

Dewey Announces 'Next Great Advance' Is Gaining Social Security Advantages; State Aides May Join Blue Cross-Blue Shield



Seen at the annual dinner of the Civil Service Employees Association, left to right: J. Raymond McGovern, State Comptroller; Governor Thomas E. Dewey, who made the principal address; and John F. Powers, CSEA president.

Dewey Names Mary G. Krone Civil Service Commissioner

ALBANY, March 1 — Announcement by Governor Thomas E. Dewey, principal speaker at the annual dinner of the Civil Service Employees Association that he had appointed Mary Goode Krone as Civil Service Commissioner was greeted with a long outburst of applause. Miss Krone, a Deputy Tax Commissioner, head of the Miscellaneous Tax Bureau, and former chairman of the Personnel Council, was unanimously confirmed by the Senate. The Governor proudly announced that the Senate did not even refer the nomination to committee.

Her salary will be \$13,667 a year. Miss Krone will take office on March 15 as successor to Commissioner Louise C. Gerry, who retires then on a pension. It is customary in State service to have a woman as one of the three Commissioners. Miss Krone's appointment completes the reorganization of the Commission under a law passed last year. On February 1, Oscar M. Taylor was appointed President of the Commission. A former personnel director of the New York Telephone Company, of which he was executive vice president, he was appointed under an arrangement

made with the company by the Governor himself, for retirement on a company pension earlier than expected, so he could take the State job. The Governor said that at the telephone company Mr. Taylor got \$60,000 a year. He gets \$17,000 as Commission President. Mr. Taylor is the Personnel Director of the Commission, as well as President, under powers granted by the new law. Governor Dewey, after finishing his own speech, asked him to say a few words to the Association delegates. The appointee briefly stated his ideas of (Continued on Page 16)

Governor Lauds CSEA; Urges Less Rigid Civil Service

ALBANY, March 1—In a wide-ranging discussion of employee problems, Governor Thomas E. Dewey last Wednesday made these points:

1. State employees would soon be able to enter the Blue Cross-Blue Shield hospital and medical plans under arrangements now being consummated.
2. The new wage plan represents the first really thorough-going classification in State history.
3. The next great advance in retirement legislation is to gain for public employees the advantages of Social Security plus the advantages in the State Retirement System.
4. Civil service must become less rigid, less formalized, permitting the best possible use of personnel and widening of opportunity. The reliance upon academic degrees for civil service is not, the Governor felt, a good thing. "We are the worst degree-rich country in the world," he said.

Negotiation or Conference?

In what was considered one of the best addresses he had made, the Governor spoke for 45 minutes before an audience consisting of delegates to the 44th annual dinner of the Civil Service Employees Association. Present too was a large coterie of legislators, State executives, and members of the Governor's own retinue. Mr. Dewey's speech bristled with bon mots and good humor. At the same time, he made his points clearly and sharply. He stated his conviction that employee organization is a good thing, and specifically lauded the Civil Service Employees Association. In describing relations between management and employees, he said: "I can't say negotiations because government cannot negotiate. But we can confer, we can listen."

New Wage Plan

The Governor stated that in 1942, the average State pay was \$1,700 a year. Now, he added, it is \$3,700; and when the new sched-

ules go into effect, it will be \$3,950. "No industry in America can show a comparable change in twelve years," he asserted. The recently-announced wage plan began with a letter which had been sent to the Governor by Jesse B. McFarland, former Association president, the Governor told the assemblage. He gave credit to "50 to 100 people" who worked on the plan, but singled out Budget Director T. Norman Hurd for special plaudits.

Next Great Objective

In discussing the possibilities of integrating the State Retirement System with Social Security, the Governor said he foresaw that the day must come when the 80,000 State employees can take advantage of the present system, and also get for their survivors the benefits of Social Security in case of death. He called this "the next great objective." That is why "we have breathed new life into the Pension Commission." The Governor pointed out the difficulties involved if the benefits of Social Security are to be gained, but admitted that the way had not yet been found to accomplish the objective.

Lauds CSEA

In a tribute to the Civil Service Employees Association, Mr. Dewey said: "I believe that employees ought to be represented by the Civil Service Employees Association — and that you will not be crowded out by racketeers." He felt that the strength of employee organization lies in the fact that representation is from within the service.

His Views of Civil Service

Civil service is not something in which you pass an exam; it is not a guarantee against the best and the worst, nor a source of mediocrity — but rather an opportunity for service and satisfaction, the Governor pointed out. "Civil service was invented as a protection against the spoils system. But we're 70 years beyond that." He told of his experiences abroad to demonstrate the greater flexibility of civil service there. He explained that in Oxford, many of the professors do not have more than bachelor degrees. "They pay you for what you are, not how many degrees you have." (See Page 9).



Jesse B. McFarland, past president of the Civil Service Employees Association, receives a gift from the organization in recognition of his long service. The gift, a check, was presented by John J. Kelly Jr., who acted as toastmaster at the CSEA annual dinner in Albany, Wednesday, February 24.

Bills Introduced 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.

SENATE

S.I. 1798, HELMAN — Allows substitute teachers in NYC absent from duty because of personal illness, certified by duly licensed physician, to be excused on same basis and terms as are applicable to regular teachers. In S. Education.

S.I. 1802, HULTS—Allows member of State Teachers Retirement System on disability retirement additional pension of 1/200 of final average salary for each year of State service in excess of 15, but not more than 1/20 of final average salary for additional pension. In S. Education. (Same as A.I. 2627, Lawrence, in A. Ways and Means.)

S.I. 1803, HULTS—Extends definition of teachers for salaries and salary schedule purposed to include supervisors, superintendents, principals and directors. In S. Education.

S.I. 1808, MARRO (Same as A.I. 2145, GANS)—Provides for salary increases for teachers and other members of administrative and supervisory staff of NYC Education Board on and after July 1, 1954, and requires Education Board to adopt salary schedules for annual increments. In S. NYC, A. Ways and Means.

S.I. 1818, SANTANGELO (Same as A.I. 2148, KAPELMAN)—Provides for additional pension for retired teachers and other employees of NYC Education Board whose pensions are or would be less than \$1,000, or 40 per cent of pension portion, for those of less than \$2,000, 30 per cent, and those of less than \$3,000, 20 per cent, but not more than \$300 additional; establishes special additional pension fund under jurisdiction of State Comptroller. In S. NYC, A. Ways and Means.

S.I. 1849, MORITT — Permits

member of Legislature to contribute to State Employees Retirement System on basis of retirement after 10 terms of service. In S. Civil Service.

S.I. 1859, HALPERN (Same as A.I. 2219, NOONAN) — Allows members of State Employees Retirement System upon retirement after age 60, additional pension equal to difference between pension of \$50 a year times number of years of creditable credited service, not exceeding 30, and total of other pensions provided; aggregate pension shall not exceed 3/4 of final average salary; allows option for pension on disability retirement, of \$50 times number of years of total service credit. In S. Civil Service, A. Ways and Means.

S.I. 1860, HALPERN (Same as A.I. 2218, NOONAN) — Permits member of State Employees Retirement on or before April 1, 1955, or within one year after he last became member, whichever is later, to elect to contribute to system after 25 years of total service and at age 50, or at age 55 if before 25 years' service, for retirement on allowance of 1/50 of final average salary for each year of total service; non-members may elect to become members and contribute for such retirement; allows credit for military service and fixes annuity and pension. In S. Civil Service, A. Ways and Means.

S.I. 1869, ZARETZKI — Establishes in Civil Service Department a civil service labor relations board to hear and determine violations of provisions relating to strikes by public employees, with three members to be appointed by the Governor. In S. Civil Service.

S.I. 1871, ZARETZKI — Allows regular substitute teacher in NYC who has rendered satisfactory service five points additional credit on competitive examination for appointment as regular teacher for each year of such service. In S. Education.

S.I. 1910, LANZUOTTI (Same as A.I. 2283, RABIN) — Fixes minimum salary schedules for teachers, librarians, clerks and laboratory assistants in public schools who have not been placed on salary schedule calling for greater increases. In S. Education, A. Ways and Means.

S.I. 1916, WISE — Increases from 90 to 120 days time within which application shall be made for reinstatement by public employee, after termination of military duty, or request to complete civil service examination for a position, when he is taken part of such examination. In S. Defense. (Same A.I. 2412, Coville, in A. Ways and Means.)

S.I. 1923, BRYDGES (Same as A.I. 2300, BRADY)—Provides that if beneficiary named by member of State Teachers Retirement System does not survive member, or if none is designated, benefit shall be payable to deceased member's estate, and provides for death

benefit for member who dies before effective date of retirement, under certain conditions. In S. Education, A. Ways and Means.

S.I. 1934, DESMOND — Permits retired member of State Teachers Retirement System to accept employment with school district in adult education program and receive compensation therefor, without suspension of retirement allowance or loss thereof, if pay does not exceed \$1,000 a year. In S. Education.

S.I. 1936, HALPERN — Requires that medical board recommending denial of application by member of NYC Employees Retirement System, for accident disability retirement, shall state in report, essential facts on which proposed denial is based, with copy to be sent to applicant who shall be granted right to present evidence directly to trial committee. In S. NYC.

S.I. 1943, MILMOE — Permits State employees after not less than 30 years' service to retire regardless of age with allowance equal to 50 per cent of final average salary or \$1,200, whichever is greater, with State to pay difference between prescribed amounts and amount that they would be entitled to receive from State Employees Retirement System. In S. Civil Service.—(Same as A.I. 2728, Hollinger, in A. Ways and Means.)

S.I. 1945, MILMOE — Defines final average salary for State Teachers Retirement purposes to mean average compensation earned during three instead of five years' service immediately preceding retirement date or during period selected by applicant. In S. Education.—(Same as A.I. 2780, Hollinger, in A. Ways and Means.)

S.I. 1946, MILMOE — Permits member of State Teachers Retirement System to retire after 30 years' service, regardless of age, with allowance equal to 50 per cent of final average salary or \$1,200, whichever is greater, with State to provide necessary funds to pay difference between such amounts and amount he would be entitled to receive from Retirement System funds. In S. Education.—(Same as A.I. 2781, Hollinger, in A. Ways and Means.)

S.I. 1950, MORTON — Permits State and municipal employees who are members of State Employees Retirement System, after not less than 25 years' service and with final average salary of \$3,000 or less, to retire regardless of age, with allowance equal to 50 per cent of final average salary or \$1,200, whichever is greater; retirement allowance shall not begin until employee reaches age 55; State or municipality shall pay difference between amount prescribed and amount they would be entitled to from Retirement System funds. In S. Civil Service.—(Same as A.I. 2664, Young, in A. Ways and Means.)

S.I. 1972, MITCHELL (Same as A.I. 3108, J. JOHNSON) — Makes it permissive instead of mandatory that NYC Transit Authority hold public hearing upon proposed terms and conditions of any contracts, or grant sick leave with pay for employee. In S. NYC, A. Public Service.

S.I. 1974, MITCHELL (Same as A.I. 2346, McMULLEN) — Provides that assignment of or power of attorney to collect any part of salary or earnings by officer or employee of NYC Transit Authority shall not prevent payment directly to officer or employee, unless approved in writing by person duly designated by authority for such purpose, and authority shall not be liable for such payment. In S. NYC, A. Ways and Means.

S.I. 2005, BRYDGES (Same as A.I. 2379, GRADY) — Authorizes education boards of school districts employing superintendent of schools to delegate to superintendent of school district the power to permit attendance at conventions, conferences and schools, of officers and employees. In S. Cities, A. Education.

S.I. 2019, COOKE (Same as A.I. 2895, SADLER) — Provides that salary schedules for teachers in Erie County shall conform to those for teachers in school districts of 100,000 or more and less than 1,000,000 instead of for school districts of less than 100,000. In S. Education, A. Ways and Means.

S.I. 2020, CUIE (Same as A. I. 3508, OLLIFFE) — Permits person employed by NYC in City operated community college, who was member of State Teachers Retirement System when community college was established to transfer membership from State system to NYC Employees Retirement System, with transfer of credit and de-

termination of benefits. In S. NYC, A. NYC.

S.I. 2033, PUREY — Requires NYC in 1954 and annually thereafter to pay into a maximum liability pension fund \$3,000,000 to reimburse contributions conducted for pension purposes from salaries of persons who were officers or members of uniformed force of Fire Department before March 29, 1940, and to match such contributions; payments shall continue into fund until it equals amounts subsequently to be due and payable therefrom; fixes schedule of options which may be adopted in case of death of member. In S. NYC.

S.I. 2167, PERICONI (Same as A.I. 2459, KAPELMAN) — Provides that NYC Comptroller, by virtue of office, shall be chairman of NYC Teachers Retirement Board, instead of having chairman elected from membership. In S. NYC, A. NYC.

S.I. 2197, SORIN (Same as A.I. 639, in February 2 LEADER).

S.I. 2223, TOMPKINS (Same as A.I. 2651, INGALLS) — Strikes out provision that effective date of superannuation retirement of member of State Employees Retirement System shall be not less than 30 nor more than 60 days after date of filing application, and provides that date of filing shall be the effective date. In S. Civil Service, A. Ways and Means.

S.I. 2234, WICKS (Same as A.I. 2777, HARRINGTON) — Provides that employees appointed or promoted in NYC transportation department on or after July 1, 1947 will be listed on general preference seniority roster and subject to transfer between divisions in order of standing, and those appointed or promoted before July 30, 1947, shall be transferred in inverse order; includes employees of Third Avenue elevated lines. In S. NYC, A. Public Service.

S.I. 2255, BAUER (Same as A.I. 3043, T RILEY) — Permits member of State Employees Retirement System after 25 years or more total service credit therein, to leave his position but maintain membership and receive retirement allowance at elected age. In S. Civil Service, A. Ways and Means.

S.I. 2256, BAUER (Same as A.I. (Continued on Page 8)

U. S. Employee Group Opposes Tie-in of Social Security

WASHINGTON, March 1—The National Federation of Federal Employees has reaffirmed its opposition to integration of Federal retirement systems with Social Security. General civil service procedures and policies, the federation's executive council said, as well as unique aspects of Federal employment, make it imperative to hold the line against encroachment on an inherent part of public service.

Dropped Professor Attacks Loyalty Plan

WASHINGTON, March 1—The Federal loyalty program is being challenged in a law suit brought by Dr. John Punnett Peters, professor of medicine at Yale University, removed as special consultant to the Public Health Service on the grounds of "reasonable doubt" of loyalty.

Dr. Peters charged that he had been deprived of a fair hearing and the right to cross-examine witnesses and that the charges against him were not clearly stated.

Accusers complained that Dr. Peters had been a member of the Communist Party, had sponsored petitions, and had been affiliated with persons and organizations sympathetic to communism.

In 1949 and 1952 the U. S. Civil Service Commission's Loyalty Review Board had dismissed charges against him.

5,160 Apply, 526 Pass U. S. Aide Exam

WASHINGTON, March 1—The U. S. Civil Service Commission has announced the 526 young men and women who passed the written test and met educational and experience requirements for junior management assistant, \$3,410 to \$4,205 a year to start, have been called to job interviews, to be held this week in Washington, D. C., and 36 other cities throughout the country.

There were 5,160 candidates in the annual exam. Junior management assistants are trained for posts leading to administrative careers in the Federal civil service.

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Employee's Guide to New State Salary Plan

Here is a description of the new salary plan for State employees. It constitutes a complicated plan, and will not affect all employees in the same way. Therefore every State aide should read the information below carefully.

The LEADER will be glad to receive questions from employees, and to answer those of general interest in forthcoming issues.

The newly-proposed salary plan consists essentially of four parts:

- (a) A freeze-in, making permanent the 17.3 percent average emergency compensation above base statutory rates which has been temporary up to and including this year.
- (b) Establishment of a modern pay plan which has fewer grades.
- (c) Correction of inequities within the compensation plan, providing the equivalent of upward reallocation for about half of the State's employees.
- (d) Establishment of an "extra step" on each salary grade for employees who have been at the maximum for five years.

The New Salary Plan
The new salary plan (the "R" Schedule) has 38 grades; the present plan has 55 grades. The new one is entirely systematic, with a 5 percent difference between the maximums of successive grades, so that it can be changed without upsetting internal relationships.

In the new plan, the width of salary ranges from minimum to maximum narrows systematically from 31 percent to 18 percent. The relationship between successive minimums is nearly constant, ranging around 5.2 percent. Increments increase systematically with each higher grade, and each increment is in systematic relationship to the grade maximum.

Successive percentage changes in the current plan have so distorted it that annual increments under it range irregularly from 7.5 percent to 2.9 percent; differences between successive minimums range irregularly from 2.4 percent to 6.5 percent; differences between successive maximums skip unsystematically from 2.4 percent to 6.8 percent, and the width of salary ranges wavers between 37 percent and 16 percent. The Administration maintains that the wide range for G-2 (\$2,180-\$2,985, 36.9 percent from bottom to top) means that the State either has to underpay at the hiring rate or overpay at the maximum, because the range of 37 percent is wider than typical ranges of other leading employers.

The increment — annual raise after each of the first five years, for satisfactory service — is reduced slightly below the present \$160 for the second through fifth grades of the new plan. This is

held necessary to reduce the extreme width of the salary ranges in this part of the old schedule. However, the new normal maximums are all higher than the old maximums, and in addition an extra step has been added at the top of each grade.

The new plan has rounded rates, easier to work with and to remember. It combines the former G and LG schedules, permitting the allocation of all graded positions to the same schedule so that the principle of equal pay for equal work may be extended to situations where the present law prevents correction of inequities. The lowest rate in the new schedule is \$2,100 while the present LG minimum is \$2,044, thus raising the State minimum statutory rate.

Extra Step Increment
The new salary schedule provides for the payment of an additional increment beyond the normal maximum of each grade to employees who have rendered continuous and satisfactory service for five years after having attained the normal maximum pay of their grades. In the New York State service, this represents an entirely new feature in the compensation of employees. It provides some additional incentive and monetary reward for the large number of State employees who find it impossible to achieve promotions within the five year period after they have reached their normal grade maximums. Studies have shown that in many occupational fields and in a large number of the State's promotional units, the opportunities for promotion are limited with the result that many deserving employees who attain standing on promotion lists cannot be reached for promotion.

OUTLINE OF FEATURES

When and How?

The new plan would be installed on October 1, 1954. Raises would be retroactive to April 1, 1954. Present emergency compensation would be continued without change until the new plan is installed. Increments would be paid as due under present laws for the year beginning April 1, 1954, and under the new plan for future years. The payment of the retroactive compensation would be made in a lump sometime after the installation of the new plan. Those leaving the State service after April 1, 1954 or those whose status changes after that date would be entitled to such portion of the retroactive pay as their service earns.

"Graded Positions" — those which are paid according to the G and LG schedules of the Civil Service Law — would be allocated to grades in the new salary plan by the Director of Classification and Compensation, subject

to approval by the Director of the Budget. Over 96 percent of all positions would receive increases, and about half would also be raised to a higher grade. About 2 to 4 percent would be allocated to new grades providing no increase. This last group includes many employees now over their statutory maximums who have received the benefit of all previous general increases.

"Ungraded Positions" — employees in the exempt class, employees of the Legislature and judiciary, and those paid under laws other than the G and LG schedules of the Civil Service Law — would receive appropriate adjustments after further study. Correction of possible inequities in compensation of ungraded positions is outside the scope of the current year's study.

Why Won't Everybody Get the Same Amount of Raise?

First, the new schedule is systematic — the present one isn't. You can't change from an irregular schedule to an orderly schedule without changing some rates more than others. And, second, the findings of the internal alignment study and of the salary surveys provide a very firm factual basis for decision that some occupational groups and classifications should get more of a raise than others.

What Groups Would Get the Biggest Raises?

The biggest raises under the new plan would go to those groups where State pay is below the worth of the job as measured by comparison with other State jobs and with outside salary data. Half of the State service falls in this group. Among the most populous groups which would be reallocated upward are psychiatric attendants at all levels, stenographers, and skilled and semi-skilled craftsmen.

What Groups Would Not Get Anything?

Employees who are over the statutory maximum of their present grade and who remain over the maximum of their new grade would neither lose nor gain in salary, except as they may qualify for the extra step rate.

About 3 percent of State positions would not be raised under tentative decisions which have been made at this stage of the study. However, each of these cases is to be reviewed in great detail during the coming months, and any specific naming of the groups concerned would be premature. The number who get nothing may be less than 3 percent after final decisions are reached.

Safeguards?

- 1. Present employees are protected against any cut in pay and would be advanced to the maximum of their present grade by annual increments as earned, in instances where the new maximum is lower than the present maximum.
- 2. Appropriate appeal and review procedures would be established, and adjustments resulting from appeals would be made retroactive to April 1, 1954.
- 3. Current laws limit the raise which an employee can get on reallocation to one increment per year. In allocation to the new plan, this limit would be raised so that two new increments will be the largest raise (roughly 10 percent) which an employee can get this year. This limit doesn't apply in cases where a bigger raise is necessary to bring workers up to the minimum of their new grades. Except as thus limited, an employee is to be paid at the rate within the new range which corresponds to the rate attained April 1, 1954 under the present plan. However, any amount deferred by this limitation will be paid in the next succeeding year, subject to the same limitation. In this fashion, the whole cost of this long range corrective program need not be met in the 1954-55 fiscal year.

Costs?

Total increases averaging 6.4 percent over present gross salaries, costing the State \$15,500,000, and averaging about \$245 per employee. For example, an attendant at the maximum would get an increase of 6.9 percent, and an attendant who has been at the maximum for five years and is eligible for the extra step rate would get 11.8 percent.

(In terms of base pay or past raises the average increase is 7.5 percent which, when added to the 17.3 percent present emergency compensation, equals a 24.8 percent increase over present statutory base rates. Except for this paragraph, all figures and percent-

Examples Illustrating How Changes Are Made In New Pay Schedules

General Rules

- 1) Increases for the fiscal year commencing April 1, 1954 will be limited to the sum of two new increments. The same rule will apply in 1955-56.
- 2) This limitation does not affect overtime compensation.
- 3) Increases necessary to bring employees to the new grade minimum shall not be so limited.
- 4) An increment paid on April 1, 1954 is considered as a part of this adjustment.
- 5) Upon installation of the plan, subject to the limitations above expressed, an employee shall be paid at the rate in the new grade which corresponds to the rate in the old grade which he received on April 1, 1954.
- 6) Upon installation of the plan the extra step increase will be paid to employees who have been at the maximum of their grade since April 1, 1949, subject to the limitations expressed above.

To provide a better understanding of the examples which follow, two comparative tables are set forth.

Table I

Comparison of present G2 with new Grade 3.

| | Min. | 2nd | 3rd | 4th | 5th | Max. | Extra Step |
|--|---------|---------|---------|---------|---------|---------|------------|
| New Grade 3 | \$2,320 | \$2,464 | \$2,608 | \$2,752 | \$2,896 | \$3,040 | \$3,184 |
| Present G2 | 2,180 | 2,344 | 2,505 | 2,665 | 2,825 | 2,985 | — |
| Increase | 140 | 120 | 103 | 87 | 71 | 55 | 199 |
| Increment of G-2—\$164—1st yr.; \$161—2nd yr.; \$160 thereafter. | | | | | | | |
| Increment of new grade 3—\$144 | | | | | | | |
| Maximum increase 1954-55—\$288 | | | | | | | |

Table II

Comparison of present G2 with new Grade 4.

| | Min. | 2nd | 3rd | 4th | 5th | Max. | Extra Step |
|--|---------|---------|---------|---------|---------|---------|------------|
| New Grade 4 | \$2,450 | \$2,598 | \$2,746 | \$2,894 | \$3,042 | \$3,190 | \$3,338 |
| Present G2 | 2,180 | 2,344 | 2,505 | 2,665 | 2,825 | 2,985 | — |
| Increase | 270 | 254 | 241 | 229 | 217 | 205 | 353 |
| Increment of G-2—\$164—1st yr.; \$161—2nd yr.; \$160 thereafter. | | | | | | | |
| Increment of new grade 4—\$148. | | | | | | | |
| Maximum increase 1954-55—\$296. | | | | | | | |

Examples

A. Assume that a grade 2 employee entered service on Dec. 1, 1953. Since his employment commenced after Oct. 1, 1953, he is not entitled to receive an increment on April 1, 1954. Assume that his position is allocated on Oct. 1, 1954 (effective 4/1/54) to new grade 3. He gets an increase of \$140 (see Table I) per annum to bring his salary to the new grade 3 minimum. If his position had been reallocated upward to new grade 4 (see Table II) he would have been increased by \$270 to the minimum of new grade 4.

B. Assume that this employee had started his service on Sept. 1, 1953. On April 1, 1954, he will get an increment of \$164 going to the 2nd step of G-2 viz. \$2,344 (Table I above). On Oct. 1, 1954 (effective 4/1/54) he is brought to the 2nd step of new grade 3—\$2,464, an increase of \$120 giving him a total increase for fiscal 54-55 of \$284.

C. A grade 2 employee who is now at the 2nd year step (\$2,344) will receive an increment of \$161 on April 1, 1954 to bring him to the 3rd year step of \$2,505. Assume that on Oct. 1, 1954 (effective 4/1/54) his position is reallocated upward to new grade 4. The 3rd year step of the new grade is \$2,746 (see Table II) or \$241 more than he is then receiving. The largest increase he can get in 1954-55 is \$296. Deducting from that the \$161 increment he got on 4/1/54 leaves him with a net additional increase of \$135. The balance of \$106 will be deferred until 4/1/55 which when added to the increment of \$148 he will then receive will bring a raise of \$254 next year.

D. Assume that a grade 2 employee is now receiving \$2,637. He will get a \$160 increment on 4/1/54 raising his rate to \$2,797, which is between the 4th and 5th steps of G-2. Assume that this position is reallocated upward to new grade 4 on Oct. 1, 1954 (effective 4/1/54). His maximum amount of increase for 1954-55 is \$296. Deducting the \$160 he will get on 4/1/54 he gets an additional \$136, raising his rate to \$2,933 with \$81 deferred until next year. That added to his next year's increment of \$148 will bring an increase of \$229 and a new rate of \$3,162 on 4/1/55.

Proposed New State Salary Schedule

| Grade | Min. | 2nd year | 3rd year | 4th year | 5th year | 6th yr. Max. | Extra Step | Increment |
|-------|---------|----------|----------|----------|----------|--------------|------------|-----------|
| 1 | \$2,100 | \$2,236 | \$2,372 | \$2,508 | \$2,644 | — | \$2,780 | \$136 |
| 2 | 2,200 | 2,340 | 2,480 | 2,620 | 2,760 | \$2,900 | 3,040 | 140 |
| 3 | 2,320 | 2,464 | 2,608 | 2,752 | 2,896 | 3,040 | 3,184 | 144 |
| 4 | 2,450 | 2,598 | 2,746 | 2,894 | 3,042 | 3,190 | 3,338 | 148 |
| 5 | 2,580 | 2,734 | 2,888 | 3,042 | 3,196 | 3,350 | 3,504 | 154 |
| 6 | 2,720 | 2,880 | 3,040 | 3,200 | 3,360 | 3,520 | 3,680 | 163 |
| 7 | 2,870 | 3,036 | 3,202 | 3,368 | 3,534 | 3,700 | 3,866 | 166 |
| 8 | 3,020 | 3,192 | 3,364 | 3,536 | 3,708 | 3,880 | 4,052 | 172 |
| 9 | 3,180 | 3,356 | 3,536 | 3,714 | 3,892 | 4,070 | 4,248 | 178 |
| 10 | 3,360 | 3,544 | 3,728 | 3,912 | 4,096 | 4,280 | 4,464 | 184 |
| 11 | 3,540 | 3,730 | 3,920 | 4,110 | 4,300 | 4,490 | 4,680 | 190 |
| 12 | 3,730 | 3,928 | 4,126 | 4,324 | 4,522 | 4,720 | 4,918 | 198 |
| 13 | 3,920 | 4,126 | 4,332 | 4,538 | 4,744 | 4,950 | 5,156 | 206 |
| 14 | 4,130 | 4,344 | 4,558 | 4,772 | 4,986 | 5,200 | 5,414 | 214 |
| 15 | 4,350 | 4,572 | 4,794 | 5,016 | 5,238 | 5,460 | 5,682 | 222 |
| 16 | 4,580 | 4,810 | 5,040 | 5,270 | 5,500 | 5,730 | 5,960 | 230 |
| 17 | 4,830 | 5,068 | 5,306 | 5,544 | 5,782 | 6,020 | 6,258 | 238 |
| 18 | 5,090 | 5,336 | 5,582 | 5,828 | 6,074 | 6,320 | 6,566 | 246 |
| 19 | 5,360 | 5,616 | 5,872 | 6,128 | 6,384 | 6,640 | 6,896 | 256 |
| 20 | 5,640 | 5,906 | 6,172 | 6,438 | 6,704 | 6,970 | 7,236 | 266 |
| 21 | 5,940 | 6,216 | 6,492 | 6,768 | 7,044 | 7,320 | 7,596 | 276 |
| 22 | 6,250 | 6,536 | 6,822 | 7,108 | 7,394 | 7,680 | 7,966 | 286 |
| 23 | 6,590 | 6,886 | 7,182 | 7,478 | 7,774 | 8,070 | 8,366 | 296 |
| 24 | 6,940 | 7,246 | 7,552 | 7,858 | 8,164 | 8,470 | 8,776 | 306 |
| 25 | 7,300 | 7,616 | 7,936 | 8,254 | 8,572 | 8,890 | 9,208 | 318 |
| 26 | 7,690 | 8,020 | 8,350 | 8,680 | 9,010 | 9,340 | 9,670 | 330 |
| 27 | 8,090 | 8,432 | 8,774 | 9,116 | 9,458 | 9,800 | 10,142 | 342 |
| 28 | 8,520 | 8,874 | 9,228 | 9,582 | 9,936 | 10,290 | 10,644 | 354 |
| 29 | 8,980 | 9,346 | 9,712 | 10,078 | 10,444 | 10,810 | 11,176 | 366 |
| 30 | 9,450 | 9,830 | 10,210 | 10,590 | 10,970 | 11,350 | 11,730 | 380 |
| 31 | 9,950 | 10,344 | 10,738 | 11,132 | 11,526 | 11,920 | 12,314 | 394 |
| 32 | 10,470 | 10,878 | 11,286 | 11,694 | 12,102 | 12,510 | 12,918 | 408 |
| 33 | 11,030 | 11,452 | 11,874 | 12,296 | 12,718 | 13,140 | 13,562 | 422 |
| 34 | 11,620 | 12,056 | 12,492 | 12,928 | 13,364 | 13,800 | 14,236 | 436 |
| 35 | 12,230 | 12,682 | 13,134 | 13,586 | 14,038 | 14,490 | 14,942 | 452 |
| 36 | 12,870 | 13,338 | 13,806 | 14,274 | 14,742 | 15,210 | 15,678 | 468 |
| 37 | 13,570 | 14,056 | 14,548 | 15,028 | 15,514 | 16,000 | 16,486 | 486 |
| 38 | 13,000 | — | — | — | — | — | — | — |

Delegates Confirm Action Of CSEA Board Endorsing New State Salary Plan

ALBANY, March 1—More than 400 delegates of the Civil Service Employees Association, representing 58,000 employees, unanimously confirmed the action of the Board of Directors in endorsing the new State salary plan. Dozens of questions about the plan were asked by the delegates, with answers provided by a battery consisting of the CSEA salary committee and legal staff.

The Board of Directors had previously issued a statement (appearing in last week's LEADER) which made these points:

- 1. The new scientific salary schedule with a reduced number of grades fulfills a long-time objective of the Association.
- 2. Establishment of the sixth salary increment represents adoption of a valuable longevity principle advocated by the Association for many years.
- 3. Freeze-in of the emergency bonuses removes a barrier to sound salary administration.
- 4. The Association's studies show definitely the need for a 12 percent over-all pay increase. While the Association wholeheartedly endorses the principles and objectives of the new plan, it will continue to maintain with all the intensity at its command that the proposed appropriation is insufficient.
- 5. Moreover, the full extent of the suggested reallocations for individual positions is not now known. If the contemplated adjustments are found to be insufficient, the Association will vigorously continue its efforts to insure fair, adequate raise for every employee.

ages in this report are on gross, not base, pay.)

- (a) GENERAL INCREASE AND FREEZE-IN. The new schedule of grades incorporates the present emergency compensation and will require \$6,900,000 to provide varying increases averaging 2.8 percent on conversion.
- (b) ALLOCATION REALIGNMENTS. The new plan will require \$6,800,000 to give additional raises of 5 percent or more to about half of the State's employees through reallocations to establish proper relations within the compensation plan and with salary survey findings.
- (c) ADDITIONAL INCREMENT. Another \$1,800,000 is required to add an extra step to each grade in the new plan, to provide an additional increment for each employee who has been at his maximum for five years. \$2,300,000 of the total cost would be deferred until the year beginning April 1, 1955 through a provision limiting the increase for any employee in the year beginning April 1, 1954 to two new increments. (Continued on Page 8)

How 50 Grades Will Become 38 Grades in New York State Pay Plan

Following below is a "conversion" table showing how the present 50 grades in the State pay structure will be reduced to 38 grades. This table must be read together with the explanation of the salary plan that occurs on page 3. Otherwise it cannot be properly understood. For example, not only will there be a "con-

version" from the old grades to the new ones; but many titles will, in addition, be given new grades altogether. This table is to be considered as a general guide to the changes from the present to the new salary plan. See the overall conversion table on Page 3 that gives a birds eye picture, not for solving individual cases.

| Present Grade | Illustrative Changes | | | | Dollar Change from Present Grade | | | | | |
|---------------------|----------------------|---|-------|----|----------------------------------|-----|-------|------------|------------|---------------|
| | Min | Max | Extra | OR | Min | Max | Extra | At Minimum | At Maximum | At Extra Step |
| LG-1 \$2044-2451 | R-1 | \$2100-2644-2780 | | | | | | \$56 | \$193 | \$329 |
| LG-2 2180-2585 | Not to be used | | | | | | | | | |
| LG-3 2317-2718 | R-2 | 2340-2900-3040, at 2nd year step | | | | | | 23 | 182 | 322 |
| LG-4 2451-2851 | Not to be used | | | | | | | | | |
| LG-5 2585-2985 | R-3 | 2608--3040-3184, at 3rd year step | | | | | | 23 | 55 | 199 |
| G-1 2180-2825 | R-2 | 2200-2900-3040 | | | | | | 20 | 75 | 215 |
| G-2 2180-2985 | R-3 | 2320-3040-3184 | | | | | | 140 | 55 | 199 |
| G-3 2317-3118 | R-4 | 2450-3190-3338 | | | | | | 133 | 72 | 220 |
| G-4 2451-3252 | R-5 | 2580-3350-3504 | | | | | | 129 | 98 | 252 |
| G-5 2611-3412 | R-6 | 2720-3520-3680 | | | | | | 109 | 108 | 268 |
| G-6 2771-3572 | R-7 | 2870-3700-3866 | | | | | | 99 | 128 | 294 |
| G-7 2931-3732 | R-8 | 3020-3880-4052 | | | | | | 89 | 148 | 320 |
| G-8 3092-3892 | R-9 | 3180-4070-4248 | | | | | | 88 | 178 | 356 |
| G-9 3252-4052 | R-10 | 3360-4280-4464 | | | | | | 108 | 228 | 412 |
| G-10 3412-4212 | R-10 | 3360-4280-4464 or R-11 \$3540-4490-4682 | | | | | | -52 or 128 | 68 or 278 | 252 or 470 |
| G-11 3572-4372 | R-11 | 3540-4490-4682 or R-12 \$3730-4720-4918 | | | | | | -32 or 158 | 118 or 348 | 310 or 546 |
| G-12 3732-4532 | R-12 | 3730-4720-4918 | | | | | | --2 | 183 | 386 |
| G-13 3892-4692 | R-13 | 3920-4950-5156 | | | | | | 28 | 258 | 464 |
| G-14 4053-4890 | R-14 | 4130-5200-5414 | | | | | | 77 | 310 | 524 |
| G-15 4206-5040 | R-14 | 4130-5200-5414 or R-15 \$4350-5460-5682 | | | | | | -76 or 144 | 160 or 420 | 374 or 642 |
| G-16 4359-5189 | R-15 | 4350-5460-5682 | | | | | | -9 | 271 | 493 |
| G-17 4513-5339 | R-16 | 4580-5730-5960 | | | | | | 67 | 391 | 621 |
| G-18 4664-5601 | R-16 | 4580-5730-5960 or R-17 \$4830-6020-6258 | | | | | | -84 or 166 | 129 or 419 | 359 or 657 |
| G-19 4815-5939 | R-17 | 4830-6020-6258 | | | | | | 15 | 81 | 319 |
| G-20 4965-6088 | R-18 | 5090-6320-6566 | | | | | | 125 | 232 | 478 |
| G-21 5189-6313 | R-19 | 5360-6640-6896 | | | | | | 171 | 327 | 583 |
| G-22 5414-6538 | R-20 | 5640-6970-7236 | | | | | | 226 | 432 | 698 |
| G-23 5639-6763 | R-20 | 5640-6970-7236 | | | | | | 1 | 207 | 473 |
| G-24 5864-7089 | R-21 | 5940-7320-7596 | | | | | | 76 | 231 | 507 |
| G-25 6088-7422 | R-22 | 6250-7680-7966 | | | | | | 162 | 258 | 544 |
| G-26 6313-7647 | R-22 | 6250-7680-7966 or R-23 6550-8070-8366 | | | | | | 63 or 277 | 33 or 423 | 319 or 719 |
| G-27 6563-7993 | R-23 | 6550-8070-8366 | | | | | | 27 | 77 | 373 |
| G-28 6801-8231 | R-24 | 6940-8470-8776 | | | | | | 139 | 239 | 545 |
| G-29 7039-8470 | R-25 | 7300-8890-9208 | | | | | | 261 | 420 | 738 |
| G-30 7278-8708 | R-25 | 7300-8890-9208 | | | | | | 22 | 182 | 500 |
| G-31 7516-9156 | R-26 | 7690-9340-9670 | | | | | | 174 | 184 | 514 |
| G-32 7755-9395 | R-27 | 8050-9800-10142 | | | | | | 335 | 405 | 747 |
| G-33 8053-9693 | R-27 | 8090-9800-10142 or R-28 8520-10290-10644 | | | | | | 37 or 467 | 107 or 597 | 449 or 951 |
| G-34 8350-10138 | R-28 | 8520-10290-10644 or R-29 8980-10810-11176 | | | | | | 170 or 630 | 152 or 672 | 506 or 1030 |
| G-35 8649-10437 | R-29 | 8980-10810-11176 | | | | | | 331 | 373 | 739 |
| G-36 8946-10734 | R-29 | 8980-10810-11176 or R-30 9450-11350-11730 | | | | | | 34 or 504 | 76 or 616 | 442 or 996 |
| G-37 9245-11032 | R-30 | 9450-11350-11730 | | | | | | 205 | 318 | 698 |
| G-38 No positions | | | | | | | | | | |
| G-39 9841-11628 | R-31 | 9950-11920-12314 | | | | | | 109 | 292 | 686 |
| G-40 10138-11926 | R-32 | 10470-12510-12918 | | | | | | 332 | 584 | 992 |
| G-41 10437-12224 | R-32 | 10470-12510-12918 | | | | | | 33 | 286 | 694 |
| G-42 10734-12522 | R-33 | 11030-13140-13562 | | | | | | 296 | 618 | 1040 |
| G-43 No positions | | | | | | | | | | |
| G-44 11330-13667 | R-34 | 11620-13800-14236 | | | | | | 290 | 133 | 569 |
| G-45 Not to be used | | | | | | | | | | |
| G-46 11926-14224 | R-35 | 12230-14490-14942 | | | | | | 304 | 266 | 718 |
| G-47 No positions | | | | | | | | | | |
| G-48 12522-14780 | R-36 | 12870-15210-15678 | | | | | | 348 | 430 | 898 |
| G-49 No positions | | | | | | | | | | |
| G-50 12522 | R-38 | 13140 | | | | | | 618 | | |

Note: As to the large number of positions which are not out of line relatively and, therefore, not contemplated for upward reallocation, it is possible to forecast by the general guide the probable method of change from the current to the new plan.

Metro Conference Nominating Group

Thomas H. Conkling, chairman of the Metropolitan Conference, CSEA, has appointed the following to serve on the Conference nominating committee:

Arnold Moses, Brooklyn State Hospital, chairman; Sam Emmett,

State Tax Commission; Jack DeLisi, Kingsbridge Armory; Angelo Coccaro, Kings Park State Hospital; George Siems, Wantagh, L. I. Nominations may be sent to any member of the committee.

Election of officers will take place at the May meeting.

MEYER GOLDBERG DIES; LABOR RELATIONS MEMBER

Meyer Goldberg, a member of the State Labor Relations Board, former Assemblyman from the Sixth District, Manhattan, and former City Councilman, died February 24 after a brief illness. He was 57.

Bill Asks 3,000 More NYC Police

City Councilman Philip J. Schupler of Brooklyn has called for 3,000 additional foot patrolmen in the NYC Police Department, "to cope with the hordes of thieves and robbers prowling the streets."

In a resolution which he intro-

duced in the Council last week, Mr. Schupler said an enlarged Police Department is essential to meet the growing crime wave.

Shop Our Real Estate Page

Taylor Gives Views on Employment

ALBANY, March 1 — Oscar M. Taylor, new president of the State Civil Service Commission, made his first appearance before State employees at the annual dinner of the Civil Service Employees Association on February 24.

Mr. Taylor was introduced by Governor Dewey, who lauded him as the best man he could find in the United States for the job. Mr. Taylor spoke briefly, citing among his views these:

1. A public employee should earn pay consistent with that paid for the same type of work in private industry.

2. Working conditions should be comparable to those who enjoyed in outside industry.

The taxpayer is the employer, Mr. Taylor asserted, and he should

have a feeling of satisfaction from the courtesy and service he receives. He will then be a "more willing taxpayer" when it comes to such things as pay raises.

SANITATION ELIGIBLES MEET ON USE OF LIST

Members of the Sanitationman B Eligibles Association will hear a report on the conference between departmental officials and the joint council of eligibles on department lists, at a meeting on Tuesday, March 2, at 7:30 P.M. at 277 Canal Street, NYC.

CIVIL SERVICE CENTENARY CELEBRATED IN BRITAIN

February 22 marked the 100th anniversary of the civil service in Great Britain. At present there are 700,000 men and women in the civil service, and an additional 400,000 employees of nationalized industries.

Total British population is 53,000,000.

Dewey Wants to Know If Any State Employees Own Harness Track Stock

ALBANY, March 1—Governor Thomas E. Dewey wrote to Bruce Bromley, chairman of the Moreland Act Commission investigating harness racing in the State, asking that he be supplied with the names of State officials or employees who own even one share of a stock in any harness track operating in the State.

The Governor did not indicate what steps he would take if it were found that any such person on the State payroll is a stockowner, but it was reported unoffi-

cially he might encourage the employee to sell the stock on a question of propriety, because of the State's own regulation of and participation in track income of a quasi-monopoly.

Mr. Bromley had announced that the Commission was about to hold public hearings at which every owner of one share or more of stock in any of the seven tracks would be called as witness. This prompted the Governor to ask for the names of the State officials or employees, if any, under his jurisdiction who have a such ownership.

The Governor revealed his move at a press conference. He freely admitted there was nothing wrong with owning track, and added, "I just want to know." He explained that his request concerned only those persons on the State payroll over whom he has power, when asked why he did not include members of the State Legislature. He explained his request does not include political party leaders or officials, as he understood that every such leader or official, or public officer, who owned any such stock already has been questioned by the Commission. He added he was interested only in the 80,000 employees of the executive branch of the State government.

"Regardless of the amount, I am particularly interested to know if any member of my administration, that is, any officer or employee who serves in the State government by my appointment, owns any such stock," the Governor wrote Mr. Bromley.

"In addition, I should like to know whether any others of the 80,000 employees of the administrative branch of the State government is such an owner. I trust that this will not add to your burdens, but I will be grateful indeed if you find it possible to make this information available."

He admitted he had no knowledge of any stock ownership by any State employee.

He added, that since an issue had been raised about stock ownership, it would be interesting to find out whether State employees had any.

Asked if his letter indicated a plan to bar track stock ownership by State employees or to suggest that State employees dispose of any stock holdings, he replied, "No, not unless there was some conflict in interests."

Prison Officers Assured Pay Raise Is Coming; Submit 30 Grievances

ALBANY, March 1—An agenda of 30 grievances from various New York State prisons were submitted to Correction Commissioner Edward J. Donovan by representatives of employees in the institutions. The grievances formed part of the discussions on employee conditions that took place between the Commissioner and the Correction Officers Conference on Monday, February 22.

Few of the grievances were settled, most of them being referred back to the institutions for final determination. The attitude of the employees is stated in these words by one of their officers: "This is wishful thinking; these problems could not be solved at the institutions before; they have been re-submitted from time to time and are still at loose ends."

Officers Re-elected

The Conference re-elected its officers for the coming year. They are: John Mullaney, Auburn, president; Cornelius Rush, Greenhaven, vice-president; Edna Ricklefs, Albion, secretary-treasurer.

Get Pay Raise Assurance

On Tuesday, February 23, the prison officers heard a detailed ex-

planation of the new salary plan from Henry Galpin, CSEA salary research consultant; and John J. Kelly, Jr., assistant counsel. A committee was appointed to confer with J. Earl Kelly, director of compensation and classification, on prison guard pay. The committee consists of Harold Corcoran, Kenneth Ward and Jack Solod. An informative meeting was then held with Mr. Kelly, who advised the committee that no salary grades had been set, but assured the committee that prison guards would get a pay raise.

Conference delegates spent Tuesday afternoon in the State Legislature checking progress of various bills introduced in behalf of institutional employees.

Condolences were expressed to William F. McDonough, CSEA assistant to the president, and to Charles Lamb of Sing Sing upon the deaths of their sisters. Floral wreaths were also sent by the Conference.

The Correction Conference extended its appreciation to Henry Galpin "for his untiring efforts and excellent cooperation at all times."

Employee Activities

Employment, NYC and Suburbs

THE ANNUAL dance of the Employment chapter, NYC and suburbs, will be long remembered by everyone who attended. Special thanks to Gertrude Carr and her committee for a job well done.

The February issue of "Industrial Bulletin" carried an article on operation job security, in which the operations of the City's Industrial Offices were covered. Personnel of LO 610, featured in the article and photographs, were: Mrs. Lucille O'Connor, placement superintendent; Mrs. Edna Unger, office manager, and Audrey Reiser.

News from LO 610: Congratulations to Joseph W. Meagher, whose book, "Through the Midnight Streets," was reviewed in the February 21 New York Times. Happy birthday greetings to Emma Gilbert, Frank Goldberg, Charles Cressy and Sid Goldberg. Harold Simpson once again became a grandfather. It's good to have William Kelley back at work.

Marion Migliore is the new representative for LO 730. Questions on the Association and its benefits should be directed to her. Thanks go to Morris Tuchfeld, who held the job before Miss Migliore.

Florida's loss is Cedarhurst's gain, as Margaret Reilly returns from vacation.

Deepest sympathy to Jules Stevens of LO 331 on the death of his father.

Creedmoor State Hospital

EMPLOYEE legislation was discussed at the last meeting of Creedmoor State Hospital chapter, CSEA, held in the social room. A chapter meeting is the place to present your views on improving employee benefits. Come to the meetings. Make your voice count.

Forty members and guests attended the installation of officers of Creedmoor State Hospital War Vets. Past Commander Bierman officiated.

Tickets, \$1.20 each, are now on

sale for the annual St. Patrick's dance, to be held March 17 at 8:30 p.m. in the assembly hall. Each building has a representative selling tickets.

Congratulations to Oscar Langhorne on his appointment as supervisor, and to Joe Kelly, new supervisor of Building N.

The chapter regrets to report the death of Edmund Petterson, who was a hospital employee for 20 years.

Success is wished Dr. Berardelli, in charge of the new Honor Patient Building, and his assistant, Staff Attendant Theodore Erierson.

Finals in the bowling league are rapidly approaching. Frenchy Muller is a nervous wreck, has the money spent already. Twill McGraw now holds the top game in the league. Charlie Byank, Thomas Neville and George Lust are still battling for the high average spot.

Nick Curzio reports that a "blessed event" is on the way to his home. It must be contagious in Building P.

Mrs. Barazone wonders who will take care of the fish while she is on vacation.

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● **STATE CLERK** — TUES. & FRI. at 5:30 and 7:30 P.M.

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TUESDAY, MARCH 2, 1954

Overhauling NYC Civil Service Commission

The New York City administration has now acted on what Mayor Wagner has considered a number 1 objective — reorganization of the Municipal Civil Service Commission.

The bill is drafted simply and to the point. It sets up a Department of Personnel in place of the present Civil Service Commission. Heading the department will be a personnel director who is also chairman of the three-man Commission. The bipartisan nature of the Commission is retained; no more than two of its members may belong to one political party. This effectively continues existing safeguards against usurpation of power by a single political party. The personnel director "runs" the department — but the Commission as a whole makes the rules, hears appeals, and can put on the brakes if that should be necessary.

The bill makes provision for classification and wage plans; for aid in developing personnel divisions in City agencies, in-service training and other advances.

The measure avoids setting up what has been described as a civil service "czar." Rather than the formula advised by the Josephs Commission, it follows the compromise plan that was originally developed at the State level, and which appears to be more acceptable to the employees. The essential structures of the State and of the City Commissions would be similar.

The bill should be passed swiftly, so that the work of setting the reorganized agency in motion can begin.

U. S. Commission Needs U. S. Marshal Behind It

Veterans want U. S. veteran preference law benefits to remain as they are, except for slight modifications practice requires, and not whittled down on the argument that the merit system is suffering because that law helps veterans to get hired and helps protect them against getting fired.

In line with such position they are backing a bill in Congress that provides reinstatement orders issued by the U. S. Civil Service Commission — usually involving veterans — can be backed up by court orders, and end the ease with which departments may circumvent a Commission reinstatement order simply by disobedience.

In New York State and its localities, the State or local Civil Service Commission is nearly always on the same side as the department, is often party to a reinstatement suit, and the issue seldom relates to veteran preference. In the U. S. jurisdiction not only may the Commission be on the same side as the employee, but in a reinstatement suit must keep hands off.

Veteran groups want a U. S. law to authorize the Commission to get legal counsel, outside the Department of Justice. Not only does the Department of Justice habitually represent the recalcitrant department as counsel, but sometimes is that very department itself.

The Commission must not be hamstrung. The loophole whereby the Commission's reinstatement orders may be rendered academic merely by ignoring them must be closed, regardless of whether the Veteran Preference Law itself is modified. The bill should be enacted.

Brotherhood Group Holds First Fete

The first annual Brotherhood Luncheon of State employees was held last Thursday at the Hotel Piccadilly, NYC. It was sponsored by the Metropolitan Conference of the Civil Service Employees Association, in conjunction with Chapter 33, St. George Association; Excelsior Lodge 1910, B'nai B'rith; the Jewish State Employees Association, and the NYC chapter of the New York State Employees. Participating groups included the Albert Herrin post, American Legion; the Claims Examiners Association; the International Association of Personnel in Employment Security; the National Conference of Christians and Jews, the Payroll Examiners Association, and the Employment chapter, Civil Service Employees Association.

Dewey Tells What Counts

Governor Thomas E. Dewey sent Arthur Mendelson, president, Excelsior Lodge, a message to be read at the luncheon. It contained greetings and added:

"It is encouraging and gratifying to know that so many public-spirited organizations and groups are taking part in this celebration. Such a demonstration of true fraternal spirit is of genuine and inspiring importance.

"Little else counts in this world unless we know how to live together decently as human beings, regardless of our races and religions. The groups engaged in this brotherly meeting are making a real contribution to the most precious of all causes."

Sullivan Main Speaker

At the luncheon, among others, were State Comptroller J. Raymond McGovern, who extended greetings; Franklin Patterson, director, Greater New York area, National Conference of Christians and Jews; Henry Shemin, vice chairman, Metropolitan Conference; Magnus T. Nelson, president, St. George Association; Morris Gimpelson, president, Jewish State Employees Association, and the Rev. Edmund A. Bosch, chaplain, NYC Police Department.

John B. Sullivan, director of education, State Commission Against Discrimination, principal speaker, said civil service is the implementation of brotherhood, which makes no distinctions on religious grounds in human relations. Each person in civil service, he declared, is judged on his merits alone. He described the origin and workings of the State Fair Employment Practices Act, which is intended to eliminate discrimination on national origin, religious and similar grounds in all employment in the State, and the influence that New York State's progressive policies on that score has had on other States.

Potoker Heads Committee

Mr. Mendelson, a referee in the State Division of Employment, State Labor Department, presided at the luncheon. The Rev. Louis T. Buchelmer, of the True Light Lutheran Church, delivered the invocation, and the Rabbi William F. Rosenblum, of Temple Israel, the benediction.

Benjamin Potoker, of the Division of Employment, State Labor Department, was chairman of the arrangements committee; co-chairmen were Mr. Gimpelson, of the Motor Vehicle Bureau, Mr. Shemin of the Division of Employment, and Gladys E. Snyder, of Taxation and Finance.

SIDELIGHTS

SCUTTLEBUT in DeWitt Clinton corridors after Governor Dewey made his address last Wednesday, was: He's talking like a candidate. . . . When Mental Hygiene Commissioner Newton Bigelow and LEADER editor Maxwell Lehman see each other, the talk is likely to be music. Meeting Lehman in Albany last week, the Commissioner grinned, "Hi, maestro!" . . . State Tax chief Al Goodrich, called to phone while viewing gridiron show, sighed, "Ah, the life of a commissioner! . . . Pleasant sight was seeing Goodrich and his wife, Lillian Rosse, who is Governor Dewey's secretary, holding hands like young lovers. . . . Pretty Lillian never seems to change over the years.

Looking Inside

By H. J. BERNARD

AMID the general incentives for public employees is the longevity increment. This improvement would aid employees in jobs in which pay is dead-ended. They are at the top of the grade, and either too few or no promotion opportunities are provided, although the employees are doing a good job.

United States plans are proposed, and bills introduced to effectuate them, but nothing has come of them yet. The U. S. Civil Service Commission favors increments for employees in grades GS-11 through GS-15, (\$5,940-\$6,940; \$7,040-\$8,040; \$8,360-\$9,360; \$9,600-\$10,600; \$10,800-\$11,800, for the ascending grades). This may seem more like neglect than attention, but it may be a concession to practicality. A full-scale plan would be costly, and with a general salary increase as the main objective, involving considerable cost, gradual approach to other goals is sensible.

If the Federal plan is enacted it will give an impetus to the extension of the principle to other grades, and set an example for State and local jurisdictions, just as New York State's sixth increment, for longevity, will set other States thinking. New York is all set to adopt such a law.

Applying benefit to U. S. grades in which the employees are only a small percentage of the total, limits the cost and also applies the principle of rewarding groups who have received relatively little salary benefit. Flat raises or percentage plans under which those in the higher brackets received the smaller percentage, reduce pay spreads between jobs. A scientific pay plan provides salaries commensurate with duties and responsibilities, and with comparable pay based on comparable examinations. If flat increases became the invariable rule, the spread between the supervisor and the supervised would ultimately become ridiculously thin. This contracting process has probably nearly reached its permissible limit. It is sheer demagoguery to neglect the higher paid because they are numerically small. It also makes employees in lower paying titles lower their sights, because the higher paying positions are their goals and incentives. To the extent that the spread disappears, so incentive disappears, too. That does not mean the lowest grades should be neglected.

There is no reason to find fault with the Commission's effort just because of limited scope of its first effort. The final possibilities are not limited.

The Federal bill requires an employee to be at the top of his grade at least three years for each successive seniority increment, up to a total of three increments, their monetary value equalling that of an in-grade or step-up promotion. For grades GS-11 to 14, inclusive, the amount is \$200 a year; GS-15, \$250.

GENERAL PAY INCREASES, curing of special inequities and reclassifications, must finally wind up in a single end result. Each employee receives only one salary, not two or more salaries. A general pay raise may be taken as recognition of living costs, but a reclassification deals with the relative value of the services to the employer the relationship of grades, and establishes the promotion "ladder."

AN EMPLOYEE of private industry hesitated to take a NYC job because his employer was contributing in full toward his pension, whereas a NYC employee has to make annuity contributions from salary. When computation showed that the private industry pension would be \$100 a month at maximum, and the public pension maximum was determined by salary, his own contributions are a savings account, his NYC pension would be easily two or three times as great as the other, and the City contributes more than the employee does, he accepted the City job.

The value of the pension benefit is one that new entrants naturally find difficult to visualize, especially as no specific retirement allowances can be stated in advance of knowing the length of service and average salary of employee-selected five consecutive years on which the City-paid pension is based, as well as the pension plan the member chose. He should choose the most liberal one, even though it costs him more. It's the 1 per cent pension plan, under which the City pays 1 per cent of final average salary, multiplied by the number of years of member-service, which produces 25 per cent pension in 25 years, more or less proportionately, for longer or shorter service. Add the annuity, financed by the employee-paid contributions, and the retirement allowance can be double the pension. By purchasing additional annuity, the retirement allowance is almost sure to be at least double the pension. By additional years of service even retirement at full pay is within reach.

The full-pay possibility is greater for those who became members of the NYC Employees Retirement System on or before June 30, 1947, for the interest rate paid on their annuity savings account is 4 per cent. Those who joined subsequently get 3 per cent. It makes quite a difference, in the final reckoning of the annuity, particularly because of the compound interest.

Assuming the best conditions, age 63 would not be an unlikely one for full-pay retirement, after 35 years of service.

AN ODD PROBLEM about the correctness of an answer arose in the NYC patrolman exam held recently. Certain definitions were to be matched with an equal number of optional answers. One of the definitions was "a false statement under oath." The tentative key answer gives "perjury" as the correct answer.

It is true that a false statement under oath comes much nearer to the idea of perjury than any other option, but is it all right for the Municipal Civil Service Commission to be authority for the false statement that in law perjury consists of only making a false statement under oath? Suppose a fellow writes a girl a letter, saying he's in love with her, (but isn't), takes it to a notary, and swears to it, then mails her the sworn statement. Perjury? Maybe in the moving picture theatres of the land but not in the courts of the land. To be perjury, the statement must not only be false, but it must relate to a material matter, and the oath, or affirmation, must have been required by law.

The Commission did not ask with most newly correct or least incorrect answer.

THREE CHANGES IN HELPER KEY ANSWERS

Three changes were made in the tentative key answers to the written test for maintainer's helper, group B, NYC Transit Authority, held December 19. The changes: Item 84, from A, to A or B; Item 82, from C, to A or C; Item 83, from A, to A or B. The NYC Civil Service Commission received 10 letters of protest against 21 items. There were 450 candidates in the test, for both open-competitive and promotion jobs.

**Quotations from endorsements
by leading organizations of
government employees...**

Your Insurance Committee has completed its investigation of a large number of automobile insurance companies. This survey was made for the purpose of determining the insurance company which would offer the members of our Association the best automobile insurance at the lowest possible cost...The New Jersey Education Association is endorsing the Government Employees Insurance Company.

—New Jersey Educational Review

After thoroughly investigating the field, including several insurance companies that offer percentage reductions, we are unqualifiedly recommending the Government Employees Insurance Company...a company that insures Federal, State, County and Municipal employees.

—The Bulletin of the Joint Committee of Teachers Organizations.

It is to your benefit to investigate the unusual automobile insurance service offered to officers of the Coast Guard by the Government Employees Insurance Company. I heartily recommend that you fill in the attached card and find out for yourself what a good deal this really is for you.

—U. S. Coast Guard Magazine

APPROVED

automobile insurance for government employees...

It is indeed most flattering and gratifying to receive such tangible evidence of confidence from representative groups of government employees as well as individuals. In addition to these typical endorsements, it is noteworthy that Officers of many leading chapters of the Civil Service Employees Association have acknowledged the unusual benefits of Government Employees Insurance Company by directing the attention of their members to our auto-

mobile insurance service.

The stamp of approval given Government Employees Insurance Company is received not only with pride but, more important, with a profound appreciation of the responsibility for the trust and confidence placed in us.

We are sure we can merit your approval also when your automobile is insured with Government Employees Insurance Company.



Assets Over \$27,000,000

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Insurance Company

GOVERNMENT EMPLOYEES INSURANCE BLDG., WASHINGTON 5, D. C.
(A Capital Stock Insurance Company—Not Affiliated with the United States Government)

Bills in Legislature

(Continued from Page 2)

§632, MORGAN — Allows member of State Employees Retirement System credit for military service in World War II, if he was on civil service eligible list for appointment to position in employ of State or participating employer and person lower on list was appointed during period of military duty of such member and became member of system after separation or discharge from armed forces, with member's military duty deemed to have commenced on date of appointment of such other person in S. Civil Service, A. Ways and Means.

S.I. 2264, BAUER (Same as A.I. 2041, T. RILEY) — Permits member of State Teachers Retirement System to retire upon annuity which shall be actuarial equivalent of accumulated contributions, plus pension, with combined total equal to 1 per cent of final average salary times number of year of total service credit, but not exceeding 35 years; such formula shall be used only if retirement allowance exceeds 1/4 of final average salary. In S. Education, A. Ways and Means.

S.I. 2265, (Same as A. I. 3042, T. RILEY) — Permits members of State Teachers Retirement System after 25 years or more of total service credit therein, to leave position but maintain membership and receive retirement at elected age. In S. Education, A. Ways and Means.

S.I. 2268, BRYDGES (Same as A.I. 2731, CURTO) — Permits cities to enter into group insurance contracts for City employees with any insurance company authorized to do business in State, for furnishing medical and surgical services and hospital service. In S. Cities, A. Local Finance.

S.I. 2278, BRYDGES (Same as A.I. 2525, ROMAN) — Allows teachers of special classes for physically handicapped, mentally retarded and delinquent children, differential pay of \$480 a year over salary otherwise fixed for teachers. In S. Education, A. Ways and Means.

S.I. 2283, CAMPBELL (Same as A.I. 2779, HILL) — Authorizes cities to allow mileage of not more than 8 cents a mile for travel on official business by City officer or employee by use of his own automobile. In S. Cities, A. Local Finance.

S.I. 2297, CONDON (Same as A.I. 2810, LENTOL) — Reduces from 15 to 8 years the minimum required as service credit for member of NYC Employees Retirement System, absent on military service, during period between termination of military review and retirement, to be allowed credit for military service; extends to January 1, 1955 time for filing applications for such credit. In S. NYC, A. NYC.

S.I. 2300, CONDON — Extends to public officers and employees who served in U. S. armed forces during period of hostilities on and after June 25, 1950, provision allowing veterans to take refresher or retraining course and be granted leave of absence for not more than four years. In S. Defense.

S.I. 2303, COOKE (Same as A.I. 2991, DANNEBROCK) — Permits cities of more than 500,000 and less than 1,000,000 to provide for increase in amount of pension of any member of local retirement system. In S. Cities, A. Ways and Means.

ASSEMBLY

A.I. 1638, TURSHEN—Permits members of NYC Teachers Retirement System to retire after 25 instead of 30 years' service. In A. NYC.

A.I. 1660, DeSALVIO—Increases from two to three weeks a year, minimum vacation for employees of NYC Transit Authority with at least one year employment and for other employees on basis of 1 1/2 instead of one day a month. In A. Public Service.

A.I. 1661, PARBSTEIN (Same as S.I. 225, in January 26 LEADER).

A.I. 1666, GRACI (Same as S.I. 1062, in February 9 LEADER).

A.I.1680, TURNER (Same as S.I. 74, in January 19 LEADER).

A.I. 1696, KNORR (Same as S.I. 38, in January 19 LEADER).

A.I. 1697, KNORR (Same as S.I. 96, in January 19 LEADER).

A.I. 1706, SATRIALE—Requires NYC transportation board to assign at least 1,500 transit patrolmen for protection of life and property in connection with City transit system operation. In A. Public Service.—(Same as S.I. 2397, DeOptatis, in S. NYC, and A.I. 2897, Satriale).

A.I. 1718, TURSHEN—Fixes

new salary schedules for certain teachers in NYC ranging from \$4,500 to \$8,500, including increments of \$500 each, with differential for master's degree or equivalent. In A. Ways and Means.

A.I. 1789, TRAVIA (Same as S.I. 199, in January 26 LEADER).

A.I. 1838, BROWN (Same as S.I. 38, in January 19 LEADER).

A.I. 1840, BROWN (Same as A.I. 1911, STEINGUT) — Provides that service of teachers entitled to tenure during probationary period in same school district shall be cumulative for establishing eligibility, regardless of transfers within system. In A. Education.

A.I. 1852, T. FITZPATRICK (Same as S.I. 106, in January 19 LEADER).

A.I. 1899, RABIN (Same as S.I. 228, in January 26 LEADER).

A.I. 1921, TELLER — Prohibits local pension or retirement system or agency thereof from denying credit for service in any position for period before Social Security was provided for such position. In A. Ways and Means.—(Same as S.I. 1569, Friedman, in S. Civil Service.)

A.I. 1955, CURTO — Strikes out provision that effective date of superannuation retirement of member of State Employees Retirement System, shall be not less than 30 nor more than 60 days after date of filing applications. In A. Ways and Means.

A.I. 1960, J. FITZPATRICK — Extends provision allowing teachers who are not members of State Teachers Retirement System to elect to become members of State Retirement System, to include those who on or after January 1, 1946 enter employment in State-operated institution or community college or in one supported under contract with State Education Department; makes provision for payments for service credit into annuity savings fund and pension accumulation fund. In A. Ways and Means.

A.I. 1963, HANKS — Prohibits removal of civil service employees in competitive class except after hearing and notice, with right to review in Supreme Court; gives employee right to be represented by counsel and summon witness. In A. Judiciary.

A.I. 1964, HANKS — Provides that State and municipal civil service employees appointed to competitive, non-competitive or labor class position of classified civil service shall hold position for indefinite term, subject only to civil service law and rules. In A. Ways and Means.—(Same as S.I. 2159, Moritt, in S. Civil Service.)

A.I. 1969, HILL (Same as S.I. 234, in January 26 LEADER).

A.I. 1970, HORAN — Defines final average salary for State Employees Retirement purposes, for those having credit for five years or more of member-service, to mean highest average during any three instead of five consecutive years of member-service. In A. Ways and Means.

A.I. 1980, LOUNSBERRY — Requires municipalities to establish salary plan and salary and increment schedules for uniform classification of positions in classified civil service, for fiscal year beginning on or after July 1, 1954. In A. Ways and Means.

A.I. 1981, LOUNSBERRY — Permits member of State Employees Retirement System who is employed and renders service as fireman or policeman in any State department, to elect to contribute for retirement after 25 years' service, in same manner as is allowed for municipal firemen and police. In A. Ways and Means.—(Same as S.I. 2183, Santangelo, in S. Civil Service.)

A.I. 1994, NOONAN — Permits member of State Employees Retirement System who is regular appointee to position of officer or member of municipal or district police department or force, to elect on or before July 1, 1955 to contribute for retirement after 20 years of total service or at age 60; fixes contributions, annuities and pensions. In A. Ways and Means.

A.I. 2042, KIRSCHENBAUM — Allows member of NYC Employees Retirement System, employed by Transportation Board following employment with private company operating transit facility acquired by City, who is not member of system formerly maintained by private company, credit for service with transit facility, if he contributed amount required if service had been with City. In A. NYC.

A.I. 2133, VAN DUZER — Requires that teachers in cities other

than NYC, with seven years or more of satisfactory teaching service, shall be allowed sabbatical leave of six months on full pay or one year at half pay; leave shall be granted for every seven years but not more than five such leaves shall be granted. In A. Ways and Means.

A.I. 2134, VAN DUZER — Provides that school term for teachers services shall not be more than 190 days during period from September 1 to June 30 following, which shall be considered full year for probation, tenure and retirement. In A. Ways and Means.

A.I. 2135, VAN DUZER—Allows member of supervising and teaching force and any other employee of school district, whose services are continued between July 1 and August 31, pro rata share of annual pay therefor. In A. Ways and Means.

A.I. 2136, VAN DUZER—Allows any teacher who has been appointed on tenure in school district in State, to enjoy benefits thereof with respect to certificate which such teacher has been issued by State Education Commissioner. In A. Education.

A.I. 2137, VAN DUZER — Permits teachers in NYC absent from duty because of personal illness, certified by duly licensed physician, to be excused with full pay at rate of 10 days of sick leave for each year of credited service, with unused portion to be cumulative to a total of 100 days. In A. Ways and Means.

A.I. 2138, VAN DUZER — Allows all members of State Teachers Retirement System, upon superannuation retirement, pension of 1/100 of final average salary times number of years of total service, as is now allowed those with less than 25 years' service. In A. Ways and Means.

A.I. 2164, AUSTIN (Same as A.I. 866, in February 9 LEADER).

A.I. 2165, AUSTIN — Provides that regular teaching day of full time teacher in public elementary or secondary schools shall be not less than five hours nor more than 6 hours and 20 minutes inclusive of lunch period; full time teachers shall receive pro rata pay for time in excess of 6 hours and 20 minutes; exempts principals' conferences and marking Regents papers. In A. Education.

A.I. 2194, OLLIFFE — Permits member of NYC Employees Retirement System to apply before July 1, 1954 for credit for service in U. S. armed forces and if during period between termination of military service and retirement, he has been credited with not less than 15 years of member service, and to make contributions therefor. In A. NYC.—(Same as S.I. 2361, FUREY, in S. NYC.)

A.I. 2213, CORSO — Fixes annual salaries of uniformed court officers of NYC Municipal Court, Magistrates Courts and Domestic Relations and Special Sessions Court, on and after January 1, 1954, at \$3,360 to \$4,420, exclusive of bonuses; allows annual increments. In A. NYC.—(Same as S.I. 2396, SORIN, in S. NYC.)

A.I. 2246, MAIN — Extends provisions for credit to member of State or local employees retirement system for period of military service, to include post-World War II service during period from June 30, 1950 to July 1, 1954. In A. Ways and Means.

A.I. 2280, OLLIFFE — Requires NYC in 1954 and annually thereafter, to pay into a maximum liability pension fund, \$3,000,000 to reimburse contributions deducted for pension purposes from salaries of persons who were officers or members of uniformed force of police department before March 29, 1940 and to match such contributions; payments shall continue into fund until it equals amounts subsequently to be due and payable therefrom; fixes schedule of options which may be adopted in case of death of member. In A. NYC.—(Same as S.I. 2034, FUREY, in S. NYC.)

STENOS AND TYPIST OVERSEAS JOBS OPEN
U. S. State Department recruiting officers are interviewing stenographers and typists for overseas jobs, at the State Employment Service's Commercial Office, 1 East 19th Street, NYC.

Stenographers and typists receive \$3,150 a year, plus cost-of-living, rent and hardship post allowances.

Stenographers must take dictation at 80 words a minute and be able to type 50 words a minute. Typists must type 50 words a minute.

Southern Conference Takes Stand on Assn. Constitution Changes

ALBANY, March 1—The Southern Conference, meeting in the auditorium at Civil Service Employees Association headquarters, opposed the admission of County chapters into the five Association Conferences, now composed of State Division chapters.

The Southern group felt that the County chapters should have the opportunity of creating their own Conferences, because their problems are different and the solutions are obtainable from different sources. Instead of looking to the State Legislature for statutory salary improvements, they turn to the Board of Supervisors or Common Council, and are not included in the classification and reallocation powers of the State Civil Service Commission. When a proposed amendment to the Association constitution came up at the delegates meeting, later the same day, to allow County chapters to join present Conferences, it was tabled.

Terms of Officers
The Southern Conference felt

that more study should be given to another proposed amendment to the Association, to increase to two years the present one-year term of Association officers. The Conference felt that the terms of the other members of the board of directors of the Association should be considered at the same time. The sense of the objection to immediate action was that more clarification is needed. When a proposal for a two-year term for Association officers came up at the delegates' meeting, it, too, was tabled.

The value of the County chapters was stressed by several speakers, some of whom reported that County chapters themselves prefer to have their own Conferences, and themselves stress the difference in problems and forums.

Charles Lamb, president of the Southern Conference, presided. The other Southern Conference officers are Roland Schoonmaker, Ray Beeby, Herbert Nelson, and Dorothy Browning, vice presidents; Peggy Killackey, secretary, and Robert L. Soper, treasurer.

WIDER USE IS URGED FOR PUBLIC RELATIONS

ALBANY, March 1 — The public relations committee, Civil Service Employees Association, submitted the following report at the CSEA annual dinner meeting:

"Advancement in the public relations program of the Association is definite. It will be even more effective in meeting the needs of members when funds are available to carry out the recommendations of this committee for an enlarged public relations staff.

"The public relations committee, at its 1954 organization meeting in January, unanimously and strongly urged that the public relations director of the Association be fully informed at all times of the progress in the salary negotiations. Only by this procedure can the public relations director have the constant background information so necessary for creditable handling of the final announcements from the employees' point of view.

"Similarly it will be to the advantage of the Association to brief the public relations director promptly on the work of all committees. He in turn will be in a position to call upon the public relations committee for suggested guidance in this field, bearing in mind that public relations is of outstanding importance in a service organization such as ours.

Petition Praised
The invitation is made to all committees to avail themselves of the public relations committee's assistance in matters pertaining to furthering Association interests, both within and without the organization. Such consultation with the public relations committee can result in better understanding and acceptance of the work of nearly every committee.

"Circulation of the petition relative to the work week of institution employees was a commendable public relations endeavor. This was accompanied by distribution of an especially worthwhile pamphlet entitled "Do You Know?" The pamphlet drew high commendation inside and outside the Association. It is cited here as an example of headquarters staff capability aided by member cooperation.

"The public relations committee has given its full approval to the proposed Civil Service Institute, scheduled for the first Saturday in May. The committee likewise endorses the proposals made at the recent meeting of committee chairmen and extols the foresight of President John P. Powers in getting that group together.

"We desire to thank the officers

and staff of the Association for their constant helpfulness to this Committee."

Foster Potter is chairman; the other members, Norman F. Gallman, Philip Florman, and J. Arthur Mann.

Guide to New State Pay Plan

(Continued from Page 3)
crements (about 10 percent). Thus the net cost to the State for the current fiscal year is \$13,200,000.

The above figures represent 1954-55 cost only. The long range implications of extra cost through the new salary plan are obviously substantial.

Change from Current Schedule to New

The desirability of many reallocations as revealed by the Civil Service Department's study wholly precludes a statutory conversion from the current to the new schedule similar to the 1947 arrangement for changing from the Field Hamilton Law to the consolidated schedule. The change to the new schedule would have to be accomplished administratively by the allocation of each title in the State service to its proper and equitable grade in the new plan. It has been said before that over 96 percent of all positions would receive pay increases under this schedule and beyond that about half of the State's positions would be increased further by allocation from their present relative pay levels. It is obvious that exact amounts of increase for this very large number of positions cannot be determined until a definite schedule of salary grades is adopted. Thereafter, these determinations would be contingent upon two main factors: (1) good internal pay relationships; (2) good adjustment with outside salaries for comparable work, as revealed by the Civil Service Department's 1953 wage survey.

Who Is Eligible for Extra Step?
The extra step rate would be a permanent and continuing method of rewarding competent employees for faithful service. Additional employees will become eligible for the extra step at the start of each fiscal year.

The general rule for determination of eligibility for the extra step will require that each of the following conditions be met:

- (1) Employee must have been, on April 1, 1949, at or above the maximum of the grade to which his position was then allocated. (Next year the eligibility date will become April 1, 1950, etc.)
 - (2) Employee's service must have been continuous and satisfactory since the eligibility date.
 - (3) Employee must not have received a reclassification which was in effect a promotion since the eligibility date.
- Employees who meet these conditions on October 1, 1954 may be increased to (but not above) the extra step rate, subject to the limit to amount of 1954-55 raise, and retroactive to April 1,

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

As M. C., Kelly Is Rated Tops

ALBANY, March 1 — Kudos of the highest order went to John J. Kelly Jr., for his performance as toastmaster at the annual dinner of the Civil Service Employees Association in Albany on February 24. Interest was expressed at the smooth performance Mr. Kelly turned in, particularly since the young attorney is relatively new to the toastmaster business.

Mr. Kelly drew laughs and applause from his audience with his skillful fencing anent Governor Dewey, and drew a compliment from the Chief Executive as well. His political jokes were new, and "brought the house down." He looked up the background and varying definitions of the word Governor, finding results which raked the audience with hilarity.

In a serious portion of his address, Mr. Kelly reminded his audience that its strength depended on its unity.

Mr. Kelly is assistant counsel of the Association.

Largest Number Attend Annual Dinner Meeting

ALBANY, March 1—The 44th anniversary dinner of the Civil Service Employees Association was attended by the largest number of employee representatives and State officials ever to convene for this annual function.

The event was held on Wednesday, March 24, in the State Room of the DeWitt Clinton Hotel, Albany. The dinner was preceded by an afternoon meeting in Chancellor's Hall, at which the new salary plan was explained and action taken on proposed amendments to the by-laws and constitution of the organization.

The evening meeting, at which Governor Dewey and Civil Service Commission President Oscar M. Taylor spoke, was followed by a "gridiron-type" play and dancing until 2 a.m.

Powers, Kelly Preside

The round of meetings and festivities had begun on Tuesday, February 23; and in the case of the Prison Officers Conference, on Monday, John F. Powers, Association president, presided over the meetings. John J. Kelly Jr., assistant counsel, was toastmaster at the dinner.

Sitting at the dais during the dinner meeting were: Governor Dewey; Senator William H. McKenzie; Budget Director T. Norman Hurd; Mrs. Hurd; Civil Service President Oscar M. Taylor; Civil Service Commissioner Alex Falk; Comptroller Raymond McGovern; John F. Powers, CSEA president; Mrs. Powers; Joseph F. Feily, 1st vice president, CSEA; Virginia Leatham, chairman of the social committee; Rev. Frederick Zimmerman; Rev. John L. Jones, and John J. Kelly Jr.

The Play and Players

The play was entitled "Songs and Hokey for a Feller Named Dewey or Hopin' and Hintin' at the DeWitt Clinton." Director and production were by Tommy Sternfeld, lyrics and dialogue by Charles P. O'Connell.

The staff consisted of: Faustine H. LaGrange, general manager; costumes, Mrs. Charles R. Culyer; properties, lighting and sound, Charles R. Culyer; piano arrangements, Elizabeth R. Conklin; orchestra, Francis Murphy.

Actors in the show were: Kenneth E. Sullivan, Department of State; Al Wehren, Civil Service; James Hatch, Education; William J. Baker, Parole; Louis A. Lulizi, Civil Service; Joan Hendrick, Department of State; Betty Gaucas, Department of State; Patrick J. Rogers, Parole; Foster Potter, Agriculture & Markets; William E. Flanigan, Department of State; Martin J. Barry, Law; Patricia J. Farley, Audit and Control; Louise M. Hirt, Civil Service; Charlotte A. Stoessel, Civil Service; Miriam T. Taaffe, State University; John J. Korfhage, Agriculture and Markets; Matthew W. Fitzgerald, Motor Vehicles.

POLICE WIDOW AWARDED \$4,650

Mrs. Lucille Starrett, widow of NYC Police Sergeant Saul Starrett, killed in the line of duty last September, has been awarded \$4,650 by the Board of Estimate representing sergeant's salary for a year.

Idea Wins \$100 For Employee

Max Mazur, an assistant supervisor in the Department of Welfare, was presented with the January Father Knickerbocker Award of the Young Men's Board of Trade at the Board's monthly luncheon meeting at the Brass Rail Restaurant last week.

The monthly Father Knickerbocker Award is given to the City employee who, in the opinion of the Young Men's Board of Trade, submitted the best suggestion to effect economies or improved operation in City departments.

Mr. Mazur suggested a procedure whereby a good portion of the cost of hospital and medical care given to children placed in foster homes by the Department of Welfare will be reimbursed by hospitalization insurance.

Mental Hygiene Benefits Sought by Reallocation

ALBANY, March 1 — A spirited meeting by the Mental Hygiene Employees Association, held at the Hotel Wellington, urged the necessity of proper pay differentials being established by administrative upward reallocation after the new salary schedule goes into effect on April 1. This schedule, which will provide increases under an entirely new plan, payable retroactive on October 1, in lump sum, will raise attendants from the present G-2 to the new R-4, R being the designation of the new grades. Thus, the effect is the same as that of an upward reallocation

posed raises was held. Speakers regretted that the pay question became so technical this year, that it was impossible to get a full picture of the Administration's proposal in advance of the MHEA meeting. It was given the next day at the meeting of the Civil Service Employees Association, to which most of the MHEA members belong.

Speakers pointed out the differences in duties and responsibilities, now recognized in the law, and which would not be carried out under the new pay plan, hence the spread would have to be re-instituted to reflect difference in duties and responsibilities.

40-Hour Week

The meeting was given to understand that Mental Hygiene employees will benefit most from the upward reallocations.

A general discussion of the salary subject, and means of disseminating information on pro-

posed raises was held. Speakers regretted that the pay question became so technical this year, that it was impossible to get a full picture of the Administration's proposal in advance of the MHEA meeting. It was given the next day at the meeting of the Civil Service Employees Association, to which most of the MHEA members belong.

Emil Impresa, chairman of the publicity committee of the MHEA, reported that eagerness for the 40-hour week, at 48-hour pay, was running higher among Mental Hygiene Department employees than ever. The MHEA resolved to ask the CSEA to continue making every possible effort to get a bill enacted instituting the 40-hour week for institutional employees at this session.

In answer to a question at the meeting of the CSEA, John F. Powers, president, said everything was being done that could be done, and maximum effort would continue unabated.

Mr. Impresa ran into Governor Thomas E. Dewey at the DeWitt Clinton Hotel, he said, and mentioned to the Governor how strongly the Mental Hygiene employees feel about the 40-hour week. Mr. Impresa reported the Governor showed interest and asked him to send a letter to his secretary, stating full particulars.

Expansion Program

Much interest was shown by MHEA members in the expansion program of the department, to be financed by a bond issue. Some members felt that the proposed scheme would be amended, not all the additions made at all the institutions as presently listed, because of other alterations making those institutions capable of handling additional types of guests, and other reasons. However, it was agreed that the expansion program, if it carries with it increase of personnel, would be a subject of increased interest to the employee group. Close study will be made of the expansion program. Enthusiasm was expressed for the State's interest in improved care of the mental patients, and foreseeing the need of caring for more patients.

Other speakers were John O'Brien and John Graveline, departmental representatives on the CSEA board of directors, and Robert L. Soper.

Powers Asks Death Benefit Be Doubled to Year's Pay

ALBANY, March 1 — In a letter to Comptroller J. Raymond McGovern, John F. Powers, president, Civil Service Employees Association, urged larger death benefits. He wrote:

"I would like to bring your personal attention to one element of our Employees' Retirement System which in my opinion, requires adjustment, i.e. Ordinary Death Benefit.

"At the present time in the event of death while in active service, one month's average salary for each year of service not exceeding six months is allowed. This benefit was first introduced in the Retirement System over 30 years ago (1923) and has continued unchanged. Meanwhile, two other public retirement systems (Teachers' Retirement System in the City of New York,

and New York City Employees' Retirement System) have amended their plans to provide a maximum death benefit of twelve months' salary. A more appropriate death benefit is vital since State employees do not come under the Social Security Act and dependent coverage is lacking. Previous estimates show that the cost of increasing the present maximum death benefit from six months to twelve months would be around one-half of 1 per cent of payroll for current services.

"Some of the additional reasons for increasing the Ordinary Death Benefit are:

"(1) It is the usual rule in the case of Group Life Insurance purchased by employers to provide death benefits equal to 1½ to 2 years' salary. (General Motors, Socony Vacuum, American Can, Eastman Kodak, etc. provide two

years' salary). While the cost of the Group Life Insurance is in some instances contributed to by the employees, it is reasonable to say that the employer's cost purchases at least one year's benefit.

"(2) Previous studies show that of 100 employees (clerical) entering at age 30, some 17 per cent die in active service as compared with about 17½ per cent who eventually retire or become disabled. Thus, as regards the number of employees affected, the death benefit is of equal importance with the retirement and disability benefit.

"(3) It is reasonable to assume that close to one thousand members of the retirement system died in active service in 1953, and that approximately half of such members had twelve years or more of service.

"(4) There is a wide disparity between the value of benefits paid to a member who happens to die shortly prior to age 55 or 60, as compared with the value of the pension benefits paid to a member who survives to such ages and retires.

"As president of The Civil Service Employees Association, Inc., I feel that the foregoing data prove conclusively that the present maximum ordinary death benefit in our Retirement System, of six months' salary, is inequitable and requires 'modernizing' to meet the changed conditions since 1923 and to match general industry."

Men in 17 More Departments Take State Heart Test

ALBANY, March 1 — The committee on heart pilot program, Civil Service Employees Association, reported to the meeting of delegates on research being conducted in the Albany area.

The report supplements the information given Association delegates at the annual meeting last October, which reported progress on the research study up to September 15, 1953.

Since the beginning of the project 1,310 men within age limits 40 to 54, noted have been examined. Since September 15 men of the following departments have been examined:

Flood Control, Joint Hospital

Commission, Division of Safety, Board of Equalization & Assessment, Veterans Affairs, State Liquor Authority, Youth Commission, Banking Dept., State University, Adjutant General, Department of Correction, Insurance Department, Department of State, State College, Public Service, Conservation Department, and Standards & Purchase.

Five More Soon

Men of the following departments will be examined soon:

Public Works, Labor, State Police, Department of Law, and Department of Audit & Control.

The committee consists of John J. Cox, chairman; Clifford Shoro and William Health.

More Training Courses Needed, Says Lawton

LANGLEY FIELD, Va., March 1 — Wider use by the Government of employee training methods which have proved their value in private industry is a "must" item in a true Federal career service, U. S. Civil Service Commissioner Frederick J. Lawton told the graduating apprentice class of the Langley Aeronautical Laboratory, National Advisory Committee for Aeronautics.

Proof Expected

"There are many good training programs in the Government today," he said, "but the scope of training varies widely among agencies. There are specific provisions for training in certain agencies or parts of agencies, for certain kinds of work, for veterans, and so on. This is partly due to the variety of legislative provisions, some permissive and some restrictive, that appear in appropriation acts and in separate laws affecting individual agencies."

He said the Government needs a unified general policy on training and a broader and more co-

ordinated authority for establishing and participating in programs to meet a wide variety of needs. "These," he said, "should include both in-service, or on-the-job, training, of which the apprentice programs are one example, and programs to make use of the facilities of educational institutions and private industry."

"As more people come into Government executive positions from progressive private industry, where the value of training has been well established," he said, "I think we will see some lessening of the mistaken belief that training is simply a gift to employees at the expense of the taxpayer."

MARINE ENGINEERS NEEDED BY U. S.

The New York District, Army Corps of Engineers, needs marine engineers (general), \$5,940 to start, and engineering aids (survey), \$2,950. Apply to Mr. Pagliaro, personnel branch, at 80 Lafayette Street, New York 13 N. Y., WOrth 4-7300 Ext. 438.

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. BRa clay 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.

Mrs. Howard Hanson (third from left), chairman of the Town of Rush March of Dimes campaign, accepts money raised at the fourth annual basketball game of the State Agricultural and Industrial School, from Bill Williams (left), recreation instructor, and Wait Damon, supervisor of physical education and recreation. Mrs. Arthur D. Roberts, chairman of the Industry fund-raising campaign, looks on.



LEGAL NOTICE

CITATION — The People of the State of New York, By the Grace of God Free and Independent, To MARIE K. SIAHOU the next of kin and heirs at law of William Brown also known as Vacillos Vouchilas, deceased, send greeting:

WHEREAS, Christ Visvitsis, who resides at 573 West 192nd Street, the City of New York, has lately applied to the Surrogate's Court of our county of New York to have a certain instrument in writing bearing date January 29, 1954 relating to both real and personal property, duly proved as the last will and testament of William Brown also known as Vacillos Vouchilas, deceased, who was at the time of his death a resident of 471 West 42nd Street, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 1st day of April, one thousand nine hundred and fifty-four, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 24th 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

SCHULZE HEADS FIRE TELEGRAPH GROUP

New officers of the Fire Telegraph Dispatchers Association are: Frederic Schulze, president; John Barry, vice president; Phillip T. McGovern, recording secretary; and John Allen, secretary-treasurer. Trustees are: Julius Feldman, Manhattan; Patrick Finneran, Bronx; John Buckley, Richmond; James Murtha, Brooklyn; Bernard McPartland, Queens.

CLERK JOBS FOR MEN ONLY

Only men will be called to clerk jobs in Kings County Clerk's Office, the New York County District Attorney's Office, and Queens County District Attorney's Office.

LEGAL NOTICE

CITATION: The People of the State of New York, by the Grace of God, free and independent; to Attorney General of the State of New York; and to "John Doe" the name "John Doe" being fictitious the alleged husband of Zulina Sliotsky, also known as Zulona Sliotsky and Zelena Sliotsky, deceased, if living, or if dead, to the executors, administrators and next of kin of said "John Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained the petitioner herein, Zulina Sliotsky, also known as Zulena Sliotsky and Zelena Sliotsky and the next of kin of whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the person interested as creditors, next of kin or otherwise in the estate of Zulina Sliotsky, also known as Zulena Sliotsky and Zelena Sliotsky, deceased, who at the time of her death was a resident of 39 Charles Street, New York, N. Y. Send Greeting:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Record, 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 26th 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, and why the sum of \$500.00 should not be expended for the erection of a monument on decedent's grave.

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

(SEAL)

WITNESS, HONORABLE George Frankenthaler, a Surrogate of our said County, at the County of New York, the 15th 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.

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 (STEFANJA) 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, 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

For that extra help you need to rank high on the list get a special study book and prepare for the examination you plan to take. Duane St., NYC.

Social Committee's Work Wins Praise

ALBANY, March 1 — John J. Kelly Jr, toastmaster at the annual dinner of the Civil Service Employees Association, specially complimented the social committee for unsparring devotion of their own time to making the dinner and its auxiliary events a success.

Virginia Leathem, of the Civil Service Department, heads the committee. The other members are Margaret Deveny, Conservation; Michael F. Dollard, III, Budget; Florence Drew, Binghamton State Hospital; Rebella Eufemio, Rockland State Hospital; Matthew W. Fitzgerald, Motor Vehicle; Ivan S. Flood, Westchester chapter; Helen Forte, Civil Service; Edith Fruchthandler, Public Service; Joan Hanlon, Audit and Control; Rita Hughes, Tax; Doris LeFever, Workmen's Compensation; Lea Lemieux, Tax; Paul D. McCann, Correction; Charles P. O'Donnell, Mental Hygiene; Isabelle M. O'Hagan, State; Biagio Romeo, NYS Psychiatric Institute; Claude Rowell, Rochester State Hospital, and Catherine Webb, Willowbrook State School.



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 2 family detached, garage, 4 basement. A steal! Hurry for this one. G.I. \$490 down.
 A large selection of other choice homes in all price ranges

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REAL BUYS
BAISLEY PK. GI \$2,000
 2 family 8 rooms, finished basement, modern tile baths, 3 kitchens, 2 car garage, lot 50 x 100. Don't miss this one. Price \$14,250. Civilian \$3,000 down.
ST. ALBANS GI \$1,500
 1 family 6 rooms and sun porch detached home, nicely decorated, oil heat, garage, loads of other features. A very good buy. Price \$11,650.
St. Albans—A Dream Home
 1 family solid brick, 6½ rooms detached, large plot, finished basement with all modern improvements. Act now. Price \$15,900. Others of this type are sold for much more.
MALCOLM BROKERAGE
 106-57 New York Blvd.
 Jamaica 5, N. Y.
 RE. 9-0645 — JA. 9-2254

SO MUCH FOR SO LITTLE
ST. ALBANS
 THIS 5½ room, brick house with expansion attic is a real value. It has oil, hot water heat, hardwood floors, attractively decorated and arranged throughout. Can you afford to pay rent when you can buy a nice home for so little as
\$8,999
 CALL AGENT
OL 7-1635

APPEALS COURT UPHOLDS POLICE DISMISSALS
ALBANY, March 1—The State Court of Appeals has upheld the dismissal of five NYC policemen named by Harry Gross, convicted bookmaker, as having accepted graft.
 The court denied the former officers' charge that the departmental trials, which resulted in their dismissal in May, 1952, were hasty, put them in double jeopardy or lacked corroboration of the Gross testimony.

GET RICH QUICK
Own Your Own Home
BAISLEY PARK
 Beautiful 4½ room bungalow, 1 family, modern kitchen, tile bath, full basement — home only 2 years old.
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SO. OZONE PARK
 Two family frame, two 4 room apts. detached, oil heat, excellent condition.
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ST. ALBANS
 2-family brick and shingle, detached 4 and 5-room apartments, oil heat, semi-finished basement. Cash for G.I. \$1,150.
\$11,500

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 One family, 7 rooms, 4 bedrooms, plot 60x100, garage, oil — lovely buy.
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HOLLIS
 Brick and stucco, ranch home, 7 rooms, finished basement with bar, oil, modern conveniences.
\$12,999

ADDISLEIGH PARK
Special
 All brick home of 9 rooms, plot 45x100 finished basement with bar, oil heat, garage. Many extras — a bargain at
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SO. OZONE PARK
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\$7,500
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 Rent \$4,858
PRICE \$19,500
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NEW LOW CASH POLICY FOR G. I.
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CASH \$200 G. I.
 4½ Beautiful Rooms, modern kitchen, new gas range, full basement, over-size garage, residential location.
SOUTH OZONE PARK \$7,900
 5½ Beautiful Rooms, modern kitchen, steam heating unit, full basement, shingled exterior, over-sized garage.
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CASH \$200 G. I.
 1 family, fully detached and shingled, new aluminum storm combination windows, modern kitchen, A-1 condition throughout, 5 oversized rooms, private driveway and garage.
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CASH \$200 G. I.
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\$11,600

Chappelle Gardens
Hollis
 Beautiful detached home. Stucco bungalow, 7-rooms, (3-bedrooms), finished basement, log-burning fireplace, ultra modern kitchen, garage with ever-hanging doors, arge professionally landscaped plot. An ideal neighborhood. Price
\$13,650

Hillside Gardens
 Lovely detached 5 room home which features large rooms. You can walk to Independent Subway, near schools and play center. Excellent buy for only
\$7,500

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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 Detached one family with 6 lovely rooms, colored tile bath, all extras, oil, modern. Terms.
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 Modern 1 family, solidly built with 6½ rooms, oil, garage, every convenience, nr. transportation. See it now. Cash and terms.
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 New brick, 6 room ranches, side hall, garage, hot water oil heat, oversize plot.
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 Two story, detached, 1 family, 6 attractive rooms finished basement with bar, patio, side drive, garage and many extras.
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YOU CAN PUNCTURE-PROOF THE TUBES NOW IN YOUR TIRES for only



As featured in LIFE Pop. Mechanics Pop. Science Field & Stream and other national magazines and on TELEVISION

- ✓ END FLAT TIRE DANGER!
- ✓ END FLAT TIRE TROUBLE!
- ✓ END FLAT TIRE WORRY!

Safety statistics show that many of the worst accidents on the highway occur while cars are stopped and flat tires being changed — especially at night when visibility is poor.

Even with the best of equipment, changing a tire on the road is a dirty, difficult and thoroughly miserable job. If an emergency service must be called there is often heavy expense, too.

With the tubes now in your tires puncture proofed with Safe-T-Gard you can drive confidently—free of worry over flats. This is especially important to women who drive frequently with children.

\$.98

PER TIRE (Full Pint)

ENOUGH FOR ONE TIRE UP TO SIZE 7.50x16

(The tube shown is, of course, greatly reduced from its actual giant size.)



Don't let your loved ones or yourself become "FLAT-TRAPPED"

Anyone who has ever had a flat tire out on the road knows what a "nightmare" situation it is—especially with small children in the car. Bad enough when it happens on a lonely road where helping hands—as well as houses—are few and far between. Even worse on a crowded parkway where it is sometimes impossible to get a disabled car off the road and out of the terrify-

ing traffic stream. With Safe-T-Gard in your tires these "horror" can be forgotten. You and your wife can drive anywhere confidently—secure in the wonderful knowledge that you are riding on tires that are scientifically protected with guaranteed Safe-T-Gard against FLATS and BLOWOUTS due to punctured tubes. Better mail the coupon below, right away!

Set of 4 only \$7.92 POST-PAID

Think of it! In just 4 MINUTES you can SAFE-T-GARD all 4 tires for LESS than the cost of ONE puncture-proof tube.

MONEY BACK GUARANTEE



Safe-T-Gard is a new but thoroughly road tested scientific formula that actually seals punctures while you drive. This self-sealing compound instantly seals off any holes or cracks developed through nails, glass, bits of metal and so forth. What's more Safe-T-Gard can be applied to your present tires while they're on the car—no changing of tires required.

In addition to the vital protection it gives to your loved ones and yourself Safe-T-Gard has other very important advantages, too. It helps to increase the life of both your tubes and your tires. Distributed inside your tubes by centrifugal action, Safe-T-Gard compound helps keep your tires in balance thus increasing driving efficiency and safety while reducing uneven tire wear.

Q. Will Safe-T-Gard hurt the rubber in my inner tubes?

A. No indeed! On the contrary, Safe-T-Gard will actually tend to increase the life of your inner tubes even though no punctures occur.

Q. What protection do I have if Safe-T-Gard does not work in my car?

A. Every tube of Safe-T-Gard is backed by an ironclad guarantee of money back unless it is absolutely satisfactory. You are the sole judge.

Q. Will Safe-T-Gard harden in cold weather or turn to liquid in heat?

A. Absolutely not. Safe-T-Gard is unaffected by changes in either temperature or altitude.

Q. Can I use Safe-T-Gard in a tube that has been patched?

A. You certainly can. If the patches are properly put on Safe-T-Gard will actually increase their effectiveness as patches. However, you can't expect best results from Safe-T-Gard in tubes that are in poor condition. Don't expect Safe-T-Gard to do the impossible.

Q. After Safe-T-Gard is applied inside the tube won't it clog up the air valve?

A. Positively not. The important valve core is taken out before Safe-T-Gard is squeezed into the tube. There should be no residual compound when valve-core is put back.

Mail Coupon Promptly

With so much to gain by the application of Safe-T-Gard to your tires for such an amazingly small investment (only \$1.98 per tire) you certainly owe it to your loved ones and yourself to mail the coupon below today—or tomorrow for sure.

Answers to the questions asked most frequently about Safe-T-Gard

Q. Are there many motorists using Safe-T-Gard today?

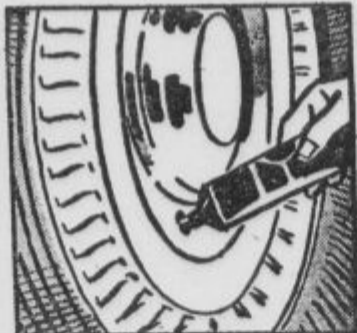
A. Yes. Conservative estimates indicate that over half a million tires are now protected with Safe-T-Gard.

Q. How long will an application of Safe-T-Gard in a tube give me puncture protection?

A. One application of Safe-T-Gard will give puncture protection for the life of the tube or as long as the tube walls themselves retain their strength.



How scientists labored to perfect Safe-T-Gard— It would be hard to count the hours and the dollars that went into the research and development work on Safe-T-Gard. There were many failures before the final and miraculous Safe-T-Gard was evolved and perfected. It is another great tribute to the resourcefulness of American scientists.



How Safe-T-Gard is applied to all 4 tires in 4 minutes— Just jack up the wheel until it revolves freely. Unscrew valve core and let out air. Place valve at top of tire. Screw Safe-T-Gard tube onto tire valve. Turn tire until valve is at bottom. Squeeze compound into tube until container is empty. Unscrew tube, replace valve core and reinflate.



Diagrams show how Safe-T-Gard seals off punctures— Once inside the innertube Safe-T-Gard is evenly distributed by centrifugal force throughout the puncture vulnerable area of the tube. This amazing compound surrounds any penetrating object completely and instantly fills the hole or cut made when the object is removed.



ROAD TESTED BY AMERICAN TESTING LABORATORIES, INC.

Here is their official report:

1. Applied tube of Safe-T-Gard as per printed instructions into each 6.50x16 tire of road test car. Tires were conventional type, well worn, with inner tubes that had been previously patched. Tires were then uniformly inflated to 33 lbs. pressure. Actual time consumed to insert Safe-T-Gard was approximately 1 minute per tire.

2. PIERCED each tire with three 1" nails and two 2" nails through tread puncturing inner tube. Car was driven 10 miles, 5 miles on good roads, 5 miles on rough roads. Nails were removed and tire pressure rechecked. Average loss of air in each tire was approximately 1/4 pound.

3. Two 1/4" tacks and one 1" nail were then inserted into

each tire on road test car, each nail and tack going through tread and piercing inner tube. Car was then driven for two days with tacks and nail still in tires over both rough and ordinary roads. Nail and tacks were then removed and pressure of tires rechecked. Average loss of air was less than 1/4 lb.

4. Car was then parked for two additional days. Recheck showed no further loss of air pressure.

CONCLUSION
Based on exhaustive road tests our findings indicate that Safe-T-Gard eliminates flat tires caused by ordinary punctures. This is accomplished by the effective self-sealing protection of the product.



Famous race driver says: "I recommend Safe-T-Gard to every car driver," says Billy Vaughan, well-known race driver and American distributor for popular British made Singer cars. "Best way I know to get real protection against dangerous flat tires for less than \$2 per tire."

SAFE-T-GARD DEPT.
Dept. CSL — 305 Broadway
New York 7, N. Y.

Gentlemen:
I enclose \$..... for which send me Safe-T-Gard formula for tires at \$1.92 per tire.
I understand that if for any reason I am not satisfied, I may return the empty tubes and receive full refund.
(In New York City please add 3% for New York City sales tax).

NAME

ADDRESS

CITY

Postal Eligibles To Get Jobs Starting Mar. 22

The Second Regional U. S. Civil Service Commission has announced that written tests have been given to more than 10,000 persons who applied for clerk and carrier jobs with the New York, N. Y., post office.

LEONARD B. HART TO MOVE

The real estate firm of Leonard B. Hart will move its offices to 990 Bedford Avenue, Brooklyn. It is now located at 984 Bedford Avenue.

SUB SCHOOL CLERK Steno 80 wpm & Mimeo Tests May 1954

Dictation 40-95 wpm on school system letters; unarranged tabulations. Suggestions for oral, Mimeo appointments on No. 91 Dick machine when you receive your notices in April or May.

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Name Address



Graz Castellano (center, with back to camera), State bowling champion, gives some professional advice to Central Islip bowlers, during a recent exhibition at the hospital. From left, W. Eymmer, Fran Lindquist, P. Pearson, P. Tuma (behind Mr. Pearson), R. VanCott (partially hidden by Mr. Castellano), J. Connolly, J. Marcellus, L. Martinsen and T. Asher.

244 POSTMASTERS TO BE APPOINTED

WASHINGTON, March 1—President Eisenhower has sent to the Senate for confirmation the names of 244 postmasters in 38 States, including Anthony J. Rivers, for postmaster of New Rochelle. Earlier, the President submitted a list of 272 postmaster appointments.

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Employee Activities

Erie County Home and Infirmary

JOHN P. QUINN, 2nd vice president of the Civil Service Employees Association, addressed a recent meeting of the Erie County Home and Infirmary Unit, CSEA. Jenny Kacsmarek is still ill. The unit hopes for her speedy recovery.

The annual card party, at the Moose Hall, Lancaster, was a big success. Linda Vroman, the chairman, thanks all who contributed to the affair. Plans are being made for a series of small card parties to be held in the spring and fall.

Among unit members who attended the Erie chapter dinner at Markeen Hotel, Buffalo, were Mr. and Mrs. Jack Husson, Frank Burke and Linda Vroman. Deputy Commissioner Harold M. Petrie also attended.

J. N. Adams Memorial

THE FIRST roller skating party of the season was enjoyed by 14 members of the J. N. Adams Memorial Hospital chapter, CSEA, at the Dunkirk Roller Rink. They are: C. Stewart, E. Yeager, V. Yeager and son, B. Smith, M. Seaman, J. Burnett, F. Moss, M. Moss, R. Allen, R. Smith, B. Besse, V. Bilski and E. Zollinger. Except for a few minor spills all reported an enjoyable time.

A film, "Flying with Arthur Godfrey," will be presented at the first March chapter meeting. All members are urged to attend.

FOR SALE CRIB, Chest, Carriage, high chair, basinet, stroller. All in excellent condition. \$35.00. TA 9-9071

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2 EDUCATION EXAMINER KEY ANSWERS CHANGED

Two changes were made by NYC in the examiner, Board of Education, written test, held December 30: Item 28, delete; item 162, A or E.

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City Exam Coming For HEALTH INSPECTOR (\$4,016-\$4,645) Filing March 9-24 Exam soon INTENSIVE COURSE - COMPLETE PREPARATION Class Meets Thursdays at 6:15 p.m. Beginning March 11 Write or Phone Eastern School AL 4-5029 133 2nd Ave., N.Y. 3 (at 8 St.) Please write me, free, about the Health Inspector course. NAME ADDRESS BORO L-2

City Exam Coming For PAINTERS \$2.89 hourly, 250 days a year (\$5,066) INTENSIVE COURSE COMPLETE PREPARATION NEW SATURDAY CLASS BEGINNING MARCH 6 at 9:30 A.M. On the last Foreman of Painters exam, 8 of the top 10, and 17 out of the 25 who passed, were our students. Write or Phone Eastern School AL 4-5029 133 2nd Ave., N.Y. 3 (at 8 St.) Please write me, free, about the course for the Painter examination. NAME ADDRESS BORO L-2

City Exam Coming For HOUSING ASSISTANT \$3,260-\$4,200 Filing Mar. 9-24. Exam May 8 INTENSIVE COURSE COMPLETE PREPARATION Class Meets Tues. and Thurs. Beginning March 16 at 6:30 Write or Phone Eastern School AL 4-5029 133 2nd Ave., N.Y. 3 (at 8 St.) Please write me, free, about the Housing Assistant course. NAME ADDRESS BORO L-1

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BIG TV VALUE! Flawless 21-inch picture and latest automatic features in a handsome Westinghouse mahogany-finish console you'll be proud to own!

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Key Answers

TENTATIVE TRANSIT PATROLMAN
 (Held Saturday, February 20)
 1, B; 2, B; 3, D; 4, C; 5, C; 6, A;
 7, A; 8, C; 9, D; 10, D; 11, D; 12, D;
 13, A; 14, B; 15, C; 16, B;
 17, A; 18, C; 19, B; 20, B; 21, A;
 22, C; 23, B; 24, D; 25, D;
 26, A; 27, C; 28, D; 29, A; 30, A;
 31, B; 32, B; 33, C; 34, C; 35, D;
 36, C; 37, D; 38, B; 39, A; 40, C;
 41, B; 42, D; 43, A; 44, A; 45, B;
 46, C; 47, B; 48, B; 49, C; 50, C;
 51, C; 52, C; 53, B; 54, D; 55, D;
 56, A; 57, C; 58, D; 59, A; 60, D;
 61, D; 62, D; 63, A; 64, B; 65, B;
 66, A; 67, A; 68, D; 69, C; 70, B;
 71, B; 72, D; 73, A; 74, B; 75, E;
 76, M; 77, A; 78, C; 79, D; 80, L;
 81, P; 82, K; 83, J; 84, D; 85, D;
 86, A; 87, C; 88, D; 89, A; 90, D;
 91, D; 92, A; 93, B; 94, B; 95, D;
 96, C; 97, C; 98, D; 99, C; 100, B.
 Friday, March 12 is the last day for candidates to submit protests. In writing, to the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y.

Changes in Constitution Debated at Assn. Meeting

ALBANY, March 1 — The first start was made at the meeting of delegates of the Civil Service Employees Association, held in Chancellor's Hall, Education Building, to authorize County chapters to become members of Conferences. A formal resolution authorizing their admission to any of the five existing Conferences which cover the applicants' area was tabled because of interest shown by County members in having Conferences consisting of County chapters only. The present Conferences are composed solely of State Division chapters, and the idea embodied in the resolution is one of unity by the composite method.

Mrs. Lulu Williams, of the Broome County chapter, offered a resolution to authorize the creation of Conferences consisting only of County chapters, on the ground that the problems of County employees are different and authority to act on employee requests for better pay, hours and working conditions resides in local government bodies, not in the State Legislature or State departments.

The delegates favored the printing of Mrs. Williams' resolution, and it will come up for a vote at the next meeting of Association delegates, to be held possibly in October.

Term of Officers
 Another proposed amendment to the constitution would have set the term of officers of the Association at two years, instead of the present one year, the election to be held on even-numbered years. Proposed amendments to make the bylaws conform, and grant more time for independent petitions and other operations were also offered by the committee on constitution and bylaws, of which Henry Shemin, Division of Employment, is chairman. As interest was shown in giving further study to the extension, these resolutions were

tabled, also. One point members discussed among themselves was whether the terms of other members of the board of directors of the Association should be considered.

Article I of the bylaws was amended to permit other officers to sign checks when those primarily authorized may be unable to do so, as because of illness. No point about succession to office is involved. The new amendment, effectuated by the vote, since it is not a change in the constitution, follows:

While there were controversial aspects of the proposed constitutional amendments, Mr. Shemin felt that other embodied proposals would have passed, had they been voted on separately. It was not possible to vote on them as separate proposals because the resolution had to be voted as ordered printed at the last meeting, without change. The constitution does not admit of waivers of the his necessity. Shemin's committee is now considering offering the so-called non-controversial proposals at the next meeting. They are:

The filling of president vacancy by succession of vice presidents, down the line, but the secretary and treasurer vacancies to be filled by the board of directors.

Members of the nominating committee not to be eligible for candidacy in election for which they served as slate selectors. Vacancies in State department representative posts on the board of directors to be filled by special election at which the members in the affected department will vote.

NYC FILING DATES

The NYC Civil Service Commission has announced the regular application periods for exams to be open during 1954, as follows:

- Tuesday, April 6 to Wednesday, April 21.
- Tuesday, May 4 to Wednesday, May 19.
- Wednesday, June 2 to Thursday, June 17.
- Wednesday, July 7 to Thursday, July 22.
- Wednesday, September 8 to Thursday, September 23.
- Tuesday, October 5 to Thursday, October 21.
- Friday, November 5 to Monday, November 22.
- Wednesday, December 1 to Thursday, December 16.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the Court House thereof, No. 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 24th day of February, 1954.

Present: HON. ROCCO A. PARELLA, Justice. In the Matter of the Application of MARTIN LEON SIEGEL, for leave to assume the name of MARTIN LEON STEELE.

Upon reading and filing the petition of MARTIN LEON SIEGEL, verified February 19, 1954, praying for leave to assume the name of Martin Leon Steele, and upon filing herewith the birth certificate submitted, and the Court being satisfied that the averments contained in the said petition are true, and that there is no reasonable objection to the change of name proposed,

NOW, on motion of NATHAN PERMUT, ESQ., attorney for said petitioner, it is ORDERED, that Martin Leon Siegel, born on January 27, 1930, at the Jewish Maternity Hospital, Borough of Manhattan, New York City, with birth certificate No. 3846, issued by the Department of Health of the City of New York, be and he is hereby authorized to assume the name of MARTIN LEON STEELE, on and after the 4th day of April, 1954, upon condition that he comply with the further provisions of this order; and it is further

ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof, in the office of the Clerk of this Court, and that a copy of this order shall, within ten days from the date of entry thereof, be published once in Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, an affidavit of such publication shall be filed with the Clerk of the City Court of the City of New York, County of New York; and it is further

ORDERED, that a copy of this order and of the petition shall be served upon the Chairman of Local Board No. 2, Selective Service, Borough of Manhattan, New York City, within twenty (20) days after it is entered, and that proof of service shall be filed and recorded with the Clerk of this Court in the County of New York, within ten (10) days after such service; and it is further

ORDERED, that following the filing of the petition and order, as heretofore directed, and the publication of such order and the filing of the proof of publication thereof, and of the service of a copy of said papers and order as herein directed, on and after the 4th day of April, 1954, the petitioner herein shall be known by the name of MARTIN LEON STEELE and by no other name.

ENTERED R. A. P. Justice of the City Court of the City of New York

Mass Meeting March 4 on New State Pay

A public mass meeting, to which all State employees and others interested are invited, will be held by the NYC chapter, Civil Service Employees Association, in Room 500, at 80 Centre Street, 5:15 sharp on Thursday, March 4, at which the new State pay plan will be explained and discussed.

Sol Bendet, president of the chapter, will make the explanation. Charles R. Cuyler, field representative of the Association, will be present.

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Blue Cross and Blue Shield Deduction Plan Is Approved

ALBANY, March 1 — The pension-insurance committee, of which Charles Dubuar is chairman, reported to the Civil Service Employees Association, at its delegates' meeting, favoring payroll deduction for Blue Cross and Blue Shield plans. The report:

"(1) Blue Cross — Blue Shield — We are still awaiting final decision by the Comptroller as regards payroll deduction. We are hopeful of receiving an answer prior to the special meeting of the Association on February 24. (A favorable answer was received from the Governor)."

"(2) Accident and Health — We have requested approval of the Insurance Company of continuation of the extra benefits provided under the plan. Otherwise there are no new developments, except that we are keeping in touch with the loss experience and matters such as solicitation, etc."

"(3) Group Life — There is nothing new to report on this item."

"(4) A meeting of the pension-insurance committee was held on January 18 at which President

Powers and John DeGraff were present. Pension legislation was reviewed. A proposed letter to the Comptroller urging liberalization of the ordinary death benefit was discussed. This letter was subsequently mailed and a copy is attached." (Published herewith as a separate story).

"(5) The Association members should be greatly pleased with the comments appearing in that

Drafting Course Open to Albany Civil Servants

ALBANY, March 1—The Training Division of the New York State Department of Civil Service announces that a course entitled architectural drafting (elementary) began Wednesday, February 24, in Albany. This course is held at Albany High School in cooperation with the Albany Board of Education, and will be conducted from 7 to 9 P.M. each Wednesday night for the remainder of the school term.

Topics include: use of instruments; lettering methods, symbols and abbreviations; architectural conventions, numbering; three-view drawing; use of the architect's scale; foundation sections; wall sections; base types, saddles, etc.; lintels, door and window types; window details; door details; roof construction, flashing; and stair details.

Instructor is Thomas Rooney, senior architect of the State Department of Public Works.

Persons wishing to enroll for this course may do so by applying at Albany High School on Wednesday, March 3, at 7:00 P.M.

MULRAIN PROMOTES THREE

Three career employees of the NYC Department of Sanitation have been promoted, Commissioner Andrew W. Mulrain announced. They are: Theodore McGill, to director of safety; Joseph M. Brunet, to superintendent of marine unloading work at Staten Island, and Arthur J. Nelson, to chief of mechanics, Division of Marine Unloading.

portion of Governor Dewey's recent report to the Legislature relating to Social Security benefits. Apparently the Administration has reached the conclusion that it would be to the advantage of employees if our retirement system was in some way integrated with the Social Security system, since among other things this would provide dependent benefits. As the Governor indicated, the benefits under our own retirement system cannot be reduced or modified, since they are guaranteed under the Constitution. Consequently, it would have to be left optional with each employee as to whether the employee preferred to come under the integrated plan or to continue under our present retirement system."

When the meeting heard the announcement about Blue Cross and Blue Shield, applause was tremendous.

Blue Cross covers hospitalization, Blue Shield surgical and related additional health benefits.

WHISKY AN EXPENSE; CHURCH CONTRIBUTIONS NOT

WASHINGTON, March 1—At a hearing on Postmaster General Arthur Summerfield's plan for increased postal pay, the U. S. Department of Labor's cost-of-living index figured. Ewan Clague, Commissioner of the Bureau of Labor Statistics, answering a question, admitted that, in listing expenses that figure in cost of living, whisky was included, church contributions were not.

PROTEST LONGER HOURS

An increase in the working hours of cleaners in the NYC Department of Welfare was protested to Mayor Wagner by the Government and Civic Employees Organizing Committee, CIO. John P. Power, CIO regional director, complained the increase was contrary to the Mayor's intent to reduce the work-week to 40 hours ultimately.

At the Mayor's request, the union submitted a memorandum, giving complete reasons for its request, and a historical record.

Mary G. Krone Named Civil Service Commissioner



MARY GOOD KRONE

(Continued from Page 1)

the proper relationship of the Commission to public employees and their employer, the public.

The third member of the Commission is Alexander A. Falk, a Democrat, whom Governor Dewey appointed to a term expiring February 1, 1955, the shortest one; Miss Krone gets the intermediate one, expiring in 1957, and President Taylor the longest one, expiring in 1960.

Florida Girl

Miss Krone was born in Gainesville, Fla. Her parents moved to New York while she was a small girl. The family spent the winters in the south, where Miss Krone then received her early schooling. She attended grade school at Chappaqua, N. Y., where she still lives. It adjoins New Castle. After graduation from grade school she attended Pleasantville High School. She had to walk four miles to school and four miles back.

"No bus service in those days," she explains.

She completed high school in three years, one under par. She took business courses thereafter, including stenography, at which she developed high speed. She studied a year at Sweet Briar College, in Virginia. Returning to Chappaqua, she became secretary to a law firm, and did much work also as a hearing stenographer. The excellence of her work attracted the attention of Robert B. Stewart, supervisor of New Castle, who appointed her clerk.

Governor Dewey named her Deputy Commissioner of the Department of Taxation and Finance in June, 1943. She assumed the duties of director of the Commodities Tax Bureau. The next year the bureau dealt with alcohol, cigarette and gasoline taxes. The next year the bureau's duties were enlarged to include stock transfer, pari-mutuel and mortgage taxes, and the name was changed to the Miscellaneous Tax Bureau. Three years later transfer and estate taxes were added. The seven forms of taxes now yield the State about \$300,000,000 a year.

Successful Reorganization

During the last few years she gradually reorganized the bureau on modern principles of business management and mechanized much of the work. She introduced scientific accounting and auditing systems. Divisions in her bureau were consolidated and employees were given on-the-job training to perform the duties in all tax branches handled by her office. One of her reforms was elimination of duplication of work.

Personnel Work

Meanwhile the Governor appointed her Chairman of the Personnel Council, an additional duty at no additional pay, as part of the activities of the Civil Service Department to coordinate personnel activities of departments on a standard pattern. At the outset the work was largely educational, through the dissemination of information to departments on uni-

form practices, as established by the Commission, or by statutes, including court interpretations. For the first time, also, through the Personnel Council, the State made an effort to handle employee grievances at a central point, but the Council staff was limited in number. However, services were rendered to departments, through liaison activities, and to employees, as well. The Council acted as a clearing house for attempts by employees to obtain transfers. Minimum transfer requirements were established, and a personal interest shown in employee problems. In this connection she made her first hit with the Association. She was a guest speaker at one of their panels, at which she described the functions of the Council and defined the limited scope of its authority. Actually, that authority was advisory, but represented a tentative approach by the Dewey Administration toward broader scope in dealing with employee grievances. The result was the creation of the Personnel Relations Board. The new Board had power to go somewhat farther, but the method under which it, too, operated left employees hoping for a more effective law.

Always one of Miss Krone's concerns was to have policies uniform, as best for both the employee and the employer. The same idea pervaded her work in tax matters, in which she engaged additionally through various associations of taxpayers. Not only simplified, standard forms but, so far as practicable, uniform laws were sought in the different States.

She was elected president of the National Tobacco Tax Association, and was vice president of the North American Gasoline Tax Conference, as well as active in other joint efforts, through which simpler tax forms were developed, taxpayer cooperation obtained, and modern techniques introduced generally in the taxing operation. Representatives of industry also were called in for consultation, and even given hearings, so that one-sided results would be avoided, to mutual benefit. The simplified forms saved both the taxpayers and the States much time, hence money. Practically all of the taxpayers concerned are large corporations taxed in all 48 States. Attending meetings in connection with this extra-mural work, Miss Krone had to travel over to various parts of the country, and capitalized on opportunities to study the taxing operations in her field in those States.

She has frequently been principal speaker at meetings of industries and State tax offices. With the experience gained as law secretary, and later as Commissioner, she became an expert on the tax laws. She is able to present a highly technical subject in clear, simple words, a gift that she has demonstrated to the Civil Service Employees Association, also, on civil service matters.

Outdoor Girl, Too

Miss Krone has an engaging personality. She is distinctly the outdoor girl type. She greatly enjoys fishing, and not only baits her own hook as deftly as she sews a dress, but gets the fish off stubborn hooks without calling for help. She's an expert fly-caster, and an ardent cross-country hiker. Her only regret about her job is that they keep her indoors more than she would prefer. Under the reorganized Civil Service Commission, various proposed reforms are under study, and she has about abandoned any hope of spring trout fishing this year. She's all ready for her confining job, having just returned from her annual vacation in Florida, more tanned than ever.

One of her staunch beliefs is in the benefit of the conference method, and she would favor full consultation with employees, through their representatives, before action is taken. This has been Commissioner Falk's way, too, and President Taylor is expected to be just as enthusiastic about the method.

Marian C. Jones Named to Food Post In Mental Hygiene

ALBANY, March 1. — The appointment of Marian C. Jones of Albany as associate nutritionist in the State Department of Mental Hygiene was announced by Dr. Newton Bigelow, Commissioner. Starting salary for the position is \$6,088. Miss Jones assumes her new responsibilities March 1.

Miss Jones brings to her position a background of more than 10 years' experience as a dietitian and nutrition consultant in New York State and midwestern institutions.

Born in Chicago, Miss Jones received her early education in Utica. In 1932, she graduated from Cornell University with a B.S. degree after majoring in institution management. Her dietetic internship was served at Grasslands Hospital, Valhalla.



A Westchester group of dignitaries are caught by the photographer at the annual CSEA dinner in Albany. Left to right: State Comptroller J. Raymond McGovern; William B. Folger, executive director of the State Insurance Fund; Jane H. Todd, Deputy Commissioner, State Insurance Department; Mary Goode Krone, newly-appointed State Civil Service Commissioner; Ivan Flood and J. Allyn Stearns, officials of the Westchester chapter, Civil Service Employees Association.



New York City contingent at the annual CSEA dinner in Albany. Left to right: Michael Porta, Edward Azarigian, Sol Beadet, Samuel Emmett, and Joseph J. Byrnes. They are delegates representing the NYC chapter.