

# State Salary Plan Cuts Number of Grades, Sets Up Sixth Increment, Provides Varying Pay Increases, Freezes Emergency Bonus

## Action Asked On Pension Tax Plight

ALBANY, Feb. 22 — The Civil Service Employees Association has written all New York State Congressmen urging them to vote for the Mason bill, which is designed help ease the plight of retired persons.

John F. Powers, CSEA president, asked support for the bill, which would exempt up to \$1,500 of retirement income from Federal income tax.

"The sympathy shown by members of Congress from New York State," he wrote, "to this Association's appeal for this adjustment in taxes, during the last session, was heartening."

Mr. Powers added "The plight of the retired person has not lightened, as you know, and the serious hardship suffered by the elderly people involved does not lessen."

## Ethics Code Is Forwarded To Governor

ALBANY, Feb. 22 — John F. Powers, president of the Civil Service Employees Association, has sent Governor Dewey a framed copy of the Civil Service Code of Ethics, adopted by the Association in 1951.

Written by William McDonough, of the Association staff, the code sets forth a set of principles by which the civil servant works and lives.

As reported by The LEADER earlier, Mr. Powers also has sent copies of the code to the legislative committee now studying the question of ethics in government at the direction of the Governor.

## State Fair Opens Sept. 4

ALBANY, Feb. 23 — The 1954 State Fair at Syracuse will open on Saturday, Sept. 4, and close on Saturday, Sept. 11.

State Commissioner of Agriculture C. Chester DuMond announced the dates last week. The date pattern is the same as in recent years and includes the Labor Day week-end.

The head of the Department of Agriculture and Markets, which operates the State Fair under the direction of Harold L. Creal of Homer, said the Saturday-to-Saturday dates have proved so successful that 1954 may see another new attendance record. The latest record was established in 1953 when 423,472 persons witnessed the exposition.

Announcement of the date selections for the 108th New York State Fair is being made earlier than required by law, Commissioner DuMond said, as a convenience to the town and county fairs which will fix their dates accordingly and book many of their attractions at the winter meeting in Albany.

ALBANY, Feb. 22 — A new, complex pay plan has been proposed by the State administration. The plan, which includes a complete overhaul of the present salary structure, departs from past "percentage" or "across-the-board" money increases. It would affect different titles in different ways, some receiving relatively large increases, some receiving small increases, and a few—between two and four per cent of the employees—remaining at present levels. The number of salary grades is reduced from 50 to 38; and these grades, as they move from one to another, are more "scientifically" related than the present ones. Existing emergency bonuses would be frozen into base pay.

A unique feature of the plan is the inclusion of a sixth increment, to be paid to employees who have been at the top of their grade for five years. This, for the first time, introduces the "longevity" principle into the State pay picture.

### Upward Reallocations

After present grades have been "converted" into the new grades, under the proposed plan, about 50 per cent of all State positions would be reallocated upward. Precisely which positions would be so pushed forward is not yet known. However, the administration has revealed that the most populous groups which would be reallocated upward are mental hygiene attendants at all levels, stenographers, skilled and semi-skilled craftsmen.

### Retroactive Future

Because the revised allocations would not be ready by April 1, the new plan would be installed on October 1. All raises would, however, be retroactive to April 1, and this retroactive compensation would be received by the employee in a lump sum after the new plan is installed. Increments would be paid as due under the present laws for the salary-year beginning April 1, 1954, and under the new plan for future years.

Pay increases will average out to about 6.4% of gross pay or 7.5% of base pay.

### Debated by CSEA Board

The directors of the Civil Service Employees Association, meeting in emergency session on Thursday, February 18, gave searching scrutiny to the propo-

## CSEA Endorses Pay Plan, But Calls Amount of Money Appropriated Inadequate

ALBANY, Feb. 22 — The Board of Directors of the Civil Service Employees Association issued the following statement on the salary proposal of the New York State administration:

The proposals which have emerged from the long negotiations between State officials and representatives of the Civil Service Employees Association constitute a major improvement in State salary planning.

1. The new scientific salary schedule with a reduced number of grades fulfills a long-time objective of the Association.

2. The establishment of the sixth salary increment represents the adoption of the valuable longevity principle advocated by the Association for many years.

3. Incorporation of the present emergency compensation into the permanent salary structure removes a barrier to sound salary

administration.

The benefits accruing from these advances are substantial and have both immediate and long range effects.

The Association's studies show definitely the need for an overall 12 per cent pay increase. While the Association wholeheartedly endorses the principles and objectives of the new plan, it maintains and will continue to maintain, with all the intensity at its command, that the proposed appropriation is insufficient to bring State salaries into proper adjustment.

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 and adequate rates for every employee of the State.

sals which had come from the office of State Budget Director T. Norman Hurd, as the result of lengthy negotiations. While the new wage plan won approval from the Board of Directors, the amount of money designated for raises was deemed inadequate; and the Board members expressed determination to keep a careful watch on the proposed reallocations. The Association's negotiating committee revealed, for the first time, the problems, obstinacies, and difficulties encountered in negotiation. They had been able, among other things, to raise the original pay-increase offer—about \$9,000,000—to \$15,500,000. But of this sum, \$2,300,000 would be deferred until the year beginning April 1, 1955, through a pro-

vision limiting the increase of any employee in the year beginning April 1, 1954, to two new increments. Thus, the net cost to the State for the first fiscal year of the plan is \$13,200,000.

In succeeding years, the cost of the plan to the State would rise substantially.

Those employees who may dispute their new allocations will be entitled to appeal; and if they win their appeals, the resulting adjustments would be retroactive to April 1, 1954.

In the new plan, progression from one grade to another would be the equivalent of about a five per cent increase.

(Complete details of the plan, with the new grades, will appear in next week's LEADER.)

## Overtime Pay Bill Introduced

ALBANY, Feb. 22—A bill described by the Civil Service Employees Association as of "great importance to municipal employees" has been introduced in the Legislature by Assemblyman Orin S. Wilcox, Civil Service Committee chairman.

The measure authorizes payment for overtime work. It was introduced in the Upper house by Senator John H. Cooke, Alden Republican.

Under repeated rulings by the State Comptroller and the Attorney General, municipalities have been told they cannot pay cash for overtime work. The Association is sponsoring the bill to legalize the payment, made occasionally now by subterfuge.

# Dewey Expected to Deal With Employee Problems In Feb. 24 CSEA Address

ALBANY, Feb. 22—With a large burden of unsolved personnel problems badgering State workers, there is a feeling among employee leaders that a major address may be anticipated when Governor Thomas E. Dewey takes the rostrum at the February 24 meeting of the Civil Service Employees Association. While salary ranks first among the problem, other areas of pressure are also strong, among them being the 40-hour week, grievance machinery, and changes in the retirement law. The Governor has delivered a message on employee problems to the Legislature, in which he reviewed the record of his Administration and his thinking upon a variety of current personnel problems. A specific wage proposal was transmitted to the employee representatives last week, and it is expected that this will form a basis

for some of Mr. Dewey's important comments. In past years, when he has appeared before the employees, the Governor has usually expressed himself with witty comment; and it is probable that his talk will retain the lively qualities that have characterized its predecessors.

The Governor will be introduced by John J. Kelly, Jr., assistant counsel for the Association, who will be toastmaster.

The Governor's address will be followed by a show written, dramatized and presented by employees.

### Day's Activities

A full day's activities are planned for the delegates, who will represent 180 chapters and 58,000 members of the organization. In the morning, regional conferences, the Mental Hygiene Employees

Association, the Correction Officers Conference, and other internal Association groups will meet.

Beginning at 12 noon, in Chancellor's Hall, State Education Building, the business meeting of the delegates will take place. The agenda consists of: welcome to the delegates by CSEA President John F. Powers; roll call; officers' reports; reports of standing committees; consideration of proposed amendments to constitution and by-laws of the Association, and action on them; reports of special committees; new business; adjournment.

The dinner and evening events will take place in the DeWitt Clinton Hotel. In addition to Governor Dewey, a large entourage of executive, administrative and legislative officials will be present.



The newly elected members of the board of directors, St. Lawrence State Hospital Nurses Alumni are, front row, from left, Mrs. Daphne Cohen, secretary; Mrs. D. Canfield; Virginia Vines, vice president. Back row, William Wood, president; Marion S. Raymo, retiring president; Harry Ellis, treasurer, and Salina Grennon.



# Bills in Legislature

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

Senate bills are listed first, in consecutive order. Bills in the Assembly follow. Each bill has an introductory number, for identification purposes, indicated by "S.I." (Senate) or "A. I." (Assembly), preceding the name of its sponsor.

The corresponding number and name of the sponsoring assemblyman are cited where there is a companion bill in the lower house.

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

## SENATE

S.I. 1552, BAUER (Same as A.I. 502, in February 2 LEADER).

S.I. 1563, CUIE — Requires that employees in NYC departments or independent agencies, paid from City funds, shall be paid for legal holidays. In S. General Laws.

S.I. 1567, DeOPTATIS (Same as A.I. 1851, FERRANDINA) — Requires that entire annual salary of any teacher employed in public schools shall be due and payable in 10 months during which schools are in session and at least once a month. In S. Education, A. Education.

S.I. 1569, FRIEDMAN (Same as A.I. 1826, BANNIGAN) — Provides that local pension or retirement system shall allow credit to any person for period when Social Security benefits were received, unless municipality or public agency is reimbursed for contributions for Social Security coverage for time claimed. In S. Civil Service, A. Ways and Means.

S.I. 1570, GITTLESON (Same as A.I. 30, in February 2 LEADER).

S.I. 1575, HALPERN — Changes title of criminal hospital attendants for classified civil service purposes to designate employees in Correction Department, to correction officers. In S. Civil Service.

S.I. 1952 McCULLOUGH (Same as A.I. 1864, HILL) — Includes veterans of U. S. armed forces in time of war, with Spanish-American and World War veterans, who may retire on pension from police force in towns of certain counties adjoining NYC, at age 60 or after 20 years' service. In S. Civil Service, A. Pensions.

S.I. 1595, McCULLOUGH — Increases from \$600 to \$1,000 the annual pension allowed widow and children of member of village police force who dies after 10 years' service or who hereafter retires upon pension; provides for deduction of 2 per cent of pay therefor. In S. Villages.

S.I. 1596, McCULLOUGH (Same as A.I. 1863, HILL) — Extends to all veterans of U. S. armed forces in time of war provision for pensions as members of village police force after 20 years' service or at age 60. In S. Villages, A. Pensions.

S.I. 1616, WILLIAMSON (Same as A.I. 1868, HORAN) — Includes members of fire departments with members of police force in provision that they need not be residents of municipality which requires at least six months' residence in county, and extends provision to include residence in any municipality adjoining municipality of force or department. In S. Finance, A. Ways and Means.

S.I. 1624, ZARETZKI (Same as A.I. 1890, MURPHY) — Allows NYC member of State Employees Retirement System, on transfer to another system, credit for military service period and fixes amount of reserves to be transferred. In S. Civil Service, A. Ways and Means.

S.I. 1626, HALPERN (Same as A.I. 1997, RABIN) — Allows veterans of U. S. armed forces credit for such service in establishing equated date of appointment to regular position under NYC Education Board, and to be placed upon salary schedules in effect at that time. In S. Education, A. Education.

S.I. 1627, HALPERN (Same as A.I. 1998, RABIN) — Defines

school year so far as it pertains to services of teachers to mean not more than 190 days commencing on day after Labor Day and ending on June 30 following, with continuous hours of service each day unless otherwise provided in contract. In S. Education.

S.I. 1651, HALPERN — Prohibits removal of civil service employee in competitive class except after hearing and notice, with right to review in Supreme Court; gives employee right to be represented by counsel and to summon witnesses. In S. Civil Service.

S.I. 1680, SEELYE (Same as A.I. 1982, MAGNUSON) — Allows game protector who obtains age 60 and after 30 years' service to retire at half final salary, with difference between retirement benefits and such allowance to be paid from conservation fund. In S. Conservation, A. Ways and Means.

S.I. 1689, ARCHIBALD (Same as A.I. 2041, KELLY) — Provides for retirement for ordinary disability of members of NYC Employees Retirement System after five instead of 10 years' service. In S. NYC, A. NYC.

S.I. 1717, MITCHELL — Repeals provision that employee of NYC Education Board who accepts other employment with board or with State or civil division or agency thereof shall be deemed to have vacated original employment or office with board. In S. Education.

S.I. 1760, HALPERN (Same as A.I. 2000, RULISON) — Establishes in Civil Service Department a personnel relations board for resolving complaints, grievances and problems as to conditions of employment in State service, and to promote cooperation between State and its employees; gives employees right to join any employees' organization or association for presenting complaints, or to present them personally; except employees of legislature or judiciary; appropriates \$75,000. In S. Finance, A. Ways and Means.

S.I. 1778, DONOVAN (Same as A.I. 1988, McDONNELL) — Provides that overtime allowance for State employees may be accumulated and shall be credited to such employees at time of retirement or severance from service. In S. Civil Service, A. Ways and Means.

S.I. 1780, DONOVAN (Same as A.I. 1882, McDONNELL) — Prohibits charging of fee to veterans of World Wars I or II for taking examinations conducted by State or municipal civil service commission. In S. Civil Service, A. Civil Service.

S.I. 1781, DONOVAN (Same as A.I. 1883, McDONNELL) — Prohibits demand by Civil Service Commissions of Social Security records of applicants for civil ser-

vice positions. In S. Civil Service, A. Civil Service.

S.I. 1783, DONOVAN — Requires that employees in operation division of NYC Transit Authority be paid additional pay of 10 per cent of regular pay for work done between 4 P.M. and 8 A.M. In S. Finance.

S.I. 1784, DONOVAN (Same as A.I. 1884, McDONNELL) — Allows State employees transportation expenses for household goods and personal effects, of not more than \$150, when transferred from one part of State to another. In S. Finance, A. Ways and Means.

S.I. 1788, GITTLESON (Same as A.I. 2154, SATTRIALE) — Allows members of Teachers Retirement System pension credit for service in any branch of U. S. armed forces if they contribute amount that they would have contributed if service had been rendered for City during period, and they shall have been credited with not less than 15 years of member or restored member service. In S. NYC, A. NYC.

S.I. 1792, HELMAN (Same as A.I. 530, in February 2 LEADER). (Continued on Page 12)

# Committee Approves Bill That Exempts Pension's First \$1,200 from Tax

WASHINGTON, Feb. 22.—A bill to exempt the first \$1,200 of pension, dividend, rent, annuity, or other investment income from U.S. income tax was approved by the House Ways and Means Committee. The change would be effective on 1954 income, on which tax is due in 1955.

Under present law, there is no flat exemption for retirement income. If the pensioner contributed toward an annuity, he is taxed on 3 per cent of his investment, each year, until the difference between what has paid and what he otherwise would have paid equals his investment. Usually full taxation results in a few years; meanwhile retirement receipts themselves are not reported as income, only the 3 per cent of investment is.

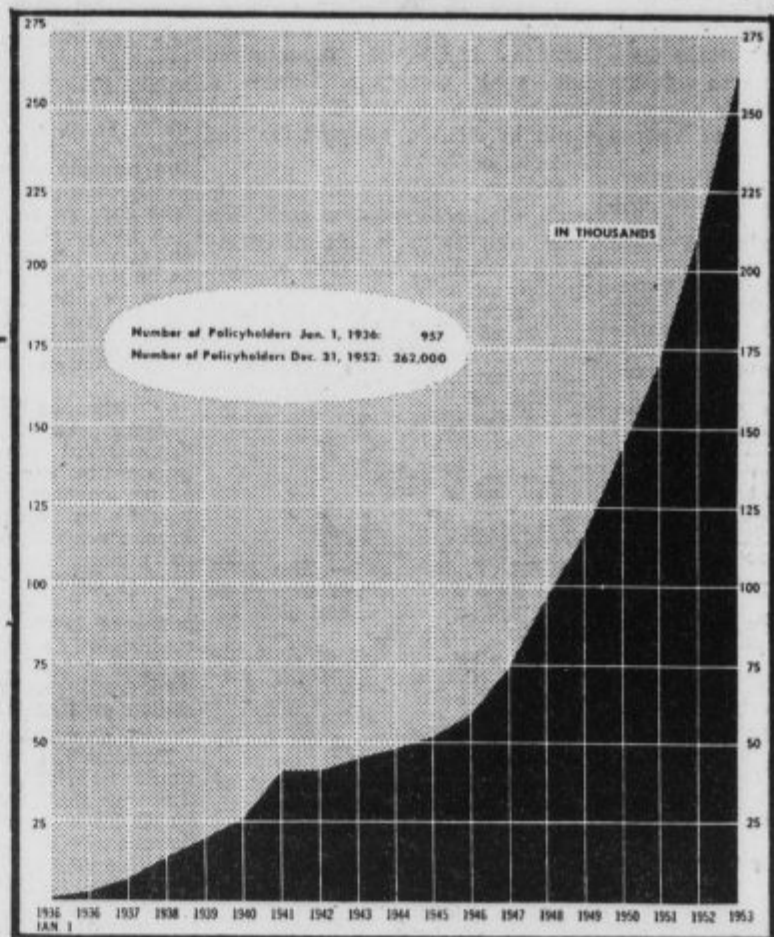
The bill would make the \$1,200 exemption applicable each year. While it applies generally, both present public employees, and pensioners of public employee retirement systems, are benefitted by

inclusion thereunder, instead of through a bill relating only to pension exemption, the type they have been pushing for years.

# Musilek Heads NYC Engineers

Mayor Robert F. Wagner installed officers and directors of the Municipal Engineers of the City of New York. Officers of the society, composed of more than 500 engineers, architects and technical experts in City service, are: Jeremiah A. Musilek, president; Karl Vaupel, 1st vice president; Stewart I. Sherman, 2nd vice president; Leo N. Kemiakoff, secretary, and Thomas K. A. Hendrick, treasurer.

Certificates of honorary membership were presented to J. Frank Johnson, director of the Division of Bridges, Department of Public Works, and to Joseph M. Loneragan, legal consultant.



# 13 MORE JOBS IN SCHEDULE C, 8 OF THEM NEW

WASHINGTON, Feb. 22—Thirteen more jobs have been placed in Schedule C, reserved for policymaking and confidential work. Eight are new. The jobs:

New, all in Department of State—a staff assistant in the Office of the Secretary; a special assistant to the Assistant Secretary for Economic Affairs, a Deputy Assistant Secretary for German and NATO Affairs, and a private secretary to the Deputy Assistant Secretary, both in the Bureau of European Affairs.

Small Business Administration—special assistant to the Administrator and a confidential assistant to the Deputy Administrator for Field Operations.

Post Office—Special assistant to the Assistant Postmaster General, Bureau of Transportation.

Federal Mediation and Conciliation Service—A confidential assistant to the Director.

From Schedule A—Post Office Department, an executive assistant and a special assistant to the Postmaster General; a technical assistant to the Assistant Postmaster General, Bureau of Transportation, and the Solicitor.

The position of executive secretary of the Air Coordinating Committee was formerly in the competitive service.

Of the 890 positions placed in Schedule C since last April, 236 were formerly in the competitive service, 205 are new, 448 were transferred from Schedule A, and one was transferred from Schedule B.

# How government employees respond to better automobile insurance...

The chart above shows the remarkable growth of Government Employees Insurance Company.

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Raymond G. Castle, regional manager of the State Commerce Department in Syracuse, who did yeoman work to make the recent meeting of the Central Conference and the Syracuse chapter, CSEA, a successful one. Mr. Castle heads the Syracuse chapter.

# Two Prison Guards Fined \$630 For Working at Harness Track Say They Are Only Scapegoats

BATAVIA, Feb. 22 — Two guards at Attica State Prison, who were fined the equivalent of \$630 each, or 12 per cent of annual pay, through being suspended 45 days without pay for working at the Batavia Downs Race Track, are suing in the Genesee County Supreme Court. They seek an order annulling the punishment and the entire disciplinary proceeding. They say they are being made the scapegoats of harness racing scandals.

The guards, Herman Lange and Raymond Callan, state the following on information and belief: The charges are not made in good faith, but were motivated by, and were an outgrowth of, the exigencies of a high level political entanglement involving various representatives of the Executive and Legislative branches of the

government of the State of New York.

### Ulterior Motives Charged

"The entire proceedings by the respondents (the Commissioner of Correction, the warden et al.) were merely an artifice to effectuate predetermined punishment of the petitioners. Ulterior motives by the respondents controlled their arbitrary determination. Such motivation was making scapegoat examples of the petitioners under the political pressure of the so-called harness racetrack scandal and the desire by the Executive Department of the State to rectify such situation. If such problem (of purifying harness race operations) in fact exists, petitioners urge that the Executive Department and its administrative heads . . . strike boldly at the sources and true roots of the evil, but that loyal employees such as petitioners not be arbitrarily penalized."

### Not Asked to Resign

Mr. Lange was one of a group of employees called in by Dr. Walter Martin, the warden of Attica. Mr. Callan was not among them.

The warden said he knew of Mr. Lange's spare-time employment at the track, where he worked principally at a cashier's window, but while not asking him to quit that job, remarked it would be bad taste not to do so in view of the adverse publicity arising out of the Yonkers Raceway situation. Mr. Lange set forth. He adds he informed the warden he would resign his track job immediately.

### Thanks, Followed by Charges

"The warden thereupon expressed his thanks to the petitioner and the others present for their co-operation," Mr. Lange says in the petition.

Mr. Callan, on learning of the

conference and its result, also resigned his position at the Batavia Downs track.

The two guards considered that giving up the track jobs would end the whole matter.

The conference was held on October 3, 1953. Five days later they were served with charges of violating departmental rules, particularly one that requires permission to hold an outside job.

### Nothing to Be Ashamed Of

The petitioners told the court that when late John J. Lyons was Commissioner, he allowed guards to hold an outside job, if it did not interfere with their regular duties and was not against the interest of the State; and it was permissible to accept such jobs without special permission. Harness racing is licensed by the State, which derived \$17,500,000 income from it in one year, the petitioners point out, and fellow-employees at the track were bank employees, teachers, policemen and other persons of high character. Since the present Commissioner has not rescinded or modified the Lyons order, the petitioners considered it still in effect, as a relaxation of the rule requiring written permission of the Commissioner of Correction, the guards being trusted to exercise proper judgment about the type of outside jobs they filled.

Both petitioners have families to support and say that they had to augment their income as guards for the proper care of family and education of the children. Mr. Callan is the father of six.

### Say Accusers Should Be Accused

Both petitioners say they were not a member of any union. One of the points brought out in the newspaper publicity about harness tracks for the inquiry spread from Yonkers Raceway to Roosevelt

Raceway to Batavia Downs, was that Joey Fay, a labor leader imprisoned for extortion, had among his visitors prominent politicians including State Senator Arthur H. Wicks. The petitioners mention the Fay-Wicks situation as one of the aspects of the inquiry that resulted in such sharp action being taken regarding their own employment at Batavia Downs. Mr. Lange worked there for six years, Mr. Callan for thirteen, at night. The petitioners say that, since their employment there was known to their supervisors, and particularly the warden, those are the ones who should be up on charges for condoning the employment.

Another accusation against the two men is that they their actions tended to bring the Correction Department into disrepute, also forbidden by a departmental rule, through publicizing their connections with the Batavia Downs track in newspapers and by radio. The men say all the publicity was given out by department officials, none by themselves. Even had they done so, it would not have offended the American law of freedom of the press, the two guards say, explaining that the department could not claim exclusive right to hand out spoon-fed publicity releases.

The attorneys for the petitioners are Kavinoky, Cook, Hepp and Sandler, of Buffalo. Charles H. Sandler is counsel. He is a regional attorney for the Civil Service Employees Association.

### NIELSON HEADS DETECTIVES

Police Commissioner Francis W. H. Adams appointed Thomas A. Nielson, head of detectives in Manhattan East, as chief of detectives, to succeed George A. Loures who will retire.

## Method of Group Thinking Presented by Ray Castle

SYRACUSE, Feb. 22—A method of exchanging ideas was proposed by Ray G. Castle to the Central Conference meeting in Syracuse. Mr. Castle is president of the Syracuse chapter, CSEA.

The method has worked with organizations who have tried it, Mr. Castle said. It operates like this:

"You will see demonstrated a method for group thinking through use of the multiple panel, sometimes referred to as the buzz session. This technique is highly valuable when audiences are too large or unwieldy to be handled as a single or integrated conference. It works especially well in a small group, when audience opinion is needed."

The procedure:

One way of working is to divide the audience into small groups. Often these groups can work around tables.

Each group selects a chairman,

an evaluator and a recorder. The chairman conducts the discussion.

The evaluator sees to it that the discussion stays on the subject.

The recorder prepares a report on the findings of the group.

### Step 2.

Each group is assigned one subject for discussion. There may be more than one subject, but each group considers only one.

### Step 3.

The group, led by the chairman, fully explores the chosen subject until time is called.

Here is a simple method by which to approach the problem. You ask:

What is the problem?

What has caused the problem to come about?

What are the possible solutions?

What is the best solution?

The report is then drawn up by the recorder, ready for presentation.

## Criminal Hospital 'Equal Pay' Drive Gains Impetus

ALBANY, Feb. 22 — A drive to obtain "equal pay" for criminal hospital attendants at Dannemora and Matteawan with salaries paid prison guards in other State prisons has opened on Capitol Hill.

The legislative effort, backed by the Civil Service Employees Association, is being made by Senator Ernest I. Hatfield and Assemblyman James A. Fitzpatrick.

### The Argument

In a memorandum supporting the bill, the CSEA has made this appeal:

"Little argument is required to demonstrate the justness of the claims of the criminal hospital attendants. They have in their custody the same convicted felons who are the wards of the other prisons in the Correction Department.

In addition there are felons of assorted types that are also criminally insane.

"The criminal hospital attendants are required to deal with this type of felon, even more dangerous than his sane counterpart, unarmed in open wards of forty or more. Certainly their duties are every bit as arduous and even more dangerous than the duties of the prison guards in other institutions of the department, and under the State policy of equal pay for equal work, warrant a salary equal to that of prison guards."

In a twin effort, Senator Hatfield also has introduced a bill to provide "equal pay" for matrons at Westfield and Albion. Under the measure, matrons would receive the same pay as prison guards.

## Bill Would Set 40-Hour Standard for All Employees

ALBANY, Feb. 22 — A bill to establish an "official work week" for all public employees of the State has been introduced in the Legislature by Senator William F. Condon and Assemblyman Richard H. Knauf.

Purpose of the bill is to fix a 40-hour, five-day week for employees of all political subdivisions of the State.

The measure, backed by the Civil Service Employees Association, would amend the State labor law. CSEA representatives contend the present law provides for no uniformity of hours of work for municipal, county and other public employees of the State. Only the State, with certain exceptions, has a basic 40-hour,

five-day work week for its employees.



Central Islip State Hospital bowlers pictured with Graz Castellano (seated, center), State bowling champion, at a recent exhibition. From left, seated, P. Pearson, Fran Lindquist, Mr. Castellano, J. Marcellus and L. Martinsen. Standing, W. Eymmer, P. Tuma, R. VanCott, J. Connolly and T. Asher.



A retirement party honored Mrs. Helen B. Maxwell, instructor at Hudson River State Hospital. Shows from left, Marion Crotty, superintendent of the School of Nursing; John Maxwell, husband of the guest of honor; Mrs. Maxwell; Louis I. Garrison, toastmaster; Dr. Wirt C. Groom, principal speaker; Mrs. Groom; the Rev. Elmer Byron, minister of Washington Street Methodist Episcopal Church, and Mrs. Angie Buckley, acting supervisor of the occupational therapy department.



# Activities of Employees in New York State

## Employment, Albany

A.P.W. Building, O.S.R.O. New employees are Richard Hall and Fred Palso, junior clerks, and Alice Sweeney, Luella Osterhout and Joyce Coler, typists. The employees of O.S.R.O. held a party for Mary Castiglione and Ann Del Giacco in honor of their forthcoming marriages . . . Ernestine Hiltzley, claims clerk, who returned to work following an illness, has suffered a relapse. Mrs. McAuliffe, senior claims examiner, is also on the sick list . . . Mary Jane Wade, stenographer, returned to work December 18, following maternity leave. Ann Berry, clerk, is off the sick list and back at work.

Benefit Payment Section, Unit I, John Nelligas, clerk, is in St. Mary's Hospital, Troy, suffering from a heart attack . . . Tom Bolan returned to State service. He was former publicity chairman for the Albany chapter. Carole Visconti, clerk in Plate Files Unit I, and Ernest Rieck, attorney of Nassau and Albany, were married February 20.

Experience Rating, Beatrice Houghton, key punch operator, has been permanently appointed senior OMO tab in ECC 4 . . . New employees are: Examining Unit, Arthur Woods, clerk; ECC 2, Helen Murray, Frances Marlin and Madeline Cline, clerks, and Patrick J. Pasinella, OMO tab; Sorting Unit, Anthony Bertone, OMO tab; ECC 3, Caroline Hoffman, clerk; key verification, Ruth Polansky, key punch operator.

Sadye Kulik, clerk in Exceptions Unit, returned to work after tonsillitis. Ann Murray, clerk in the same unit, has a sprained ankle.

Eddie Myers, clerk in examining unit, resigned to enter private industry.

Original Claims, Ann Higgins, clerk is on leave of absence due to illness. Jennie Brennan, clerk, is flying to Miami for a two week vacation. Jean LeClair, clerk has returned to work after a leave of absence.

Arcade Building, Research and Statistics: Edna Moran, statistics clerk, left for a two week vacation in Florida. Edna Willmott, senior statistics clerk, returned from a three week trip to Florida. Lydia Lahut, key punch operator, is a new employee.

Local Office Ol. Rose Bargallo, claims clerk, who fractured her hip, is back at work. Promotions to claims clerks: Jean Mack and Loretta Morelli, from the receipt unit, Tax and Wage Records, 42 North Pearl Street; Gertrude Jones, from the A.P.W. Building; Bob Meyer, research and statistics.

The chapter held its regular monthly meeting at Association headquarters. President Margaret Will presided. The following committees reported: grievance, social, elections, constitution and by-laws, program, salary and publicity. Marjorie Dorr, social chairman, reported on the mid-winter party held in January. John Kope, grievance chairman, reported one grievance for December. The case was solved to the satisfaction of all parties concerned.

The next monthly meeting will be held March 1, at Association headquarters. Installation of officers will take place. A buffet luncheon will be served. A bulletin will be issued giving the menu and time of meeting. Please advise your building chairman if you plan to attend, so that reservations may be made. The luncheon is free. Entertainment

is being planned. All members are urged to attend.

The possibility of establishing a blood bank for State employees was discussed at the February meeting. The matter was referred to the chapter president for further investigation.

Standard Building, Administrative Finance: Eleanor Rotolo, senior account clerk; Edna Tucker, principal account clerk, and Virginia Conroy, principal OMO tab operator, spent Lincoln's Birthday weekend in NYC.

Time Distribution Unit: William Alden, who resigned from State service in January, has moved to Florida. He sent the unit a box of oranges.

Drislane Building, U. I. A. B.: Murray Etlinger, principal tax collector recently attended the I. A. P. E. S. convention at Rochester . . . James Lessler and John Smith received permanent appointments as tax collectors in the Warrant Unit . . . Ted Hunt, stenographer in Collection Section, has left for a trip to Texas and Arizona. He'll also attend the Mardi Gras in New Orleans . . . Gloria Van Buskirk, senior clerk in Warranting Unit, Collection Section, spent the weekend in NYC recently . . . Irene Farrell, OMO operator in experience Rating, is recovering from a sprained ankle.

The welcome mat is out for elevator operator George Edwards, who has recovered from a recent illness. He had retired but returned by popular demand of his fellow employees. . . Catherine Mealy, senior stenographer in Supervisory Unit of Liability and Determination, has been ill for several weeks.

The committee on arrangements consisted of P. Tuma, scorer; L. Martinsen, audio control; P. Pearson, chairman, and W. Eymer, master of ceremonies.

Ray VanCott, proprietor of Oscar's Rest, assisted Mr. Castellano during the exhibition of trick shots. Mr. Castellano holds the distinction of being the first bowler to roll a perfect game on television.

After the exhibition, the bowlers and committee members enjoyed a steak dinner, arranged by Dr. O'Neill and Leo J. Frey, business officer.

The committee thanks all those who contributed to the successful event.

The seventeenth annual meeting of the Central Islip State Hospital Employees Federal Credit Union was recently held in the Lounge Room of Robbins Hall. The board of directors of the Credit Union reports much progress during 1953 with considerable increase in membership.

The following statistical information will be of interest: In 1953, the assets showed an increase of \$20,000, the loans an increase of \$26,500, shares an increase of \$11,-

000, and membership jumped from 780 to 975.

Since its organization in 1936, the Credit Union has made loans to members in the amount of \$982,267.16. A dividend of 3 per cent for 1953 was recommended by the directors and accepted by the members. The meeting was well attended. All showed satisfaction at the continued progress of the Credit Union.

Everyone is glad to see Joseph Tirell up an about after his recent operation.

Congratulations to Dr. Fitzgerald on his engagement to Miss McDonnell of County Kerry, Ireland.

Ter Bush and Powell, insurance agent, has informed President Purcell that a canvass will be made in March for the new sickness and accident insurance policy.

Speedy recovery is wished all those confined in J infirmary.

Congratulations to Mrs. Thomas Cochran on her recent appointment as housekeeper in Building 88.

Graz Castellano, the State bowling champion, demonstrated trick bowling shots at a recent exhibition for patients and employees of Central Islip State Hospital. The match was arranged by Dr. Francis J. O'Neill, hospital director, and the Wagner and Adler Company, Fran Lindquist, Ted Asher, Joe Marcellus and Jack Connolly provided the competition.

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## Newark State School

NEW members of the executive board: Dr. Bergman, chairman; Floyd Fitchpatrick, vice president; Peter Ross, appointed to represent the male division in place of Mr. Fitchpatrick, who assumed the vice presidency; Mrs. Ted Lane, female division, to complete the term of Mrs. Green, nursing instructor, who is on a leave of absence.

Mr. and Mrs. Floyd Fitchpatrick will be in Albany February 23, 24 and 25, and will attend the CSEA dinner at which Governor Dewey will speak.

On vacation: Thelma Harrington and husband, Elsie Beeman, Viola Spade, Ruth Barton, Mrs. McWilliams, Mrs. Howell and Gladys Sweet.

May Teeter is convalescing at home.

H Cottage employees gave a party for Thelma VanHorn at Caruso's and presented her with a fountain pen.

Dorothy Learid is on a leave of absence.

Newark State School entertained bowling teams from Rochester, Utica, Willard and Gowanda February 13.

## New Hampton

NEW HAMPTON chapter, CSEA, held its annual dinner party at the Circleville Inn, celebrating the seventh anniversary of the Annex of State Training Schools for Boys.

Sixty-nine members and guests attended the affair, which was arranged by a committee headed by Mrs. Marie MacGregor and Shirley Coutant.

Mrs. Dorothy Greer of Walker Valley and John McMickle of Middletown entertained.

Guests included Father Vincent McDonald, Catholic chaplain at the Annex, and A. Alfred Cohen, director of Warwick State School, and Mrs. Cohen.

Former employees who attended were Mr. and Mrs. Norman Catlett, now employed at Hudson State Training School for Girls; Charles Davis, Social Welfare Department representative, now employed at Warwick, and Harold Mabee, now with Southern Tier Trucking Company.

## Pilgrim State Hospital

PILGRIM chapter reports the petition for the 40-hour week with no reduction in pay was a big success. It was gratifying to see how all got behind the project and turned in a bang up job.

Kurt A. Reinhardt and Edward J. Kelly are delegates to the Association dinner meeting in Albany February 24. Mr. Kelly will also attend the Mental Hygiene Employees Association meetings on February 23 and 24.

Membership drives for both organizations are now underway. Everyone should add his name to the rosters, for strong organizations to gain salary increases and other benefits.

Get well wishes to Ernest Steele and Howard Resue.

Deepest sympathy to the family of James Accardy, staff attendant of Building 5, who died suddenly, and to Raphael Gregory on the death of his father.

Mr. and Mrs. Perry Bendricksen are vacationing in Florida. Perry is chapter president. Richard Dolecal and James McCarthy are also on vacation.

Louis Bazata is back on the job after an illness. Glad to have you back.

The following league is in full swing. The Edgewood team is hot.

## Central Islip State Hospital

CENTRAL ISLIP chapter officers thank those who signed the petition for a 40-hour week with no loss of pay. More than 10,000 signatures were obtained and mailed to Association headquarters, to help achieve our goal.

The monthly chapter meeting

## 'Prevailing' Rates Sought In Correction

Carlo A. Lanzillotti, Republican, wants prison guards and other correction officers to be paid "no less" than the salary received by patrolmen in the same area.

The Long Island lawmaker introduced a bill to accomplish his goal. It has been referred to the Senate Committee on Penal Institutions.

The measure provides that the gross annual pay of State or municipal penitentiary guards or correction officers in competitive jobs should be not less, after equal years of service, than the pay given patrolmen employed by police forces within the same territory. The bill exempts pay for special duty.

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# Activities of Employees in New York State

## Kings Park Is Seeking Beauty Queen

KINGS PARK, Feb. 22—Taking time out for lighter things from the salary battle, employees at Kings Park State Hospital are preparing to choose a Beauty Queen.

The choice will be from the employees (female, married or single) in the hospital. The Queen will be crowned at a St. Patrick's Day Dance, in York Hall, on Friday, March 19. Sponsoring the contest is the Kings Park chapter, Civil Service Employees Association.

Not only will a queen be crowned, but there will also be four runner-up queens. The first prize will be a Benrus Citation 17-jewel watch. The succeeding four winners will receive three-piece Princess Anne rhinestone sets.

**How to Enter**  
To enter the contest, participants must send a photo not smaller than 2 inches by 3 inches, and preferably large enough to give the judges a good idea of what's what.

Enclose name, height, weight, color of hair and eyes, and whatever other dimensions might be

helpful. Also tell your work location. All this information goes to A. J. Coccaro (lucky fellow), chapter president, at the Recreation Office. Be sure to get it there no later than March 8.

Committee to select the Queen will be announced in next week's LEADER.

Eddie McWilliams' band will furnish music for the St. Patrick's dance. Those who attended the last dance know that this means a thoroughly danceable evening.

Teenagers from wards 115-118 and 50-53 attended a party sponsored by the Auxiliary of Jewish War Veterans, Queens County. Candy, ice cream and cookies were enjoyed, and toys presented. Many thanks to the sponsors from both children and staff.

Two films, "City of the Sick" and "Rx Attitude" are shown each month at Group 5 Female to new employees and student nurses.

As a token of their esteem for H. Horton of the maintenance department, the painters presented him with a wrist watch.

Mr. and Mrs. Maurice Clayman left for a three week vacation in Los Angeles.

John Kearse, of the business office, and Charles Meury and Leona Tiernan, of the food service department, attended a meeting of business and food managers in Rochester.

Congratulations to Officer and Mrs. Ben Laszcik on the birth of a son.

CSEA president John F. Powers has notified Kings Park chapter that beginning March 1, representatives of the Travelers Insurance Company will interview every employee who does not participate in the Association's group life insurance plan. Benefits of the plan will be explained and applications accepted. Mr. Powers recommends serious consideration of the plan.

At the last chapter meeting, a motion was unanimously adopted that a \$2 annual "Elwood DeGraw Memorial Award" be presented to the best graduating student of the School of Nursing.

The in-service training program for graduate nurses, conducted jointly by Pilgrim, Central Islip and Kings Park State Hospitals, is being held alternatively at the three institutions, on four Tuesdays. There will be four groups in the training program, lasting through May.

Dr. and Mrs. Trudeau, Mr. and Mrs. S. McDaniels are vacationing in Florida. Mr. and Mrs. Lawson have flown to Hawaii for a three week vacation.

A telegram from Association

### FILLING OF ALL 1,000 POLICE VACANCIES ASKED

The Police Eligibles Association has urged the filling of all Police Department vacancies, which number more than 1,000, by June 30, the end of the NYC fiscal year.



Al Musson is new junior photographer at Kings Park.

president Powers announced the Governor's support of the freeze-in, an improved salary schedule, correction of inequities and other adjustments. Negotiations continue, Mr. Powers said.

Happy Horton was appointed to the chapter's social committee. Other members include Bill Mason, chairman; John Link, co-chairman; B. Higgins, M. Mulligan, M. Lyons, A. Schmuck, M. Harries, B. Adams, J. Haynes, J. Grogan, J. Laffler, A. LoDuca, E. Spires and C. Ostrander. The committee met recently to plan the chapter spring dance. Volunteers to help in the program should get in touch with Bill Mason, Building 93.

In order to make this and other chapter functions a real success, Grace Olafsson, membership chairman, would like to remind members to pay their dues, and future CSEA members to join now.

Get well wishes to Lawrence DeLiso, H. Wettstein, L. Parker, Anthony Herbert, William C. Hoysradt and Mary Rogers.

The following employees are serving as chairmen of special committees: F. Lule, fund-raising committee for publicizing the 40-hour week; J. Link, petition committee; A. LoDuca, bowling committee.

## Employment, NYC and Suburbs

EMPLOYMENT chapter, NYC and Suburbs, welcomes back the interviewers who were loaned to the Unemployment Insurance office. From all reports, they did a terrific job.

Good news to report is that Bette Kasper has returned to the Clearance Office.

Best wishes for a speedy recovery to: Isidore Ginsberg, of LO 200, who suffered a heart attack; Alice Bessy, LO 710, who is home ill; Arthur Nathan and Cora Ford, Mt. Vernon Office, and Ethel Gordon, Yonkers Office, who are also ill.

Sidney Zinn, one of the interviewers loaned to the UI office, returned to his Local Office with the announcement of the birth of a son.

Welcome back to Harriet McFarland, LO 650.

Correction: It was reported that Aaron Sawitz is supervising LO 311; his new assignment is actually LO 331.

## Manhattan State Hospital

NEW chapter members include Nestor Procyk, Evelyn McDonald, Rose Flynn, Eugenia Chester and Ethel Patterson. Welcome.

The chapter seconds Kings Park chapter's efforts to have the name of Elwood DeGraw inscribed on the Association's memorial plaque in Albany.

Mary E. Campbell, retired librarian, sends her regards to her friends at MSH, would like to a few words from them. She also

renewed her Association membership.

Mr. and Mrs. Matthew Ryan are vacationing in Florida and expect to visit some retired employees living there, including George Schubach and Ray Phillips.

Get well wishes to Roxanna Grier, Lillian Hines, Robert Burgess, Margaret Keaveney, Carmencita Elijah and Bob Steele.

Sincere appreciation to the following members who graciously assisted in the distribution of election ballots: Joan Purtell, Dr. Nobe Stein, Orwald Graf, Leon Sandman, Jerome Manchel, Larry Lillis, Bob Magee, James McGee, John Martyn, John Gilbride, Con Downing, George Wyckoff, Agnes McLaughlin, Tim Merritt, George Shanks, John Price, Tom Leonard, Frank Lyons, Mary Castner, Martin Geraghty, Hans Corhus and Leslie Bourne.

Chapter president Wallace named Mrs. Jennie Allen Shields of New Branch 1 as temporary chairman of the publicity campaign fund. Make your contribution now.

New identification passes have been distributed throughout the hospital. The new feature is the listing of fire alarm signals. All employees should learn the locations; it may save the lives of patients and employees.

Employees hailed the telegraphed news of the Governor's approval of the freeze-in of the bonus.

## Public Works District 10

AT THE last meeting of the executive council, District 10 Public Work chapter, it was voted to hold the next quarterly chapter meeting on March 26 at Patchogue. The place of the meeting will be announced.

The council expressed sorrow at the sudden death of Al Downs, one of the most active chapter members. Stanley Karpinsky, 1st vice president of the chapter, was chosen as delegate to fill Mr. Downs' unexpired term.

President Carl Hamann, Mr. Karpinsky and William A. Greenauer will represent the chapter at the forthcoming Association meeting and dinner on February 24.

The Council discussed the salary situation and voiced its appreciation and support of the State officers and staff. At the request of President John F. Powers the chapter sent telegrams to the Senator and Assemblymen from Suffolk County urging their continued support of the Association's salary program. President Hamann and Vice President Karpinsky were instructed to make personal contacts with the legislators as soon as possible.

Mr. Greenauer reported on the meeting of the State legislative committee and gave the council a resume of the legislation sponsored by the Association this year.

Alfred W. Downs, assistant civil

engineer in the Department of Public Works, died suddenly at his home in Babylon on Friday, February 5.

Al was an officer and active chapter member since the chapter's inception. He was a chapter delegate to Albany meeting for three years.

Al first entered State service in 1924 in the Hornell office of the Department of Public Works. In 1933 he transferred to District 10 at Babylon. In recent years his principal duties were the preparation of right-of-way plans in connection with the design of State highways and parkways on Long Island.

He is survived by his widow and seven children, one of whom, Alfred Jr., is stationed with the Marine Corps in Korea.

Interment was in the National Cemetery at Pinelawn.

## State Insurance Fund

THE State Insurance Fund chapter held its monthly meeting at the Hotel Fourteen. Attempts of unions to enlist civil service workers were discussed. Bill Price, chapter president, demonstrated that the interests and accomplishments of the CSEA prove it is the only organization for public employees.

The chapter welcomes the 56 new members who have joined since October 1. Latest member is Maria Costoso of Actuarial.

Al Greenberg and Bill Price attended the Metropolitan Conference meeting at Psychiatric Institute, and will attend the annual Association dinner in Albany February 24. Al journeyed to Albany for the February 12 meeting of the statewide membership committee.

Bowling results of February 2: Safety came back with a bang and dropped Medical from first place with a four point slap. The Engineers trounced Claims Examiners for four points. The Orphans, using a power lineup to remain within striking distance of first place, dropped Actuarial for three points. Payroll held a one-point first place lead by squeezing past Accounts for three points. Policyholder had the best night of any team all year as it took three team high games, all over 800, and slaughtered Claims Seniors for four points.

## Rochester

FEBRUARY 25 is the date, The Wishing Well, at 1190 Chili Avenue, is the place of Rochester chapter's card party. A dozen home-made cakes are being donated, and the Daleys, proprietors, will furnish liquid refreshments.

The committee consists of Billy Wilson, chairman, and Margaret Wilson, Doris Graves and Marge Surridge, WCB; Lucille Pennock, Agriculture, and Melba Binn, Rehabilitation.

Dinner will start at six. Take a Chili Center bus from Main and State at 5:19, or a Hinchey-Pixley bus at 5:38.

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## Legislator Polls Voters, Finds They Favor 12% Pay Rise for State Employees

ALBANY, Feb. 22 — A cross-section of voters in the Ninth Assembly District approve salary increases for State workers, according to the "Preller Poll."

The poll, conducted every two years by Assemblyman Fred W. Preller, Queens Republican, at his own expense, seeks to find out how the voter feels on the main issues before the Legislature.

59% Favor Pay Rise

This year one of the questions asked by Mr. Preller was: "Civil service employees contend that their salaries have not been adequately adjusted to keep pace with the rising cost of living. The 12 per cent average increase would cost an estimated \$22 million. Do you favor such an increase?"

Of 3,025 replies received so far, 59 per cent favored the increase, while 41 per cent were against it.

Mr. Preller has mailed 16,500 questionnaires in his private poll to constituents. The favorable response from voters on salary increases for State workers is interpreted on Capitol Hill as being highly significant.

One observer pointed out that

it indicates general public support for pay adjustments for civil service workers, despite strong pressures for other forms of economy in government.

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● HOUSING ASSISTANT —  
(Men & Women — All Ages) TUES., MAR. 2 at 7:30 P.M.

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TUESDAY, FEBRUARY 23, 1954

## When an Employee Dies While in Service—

A group of interesting, and at the same time somewhat disturbing facts have been presented to State Comptroller J. Raymond McGovern concerning what is known as "ordinary death benefit" in the retirement scheme. If a member of the State Retirement System dies while in active service, one month's average salary for each year of service — not exceeding six months — goes to his survivors. A man may have worked 25 years, but if he dies even a few days before he is due to retire, his widow would get only six months' salary — and that's all. Two other public retirement systems (New York City Retirement System and New York City Teachers Retirement System) have amended their plans to provide a maximum death benefit of twelve months' salary. A more appropriate death benefit is vital for members of the State Retirement also. Estimates show that the cost of increasing the present maximum death benefit from six months to twelve months would amount to about one-half of one per cent of payroll for current services.

There are additional good reasons for taking this step.

(A) Studies show that of 100 clerical employees entering service 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, in terms of the number of employees affected, the death benefit is of equal importance with the retirement and disability benefit.

(B) Some private industries (General Motors, Socony Vacuum, American Gas, Eastman Kodak) provide two years' salary. In group life insurance purchased by employers to provide death benefits, the usual practice calls for one-and-a-half to two years' salary.

(C) In 1953, 1,000 members of the State Retirement System died while in active service. Half of these persons had twelve years or more of service.

(D) 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 paid a member who reaches such ages and retires.

John F. Powers, president of the Civil Service Employees Association, has asked that the present six-months' ordinary death benefit be modernized to meet changed conditions and to match the benefits provided by private industry. He is obviously right, and it should be added that the present setup hasn't been changed since 1923.

## The Hogwash Flow Continues Unabated

In discussing the notorious "numbers game" — the case of the 2,200 dismissed and resigned Federal employees who were all lumped together as "security risks" — Congresswoman Katherine St. George made this remark:

"What difference does it make who the head of an agency is if some obscure clerk is destroying files and falsifying records?"

Come again, Mrs. St. George. Where's the evidence? Can you give ten cases, out of 2,000,000 U. S. workers, who were fired, tried and convicted on charges of destroying files and falsifying records? Five? One?

Or is this just some more of the hogwash which has been poured in such appalling quantity upon the heads of government workers?

## Comment

### NYC ATTENDANCE OFFICERS STATE THEIR CASE

Editor, The LEADER:

I am heartily in accord with your editorial entitled "How to Get a Top Probation Service" wherein your paper goes on record supporting higher pay for the probation staff and a waiving of the residence requirements. Your statements apply equally to the attendance officer. Because the attendance officer acts as liaison between the home and the school, he is in a key position to note the first signs of delinquency and pre-delinquency; he can then take the proper steps to nip this in the bud, and so reduce delinquency and eventual court action.

The salaries of the attendance officers in New York City have not kept pace with inflation. A recent study made reveals that in the ten largest cities of the United States the salaries paid to attendance officers in New York City is ninth from the top, with only Chicago paying these officers less. Perhaps it is more than mere coincidence that it is Chicago and New York City which lead in juvenile delinquency!

Only recently it was announced that City College is planning a special graduate program for attendance officers, leading to the master's degree, so that the attendance officer may be able to service absentee children with even greater skill and ability. And yet, although the teacher with a master's degree receives \$200 a year extra, the attendance officer not only will not receive any additional salary, but his annual salary is \$2,000 less than that of the teacher.

IRVING GRAVITZ,  
Chairman  
Publicity Committee  
Council of Attendance Officers  
New York City

### Question, Please

WHO ARE bona fide patrons of a post office, to be eligible to compete for clerk-carrier if they don't live in the delivery area? C.E.

ANSWER—Only persons employed in that post office may be considered bona fide patrons of the office.

IN YOUR NEWS STORY about the patrolman (P.D.) exam, you said that as 70 per cent is the pass mark, the NYC Civil Service Commission will require actual 70 per cent minimum, but I thought that 69 and a fraction was considered as the substantial equivalent of 70 by the Commission, A.L.M.

ANSWER—It was, until December 7, 1953, when the Commission amended its rules, and made actual 70 the minimum requirement, unless otherwise stated. In the patrolman exam nothing was otherwise stated.

PLEASE STATE what are the dates of the Korean conflict, for war veteran preference purposes in NYC and the remainder of the State, P.C.

ANSWER—From June 25, 1950 to July 27, 1953.

### Job Study Turns To Fire Alarm Jobs

President Paul P. Brennan of the NYC Civil Service Commission announced that the fourteenth questionnaire, dealing with the reclassification of fire alarm dispatching positions, has been sent to City departments and employee, professional and civic organizations.

These questionnaires seek facts and comment on the existing Fire Telegraph Dispatching Service classification and the classification of similar titles as proposed by other surveys. Also, the Commission submits a tentative proposed reclassification of its own for study and comment.

### EDUCATION GROUP TO RECEIVE COMMUNION

The St. Thomas Aquinas Association of Catholic employees of the NYC Board of Education will receive annual corporate Communion at the 9 A. M. Mass on Sunday, April 4 at St. Agnes Church. Breakfast will be served at the Hotel Commodore.

### LICENSE INSPECTOR TEST OFF

The NYC Civil Service Commission has cancelled the promotion exam for inspector of license, grade 2, Department of Licenses.

## MEET SOL GELB



SOL GELB

THE QUALITY of Sol Gelb's thinking resides in its unique ability to locate facts of approach that resist other men. Short, balding, rugged-featured, Sol Gelb looks more like a bit character actor than one of New York City's most respected attorneys. But when he begins conversing upon a subject that interests him, the cool, clean incisiveness of his mind makes itself quickly felt. Whatever you may have thought of a subject, Gelb invariably finds something in it that hadn't occurred to you. The result: he is a fascinating conversationalist. In court, he is apt to be direct, able to locate a "core" to the case that leaves a powerful impression. Sol Gelb doesn't move around the periphery of a situation; he gets to its heart. In one case involving a jurisdictional dispute between two trade unions, Gelb listened in court as the attorneys for the unions and for the employer haggled and argued the theory of labor-management relations. Gelb then got to his feet, took some five minutes. Not a word about the theory of labor-management relations. Gelb had found something else: "This is not a labor case at all," he argued. "It's just plain retaliation." He had proof. He won his case.

He uses theory, too. Where other lawyers will argue minuscule points of law, Gelb will sometimes locate a constitutional issue. He will expound it briefly. Judges listen to him respectfully.

### Probing Welfare Funds

Gelb has been named by Governor Dewey to investigate union welfare funds. It is a relatively new field. Would his work be deemed anti-labor? Not at all, Gelb asserts. He is not investigating labor; he is investigating welfare funds. Some things about welfare funds are disturbing, he points out. There has been some evidence of kickbacks, of exorbitant administrative costs, of nepotism. "It is obvious that this requires looking into." The object is to obtain facts with a view to determining if standards ought to be adopted. Gelb is acting, officially, as a special counsel to the State Insurance Department. His first step was to send a questionnaire to all labor unions in the State. Then came a meeting between Gelb and the Central Trades and Labor Council, AFL. One of the participants at the meeting asked: "Will this be a punitive probe?" Gelb looked straight at him and replied: "No, unless there has been criminal activity." Central Trades and Labor agreed to advise their affiliates to answer the questionnaire. They knew that, with Gelb at the head, the probe would be fairly conducted.

### His Attitudes

Talking about his attitudes toward the law, Gelb says things like:

"I always believe the most effective work can be done when a case is tried on its merits." He dislikes histrionics and diversions. "I am scrupulously exact in dealing with clients." He will never tell a client that he will be able to "get him off" if the probability is that the client faces a jail sentence.

"I demand perfection in my own thinking." He searches constantly for new ways of looking at his cases. "I try to crystallize out the crucial portions of the situation." He feels that perhaps what he calls his "sense of re-

## Cops Can't Strike, So They Want More Pay

ALBANY, Feb. 22 — If public employees, including police, are prohibited from striking by legislation, then that legislation carries an obligation to pay a living wage. This argument is advanced by the State Police Conference.

The Police Conference, headed by Robert J. Alexander, Syracuse, contends "neither the State nor municipalities have kept faith with policemen."

The Conference charges municipal police strength is being "enfeebled" by the "misconception that policemen can continue to go deeper into debt."

While the State Condon-Wadlin law bars strikes, the Conference points out that many policemen in the State are working for take-home pay of \$40 a week.

levancy" is more highly developed than in most people. Even in ordinary conversations, he will prevent the talk from drifting.

### His Most Interesting Case

The legal case in his career which he found most interesting was the Jimmy Hines case, which resulted in the conviction of the notorious political leader, Thomas Dewey was special prosecutor at the time, and Gelb was one of his assistants. Why did he find the Hines case so interesting? "It linked the most powerful political leader to the Dutch Schultz gang. The evidence we found was both direct and circumstantial. It was an excellently prepared case from the standpoint of a lawyer, and it was a pleasure working on that case with Dewey." Gelb was in charge of the investigation, prepared the case for trial, and participated in the trial. Gelb enjoyed working with Dewey throughout his stay with that office. He respects what he calls "Dewey's quick mind—and he's a first-rate lawyer." Never a yes man, Gelb was known in those years as one of those in the office who would unhesitatingly tell the D.A. what he thought, bluntly, of any matter at hand.

### The Hard Way

Gelb came up the hard way. He was born on the East Side, son of a poverty-stricken Hebrew teacher. Gelb was the seventh of eight children. As each child became old enough to work, each had to contribute to the meagre family income.

After he had finished elementary school, young Sol went to work: an errand boy, stock boy, laborer. Wherever he could earn a few dollars, he took a job. When he was 16 years old, he listened to the numerous soapbox orators who used to inhabit New York's street corners. They stimulated his interest in learning, opened the world of books for him. At 18, he made up his mind that he would study law.

But to study law, he would need a high school diploma. He couldn't take time out from work to go to high school. But he could and did study at home, finally passing the regents exams which yield the equivalent of a high school diploma.

### How He Got a Law Job

Then, still working by day, he went to New York University Law School by night. Before finishing, he decided he would need to supplement his studies with practical experience. So he decided to find himself a job with a law firm. He drew up a plan for himself. Starting down at lower Broadway, in New York City, he would go to see every lawyer in every building until he landed a job. At 120 Broadway, he managed to get by the secretary of Humphrey Lynch, who with his partner Anthony

(Continued on Page 7)

## They Say

PHILIP YOUNG, Chairman, U. S. Civil Service Commission—"No individual has a right to a Government job. Working for the Government is a privilege that a citizen must earn. He must meet the standards required for his particular assignment, whether under Civil Service, the security program or any other criteria established for and on behalf of the American people."

### STATISTICIAN AND BUREAU HEAD EXAMS SOON

The NYC Civil Service Commission ordered open-competitive exams held for director of Bureau of Child Health, grade 4, and statistician. As soon as application dates are announced, The LEADER will publish them.

### HOUSING ASSISTANT TEST OPENS IN SPRING

The NYC Civil Service Commission will receive applications this spring for housing assistant jobs, \$3,260 to \$4,200, with the NYC Housing Authority. There are 100 vacancies.



# Employee Activities

## Woodbourne

NEWS of Woodbourne chapter, CSEA:

Joe Mitchell and Sergeant Middleton are back at work after long illnesses . . . The last show Father Wilkins brought to the institution was very good, headed by Mickey Deems, June Gardner and Joyce Bryant, with music by the Concord Hotel orchestra. The place was really jumping. Father Wilkins was just promoted to major in the Civil Air Patrol . . . Walkill bowling team swamped Woodbourne in the annual March of Dimes match. Dills Hardware leading the Guard Bowling League with a high single of 897.

Condolences to Stanley Targett on the death of his wife.

New faces: Ruth Ridell, stenographer; Bernard Derbyshire, maintenance supervisor, and John Smith, guard. Welcome . . . The chapter is mailing letters to legislators and Administration pushing for 40-hour week at present pay, 25-year retirement, and equal pay for Westfield, Albion, Matteawan and Dannemora . . . A letter from the Governor's office stated that formation of a commission to study the pension system has been recommended . . . Instructions have been given to Correction Conference delegates . . . What happened to the new salary plan?

Dr. Pantel has a new car . . . Mike Kowalik recovering from his operation . . . Jim Childs home from the hospital. Get well, fellows . . . Roger Becker's daughter home after undergoing surgery.

Jack Solod's son in service at Camp Pickett, Va. . . Ken Green's daughter a nurse at Monticello Hospital . . . Jack Brady's girl a nurse at St. Luke's Hospital, NYC. CSEA membership is very high

## MEET SOL GELB

(Continued from Page 6)

Sansone was enjoying a thriving law practice.

"I'd like to work for you free," he told Lynch.

"Why do you want to do that?" Lynch asked.

"So I can learn more about law."

"But free?"

"Yes—later you can pay me what you think I'm worth."

Lynch laughed, picked up the phone and called his partner Sansone.

"Tony," he said, "here's a young fellow wants to work for us free. Shall we hire him?"

Gelb was hired. He wrote briefs, assisted in the preparation of cases for trial, was constantly active in the courts. In the first case given him to handle, he looked up the facts, found the answer immediately, wrote the brief, and sent it through. Lynch was horrified. But he began to wonder when the Appellate Division reversed on the basis of Gelb's brief. Gelb got his law degree in three years. By the time he was out of law school, he had already acquired experience that other attorneys take years to accumulate.

Lynch never ceased to marvel at the quality of Gelb's thinking processes. Sometimes he attributed them to mystic concatenations of his young assistant's ancestry. After Gelb was admitted to the bar, Lynch, retiring, suggested that Gelb and Sansone go into partnership.

In 1935, Gelb applied to Dewey for a job. He stayed with the prosecutor until 1942, then spent an additional four years under District Attorney Frank Hogan, as chief assistant. Then he went again into the private practice of law.

### Thinks Freshly

Gelb sparkles with fresh thinking about the law; he is as enthusiastic about it as a young student. "A lawyer must have a sense of fitness," he often says; he has little patience with meandering, wandering approaches to law cases. "A lawyer must be able to confine his case to the courtroom," he asserts. He cites as an example the time he prosecuted Morris U. Shappes for perjury. This was a celebrated case in which Gelb had to prove the Communist Party subversive. In the course of the trial, Russia entered the war. That was in 1941. Dewey said to him: "Doesn't that make an end to your case, Sol?"

"Not at all, Chief," Gelb answered. "I'm confining the case to the courtroom." And he managed to do it, restricting the issues to areas immune to the era of good-feeling that developed toward a then ally.

this year, looks like 100 per cent renewal . . . Annual donations to March of Dimes and Heart Fund voted by chapter . . . The president of the Academy of Political Science, Columbia University, has honored supervising psychiatrist Ernest Goldsmith by enrolling his name as an Academy member . . . Read John Powers' statement in all newspapers relative to the Governor's message on State salaries.

## Middletown State Hospital

MIDDLETOWN State Hospital chapter, CSEA, met February 17 in the club rooms.

Senior business director Colesanti and Mrs. Colesanti are vacationing in Florida. Mrs. Laura Steel, Valley Home housemother, and Dr. Kleiner and family are also vacationing in the South. Dr. Kleiner is the assistant director. The following nursing staff members are on vacation: Mr. and Mrs. William Youngman, Mrs. Virginia Henderson and Mrs. Antoinette Seyfried.

John Berry, staff nurse, is confined at the Veterans Administration Hospital, the Bronx, and a card or note would be welcome. Good wishes to him and to Dick Murray, Frank Koch and Al Whitaker, in sick bay.

Welcome back to John Joly, who was injured in an auto accident a few weeks ago.

Congratulations to Richard Kanoff and his wife on the birth of a son.

## J. N. Adam Memorial

TEN MEMBERS of J. N. Adam Memorial Hospital chapter, CSEA, attended the Western Conference meeting at Buffalo. They are Edwin Yeager, president, and Betty Smith, Mae Seaman, Leona DeNoon, Robert DeNoon, Wanda Beam, Gertrude Phillips, Bridget Sheay, Benjamin Nowak and Velma Yeager.

A St. Patrick's dance will be held March 17 at St. Joan of Arc Church, Perrysburg. Music will be furnished by Bamby Benent's orchestra. Refreshments will be served. All employees are invited.

Edith Kimmel and Wilhelmina Laube left for an extended vacation in Florida.

Plans for a credit union to be been actively discussed, and it is expected that a credit union will be established shortly.

## Hudson River State Hospital

MRS. HELEN B. MAXWELL of Hudson River State Hospital was tendered a farewell-birthday party at the Italian Center, Poughkeepsie. A buffet supper was served. Mrs. Maxwell retires March 1 after 27 years' service. She entered State service and enrolled in the School of Nursing. Following her training, she was promoted to charge nurse, then to instructor in the occupational therapy department, which position she now holds.

The speakers were: Dr. Wirt C. Groom, representing Dr. O. Arnold Kilpatrick, hospital director; Marion Crotty, superintendent of the School of Nursing, and Mrs. Angie Buckley, acting supervisor of the O.T. department, who also presented Mrs. Maxwell with a corsage and a gift. John Maxwell, husband of the retiring employee, was presented with a boutonniere. The Rev. Elmer Byron Bostock, minister of the Washington Street Methodist Episcopal Church which Mrs. Maxwell attends, gave the invocation and benediction. Louis I. Garrison was toastmaster.

Entertainment was furnished by Carol Velle, Patricia Palladino, Joseph Chupay, Sal Caruso and Alex MacGregor. Dancing was also enjoyed.

## Noyes Honored By Dewey and Assn. Saratoga Chapter

An engrossed tribute resolution, signed by Governor Thomas E. Dewey and 10 members of the Saratoga Springs Commission, was presented to Pierrepoint B. Noyes, retired Saratoga Springs Commission chairman, at a special luncheon meeting in the Manhattan Club, NYC. Resolutions were likewise presented from the Saratoga

# Retirement After 25 Years At Guaranteed Minimum Sought in Halpern Bills

ALBANY, Feb. 22—State Civil Service employees would be able to retire after two years' service, would be guaranteed a minimum pension after retirement, and would be provided with permanent board of grievance machinery, under the terms of a three-bill package introduced last week by State Senator Seymour Halpern. In the Assembly the bills are sponsored by Leo Noonan, of Cattaraugus, and Lawrence M. Rulison, of Onondaga.

The first Halpern-Noonan proposal permits retirement, after 25 years of State service, providing the employee is by that time age fifty. Under provisions of the

same bill, a State worker who has reached the age of fifty-five, could also retire—even if he has not completed twenty-five years of service by then. The retirement allowance granted under the legislation would be one-fiftieth of final average salary, for each year of service, or one-half of final average salary after twenty-five years.

### Already in NYC

"Half-pay retirement after twenty-five years' service is already in operation in New York City," Senator Halpern and Assemblyman Noonan stated, "and is available now to certain groups of State employees. Our bill would

extend the same principle to all State employees."

### \$1800 Minimum Pension

In their second bill, the two legislators guarantee each member of the State Employees Retirement System a minimum pension of at least \$1,800 a year, after 30 years of service.

"Former State employees who have already retired from service are, by law, presently granted supplemental pensions," Senator Halpern and Assemblyman Noonan explained. "It seems only fair that those in State service now should have a similar guarantee of security when they reach retirement age. A \$1,500 pension minimum, together with the annuity the employee's contributions would purchase, would—in all cases—result in a total retirement allowance of at least \$1,800, after three years' service."

The third bill, co-sponsored by Senator Halpern and Assemblyman Rulison, would give formal statutory basis to the Personnel Relations Board which has been in operation since 1950, by executive order of the Governor.

"Our bill," the two legislators pointed out, "creates a full-time board of three members appointed by the Governor, instead of the present one full-time member. The new Board would continue operation under its present principles, including the right of an employee to join an employee organization of his own choosing, and his rights to select his own representatives in presenting grievances."

**OWN YOUR OWN HOME.** See the fine opportunities offered in the Real Estate Section of The LEADER each week.

## Jobs for Vets Open in VA In Brooklyn

The Veterans Administration Hospital, Brooklyn, needs hospital attendants (male) (general), \$2,500 a year to start. The exam is restricted to persons entitled to veterans preference.

There is no maximum age limit, nor any experience or training requirement, but credit will be given for experience as an attendant in a hospital, as a nurse's aide, as a practical nurse, or for service in the Army Medical Department or Navy Hospital Corps. Candidates must be able to read and write English fairly well.

There is no written test. Apply to the Board of U. S. Civil Service Examiners at the hospital until Monday, March 15. The exam is No. 2-57-2 (54).

## Highway Engineers Plan Meeting

BINGHAMTON, Feb. 22—The New York State Association of Highway Engineers is scheduled to hold its fifteenth annual convention on Tuesday, March 2, in the Arlington Hotel, Binghamton. The convention will last through Friday, March 5.

At the Friday evening meeting, there will be two addresses of special interest to employees. One will be a discussion entitled "Employee Problems" by Joseph P. Ronan, executive assistant, New York State Department of Public Works; the other, "Report on Association Negotiations for Wage Increases" by John J. Kelly Jr., assistant counsel, Civil Service Employees Association.

# Easier Job Insurance Law Urged; Armory Bill Introduced; Few Civil Service Measures Debated on Floor

ALBANY, Feb. 22—The Senate Labor Committee has reported out measures to place public employees on the same footing with private employees in applying for unemployment insurance.

The bills strike out the present requirement in the law that State and local employees must have been employed continuously for one year in order to qualify for UI benefits.

One bill was introduced by Senator John H. Hughes, Syracuse Republican, and has Administration backing. The second bill was introduced by Senator Ernest I. Hatfield at the request of the Civil Service Employees Association.

In the Assembly, identical measures, introduced by Thomas H. Brown and James A. Fitzpatrick, are before the Ways and Means Committee.

**Armory Employees Champion** Armory employees have a new champion in Assemblyman Robert Walmsley, Rockland County. He has introduced a bill establishing new grades and salary schedules for engineers and armorers.

The measure has the support of the CSEA and is one of the organization's program bills.

As authorized by a constitutional amendment, the Governor's pay is raised to \$50,000 a year, and

the Lieutenant Governor's salary is boosted to \$20,000, in a resolution before the Legislature.

Assemblyman Louis A. Cioffi, New York Democrat, wants a personnel relations board established by law in the State Civil Service Department.

Under his bill, the board would be empowered to hold hearings and compel attendance of State officers and employees as witnesses. A similar proposal died in committee last year.

An over-all look at civil service legislation shows little slackening in the introduction of bills affecting State and local employees, but few measures are reaching the floor of either house. They are piling up in committee.

### 186 PASS, 256 FAIL HELPER 'D' TEST

Notices to appear for medical examinations on February 26 were sent to 186 candidates who passed the maintainer's helper, group D, written test on December 19.

## SPECIAL NOTICE

To Those Who Have Filed for the New York State

# CLERK

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Spa chapter of the Civil Service Employees Association and the Saratoga Springs Chamber of Commerce.

Mr. Noyes retired in December after serving as chairman for 23 years, without pay. He was responsible for the building and successful conduct of the State-owned Saratoga Spa.



# Employment Interviewer, Elevator Operator and Rent Examiner Tests to Open

ALBANY, Feb. 22—The State Civil Service Commission will hold 15 statewide and six local open-competitive examinations on Saturday, May 15. Applications in the exams will be accepted from Monday, March 1 to Friday, April 9. Do not attempt to apply before March 1.

Applications will also be accepted from March 1 to April 9 for employment interviewer and professional and technical assistant (biology) jobs. These written tests are scheduled for May 1. Examination number, title, and salary range are given below. Candidates must be residents of New York State unless otherwise stated.

### STATE

- Open-Competitive**
- 0027. Supervisor of dental health education, \$6,801 to \$8,231.
  - 0028. Associate in education guidance, \$6,088 to \$7,421.
  - 0029. Assistant in education guidance, \$4,964 to \$6,088.

0902. Employment consultant (testing), \$5,638 to \$6,762.

0019. Assistant librarian (medicine) (open nationwide), \$4,053 to \$4,889.

0030. Associate public health physician (mental health), \$9,065 to \$10,138.

0031. Director of welfare area office (open nationwide), \$6,801 to \$8,231.

0032. Principal welfare consultant (administration) (open nationwide), \$7,754 to \$9,394.

0033. Senior pharmacy inspector, \$4,814 to \$5,938.

0034. Rent examiner, \$4,053 to \$4,889.

0035. Junior rent examiner \$3,251 to \$4,052.

0037. Construction safety inspector, \$3,731 to \$4,532.

0038. Gas meter tester, \$2,931 to \$3,731.

0039. Farm manager, \$4,053 to \$4,889.

0040. Elevator operator, \$2,451 to \$3,251.

0901. Employment interviewer,

\$3,571 to \$4,372.

0041. Professional and technical assistant (biology), \$3,251 to \$4,052.

### COUNTY

#### Open-Competitive

0449. Senior psychologist, Westchester County (open nationwide), \$4,245 to \$5,365.

0448. Junior psychologist, Westchester County (open nationwide), \$3,375 to \$4,135.

0036. Process server, grade 2, New York County (open only to residents of New York County), \$2,460.

0437. Associate planner, Erie County (open nationwide), \$4,450 to \$4,950.

0042. Senior office machine operator (tabulating-IBM), First, Second and Tenth Judicial Districts (open only to residents of the Counties of Bronx, Kings, Nassau, New York, Queens, Richmond or Suffolk), \$2,931 to \$3,731.

0455. Hospital administrator, Tompkins County (open nationwide), \$12,500.

# U. S. Jobs Open

The positions listed below represent only the most urgent U. S. hiring needs. Minimum age is 18, no maximum age unless stated. No age limits apply to veterans. Starting salaries are given. Send your application to the address indicated for the job for which you apply. (Closing date, if any, appears at the end of each notice).

2-95. (53) **STENOGRAPHER**, \$2,750 to \$3,175 a year, and **TYPIST**, \$2,500 to \$2,950; jobs in metropolitan NYC. Requirements: written test. Send Form 5000-AB to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

2-21-7 (53). **SHORTHAND REPORTER**, \$3,795 to \$5,060 a year. Jobs at Fort Monmouth, N. J. Dictation for five minutes at 160 to 175 words per minute; no experience or training for \$3,795 jobs, up to three years' experience for higher-paying posts. Apply to Board of U. S. Civil Service Examiners, Headquarters, Signal Corps Center, Fort Monmouth, N. J. (No closing date).

2-21-13 (53). **TECHNICAL WRITER**, \$3,410 to \$5,940 a year. Optional fields: radio communications, radar, wire communications (telephone, teletype, carrier), electro-acoustics (sound). Jobs at Fort Monmouth, N. J. At least three years' technical scientific or engineering experience in optional field for which application is made; college and graduate training may be substituted for part of the experience requirement. Apply to Board of U. S. Civil Service Examiners, Headquarters, Signal Corps Center, Fort Monmouth, N. J. (No closing date).

2-21-14 (53). **PATENT ADVISER (RADIO AND ELECTRONICS)**, \$4,205 to \$7,040. Jobs at Fort Monmouth, N. J. Requirements: (1) Either (a) bachelor's degree in engineering or four-year college course including major work in physical sciences, or (b) four years' experience in physical science or engineering, or (c) equivalent; and (2) at least one year's experience in work involving knowledge of principal of electronics or in patent work involving knowledge of patent law or patent office practice and procedure. Apply to Board of U. S. Civil Service Examiners, Headquarters, Signal Corps Center, Fort Monmouth, N. J. (No closing date).

2-176 (53). **JUNIOR SCIENTIST AND ENGINEER**, \$3,410 to \$4,205. Jobs in New York and New Jersey. Requirements: bachelor's degree, within six months of application, with courses in science or engineering, for \$3,410 jobs; six months' experience for higher-paying jobs; maximum age, 35, except for persons entitled to veteran preference. Apply Second U. S. Civil Service Region, 641 Wash-

ington Street, N. Y. New York 14, N. Y. (No closing date).

2-8 (52). **ENGINEER**, \$5,060 to \$7,040 a year; openings in the following fields: aeronautical; aeronautical research, development and design; architectural; automotive; chemical; civil; construction; electrical; electronics; general; hydraulic; industrial; internal combustion power plant research, development and design; maintenance; marine; materials; mechanical; naval architecture; ordnance; ordnance design; safety; structural; welding. Jobs in New York and New Jersey. Requirements: four-year engineering course or four years' experience, plus 1½ to 3½ years of specialized experience. Send Forms 57 and 5001-ABC to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date).

2-70-2 (52). **HOSPITAL ATTENDANT (MENTAL)**, \$2,750 a year; jobs at VA Hospital, Lyons, N. J. Persons entitled to veteran preference will be given first consideration. Males only. Requirements: no experience. Quarters and subsistence available, if desired, at nominal cost. Send Forms 57 and 5001-AB to Board of U. S. Civil Service Examiners, VA Hospital, Lyons, N. J.

2-8-2 (52). **STENOGRAPHER**, \$2,750 to \$3,175, and **TYPIST**, \$2,500 to \$4,950; jobs in Bayonne, N. J. Requirements: written test. Send Form 5000-AB to Board of U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J.

2-29 (54). **DISTRICT DIRECTOR OF INTERNAL REVENUE**, \$12,000, at Syracuse, N. Y., and **ASSISTANT DISTRICT DIRECTOR OF INTERNAL REVENUE**, \$10,800, at Albany, N. Y. Open only to New York State residents. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Wednesday, February 24).

2-71-5 (52). **HOSPITAL ATTENDANT (MENTAL)**, \$2,500 and \$2,750 a year; jobs at VA Hospital, Northport, N. Y. Persons entitled to veteran preference will receive first consideration. Males preferred. Requirements: no experience or training for \$2,500 job; three months' experience for \$2,750 job. Send Forms 60 and 5000-AB to L. I., N. Y.

2-71-4 (51). **KITCHEN HELPER**, \$2,420; jobs at VA Hospital, Northport, N. Y. Persons entitled to veteran preference will be given first consideration. Males preferred. Requirements: ability to read and write English. Send Forms 5001-ABC and 60 to Board of U. S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y.

**ABLE-BODIED SEAMAN**, \$3,628; jobs aboard naval transports operating out of New York. Requirements: U. S. Coast Guard endorsement as able-bodied seaman; age limits, 18 to 55. Send Form 60 to Employment Branch,

IRD, Military Sea Transportation Service, Atlantic Area, First Avenue and 58th Street, Brooklyn 50, N. Y.

2-3-1 (52). **SUPPLY CATALOGER**, \$3,410 to \$5,060. Jobs in Brooklyn. Requirements: Three to five years' experience which must show technical knowledge of material or items of property, including ability to read and interpret blueprints, schematic diagrams, manufacturers' catalogs or specifications. Board of U. S. Civil Service Examiners, U. S. Naval Supply Activities, Third Avenue and 29th Street, Brooklyn 32, N. Y.

2-8-2 (53). **TABULATING MACHINE OPERATOR**, \$2,750 and \$2,950; **CARD PUNCH OPERATOR**, Bayonne, N. J., \$2,750 and \$2,950. Requirements: Three to six months' experience; written test. Board of U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J.

2-18 (51). **TABULATING MACHINE OPERATOR; TABULATING EQUIPMENT OPERATOR; CARD PUNCH OPERATOR (ALPHABETIC)**, \$2,750 and \$2,950. Jobs in NYC. Requirements: written test plus three to six months' experience. U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date).

2-71-6 (52). **LAUNDRY HELPER**, \$2,420; jobs at VA Hospital, Northport, N. Y. Requirements: no experience; ability to read and write English. Males preferred. Board of U. S. Civil Service Examiners, VA Hospital, Northport, N. Y. (No closing date).

2-44-52. **SHORTHAND REPORTER**, \$4,205. Jobs located in NYC Area, including Rockland and Westchester Counties in New York State and Bergen, Essex, Hudson, Passaic and Union Counties in New Jersey. Requirements: Pass written test with dictation at rate of 175 words a minute plus 1 year of progressively responsible experience as a court reporter, hearing stenographer or in similar position. Send Form 5000-AB to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

247. **CLINICAL PSYCHOLOGIST**, \$5,940 to \$10,800. — Jobs are country-wide and in Puerto Rico. Apply to Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

349. **COUNSELING PSYCHOLOGIST (Vocational)**, \$5,940 to \$8,360. — Jobs are country-wide. Apply to Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

362. **COUNSELING PSYCHOLOGIST (Vocational Rehabilitation and Education)**, \$5,940 and \$7,040. — Jobs are country-wide and in Puerto Rico. Apply to Central Board of U. S. Civil Serv-

# Where to Apply for Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 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 7-8890.

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.

# Rule-of-Five Bill Winning Support

WASHINGTON, Feb. 22—A bill to permit the selection of one out of five eligibles, instead of one out of three as now, is slated to receive the support of the Eisenhower Administration, on the recommendation of the U. S. Civil Service Commission. This is one of the changes recommended by the National Civil Service League.

The present method, proponents of the change say, often prevents an appointing officer from choosing the best qualified candidate. The idea that some candidate who gets a score a percentage point or two higher than another candidate is necessarily better qualified doesn't hold water, the bill's backers add.

The rule of five would be worked the same way the rule of three is. If one appointment is to be made, it would have to be from among the first five names on the list; if two appointments, from the first six, etc. Not more than four names could be skipped over, at any one time, to make any one appointment, barring special reasons for disqualification.

### Opposition Warming Up

Civil service veteran preference laws would continue to apply as now.

Some employee organizations are planning to oppose the bill

on the ground that a choice of one out of three is adequate protection against an appointing officer having some eligible wished on him that he doesn't want, and if the choice is widened to five, the move in the direction of more freedom, whereas civil service was instituted to limit personal choice sharply.

The Government and Civic Employees Organizing Committee, CIO, opposing the bill, calls it "a raid on civil service" and predicts that if the measure is enacted, the next step would be the elimination of exams altogether.

### Other Measures

Other bills on the Commission's legislative program would make these provisions: 300 more super-grade jobs, now 400; time and a half pay for overtime on up to \$5,180 salary; minimum of two hours' overtime for employees recalled to duty; repeal of the Whitten rider that limits, almost prevents, permanent appointments, unemployment insurance for Federal employees; streamline the incentive awards program; abolish the CPC grouping (custodial, protective, craft), having the pay of 70,000 of the 116,000 now in that group set by wage boards, the 46,000 others going into the General Schedule of classified employees.

ice Examiners, Veterans Administration, Washington 25, D. C.

2-21-3 (52). **INSTRUCTOR (Radio - Wire - Radar)**, \$3,175 to \$5,060. — Jobs are in Fort Monmouth, N. J. Apply to Board of U. S. Civil Service Examiners, Headquarters, Signal Corps Center and Fort Monmouth, Fort Monmouth, N. J.

190. **PUBLIC HEALTH EDUCATOR**, \$5,060 to \$8,360. — Jobs are country-wide. Apply to Board of U. S. Civil Service Examiners, Public Health Service, Federal Security Bldg. North, Washington 25, D. C.

329. **RESEARCH PSYCHOLOGIST**, \$5,940 to \$10,800. — Jobs are country-wide.

352. **SOCIAL WORKER**, \$4,205 to \$5,940. — Jobs are country-wide and in Puerto Rico. Apply to Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

4-34-3 (52). **CHEMIST, ENGINEER, MATHEMATICIAN, METALLURGISTS, PHYSICIST, ELECTRONIC SCIENTIST**, \$3,410

to \$10,800 a year. — Most jobs are in field establishments of the Potomac River Naval Command in Washington, D. C., and vicinity, and in the Engineer Center at Fort Belvoir, Va. Maximum age for \$3,410 jobs: 35. Apply to Board of U. S. Civil Service Examiners, Building 37, Naval Research Laboratory, Washington 25, D. C.

324. **PHYSICIST, BIOLOGIST, BIOCHEMIST (In the field of Radioisotopes)**, \$4,205 to \$9,600. — Jobs are in Veterans Administration Hospitals and Centers throughout the United States. Apply to Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

1-12-1 (52). **CHEMIST — PHYSICIST**, \$5,060 to \$10,800; **METEOROLOGIST**, \$4,205 to \$10,800. — Jobs are in Cambridge, Mass. Apply to Board of U. S. Civil Service Examiners, Air Force Cambridge Research Center, 415 Summer Street, Boston 10, Mass.

**BEAT THE RENT INCREASE YOU OWE IT TO YOURSELF**



## Trainee Jobs for Collegians

An exam for student trainee, GS-3 and 4, is now open. Students who receive appointments will participate in special training programs requiring alternate periods of attendance at college and work in a Federal agency. Salaries range from \$2,950 to \$3,175 a year.

All applicants will be required to pass a written test. In addition, students desiring to be considered for GS-3 positions must have completed one-half, and for GS-4 positions, three-fourths of the total credits required for a bachelor's degree with major study in chemistry, physics, mathematics or engineering. Students who expect to complete the required college study by June 30, 1954, are eligible to apply.

Application forms may be obtained from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Post offices in New York or New Jersey also furnish this material. Applications must be received by February 25 at the U. S. Civil Service Commission, Washington Street address. Mention title and exam No. 2-27 (54).

## Key Answers

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

## 15,000 Apply For State Clerk

ALBANY, Feb. 22.—The State Civil Service Commission estimates that 15,000 applications have been received in the State clerical exam series for which applications closed February 15. All candidates will take a written test on Saturday, March 27 at exam centers throughout the State, including six in NYC.

The titles are: clerk, account clerk, file clerk, and statistics clerk. Appointment will also be made to other appropriate titles, such as office machine operator (in various specialties), adult clerk and actuarial clerk.

Pay starts at \$2,180 a year, and rises, through five annual increments, to \$2,984. Weekly salary is \$41.90 to start, \$57.40 top.

## Jobs Reclassified

The NYC Civil Service Commission has amended the Classified Service as follows:

Included in the Recreation Service the title of supervisor of recreation, grade 3, \$4,621 a year and over, and deleted supervisor of recreation, grade 3, \$4,621 to \$6,520.

Included in the non-competitive class under Department of Welfare, the title of director of public relations and information, \$5,400 a year.

Included in the non-competitive class under City Court, the title legal assistant \$11,500 a year, and deleted legal assistant, \$11,000.

## FRANK LEE DONOGHUE IN MASTIC ACRES JOB

Frank Lee Donoghue, former executive director of the NYC Department of Commerce, has been appointed director of public information for Mastic Acres, at Shirley, L. I., near Patchogue. Walter T. Shirley, former Commerce Commissioner, is president and founder of the South Shore community.

# State Opens New Series of Exams

### Open-Competitive

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

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

8255 (reopened). **ACCOUNTING ASSISTANT**, \$3,091 to \$3,571. Requirements: (1) college graduation by June 30, 1954, with 24 hours in accounting; or (2) college graduation by June 30, 1954, and one year of accounting experience; or (3) high school graduation with courses in book-keeping and three years' experience; or (4) equivalent. Fee \$2. (Friday, March 26).

0900. **UNEMPLOYMENT INSURANCE CLAIMS EXAMINER**, \$3,731 to \$4,532; vacancies in metropolitan and upstate offices. Requirements: Either (a) high school graduation and five years' business experience, including one year of interviewing claimants for adjustment purposes or adjusting claims and complaints; or (b) college graduation and one year's experience; or (c) 30 graduate hours toward master's degree; or (d) equivalent. Fee \$3. (Friday, March 26).

0011. **ASSOCIATE IN ADULT EDUCATION**, \$6,088 to \$7,421; two vacancies in Albany, Education Department. Requirements: (1) certifications as director of public school adult education program, by State Education Department; (2) 30 graduate hours in education; (3) four years' experience; and (4) either (a) one more year's experience, or (b) 30 more graduate hours, or (c) equivalent. Fee \$5. (Friday, March 26).

0012. **ASSISTANT IN ADULT EDUCATION**, \$4,964 to \$6,088; one vacancy in Albany. Requirements: Same as 0011, associate in adult education, minus two years' experience. Fee \$4. (Friday, March 26).

0013. **ASSISTANT IN ADULT CIVIC EDUCATION**, \$4,964 to \$6,088; one vacancy in Albany. Requirements: Same as 0011, minus two years' experience. Fee \$4. (Friday, March 26).

0014. **ASSISTANT IN EDUCATION FOR THE AGED**, \$4,964 to \$6,088; one vacancy in Albany, one in NYC. Requirements: Same as 0011, minus two years' experience. Fee \$4. (Friday, March 26).

0015. **ASSISTANT IN AMERICANIZATION AND ADULT ELEMENTARY EDUCATION**, \$4,964 to \$6,088; two vacancies in Albany. Requirements: Same as 0011, minus two years' experience. Fee \$4. (Friday, March 26).

0016. **ASSOCIATE IN ADULT EDUCATION CURRICULUM**, \$6,088 to \$7,411; one vacancy in Albany. Open nationwide. Requirements: (1) 30 graduate hours in education, journalism, English or the social sciences; (2) four years' experience in education, of which two years must have been in organized adult education program; and (3) either (a) one more year's experience, or (b) 30 more graduate hours or (c) equivalent. Fee \$5. (Friday, March 26).

0017. (reopened) **SUPERVISOR OF EDUCATION FOR THE MENTALLY HANDICAPPED**, \$8,135 to \$8,707; on vacancy in Mental Hygiene, Albany. Requirements: (1) certificate for teaching mentally handicapped children in New York State; (2) college graduation with 12 hours in educational supervision and administration; and (3) 7 years' experience of which three years must have been in supervisory or administrative capacity. Fee \$5. (Friday, March 26).

0018. **ASSISTANT DIRECTOR FOR HOSPITAL PLANNING**, \$6,801 to \$8,231; one vacancy in Joint Hospital Survey and Planning Commission, Albany. Open nationwide. Requirements: (1) college graduation; (2) five years' research or administrative experience in medical hospital, or public health service or medical social work; (3) either (a) two more years' experience, or (b) 60 graduate hours in hospital management, business or public administration, or (c) equivalent. Fee \$5. (Friday, March 26).

0021. **SENIOR SOCIAL WORKER (PUBLIC ASSISTANCE)**, \$4,206 to \$5,039; three vacancies in Social Welfare Department, two in Rochester and one in Syracuse. Requirements: (1) college graduation or equivalent; and (2) either (a) four years' experience

in social welfare or social insurance or (b) equivalent. Fee \$3. (Friday, March 26).

0022. **SENIOR SOCIAL WORKER (CHILD WELFARE)**, \$4,206 to \$5,039; three vacancies in Social Welfare Department, at Albany, and one each in Buffalo, NYC and Syracuse. Requirements: (1) one year of graduate work in school of social work; and (2) either (a) three years' experience in child welfare work in public or private agency, or (b) equivalent experience or combination of experience and training. Fee \$3. (Friday, March 26).

0023. **SENIOR ARCHITECTURAL DRAFTSMAN**, \$3,731 to \$4,212; seven vacancies expected in Public Works Department, Albany. Requirements: (1) high school graduation or equivalent; and (2) either (a) four years' experience in architectural work or (b) bachelor's degree in architecture or architectural engineering or (c) equivalent. Fee \$2. (Friday, March 26).

0024. **TELEPHONE OPERATOR**, \$2,180 to \$2,984; 34 vacancies in institutions throughout the State. Requirements: six months' experience. Fee \$1. (Friday, March 26).

0025. **PARK PATROLMAN**, Long Island State Park Commission, \$3,411 to \$4,212. Requirements: 21 to 37 years of age, at least 5 feet 10 inches, 150 pounds; high school graduation or equivalent satisfactory diploma, or equivalent satisfactory experience. Open only to residents of Queens, Nassau and Suffolk Counties. Fee \$2. (Friday, March 12).

0026. **PARK PATROLMAN**, Niagara Frontier State Park Commission, \$3,411 to \$4,212. Requirements: Same as 0025, above. Candidates must be residents of Allegany, Cattaraugus, Chautauque, Erie, Genesee, Niagara, Orleans or Wyoming Counties. Fee 2. (Friday, March 12).

### Promotion

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

9904. **UNEMPLOYMENT INSURANCE CLAIMS EXAMINER (Prom.)**, Division of Employment, \$3,731 to \$4,532; vacancies in metropolitan and upstate offices. Three months as assistant interviewer or unemployment insurance claims clerk. Fee \$3. (Friday, March 26).

9905. **SENIOR TELEPHONE OPERATOR (Prom.)**, Division of Employment, \$2,771 to \$3,571. One year as telephone operator. Fee \$2. (Friday, March 26).

9009. **ADMINISTRATIVE FINANCE OFFICER (Prom.)**, L. I. State Park Commission, Conservation Department, \$7,754 to \$9,394; one vacancy. One year in position allocated to G-25 or higher, or two years as head account clerk. Fee \$5. (Friday, March 26).

9010. **ASSOCIATE IN HEALTH AND PHYSICAL EDUCATION (Prom.)**, Education Department (exclusive of the schools and State University), \$6,088 to \$7,421; one vacancy in Division of Health and Physical Education, Albany. One year as either assistant in physical education and recreation or assistant in school health education. Fee \$5. (Friday, March 26).

9011. **ASSOCIATE REHABILITATION COUNSELOR (Prom.)**, Education Department (exclusive of schools and the State University), \$6,088 to \$7,421; one vacancy in district office of Division of Vocational Rehabilitation, NYC. One year as senior rehabilitation counselor. Fee \$5. (Friday, March 26).

9012. **ASSISTANT COMPENSATION CLAIMS AUDITOR (Prom.)**, State Insurance Fund, \$4,053 to \$4,889; five vacancies in NYC. One year as junior compensation claims auditor or assistant compensation claims examiner, or two years as compensation claims examiner. Fee \$3. (Friday, March 26).

9013. **JUNIOR COMPENSATION CLAIMS AUDITOR (Prom.)**, State Insurance Fund, \$3,251 to \$4,052; five vacancies in NYC, one in Albany, one in Syracuse. One year as compensation claims investigator, or two years as senior clerk (compensation). Fee \$2. (Friday, March 26).

9014. **PRINCIPAL ARCHITECT (Prom.)**, Department of Public Works, \$9,840 to \$11,628; one vacancy in main office. Two years as associate architect; State professional architect's license. Fee \$5. (Friday, March 26).

9015 (reannounced). **ASSOCIATE CIVIL ENGINEER (HIGHWAY PLANNING)** (Prom.), Public Works, \$7,754 to \$9,394; one vacancy in Albany. Two years in civil engineering position allocated to G-25 or higher. Fee \$5. (Friday, March 26).

### COUNTY AND VILLAGE Open-Competitive

Candidates in the following exams for jobs with counties and their subdivisions must be residents of the locality mentioned, unless otherwise stated. Apply to offices of the State Civil Service Department, unless otherwise indicated. Last day to apply is given at the end of each notice.

0405. **CASE WORKER**, Department of Public Welfare, Chautauque County, \$3,340 to \$3,847. (Friday, March 5).

0406. **CASE WORKER**, Department of Social Welfare, Erie County, \$2,950 to \$3,350. (Friday, March 5).

0407. **DETENTION WORKER**, Children's Court, Erie County, \$3,350 to \$3,750. (Friday, March 5).

0408. **CASE WORKER**, Department of Public Welfare, Essex County, \$2,700 to \$3,150. (Friday, March 5).

0409. **ASSISTANT TO SUPERINTENDENT**, Essex County Home and Infirmary, \$1,620 to \$1,920. (Friday, March 5).

0410. **SUPERINTENDENT**, Essex County Home and Infirmary, \$2,160 to \$2,610. (Friday, March 5).

0411. **TYPIST**, Essex County, \$2,040 to \$2,490. (Friday, March 5).

0412. **CASE WORKER**, Department of Public Welfare, Rockland County, \$3,500 to \$3,900. (Friday, March 5).

0413. **JUNIOR CLERK**, Rockland County and towns and villages in Rockland County, \$2,400 to \$2,800. (Friday, March 5).

0414. **JUNIOR STENOGRAPHER**, Rockland County, \$2,400 to \$2,800. (Friday, March 5).

0415. **JUNIOR TYPIST**, Rockland County, \$2,400 to \$2,800. (Friday, March 5).

0416. **SENIOR CLERK**, Rockland County, \$2,900 to \$3,300. (Friday, March 5).

0417. **SENIOR STENOGRAPHER**, Rockland County and towns and villages in Rockland County, \$2,900 to \$3,300. (Friday, March 5).

0418. **PARKING METER REPAIRMAN**, Village of Suffern, Rockland County, \$1.40 an hour. (Friday, March 5).

0419. **CASE WORKER**, Department of Public Welfare, Sullivan County, \$2,810 to \$3,210. (Friday, March 5).

0420. **CASE WORKER**, Department of Public Welfare, Tompkins County, \$2,750 to \$3,250. (Friday, March 5).

0421. **MEDICAL WORKER**, Tompkins County, \$2,950 to \$3,450. (Friday, March 5).

0423. **ELEVATOR OPERATOR**, Westchester County, \$2,325 to \$2,925. (Friday, March 5).

0427. **CASE WORKER**, Department of Public Welfare, Orleans County, \$2,700 to \$3,100. (Friday, March 5).

386. **PATROLMAN**, 2nd Grade, Nassau County, \$3,950 to \$4,700. Apply to Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola, N. Y. (Monday, March 1).

0428. **REGISTERED PROFESSIONAL NURSE**, Chautauque County, \$2,899 to \$3,449. (Friday, March 26).

0429. **TITLE SEARCHER**, Chautauque County, \$3,268 to \$4,151. (Friday, March 26).

0430. **CHILDREN'S COURT CLERK AND STENOGRAPHER**, Sullivan County, \$2,360 to \$2,760. (Friday, March 26).

0431. **STATISTICAL CLERK**, Tompkins County, \$2,450 to \$2,950. (Friday, March 26).

0432. **ASSISTANT SUPERVISOR OF ATHLETICS AND CAMPING**, Westchester County, \$4,245 to \$5,365. (Friday, March 26).

92. **CASE WORKER**, Department of Public Welfare, Orange County, \$3,200 to \$3,600. Apply to Orange County Civil Service Commission, County Building, Goshen, N. Y. (Tuesday, March 23).

64. **CASE WORKER**, Ontario County, \$2,800 to \$3,200. Open statewide. Apply to Ontario County Civil Service Commission, Court House, Canandaigua, N. Y. (Thursday, March 4).

7265. **BIOSTATISTICIAN (Prom.)**, Department of Health (exclusive of the Division of Laboratories and Research and the hospitals), \$4,512

to \$5,339; one vacancy in Albany, Junior statistician since December 1, 1953. Fee \$3. (Friday, February 26).

0404. **PUBLIC HEALTH NURSE**, \$2,400 to \$4,250, for jobs in various cities and counties of New York State. Open nationwide. Fee \$2. (Friday, March 26).

0433. **ASSISTANT SUPERVISOR OF CASE WORK (Public Assistance)**, Westchester County, \$4,245 to \$5,365. (Friday, March 26).

0434. **TOWN HIGHWAY ADISOR**, Chautauque County, \$4,304 to \$4,604. (Friday, March 5).

### COUNTY AND VILLAGE Promotion

Candidates in the following promotion exams in counties and their subdivisions must be present, qualified employees of the locality mentioned. Last day to apply is given at the end of each notice.

9403. **SECRETARY TO DEPUTY COMMISSIONER (Prom.)**, Department of Social Welfare, Erie County, \$3,050 to \$3,350. (Friday, March 5).

9404. **SUPERVISOR OF CASE WORK (Prom.)**, Department of Probation, Erie County, \$4,350 to \$4,650. (Friday, March 5).

9405. **SENIOR SUPERVISOR OF CASE WORK (Prom.)**, Department of Probation, Erie County, \$4,650 to \$4,950. (Friday, March 5).

9406. **SENIOR STENOGRAPHER (Prom.)**, County Treasurer's Office, Rockland County, \$2,900 to \$3,300. (Friday, March 5).

9408. **ASSISTANT SUPERVISOR OF CASE WORK (PUBLIC ASSISTANCE)** (Prom.), Division of Public Assistance, Westchester County, \$4,245 to \$5,365. (Friday, March 26).

9409. **SUPERVISOR OF ATHLETICS AND CAMPING**, (Prom.), Recreation Department, Westchester County, \$5,325 to \$6,885. (Friday, March 26).

## Prize-Winner Rises To Superintendent From Laborer in 9 Yrs.

Number One suggestion award money maker at the New York Port of Embarkation is Joseph J. Mezzacappa, maintenance superintendent of the ordnance and chemical division at the Brooklyn Army Base. During the 12 years he's been a NYPE employee, Mr. Mezzacappa has won almost \$1,000 in Army efficiency awards. Fourteen of 25 ideas submitted have been adopted, and help save many thousands of dollars a year.

Mr. Mezzacappa twice received the top award of \$275 in 1953, and has a dozen letters of commendation as well.

Part of his story is the meteoric rise in nine years from laborer to maintenance superintendent over 137 employees. He also instructs his men in a preventive maintenance course which he originated.

Joe isn't resting on his laurels, for one suggestion is awaiting approval from Washington and another brainchild is already taking shape.

He lives with his wife and family at 5215-17th Avenue, Brooklyn.

## Jobs Open in Washington

The U. S. Civil Service Commission announced the following jobs open in or near Washington, D. C.:

Student aid trainee, various agencies, the Washington area, \$2,950 and \$3,175 a year. Applicants who wish to take the first scheduled written test must apply to the U. S. Civil Service Commission by March 2. Applications for subsequent tests will be accepted until further notice.

Printer proofreader, \$2.80 an hour, Government Printing Office, Washington. For early consideration apply by March 2 to the Board of U. S. Civil Service Examiners, Government Printing Office, Washington, D. C.

Packer, Naval Gun Factory and other installations in Washington area, \$12.56 to 14.16 a day. Apply to the Board of U. S. Civil Service Examiners at the Gun Factory.

Female hospital attendant, dental hygienist, and dental assistant, Bolling and Andrews Air Force Bases, Washington, D. C., \$2,750 to \$3,175. Send hospital attendant applications to the Board of U. S. Civil Service Examiners at Bolling not later than February 24. Applications will be accepted for the other jobs until further notice.



# State Idea Awards Listed

ALBAN, Feb. 22 — The State Employees Merit Award Board, of which Dr. Frank L. Tolman is chairman, announced the following recent winners:

Cash of \$25 and certificate of merit to William A. Seidl, senior attorney in the NYC offices of the State Insurance Fund.

Mr. Seidl condensed the wording on a legal form used in his department to save four sheets of paper and eliminate two typing operations.

Also, \$25 and a certificate of merit were granted Herman A. Ludewig, principal stationary engineer at Green Haven Prison, Stormville. His idea on re-use of powerplant recorder charts was adopted in several Correction Department institutions.

Individual certificates of merit were awarded to Sylvia Meyer and Ruth Rothenstein, 1

## REAL ESTATE

### BROOKLYN

#### BROOKLYN'S BEST BUYS

CARLTON AVE.  
Near Dean St.

2 story and basement, brick, steam, oil, 14 rooms, all vacant. Price \$10,500. Cash \$2,500.

DECATUR ST.  
Near Reid Ave.

2 story and basement, brownstone, 9 rooms, 2 baths, oil heat, ALL VACANT. Price \$14,500. Cash \$2,500.

**Herman Robins, Inc.**  
962 Halsey St., Brooklyn  
GL 5-4600

OPEN SUNDAYS BY APPOINTMENT

#### BE A PROUD HOME OWNER

Investigate these exceptional buys.

ST. MARKS AVE. — A 14 room mansion. Formerly club house. Vacant, suitable for Church or school. Very reasonable. See and make offer.

CROWN S. — 22 room house. Suitable for nursing home.  
CARROLL ST. — 3 story, 10 rooms, garage. Exceptional buy.

GREEN AVE. — (at Stuyvesant) 3 family, 12 rooms. Vacant, parquette. \$15,000. Cash \$2,750.

Many SPECIALS available to GIs DON'T WAIT ACT TO DAY

#### CUMMINS REALTY

19 MacDougal St. Brooklyn  
PR. 4-6611  
Open Sundays 11 to 4

#### 5475 NEEDED NO MORTGAGE BEING EVICTED READY TO MOVE IN

3 story and basement, brownstone, oil heat, 9 rooms, 2 baths, 2 kitchens, brass plumbing, parquette floors, private rooms, owner will paint. Easy terms arranged.

LEONARD B. HART  
984 Bedford Ave. nr. DeKalb

#### FLORIDA

Interlachen on Route 20 Putnam County. Lake and Town lots. Finest water. Good fishing. Owner: William Peters, P. O. Box 105, Interlachen, Fla.

#### JEFFERSON AVE. 4 FAMILY

Modern Brownstone  
1 Vacant Apt.  
\$15,500

#### TERMS

Many Other Good Buys  
SIDNEY S. MOSCHETTE  
1465 Fulton Street  
PR 8-3789

#### FOR SALE

CHEST, Carriage, high chair, basinet, stroller. All in excellent condition. \$35.00.

TA 9-0071

# BASIC WAGE STATISTICS

Index	Month	Latest Month 1953	Preceding Month	% Change from Preceding Month	Year Ago	% Change from Year Ago	Oct. 1952	% Change from Oct. 1952	Oct. 1951	% Change from Oct. 1951
Consumers Price Index (U.S.) (a)	November	115.0	115.4	-0.3	114.3	+0.6	114.2	+0.7	112.1	+2.6
Consumers Price Index (NYC) (a)	November	112.9	111.3	-0.4	112.9	-----	112.4	+0.4	110.6	+2.1
FRB Index, Cler. & Prof. Wkly (b)	November	219(p)	219(p)	-----	211	+3.8	211	+3.8	201	+9.0
FRB Index, Comp. Hr. & Wk (b)	November	253(p)	252(p)	+0.4	242	+4.5	241	+5.0	228	+11.0
FRB Index, Mfg. Wkly (b)	November	299(p)	299(p)	-----	296	+1.0	294	+1.7	272	+10.0
FRB Index, Mfg. Hrly (b)	November	283(p)	281(p)	+0.7	272	+4.0	269	+5.2	255	+11.0
<b>Dollar Earnings</b>										
Hourly-NYS. Mfg. (c)	November	\$1.81	\$1.81	-----	\$1.73	+4.6	\$1.72	+5.2	\$1.65	+9.7
Weekly-NYS. Mfg. (c)	November	71.50	71.54	-0.1	69.74	+2.5	69.07	+3.5	64.20	+11.4
Wholesale Trade (wkly) NYS (c)	November	79.92	79.53	+0.5	77.12	+3.6	76.23	+4.8	73.14	+9.3
Heat, Light, Power (wkly) NYS (c)	November	91.69	88.22	+3.9	86.31	+6.2	84.13	+9.0	79.01	+16.0
Telephone & Telegraph NYS (c)	November	76.21	73.85	+3.2	73.57	+3.6	72.98	+4.4	69.09	+10.3
Construction NYS (c)	November	100.46	99.83	+0.6	93.61	+7.3	94.19	+6.7	87.36	+15.0
Hourly Earnings, U.S. Mfg. (d)	November	1.78(p)	1.78(p)	-----	1.71	+4.1	1.70	+4.7	1.61	+10.6
Weekly Earnings, U.S. Mfg. (d)	November	71.02(p)	71.73(p)	-0.9	70.28	+1.1	70.38	+0.9	65.21	+8.9

#### SOURCES:

- (a)-(1947-1949 = 100) U. S. Department of Labor, Bureau of Labor Statistics, Moderate Income Families
- (b)-Federal Reserve Bank of New York, Index of Hourly & Weekly Earnings (1939 = 100)
- (c)-New York State Department of Labor, Bureau of Research & Statistics
- (d)-New York State Department of Labor, Bureau of Labor Statistics

(p)-preliminary

(r)-revised

NOTE: Percent of changes are to latest available month

The above table, compiled by the research staff of the Civil Service Employees Association, shows latest basic wage statistics as compared with the preceding month, the previous year, October 1952 and October 1951. These wage statistics are a part of the CSEA's evidence supporting a 12 per cent salary increase for State employees.

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# Bills Introduced in Legislature

## SENATE

(Continued from Page 2)

S.I. 1793, HELMAN (Same as A.I. 529, in February 2 LEADER).  
 S.I. 1504, LANZILLOTTI — Allows member of State Employees Retirement System to retire after not less than 25 years' service, regardless of age, with allowance of 50 per cent of final average salary or \$1,200 a year, whichever is greater; allowances shall not begin until age 55 and State shall pay difference between amount prescribed and amount he would be entitled to receive, at time of retirement, from funds of system. In S. Civil Service. (Same as S.I. 1908, WICKKS; A.I. 1967, HARRINGTON).  
 S.I. 1508, HALPERN—Provides that on reallocation to higher salary grade of civil service employees, total amount represented by number of annual increments of new grade as compared to increments of previous salary grade, shall be considered. In S. Civil Service. (Same as A.I. 2220, NOONAN, in A. Ways and Means).  
 S.I. 1509, HALPERN (Same as A.I. 1737, NOONAN)—Strikes out provision that State Comptroller must allow members of State Employees Retirement System credit for time elapsed during leave of absence without pay in computing member service, at time leave is granted. In S. Civil Service. A. Ways and Means.  
 S.I. 1510, HALPERN—Provides that suspension from or demotion in civil service labor or non-competitive class in Buffalo, shall be in inverse order of original appointment. In S. Civil Service.  
 S.I. 1511, HALPERN (Same as A.I. 49, in February 2 LEADER).  
 S.I. 1512, HALPERN (Same as A.I. 1084, in February 9 LEADER).  
 S.I. 1513, HALPERN (Same as A.I. 486, in February 2 LEADER).  
 S.I. 1517, MITCHELL—Extends to five years, instead of two years, time for filing application for disability retirement by members of NYC Employees Retirement System if accident is reported and filed as regular Workmen's Compensation claim. In S. NYC. (Same as A.I. 2220, NOONAN, in A. Ways and Means).  
 S.I. 1529, CONDON—Increases from \$600 to \$1,000 amount allowed annually for families of members of police forces in towns of certain counties adjacent to NYC, after 10 years' service and for death thereafter, and provides for payment of 2 per cent additional from wages of members therefor. In S. Civil Service. (Same as A.I. 1989, MEIGHAN, in A. Pensions).  
 S.I. 1531, CONDON (Same as A.I. 1817, M. WILSON)—Allows veteran who served in U. S. armed forces during World War II and honorably discharged, credit for

time elapsed between date of appointment or promotion of any person who was lower on list than veteran and date of appointment or promotion of veteran, in any local pension fund or retirement system; contributions shall be made unless law otherwise provides. In S. Defense, A. Ways and Means.  
 S.I. 1538, HELMAN (Same as A.I. 503, in February 2 LEADER).  
 S.I. 1539, HELMAN—Provides that decisions and rulings of Director of Classification and Compensation Division of Civil Service Commission shall be absolute, except as may be modified by appeals. In S. Civil Service.  
 S.I. 1540, COOKE (Same as A.I. 1794, PRELLER)—Strikes out provision that necessary expenses of Commission on Pensions shall be a part of expenses of State Employees Retirement System and transfers to State Civil Service Commission certain powers of former commission. In S. Civil Service. A. Ways and Means.  
 S.I. 1541, COOKE (Same as A.I. 1806, PITARO)—Allows members of State Employees Retirement System credit for military service in Korean conflict from June 25, 1950 to July 25, 1953, and extends provisions applying to World Wars I and II veterans to include veterans of Korean conflict. In S. Civil Service. A. Ways and Means.  
 S.I. 1542, COOKE (Same as A.I. 1793, BARRETT)—Continues in Executive Department temporary State commission to study pensions as a permanent commis-

sion, with seven member to be appointed by Governor with consent of Senate, and specifies its powers and duties, including the integrating Social Security with public employee pension or retirement benefits. In S. Finance. A. Ways and Means.  
 S.I. 1543, COOKE (Same as A.I. 1807, PITARO)—Includes veterans of Korean conflict during period from June 25, 1950 to July 27, 1953, with veterans of World War II in provisions for credit for military service allowed members of State Teachers Retirement System. In S. Education. A. Ways and Means.  
 S.I. 1544, PERICONI (Same as A.I. 1800, GRACI)—Continues to June 30, 1955 provision disqualifying applicant for public office and for removal of public officers during emergency, persons deemed dangerous to national welfare, safety and security; authorizes State Civil Service Commission to adopt designation made by U.S. Attorney General or State Board of Regents, of any organization or group as being subversive, after due notice to organization or group and opportunity to answer. In S. Finance. A. Judiciary.  
**ASSEMBLY**  
 A.I. 1196, AUSTIN—Exempts from jury duty persons regularly appointed and actually engaged as teachers in public day schools

or in colleges or universities in NYC, and not following any other calling; limits exemption to September 1, 1955. In A. Judiciary.  
 A.I. 1199, BROOK—Repeals provision that employees of NYC Education Board may not occupy or accept any other employment with State or municipality, without vacating original employment. In A. Education.  
 A.I. 1217, LaFAUCI (Same as S.I. 78, in January 19 LEADER).  
 A.I. 1260, DEMO—Strikes out maximum income of \$2,500 a year from retirement allowance for member of State Employees Retirement System to continue to earn not more than \$1,000 in temporary, seasonal or occasional work in government or public service, after retirement, and strikes out provision limiting right to July 1, 1955. In A. Ways and Means.  
 A.I. 1236, T. FITZPATRICK (Same as S.I. 297, in January 26 LEADER).  
 A.I. 1306, AUSTIN—Provides that veterans of World War I or II or Korean conflict employed in State or municipal service who have not reached age 70 shall not be forced to retire unless suffering from some physical or mental handicap rendering them incapable of performing duties. In A. Ways and Means.  
 A.I. 1314, KELLY—Allows per-

## 5 More Competitive Jobs Transferred To Schedule C

WASHINGTON, Feb. 22—Five of six positions most recently put into Schedule C by the U. S. Civil Service Commission were formerly in the competitive service. The five: an executive assistant and three legislative management officers, all in the Office of the Assistant Secretary for Congressional Relations, and a private secretary to the Deputy Assistant Secretary for Administration.  
 The sixth position, private secretary to the Assistant Secretary for Administration, was transferred from Schedule A.  
 Of the 879 positions placed in Schedule C since last April, 236 were formerly in the competitive service, 97 are new, 445 were transferred from Schedule A, and one was transferred from Schedule B. These new net totals take into account the cancellation of 6 positions previously authorized for inclusion in Schedule C.  
 Schedule C jobs are supposedly policy-making or confidential, Schedule A jobs are of the non-competitive type, but without the security that goes with them in other jurisdictions.  
**60 PER CENT PASS MARK IN ATTENDANT EXAM**  
 The pass mark in the attendant, grade 1, written test, held Saturday, February 6, has been set at 60 per cent by the NYC Civil Service Commission.

S.I. 1510, HALPERN—Provides that suspension from or demotion in civil service labor or non-competitive class in Buffalo, shall be in inverse order of original appointment. In S. Civil Service.  
 S.I. 1511, HALPERN (Same as A.I. 49, in February 2 LEADER).  
 S.I. 1512, HALPERN (Same as A.I. 1084, in February 9 LEADER).  
 S.I. 1513, HALPERN (Same as A.I. 486, in February 2 LEADER).  
 S.I. 1517, MITCHELL—Extends to five years, instead of two years, time for filing application for disability retirement by members of NYC Employees Retirement System if accident is reported and filed as regular Workmen's Compensation claim. In S. NYC. (Same as A.I. 2220, NOONAN, in A. Ways and Means).  
 S.I. 1529, CONDON—Increases from \$600 to \$1,000 amount allowed annually for families of members of police forces in towns of certain counties adjacent to NYC, after 10 years' service and for death thereafter, and provides for payment of 2 per cent additional from wages of members therefor. In S. Civil Service. (Same as A.I. 1989, MEIGHAN, in A. Pensions).  
 S.I. 1531, CONDON (Same as A.I. 1817, M. WILSON)—Allows veteran who served in U. S. armed forces during World War II and honorably discharged, credit for

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# Bills Introduced in Legislature

**ASSEMBLY**  
(Continued from Page 12)  
sons is competitive class civil service positions in same grade for 5 years or more, with no promotion exam having been given during that period for which they were eligible, to request promotion exams, to be given within one year by appropriate Civil Service Commission. In A. Civil Service.  
A.I. 1321, KNORR (Same as S.I. 101, in January 19 LEADER).  
A.I. 1325, ROMAN (Same as S.I. 160, in January 19 LEADER).

**LEGAL NOTICE**

The undersigned has filed a Certificate of Limited Partnership, in pursuance of §91 of the Partnership Law of New York with the County Clerk for New York County, setting forth the formation effective Jan. 1, 1954 of a Limited Partnership to engage in the general securities and brokerage business under the name of TOWNSEND, DADNEY & TYSON with its principal office at 30 State St., Boston, Mass., and a New York office, c/o Dominick & Dominick, 14 Wall St., N. Y. City. The term of the partnership is indefinite and until terminated by mutual agreement or action of a majority in number of the surviving partners. The name and address of the Limited Partner is John W. Adie, York St., York Harbor, Me. His contribution, which is to be returned on his death, or the earlier termination of the partnership is \$35,000 in cash. He has made no agreement to make additional contributions, has no right to demand or receive property other than cash in return for his contribution, or any right to substitute an assignee other than his executors, administrators or the trustee under his will. His share of profits or other compensation by way of income is interest rate of 6% per annum payable quarterly on his contribution and an additional sum as determined by the general partners payable monthly. Additional limited partners may be admitted. There is no priority of any one limited partner over the other limited partners. The remaining general partners may continue the business on the death, retirement or insanity of a general partner during and throughout the term of the partnership. Robert B. Almy, Westfield St., Dedham, Mass.; Howes Burton, Meadow Farm Rd., E. Islip, N. Y.; Thomas N. Dabney, 357 Fox Hill St., Westwood, Mass.; Irving E. Gunn, 63 Prospect St., Melrose, Mass.; James Jackson, Jr., Meadowbrook Rd., Dedham, Mass.; William T. Glidden, Jr., 8 Barnstable Rd., W. Newton, Mass.

A.I. 1362, CALLI—Allows members of State Employees Retirement System for ordinary disability, additional pension of 25 per cent of total retirement allowance. In A. Ways and Means.  
A.I. 1366, J. FITZPATRICK—Provides that on and after July 1, 1953, title of prison guard as used in classified civil service to designate certain employees in Correction Department, shall be changed to correction officers. In A. Civil Service.  
A.I. 1382, BANNIGAN—Provides that interest rate on loans to members of NYC Police Pension Fund shall be 2 per cent higher than rate creditable to account of member, instead of 6 per cent a year, and requires that loans be insured by fund against death of member up to \$2,000, subject to certain limitations as to time and percentage. In A. NYC.  
A.I. 1385, AUSTIN—Defines member of Retirement System for determining rights of public employees who are absent on military duty, to include those who become members of certain retirement system before January 1, instead of January 1, 1952. In A. Ways and Means.  
A.I. 1398, DeSALVIO (Same as S.I. 982, in February 9 LEADER).  
A.I. 1406, GORDON—Provides that in counties outside of NYC, persons employed guarding prisoners in county jails shall be in competitive class of classified civil service. In A. Internal Affairs.  
A.I. 1410, GRACI (Same as S.I. 404, in January 26 LEADER).  
A.I. 1411, GRACI (Same as S.I. 439, in January 26 LEADER).  
A.I. 1420, HILL (Same as S.I. 1102, in February 9 LEADER).  
A.I. 1429, LaFAUCI—Requires NYC Education Board to appoint as regular teachers all persons who possess qualifications and meet requirements prescribed therefor, including passing of regular competitive test, after satisfactory service as substitute teachers for six school years or more, or 1,080 school days or more. In A. Ways and Means.  
A.I. 432, LaFAUCI—Makes NYC liable for negligence of officers or employees of uniformed force of Sanitation Department in performance of duties, and employee harmless therefrom; fixes time for filing claim. In A. NYC.

A.I. 1438, LAMA—Allows members of NYC Employees Retirement System who receive employment and pay from U. S. Government on construction projects of City financed by Federal emergency public works administration loans and grants and thereafter receive employment with City, to contribute necessary amount to retirement or pension system to make up contribution, and to receive credit for Federal service if they have had at least 10 instead of five years of City employment, subsequent to Federal employment. In A. NYC.  
A.I. 1462, MOHR—Allows members of NYC Employees Retirement System to retire after 30 years' total service. In A. NYC.  
A.I. 1463, MOHR (Same as S.I. 200, in January 26 LEADER).  
A.I. 1480, PITARO—Requires that Correction Department create State training school for prison guards newly appointed, and authorizes local correction departments to establish similar schools or to have local officers attend State school. In A. Ways and Means.  
A.I. 1524, CAFFERY—Provides that decisions and rulings of director of Classification and Compensation Division in Civil Service Department shall be absolute except as modified by appeals. In A. Judiciary.  
A.I. 1527, CIOFFI—Establishes in Civil Service Department personnel relations board to administer program for resolving employees' complaints and problems of employment in State service, with powers to hold hearings, and requires attendance of officers and employees as witnesses, with records and papers of State department. In A. Ways and Means.  
A.I. 1536, DUFFY—Allows retired State employee with less than 20 years' service and with annual retirement allowance of \$600 to \$1,800, additional pension up to \$300 a year and those with allowance less than \$600, additional pension to make total \$900; those with more than 20 years' service shall receive additional pension of \$5 a year for each year of service exceeding 20, but not more than 50, with total maximum in all cases of \$1,800. In A. Ways and Means. (Same as S.I. 1736, HALPERN, in S. Civil Service.)  
A.I. 1543, DWYER—Allows supervisors and teachers whose services are terminated, pro rata share of salary for summer vacation period. In A. Ways and Means.  
A.I. 1544, DWYER—Requires that when eligible list for teachers in NYC is in effect at time of promulgation of eligible list, board of examiners shall combine

lists and place at head of combined list, names of all persons not having received appointment whose names appear on first list. In A. Education.  
A.I. 1554, HORAN—Defines as unclassified civil service employees, officers of villages. In A. Civil Service (Same as S.I. 1759, WILLIAMSON, in S. Civil Service.)  
A.I. 1559, McDONNELL—Allows person in classified civil service of State after five years' service one increment in addition to compensation and upon 10 years a second increment and upon 15 years a third increment, and upon 20 years a fourth increment, with certain maximum. In A. Ways and Means. (Same as S.I. 1779, DONOVAN, in S. Civil Service.)  
A.I. 1577, PRELLER—Changes titles of criminal hospital attendant for classified civil service purposes to designate employees in Correction Department, to correction officer. In A. Civil Service.  
A.I. 1581, ROMAN (Same as S.I. 439, in January 26 LEADER).  
A.I. 1621, ROMAN—Extends unemployment insurance coverage to include temporary and provisional employees of municipalities with six months' or more service, if they are not members of pension or retirement system, whether municipality elects coverage or not. In A. Local Finance.  
A.I. 1622, RYAN—Requires that medical board which recommended denial of application by member of NYC Employees Retirement System, for accidental 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 A. NYC. (Same as S.I. 1790, HALPERN, in S. NYC.)

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# Wagner Reveals Personnel Director Will Be Civil Service Commission Head; Promises Raises, Discusses Wide Plans

Mayor Robert F. Wagner of NYC, addressing a conference on public personnel at Town Hall, fully revealed his plans for improving civil recruitment and administration. The Mayor said:

I am convinced that our City civil service machinery is badly in need of a thorough overhauling and some repairs. Furthermore, I know that many of our civil servants are underpaid and that something must be done about it.

It is perfectly ridiculous for the City of New York to keep stumbling along with an antiquated machine. We in government fail in our task if we do not keep pace with what is happening in the world and age in which we live.

Today over ten thousand scientists, engineers and technicians, supported by tremendous resources of private industry, are engaged in research and development of atomic energy.

At the same time, scientists tell us that we are witnessing only the beginning of a vast electronics age. Mechanical devices can be expected to cover a wide scope of activity. Electronic devices already smell, feel, taste, see and hear. They measure distance, speedily record temperatures, pressures, flows and countless other things useful to man in his every day tasks. With these things happening all around us, how can we in government resist the demand that we modernize and streamline the governmental machinery?

### NYC Plans for Future

Now just what are we going to do and why?

First, I have decided that the Municipal Civil Service Commission itself should be reorganized. Accordingly, I have instructed the Corporation Counsel to prepare a bill to send to Albany under which a new Civil Service Commission will be created. The proposed bill provides for a Commission in which the Chairman takes on a new role and a new importance. He will be the Chairman, but more than simply a moderator, he will be personnel director charged with the duty of carrying on the day-to-day administrative and personnel affairs of civil service.

But, at the same time, and let me make this very clear, I am not in favor of, nor am I advocating, the abolition of the Civil Service Commission. Indeed, quite the contrary.

Under my plan, we will have a three-man, non-partisan Civil Service Commission which will have rule-making, appellate and policy-making power. It will continue to be the staunch advocate of the merit system on behalf of the public as well as the employees.

What I want is a personnel director who will be a strong, competent administrator who is able to say "no" as well as "yes" when the occasion demands it, and who can, where necessary, knock heads together. He will have a rough, tough job — no question about that. For I will expect him to install and administrate a civil service system second to none in the United States. In the accomplishment of that task, he will have my fullest support.

### Broadened Scope

Working with such a person, I want a professional personnel officer in each department, so that personnel operations can be streamlined and modernized at all levels of City government. As soon as we have such personnel officers in the departments, they will constitute a citywide Personnel Council, meeting under the leadership of the personnel director to deal with citywide work conditions and problems.

While the new personnel program must be started from the top, I believe that in the end what we are seeking can only be achieved when the departments and the direct supervisory officers in the bureaus and divisions come to take the major responsibility in the personnel operation. Good operation and efficient operation is a matter of human relations. It is for this reason that I put so much emphasis on a constructive approach in personnel administration.

### The Four Main Areas

In addition to the importance of good general supervision and leadership, there are four main areas which determine the quality of personnel administration. They

are recruitment, training, promotion and salary standardization. New York City has room for improvement in all four of these areas.

Recruitment requires that up-to-date methods be used to attract people into the civil service. We have been notoriously weak on recruitment; in the past our Civil Service Commissions have not utilized the best possible means of locating talent. It is not enough to issue a printed examination announcement and hope that you will get the most able people to take the test. That just does not happen. Recruitment must be active, not passive, and it must on occasion reach all over the country. We must go after the people we want, and provide them with sufficient inducements to make them desire positions with the City. This kind of recruiting program, together with a modern examining system and training plan, should raise the quality of our employees — and therefore of our municipal operation — by several notches.

Furthermore, the time that elapses between ordering of an examination and sending to the departments the first certified names is far too long. While this is partly the result of our large lists of applicants, and partly the lack of staff to process the work, the fact remains that long gaps of this sort tend to discourage the best and most energetic prospective employees. This situation must be remedied.

Once a valuable employee has been hired, the City must do all in its power to retain him, and this means more than merely paying him a good salary, important as this factor is.

Opportunities for advancement must be opened up, and if advancement through competitive examinations requires training, the City should provide in-service training. Because of so many other pressing needs, this type of training is seldom provided now. However, we hope to institute some training programs in the not too distant future.

We aim to establish a proper salary for every job and a proper salary relationship between all jobs. I consider a sound classification plan basic to civil service. A bureau within the present Municipal Civil Service Commission is at work on an over-all modern career and salary plan. During my recent campaign for the Mayoralty, swift establishment of a classification structure, with an orderly progression of jobs and promotions, clear job definitions, and proper grades, constituted an important plank in my program.

### Making Good

I am now carrying out my pledge. Public hearings will commence soon in several of the competitive services. The work of the Classification Bureau (of the Commission) will be pushed ahead

rapidly so as to provide as quickly as possible a scheme based upon the principle of equal pay for equal work. I do not consider the present organization for classification within the Civil Service Commission as necessarily the best or final one. I am determined that we shall have a classification and compensation agency that will be superior to that of the States and equal to that of the Federal government. It will be the task of this agency to keep our system of grades, jobs, and titles, promotion lines, job analyses and pay structure, up-to-date at all times. It is my belief that establishment of this plan will be as important for the City today as was the establishment of the Feld-Hamilton plan under Governor Lehman at the State level in 1937. This step will once and for all put our civil service system on an efficient, modern footing. Moreover, it will establish equality, not only of pay, but of opportunity, for services of the same value to the City.

### Justice in Pay

There remains another aspect of the problem — wages. Salaries have to be high enough to retain able people in the City's service. We must make up our minds that we will have to pay more if we are going to obtain and to hold good employees. Wage scales of municipal employees must be improved. The greatest City in the world is entitled to the best people to run it, and we cannot attract such people unless they are paid adequate wages. Our loyal civil servants, who have continued to devote themselves to the interests of the people despite their low salaries, are entitled to recognition through wage increases which afford them decent standards of living. In the past, the efficiency of municipal operations has deteriorated because underpaid employees who have gone heavily into debt — not infrequently to loan sharks — have had to take second jobs because they simply could not live on their City salaries. I wish to project a concept of public employment which holds that the pay attached to a public post should enable an employee to live in dignity and self-respect.

The various discrepancies, inequalities, inequities and inefficiencies accumulated through the years cannot all be remedied overnight, nor all at any one time. Since the money to provide even the benefits we consider most essential is hard to obtain, and the over-all undertaking so large, we shall have to institute improvements step by step. It is only logical to make first the reforms that are most needed, thereby introducing some improvement early, and setting a pattern indicating what is expected for the remainder.

### Hails New Dept. of Labor

There has been a great deal of discussion in recent years as to plans for dealing with employee

grievances in the City service. I have always favored the development of a workable system. As a practical step in this direction we have now set up a genuine Department of Labor, one of whose three major functions is developing a system under which grievances could be brought before the proper City officials. It is my feeling that this needs to be done after full and careful study. As we evolve a constructive personnel system under the new Civil Service Commission and the new chairman-personnel director, it is my thought that the personnel department will handle all the general personnel activities, while the Department of Labor will deal with the labor negotiations and

grievances. I think this will meet the needs of the City and of the employees. What we are doing differs from the plan adopted in Albany and in Washington. These plans are not satisfactory or successful, as I observe them. It is for this reason that I have struck out along a new line.

Goal Is to Make NYC a Model Modern personnel methods are as necessary for New York City, one of the nation's largest employers, as for any other great corporation or any business. With your help and with the aid of a fine group of advisors, this Administration means to make New York City a model of good government and sound municipal practices for the nation.

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## Last Call! Building Police And Guard Jobs with State

The State Civil Service Department has extended the filing period in the combined exam for institution patrolman and building guard to Tuesday, February 23.

There are no experience requirements for the jobs, which pay \$47 a week to start, and rise to \$62 after five years.

There are vacancies for institution patrolman in Binghamton, Thiells, Poughkeepsie, Marcy, Orangeburg, Syracuse, Deer Park and Staten Island institutions. Building guard vacancies exist in Albany and NYC.

There are vacancies for institutional patrolman and 48 as

building guard in State service.

Filled-out application forms must be submitted in person, by mail or by representative, at State Civil Service Department offices by February 23. Offices are at 39 Columbia Street or State Office Building, Albany; Room 2301, 270 Broadway, NYC, or State Office Building, Buffalo.

### TO HEAR PALMER

The Municipal Engineers of the City of New York will hear a talk by Edward P. Palmer on railroad bridge construction, at its meeting on Wednesday, February 24 at 8:15 P.M. at 29 West 39th Street, NYC.

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# Employee Activities

## Livingston County

**MARGARET S. EDDY**, president of Livingston County, CSEA, keynoted the meeting of the chapter held at the Lakeville Firehouse by likening the basic purposes of the Association to that of the United Nations. The CSEA tries to understand the functions of the various units of local government to better serve the people and promote the employees' mutual interests.

Guest speakers were: Jack Kurtzman, field representative of the Association; Thomas Canty, a representative of the health and accident insurance available to CSEA members; Thomas Slaight and Edith Campbell, who spoke on the State civil service retirement and Workmen's Compensation.

A nominating committee for presenting a slate of officers for next year was named as follows: Charles Orman, Margery Hohman, David Little and Joseph Griffo.

The committee of canvassers was named as Elizabeth Durney, James Callan, Genevieve Conrad and Floyd Barnhardt.

Refreshments were arranged by Joseph Griffo and his committee, consisting of Eleanor Forsythe, Doris Caves and Florence Burger.

Frank Walsworth of Dansville, a chapter charter member, suffered a heart attack this fall and to date has been unable to return to his job at the Dansville school-bus garage.

## Industry

THE State Agricultural and Industrial School, through the 4th annual basketball game for the benefit of the "March of Dimes" campaign, added \$55 to the total collected by the town of Rush this year.

The boys of Huron and Iroquois cottages suggested the games three years ago, to aid the drive. The idea caught on and each year neighborhood attendance increases.

Added to the usual match between varsity and staff teams was a Bitty Basketball Game, played by very energetic youngsters nine to twelve years of age.

Collection was taken at intermission and the proceeds turned over to Mrs. Arthur Roberts, chairman of the Industry drive. She presented this money to Mrs. Howard Huson, chairman of the drive for the town of Rush.

## Hornell

**HORNELL** chapter, CSEA, held an executive meeting at the State Office Building. Discussion centered on the Governor's approval of the freeze-in, but concern was expressed on the fate of a pay raise for State employees. It was decided to encourage all members to contact either personally or by letter all their legislators, citing their own particular case as to why a raise in salary is essential, and to invite their support.

Membership was discussed and a breakdown of each unit of the chapter showed the strong or weak sections. A concentrated effort will be made to recruit new members and renew former ones.

Preliminary plans were made for the annual dinner-dance meeting tentatively scheduled for April 22. A social committee, appointed by the president, will meet on March 1.

Those in attendance were: William Havens, Alfred; Carl Jones, Engineers; William LaShure, clerks; George HerrNecker and Anthony Montemarano, shop; Charles Newman, maintenance; Hazel Stewart, health; Jean Schultz, secretary, and William Rogers, president.

## Mt. Morris

**NEWS ITEMS** from Mt. Morris chapter, CSEA:

Mr. and Mrs. Armstrong are in St. Louis, Mo.

Mr. and Mrs. Thomas Pritchard are vacationing in Des Moines, Iowa.

Mrs. Estelle Howes has been hospitalized following an auto accident.

Mrs. Irene Lavery and Mrs. Ruth Burt attended the Western Conference meeting in Buffalo.

A belated welcome to Arthur Lawson, a new nurse, who transferred from Craig Colony.

Louis Contenza is back on duty after a vacation, part of which was spent in NYC.

Marialyce Kamp vacationed in Syracuse.

Mrs. Florence Matteson has been on sick leave.

Mrs. Madeline Eichenger and Wylie Ward, of the det department, are vacationing.

## James E. Christian

**JAMES E. CHRISTIAN** Memorial Health Department chapter, CSEA, will hold its final luncheon meeting on March 18 at 12:15 P.M. at Association headquarters, Elk Street. The meeting will be presided over by Dan Klepak, president. Members had better make their reservations early as the seating capacity is limited to 85 persons.

The outstanding social event of the 1954 program is the annual dinner and installation of new officers. According to Gene Cahalan, social chairman, this year's affair should top all previous events. The committee has recommended that the dinner be held at the Crooked Lake Hotel on Tuesday, April 20. According to tentative plans a cocktail party will begin at 6:15 P.M., followed by a turkey dinner at 6:45 and dancing at 9. Commissioner Herman E. Hilleboe of the State Health Department and Mrs. Hilleboe are among the invited guests.

## Syracuse State School

**SYRACUSE** State School chapter, CSEA, will hold a dance for the boys and girls at the school, in the auditorium at 800 South Wilbur Avenue, Syracuse, on March 2 at 7 P.M. Music will be furnished by Williamsons' Parisians, a 10-piece orchestra, through the cooperation of Syracuse Musicians Local 78.

## Insurance, Albany

**AT ITS** annual meeting on February 10, the Albany chapter of the Insurance Department elected the following officers for 1954-55: Stephen J. Banks, president; William J. Dugan, Jr., vice president; Rita H. Madden, treasurer; Harriette M. Bastian, secretary, and Nelson J. Berninger and Hazel I. Smith, delegates.

## Assn. Chapter Gets Strong Backing on Pay

**KINGS PARK**, Feb. 22—Peter Nowick, Justice of the Peace of the Town of Smithtown, is the latest community leader to add his support to the State employees' campaign for a pay raise. Mr. Nowick, in a letter to A. J. Coccaro, president of Kings Park State Hospital chapter, Civil Service Employees Association, called the State's institutional personnel "the unsung heroes" in the battle against mental disease, and said a pay rise was essential to recruit and keep competent workers, so that patients may be returned to their families, jobs and communities.

The Kings Park chapter has been campaigning locally to show its neighbor Long Island communities the close relationship between maintaining the standard of living of State workers—who, with their families, constitute an important percentage of the population—and continued community prosperity. Some State legislators and other local officials have already endorsed the chapter's salary program.

Mr. Nowick called "medieval" the long hours, short pay and hazardous working conditions, which prevent adequate staffing of State hospitals.

"We must have proper help," he added, "which can be achieved only by making this attractive enough to secure only the best of people, and hold onto the ones who have served so faithfully, before they are forced, because of financial pressure, to look elsewhere for employment."

## STENO REFRESHER COURSES IN ALBANY

**ALBANY**, Feb. 22—Three stenographic refresher courses will be conducted afternoons at Albany High School by the State Civil Service Department, in cooperation with the Albany Board of Education.

Classes will meet from 3 to 5 p.m., Monday through Thursday, for four weeks. The first course started February 15, second will get under way March 15, and the third April 19.

The courses are open to persons who have completed a fundamental course in shorthand and typing. State employees are nominated by their department. Write the Civil Service Department's Training Division, 40 Steuben St., Albany, for information.



At a meeting of the Metropolitan Conference, Civil Service Employees Association. Seated, left to right, Al Greenberg, co-chairman, membership committee; Cele Crotty, Cora Mae Sheets, Barbara Greenberg (Al's daughter), Miriam Kuestner and James Shanks. Standing, second row, Sam Emmett, co-chairman, membership committee; Henry Shemin, member CSEA board of directors; Dixie Mason, Maxwell Lehman, editor, Civil Service LEADER; Doris Livingston; Sol Bendet, president of the NYC chapter; Sidney Alexander, former Conference president now employed in private industry; Biagio Romeo and Saul Lehman (no relative of Maxwell). In the rear, talking together, may be seen Thomas Conkling, Conference chairman, Paul Hammond and Kenneth A. Valentine.

# State Attendance Rules

The following concludes publication of attendance rules for institutional employees of the State Departments of Correction, Health, Mental Hygiene and Social Welfare. The first part appeared in the February 16 issue.

### 10. LEAVE DUE TO INJURY OR DISEASE INCURRED IN THE PERFORMANCE OF DUTY:

Any officer or employee who is necessarily absent from duty because of occupational injury or disease as defined by the Workmen's Compensation Law, may pending adjudication of his case and while his disability renders him unable to perform duties of his position, be granted leave with full pay for a period not to exceed 6 months (exclusive of accumulated sick leave credits and other time credits), on approval of the department head, after full consideration of all the facts involved. Vacation and sick leave credits shall not be earned under these circumstances for periods that an employee is on such discretionary six months' leave with pay. Should the disability persist beyond this period, plus accumulated sick leave credits and other time credits, such officer or employee may be placed on leave without pay for a further period not to exceed 11 months. When such officer or employee has been awarded by the Workmen's Compensation Board compensation for the period of his leave with pay, such compensation award for loss of time for such period shall be credited to the State, and upon his return to active duty, such officer or employee shall be recredited with that proportion of earned credits consumed during the period of his absence, which the amount of his workmen's compensation award covering the period of earned sick leave and other time credits consumed and credited to the State, bears to the amount of salary he received during the period that sick leave and other time credits were consumed. (Example: An employee, whose work week is 5 days at a pay rate of \$70 a week is awarded compensation of \$30 a week which money is credited to the State for the time of 21 work-

ing days during which he drew sick leave credits. The employee, upon return to duty shall be recredited with thirty-seventieths of 21 days, or 9 full days of sick leave. The same formula is applicable where vacation and other time credits are used.)

### 11. LEAVE FOR JURY AND COURT ATTENDANCE:

On proof of the necessity of jury service or attending matters, other than personal matters, leave of absence shall be granted with pay to all employees.

### 12. LEAVE FOR CIVIL SERVICE EXAMINATIONS:

Permanent employees shall be allowed time with pay to take open-competitive and promotional State examinations at the appropriate center. Provisional employees shall be permitted time with pay to take the State examination in connection with the position in which they are serving provisionally.

### 13. LEAVE FOR DENTAL OR MEDICAL VISITS:

Discretionary with the head of the institution, occasionally required medical or dental visits may be allowed permanent employees without loss of pay. Time of such absences in excess of 2 hours shall be charged to earned sick leave or other earned credits in one-half hour units.

### 14. LEAVE FOR QUARANTINE:

Employees required to remain absent because of quarantine shall present a certificate issued by the attending physician or local health officer proving the necessity thereof. Under these circumstances, they shall be granted leave with pay, and no charge shall be made against sick leave credits, if the appointing officer is satisfied that the conditions warrant such action. Prior to return to duty, a physician's certificate may be required.

### 15. LEAVES REQUIRED BY LAW:

Heads of institutions shall grant any leave of absence, with pay, when required by law.

### RULE III — LEAVES WITHOUT PAY

#### 1. MATERNITY LEAVE — PERMANENT EMPLOYEES:

Existence of pregnancy must be reported in writing to the head

of the institution not later than the fourth month, and he shall grant the employee a leave of absence without pay up to 6 months' duration when, in his judgment further service would not be in the best interests of the institution or of the employee. This may be extended by the appointing officer to a total not exceeding 11 months without pay. The employee may be permitted to reduce such leave without pay by the use of any or all earned credits. A physician's certificate may be required at the time leave is requested, and prior to return to duty.

### RULE IV — LEAVES FOR OTHER REASONS

#### 1. LEAVE FOR EDUCATIONAL PURPOSES:

On recommendation of the institution head, with the approval of the department head, permanent employees may be granted a leave of absence for he purpose of acquiring educational training which will increase the efficiency and usefulness of the employee to the department. No leave of absence may be granted to pursue courses of study which may be acquired on an in-service basis.

2. Leaves of absence without pay up to one month may be granted by the institution head to permanent employees for reasons not covered above. Leaves of absence without pay, beyond one month, may be granted permanent employees under extenuating circumstances by the institution head, subject to approval by the department head.

### RULE V — DRAWING OF EARNED CREDITS UPON RESIGNATION AND RETIREMENT

1. At the time of resignation and upon at least two weeks' notice, drawing of any accrued credits for vacation or overtime shall be allowed to an amount not to exceed thirty working days.

2. Immediately preceding the time of retirement on pension, permanent employees shall be allowed to draw accrued credits for vacation and overtime.

3. No vacation or sick leave shall be earned during the drawing of credits under the provisions of this Rule.

### WEBSTER HEADS EMPLOYEE SAFETY SUBCOMMITTEE

State Safety Director Thomas W. Ryan has announced the appointment of Daniel P. Webster, safety coordinator in the State Division of Safety, as chairman of the subcommittee on safety for State employees of the President's Conference on Occupational Safety.

### ZUCKERMAN HEADS PARALYSIS DRIVE UNIT

Benjamin Zuckerman, director of the Live Poultry Terminal, is chairman of a polio fund unit.

### WELFARE GUILD COMMUNION MAY 2

The Ozanam Guild of Catholic employees of the NYC Department of Welfare will receive corporate Communion at the 9 A. M. Mass in St. Agnes Church on Sunday, May 2.

The Rev. Timothy J. Flynn, professor of religion and philosophy, and director of the Catholic Center at New York University, will be principal speaker at the breakfast to be held at the Hotel Commodore. Supreme Court Justice Owen McGivern will also speak.

### ENGINEERING DRAFTSMAN JOB OPEN AT FORT TOTEN

An engineering draftsman (mechanical), \$4,205 a year, is needed to fill a vacancy in the Development Branch of the Engineering and Standards Division at Fort Totten, L. I. Apply to the Civilian Personnel Officer, Armed Services Medical Procurement Agency, 84 Sands Street, Brooklyn 1, N. Y., until further notice.

Five years' experience in engineering drafting, including one year of specialized mechanical work is needed. Education may be substituted for part of the general experience requirement.