on the question booklet under the new policy was the patrolman (P.D.) test on January 30.

# Inside Story of Police Dept. Furor; PBA Retracts Nothing, Fights On



JOHN E. CARTON



FRANCIS W. H. ADAMS

The charge by the Patrolmen's Benevolent Association that a shoo-fly system has been instituted in the NYC Police Department, and the denial by Police Commissioner Francis W. H. Adams, with his promise none ever will be, as long as he is Commissioner, brought into the open a clash that's been simmering for weeks. The shoo-fly issue is not the only one.

The PBA gets \$300 a week for sponsoring a commercial radio program, "Precinct 21," simply by lending the use of its name, and is reported dickering for a similar arrangement on television, at \$600 a week. Former Police Commissioner George P. Monaghan is reported to have left a note to his successor, advising that the radio income be checked for propriety, and Mr. Adams, his successor, has been asking questions about it. The possibility that Commissioner Adams may order the PBA to discontinue the radio arrangement added to the boiling resentment over the increased supervision that the Commissioner has instituted.

#### Watching for Reprisals

If the order comes through, it would be taken by the PBA as an act of reprisal.

Another possible act of reprisal would be to assign officers of the PBA to patrol duty, particularly in remote localities, or, at least, remote from their homes. If this particular measure is adopted, the PBA would take the action as distinctly one of proved reprisal. However the Commissioner might want to issue an order forbidding the PBA from lending its name to the programs, and this might be made to appear as an impartial administrative decision.

At the delegates' meeting John E. Carton, association president, occupied the chair, and took the

initiative that his membership urged upon him.

Mr. Carton broached the possibility he would be singled out for punishment, but he added that he has his "time in," meaning that he would retire on a pension, rather than suffer discipline for defending his members from what he and they consider a demoralizing order.

#### Crack at Size of PBA

Commissioner Adams, in a statement in which he explained that laxity of supervision has existed in the department, said he was determined to correct it. He remarked that the resolution adopted represented the sentiment of only a minority of the men. He did not mean that the delegates were a minority of the PBA members, as that was foregone, but that the PBA membership is composed of only a minority of the patrolmen. The PBA struck back with statistics to prove otherwise.

Also, Commissioner Adams said that the resolution was motivated by association politics, since an election of officers is coming up in June.

The issue, as to whether there is a shoo-fly system or not, is either another quarrel over a definition, or an open clash over a fact in which one side is right.

What the PBA is complaining against, and what it means when it refers to the shoo-fly system, is the "spying" by an officer who parks his car at a roadside diner, for instance, and grabs any policeman in uniform coming in or going out, as when a policeman seeks a cup of hot coffee on a freezing night. The policeman's act is a violation of a minor rule, but the patrolmen feel that such an illiberal application of the rules is persecutive, and that extenuating circumstances always must be considered.

If the officer who does the

## How Police Supervision System Works

The NYC Police Department is organized on the basis of regular supervisory functions exercised principally by the precinct command within its own borders. The captain supervises lieutenants, lieutenants supervise sergeants, and sergeants supervise patrolmen. Also, some lieutenants from district and borough offices have supervisory responsibilities, too. They, like the others, always wear their uniform while at work. That was the only method in existence until the shoo-fly system was superimposed on it.

Under the shoo-fly system, independent squads, operating directly from Police Headquarters, cover the entire City, but do not wear uniforms. Patrolmen point out that two of the necessary elements to constitute one a spy are operation by stealth and being in disguise. They consider that when operating against their fellow-policemen, and not wearing uniforms, the shoo-fly squad members are in disguise. The stealth is shown by the fact the shoo-fly operators show up unexpectedly at any place, any time.

For performing shoo-fly duties the lieutenants are reported to receive the pay of an acting captain, or about \$40 a month more. While policemen recognize that anybody who is obeying orders is himself not personally responsible, they have been told that the shoo-fly operatives are volunteers, just as all spies are volunteers. That belief, plus the additional money, makes the shoo-fly doubly hateful to the policeman.

spotting were in uniform the situation would not be considered by the men as being so bad. The PBA members say the spotters wear civilian clothes, and do not ride in police cars. This is one reason that they look upon such "supervision" as shoo-fly revival.

The so-called shoo-fly squads con-

sist of captains and acting captains operating from Police Headquarters, and covering the whole city, as distinguished from the precinct supervision by precinct officers and sergeants, all in uniform, and the supervising squads operating from district and borough headquarters, also all in uniform. The combination of discarding uniform and working directly out of Headquarters constitutes a revival of the shoo-fly system, the PBA says.

The Commissioner in his statement says he is always glad to discuss departmental matters with delegates of police organizations, and department members. Mr. Carton has been in to see him several times, though his visits proved unproductive.

#### Police Report on Fellow-Police

An order to detectives to report the identity of the least efficient member of any squad they command, and, if there are more than 20 members in it, report a minimum of two least efficient, was another subject of protest. Detectives, in civilian clothes, cover crime cases generally, as distinguished from plainclothesmen, who concentrate on vice and gambling cases. It is reported the names of more than 140 men have been turned in, many of them regretfully, with the commanding officer of a squad sometimes apologizing by explaining that he had to obey official orders. One case was cited of a patrolman high on the sergeant eligible list. The squad commander minimized the effect of reporting this man on the ground that he was least likely to be hurt, with promotion coming up soon. The bad report would not affect the promotion.

The order about the detective squads, though not in writing, came from the Chief Inspector's office.

#### Says He Has Free Hand

The extension of supervision also is covered by directions not a part of the regular orders published by the department, hence the issue as to whether there is a shoo-fly system can not be decided on documentary evidence. The PBA points out that out of

300 men, 300 find a shoo-fly system operating.

The Commissioner says he accepted the Commissionship only on condition he would have a free hand in running the department. He says he will have just that so long as he is Commissioner. Informants say he felt that the PBA was intruding too much in trying to influence departmental policies. PBA members feel that the Commissioner is actually determined to weaken the organization, point to his belittling of the size of its membership, his charge that its officers have soft jobs they want to perpetuate, and that it took a week for a PBA representative to get in to see him.

The PBA protested appointment of Vincent Broderick, a lawyer, as Vincent Broderick, a lawyer, as Third Deputy Police Commissioner, a post in which presiding at departmental trials is the principal duty. The PBA asked Commissioner Adams to reconsider the appointment, and pick some one experienced in police administration. Mr. Adams said, in effect, the PBA had plenty of nerve to try to tell him whom not to appoint.

The PBA has retracted nothing but is fighting on, gentleman style.

#### ORMYIM SOCIETY TO INSTAL OFFICERS

New officers of Ormyim, the Jewish society of the NYC Department of Water Supply, Gas and Electricity, are: Sal Delburgo, president; Samuel Glantz, vice president; Sidney Siegel, treasurer; Bessie Rabinowitz, recording secretary; Mollie Schwartzberg, corresponding secretary; David Wolf, sergeant-at-arms, and Edna Starr, historian.

The society will meet February 17 at 8 P. M. at 74 Fifth Avenue, NYC.

#### GRADE 5 CLERK RATING TO END BY APRIL 30

Rating of the clerk, grade 5 written test is expected to be completed by April 30, the NYC Civil Service Commission announced.

## NYC Police Exam Weighed For Recruitment Standard

By JACK MARK

A good written police induction examination must measure and screen the potential of the various applicants to see in whom the plant of police professionalism can best be nurtured.

Although an appraisal of the important police asset of ability in written and verbal expression should definitely be attempted by the Civil Service Commission, candidates should not be tested as to their knowledge of law, specific police procedures or street locations in the community. Inclusion of such test items puts an emphasis upon pre-employment training which is not equally available to all candidates. The subject-matter may be readily presented during in-training courses. If the Commission feels that legal training or specific location knowledge or job know-how is essential, it would be eminently fairer that bonus credits be given for law school attendance, and previous taxi-driver or police experience.

Although a few of the items on the patrolman (P.D.) exam held by NYC on January 30 last could fall under any of several broad classification groupings, a breakdown reveals almost all could be categorized as follows:

#### Part I

35 items, specific knowledge of government organization (civics) or current events.

13 items, specific knowledge of law.

2 items, precise meaning of legal terminology.

2 items, specific knowledge of police procedure.

5 items, knowledge of first aid.

11 items, English grammar.

5 items, vocabulary.

The heavy preponderance (more than 55 items) of specific knowledge questions which are included in Part I is unwarranted. The inclusion of location questions is never warranted unless the responses to them are validated as significantly distinguishing between consistently good police performers and poor ones.

#### Part II

76-81, judgment  
82-87, verbal analogy  
88-89, locations  
90, law (specific knowledge)  
91, vocabulary  
92-96, spelling  
97-100, reading ability, (comprehension)

101-105, mathematical reasoning (computation)  
106-110, written direction-analysis

111-120, word definition; specific legal knowledge  
121-135, word definition, quasi-legal knowledge

136-140, vocabulary (matching)  
146-150, vocabulary (opposites)

Part II (75 items, one of which was later stricken out) reveals a much finer distinction and appreciation of the purposes of the induction examination. The second half employs items calling for responses more conducive to an appraisal of capacity and potential to benefit from police training. It is unfortunate that the good selection of test items in Part II is marred by the inclusion of ques-

tion Nos. 90 and 111-135, which call for a knowledge of legal and quasi-legal terminology and items No. 88 and 89, which also call upon specific knowledge of locations.

#### Evaluation Summary

An overall evaluation of the examination as a recruitment instrument for induction purposes indicates that the test does not fulfill its purpose because of too many specific knowledge questions. For example, one recent course in government or criminal law could have enabled a candidate to obtain a score far out of his relative standing in brightness or intellect. A much more valid testing device could have been achieved, perhaps, if Part I would have consisted of a standard intelligence test with a critical score equivalent to an I.Q. of 110. Part II might have consisted of the items which best measure up to the standards of good personnel testing and which put a premium upon evaluating raw intelligence, capacity to learn and absorb new materials, memory for names and faces, verbal facility, reasoning power, mature judgment and other traits and faculties indicative of a reasonably high level of intelligence.

It is only through the refinement of our selection devices as auxiliaries to the important aspects of larger-area recruitment, higher level salaries and psychiatric screening that we may eventually further dignify and bring to police ranks, the working conditions, the recognition, and status of a police profession.

## Top State Government Figures to Appear at CSEA Annual Dinner on Feb. 24

ALBANY, Feb. 15 — Plans have been completed for the annual dinner of the Civil Service Employees Association, to be held in Albany on Wednesday, February 24. A galaxy of the top figures in State government have accepted invitations to be present. The Governor will deliver a major address. A "gridiron-type" show is now being polished to perfection, and it is said to be particularly "hot" this year, with a number of State figures getting the ribbing of their lives. The dinner will be held in the DeWitt Clinton Hotel, with an afternoon business meeting in Chancellor's Hall.

Before the meeting starts, the various conference and departmental groups in the Association will meet to consider their specific problems. The Correction officers Conference is scheduling the setting up of a year-long program. The Mental Hygiene Employees

Association will also meet on the morning of the 24th.

#### Business Meeting

The business portion of the CSEA meeting will begin at noon. Officers and committees are scheduled to report. Proposed amendments to the CSEA constitution will be considered and acted upon.

John J. Kelly Jr. is scheduled to act as toastmaster at the evening meeting. The Dewey address is expected to be a major opus.

Among those who will appear at the dinner are the Governor's staff, including R. Burdell Bixby, Harry O'Donnell, Mrs. Lillian Rosse, Rose Marcus; Comptroller J. Raymond McGovern; John O'Connell, head of the ABC Board; Oscar M. Taylor, president of the State Civil Service Commission; Alexander A. Falk, Commission member; and at least 20 legislators.



STATE ELIGIBLE LISTS

STATE Open-Competitive

Table listing eligible candidates for various positions such as Biochemist, Junior Civil Engineer, Assistant Mechanical Construction Engineer, and Junior Draftsman. Includes names, addresses, and scores.

Central Conference, Syracuse Chapter, Hear Legislative Review, Get Word of Backing From Solons

SYRACUSE, Feb. 15 — Three State legislators, a bevy of local officials, the entire executive contingent of the Civil Service Employees Association, and more than 250 employee representatives graced the combined workshop-meeting-dinner of the Central Conference and the Syracuse chapter, CSEA, on Saturday, February 6, at the Onondaga Hotel.

- The major events of the day included: 1. Statements of backing from the legislators for employee wage aims; 2. Review of civil service legislation by John J. Kelly, Jr.; 3. A plan for leadership development, outlined by Ray G. Castle, president of the Syracuse chapter; 4. A dinner-dance that all hands agreed was one of the best ever held by a State employee group.

Afternoon meetings were presided over by Charles Methe and George Riley, officers of the Central Conference, who acted in the absence of Conference chairman Helen Musto, who was ill. The evening festivities were supervised by John Smith, of the Syracuse chapter. On the dais at the evening meeting were: Senator John H. Hughes, Assemblyman Searles G. Shultz, Assemblyman Lawrence M. Rullison, and a group of CSEA officials, including: John F. Powers, president; Charlotte Clapper, secretary; Jesse B. McFarland, past president and now chairman of the legislative committee; Charles Methe, executive board member. Also on the dais were Helen Hanley, who was chairman of the committee arranging the event; Mr. Castle and Mr. Smith. Two former Syracuse mayors were at the dinner.

Kelly Reviews Bills During the afternoon, at a joint legislative meeting of the county and State groups, John Kelly reviewed the history of salary negotiations to date, telling the group what arguments the employee representatives had presented, and that the Administration had not yet come up with a concrete pay proposal. He expected one Monday, February 8, however. Mr. Kelly also reviewed progress on 42 measures now in the Legislature, explaining the origin of each, the difficulties faced by some, and the expectations of passage. He told the group bluntly: "I think that the amount of the pay raise will be determined by the amount of pressure we generate." He pointed out that State workers needed the assistance of county employees who hold great influence with local legislators. He added that the raises won this year by State workers will influence the pay schedules of county employees. Mr. Kelly called for unity in the organization. "The strength of our program", he said, "is in

58,000 people speaking with one voice."

Senator Hughes, at the evening meeting, lauded the CSEA, saying: "I have seen its increasing power." He added: "Representation of this character is bound to be heard and listened to. You have many friends in the Legislature."

Assemblyman Shultz, speaking for himself and for Assemblyman Rullison, brought forth laughter when he said: "I know why I am here." Mr. Shultz had been made aware of the strong salary push being made by the employees. He spoke of data he had read in the Civil Service LEADER, making it clear that legislators peruse their copies carefully.

John Powers issued a call for unity, and related some of his own problems as president of the growing employee organization. Mr. Powers, employed by the

State Insurance Fund in New York City, travels almost continuously; takes time for Association work out of his own leave; is present at negotiation meetings days, nights and weekends. He also presented certificates to those chapters in the Central Conference who had brought in membership of 80 per cent or better. There were twelve departments that had achieved this goal, four of them boasting 100 per cent membership.

Mr. Castle called for increased integration of civil servants within the community, pointing out that civic activities by public workers would redound to their own good in the long run.

One of the evening's highlights was entertainment provided by six local girls, the Geraldine Arnold Singers. Dancing continued until far into the night.

Correction Men Continue Drive for 40-Hour Week, Half Pay After 25 Years

WOODBOURNE, Feb. 15 — The State Correction Conference, representing prison employees all over the State, will meet at the Hotel Wellington, Albany, on February 22 and 23. Representatives will confer with Correction Commissioner Donovan, in the expectation of settling with him problems which cannot be solved at the institutional level. The Correction Department maintains this arrangement for the purpose of solving grievances.

The agenda has been set up by John Mullaney, of Auburn, who is Conference president. Cornelius Rush of Green Haven is vice

president and Rose Ann McCarthy of Albion is secretary.

Delegates will assemble at 9 A.M. on Monday, February 22, to begin the Conference. The program for 1955 will be planned and discussed. The second Conference day will be set aside for discussions with the Correction Commissioner and election of officers for the following year.

The Conference is actively working toward a 40-hour week for all institution employees without reduction in pay, and 25-year retirement pension at half-pay. Harry Dillon of Auburn is chairman of the pension committee.

Mental Hygiene Group Uses Ads in Campaign

An advertising campaign of the Mental Hygiene Employees Association called for ads to appear in newspapers throughout the State—including Albany, New York City, Long Island, Buffalo, Poughkeepsie, Rochester, Syracuse and Utica. The ads, calling for the 40-hour week at 48 hour pay in institutions, is part of the campaign by institutional employees for improvement of their wage-hour condition.

Emil Impresa, of Brooklyn State Hospital, who is publicity chairman of the Mental Hygiene Employees Association, extended

thanks to the Metropolitan Conference of the Civil Service Employees Association and the following CSEA chapters which contributed funds to the campaign: Brooklyn State Hospital, Kings Park State Hospital, Rockland State Hospital, Binghamton, Middletown State Hospital, Wassaic State School, Hudson River State Hospital, Willowbrook State School, Creedmoor State Hospital and Manhattan State Hospital.

"We hope that the other State institutional employees will get behind this campaign," Mr. Impresa said.

West Conference Hears Notables

BUFFALO, Feb. 15—In afternoon and evening meetings, the Western Conference, Civil Service Employees Association, heard discussions of a variety of employee problems. Dominant note dealt with the salary situation.

The meeting was held on Saturday, January 30, at the Park Lane Hotel.

Jesse B. McFarland, past president of the Association, described the salary situation. Speaking from his many years' experience as a salary negotiator, Mr. McFarland was able to describe the workings of current negotiations. State Senator John E. Cooke, chairman of the Senate Civil Service Committee, also addressed the assemblage.

Gerry Noonan, Foster Speak Evening speakers were Civil Service Commissioner Louise C. Gerry, Assemblyman Leo P. Noonan, and Dr. R. A. Foster, Deputy Mental Hygiene Commissioner. Dr. Foster, at one time superintendent of Gowanda State Hospital, had been an active member of the Western Conference.

During the afternoon, county chapters in the area held a workshop. Discussions were led by Joseph McKenzie and George Fischel of the Erie chapter, and Vernon A. Tapper, of the Onondaga chapter. The county chapters joined the State Conference at dinner.

Employee Activities

Manhattan State Hospital

BALLOTS for the election of officers of Manhattan State Hospital chapter, CSEA, have been distributed. Filled-out ballots should be deposited in either of the ballot boxes, in the main community store, before 6 P. M. on Wednesday, February 17. If any member did not receive a ballot, or lost it, another may be secured from John Ryan, nominations chairman, in Mabon 6. Ballots will be counted and election results announced at the chapter meeting February 17, in the basement of the amusement hall.

Four guest speakers will attend the meeting, including Emil Impresa, president of Brooklyn State Hospital chapter, and Charles R. Culyer, CSEA field representative.

Attendance was at the last chapter meeting was almost 90 persons; more are expected at the February 17 meeting.

Tompkins

MEMBERS of the Tompkins County chapter, CSEA, who attended the county workshop and dinner at Syracuse were President Allan Marshall, Doris Repper, Harriett Chaffee, Kenneth Herrmann and James N. Crone. Speedy recovery is wished Wal-

ter D. Armstrong, Town of Newfield Highway, who is hospitalized. Sorry to hear that John Goodwin of County Highway broke his ankle.

John Powers of County Highway has returned to work after a long illness.

Employment, NYC and Suburbs

ON FRIDAY of this week, the curtain will go up on the first annual dance of the Employment chapter, NYC and Suburbs, at the Hotel McAlpin, NYC. The cast includes everyone in the Division, friends and relatives. There will be dancing to the rhythms of Leonard Nelson and his orchestra, as well as square dancing.

The Employment Division is too large for weekly or monthly social activities, so everything has gone into making this affair something to remember.

See your LO representative for tickets, \$2 each.

Chautauqua

CHAUTAQUA chapter, CSEA, is giving a dinner on Thursday, February 25 at 7:30 P.M., at the Masonic Temple, Jamestown, to honor members with 25 years or more service. Mrs. Fannie E. Pandt is chairman. Tickets are available in all departments.

Where to Apply for Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArcley 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., Thursdays and Fridays, 9 to 5. All of foregoing applies to exams for county jobs.

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

NYC does not issue blanks by mail or receive them by mail except for nationwide tests, and then only when the exam notice so states.

The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

# Apply for These NYC Jobs

The following NYC exams are open for receipt of applications. Last filing date is Thursday, February 18.

Candidates must be U. S. citizens and residents of NYC for three years prior to appointment, unless otherwise indicated.

Applications may be obtained, and filled-in forms filed, at 96 Duane Street, NYC. Unless otherwise indicated, application may not be made by mail.

## NYC Open-Competitive

**7115. ASSISTANT ELECTRICAL ENGINEER (RAILROAD SIGNALS)**, \$4,771; one vacancy in NYC Transit Authority. Exempt from NYC residence requirement. Requirements: bachelor's degree in engineering and three years' railway signal engineering experience; or equivalent. Fee \$4. (Thursday, February 18).

**6964 (amended). CAPTAIN (SLUDGE BOAT)**, \$5,360; two vacancies. Requirements: U. S.

Coast Guard license as master of coastwise steam or motor vessels, 1,500 gross tons; or a better license; endorsement as pilot, first class on waters sailed by sludge boats. Fee \$5. (Thursday, February 18).

**6836. CHIEF ARCHITECT**, \$12,000; one vacancy in Department of Education. Requirements: bachelor's degree in architecture and ten years' experience in supervision of projects equal in size to schools built by Board of Education, five years of which must have been in connection with building design, plans and specifications; or equivalent; State registration as architect. Fee \$5. (Thursday, February 18).

**6908 (amended). CLIMBER AND PRUNER**, \$3,350; 30 vacancies in Department of Parks. Requirements: six months' experience; or intensive training course; or equivalent; maximum age, 35, except for veterans. Fee \$3. (Thursday, February 18).

**6962 (amended). CHIEF MATE**, \$4,625; two vacancies. Requirements: U. S. Coast Guard license as chief mate of coastwise steam or motor vessels, 1,500 gross tons; or better license. Fee \$4. (Thursday, February 18).

**6983. DECKHAND**, \$3,760; four vacancies. Requirements: nine months' experience as deckhand; or equivalent; maximum age, 45, except for veterans. Fee \$3. (Thursday, February 18).

**6984. ELEVATOR OPERATOR**, \$2,485. Requirements: six months' experience as elevator operator in office building or apartment house or store in which the operation of elevators is under director of starters. Fee \$2. (Thursday, February 18).

**6950. FOREMAN, GRADE 2**, \$3,386; four vacancies. Requirements: either (a) two years' recent experience; or (b) one year of recent experience, plus training in approved vocational or trade school. Six months' experience will be credited for each year of training; maximum age, 55, except for veterans. Fee \$3. (Thursday, February 18).

**7058. HOUSING CARETAKER**, \$2,505; 250 vacancies in NYC Housing Authority. Exempt from NYC residence requirement. Men only. No educational or experience requirements. Fee \$2. (Thursday, February 18).

**7045. JUNIOR DRAFTSMAN**, \$3,260; 18 vacancies in Board of Estimate, Departments of Education, Sanitation and Tax, NYC Housing Authority, and Queens Borough President's Office. Education and HA employees are exempt from NYC residence requirements. Requirements: high school graduation and one year's drafting experience; or equivalent. Fee \$3. (Thursday, February 18).

**6947 (amended). SCOWMAN**, \$3,260; 34 vacancies. No educational or experience requirements; performance test. Fee \$3. (Thursday, February 18).

**6959 (amended). SECOND MATE**, \$4,195; four vacancies. Requirements: U. S. Coast Guard license as second mate of coastwise steam or motor vessels, 1,500 gross tons; or better license. Fee \$4. (Thursday, February 18).

**7042 (amended). BOOKKEEPER**, \$2,350. No formal educational or experience requirements; written test. Fee \$2. (Thursday, February 18).

**7007. PROBATION OFFICER, GRADE 1 (1st filing period)**, \$3,565; 25 vacancies. Jobs with City Magistrates Courts and Court of Special Sessions. Requirements: bachelor's degree and either (a) master's degree or certificate from school of social work, or (b) two year's full-time paid case work experience in social case work agency; age limits, 21 to 55, except for veterans (persons less than 21 may apply, but will not be appointed until their 21st birthday.) Fee \$3. (Open until further notice).

## NYC Promotion

Candidates in NYC promotion exams must be present, qualified employees of the department mentioned. Last day to apply is given at the end of each notice.

**7086. ARCHITECT (Prom.)**, Department of Hospitals, \$5,846 to \$7,090. Six months as assistant architect; State registration as architect. Fee \$5. (Thursday, February 18).

**7037. BRIDGE AND TUNNEL SERGEANT (Prom.)**, Triborough Bridge and Tunnel Authority, \$4,751 to \$5,830. Six months as

bridge and tunnel officer. Fee \$4. (Thursday, February 18).

**7018. CIVIL ENGINEER (Prom.)**, Department of Sanitation, \$5,346 to \$7,090. Six months as assistant civil engineer or assistant civil engineer (sanitary); bachelor's degree in engineering and six years' sanitary engineering experience; or equivalent; State professional engineer's license. Fee \$5. (Thursday, February 18).

**7033. ELEVATOR MECHANIC (Prom.)**, Department of Public Works, \$20.24 a day; two vacancies. Six months as elevator mechanic's helper. Fee 50 cents. (Thursday, February 18).

**7082. HEALTH INSPECTOR, GRADE 3 (Prom.)**, Department of Health, \$4,016 to \$4,645. Six months as health inspector, grade 2. Fee \$4. (Thursday, February 18).

**7004. SENIOR CHEMIST (Prom.)**, Department of Education, Queens Borough President's Office, NYC Transit Authority, \$4,961 and over. Six months as chemist. Fee \$4. (Thursday, February 18).

# Exam for Jobs In VA Kitchens

The Veterans Administration is seeking kitchen helpers (male), \$2,420 a year, for jobs at the VA Hospital, Brooklyn. There are no educational or experience requirements, but credit will be given for experience in kitchen or mess hall duties.

The exam is open to veterans only.

There is no upper age limit. Men past 70 will be hired on a temporary basis.

Both full-time and part-time jobs will be filled from the exam. Full-time employees work an eight-hour five-day week. Part-time employment is for four hours a day, five days a week.

Kitchen helpers assist in the preparation of foods for cooking and service; assist with cooking and baking; serve personnel and patients; set and clear dining room tables; wash dishes, kitchen utensils and equipment; and clean and scrub kitchen, dining room, store room, refrigerators.

Apply to the Board of U. S. Civil Service Examiners, VA Hospital, Brooklyn 9, N. Y. Last day to submit filled-out forms is Wednesday, February 24.

# TRANSIT POLICE TEST SET FOR FEB. 20

A total of 7,432 men will be called to the NYC transit patrolman written test at four City high schools on Saturday, February 20. The jobs pay \$3,725 to start.

# Legislative Annual

The New York State Legislative Annual (1953 session) is a valuable reference work for every organization of civil service employees.

It gives the governor's message, memoranda of comptroller's committee on Social Security and related pension problems; memoranda of department of audit and control; recommendations of public and private groups; lists of standing commissions and committees.

A full report of the Preller Commission on Civil Service Law Revision will be supplied free as long as the supply of Preller report copies lasts.

Legislative Annual — \$7.50. The LEADER, 97 Duane St., New York 7, N. Y.

## ADVERTISEMENT

### HOW TO RETIRE SOONER by earning a small income

Government figures prove you need much less money if you retire to the country, and now a new book shows over and over again how to make the money you do need, whether you retire with or without a lot of money in the bank.

Fred Tyler's **HOW TO MAKE A LIVING IN THE COUNTRY** is "virtually a blue print for the retired man or woman wanting to make their own way," says the Chicago Daily News.

With this book, you learn:

- how to make the most income from tourist cabins and a trailer camp (including where to locate for the most business at highest rentals);
- what to do to earn \$3000 a year from a week end roadstand (even if you never raise a green thing);
- how 500 chickens will bring you a fine living on your own bit of land;
- the best way known to learn which business to start;
- the only sure way to get a good buy in a business put up for sale;
- how a \$2500 investment in a part-time business will bring you all the income a retired family may need in the country.
- the dozens and dozens of other dignified, easy to start part-time enterprises that pay well in the country (from renting out equipment for week end farming to dozens of other profitable ideas).

Read this 75,000 word book now. Check off the ways you'd like to earn a small income in the country. See how easily they make retirement possible for you — now. Despite its big size, **HOW TO MAKE A LIVING IN THE COUNTRY** costs only \$1. Money back, of course, if not satisfied. For your copy, use coupon below.

### Bargain Paradises of the World

Do you know where to find an island right near the U.S. so nearly like Tahiti in appearance, beauty, and color even the natives say it was made from a rainbow? (And that costs here are so low you not only reach it but also stay a while for hardly more than you'd spend at a resort in the U.S.)

Do you know where to find the world's best mountain hideaways or its most dazzling surf-washed coastal resorts, where even today you can live for a song?

Do you know where it costs less to spend a while, the surroundings are pleasant, and the climate well nigh perfect in such places at Guatemala, Mexico, the West Indies, Peru, France, along the Mediterranean, and in the world's other low cost wonderlands?

Or if you've thought of more distant places, do you know which of the South Sea Islands are as unspoiled today as in Conrad's day? Or which is the one spot world travelers call the most beautiful place on earth, where two can live in sheer luxury, with a retinue of servants for only \$175 a month.

**Bargain Paradises of the World**, a big new book with about 100 photos and 4 maps, proves that if you can afford a vacation in the U.S., the rest of the world is closer than you think. Authors Norman D. Ford and William Redgrave, honorary vice presidents of the Globe Trotters Club, show that the American dollar is respected all over the world and buys a lot more than you'd give it credit for.

Yes, if you're planning to retire, this book shows that you can live for months on end in the world's wonderlands for hardly more than you'd spend for a few months at home. Or if you've dreamed of taking time out for a real rest, this book shows how you can afford it.

In any case, when it can cost as little as \$24.50 from the U.S. border to reach some of the world's Bargain Paradises, it's time you learned how much you can do on the money you've got. Send now for **Bargain Paradises of the World**. Price \$1.50. Use coupon to order.

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If You Want a Vacation You Can Afford

Florida needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want it's Norman Ford, founder of the world-famous Globe Trotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, **Norman Ford's Florida**, tells you, first of all, road by road, mile by mile, everything you'll find in Florida, whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Always he names the hotels, motels, and restaurants where you can stop for the best accommodations and meals at the price you want to pay. For that longer vacation if you let Norman Ford guide you, you'll find a real "paradise"—just the spot which has everything you want.

Of course, there's much more to this big book.

If You Want a Job or a Home in Florida

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If You Want to Retire on a Small Income

Norman Ford tells you exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you to take life easy now.

Yes, no matter what you seek in Florida—whether you want to retire, vacation, get a job, buy a home, or start a business, **Norman Ford's Florida** gives you the facts you need to find exactly what you want. Yet this big book with plenty of maps and well over 100,000 words sells for only \$2 — only a fraction of the money you'd spend needlessly if you went to Florida blind.

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I have enclosed \$..... (cash, check, or money order). Please send me the books checked below. You will refund my money if I am not satisfied.

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## LEGAL NOTICE

AT A Special Term, Part 2 of the City Court of the City of New York, held in and for the County of New York, at the Courtroom, 32 Chambers Street, City and State of New York, on the 5th day of February, 1954.

PRESENT: Hon. Arthur Markewich Justice.

In the Matter of the Application of HELEN CHARIN SOMBERG in behalf of ROBERT CHARLES STARK for leave to change his name to JOHN CHARIN SOMBERG.

On reading and filing the petition of HELEN CHARIN SOMBERG, verified the 29th day of December, 1953, praying for a change of name of Robert Charles Stark, an infant, to John Charin Somberg, the affidavit and consent of NATHAN SOMBERG, sworn to the 29th day of December, 1953, birth certificate No. 39212 of Robert Charles Stark, and due notice of this application having been given to IRVING GILBERT STARK, the father of the above-named infant, Robert Charles Stark, by service of a copy of the papers herein upon him at his last known address outside the State of New York, by mailing same by registered mail, return receipt requested, on the 29th day of December, 1953 and same appearing to the court to be sufficient notice of this application and in accordance with the provisions of Section 62 of the Civil Rights Law of this State of New York and further notice being dispensed with; and on the consent of Irving Gilbert Stark and it further appearing that the infant, Robert Charles Stark, was born in the County and City of New York, State of New York, on October 8, 1948 and the number of his birth certificate is 39212; and the court being satisfied that said petition is true and it 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 best interests of the said infant will be substantially promoted by the change of name.

NOW, on the motion of STULTZ & GARBEL, ESQS., attorneys for the petitioner

ORDERED that the said infant, ROBERT CHARLES STARK be and he hereby is authorized to assume the name of JOHN CHARIN SOMBERG in the place and stead of his present name on the 17th day of March, 1954 upon compliance with the provisions of Article 6 of the Civil Rights Law of the State of New York, namely, that the petitioner cause this order and the papers upon which it was granted to be filed in the office of the clerk of the City Court of the City of New York, County of New York, within 10 days from the date hereof and that within 10 days from the date of the entry of said order, the petitioner cause a copy of this order to be published in The Civil Service Leader and that within 40 days after the making of this order proof of such publication by affidavit be filed with the clerk of this court and after such requirements are complied with, the said ROBERT CHARLES STARK shall, on and after the 17th day of March, 1954, be known as and by the name of JOHN CHARIN SOMBERG, which he is authorized to assume, and by no other name.

ENTER A. M. J.C.C.

CITATION: The People of the State of New York, By the Grace of God, Free and Independent — TO: LEON KASMAN, an infant over 14 years of age; being the persons interested as creditors, next of kin or otherwise in the estate of STEFA FORDONSKI KASMAN, also known as STEFA (STEFANIA) FORDONSKA KASURAN, deceased, who at the time of her death was a resident of Poland, Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of March 1954, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, on the 4th day of February in the year of our Lord one thousand nine hundred and fifty-four.

PHILIP A. DONAHUE Clerk of the Surrogate's Court

# REAL ESTATE

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Beautifully furnished plus complete kitchenette  
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REFERENCES REQUIRED. CALL  
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Excellent neighborhood, attractive limestone, modern kitchen, tile bath, all large rooms, parquet floors. Wall to wall broadloom in living room. Finished basement. Steam by oil; one block off Eastern Parkway.  
\$14,900 Terms

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Large 2 family, solid brick, excellent condition, nice neighborhood, good income, steam by oil. Floor vacant. Price \$12,500—Cash \$3,000

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GL. 2-7610

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**6 FAMILY — BRICK**  
ONLY \$975 CASH  
NO MORTGAGE  
VACANT — 26 ROOMS

6 family, 3 story brick, 6 kitchens, 6 baths, parquet floors, brass plumbing, owner will decorate entire house, nice block, near subway, beautiful home, plus income. Easy payments arranged.

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ONLY \$950 CASH  
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2 buildings, 50x100, fully detached, parquet floors, oil heat, new appliances, good for rooming house, near subway. Low easy terms arranged.

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11 ROOMS  
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Detached, 10 rooms, 2 baths, parquet floors, big back yard, new oil burner, new brass plumbing, combination sinks, new bathroom, building practically new, price reduced. Easy terms arranged.

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**READ THIS FIRST FOR THE BEST HOME VALUES IN QUEENS**

**SOUTH OZONE PARK**

3 story solid brick, 1 family dwelling, 7 large rooms (4 bedrooms), parquet floors throughout, modern tiled bath, sunken tub, steam heat, oil burner, 1 car brick garage. Cash for veterans \$990.

\$9,990

**UNIONDALE**

1 1/2 story detached brick veneer and frame, 4 year old, 1 family bungalow, 4 1/2 sunfilled rooms, modern Hollywood tiled bath, modern kitchen, formica cabinets, tabletop gas range, ample closets, expansion attic for 3 additional rooms, oak floors throughout, steam heat, oil burner, 50 x 100 landscaped plot, \$900 down payment for veterans, G. I. mortgage \$10,000.

\$10,990

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**HUGO R. HEYDORN**

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Jamaica 6-0787 - JA. 6-0788 - JA. 6-0789

CALL FOR APPOINTMENTS TO INSPECT

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**BAISLEY PARK**  
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Lovely detached 8-room bungalow, walk-in closets, covered with modern asbestos siding. Combination windows and 2-car garage. A beauty and steal at this price!

G. I. \$990 DOWN

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\$9,490

6 rooms, garage, steam heat, parquet flooring, insul brick covering, many extras including refrigerator, screens and storm windows.

G. I. \$500 DOWN

A large selection of other choice homes in all price ranges

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Mortgages and Terms Arranged

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**S. Ozone Park . . . . . \$7,990**  
1 family, 5 rooms and sun porch, detached home. Oil heat, plot 30 x 100, Venetian blinds, storm windows and screens throughout. Other features. Cash for G. I. \$990.

**Merrick Park . . . . . \$10,500**  
2 family, 10 rooms, detached home Oil heat and leads of other features. Cash to all, \$1,500.

**Baisley Park . . . . . \$14,250**  
2 family, 8 rooms, detached home. Lot 50 x 100, 3 modern tile baths, finished basement, 2 refrigerators, 2-car garage, Venetian blinds, storm windows and screens, leads of other features. Cash to all, \$3,000.

**Hollis . . . . . \$13,500**  
1 family detached, 8 room stucco bungalow. Glowing parquet floors, oil hot water heat, wood-burning fireplace, Venetian blinds, storm windows, screens, 2-car garage, large plot 50 x 100. Fruit trees and other features. Cash \$2,000 to a reliable buyer.

**MALCOLM BROKERAGE**

106-57 New York Blvd.  
Jamaica 5, N. Y.  
RE. 9-0645 — JA. 9-2254

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Own Your Own Home

**SPECIAL**

**ST. ALBANS**  
\$9,999

3 FAMILY  
2 APTS.—3 UP, 4 DOWN  
VALUE — PLUS

**ADDISLEIGH PARK**

6 rooms and sun porch. Solid brick, 40x100 landscaped plot; oil, parquet floors. No finer buy anywhere. Perfect home near all facilities.  
G.I. \$1,500 PRICE \$15,500

**SO. OZONE PARK**  
\$7,500

Six rooms with side drive; 1 car garage; oil heat; house in excellent condition; good location. A lovely buy.

G. I. \$800

**SPRINGFIELD GARDEN**

7 ROOMS  
4 BEDROOMS  
SIDE DRIVE  
PLOT 60x100  
OIL

Ask For This Special  
G.I. \$1,700  
Price \$11,700

For every type home call

**Arthur Watts, Jr.**

312-32 175 Place, St. Albans  
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9 AM to 7 PM Sun. 11-6 PM

**BROOKLYN**

**FOR SALE EVERYONE A GOOD INVESTMENT**

**HERKIMER ST.**, nr. Howard. 2-story and basement; good condition. Price \$8,000. Cash, \$700.

**GATES AVE.** nr. Stuyvesant Ave., 4-story, brick, steam heat, oil, 4 apts. and store. Price \$11,000. Cash \$1,500.

**HALSEY ST.** nr. Ralph Ave., 6 family, brick, cold water, 5 room apt. vacant. Price \$11,000. Cash \$2,250.

**L. A. BEST**

Glenmore 5-0575  
36 Ralph Ave. (near Gates Ave.), Brooklyn

**Do You Need Big Cash?**

**NO! — Only Small Cash for G. I.'s**

**DETACHED COTTAGE . . . . . \$6,400**

FULLY DETACHED & SHINGLED  
1 family, 3 1/2 rooms, only good for couple or small family. New oil heater, modern kitchen, oversize garage, private driveway, N. 106.

**3 BEDROOM HOME . . . . . \$8,700**

FULLY DETACHED & SHINGLED  
1 family, 6 1/2 rooms, sidewalk entrance, modern kitchen, private driveway, garage, 3 blocks to school and shopping. A-1 condition throughout. No. 59.

**NOW VACANT . . . . . \$9,900**

FULLY DETACHED & SHINGLED  
7 room house plus expansion attic, house needs painting, but otherwise is in very good condition. Hot water heating, private driveway, oversized garage. Ask for ESSEX SPECIAL

ATTENTION: All veterans must bring original discharge papers, \$100 "good faith" deposit, in order to purchase a home. PLEASE NOTE: We have many other selected homes, that can be bought with from \$200 to \$500 cash down payment for veterans.

ALL HOMES AVAILABLE ON ESSEX LAYAWAY PLAN

**ESSEX**

88-32 138th STREET, JAMAICA  
100 feet North of Jamaica Ave. on Van White Blvd. — Call for detail driving directions. Open everyday.

AX. 7-7900

**OUTSTANDING VALUES**

**SOUTH OZONE PARK**

ONE FAMILY, small down payment. Lovely solid brick, 6 1/2 large rooms (3 very nice size bedrooms), A-1 condition, garage, situated in a neighborhood of new homes. Seller will take back mortgage. Price. **\$9,900**

**Chappelle Gardens**  
Hollis

One Family with income. Lovely 8-room home with finished basement, 3 complete kitchens, 2 complete baths, newly decorated, brand new roof, new combination screens and storm windows, new oil steam unit with a double capacity oil tank, garage, excellent neighborhood. Price . . . . . **\$13,200**

**St. Albans**

Solid brick, legal two family. Attractive, detached, one 4 1/2 room apartment with 2 bedrooms. One 3 room apartment, log-burning fireplace, 2 car garage, spotlessly clean and neat. Both apartments vacant on title. Beautiful residential section. Price . . . . . **\$15,750**

We Can't advertise them all . . . These are only a few of many outstanding values. If you want a home . . . We have it ! ! !

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**TOP VALUES IN HOMES**

**SPRINGTIME SPECIALS—JAMAICA:** Fully detached, 1 family, containing 5 large modern rooms, steam heat, garage, good location, many extras. . . . . **\$8,000**

**2 FAMILY DETACHED** 4 rooms down, 3 up; modern kitchens and baths; steam heat, garage. Must be seen today. . . . . **\$10,500**

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147th St. and 4th Ave.  
New brick, 6 room ranches, side hall, garage, hot water oil heat, oversize plot.  
**\$19,200**

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**ST. ALBANS**

**2 FAMILY**  
One 5 and one 4 Room apt. All brick, full basement. Plot 40x00, side drive, garage. Immaculate condition.  
**BARGAIN — \$10,999**

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**BE A PROUD HOME OWNER**

Investigate these exceptional buys.

- \* BERGEN ST. (Grand) — 3 family, 14 rooms. Price \$5,000.
- \* CLASSON AVE. (Herkimer) — 2 family, store. Price \$4,000.
- \* CAMBRIDGE PL. — 10 rooms. Cash \$4,000.
- \* MONROE ST. — 3 story and basement, brick, oil. Price \$13,000. Cash \$1,500.
- \* QUINCY ST. (Throop) — 2 family, oil, steam, \$1,500 down.
- \* CARROLL ST. (Kingston) — 3 story brick. Terms arranged.
- \* ST. MARKS AVE. — 16 family, good income. Terms arranged.

Many SPECIALS available to G.I. DON'T WAIT. ACT TO DAY

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# Exams Now Open For State Jobs

## STATE Open-Competitive

The following State open-competitive exams are now open for receipt of applications. Last day to apply is given at the end of each notice.

Unless otherwise stated, candidates must be U. S. citizens and residents of New York State.

**0001. ASSISTANT DISTRICT SUPERVISING PUBLIC HEALTH NURSE**, \$4,053 to \$4,889; four vacancies. Open nationwide. Requirements: (1) nursing school graduation and State professional nursing license; (2) bachelor's degree including or supplemented by public health nursing courses in supervision; (3) either (a) three years of public health nursing experience, including two years under nursing supervision, or (b) equivalent. Fee \$3. (Friday, March 5).

**0002. ATTENDANT**, Tenth Judicial District, \$2,616 to \$3,581

### LEGAL NOTICE

**WEATHERPROOFING BROADWAY OFFICE BUILDING**  
373 BROADWAY  
NEW YORK CITY

### NOTICE TO BIDDERS

Sealed proposals for Weatherproofing South Elevation of Building, Broadway Office Building, 373 Broadway, New York City, in accordance with Specification No. 18318 and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., until 2:00 o'clock P.M., Eastern Standard Time, on Thursday, March 4, 1954, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawing and specification may be examined free of charge at the following offices: State Architect, 370 Broadway, New York City

State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.  
District Engineer, 109 N. Genesee St., Utica, N. Y.  
District Engineer, 301 E. Water St., Syracuse, N. Y.  
District Engineer, Barge Canal Terminal, Rochester, N. Y.  
District Engineer, 65 Court St., Buffalo, N. Y.  
District Engineer, 30 West Main St., Hornell, N. Y.  
District Engineer, 414 Van Duzee St., Watertown, N. Y.  
District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.  
District Engineer, 71 Frederick St., Binghamton, N. Y.  
District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit for each set of \$5.00 or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.  
DATED: 2-5-54  
MFM/N

for 48-hour week. Vacancies at Central Islip, Pilgrim, Kings Park and Creedmoor State Hospitals. Open to residents of Nassau, Queens and Suffolk Counties only. Requirements: ability to speak, read and write English understandably; experience as medical corpsman, practical nurse or attendant desirable but not essential. Fee \$1. (Friday, March 5).

**0003. ASSOCIATE BIOPHYSICIST**, \$6,088 to \$7,421; one vacancy in Division of Labs and Research, Department of Health, Albany. Requirements: (1) master's degree in physics or biophysics; (2) four years' experience in physical sciences, of which two years must have been in field of instrumentation; and (3) either (a) one more year's experience, or (b) doctor's degree in physics or biophysics, or (c) equivalent. Fee \$5. (Friday, March 5).

**0004. ASSISTANT BUILDING ELECTRICAL ENGINEER**, \$4,964 to \$6,088; two vacancies expected in Department of Public Works, Albany. Requirements: (1) high school graduation or equivalent; (2) one year's professional engineering experience in preparation, inspection and checking of electrical lay-outs on building; and (3) either (a) bachelor's degree in electrical engineering plus one more year's experience and one year's experience assisting in such work; or (b) master's degree in electrical engineering plus one more year of either type of experience, or (c) five years' experience assisting in such work and one year of professional experience, or (d) equivalent. Fee \$4. (Friday, March 5).

**0005. JUNIOR BUILDING ELECTRICAL ENGINEER**, \$4,053 to \$4,889; two vacancies in Department of Public Works, Albany. Requirements: (1) high school graduation or equivalent; and (2) either (a) bachelor's degree in electrical engineering plus one year's engineering experience assisting in preparation, inspection and checking of electrical lay-outs on building plans, or (b) master's degree in electrical engineering, or (c) four years' experience assisting in electrical engineering work plus one more year of above experience, or (d) equivalent. Fee \$4. (Friday, March 5).

**0006. ASSISTANT CORPORATION EXAMINER**, \$4,964 to \$6,088; one vacancy in Department of State, Albany. Requirements: (1) admission to New

York State Bar; (2) one year's law experience in organization or reorganization of corporations; and (3) either (a) three years' experience in practice of law, or (b) college graduation and two years' experience in law practice, or (c) equivalent. Fee \$4. (Friday, March 5).

**0007. INDUSTRIAL FOREMAN (PRINTING)**, \$3,571 to \$4,372; one vacancy at Sing Sing Prison. Requirements: five years' experience as printer, of which one year must have been in supervisory position. No written test. Fee \$3. (Friday, March 5).

**0008. ANIMAL INDUSTRY AIDE**, \$2,931 to \$3,731; one vacancy in Department of Agriculture and Markets, Albany. Eligibles may also be appointed as dog licensing agent, \$2,931 to \$3,731. Requirements: (1) two years of general inspection experience involving regular contacts with farmers or rural groups; and (2) either (a) two more years' experience, or (b) high school graduation or equivalent, or (c) equivalent. Fee \$2. (Friday, March 5).

**0009. COURT STENOGRAPHER**, Fourth Judicial District, \$9,570; one vacancy in Supreme Court. Candidates must be legal resident for at least four months before exam date, of counties of Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, St. Law-

rence, Saratoga, Schenectady, Warren or Washington. Requirements: either (a) three years' experience in general verbatim reporting; or (b) two years as court reporter in any court in New York State; or (c) equivalent; or (d) State certified shorthand reporter. Fee \$5. (Friday, March 5).

**8218. ASSOCIATE ACTUARY (CASUALTY)**, \$6,801 to \$8,231. One vacancy in Insurance Department in NYC. Open nationwide. Requirements: (1) three years' experience as casualty or accident and health insurer and (b) completion of any four of (a) the four parts of the associateship exam or (b) the four parts of the fellowship exam of the Casualty Actuarial Society. No written test. Fee \$5. (Saturday, February 20).

**101. SENIOR PATHOLOGIST**, \$6,801 to \$8,231; one vacancy each at Manhattan, Willard and St. Lawrence State Hospitals and Rome State School, Department of Mental Hygiene; two vacancies in Department of Health labs, Albany. Open nationwide. No written test. Requirements: (1) graduation from medical school, completion of internship and State license to practice medicine; and (2) two years' training and experience in pathology, chemistry, bacteriology and allied subjects subsequent to medical school graduation. (No closing date).

## STATE Promotion

Candidates in the following State promotion exams must be present, qualified employees of the department or unit mentioned. Minimum requirements for taking the exam are given. Last day to apply appears at the end of each notice.

**9901. EMPLOYMENT SECURITY SUPERINTENDENT (Prom.)**, \$6,801 to \$8,231. One year as assistant employment security superintendent, associate employment manager or senior administrative assistant, in Division of Employment. Fee \$5. (Friday, March 5).

**9902. EMPLOYMENT SUPERINTENDENT (Prom.)**, Division of Employment, \$6,801 to \$8,231. Same requirements as 9901, employment security superintendent. Fee \$5. (Friday, March 5).

**9903. UNEMPLOYMENT INSURANCE SUPERINTENDENT (Prom.)**, Division of Employment, \$6,801 to \$8,231. One year as assistant employment security superintendent, senior unemployment security superintendent, senior unemployment insurance manager, senior employment security manager, senior employment security manager or senior administrative assistant. Fee \$5. (Friday, March 5).

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(OPPOSITE CUSTOM HOUSE)

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# Revision of Charter, Right Of NYC to Do Own Taxing Asked in Democrats' Report

The Temporary State Commission to Study the Organizational Structure of the City of New York has presented bills to the Legislature as its final act. The four principal objectives: 1, powerful City Administrator (the powers of the present one are largely advisory); 2, enlarged duties for the Deputy Mayor; 3, adoption of a performance budget; and 4, a new Department of Personnel Ad-

ministration appointed by the Mayor and the NYC Civil Service Commission, under control of the City Administrator.

**Panuch's Realism**  
The Commission was headed by Devereux C. Josephs, president of the New York Life Insurance Company.

Commissioner J. Anthony Panuch, a Commission member, formerly special counsel to the Securities and Exchange Commission Corporate Reorganizations, and counsel to the President's 1945 committee on government reorganization, concurred with the majority, with reservations.

A minority report was submitted by Senator Arthur Wachtel (D., Bronx) and Assemblyman Ludwig Teller (D., New York). Mr. Panuch said the majority report "does not give the people of New York the true picture of why there has not been and is not likely to be—despite the report—any real effort to launch the sweeping reorganization of the City's administration so indispensable to a restoration of the City's solvency." He added that the reorganization "will ultimately require heroic measures—probably far more drastic than the relatively modest proposals which this Commission has recommended and which, apparently, have been rejected."

Thus while agreeing with the majority recommendations, he saw the futility of a State Administration accomplishing such difficulty as charter amendment over the protest of a City Administration of opposite political complexion.

**Two Minority Suggestions**  
Said the minority report: "NYC should have the right, which most large cities have throughout the country, to impose its own taxes, instead of being obliged to beg for moneys from the State each year—moneys to which the City is entitled as a matter of right."

The minority complained the majority made proposals that invade home rule and asked instead for the appointment of a NYC Charter Revision Commission, as much of the good work of the 1946 Commission is outmoded now.

# U. S. Steno and Typist Jobs Open World Over

The New York State Employment Service is conducting a special recruiting drive until Friday, March 5 to fill 70 stenographer and typist jobs for the U. S. Department of State all over the world. It is the first of its kind undertaken for the State Department. Jobs are in Washington, D.C. and in foreign service, diplomatic and consular posts overseas. Appointees will replace employees who have completed their overseas tour of duty and are to return home, or resign to accept

U.S. employment in other areas. **Minimum Requirements**  
All applicants must comply with rigid personal requirements because of the sensitive nature of the jobs and their location. Besides three years of experience, or the equivalent, the State Department requires that candidates be single, without dependents, between the ages of 21 and 35, pass a physical exam meeting military standards, and be a U.S. citizen of at least five years' standing. Qualified persons will be interviewed by a State Department

recruiter at the Employment Service's Commercial Office, at 1 East Nineteenth Street, NYC. **List of Jobs and Vacancies**  
The following positions will be filled:  
Stenographer and typist—Fifty openings overseas at \$3,150 a year plus rental allowance, cost-of-living allowance, and hardship post differential. Stenographers must take dictation at the rate of 80 words a minute and type 50 words a minute accurately by the touch system. Typists must do 50 words a minute accurately by the touch system.  
Stenographer—Twenty openings in Washington, D.C. at \$2,950 or \$3,175, depending on experience. Applicants must take dictation at 80 words a minute, type 50 words a minute, and be a U.S. citizen over 18.

### LEGAL NOTICE

The undersigned have filed a Certificate of Limited Partnership, in pursuance of 191 of the Partnership Law of New York with the County Clerk for New York County, setting forth the formation effective Jan. 1, 1954 of a Limited Partnership to engage in the general securities and brokerage business under the name of TOWNSEND, DABNEY & TYSON with its principal office at 30 State St., Boston, Mass., and a New York office, c/o Dominick & Dominick, 14 Wall St., N. Y. City. The term of the partnership is indefinite and until terminated by mutual agreement or action of a majority in number of the surviving partners. The name and address of the Limited Partner is John W. Adie, York St., York Harbor, Me. His contribution, which is to be returned on his death or the earlier termination of the partnership is \$35,000 in cash. He has made no agreement to make additional contributions, has no right to demand or receive property other than cash in return for his contribution, or any right to substitute an assignee other than his executors, administrators or the trustee under his will. His share of profits or other compensation by way of income is interest rate of 6% per annum payable quarterly on his contribution and an additional sum as determined by the general partners payable monthly. Additional limited partners may be admitted. There is no priority of any one limited partner over the other limited partners. The remaining general partners may continue the business on the death, retirement or insanity of a general partner during and throughout the term of the partnership. Robert B. Almy, Westfield St., Dedham, Mass.; Howes Burton, Meadow Farm Rd., E. Islip, N. Y.; Thomas N. Dabney, 357 Fox Hill St., Westwood, Mass.; Irving E. Gunn, 63 Prospect St., Melrose, Mass.; James Jackson, Jr., Meadowbrook Rd., Dedham, Mass.; William T. Glidden, Jr., 8 Barnstable Rd., W. Newton, Mass.

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### Park Patrolman Extended to Mar.

The State Civil Service Department has extended until Friday, March 12 the filing period for park patrolman jobs, \$3,411 to \$4,212 a year, with the Long Island and Niagara Frontier State Park Commissions.

There are no experience requirements. Candidates must be high school graduates or the equivalent. Experience may be substituted for high school graduation. Age limits are 21 and 37, minimum height 5 feet 10 inches, minimum weight 150 pounds.

Candidates for the Long Island positions must be residents of Nassau, Queens and Suffolk Counties. Candidates for the upstate jobs must live in Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming Counties.

Apply to the State Civil Service Commission, State offices, at State Office Building or 39 Columbia Street, Albany; Room 2301, 270 Broadway, NYC; State Office Building, Room 212, Buffalo, or local offices of the State Employment Service, until March 12.

### Where to Seek Overseas Jobs

All inquiries about civilian employment overseas with the U. S. Army should be sent to the Chief, Recruitment Branch, Overseas Affairs Division, Office of Civilian Personnel, at the Office of the Secretary of the Army, Old Post Office Building, Twelfth and Pennsylvania Avenues N. W., Washington 25, D. C. Daniel J. Cashin, who headed the NYC office, which was recently closed for recruitment purposes, remains at 346 Broadway as liaison officer between the northeast area and Washington.

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### NYC Caretaker Open Until Feb. 18

Applications are being received up to Thursday, February 18, in the exam for filling caretaker jobs at \$2,505 a year with the NYC Housing Authority.

Men only are eligible. There are no educational or experience requirements, and no specific age limits, so that men between 18 and 70 may apply. Candidates need not be NYC residents. Employees of the Housing Authority are exempt from the City residence requirement. **Written Test May 22**

All candidates will take a written test, tentatively scheduled for Saturday, May 22. It will be designed to evaluate the candidate's general intelligence, aptitude, common sense, ability to follow directions, and knowledge of such subjects as cleaning and assisting in the maintenance of the grounds and areas adjacent to housing projects.

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NEW BILLS IN LEGISLATURE

(Continued from Page 2) S.I. 1357, BRYDGES (Same as A.I. 1658, CURTO) — Provides that member of State Teachers Retirement System after 10 instead of 15 years of total State service, may be retired for disability. In S. Education, A. Ways and Means.

S.I. 1362, PUREY (Same as A.I. 1479, OLLIFFE) — Allows uniformed member of municipal police department additional pay for overtime at rate of 1 1/2 times regular rate. In S. Civil Service, A. Ways and Means.

S.I. 1380, MANNING (Same as A.I. 1614, HATCH) — Authorizes municipalities to adopt and amend local law, ordinance or resolution for monthly supplemental payments to widow of retired employee, which shall not exceed those paid to State retired employees, for period from July 1954 to March 1955; defines widow as one receiving retirement allowance or pension of \$1,000 a year or less. In S. Civil Service, A. Ways and Means.

S.I. 1381, MANNING (Same as A.I. 1667, HATCH) — Provides for determining number of years of allowable and credited service for supplemental pension for State and local teachers and employees who retire before January 1, 1952, with allowance or pension of \$1,000 or less, any fractional part of year in addition to 14 years of service, shall be counted as full year. In S. Civil Service, A. Ways and Means.

S.I. 1402, HATFIELD (Same as A.I. 1211, J. FITZPATRICK) — Strikes out provision that pay of State and municipal employees on per diem basis or other basis of less than 1/2 month shall not be taken into consideration for unemployment insurance benefits. In S. Labor, A. Ways and Means.

S.I. 1410, COOKE (Same as A.I. 1645, WILCOX) — Includes skilled laborer in non-competitive class of civil service in definition of temporary laborers, who may be paid wages without audit, or certificate of Civil Service Department or Commission. In S. Civil Service, A. Ways and Means.

S.I. 1419, VAN LARE (Same as A.I. 1720, WALMSLEY) — Fixes new schedule of allowances for staff of headquarters of National Guard, N. Y. Guard and N. Y. Naval Militia. In S. Defense, A. Ways and Means.

S.I. 1424, MITCHELL — Requires that sum of total service of member of NYC Teachers Retirement System on application for retirement, for leave of absence for maternity shall equal or exceed 35 years with no more than four years of such leaves to be counted in said sum. In S. NYC.

S.I. 1425, MITCHELL (Same as A.I. 1797, BROOK) — Allows member of NYC Employees Retirement System on renewal of membership credit for service rendered as officer or employee of committee of State Legislature, while resident of City, if claimed before July 1, 1954. In S. NYC.

S.I. 1461, LANZILLOTTI — Provides that gross annual pay of State or municipal penitentiary guard or correction officer in competitive class of civil service shall not be less after equal years of service than that paid patrolmen employed by police force within same territorial jurisdiction; excepts pay for special duty. In S. Penal Institutions.

S.I. 1467, MORITT (Same as A.I. 867, in February 9 LEADER).

S.I. 1468, MORITT — Allows member of NYC Teachers Retirement System pension credit for time spent while on leave of absence for maternity up to maximum of seven years' credit. In S. NYC.

S.I. 1492, ERWIN (Same as A.I. 1780, MacKENZIE) — Allows officers and employees of State Legislature additional emergency pay of 6 per cent of regular pay, for fiscal year commencing April 1, 1954, but not more than \$1,000 additional and excepting salaries of more than \$1,000 additional and excepting salaries of more than \$17,500; appropriates \$130,000. In S. Finance, A. Ways and Means.

S.I. 1493, ERWIN (Same as A.I. 1779, MacKENZIE) — Allows officers and employees of State Legislature emergency pay for fiscal year commencing April 1, 1954, of 12 1/2 per cent on first \$2,000, 10 per cent on next \$2,000 and 7 1/2 per cent on balance but not more than \$1,000 additional, and excepting salaries of more than \$17,500; appropriates \$250,000. In S. Finance, A. Ways and Means.

S.I. 1494, ERWIN (Same as A.I. 1782, MacKENZIE) — Allows of-

General Raise Is Slated in NYC; Personnel Director Plan Decided; Labor Relations Dept. Established

Members of the Wagner Administration have informed leaders of NYC employee groups that a general salary increase for City employees will be granted.

How much it will be will depend on what additional revenue NYC can obtain under new legislation to be voted at Albany.

It is foregone that NYC will get some additional taxing powers, and authority for substitution of at least one tax for another to produce more money, and some other additional revenue sources.

While Mayor Wagner sought \$143,000,000 additional for various purposes, of which a pay increase was one, the present prospect is for \$100,000,000, but, whatever it is, NYC employees will get a share.

The salary increase would represent fulfillment of the Mayor's campaign promise to safeguard employees from any reduction of take-home pay because the bonus was frozen into base pay on January 1, and to provide an additional gain. How much such gain would be nobody can closely estimate now.

The average reduction in take-home pay is \$60 a year and arises from the necessity of the employee contributing the same percentage as before, to his annuity account but on a larger amount of base salary, since only base pay figures in annuity contribution computation.

Mayor's Message

The fact that a general raise is on the way was hinted by Mayor Wagner in his recent message to the Council.

The Mayor said, under the heading "City Employees":

"The wage standards of our municipal employees must be improved. The greatest City in the world is entitled to the best people to run it, and we cannot continue to attract such people unless we can pay them adequate wages. Our loyal civil servants, who have continued to devote themselves to the interests of the people despite their low salaries, are entitled to recognition through wage increases which afford them decent standards of living.

"The new reclassification bureau established as a permanent unit of the Municipal Civil Service Commission is already at work on an over-all and modern career and salary plan for City employees. Hearings will commence very soon in regard to several competitive services. The work of this bureau will be speeded up so as to provide as quickly as possible a job reclassification and salary scheme based upon the principle of equal pay for equal work. It will insure the establishment of logical lines of promotion to provide an incentive to civil servants making government their career. It will provide machinery for appeals on job allocation. An adequate staff will be provided to maintain the career and salary plan on a current basis."

Tied in with the pay increase would be the problem of stabilizing and modernizing the Increment Law, but this effort will not be made until after the raise is effective, on July 1, 1955. Three \$200 increments are sought, \$600 instead of present \$480. Whether

the raise would be a flat across-the-board amount, or two or three different flat amounts, depending on pay brackets, or percentages of pay, with a different percentage for, say, each of three different pay groups, will not be decided until the amount of money is known.

There is a trend, in Federal and State government, that may show up in NYC government, of giving better recognition now to those in the upper and high pay brackets, because flat amounts of raises in the past have left them relatively less favored.

Functions of Two Remedies

The job reclassification on which NYC is working is independent of the general pay raise. One is not to be used as a substitute for the other. The reclassification is supposed both to take care of inequities and raise the general pay level. The general increase is to compensate, in part at least, for the failure of City pay to keep pace with the increased cost of living, so now, although pay is higher, City employees can buy less with their present pay than they could with their former pay. Also, the idea of having salaries adjusted to a continuance of a given standard of living, and not shrink in purchasing power so that one has to endure sacrifices, is another approach of the leaders of NYC groups, who cite the progress made by employees in private industry in this direction.

The reclassification is expected to validate the general pay raise, and improve recruitment and retention of employees by additional pay improvement.

The bill to establish a Labor Relations Department was signed by Mayor Wagner. The only employee group to show up at the public hearing was the Government and Civic Employees Organizing Committee, CIO, which sees in the new law the possibility of a much better break for employees with grievances. Although the new department will function in private industry as well, it will have a bureau as the first central agency in NYC history to which an employee can take a grievance, even one concerning pay.

Now that the basic law is enacted, operating rules are to be established, to assure uniformity of application in all City departments.

Plan on Personnel Director

The creation of the position of personnel director, for some months a debated issue, is assured. It will be in the Municipal Civil Service Commission, and will not be of the "Czar" type. The personnel director will not take over the recruitment duties of the Commission. He will be under the Commission, not over it; nor will the Commission lose its bi-partisan complexion, nor be confined to mere rule-making, holding hearings and passing on jurisdictional questions. The plan to be followed is substantially the one recommended by the Mayor's Committee on Management Survey, of which Dr. Luther H. Gulick was executive director. Dr. Gulick is now City Administrator and his ideas about personnel direction, reclassification, and civil service and personnel matters generally are just now getting full

support at City Hall.

Employee organizations would go along with the plan, even though some of them prefer a somewhat different solution. For instance, the CIO would like to see the Commission President as personnel director and head of the Civil Service Department, with two Commissioners on a bi-parti-

san basis, as now. Another suggestion, was that the personnel director position should be in the Mayor's office, with personnel administration and some budget authority, combined in him but the Mayor will not suffer reduction of the Budget Director's authority, any more than the Commission's authority.

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# Attendance Rules for Institutional Employees In State Departments of Correction, Health, Mental Hygiene, and Social Welfare

There is frequent question over the wording of attendance rules for State institutional employees. The LEADER prints the rules below in full.

## PREAMBLE

The following rules have no application to employees paid on the hourly or per diem basis.

In any continuing emergency, the rules may be suspended in whole or part by the head of the department in which the emergency exists, provided that written notice of such suspension is sent promptly to the State Civil Service Commission by the department head.

## RULE I — ATTENDANCE

### 1. EMPLOYMENT YEAR:

The employment year for which vacation allowance, time credits and time deductions are calculated is the fiscal year April 1 through March 31.

### 2. WORK WEEK:

(a) The work week for basic annual salaries, for all institutional employees, other than those specifically excluded from the application of overtime compensation promulgated by the Budget Director pursuant to the provisions of Chapter 270 of the Laws of 1947, as amended shall be 40 hours.

(b) Subject to such labor laws as are controlling, the time of beginning and ending of working hours, and the time off for meals, shall be determined by the institution head, subject to the approval by the department head.

3. OVERTIME: (applicable only to overtime for which no additional compensation is granted).

(a) So far as practicable, the necessity for overtime work shall be approved in advance by the employee's immediate supervisor before any credits for overtime work shall be allowed. Overtime credit shall be granted, where earned, to all employees except where the department head designates certain executives, officers, and employees who shall not earn overtime credits because of the nature of their work and responsibilities. Employees so designated, may be granted time off as a discretionary matter.

(b) In any one day, not less than the first half hour of overtime shall be credited, but in excess of that, it shall be credited in one-quarter hour units but no fractional part of a unit shall receive credit. Use of overtime credits shall be charged in one-half hour units.

(c) Time in traveling in excess of the regular working hours shall receive no credit as overtime, except when required and approved by the institution head.

(d) Overtime credits shall be used not later than the end of the fiscal year following the one in which the overtime is earned, provided that such time off from regular working hours shall be

first approved by the proper administrative officer.

(e) Overtime work for which compensatory time off may be taken, shall not be allowed after the accumulation of the equivalent of thirty full days of overtime credits. Further overtime work may be authorized only upon approval of overtime pay by the Director of the Budget.

(f) Overtime credits shall not be transferable from one department to another. Overtime credits may be transferred with the employee from one institution to another in the same department and between the central office of a department and one of its institutions, subject to approval of the appointing officer of the institution or central office to which the transfer is being made; provided, however, where such transfer is required and directed by the department, overtime credits shall be transferred.

### 4. TARDINESS:

Penalties for unexcused tardiness shall be imposed by the head of each institution in conformance with rules established by the respective departments. Such rules shall be filed with the Civil Service Commission.

### 5. RECORD OF ATTENDANCE:

Daily time records shall be maintained showing the actual hours worked by each employee. The department head may designate certain executives, officers, and employees who, because of the nature of their work and responsibilities, shall not be required so to report their time.

## RULE II—ABSENCE WITH PAY

### 1. SUNDAYS AND HOLIDAYS:

All Sundays and legal holidays enumerated herein shall be allowed as days off, or days shall be allowed in lieu thereof. The legal holidays shall be the ones designated for January 1, February 12, and 22, May 30, July 4, Labor Day in September, October 12, November 11, Thanksgiving Day in November, Christmas Day.

### 2. VACATION — PERMANENT EMPLOYEES:

Employees who are employed throughout the year in a regular work week shall earn four weeks of vacation for a year of service. Such vacation time shall be computed in accordance with the following:

(a) Employees, whose basic work week is 5 days, shall receive 20 working days of vacation for a year of service and such vacation shall be earned and credited at the rate of 1 2/3 working days for each month's service at full basic salary.

(b) Employees, whose basic work week without overtime is five and one-half days, shall receive 22 working days of vacation for a year of service and shall be credited at the rate of 1 5/6 days for each month's service at full basic salary. Vacation taken on Saturday shall be charged as one-half day.

(c) Employees, whose work week for basic annual salary is 40 hours in five days (and who work regularly on the sixth day, or part thereof, at overtime compensation) shall receive 20 working days of vacation for a year of service (i.e., the equivalent of 160 working hours; 40 hours per week multiplied by four). Such vacation shall be earned and credited at the rate of 1 2/3 days for each month's service at full basic salary. Where such employees draw vacation on the basis of five days of a work week and do not work on the sixth day of such week, they shall be paid for such vacation allowance at the basic annual salary of 40 hours of work; but where such employees who regularly work 44 hours a week draw vacation on the basis of five and one-half days of a work week they shall be paid for it on the basis of their regular work week of 44 hours, and where such employees who regularly work 48 hours a week draw vacation on the basis of six days of a work week they shall be paid for it on the basis of their regular work week of 48 hours.

(d) Vacation is to be taken at any time requested by the employee and convenient to the institution, with the approval of the institution head, but it can be drawn only by an employee who has completed four months of continuous State service.

(e) Vacation earned but not

used during the fiscal year in which it is earned may be carried over only to the next fiscal year, with the approval of the department head.

(f) For calculation of vacation credits, unless otherwise specified in these rules, the time recorded on the payroll at full time and the full rate of pay shall be considered as time served by the employee. Full time shall be considered to be the usual hours in a day that the employee is required to work and full pay shall be that which he received for such amount of work. On this basis, an employee, working regularly throughout the year at one-half the hours a day that are usually required of other employees, shall also receive four calendar weeks of vacation but his total pay for such period shall be the amount which would have been due him if he had been working regularly at his usual hours for four calendar weeks.

### 3. VACATION — TEMPORARY EMPLOYEES:

Temporary and provisional employees who have served four months shall receive vacation credits for each month served and subsequently served, at the same rate as established for permanent employees and shall be subject to the same rules in drawing such credits.

### 4. VACATION — TRANSFER OF CREDITS:

Earned vacation shall, where possible, be used by an employee prior to a transfer, but a written statement of unused vacation credits shall be furnished the employee whose transfer is approved by the institution or department head, and such credits shall be transferred with the employee.

### 5. SICK LEAVE

Each permanent, provisional or temporary employee shall be allowed sick leave credits at the rate of one working day per month in service. These credits shall become cumulative, up to 150 days maximum. After this maximum is reached, no more sick leave credits may be earned by the employee except to the extent of building up the accruals again to the 150 days maximum.

The unit for crediting sick leave shall not be less than one-half day. Sick leave may be drawn in units of one hour. Credits cannot be earned for the period an employee is on leave of absence without pay. For the calculation of sick leave credits, unless otherwise specified in these rules, the time recorded on the payroll at full time and at the full rate of pay shall be considered as time "served" by the employee.

Sick leave credits may be earned but cannot be drawn until the employee has served four months in State service. No sick leave with full pay shall be granted beyond accrued earned credits.

In order that absence, because of personal illness, may be charged to accumulated sick leave, it must be reported by the employee on the first working day of such absence, and where the work is such that, in the judgment of the institution head, a substitute would be required, absence for disability shall be reported not later than two hours prior to the tour of duty. Absence for illness on Saturday, Sunday or a holiday shall not be charged unless such day is a designated working day for the employee. Where an employee is designated to work a half of his full working day, only a half day shall be charged for absence on such day.

### 6. SICK LEAVE—EXTENSION AFTER ALL CREDITS USED:

At the discretion of the head of the institution and with the approval of the department head, permanent employees may also be granted sick leave with one-half pay for three months after three years of permanent employment in the State service, after all accrued credits of vacation, overtime and sick leave have been used. An additional period of three months of leave at half pay may be granted with the approval of the department head. In special instances, sick leave with half pay may be further extended with the approval of the department head.

Sick leave not exceeding eleven months without pay, may be granted. No sick leave without

## Pay Politics and Public

(Continued from page 1)

A few straws in the wind are available.

Item: Assemblyman Preller, Republican of Queens, polled his district. He found 59 per cent of his constituents favoring a 12 per cent pay increase.

Item: The Board of Supervisors of the Town of Islip has gone on record favoring the employee position. The supervisors feel the local community has a direct stake in the pay of the employees who live there.

Item: Thomas Curran, Manhattan GOP leader, told a delegation of State employees he is "100 per cent behind them." This is an important commitment, and would not have been made if Curran were not aware of community sentiment.

Item: In Syracuse, two important legislators pledged their assistance to the employees. In Albany, six legislators appeared before Mental Hygiene employees to express their support of substantial improvements in wages and hours. The same legislative support has been noted throughout the State.

Item: On a proposition that would be the equivalent of a 20 per cent wage increase to institutional employees, 50,000 signatures were gathered — most of them in the sparsely populated rural areas—within a few weeks.

Item: The people have demonstrated their attitude by moving to increase the Governor's salary to \$50,000 a year and the Lieutenant Governor's salary to \$20,000 a year. It is entirely probable that they realize the importance of proper pay for competent performance up and down the line of State employment.

Wherever the employees have stated their cases, they have won support.

In sum, the people of New York State do not oppose a proper increase to their employees.

pay in excess of eleven months shall be granted unless the department head has obtained from the State Civil Service Commission prior approval of such an extension. (See Civil Service Rule XVI). No vacation or sick leave credits shall be earned while on leave hereunder.

### 7. SICK LEAVE — PROOF OF ILLNESS:

In order to qualify for sick leave, proof of disability must be provided by the employee, satisfactory to the institution head. Presentation of a physician's certificate in the prescribed form may be waived for absence up to one week. Such certificate is mandatory for absences over one week, and in protracted disability should be presented to the institution head at the end of each month of continued absence.

### 8. SICK LEAVE — TRANSFER AND RESTORATION OF CREDITS:

(a) Employees transferred from one institution to another in the same department, or between the central office of a department and one of its institutions, or from one department to another department, shall be furnished with a written statement of unused sick leave credits and such credits shall be transferred with the employee.

(b) Competitive employees laid off from the service under the provisions of Section 31 of the Civil Service Law shall, upon reinstatement to service from the preferred list, have restored sick leave credits accrued to the date of lay-off.

(c) Permanent employees who resign from the service and are reinstated under the provisions of Civil Service Rule XVI, shall have restored sick leave credits accrued to date of resignation.

(d) Permanent employees who resign from the service and are appointed (not reinstated under Rule XVI) within one year to another position in the State service may or may not, at the discretion of the appointing officer, have restored sick leave credits accrued to date of resignation.

(e) Permanent employees who are retired on a disability basis and are later reinstated to the service shall have restored sick leave credits accrued to date of

retirement.

(f) A temporary employee who receives another temporary appointment within six months from the time of separation from the service, may or may not at the discretion of the appointing officer, have restored sick leave credits accrued to date of separation.

### 9. LEAVE DUE TO DEATH OR SERIOUS ILLNESS IN IMMEDIATE FAMILY OF EMPLOYEE:

Permanent, temporary, and provisional employees who have served over four months in the department shall be granted upon satisfactory evidence of death or serious illness in the employee's immediate family, leave with pay not to exceed four working days in any fiscal year. Such absence may be extended to a maximum of 10 work days and the excess above four work days shall be charged to sick leave, vacation or overtime credits. Serious illness shall mean an illness of such degree that there is considerable doubt of the person's recovery. The immediate family of an employee shall include, brother, sister, spouse, or child, of the employee or his spouse. It shall also include a brother-in-law or sister-in-law of an unmarried employee.

(Continued Next Week)

### DIVISION OF EMPLOYMENT COMMITTEE MEETS FEB. 18

ALBANY, Feb. 15 — The Division of Employment Committee, Civil Service Employees Association, will meet in Albany headquarters at 10 a.m., Thursday, February 18. Committee chairman is Alfred Reinhardt. Other committee members are: Kay Arseny, A. Earl Baumgartner, Richard Childs; John Keegan, Catherine O'Connell; Joseph Redling; George Rohrt; Celeste Rosenkrantz; Lillian M. Wilson.

### JEMISON APPOINTED TO THOMAS INDIAN SCHOOL

ALBANY, Feb. 15—Edmund L. Jemison of Basom was named by Governor Dewey for reappointment as a member of the Board of Visitors of the Thomas Indian School at Iroquois. The reappointment is for a full seven-year term.

## Negotiations

(Continued from Page 1)

the welfare of both the State of New York and its employees.

### LEADER Editorial

"We respectfully refer you to an editorial appearing in the Civil Service LEADER of February 9, 1954, which we attach hereto, which in our opinion states fully and fairly the considerations involved in this question.

"As the elected representatives of the employer, the people of this State, we appeal to you to give earnest consideration to the facts which we have called to your attention. We also point out that it is indeed false economy to attempt to save money by underpaying your public employees. The end result of such policy can only ultimately be substandard employees and substandard service to the public which in the long run will result in a lessened efficiency and morale in public service together with competitive inability to recruit efficient public servants.

"Our case for the necessity of a salary increase, on the basis of all available information, can neither be denied nor controverted. We urge your honorable bodies to review all the facts relating to salaries of State employees confident that the only result of a fair appraisal of the facts will be an average upward adjustment of salaries of State employees of at least 12 per cent."