

Civil Service LEADER

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Agenda for Meeting on CSEA Due

430

HENRY GALPIN
P. O. DRAWER 125
CAPITOL STATION
ALBANY, N. Y.

See Page 3

ATTORNEY GENERAL'S OPINION STARTS DEBATE ON 'CONTRACT' EMPLOYMENT; SUBJECT MAY BE OPENED FOR RE-STUDY

What Attorney General Javits Said About Contract Workers

Below is the statement of Attorney General Jacob K. Javits referring to persons retained by the State, counties or other units of government on an independent contract basis. Last week, The LEADER revealed that the retirement service credit of contract workers had been placed in jeopardy by the Attorney General's opinion. Because of the wide response to that article, The LEADER is presenting several viewpoints on it. Below is Mr. Javits' opinion, consisting of an over-all paragraph of interpretation and a detailed letter to Deputy Comptroller William M. Girden.

CIVIL SERVICE LAW §§ 50 (2) (11) (17), 54 (b) (c), 84 (a) (b).

Professionals and specialists retained on independent contract basis not eligible for membership in State Employees' Retirement System and may not be given retirement service credit for period during which services were rendered on such basis. Former officers and employees who have retired on superannuation retirement may be retained on independent contract basis without affecting their retirement status. Independent contract relationship may not be converted into employer-employee relationship without compliance with civil service procedures.

May 20, 1955

New York State Employees' Retirement System
256 Washington Avenue
Albany, New York
Attention William M. Girden, Esq.
Deputy Comptroller

Gentlemen:

This is in reply to your letter of May 9, 1955, in which you asked how the State Employees' Retirement System should view professionals and specialists who are retained on an independent contractual basis for the purposes of:

1. Eligibility for membership in the System;
2. Service credit for a period covered by such a contractual arrangement; and
3. The relationship to the System of former public officers and employees who, after superannuation retirement, are retained on an independent contractual basis.

In your letter you referred to the following letters from my predecessors addressed to:

1. Comptroller Tremaine dated January 16, 1940.
2. Comptroller O'Leary dated July 13, 1942.
3. New York State Employees' Retirement System dated October 5, 1954.

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Statements About Contract Work Are Challenged

How valid are the retainers held by "contract workers" in State or local service?

When, and under what circumstances, are they properly members of the Retirement System? Or, may they not be members of the Retirement System at all?

What is a contract worker and what is a worker hired through the processes of civil service?

Can a man be hired under contract after he has retired from public service, and continue receiving his pension and his contract fee?

A furore was raised by the opinion of Attorney General Jacob K. Javits, and subsequent actions by the State Retirement System, dealing with these questions. Independent contractors are employed both by the State and by local units of government.

Independent Specialists

Attorney General Javits said, in an opinion rendered May 20, but not publicly revealed until it was made known through an article in last week's LEADER:

"Professionals and specialists retained on independent contract



State Civil Service Commission President Alexander A. Falk, now engaged in formulating a labor relations plan for public employees.

basis not eligible for membership in State Employees Retirement System and may not be given retirement service credit for period during which service was rendered on such basis. Former officers and employees who have retired on superannuation retirement may be retained on independent contract basis without affecting their

(Continued on Page 3)

ALBANY, July 18 — The whole subject of contract employment was brought into question this week, following revelation of Attorney General Javits' opinion restricting the eligibility of such workers for membership in the Retirement System.

Also being planned now is a law-suit by one of the men expelled from the State Retirement System for the period of his contract employment. The pending suit promises to crack wide open the whole controversial subject. The suit will question Attorney Javits' opinion on the subject. It will challenge the right of the Retirement System to expel members retroactively.

One of the State's outstanding authorities on public employment told The LEADER:

"There are areas within which a department head may make a contract to have services performed which are not subject to the civil service law or rules. For example: The department makes a contract with an engineer or attorney, wherein that engineer or a legal specialist, through his firm, or through his organization, or through his staff of employees, performs the work contracted for, such as paving streets or making a survey, and the department has

(Continued on Page 3)

Recommendations on Nominees Due by July 22

Gilchrist Urges All Suggestions Be in by That Date

ALBANY, July 18 — The Civil Service Employees Association nominating committee will meet on Friday, July 22 to select a slate of officers for the CSEA election in October.

Recommendations as to possible candidates for office—from individual Association members, chapters and other groups—must be in the hands of the committee by this date, said Edward L. Gilchrist, committee chairman. He urged all interested employees to send in their recommendations now.

Such recommendations should be sent to Mr. Gilchrist, care of Association headquarters, 8 Elk Street, Albany 7, N. Y. The communication should state clearly the office for which the proposed candidate is recommended, and the name of the individual or group making the recommendation.

CSEA officers will be elected by the membership, and the results announced at the annual meeting in October. They will serve for two-year terms, as provided by the constitutional change Association delegates approved.

Report By July 26

July 26 is the deadline for Mr. Gilchrist's committee to make its report on the slate of officers.

Individuals and groups in the CSEA's State Division may also make recommendations for departmental representatives on the Executive Committee. These, too, should be in the hands of the committee by July 22.

Additional Nominations

After the nominating committee makes its report, other nominations may still be made.

The Association constitution also provides for independent nominations. For officers of the Association, such petitions must be signed by not less than 5 per cent of the Association; petitions for members of the State Executive Committee must be signed by not less than 10 per cent of the members of the department for which the nomination is proposed.

Such nominating petitions must be filed at least 45 days prior to the annual meeting, or August 25, 1955. The names of candidates having the prescribed petitions will be printed on the official ballot.

Board Of Canvassers

The following board of canvassers, appointed by the CSEA Board of Directors, will determine the validity of nominating petitions, and will count the ballots cast in the annual election: George W. Hayes, Mildred O. Meskil, Isabelle M. O'Hagen, Leonard F. Requa, Margaret Sayers.

The nominating committee, in addition to Mr. Gilchrist, consists of: Mrs. Eve Armstrong, Charles J. Hall, Peter H. Hilton, Margaret A. Mahoney, Mrs. Mildred O. Meskil, Gerald P. Malloy, Joseph McKenzle, Charles D. Methe, Celeste Rosenkranz, Mrs. Lula Williams.

The committee also includes the following past presidents: Dr. Charles A. Brind, Jr., Jesse B. McFarland, Clifford C. Shoro, Mrs. Beulah B. Thull, and Dr. Frank L. Tolman.

State Begins Study Of Fringe Benefits

ALBANY, July 18 — The Harri-man administration is making a study of fringe benefits for State workers, with a possible eye toward 1956.

The administration wants to see just what fringe benefits are part of the State personnel picture and whether New York State has kept pace with private industry and the Federal government in this field.

The survey also could have a bearing on salary negotiations which the Civil Service Employees Association will seek with the administration in the fall.

The fringe benefits study is being conducted by the Division of the Budget, with the cooperation

of the State Civil Service Department.

Both Budget Director Paul H. Appleby and Civil Service Commission President Alexander A. Falk will play key roles in any proposals affecting fringe benefits for State employees which would be made at the next legislative session.

Liberalized Program

Special attention will be devoted in the coming months to increased death benefit, as part of a liberalized retirement program, and State contribution toward hospitalization and medical insurance for State aides.

At the present time State employees pay the full cost of such insurance.

TOWN AND COUNTY

5% Pay Rise In Westchester

WHITE PLAINS, July 18 — The budget committee of Westchester County Board of Supervisors is studying a recommendation from County Executive James D. Hopkins that all county employees be granted pay raises averaging about 5 per cent.

Mr. Hopkins and Personnel Director Denton Pearsall Jr. are urging adoption of the new salary scales, effective January 1, for the county's more than 3,500 employees.

With the new pay scales, the county hopes to be able to compete with local business firms which have been offering high salaries and other inducements to attract employees.

Present county salaries range from 4.6 per cent to 5.7 per cent below the average pay for comparable positions in private industry and other public offices.

The present top pay in each of the 23 job grades, and proposed top pay are:

Present	Proposed	Present	Proposed
\$2,850	\$2,990	7,280	7,680
3,030	3,180	8,220	8,580
3,230	3,390	9,180	9,730
3,460	3,630	10,480	11,000
3,740	3,900	11,810	12,420
4,050	4,240	13,260	13,880
4,440	4,640	14,900	15,590
4,860	5,100	16,660	17,460
5,300	5,620	18,820	19,690
5,790	6,210	21,820	22,150
6,460	6,900	24,040	25,140
		26,820	28,040

Ulster Aides Press for 10% Pay Rise

KINGSTON, July 18 — Having supported raises for the offices of mayor, for aldermen-at-large and for aldermen, the Ulster County chapter of the Civil Service Employees Association now plans to ask for a 10 per cent increase for all civil service aides.

Speaking for the Ulster chapter at a hearing of the Kingston Common Council on July 12, Phillip Kerker, CSEA public relations director, agreed that the cost of living warranted the increases for the city officials. The Mayor's salary was raised from \$7,500 to \$10,000; the aldermen-at-large from \$1,200 to \$1,800, and the aldermen's, from \$600 to \$1,000.

"We agreed on the raises for our city officials," said Leon Studt, president of the CSEA Ulster County chapter. "Now we plan to ask at the fall meeting of the Common Council for a 10 per cent raise for all employees of the city, and to press for a 10 per cent increase for county workers."

Another issue on which the chapter plans action is the demand of the nurses at the Ulster County (Tuberculosis) Hospital for a 40-hour week. Mr. Studt reported. They now work a 56-hour-week, he said.

Same Thoughts on the Day-to-Day Job

EVER THOUGHT about public relations. Do you know what it means? John M. Perlach, an employee in Broome County, says to his fellow employees, in a Broome chapter, CSEA publication:

"The day-to-day pursuit of the public employee is not particularly conducive to good public relations."

John, will you allow us to suggest another point of view? We feel that the day-to-day pursuit of the public employee offers powerful resources for strengthening good public relations.

Here is an example:

The author of this column had occasion to go into a township office to have some building plans filed. I came in and asked directions of the first man I saw.

"Why surely," that man answered, "come along with me. I'm glad to direct you."

Then I asked: "Does this have to be notarized?"

"Yes," our guide replied, "didn't you take care of that?"

"No," was my response, "just didn't think of it."

"Well, there's a notary in Room 9. Why don't you see him? I'm sure he can help."

So I went to Room 9, found the notary—who works on other township tasks—and explained our plight. Without any fuss, and with great courtesy, he notarized the paper.

"What does this cost?" I inquired.

"Oh, glad to be of service," he responded. "It costs nothing."

Then I went to the office where I had to file the papers. There were several errors in them. The girl at the desk patiently explained them, and also directed how they could be corrected then and there, so that a second trip wouldn't be necessary.

After the corrections were made, the fee paid, and everything was in order, the girl bid me good-bye in courteous fashion, adding that if there were any further questions, to phone.

Well, I left that office saying to myself, "Here are good public servants, really serving the people. I hope they're getting the salaries they deserve." And if they put on a battle for higher pay, I'll be right in there pitching for them.

Those employees showed how public relations can be developed right on the job—in their day-to-day tasks.

ERNIE CONLON, who for many years has worked hard as a public employee, is in City Hospital, Binghamton, under an oxygen tent. Ernie suffered a heart attack. First on the CSEA Board of Directors, later as a field representative, Ernie has done yeoman work for the employees. He's improving slowly, and we'll all be awaiting his return.

You CAN Do Something About Those Pre-Exam Jitters

Something can be done about those pre-exam jitters. Those who are planning to take a civil service exam, either open-competitive or promotion, know that the written test is a major stumbling block—unless you know what to expect from the test, and how to get ready for it.

Here are a few tips to keep in mind, devised by the Civil Service Assembly.

Study the announcement and know as much as possible about the class of positions for which you have applied. The announcement lists the training and experience qualifications and a brief

description of the job. Match your own background against these specifications, determine your strengths and weaknesses and prepare accordingly.

After you have decided what you need to study, choose a modern, standard textbook in that field. Or if the position is technical, pick more advanced material. Preview difficult problems in your field. Training manuals and publications of the government agency which employs workers in your field will be useful.

Begin preparation early and don't cram the last night. Relax the night before the exam and get plenty of sleep. Dress comfortably,

allow plenty of time to reach your destination, and bring only what is necessary to take the exam.

Read the Instructions

There's more to success than knowing the right answers. People have ruined their chances on a test by misunderstanding instructions, or not identifying their papers properly. Listen to instructions carefully, read questions carefully, plan your time for equal distribution among questions, and don't linger over difficult questions. Review your answers, go back to questions you may have guessed at or omitted. Return all your test materials.

Hear 50 Groups On Civil Service Law Revisions

NEW YORK CITY, July 18 — Some fifty organizations and individuals were represented at a hearing held last week by the Temporary State Commission on Revision of the Civil Service Law (Preller Commission.)

They all had their say, pro and con — mostly the latter — on the so-called Preller Bill which, embodying more than 150 revisions in the existing law, is being readied for the next legislative session.

On one point, all the public employee organizations were unanimous: repeal of the Condon-Wadlin anti-strike Law.

One objection to a proposed revision in the bill was that it did not contain adequate measures for protecting employees in removal charges.

Veterans organizations — the American Legion and the Veterans of Foreign Wars — registered strong opposition to a provision which would relax citizenship requirements for State civil service jobs even under special circumstances.

Vets Want Full Protection

Both veterans groups also objected to a provision in the bill which would eliminate the present protection against removal in subordinate positions of the exempt class without a hearing on charges. Joining in this objection was the Civil Service Employees Association.

Among other organizations represented at the hearing were: New York Congress of Industrial Organizations, New York City CIO, Transport Workers Union, Patrolmen's Benevolent Association, New York State Police Conference, and American Federation of State, County and Municipal Employees.

Assemblyman Fred W. Preller, chairman of the commission, presided at the hearing. Also present were Alexander A. Falk, president of the State Civil Service Commission; Assemblymen Orin S. Wilcox, chairman of the Assembly Committee on Civil Service; Dr. Frank L. Tolman, former president of CSEA and a member of the SCSC; H. Elicot Kaplan and William D. McCallum, SCSC members; and Henry Albert, counsel of the Preller Commission.

LABOR RELATIONS PLAN

ALBANY, July 18 — The proposed public employee labor relations plans saw no action this week. It will probably await the return of Governor Harriman from Europe.

Kill Promotion Exam Fees, CSEA Urges Preller Unit

The Civil Service Employees Association wants fees for promotion examinations to be abolished.

John J. Kelly, Jr., assistant counsel of the CSEA, asked the Temporary State Commission of Revision of Civil Service Law (Preller Commission), at its hearing last week, to put that abolition into the new bill which it is drafting for the next Legislative session.

He also requested the commission to eliminate probation periods for those employees promoted within the same department.

Mr. Kelly said that the CSEA was opposed to the bill's provision to create suspension and demotion units in State departments in case of economy layoffs. In the opinion of CSEA, he said, the entire department should serve as a unit to determine seniority for layoff purposes.

Regarding classification and compensation of employees, Mr. Kelly objected to the provision which would empower the president of the State Civil Service Commission to make initial classification and then to have an appeal from that action by the SCSC. He proposed that, instead, the initial classification be made by the director of the Classification Division, as the law now provides, the appeals to be decided by the Commission, rather than the present Appeals Board.

State Using Old Lists Till Aug. 16

ALBANY, July 18 — Eligibles on last year's State clerical lists are not left out in the cold because the State Civil Service Department issued new lists for account clerk and statistics clerk.

Eligibles on the old lists will be given preference for appointments to be made through the summer months. If a clerk job can be filled by an eligible on the old roster, he will get the first call.

The old lists expire on August 16, by force of law.

Until that date, the two series of lists will run concurrently.

(See story on Page 4)

Though CSEA has a no-strike pledge in its constitution, Mr. Kelly pointed out, he joined other organizations at the hearing in favoring repeal of the Condon-Wadlin Law.

Despite his criticisms of the bill, Mr. Kelly called the draft a "fantastically good achievement in revising and recodifying the Civil Service Law."

DE Claims Test Not Unfair, Court Rules

ALBANY, July 18 — The Supreme Court here has ruled that the State Civil Service Commission was neither arbitrary nor capricious in its handling of an insurance claims examiner promotion test held in May, 1954.

Justice Bookstein dismissed the petition to nullify the test. So far as the nature and content of the "morning session" exam is concerned, the court's opinion said, the Commission complied with constitutional and legal provisions.

The exam was held to enable insurance claims clerks of the Division of Employment who were serving provisionally as insurance claims examiners, to qualify for permanent berths in the higher title.

Test in 2 Parts

The written test consisted of two parts: a morning session, where candidates were given an aptitude test composed largely of questions on arithmetic, spelling, perception, vocabulary and the like; and an afternoon session, at which time they were quizzed on knowledge of the duties of claims examiners.

The employees had asked the court to rule on two questions: the requirement that candidates must earn passing scores on each part of the exam, and their contention that announcement of how the exam was to be rated, just minutes before the test was held, was inadequate notice to candidates.

The petitioners argued that the "aptitude" part of the exam was a mere "elimination contest" and improper in a promotion exam.

Justice Bookstein said the "hurdle" aspect of a civil service test was valid if adequate notice is given to the candidate. Announcement immediately before the exam is actually held is adequate notice, he added.

H. Elliot Kaplan was attorney for the employees.

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CSEA Prepares Special Session On Dues Increase

ALBANY, July 18 — The State Room of the DeWitt Clinton Hotel here will be the scene of the special delegates' meeting of the Civil Service Employees Association, on Friday, July 29.

The call has gone out for delegates to convene on the question of a proposed increase in dues for CSEA members.

Present dues figures are \$5 for the Association's State Division members, \$6 for the County Division. The Board of Directors has recommended an increase to a figure "not to exceed" \$10.

Afternoon Session

Registration of delegates will take place from 9 A.M. to noon at the hotel, with the meeting scheduled for 1 P.M. It is expected that the sole business of the meeting—consideration of the dues rise—will be concluded in the one afternoon session.

An opening prayer will be heard, then the delegate's roll call. An address by CSEA president John F. Powers will establish the background and set the existing situation before the delegates.

Mr. Powers is expected to tell the assembled delegates of the accomplishments of the CSEA since the last dues rise, in 1948; the present services rendered, despite constantly increasing costs of op-

eration; and the additional services which members are demanding and which would be available if the increase is approved.

Delegates' Veto Is Decisive

On July 29 the delegates will cast the decisive votes on two questions: Should there be a dues rise? And how much?

CSEA chapters have been holding special meetings to discuss the issue.

Among the increases in present services, and proposed new services are:

Fund to provide legal advice or representation to protect members against illegal or unjustified dismissal from service.

Additional legislative representation.

Additional field representatives. Building up of a reserve for an emergency.

A branch headquarters in NYC. Increased public relations and publicity services.

An enlarged educational program, for field and headquarters staff so they could more adequately assist employees.

Distribution of an information handbook to chapter officers and committees.

Installation of machine accounting, membership recording, billing, IBM equipment.

Contract Job Questions

(Continued from Page 1)

no direction or supervision of his day-to-day activities. In other words, he performs them as he sees fit, using his own offices, equipment, facilities, employees, which are not regulated by civil service laws or rules. This has nothing to do with the civil service procedures.

Improper Contract

"An improper contract is one in which a person is required to work under the same conditions as if he were an employee, doing work that could just as well be done by a civil service employee. Only his personal services were hired. He is subject to the direction of the department that hires him, just the same as all other employees. He is not required to furnish his own equipment, staff, facilities, etc. He does a job as it is required of him, as he is directed to do it, and using facilities which are provided for him. Under these circumstances, an attempt to make a contract with such a person as a contractor is in my opinion taboo. He is an employee subject to civil service laws and rules."

When a Contract Isn't a Contract

Making a contract with a person and calling him an independent contractor, when actually he is only to be an employee, makes such a contract a nullity, this authority said. "Such a person can not become an independent contractor merely by calling him that. The facts must be there. The Civil Service Commission has the power to rule when a position is properly filled by contract — and I'm placing emphasis on the word 'properly'."

He cited several pertinent legal cases.

The NYC Board of Transportation sought to make a contract with Dr. John Muirhead to act as medical adviser and consultant, and to hire other doctors and nurses and such. In this case NYC had control over Dr. Muirhead and over the employees he "hired" and the city paid Dr. Muirhead and the other employees directly. The court held this was not a proper contract. Dr. Muirhead et al were all deemed to be employees. (This is the case of Turel v. Delaney.)

Case of the Photographer

Than there was the case of a photographer named Drummond (Drummond v. Kern), decided by Justice Scheintag of Supreme Court in 1944. The NYC Law Department made a contract with him, in which he was to furnish certain pictures to be taken by his organization in negligence and accident cases. He furnished his own cameras, staff, organization, and did the work when and how he pleased. The Law Department had no control over his actions or work. He was merely required to furnish the pictures. He could do work for other clients. The Law Department was only one of his clients. Under these conditions he is an independent contractor and not subject to civil service laws and rules.

Case of the Doctor

Still another pertinent case was Spencer v. Ryan, decided by the Court of Appeals. The NYC Board of Education sought to avoid making an appointment from a civil service list for medical examiner in charge of the medical division of the Board of Education, and made a contract with Dr. William Walker, to act as medical consultant and perform substantially the same duties as he had been performing temporarily as medical examiner. In the contract, he was referred to as an independent contractor. The court held the contract to be void, on the

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



The Delegates Meeting on Dues Increase

WITHIN the next two weeks, the special meeting of the delegates will have been held on the question of an increase in dues for the Civil Service Employees Association.

By the close of business on Friday, July 29, many words will have been spoken and written on this subject. It is my hope that everyone who has had anything to say on this question will have been given his opportunity to be heard. It is also my hope that the decision of the delegates will have been reached with their eyes clearly focused on the future of the Association.

Some have argued that we might suffer a decline in membership as the result of a dues increase. Possibly. But despite any momentary decline in membership which we may suffer, I firmly believe we shall grow in numbers. This has always been the result when CSEA dues were raised. However, a great deal of our growth will be predicated upon the soundness and effectiveness of our program. When we consider a dues increase next week, we must not forget that both the servicing of our members and the development of our program take time and money. These things require more than a resolution to accomplish. They involve the use of men and machines.

We Must Justify Ourselves

Our organization is rapidly getting into a position where it must justify its existence and its claims to leadership. Both on the local and the State levels, our claims are now being questioned. Other organizations are becoming more and more insistent in offering their programs to the public employees.

It is my feeling that this coming year will be a critical one for us. If we can substantially back our program with intelligent and progressive actions, I do not think we will be in too much danger of losing our franchise. But we must remember that we do need an adequate treasury and organization if we are to function effectively.

It is just as bad economy to be too penurious as it is to be too wasteful.

The quality of the workman's tool is as important as his skill. I hope that our delegates will not overlook these basic principles when they finally vote on the 29th. It will be too bad if a too conservative approach to our fiscal problems now, will lessen our ability to successfully resolve our organizational problems in the future.

Statements on Contract Jobs Are Challenged

(Continued from Page 1)

retirement status. Independent contract relationship may not be converted into employer-employee relationship without compliance with civil service procedures."

One source high in the State Comptroller's Office questioned several of the statements in The LEADER article; although other sources with strong knowledge of the situation upheld the analysis as presented in the article. The objections raised by the official in the Comptroller's office were these:

1. The article states that the Retirement System questioned the legality of hiring an individual by contract. Neither the System nor the Attorney General's opinion questioned the legality of hiring an individual on a contract basis. On the contrary, both the System and the opinion recognize that an individual may be hired on a contract basis.

2. The article states that a person can not expect the advantage of drawing his pension in addition to his contract earnings if he is hired on a contract basis after his retirement. This is not so. The opinion clearly indicates that a person retired from service may thereafter be hired on a contract basis and still be entitled to his retirement allowance as well as his earnings under the contract.

3. Charles H. Sells was never a member of the Retirement System and accordingly is not receiving a retirement allowance.

Hanley Worked on Contract

4. Former Lieutenant Governor Hanley retired and thereafter was hired on a contract basis. The System did not question this contract but continued to pay Mr. Hanley his service retirement allowance while he was performing services on a contract basis.

5. Since individuals may be hired on a contract basis, the article is incorrect in suggesting that such individuals are subject to loss of their jobs for the supposed reason

that their hirings under contract are not valid.

6. The article construes the Spencer v. Ryan and Turel v. Delaney cases as holding that an organization, but not an individual, may be hired on a contract basis. This case did not stand for this proposition. The Spencer case does not even relate to contract employment; the Turel case holds that there may not be a contract hiring where civil service employees can and ought to be employed to do a continuing type of work.

7. The article states that memberships of part-time employees of boards of education, such as accountants and auditors, are being handled on the theory that they are hired on a contract basis. The memberships of part-time employees who are employed in accordance with civil service procedures are not being disturbed; only the memberships of accountants and auditors who are hired on a contract basis are affected.

Western Group Indorses Four For CSEA Office

ROCHESTER, July 18 — The Western Conference, at its recent meeting here, indorsed several candidates for Civil Service Employees Association office. The indorsements:

Claude E. Rowell, Conference president, for CSEA 2nd vice president.

Noel F. McDonald, Southwestern chapter, for CSEA 5th vice president.

Albert C. Killian of Buffalo chapter, to represent the Executive Department on the CSEA Board of Directors.

Jeannette M. Finn, also of Buffalo, for Tax and Finance representative on the CSEA Board.

(Joseph F. Feily, CSEA 1st vice president, installed the Conference officers at the recent Rochester meeting.)

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 See Page 11

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 144th St. & GRAND CONCOURSE BX Open Even. to 9

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 \$1,995

1955 CHEVROLETS 210 SEDAN
 Heater, Directional signals, clock, undercoating, simonize and winterize, foam rubber cushions.
 \$1,925

1955 FORD CUSTOM LINER
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 Special Consideration to Civil Service Employees

State Begins Canvass Of All 1,278 Eligibles On Office Workers Lists

ALBANY, July 18 — The State Civil Service Department has taken the first step toward hiring account clerks and statistics clerks who passed the tests and are on the registers issued last week.

Questionnaires have gone out to the 1,278 eligibles, asking where they are willing to accept appointment. The "central canvass" must be made because the list is statewide, with eligibles rated according to their earned score on the written test (plus veteran preference, if any), but the jobs are lo-

located in communities from Niagara Falls to Montauk Point. Will someone living in Brooklyn accept a job in Plattsburgh?, the department wants to know.

Technically speaking, appointments may be made immediately from the two rosters, but Civil Service is awaiting eligibles' answers to the questionnaire. First hiring from the new lists is expected to be made at the end of the summer or early fall.

Clerk, File Clerk Lists On Way

Candidates in the clerk and file clerk options of the beginning office worker exam are still standing

by for results of these two remaining options in the catch-all exam. A department spokesman saw August as the probable time for announcement of these lists.

Brighter Job Prospects in NYC

The department estimated that 1,500 appointments will be made from the four lists. The exam announcement had indicated that most of the posts would be in Albany, and in institutions, parks, schools and offices throughout the State. Relatively few openings were expected in NYC, at that time, but considerably better

(Continued on Page 13)

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Human Side Of the Tax Dept.

A MAN came into a Tax Department office, asked for some information chop, chop, chop, quick. A clerk was assigned to get the material, which was public information. While she was working at it, the visitor began making snide remarks about those damn slow, lazy civil servants. Word of this got to Commissioner Bragalini. "Bring that bum in!" he ordered. The man came into Bragalini's office. The commissioner inquired what was eating him. Again the wise guy spewed out his contempt for civil service workers, in filthy terms. First, Bragalini called in the clerk who was getting up the information; second, he demonstrated all the steps that had to be taken. Third, he got the visitor to admit it couldn't be done any faster than it was being done. Then the Commissioner really told that boy off, but good! The sneering wise guy first offered to fight Bragalini, finally left, tail between legs, a hangdog look on his face.

BRAGALINI is nothing if not colorful. Tax collecting has become a personal thing with him. He often phones tax-delinquent big-wheels personally. "Hey, what gives?" he's likely to ask. Or, "So what are you waiting for? Bring in the money. You owe it. We need it." Or, "Look, pal, you don't want trouble, do you? We don't like trouble either. You owe so much and so much. Fork it up, please!" When he's acquainted with the individual on the other side of the phone, he is likely to add a few choice epithets. Apparently the technique works. A few phone calls recently brought in \$28,000.

ONLY FIVE Republican appointees remain in estate tax attorney posts with the department, this column learns. Two of the five are on a salary basis, while three are paid on a fee basis.

Politicos wonder when the axe will fall. The exempt, salaried posts now held by Republicans are in Albany and Onondaga counties. John O'Brien is the GOP holdover for Albany County and Republican leader of one of the city's biggest wards. Frank Love is the GOP appointee from Onondaga County.

Fee positions to be changed are for Essex, Schuyler and Tompkins counties. The Albany and Onondaga jobs pay \$6,718 a year.

NEW YORK STATE will be well represented this week at the annual meeting of the National Association of Tax Administrators. The conference is being held at Edgewater Park, Miss., July 17-20.

Heading the state delegation will be Tax Commission President George M. Bragalini and Commissioners Ira Palestin and Edward H. Best. For Mr. Bragalini and Mr. Palestin, both Harriman appointees, it will be their first association meeting.

Other department officials who will take the Southern trip include Mortimer Kassell, executive deputy commissioner and department counsel; Dr. Chester Pond, director of research, and Ellis T. Riker, director of planning.

Mr. Riker will address the convention on the mechanization of income tax work and procedures developed by New York State in handling tax collections.

TAX PERSONNEL notes: George W. Hayes has won a Civil Service non-competitive promotion to head offset printing machine operator. . . Mrs. Hazel Ford, who plans to retire as personnel director, will leave for Florida next month. . . Norman Galman, the department's public relations director, has recovered from a back injury.

NEW CLASSIFICATION TO BE SOUGHT

ALBANY, July 18 — The Civil Service Employees Association will ask Governor Harriman to resume work on a jurisdictional reclassification, to place as many employees as possible within the competitive class of civil service.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 1, N.Y.

MENTAL HYGIENE MEMO

Meet The New Mental Hygiene Commissioner



DR. PAUL H. HOCH has spent all of his 22 years in the United States in the service of the State Mental Hygiene Department of which he is now the head.

Arriving here in 1933 with a distinguished record in European universities and psychiatric clinics, Dr. Hoch, 53, became an employee of the State almost immediately. His first post was assistant physician, Manhattan State Hospital, New York City, in charge of the shock treatment unit.

Twenty-two years and six jobs later, during which he completed more than 100 research programs and climbed in 1948 to the post of principal research scientist in the New York State Psychiatric Institute, he was appointed Mental Hygiene Commissioner by Governor Harriman.

An enthusiastic civil service career man, Dr. Hoch has been a member of the Civil Service Employees Association almost from its inception, and has been active, too, as a member of the Mental Hygiene Employees Association.

Sympathizes With Civil Servants

"Having been in the State service for almost a quarter of a century," said Dr. Hoch in an interview with *The Leader* last week, "I understand fully, and sympathize with, the aims of civil service employees. In the framework of imposed limitations, I will always extend my full cooperation and support to them. And I will rely on and would like to have the full cooperation of all the personnel in the State hospitals."

The Budapest-born psychiatrist, who has authored or edited a dozen books on psychiatry and is on the editorial boards of several leading professional journals, is a most lucid and literate speaker, which is an obvious asset in his main academic post as assistant professor of psychiatry at the College of Physicians and Surgeons, Columbia University.

Protocol requires that Dr. Hoch now be addressed as "Commissioner," but the title is so new — his appointment came on July 7 — that associates at the Psychiatric Institute up at 168th Street in New York are finding it hard to make the switch.

Maps Broad Programs

But the doctor has lost no time in becoming the Commissioner in deed, and has already mapped a broad program of objectives which shall be his aims in the mental hospital system of the State, largest in the nation.

The long-range program covers four points: Treatment for acute patients; spread of the research program throughout the State's mental hygiene system; making communities take on more care of their citizens, and training of more psychiatrists.

"First, we would like to intensify treatment of acute patients," Dr. Hoch explained, "and later that of chronic patients. This would enable us to discharge a larger number of patients."

Dr. Hoch also wants to convert the so-called "follow-up" clinics into treatment clinics rather than have them function, as at present, merely as check-up stations, a move he believes would shorten patients' hospital stays and bring about their re-integration into the community faster than is now possible. Expenses would thus be cut down all around too, he believes.

At the top of the new Commissioner's projected research plans is investigation concerning senile and arteriosclerotic patients, who constitute almost half of the patients in State hospitals. The aim here would be to determine if other facilities should be created to care for them and further, how far it is possible to rehabilitate such patients to return them to communities.

Seeks Better Research

Declaring that "the problem of mental disease is so great," Dr. Hoch said research methods will have to be greatly intensified if better results and a higher discharge rate are to be realized.

To get communities to increase their participation, Dr. Hoch, citing the State Community Mental Health Services Act, said that he wants to organize or expand local psychiatric facilities.

"We feel," he explained, "that mental hygiene clinics and psychiatric divisions in general hospitals could take care of a certain number of patients. This would augment, and to some extent even alleviate, the intensive work going on in the State hospitals and schools."

Training of more psychiatrists — "many more psychiatrists," said Dr. Hoch — is urgent.

Finally, Dr. Hoch's program calls for bringing the State hospital system to the community psychiatric facilities and to the practicing psychiatrist and interne. "We would like the community psychiatrist himself," he emphasized, "to take greater interest and responsibility in relationships with State hospitals."

In his own work, Dr. Hoch's main research approach in psychiatry has been experimental with strong emphasis on etiology and treatment.

He is unmarried and lives in New York City.



Photos courtesy Utica Observer Dispatch
The new instrument developed at Marcy State Hospital to measure emotional reactions. It is called a plethysmograph.

New Instrument Helps Marcy Aides 'Put Finger' On Emotional Reactions

MARCY, July 18 — A new instrument is aiding Marcy State Hospital scientists in measuring a little-known relationship between emotions and the automatic nervous system.

The instrument, called a plethysmograph, is somewhat similar to the "lie-detector" in operation. It is being used by a five-man research team here undertaking what is believed to be the first study utilizing the measure of blood flow in the finger tips in the diagnosis and prognosis of mental disease.

Impulses on the polygraph "lie detector" come from the direct pulse beat which a person may control to a degree by deliberate effort. The new instrument measures the stability of the automatic nervous system which controls the heart beat.

Measurements involves psychiatric interviews with patients. During the interview, a hollow rubber tube is connected to a celluloid cap sealed over the pa-

tient's right forefinger. Its pulsations, amplified beyond the millionth degree, flow through the tube as the patient talks and are measured and recorded by the plethysmograph. Graphs are read and interpreted by the research team. More than 150 patients have been tested this way at Marcy.

Indications are that the new instruments is also important in evaluation of certain emotional qualities of apparently normal people. It may also be of practical help in evaluating patients for discharge, and in determining the success of drug treatments, shock treatments and lobotomy operations.



Seen in action here is the plethysmograph as it is being operated by an aide at Marcy State Hospital.

EDWIN KIRK NAMED TO AG & MARKETS POST

ALBANY, July 18 — Edwin W. Kirk of Rochester will become farm laborer coordinator in the State Department of Agriculture and Markets on August 1, succeeding Harry N. Haight, retired. He will study the problems of migrant labor and New York's important food processing industry. Salary is \$6,640 a year.

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Elections Due For Mental Hygiene Unit

ALBANY, July 18 — The Mental Hygiene Employees Association will convene for its annual meeting on Thursday, July 28, 1 P. M. in the oHtel Wellington here.

Officers of the organization will be elected for the ensuing year.

Nomination will be considered up till 11 A.M. of the same date, when the nominating committee will meet in O'Connor's restaurant.

CHILDREN OF P. O. AIDES FETED AT BASEBALL OUTING

About 600 children of New York Post Office employees, took in the Dodgers-Cardinals baseball game last Friday, plus free lunches and shining 25-cent pieces part of the day's events. Max Hammer is chairman of the outing committee.

INTERBORO WINS COURT REPORTER CERTIFICATION

The Interboro Institute is the first school in NYC to win National Shorthand Reporters Association approval for training court reporters. The school, at 24 West 74th Street, NYC, trains high school graduates to take dictation at 200 words a minute.

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TUESDAY, JULY 19, 1955

Warning to a Few Civil Servants

Sometimes an editorial writer feels sad about what he has to say.

This is one of those times.

What with the recurrent attacks on public workers for all sorts of phony reasons, the men and women who work for government must be doubly wary against creating conditions that will give fuel to the fires of criticism.

You know what happens when it is discovered that a public employee becomes involved in a case of graft or bribery. The blaring, booming headlines crash down indiscriminately on everybody in a public job.

Imagine what would happen if it were revealed that civil servants are failing to file income tax returns!

The State Tax Department, carefully doing its work of investigating returns, is finding such cases among employees of the State, of cities, counties, and of towns. In several NYC departments, failure of employees to file returns is already assuming proportions that must be considered grave.

A few employees were called in to explain their failure to make returns. They didn't come in. Subpoenas were issued. Now they're in bad trouble. Strong weapons are available to compel the payment of tax, include heavy money penalties, and in some cases the possibility of jail sentences.

Should such a thing happen in the case of even one public employee, all would be hurt.

With the use of new machines, it is easy for the Tax Department to locate the delinquents. Don't be among them.

So—if you haven't filed a tax return, either in 1955 or in past years, this is what you should do: Report directly to the nearest State Tax Department office, give the information frankly and honestly, arrange to pay what you owe. That would be far better than to suffer the disgrace that must befall those who may have simply forgotten to file, or who may think they can get away with it.

You can't get away with it. And when you're caught, you hurt not only yourself, but all civil service.

So do the right thing—now!

Seeking a 40-Hour Week?

Just for your information:

A survey conducted by the Institute of Public Service at the University of Connecticut on fringe benefits available to employees of Connecticut towns and cities has come up with this fact: the 40-hour week is on the way out. Most of the towns reporting in the survey maintain a work schedule for their employees ranging from 30 to 39 hours weekly. Hourly employees, policemen, and full-time firemen work longer hours on the average, but the study noted a trend toward a shorter work-week for these employees, too.

It's Cheaper to Pay More

It's cheaper to pay higher salaries and assure lower turnover. Here's proof.

A research job done by a Federal employee organization has concluded that salaries could be raised, all dismissals stopped, and yet have it cost nothing beyond present payroll levels.

The secret: reduce the high

rate of turnover. Turnover costs the government approximately \$600 per employee separated from his job. If this figure is used for the total number of 1954 Federal separations, the cost of turnover to the government last year would be \$344,200,000.

Of course, the same principle holds for State and local governments.

Retirement Words--What Do They Mean?

Many civil service employees ask the meaning of "retirement words." Here is a group of simple definitions, based on material prepared by the State Retirement systems.

RETIREMENT ALLOWANCE

The annual benefit that goes to retired persons, payable in monthly installments. It consists of two parts, known as the pension and the annuity.

PENSION

That part of the retirement allowance which is provided by the employer's contribution. (The employer is, of course, the unit of government that contributes into the retirement system for the employee.)

ANNUITY

That part of the retirement allowance made up of the contributions by the employee.

FINAL AVERAGE SALARY

The average salary of any five consecutive years of service, or the average salary of the last five years of service, whichever is higher.

ALLOWABLE SERVICE

This refers to any service rendered by the employee to any employer participating in the retirement system.

MEMBER SERVICE

This refers to the allowable service after the date an employee becomes eligible for membership in the retirement system.

PRIOR SERVICE

Allowable service prior to the date when the unit of government joined the retirement system. (Example: Suppose a County joined the State Retirement System in 1945. Prior service would refer to employment in that County before 1945.)

TOTAL SERVICE

All service for which contributions have been paid, all prior service and all military service for which a valid certificate has been issued.

TIME OFF

State Correction Department, please note: Summer vacations are being given to prisoners in Belfast, Ireland, jail this year. Now how about sick leave and overtime?

A Motor Vehicle Bureau official reports that a motorist asked a priest to give his blessing to the latter's new car. The priest agreed, but cautioned, "Remember, this blessing is no good above 40 miles an hour."

Commenting on the vicissitudes of economic research, a State Labor Department economist recalls the case of the small girl and the china plate. "Mother, remember that china plate you told me had been handed down to us from generation to generation?" "Yes, daughter," said mother. "What about it?" Said daughter, "This generation just broke it."

Charles L. Patterson, the new \$30,000-a-year NYC Transit Authority chairman, made a discovery about the city's subway system that will startle millions of sweating straphangers, not to mention thousands of TA employees: It's hot. A railroad man from Pittsburgh, Mr. Patterson came up with this revelation after a three-and-a-half-hour tour of the IRT the other day. Next thing you know, Mr. P. may find that the subways are crowded!

A politician's son was an incorrigible liar, and his family was trying every method to cure him.

"Son," the politico suggested one day, "if you can tell me a lie without a second thought, I'll give you fifty cents."

"Fifty cents, nothing," asserted the boy. "You just said a dollar!"

A native of an upstate town, who obviously lacks civic pride, describes his birthplace as follows. "My town is the only place where both sides of the track are wrong."

"You're all wet about the cost of living," said the voice on the telephone speaking to a retirement system official. "My wife and I live luxuriously on 68 cents a week."

"I can't believe it!" said the official. "How do you do it? And speak louder, so I can get all the details."

"I can't speak louder," came the answer. "I'm a goldfish."

Some employees are too durable. There was an oldtimer upstate, for instance, who was still working a full day when he reached his one hundredth birthday. His supervisor thought it high time he retired on a pension, but the centenarian didn't like the idea at all. "Gol darn it," he exploded, "when I took this job in 1873, the supervisor gave me his solemn word that it was PERMANENT!"

Beware of tips that may turn out to be gyps. A Sicilian official who supervised a written exam of 250 candidates for postal jobs has been charged with telling the candidates the answers — the wrong answers. All the candidates followed the official's tips, police said. All, that is except two applicants. They just happened to be nephews of the thoughtful official.

Some folks think they're big shots just because they explode.

Scene at the bedside of the president of the Friendly Loan Company as he breathes his last:

As the doctor draws the sheet over the face of the departed, he whispers: "He has gone to his co-maker."

THE STATE SCENE

A NEW organization has been formed on Capitol Hill to seek better personnel policies, practices and procedures in state government. It is the New York State Council on Personnel Administration.

The Council is composed of the personnel officers for State departments and agencies. Its secretariat will be supplied by the Division of Personnel Services in the State Civil Service Department.

Heading the new group is Harry F. Smith, personnel director for the State Employment Service.

Among the initial studies to be undertaken by the group are the questions of performance evaluation, attendance rules and promotional ratings.

ON THE PROMOTION front in the Division of Employment, William J. Hurley was made ES superintendent; Henry G. Berne now is assistant ES superintendent and Margaret Slattery and Sarah Ginsberg are sporting senior account clerk titles. . . . Twenty-year club members for the division include Edna M. Devanna, Ann Fitz Henry,

Erwin Memelsdorff, Thomas Phelan and Arthur Picard.

LOUIS TIEGER of Monticello has been named estate tax attorney for Sullivan County, succeeding Herman A. Machson. The appointment is one of a number of exempt job changeovers being made by Tax Commissioner George M. Bragalini.

GROWING dissatisfaction in State circles is reported over the Civil Service rating system, which uses a five-adjective plan to classify the kind of work employees are doing. One alternate plan being advocated would call for a performance review by the supervisor and the employee periodically to discuss areas of strength and weakness. The result would be a rating of either "satisfactory" or "unsatisfactory." Then, for promotion purposes a special evaluation would be made.

RECENT PUBLIC WORKS appointments include these clerks, Arline M. Ackerman, Peter C. Bebb, Sandra Clark, Kenneth

Buechs, Cheryl Fox, Anne Gurren and Herbert Howard.

DELORES G. FUSSELL, formerly of the State Education Department, has been promoted to principal stenographer in the Governor's Office. . . . Edward Leonard has been given Civil Service Commission approval to continue in the temporary department post of public employment assistant at \$5,906. . . . Harry Milgrom of New York City has an Education Department contract at \$30 a day to work on a science handbook.

EXCESS RETIREMENT CONTRIBUTIONS REFUNDED

ALBANY, July 18 — Excess contributions made to State Retirement Systems must be refunded, Attorney General Javita ruled. He says there is no authority to use such excess contributions to purchase additional annuities. Additional contributions may be made only on the basis of compensation to be received after the employee elects to make such contributions.

CORRECTION CORNER

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

By JACK SOLOD

Letter from a Typical Prison Guard

The following letter from a Correction aide was received by Mr. Solod:

I HAVE been employed by the Department of Correction eight years, having been appointed June 1, 1947. I am married and the father of two boys, one 13 years old, the other 8 years old. As a parent, my chief concern is for their welfare, to assure them a good education, and see they are adequately prepared for the future.

In 1947 I accepted an appointment to Napanoch Institution as a prison guard. I was assigned to the twelve to eight A. M. shift and remained on night duty for approximately five and a half years. During the first year of my employment it was necessary for me to maintain my family in New York City while I worked at Napanoch. During that first year the only suitable housing available in the vicinity of the institution were apartments which rented for \$75 a month and higher. Through necessity, and the high rentals home owners here demanded, it was economical and practical to purchase my own home and also a car for commuting to and from work. What monies my wife and I had struggled to save for several years disappeared, but fast!

Active in Community Work

My wife and I have become active citizens in a community we are proud to live in. My wife has become a qualified nurse's aide in civilian defense and is active in the Parent Teachers Association. She is a regular volunteer donor to the community blood bank. I was instrumental in organizing the Cub Scouts of America in Kerhonkson, and am a member of the American Legion, the Isaac Walton League, the Wawarsing Sportsman Club, and a delegate for Napanoch chapter of the Civil Service Employees Association.

Our eldest boy is entering high school this fall. Our expenses have been increasing as our boys grow older; naturally their needs have become greater with advancing age. The salary I am currently receiving for 48 hours is barely enough for my family to exist on, and we do maintain a sound economical budget. Because I only have one day off a week my wife recently asked me to leave State service while I still have the opportunity to do other work. I wouldn't like to discard the eight years I have worked in the department.

I believe there is a future in penology for anyone who is interested in the rehabilitation of the criminal and has the qualifications, but you know as well as I do, Jack, this type of employment is no bed of roses. The work is strenuous and the hours long. Why are we being discriminated against? All we ask is that we be treated as other State employees, especially when we request a 40-hour work week with the same take-home pay?

Efficiency — But At What Price?

New York State Prisons are the most efficient in the United States, if not the world. We have successfully integrated custody, security and control with rehabilitative services. We maintain the highest standards for custody, security and control. New York State rehabilitative services have proven the need for expansion in these services. We have had no rioting and a minimum of escapes.

New York State employs the highest calibre personnel in the country, yet we are compelled to work Saturdays, Sundays and holidays. We do not get time-and-a-half for overtime. We work 48 hours a week while other State employees work 35, 37 and 40 hours. We receive no uniform allowance. We are unable to retire at half pay after 25 years of service. We have never been compensated for the fine work we have done, or are doing.

Our outstanding loyalty and personal sacrifices for the State and the general public apparently are of no consequence to anyone. Teachers, vocational instructors and administrative heads in the department have received another raise in salary, yet we have guards who work as acting sergeants, teaching school and maintaining courses of instruction in the shops for less salary. It's common knowledge that guards have been employed and have a thorough working knowledge of every work assignment within a prison. We are on call 24 hours a day. We work with the outcasts of society, sex perverts, psychotic and paranoid personalities.

We receive no bonuses or additional compensation for the outstanding work we do or the money we save the people of the State when we release a criminal who has been resocialized and re-educated.

Sitting on a Powder Keg

To report that our penal institutions are trouble free would be entirely false. Escapes and riots are always brewing within the walls of a prison, unrest is prevalent and fights occur daily but New York State has always been fortunate in having guards available who handle these situations before they ignite and explode into major proportions. An experienced prison employee realizes he must be alert constantly. It only takes a small spark to cause a major insurrection and almost always the inevitable consequences are the wanton loss of life and property damage. How does it feel to be constantly sitting on a powder keg? Ask any prison guard, he can tell you.

In conclusion, I want you to know, Jack, that as an average individual working towards the goals every American is striving for, like other State employees, I am much disheartened and discouraged by the unfair treatment we are receiving. Practically all employees in the Department of Correction have their wives or husbands supplementing their incomes, and in a majority of cases the guard has to seek other means of employment after regular working hours. Our salaries have lagged behind the cost of living so much we have been compelled to seek relief from other sources. The percentage of loans outstanding on our pension fund is a true indication of the financial dilemma State employees are in.

The Governor, our legislators and the people of the State have

not fulfilled their obligation to us. Governor Harriman promised us a 40-hour week. Thousands of State employees are still working 44 and 48 hours a week. No one can deny the fact that we need and should be working only 40 hours a week.

Jack, do you realize even a simple request for a change in title was denied us! What incentive is there for anyone to become a prison guard under conditions as they now exist? It's about time someone did something for those employees who have been and are continually being discriminated against. Not only are we treated as second class citizens, we have become second class citizens. We only expect fair consideration in our requests for shorter hours and better working conditions. We have been pacified and been given lip service long enough, let's get some action and soon!

WARREN L. CAIRO

Napanoch, N. Y.

PROBLEM FOR COMMITTEE ON PROBLEMS FOR AGING

ALBANY, July 13 — Governor Harriman's Citizens Advisory Committee on Problems of the Aging is going to get a specific problem thrown into its lap when it meets in State-wide conference October 18-20. The problem is this: Find ways to help retired civil service employees, and consider improving public retirement systems.

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U. S. GOVT. POSITIONS NOW OPEN

The U. S. Civil Service Commission urgently seeks to fill the following jobs in Federal departments and agencies throughout the country.

The jobs listed below represent the best job opportunities for those who would like to get into the Federal civil service.

Applications will be received until further notice.

Application forms may be obtained from the Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y.

An address number is given at the end of each job listing. Pilled-out forms should be sent to that address. The "key" numbers stand for the following addresses:

ADDRESSES OF PLACES WHERE APPLICATIONS SHOULD BE SENT

1. First Civil Service Region, Post Office and Courthouse Bldg., Boston 6, Mass.
2. Second Civil Service Region, Federal Bldg., Christopher St., New York 14, N. Y.
3. Third Civil Service Region, Courthouse, Second and Chestnut Sts., Philadelphia 6, Pa.
4. Board of Civil Service Examiners, Mare Island Naval Shipyard, Vallejo, Calif.
5. Fifth Civil Service Region, 5 North St. N.W., Atlanta 3, Ga.
6. Sixth Civil Service Region, Post Office and Courthouse Bldg., Cincinnati 2, Ohio.
7. Seventh Civil Service Region, New Post Office Bldg., Chicago 7, Ill.
8. Eighth Civil Service Region, 1114 Commerce St., Dallas 5, Tex.
9. Ninth Civil Service Region, New Federal Bldg., St. Louis 1, Mo.
10. Tenth Civil Service Region, Bldg. 41, Denver Federal Center, Denver, Colo.
11. Eleventh Civil Service Region, Room 302, Federal Office Bldg., First Ave. and Madison St., Seattle 4, Wash.
12. Twelfth Civil Service Region, 150 Appraisers Bldg., 630 Sansome St., San Francisco 11, Calif.
13. Board of Civil Service Examiners, U. S. Naval Aviation Ordnance Test Station, Chino, Calif.
14. Board of Civil Service Examiners, U. S. A. F. Aeronautical Chart and Information Center, Second and Arsenal Sts., St. Louis 18, Mo.
15. Board of Civil Service Examiners, Dept. of the Air Force, AT&T, WPCU, Wright Patterson Air Force Base, Dayton, Ohio.
16. Board of Civil Service Examiners, Philadelphia Naval Shipyard, Naval Base, Philadelphia 12, Pa.
17. Board of Civil Service Examiners, Puget Sound Naval Shipyard, Bremerton, Wash.
18. Board of Civil Service Examiners, U. S. Navy Underwater Sound Laboratory, Fort Turnbull, New London, Conn.
19. Board of Civil Service Examiners, New England Div., Corps of Engineers, 867 Commonwealth Ave., Boston, Mass.
20. Board of Civil Service Examiners, Air Force Cambridge Research Center, 224 Albany St., Cambridge 38, Mass.
21. Board of Civil Service Examiners, Chicago Quartermaster Depot, 1819 W. Pershing Rd., Chicago 8, Ill.
22. Recorder, Board of Civil Service Examiners, Charleston Naval Shipyard, U. S. Naval Base, Charleston, S. C.
23. Board of Civil Service Examiners, Army Electronic Proving Ground, Fort Huachuca, Ariz.
24. Board of Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo.
25. Board of Civil Service Examiners, White Sands Proving Ground, Las Cruces, N. Mex.
27. Board of Civil Service Examiners, Camp Rucker, Ala.
28. Board of Civil Service Examiners, Detroit Arsenal, 28201 Van Dyke Rd., Center Line, Mich.
29. Board of Civil Service Examiners for Scientific and Technical Personnel of PRNC, Naval Research Lab., Washington 25, D. C.
30. Board of Civil Service Examiners, Marietta Transportation Corps Depot, Marietta, Pa.
31. Board of Civil Service Examiners, Corps of Engineers, U. S. Army, Ohio River Division, P.O. Box 1159, Cincinnati, Ohio.
32. Board of Civil Service Examiners, Department of the Army, Aberdeen Proving Ground, Md.
33. Board of Civil Service Examiners, U. S. Naval Air Development Center, Department of Agriculture, Room 604, Johnsville, Pa.
34. Board of Civil Service Examiners, Eastern Bldg., 115 Southwest 10th Ave., Portland 5, Oreg.
35. Board of Civil Service Examiners, The Engineer Center, U. S. Army, Fort Belvoir, Va.
36. Board of Civil Service Examiners, Dept. of the Army, Corps of Engineers, 761 S. Figueroa St., Los Angeles, Calif.
37. Board of Civil Service Examiners, Middletown Air Material Area, Olmsted Air Force Base, Middletown, Pa.
38. Board of Civil Service Examiners, Francis E. Warren Air Force Base, Cheyenne, Wyo.

THE JOBS

AIR NAVIGATION TECHNICIAN, \$3,175 to \$5,940.—Jobs are in Missouri. Requirements: Experience as a pilot or navigator of multi-engine aircraft, in air traffic

control, aerial flight surveys, topographic mapping, map and chart construction, or as instructor in advanced air navigation. Pertinent education may be substituted. Send application to Address 14.

AIR TECHNICAL INTELLIGENCE SPECIALIST, \$5,060 to \$7,000.—Options: power plant (fuels and lubrication), biological and chemical warfare, physics and geophysics, industrial engineering, aircraft equipment, aircraft armament, aircraft materials, guided missiles, atomic energy, propulsion, electronics.—Jobs are in Ohio. Requirements: Bachelor's degree in engineering, chemistry, physics, or mathematics, plus from 1½ to 3½ years of appropriate experience. Send applications to Address 15.

AIRPLANE PILOT (Fixed Wing), \$5,060.—Jobs are in Alabama. Requirements: CAA commercial license with single engine land plane and instructor's rating, plus 1,000 solo hours in single- or multi-engine aircraft and 500 instructor hours on single-engine aircraft. Age limits: 18 to 62. Send applications to Address 27.

AIRPORT TRAFFIC CONTROLLER, \$3,795 to \$5,060.—Jobs are in Alabama. Requirements: Experience in controlling air traffic, in the control of flight operations or in air-ground communications; or 400 hours of solo flying time. Send applications to Address 27.

CARTOGRAPHER, \$3,410 to \$5,940.—Jobs are in Missouri. Requirements: Bachelor's degree in cartography, engineering, mathematics, or physics, or 4 to 5 years of equivalent experience. Age limits for \$3,410 jobs: 18 to 35. Send applications to Address 14.

CARTOGRAPHIC AID, \$2,950 to \$5,060.—Jobs are in Missouri. Requirements: At least 15 months of subprofessional experience such as engineering, drafting, mapping, or use of chart or aerial photographs, including at least 3 months' experience as cartographic aid or draftsman or pertinent aeronautical experience. Appropriate education may be substituted. Send applications to Address 14.

CHEMIST, \$4,035 to \$4,580.—Jobs are in Delaware, Pennsylvania, Maryland, and Virginia. Requirements: Appropriate education and/or experience. Age limits for \$4,035 jobs: 18 to 35. Send applications to Address 3.

DENTAL HYGIENIST, \$2,950 and \$3,175.—Jobs are in Missouri, Iowa, Minnesota, Nebraska, Kansas, North Dakota, South Dakota. Requirements: Registration as a dental hygienist plus completion of at least a one-year course in dental hygiene or 1 to 2 years of experience. Send applications to Address 9.

DRAFTSMAN, \$2,200 to \$5,060.—Jobs are in States mentioned below. Requirements: Pertinent experience and/or education. Sample of work, 8x10½ inches. For jobs in places and at salaries shown, send applications as indicated below: Wash., Oreg., Idaho, Mont. (option: engineering—\$3,175 to \$3,795); Address 11. Md., Va., D. C. (option: engineering, \$2,500 to \$4,205); Address 29. Calif. (options: structural, civil, aeronautical, architectural, ship construction, engineering—mechanical, electrical, \$3,410 to \$4,205); Address 4. Mo. (option: cartographic, \$2,950 to \$4,205); Address 14. 17 Western states (cartographic and engineering—civil and general, \$3,410); Address 24. Ohio (option: general, \$3,410 and \$3,795); Address 6.

ELECTRONIC SCIENTIST, \$4,035 to \$10,800.—Jobs are in the States named below. Requirements: Appropriate education and/or experience. Age limits for \$4,035 jobs: 18 to 35.

For jobs in place and salaries

shown, send applications as indicated below: Conn. (\$4,035 to \$9,600); Address 18; Del., Pa., Md., Va. (\$4,580 to \$10,800); Address 32; N. Mex. (\$4,035 and \$4,580); Address 25; N. Y., N. J. (\$4,035 and \$4,580); Address 2; Ariz. (\$4,580 to \$10,800); Address 23; Mass. (\$5,940 to \$9,600); Address 20.

ENGINEER (ALL BRANCHES), \$4,035 to \$5,950.—Jobs are in the States mentioned below. Requirements: Appropriate college education and/or technical experience. In addition, for jobs paying \$4,580 and above, professional engineering experience. Age limits for \$4,035 jobs: 18 to 35.

Send applications as indicated below: N. Y., N. J. (\$4,035 and \$4,580); Address 2; Ohio, Ind., Pa., W. Va. (\$4,850 to \$5,940); Addresses 15 and 31.

For engineering jobs in specialized fields, in locations and at salaries shown, send applications as indicated in list below:

Aeronautical Engineer: Pa. (\$5,060 to \$7,040); Address 16; \$5,060 and \$5,940; Address 33; Del., Pa., Md., Va. (\$4,035 and \$4,580); Address 3; New England States (\$5,060 and \$5,940); Address 20; Calif. (\$5,060); Address 12; Utah (\$5,060); Address 10.

Ammunition Design Engineer: Ill. (\$4,580 to \$7,040); Address 7.

Architectural Engineer: Calif. (\$4,035); Address 12; New England States (\$5,060 to \$5,940); Address 19.

Automotive Engineer: Mich. (\$5,060 and \$5,940); Address 28; Md. (\$5,060 and \$5,940); Address 32.

Civil Engineer: Oreg., Wash., Idaho, Mont. (\$4,035 and \$4,580); Address 11.

Oreg., Idaho, Wash., Calif., Nev. (civil engineer and agricultural engineer, \$4,035 and \$4,580); Address 34; Ill., Mich., Wis. (\$4,335 to \$5,940); Address 7; Del., Pa., Md., Va. (\$4,035 and \$4,580); Address 3; 17 Western States (\$4,035 and \$4,580); Address 24; Pa. (\$5,060 to \$7,040); Address 16; (\$5,060 and \$5,940); Address 37; S. C. (\$4,035); Address 22; New England States (\$5,060 to \$7,040); Address 19; (\$4,035 and \$4,580); Address 1; Calif. (\$4,035); Address 12; (\$4,035 to \$5,940); Address 36; Tex., Okla., La., Ark. (\$4,035); Address 8.

Construction Engineer: Ill., Mich., Wis. (\$4,035 to \$5,940); Address 7; Kans., Mo., N. Dak., S. Dak., Nebr., Iowa, Minn. (\$4,035 and \$4,580); Address 9; Del. (Continued on Page 9)

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U. S. GOVT. POSITIONS NOW OPEN

(Continued from Page 8)

Pa., Md., Va. (\$4,035 and \$4,580): Address 3; New England States (\$5,060 to \$5,940): Address 19; (\$4,035 and \$4,580): Address 1; Pa. (\$5,060 and \$5,940): Address 37.

Electrical Engineer: Oreg., Wash., Idaho, Mont. (\$5,060): Address 11; Pa. (\$5,060 to \$7,040): Addresses 16 and 26; (\$5,060 and \$5,940): Addresses 23 and 37; Ill., Mich., Wis. (\$4,035 to \$5,940): Address 7; Mo., Kans., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; Calif. (\$4,035 and \$4,580): Address 4 and 12; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; New England States (\$4,035 to \$5,940): Address 1.

Electronics Engineer: Calif. (\$4,035 to \$5,060): Address 4; (\$5,060 to \$7,040): Address 12; Conn. (\$4,035 to \$9,600): Address 18; Ill., Mich., Wis. (electronics and radio, \$4,035 to \$5,060): Address 7; Pa. (\$5,060 to \$7,040): Address 16; (\$5,060 and \$5,940): Addresses 26, 33, and 37; N. Y., N. J. (\$5,060 to \$7,040): Address 2; Mo., Kans., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; N. Mex. (\$4,035 and \$4,580): Address 25; Oreg., Wash., Mont. (\$4,035 to \$5,060): Address 11; Va. (\$5,060 to \$7,040): Address 13; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; Tex., Okla., La., Ark. (\$4,035 to \$5,060): Address 8; Ariz. (\$4,580 to \$10,800): Address 23.

General Engineer: Va. (\$7,040 to \$10,800): Address 13; Pa. (\$5,060 to \$7,040): Address 16.

Industrial Engineer: Calif. (\$4,035 to \$5,940): Address 12; Pa. (\$5,060): Address 26; (\$5,060 to \$7,040): Address 16; (\$5,060 and \$5,940): Address 37; Tex., Okla., La., Ark. (\$4,035): Address 8; S. C. (\$4,035): Address 22; Utah (\$5,060): Address 10.

Marine Engineer: New England States (\$4,035 and \$4,580): Address 1; N. Y., N. J. (\$5,060 to \$7,040): Address 2; Calif. (\$4,035 to \$5,060): Address 4; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3.

Mechanical Engineer: N. Mex. (\$4,035 and \$4,580): Address 25; Oreg., Wash., Idaho, Mont. (\$4,035 to \$5,060): Address 11; Kans., Mo., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; Ill., Mich., Wis. (\$4,035 to \$7,040): Addresses 7, 28; New England States (\$4,035 to \$5,940): Address 1; Pa. (\$5,060): Address 30; (\$5,060 and \$5,940): Addresses 37, 33, 26, 13; (\$5,060 to \$7,040): Address 16; Calif. (\$4,035 to \$4,580): Addresses 4 and 12; (\$5,060): Address 12; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; Va. (\$5,060 and \$5,940): Address 13; Utah (\$5,060): Address 10; Tex., Okla., La., Ark. (\$4,035): Address 8.

Ordnance Engineer: Va. (\$5,060 to \$8,360): Address 13; Md. (\$5,060 and \$5,940): Address 32; Calif. (\$4,035): Address 12; Pa. (\$5,060 and \$5,940): Address 26.

Soils Engineer: New England States (\$5,060 to 7,040): Address 19.

Structural Engineer: Pa. (\$5,060 to \$7,040): Address 16.

HELICOPTER PILOT: \$5,060 and \$5,940.—Jobs are in Alabama. Requirements: CAA license with instructor's rating. For \$5,060 jobs 500 hours as first pilot rotary wing aircraft, and for \$5,940 jobs, 1,000 hours helicopter first pilot or solo flying time. 100 hours of helicopter time must be in year preceding date of filing. Send applications to Address 27.

ILLUSTRATOR: \$2,950 to \$4,205.—Jobs are in Ohio. Requirements: 2 to 5 years' experience in scientific or technical illustrative work, part of which may be covered by education in the fields of illustration, design, or commercial art. Send applications to Address 15.

INSTRUCTOR: \$3,410 and \$4,205.—options: communications operation, wire maintenance, vehicle maintenance, construction, utilities, supply, administrative. Jobs are in Wyoming. Require-

ments: 4 to 5 years of appropriate experience in teaching or job performance. Appropriate college education may be substituted for experience. Send applications to Address 3.

LABORATORY ELECTRONIC MECHANIC: \$2,750 to \$5,940.—Jobs are in the States named below. Requirements: Appropriate training or experience. For jobs in places and at salaries shown, send applications as indicated below: N. Mex. (\$2,950 to \$4,205): Address 25; Md., Va., and D. C. (\$2,750 to \$5,940): Address 29.

MATHEMATICIAN: \$4,035 to \$10,800.—Jobs are in the places mentioned below. Requirements: Appropriate education and/or experience, plus professional experience for jobs paying \$4,550 and above. Age limits for \$4,035 jobs: 18 to 35. For job in places and at salaries shown, send applications as indicated below: Md. (\$5,060 to \$40,800): Address 32; N. Mex. (\$4,035 and \$4,580): Address 25; Pa., Del., Md., Va. (\$4,035 and \$4,580): Address 3; Ariz. (\$4,580 to \$10,800): Address 23.

MEDICAL OFFICER: \$5,940 to \$7,040.—Jobs are in the States named below. Requirements: Degree of doctor of medicine plus appropriate experience in the field of medicine for which application is made.

For jobs in places and at salaries shown, send applications as indicated below: Calif. (general medicine and surgery, \$7,040): Address 12; Ind. (general medicine, \$5,940): Address 6; Mo., Iowa, Minn., Nebr., Kans., N. Dak., (general, \$7,040): Address 9.

METALLURGIST: \$4,035 to \$7,040.—Jobs are in the States named below. Requirements: Appropriate education and/or experience. Age limits for \$4,035 jobs: 18 to 35.

For job in places and at salaries shown, send applications as indicated below:
N. Y., N. J. (\$4,035 and \$4,580): Address 2; Mo. (\$5,060 to \$7,040): Address 9; Pa. (\$5,060 to \$7,040): Address 16; Pa., Del., Md., Va. (\$4,035 and \$4,580): Address 3.

NAVAL ARCHITECT: \$4,035 to \$7,040.—Jobs are in the States named below. Requirements: Appropriate college education or technical experience or a combination of such education and experience or a combination of such education and experience. In addition, for jobs paying \$4,580 and above, appropriate progressive professional experience. Age limits for \$4,035 jobs: 18 to 35.

For jobs in places and salaries shown, send applications as indicated below:

New England States \$4,035 and \$4,580): Address 1; N. Y. \$5,060 to \$7,040): Address 2; Calif. (\$4,035 to \$5,060): Addresses 4, 12; Wash. (\$4,035 to \$5,060): Address 17.

NURSE: \$3,410 to \$4,160.—Jobs are in places mentioned below. Requirements: professional nursing course. Must be registered as a graduated professional nurse. For jobs in places and at salaries shown, send applications as indicated below:

Idaho, Wash. (\$3,410): Address 11; Mo., Iowa, Minn., Nebr., Kans., N. Dak., S. Dak. (\$3,410 and \$3,795): Address 9; Pa., Del., Md., Va. (\$3,310): Address 3.

PACKAGING TECHNOLOGIST: \$4,205 to \$8,360.—Jobs in Chicago, Ill.: Requirements: appropriate education and/or experience. Send applications to Address 21.

PATENT ADVISER: \$5,940 and \$7,040.—Jobs are in Ohio. Requirements: Bachelor's degree in physical science or engineering plus 3 to 4 years patent work in the fields of physical science or engineering. Send applications to Address 15.

PHYSICAL SCIENCE AID: \$2,950 to \$4,205.—Jobs are in Md., Va., D. C. Requirements: Appropriate experience in the physical sciences. Some substitution of education allowed. Send Applications to Address 29.

PHYSICIST: \$4,035 to \$10,800.—Jobs are in the places named below. Requirements: Appropriate education and/or experience. In addition, professional experience is required for jobs paying \$4,580 and above. Age limits for \$4,035 jobs: 18 to 35.

For jobs in places and at salaries shown, send applications as indicated below:

N. Y., N. J. (\$4,035 and \$4,580): Address 2; Md., Va. (\$4,035 and \$4,580): Address 3; Md. (\$5,060 to \$10,800): Address 32; N. Mex. (\$4,035 and \$4,580): Address 25; Conn. (\$4,035 to \$9,600): Address 18; Pa. (\$5,060 and \$5,940): Address 26; Ohio (\$4,035 to \$5,940):

Address 15; Ariz. (Electronic, \$4,580 to \$10,800): Address 23.

RANGE CONSERVATIONIST, \$3,410, and SOIL SCIENTIST, \$3,410, and \$4,205.—Jobs are in Oregon, Idaho, Washington, California, Nevada. Requirements: Appropriate college education (or, for soil scientist, a combination of college education and appropriate experience). Age limits for \$3,410 jobs: 18 to 35. Send applications to Address 34.

TRAINING INSTRUCTOR (Skilled Trades and Mechanical Fields): \$4,205 and \$4,620. Options: equipment in the fields of—refrigeration, gas generation, heating and ventilation, electronics, water supply, welding, miscellaneous construction.—Jobs are in Virginia. Requirements: Practical experience plus experience as an instructor in the particular field of equipment for which application is made. Send applications to Address 35.

IN THE FOLLOWING EXAMS:

Apply to the Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y., for the following Federal jobs, unless another address is indicated. Last day to apply, if any, is given at the end of each notice.

ENGINEER (ALL BRANCHES): \$4,035 and \$4,580. Requirements: appropriate college education or technical experience. In addition, for jobs paying \$4,580, professional engineering experience. Age limits for \$4,035 jobs, 18 to 35.

MARINE ENGINEER: \$5,060 to \$7,040. Requirements: appropriate college education, technical and professional engineering experience.

METALLURGIST: \$4,035 and \$4,580. Requirements: appropriate education or experience. Age limits for \$4,035 jobs, 18 to 35.

PHYSICIST: \$4,035 and \$4,580. Requirements: appropriate education or experience, plus professional experience for \$4,580 jobs. Age limits for \$4,035 jobs, 18 to 35.

3.1 (55). STATE PROGRAM SPECIALIST, STATE ADMINIS-

TRATIVE ASSISTANT (GENERAL), \$4,250 to \$5,060 and STATE ADMINISTRATIVE ASSISTANT (COUNTY AUDITOR), \$4,205. Jobs with U. S. Department of Agriculture in New York, New Jersey and 11 other eastern States. Four years' appropriate experience required. College study may be substituted for up to three years' experience. Apply to Second U. S. Civil Service Region, 641 Washington Street New York 14, N. Y. (No closing date).

9. (B). INTERNAL AUDITOR, \$4,205 to \$9,600. Jobs with Post Office Department in NYC and throughout country. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

10. (B). LABORATORY ELECTRONIC MECHANIC, \$2,950 to \$5,940. Jobs in Washington, D. C., and vicinity. Apply to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-16-1 (55). ENGINEERING AIDE, \$2,500 to \$3,795. Jobs with Bureau of Public Roads, U. S. Department of Commerce, in New York, New Jersey and 13 other States. Requirements, from three months to five and one-half years' experience. Junior and senior high school and college study may be substituted for part or all the experience requirement, depending on the grade. Apply to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. (No closing date.)

9B. INTERNAL AUDITOR, \$4,205 to \$9,600. Jobs in Post Office Department in NYC and throughout country. Requirements: minimum of four years' experience in accounting and auditing. College study of accounting, college teaching of accounting, or possession of CPA certificate may be substituted for part of the experience requirement. Apply to Board of U. S. Civil Service Examiners, Personnel Division, Post Office Department Washington 25, D. C. (No closing date.)

6 (B). AGRICULTURE MARKETING SPECIALIST, \$4,205 to

Interior and Agriculture and other Federal agencies in Washington, D. C., and throughout country. Minimum requirements: four years' appropriate experience, or combination of experience and education. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the Editor.

Looking for a Home? See Page 11.

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(Continued from Page 9)

2-53. STENOGRAPHERS, \$2,750 to \$3,175, and TYPIST, \$2,500 to \$2,950. Jobs located in NYC. Requirements: eligibility proved in written exam, plus appropriate education or experience for \$2,950 and \$3,175 jobs. Minimum age, 17 years. Send Form 5000-AB to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

2-70-3 and 2-71-4. KITCHEN HELPER, \$2,420. These positions are restricted by law to persons who are entitled to veteran preference. Applications will be accepted from persons who are not entitled to veteran preference, but preference eligibles will be appointed first. Jobs are located at the VA hospitals, Northport, L. I., and Lyons, N. J. Requirements: no experience necessary, but applicants must be able to read and write English. Males preferred at Northport; males only at Lyons. For Lyons, send Forms 57 and 5001-ABC to Board of U. S. Civil Service Examiners,

VA Hospital, Lyons, N. J. For Northport, send Forms 60 and 5001-ABC to Board of U. S. Civil Service Examiners, VA Hospital, Northport, N. Y. Exam No. 2-71-3 for Northport, 2-70-2 for Lyons.

2-195. TABULATING MACHINE OPERATOR, CARD PUNCH OPERATOR, \$2,750 and \$2,950 a year. Jobs in NYC. Requirements: written test plus from three to six months' appropriate experience. Send Form 5000-AB to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

STATUS OF VILLAGE PLANNER AS ARCHITECT

ALBANY, July 18 — Since a member of a village planning board is a village officer, he may not be compensated for services rendered to the village as an architect, Attorney General Jacob K. Javits has ruled, in an informal opinion.

'INADVISABLE' FOR LOCAL AIDE TO SERVE DUAL ROLE

ALBANY, July 18 — It is inadvisable as a matter of public policy for the same person to serve as supervisor and attorney for a village within the town at the same time. So said Attorney General Jacob K. Javits, in an informal opinion.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

NEW YORK STATE JOB OPENINGS

Open-Competitive

The following State open-competitive exams are now open for receipt of applications. Apply to offices of the State Civil Service Department until the dates indicated at the end of each notice.

Candidates must be U. S. citizens and residents of New York State, unless otherwise indicated.

2008 (reissued). INSTITUTION EDUCATION SUPERVISOR (PHYSICAL EDUCATION AND RECREATION), \$4,350 to \$5,460; one vacancy each at Reception Center, Elmira, and Great Meadow Correctional Institution. Requirements: (1) State certificate to teach physical education and hygiene, and (b) bachelor's degree with specialization in physical education and recreation; and (3) two years' teaching experience. Fee \$4. (Friday, August 26).

2013 (reissued). HIGHWAY GENERAL MAINTENANCE FOREMAN, \$3,920 to \$4,950; eight vacancies. Requirements: 18 months' experience, within last 10 years, in construction or maintenance of engineering structures or modern paved highways, including six months as foreman. Fee \$3 (Friday, August 26).

2015 (reissued). HIGHWAY LIGHT MAINTENANCE FOREMAN, \$3,020 to \$3,880; 77 openings. Requirements: 18 months' experience, within last 10 years, in construction or maintenance of paved highways. Fee \$3. (Friday, August 26).

2039 (reissued). FARM PRODUCTS INSPECTOR, \$3,540 to \$4,490; one vacancy. Requirements: (1) U. S. Agriculture Department license to inspect and certify at least eight farm products in New York State, and (2) good physical condition and satisfactory eyesight. Fee \$3. (Friday, August 26).

2093. SENIOR CHEMICAL ENGINEER, \$6,590 to \$8,070; one vacancy in Albany. Requirements: (1) State license to practice professional engineering, and (2) two years' experience in detection, analysis, elimination and control of dusts, fumes, smokes, liquids and other substances affecting health in industrial plants. Fee \$5. (Friday, August 26).

2099. SENIOR ARCHITECTURAL DRAFTSMAN, \$3,730 to \$4,490; five vacancies in Albany, one in Brooklyn. Requirements: (1)

high school graduation or equivalent diploma; and (2) either (a) bachelor's degree in architecture or architectural engineering, or (b) four years' sub-professional experience in architectural office or drafting room, or (c) equivalent combination. Fee \$3. (Friday, August 26).

2100. ESTATE TAX EXAMINER, \$4,130 to \$5,200; two vacancies in NYC, one in Brooklyn. Requirements: (1) one year's experience in examination and auditing of estate tax returns and liability or administration of Estate Tax Law or estate tax appraisal or fiduciary accounting; and (2) either (a) one more year of such experience plus three more years of accounting and auditing experience, or (b) bachelor's degree in accounting, business administration or finance, or (c) law school graduation, or (d) equivalent combination. Fee \$4. (Friday, August 26).

2101. JUNIOR COMPENSATION CLAIMS AUDITOR, \$3,360 to \$4,280; vacancies in NYC, Buffalo and Syracuse. Requirements: (1) one year's experience in examination, payment or pre-audit of workmen's compensation and medical bills; and (2) either (a) high school graduation and two years' experience in insurance work, or (b) bachelor's degree, or (c) equivalent combination. Business or office experience may be substituted for high school on year-for-year basis. Fee \$3. (Friday, August 26).

2103. SENIOR CLERK (UNDERWRITING), \$2,870 to \$3,700; one vacancy in Syracuse. Requirements: two years' office experience, including one year in work connected with workmen's compensation insurance underwriting. Open only to residents of Herkimer, Jefferson, Lewis, Oneida, Onondaga or Oswego counties. Fee \$2. (Friday, August 26).

2095. ASSISTANT PLUMBING ENGINEER, \$5,360 to \$6,640; three vacancies in Public Works Department, Albany. Requirements: (1) high school graduation or equivalent diploma; and (2) either (a) bachelor's degree in engineering with specialization in mechanical engineering plus two to four years' experience, or (c) seven to 14 years' appropriate experience, or (c) seven to 14 years' appropriate experience, or (c) equivalent combination of training and experience. Fee \$5. (Friday, August 12).

2097. DIRECTOR OF PAROLE RESEARCH, \$8,090 to \$9,800. Open to all qualified U. S. citizens. (Friday, August 12).

2085. ASSISTANT IN TEACHER CERTIFICATION, \$5,360 to \$6,640; one vacancy in Education Department, Albany. Requirements: (1) master's degree in education; and (2) three years' experience in higher education, or in training evaluation of training and experience of applicants for professional licensure or for admission to institution of higher education. Fee \$5. (Friday, August 12).

2087. INSTITUTION EDUCATION SUPERVISOR (HOME ECONOMICS), \$4,350 to \$5,460; one vacancy in State Training School for Girls, Hudson. Requirements: (1) State certificate valid for teaching in New York State; (2) bachelor's degree, with six hours in educational supervision and administration; and (3) two years' teaching experience in home economics. Fee \$4. (Friday, August 12).

2088. SENIOR MEDICAL TECHNICIAN, \$3,540 to \$4,490; five vacancies. Requirements: (1) high school graduation or equivalent diploma; and (2) either (a) completion of approved course in medical technology and two years as medical lab technician, or (b) four years as technician, or (c) equivalent. Fee \$3. (Friday, August 12).

2089. SENIOR PHYSICAL THERAPY TECHNICIAN, \$3,540 to \$4,490; one vacancy each at Brentwood and on Staten Island. Requirements (1) State license to practice physiotherapy; and (2) one year's experience. Fee \$3. (Friday, August 12).

2090. PUBLIC HEALTH DENTAL HYGIENIST, \$3,360 to \$4,280; two vacancies in Albany. Open to all qualified U. S. citizens. Requirements: (1) graduation from approved dental hygiene school; (2) State license as dental hygienist; (3) one year as dental hygienist in public health or school health program; and (4) senior high school graduation. Fee \$3. (Friday, August 12).

2091. PRINCIPAL LABORATORY ANIMAL CARETAKER, \$3,540 to \$4,490; one vacancy in



The man is Francis Lindquist. The trophy went to the Central Islip State Hospital employee as the top male kegler among Suffolk County entrants in the recent Eastern Bowling Championship Tournament.

Department of Health at Roswell Park Memorial Institute. Requirements: (1) one year in supervision of subordinate employees in breeding and care of laboratory test animals; and (2) either (a) three more years' experience or (b) equivalent combination of training and experience. Fee \$3. (Friday, August 12).

2092. SENIOR LABORATORY ANIMAL CARETAKER, \$3,020 to \$3,880; two vacancies in Buffalo, one in Brooklyn. Requirements: either (a) two years' experience in handling and care of laboratory animals, or (c) equivalent training and experience. Fee \$3. (Friday, August 12).

2093. INDUSTRIAL INVESTIGATOR, \$3,540 to \$4,490; one vacancy each at Binghamton, Syracuse and Utica. Open to residents of upstate counties. Not open to residents of NYC, Orange, Putnam, Nassau, Rockland, Suffolk and Westchester Counties. Requirements: (1) high school graduation or equivalent diploma; and (2) either (a) two years' experience in investigation work, including one year in field investigation and preparation of written reports, or (b) two years' experience. (Continued on Page 12)

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NEW YORK STATE JOB OPENINGS

(Continued from Page 10)

Open-Competitive

ence involving employment practices, labor standards and working conditions, or (d) bachelor's degree with specialization in economics, political science, public administration or business administration, or graduation from recognized law school, or (e) equivalent combination. Fee \$3. (Friday, August 12.)

2094. SENIOR GAS ENGINEER. \$6,590 to \$8,070; one vacancy in NYC, one in Albany. Requirements: (1) State professional engineering license; and (2) two years' experience with public utility or regulatory body, involving design, construction or operating engineering work for production and distribution of gas. Fee \$5. (Friday, August 12.)

2095. SENIOR PLUMBING ENGINEER. \$6,590 to \$8,070; one vacancy in Public Works Department, Albany. Requirements: (1) State professional engineering license; and (2) either (a) five years' mechanical engineering experience, including three years designing, preparing and checking plumbing layouts on building plans, or (b) eight years' mechanical engineering experience in allied fields, or (c) equivalent combination. Fee \$5. (Friday, August 12.)

2085. ASSOCIATE SOCIAL PSYCHOLOGIST. \$6,250 to \$7,680; one vacancy in Department of Mental Hygiene, Syracuse. Requirements: (1) master's degree in psychology or social psychology; (2) two years as psychologist in social psychological surveys or public opinion polling or analysis, including one year in supervisory capacity; and (3) either (a) three more years' experience, or (b) three years in teaching or research in psychology or sociology, or (c) completion of requirements for doctoral degree, or (d) combination. Fee \$5. (Friday, August 12.)

147. SENIOR SOCIAL WORKER (PUBLIC ASSISTANCE). \$4,350 to \$5,460. NYC positions start at \$4,794. Jobs in NYC, Buffalo, Rochester, Syracuse, Albany. Requirements: (1) bachelor's degree; and (2) either (a) four years' experience, within last 10 years, in social welfare or social insurance, including two years of major responsibility for determination of eligibility for economic assistance or granting of financial assistance, or (b) equivalent. Graduate study may be substituted for part of experience requirement. Fee \$4. (Open until further notice).

Promotion

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

1089 (reissued). PARK MAINTENANCE SUPERVISOR (Prom.), L. I. State Park Commission, Bethpage Park Authority and Jones Beach State Parkway Authority, \$5,090 to \$6,300; one position allocated to grade 12 or higher, or allocated to grade 12 or higher, or formerly allocated to G-12 or higher. Fee \$5. (Friday, August 12.)

1090 (reissued). SUPERVISOR OF PARK OPERATIONS (Prom.) L. I. State Park Commission, Bethpage Park Authority and Jones Beach State Parkway Authority, \$4,830 to \$6,020; one vacancy expected at Jones Beach. One year in position now allocated to grade 12 or higher, or formerly allocated to G-12 or higher. Fee \$4. (Friday, August 12.)

1091 (reissued). ASSISTANT SUPERVISOR OF PARK OPERATIONS (Prom.), L. I. State Park Commission, Bethpage Authority and Jones Beach State Parkway Authority; one vacancy expected at Jones Beach. One year in position now allocated to grade 7 or higher, or formerly allocated to G-6 or higher. Fee \$3. (Friday, August 12.)



Newly elected officers and team captains of Buffalo Chapter Bowling League, CSEA, are pictured at the recent annual banquet. Seated, from left, Bob Beckett, secretary; Al Killian, president of Buffalo chapter; Jerry Cahill, league president, and Walter Burzynski, co-secretary. Standing, Art Pogorzala, Motor Vehicle; Tom Schwindle, Milk Marketing; Brownie Benkowski, State Insurance Fund; Mike Ubaldini, Truck Mileage Tax, and Jack Zadbilka, treasurer

1092. CHIEF ACCOUNT CLERK (Prom.), New York office, Division of Alcoholic Beverage Control, \$6,250 to \$7,680; one vacancy. One year as principal account clerk or assistant auditor. Fee \$5. (Friday, August 12.)

1104. PRINCIPAL CLERK (INCOME TAX COMPUTATION) (Prom.), Albany office, Income Tax Bureau, Department of Tax and Finance, \$3,540 to \$4,490; one vacancy. One year in position now allocated to grade 3 or higher, or formerly allocated to G-2 or higher. Fee \$3. (Friday, August 12.)

1093. SENIOR TYPIST (Prom.), Division of Parole, \$2,870 to \$3,700; one vacancy at Canton. One year in position now allocated to grade 3 or higher, or formerly allocated to G-2 or higher. Fee \$2. (Friday, August 12.)

1094. ASSISTANT DIRECTOR OF TUBERCULOSIS HOSPITAL (Prom.), Department of Health, \$10,470 to \$12,510; one vacancy at J. N. Adam Memorial Hospital. One year as supervising tuberculosis physician, supervising tuberculosis roentgenologist or associate public health physician (tuberculosis control); plus two years' supervisor or administrative medical experience. Fee \$5. (Friday, August 12.)

1095. ASSISTANT DIRECTOR OF MENTAL HOSPITAL (Prom.), Department of Mental Hygiene, \$10,470 to \$12,510; four vacancies, four more expected. Four years as supervising psychiatrist, associate clinical psychiatrist or child guidance psychiatrist. Fee \$5. (Friday, August 12.)

1096. PRINCIPAL FILE CLERK (Prom.), central office, Department of Mental Hygiene, \$3,540 to \$3,490; one vacancy in Albany. One year in clerical position now allocated to grade 7 or higher, or formerly allocated to G-6 or higher. Fee \$3. (Friday, August 12.)

1097. SENIOR MEDICAL TECHNICIAN (Prom.), institutions, Department of Mental Hygiene, \$3,540 to \$4,490; one vacancy each at Creedmoor and Hudson River State Hospitals. One year as medical technician. Fee \$3. (Friday, August 12.)

1098. HEAD ACCOUNT CLERK (Prom.), State Thruway Authority, \$5,090 to \$6,320; one vacancy in Albany. One year as principal account clerk. Fee \$5. (Friday, August 12.)

1099. SENIOR GAS ENGINEER (Prom.), Department of Public Service; one vacancy each at Albany and NYC. One year as assistant gas engineer or assistant valuation engineer; plus State license to practice professional engineering. Fee \$5. (Friday, August 12.)

1100. SENIOR CIVIL ENGINEER (HIGHWAY PLANNING) (Prom.), Department of Public Works, \$6,590 to \$8,070; one vacancy in Albany. Two years in civil engineering position now allocated to G-20 or higher; plus State license to practice professional engineering. Fee \$5. (Friday, August 12.)

1101. ASSISTANT CIVIL ENGINEER (HIGHWAY PLANNING) (Prom.), Department of Public Works, \$5,360 to \$6,640; three vacancies in Albany. One year in civil engineering position now allocated to grade 15 or higher, or formerly allocated to G-14 or higher. Fee \$5. (Friday, August 12.)

1102. SENIOR STORES CLERK (Prom.), Social Welfare institutions, \$3,020 to \$3,880; one vacancy in New Hampton. One year in clerical position now allocated to grade 3 or higher, or formerly allocated to G-2 or higher. Fee \$3. (Friday, August 12.)

1103. HEAD CLERK (Prom.), Department of Tax and Finance, \$4,350 to \$5,460; one vacancy in Albany. One year in clerical position

now allocated to grade 11 or higher, or formerly allocated to G-10 or higher. Fee \$4. (Friday, August 12.)

Open to all qualified U. S. citizens. (Friday, August 12.)

2506. DIRECTOR OF PUBLIC HEALTH NURSING, Wyoming County, \$4,550 to \$5,800; one vacancy. Open to all qualified State residents. (Friday, August 12.)

2500. FILTERPLANT OPERATOR, Village of Fredonia, Chautauque County, \$3,036. (Friday, August 12.)

2501. FOOD SERVICE SUPERVISOR, Chautauque County, \$2,705 to \$3,207. (Friday, August 12.)

2502. SEWAGE PLANT OPERATOR GRADE III, Special Sewer District of Kaunonga, Town of Bethel, Sullivan County, \$3,000 to \$4,000. (Friday, August 12.)

2503. SEWAGE PLANT OPERATOR GRADE II, Sackett Lake Sewer District, Town of Thompson, Sullivan County, \$3,000. (Friday, August 12.)

2504. SEWAGE PLANT OPERATOR, GRADE III, Klamesha Lake Sewer District, Town of Thompson, Sullivan County, \$3,000. (Friday, August 12.)

2505. METER READER, Village of Ossining, Westchester County, \$3,300 to \$3,800. (Friday, August 12.)

2507. RECREATION ASSISTANT, Town of Harrison, Westchester County, \$2,500 to \$4,400. (Friday, August 12.)

NEW YORK CITY JOB OPENINGS

The following NYC open-competitive exams are now open for receipt of applications.

7491. MECHANICAL MAINTAINER, GROUP B, Transit Authority, \$1.90 to \$2.14 an hour for 40-hour week; seven vacancies — all eligibles on 1953 list received job offers. Requirements: four years' experience at journeyman level in manufacture, installation, inspection, repair or maintenance of modern electrical passenger elevators or escalators. Helper experience and trade education may be substituted for part of the experience requirement. No written test. Fee \$3. (Wednesday, July 27.)

7516. HOUSING FIREMAN (2nd filing period), \$3,250 to \$4,330; 53 vacancies in NYC Housing Authority. Requirements: either (a) six months' experience in firing of pressure boilers with heavy fuel oil, maintenance and repairing of boilers, industrial type oil burners, heating and hot water equipment; or (b) three months' experience and six months' related education in accredited school; or (c) one year's related education in course which combined classroom work and practical experience. Maximum age, 55, except for veterans. No written test. Fee \$3. (Wednesday, July 27.)

TOWN AND COUNTY

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

Open-Competitive
2496. ASSISTANT CHIEF PSYCHIATRIST, Westchester County, \$8,160 to \$10,480; one vacancy.

ELIGIBLE LISTS

STATE Promotion

- PRINCIPAL ACTUARIAL CLERK** (Prom.), New York Office
State Insurance Fund
1. Kirschenbaum, M., Par Rockwy 81800
 2. Adams, William, E., Bronx ... 91450
 3. Holliday, Leo, J., Queens Vic. ... 89059
 4. Smith, Austin, M., Queens Vic. ... 87600
 5. Kerrigan, Thomas, M., NYC ... 70650
 6. Garberg, Abraham, Bklyn ... 70050
- PRINCIPAL CLERK, (Prom.)**
Long Island State Park Commission
1. Harding, W., Amityville ... 99178
 2. Gross, William, F., Elmhurst ... 94888
 3. Roedel, Charles, H., Wantagh ... 92918
 4. Marenheimer, C. C., Babylon ... 93150
- PRINCIPAL CLERK, (Prom.)**
New York Unit, Public Service
1. Jones, Dorothy, Bklyn ... 92958
 2. Ducharme, Francis, Bklyn ... 92650
- PRINCIPAL STENOGRAPHER, (Prom.)**, Main Office (which includes the staff of the Correction Commission), Department of Correction
1. DiDomenicantino, S., Waterlot 92909
 2. David, Helen, I., Troy ... 89300
 3. Jendrick, Helen, G., Waterlot ... 84752
- PURCHASE SPECIFICATIONS WRITER** (Prom.), Div. of Standards and Purchase
1. Ryan, Joseph, J., Albany ... 102470
 2. Schottin, Thelma, A., Albany ... 101000
 3. Murray, Edward, J., Albany ... 97230
 4. Rafferty, William, Albany ... 96680
 5. Morris, Eleanor, D., Waterlot ... 84920
 6. Hagen, Paul, E., Chatham Cr. ... 83340
 7. O'Bryan, Norman, M., Troy ... 82250
 8. Campbell, Lola, G., Delmar ... 82060
 9. Scalzo, Patrick, J., Ravena ... 81010
- SENIOR ACTUARIAL CLERK (Prom.)**, New York Office State Insurance Fund
1. Garberg, Abraham, Bklyn ... 85050
 2. Hall, Dorothy, C., Jamaica ... 91150
 3. White, Mary, E., Bronx ... 91050
 4. Lindsey, Annie, L., Bklyn ... 84250
 5. Myers, Charlotte, F., NYC ... 82500
- SENIOR AUDITOR, (Prom.)**
N. Y. Office Alcoholic Beverage Control
1. Walters, Abraham, Bronx ... 100300
 2. Rakov, Caleb, Bklyn ... 93100
 3. Marks, Samuel, Queens Vic ... 88750
 4. Harrison, John, P., Staten Isl ... 88050
 5. Narel, David, Bklyn ... 81050
- SENIOR CLINICAL PSYCHOLOGIST** (Prom.), Mental Hygiene
1. Carr, Arthur, C., Queens Vic. ... 90790
 2. Lipton, Mortimer, NYC ... 91740
- SENIOR MECHANICAL STORES CLERK** (Prom.), Public Works
1. Vanorder, Theodore, Hornell ... 94050
 2. Sackett, Gordon, F., Honoree Pl 89750
 3. Brown, Lauren, V., Waterford 81750
- SR. MECHANICAL STORES CLERK** (Prom.), State Thruway Authority
1. Casara, Henry, A., Buffalo ... 91800
- SR. OCCUPATIONAL THERAPIST** (ORTHOPEDIC) (Prom.), State Rehabilitation Hospital Department of Health
1. Masello, Francis, Haverstr. ... 77200
 2. Seaman, Dorothy, E., Haverstr. ... 78100
- SENIOR PURCHASING AGENT** (Prom.), Standards and Purchase
1. Don, Robert, E., Greenbush ... 88200
 2. Lique, Warren, A., Albany ... 94190
 3. Slocum, Ronald, F., Albany ... 89200
 4. Murphy, Edgar, J., Albany ... 86040
- SENIOR SOILS ENGINEER** (Prom.), Public Works
1. Winter, Elmer, Albany ... 102200
 2. Moore, Lynden, H., Latham ... 98450
 3. Ketchum, Willard, Hornell ... 92000
 4. Dennison, Robert, A., Mohawk 88580
- SENIOR STATISTICIAN** (Prom.), N. Y. Office, State Insurance Fund
1. Levine, Benjamin, Bronx ... 95800
- SENIOR TYPIST** (Prom.)
Metropolitan Area Offices, Temporary State Housing Rent Commission
1. Capozzi, Anthony, S., NYC ... 94510
 2. Jones, May, E., NYC ... 94350
 3. Youmans, Violet, Hastings ... 92700
 4. Dolloff, Lewis, B., Bronx ... 90020
 5. Hodler, Elmer, M., Bklyn ... 89280
 6. Lavender, Frances, Bronx ... 89550
 7. Bromfield, Mollie, Bronx ... 87600
 8. Simon, Grace, Bklyn ... 81080
 9. Selmanowitz, Rae, Bronx ... 80030
- SENIOR TYPIST** (Prom.)
State University College of Forestry At Syracuse And State University Upstate Medical Center At Syracuse
1. Corser, Gwendolyn, Jordan ... 90850
 2. Farnsworth, Louise, Syracuse ... 88780
- SENIOR TYPIST** (Prom.)
(Prom.) Westfield State Farm
1. Hall, Josephine, Bedford Hs ... 93500
 2. Ringer, Adelaide, Millwood ... 78950
- SUPERVISING LICENSE INSPECTOR** (Prom.), N. Y. Office, Dept. of State
1. Hammer, Michael, E., Lattawa 101000
 2. Suozzi, Frank, J., Bronx ... 87250
 3. Tracy, Raymond, C., Yonkers ... 83700
- SUPERVISOR OF MOTOR CARRIERS** (Prom.), Public Service
1. Frawley, John, S., Albany ... 93530
 2. Kampf, Herbert, Jackson Hgt ... 91290
 3. Dunning, Robert, A., Whit Pine 88300
 4. Marketta, John, J., Buffalo ... 84150

(Continued on Page 13)

applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

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

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

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

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

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

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

Data on Applications by Mail
Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In

ELIGIBLE LISTS

(Continued from Page 12) COUNTY AND VILLAGE Promotion ACCOUNT CLERK AND BOOKKEEPING MACHINE OPERATOR (Prom.)

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY: MAX DONNER, plaintiff, against Academy Land Corporation, GEORGIA FLAOTERIS, also known as GEORGIA FLAKTERIS, MILDRED MEYERSON, and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, heirs and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, legatees, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants: You are hereby summoned to answer the amended complaint in this action, and to serve a copy of your answer, or if the amended complaint is not served with this supplemental summons, to serve a Notice of Appearance on the plaintiff's attorney within (20) days after the service of this supplemental summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the amended complaint.

HARRY HAUSENECHT Attorney for Plaintiff Office & P. O. Address, 135 Broadway, New York, New York.

To the above named defendants: The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. Walter A. Lynch, Justice of the Supreme Court of the State of New York, dated June 10, 1955, and filed with the amended complaint in the office of the Clerk of Bronx County, 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose the following transfers of tax liens sold by the City of New York and now owned by the plaintiff, all bearing interest at 12% per annum and affecting property shown on the Tax Map of the Borough and County of Bronx, City and State of New York, as follows:

- Item No. 60218, May 30, 1943, Sec. 14 Block 3484 Lot 23, Amount \$189.80.
Item No. 71102, November 9, 1943, Sec. 16 Block 4682 Lot 68, Amount \$227.77.
Item No. 81356, December 16, 1943, Sec. 14, Block 3670 Lot 8, Amount \$3,173.80.
Item No. 81357, December 16, 1943, Sec. 14 Block 3670 Lot 18, Amount \$1,770.49.
Item No. 81358, December 16, 1943, Sec. 14 Block 3670 Lot 17, Amount \$447.98.
Item No. 81360, December 16, 1943, Sec. 14 Block 3670 Lot 33, Amount \$472.27.

HARRY HAUSENECHT Attorney for Plaintiff Office & P. O. Address, 135 Broadway, New York, New York.

Readers have their say in The Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

For those who want to get into Civil Service Have you a relative or a friend who would like to work for the State, the Federal government, or some local unit of government?

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ASSISTANT SUPERVISOR OF CARE WORK (CHILD WELFARE) (Prom.)

- 1. Covert, Nancy L., White Plains... \$4650
2. Waldstreicher, M. L., Rye... \$4140
CHIEF CLERK, GRADE 6, (Prom.)
1. McCallion, Joseph, Staten Isl... \$2210
2. Dwyer, Laurence, P., Staten Isl \$21810
CLERK, GRADE 3 (Prom.)
1. Beane, Edwin, A., Staten Isl... \$2490
2. Miller, Anne, E., Staten Isl... \$2790
3. Egbert, Daisy, G., Staten Isl... \$20390
4. Lambert, Ralph, J., NYC... \$9490
CLERK, GRADE 4, (Prom.)
1. Manning, Katherine, Staten Isl... \$26000
CLERK, GRADE 5, (Prom.)
1. Hale, Grace, L., Staten Isl... \$7050
2. Drury, Marie, C., Staten Isl... \$4830
3. Russo, James, D., Staten Isl... \$4490
4. Horcher, W. E., Staten Isl... \$2390
5. Heith, Mildred, B., Staten Isl... \$1840

DISTRICT SUPERVISOR, (Prom.) Children's Court, Westchester County

- 1. Freedman, Abraham, Mt. Vernon \$9000
2. Zatrponoff, E. L., White Plains... \$8550
3. Pennington, James, Rye... \$7650

EXECUTIVE OFFICER, (Prom.) Alcoholic Beverage Control Board Nassau County

- 1. Callan, Nicholas, F., Manhasset... \$7250
2. Brown, William, F., N. Hyde Pk... \$8050
3. Thomas, George, O., Lynbrook... \$6350

INTERMEDIATE SOCIAL CASE WORKER (PUBLIC ASSISTANCE) (Prom.), Family and Child Welfare Westchester County

- 1. Albrecht, Julia, B., Mt. Vernon \$3800
2. Jensen, Barbara, B., N. Rochelle \$3750
3. Newitt, Maureen, M., Leichest... \$3090
4. Ross, Joan, A., Mt. Vernon... \$3540
5. Smith, Charlotte, F., Peekskill \$3060
6. Carlisle, Margaret, Elmsford... \$1350
7. Battle, Betty, T., N. Rochelle \$1320
8. Denton, Barbara, H., Valhalla \$8990
9. Barrett, Bettyann, Yonkers... \$6490
10. Vanvalkenburgh, M., Tarrytown \$6660
11. Carlo, Annmarie, Yonkers... \$6510
12. Levine, Florence, Mt. Vernon \$6450
13. Altman, R. M., Mt. Vernon... \$6190
14. Malissel, George, G., Katonah \$6060
15. Savino, Susan, C., White Plains... \$9860

JUNIOR CIVIL ENGINEER, (Prom.) Westchester County Department of Public Works

- 1. Steinman, Robert, J., White Plains \$8000

PERSONNEL CLERK, (Prom.) Personnel Office, Westchester County

- 1. Brown, Sally, A., White Plains... \$6130
2. Pockl, Regina, M., Rye... \$6920

PHOTODUPLICATION OPERATOR (Prom.), Erie County Clerk's Office

- 1. Bodimer, James, R., Cheektowaga \$2150

POLICE SERGEANT, (Prom.) Police Department, Croton Westchester County

- 1. Kinsley, George, Croton... \$1300
2. Notarangelo, M. C., Croton... \$2080

POLICE SERGEANT, (Prom.) Police Department, Hastings Westchester County

- 1. Tutors, David, Hastings... \$6000
2. Gooder, Herman, Hastings... \$6400
3. Hecht, Henry, H., Hastings... \$4600
4. Crohn, William, A., Hastings... \$3400
5. Lottio, George, J., Hastings... \$3200
6. Kelly, Steven, Hastings... \$3000

RECORD CLERK, GRADE 6, (Prom.) Surrogate's Court, New York City

- 1. Mahar, Clement, G., NYC... \$10120
2. Kushne, John, NYC... \$6150
3. Kunkle, Phillip, NYC... \$6110
4. Garry, Joseph, NYC... \$6000
5. Levine, Morris, A., NYC... \$5990
6. Hodes, George, NYC... \$6850
7. Meyerowitz, Samuel, NYC... \$3730
8. Roche, Herbert, E., NYC... \$3620
9. Levine, Ruth, NYC... \$3870
10. Smith, Dorothy, L., NYC... \$7970

RECORDING CLERK, GRADE 3 (Prom.) Surrogate's Court, New York County

- 1. Gordon, Jeanette, NYC... \$4130
2. Sweeney, John, R., NYC... \$3080
3. Sheehy, Margaret, Middle Vlg... \$6480
4. Erickson, Mary, C., NYC... \$3360

RECORDING CLERK, GRADE 4 (Prom.) Surrogate's Court, New York County

- 1. Sheehan, David, L., NYC... \$5940
2. Monti, Frances, T., NYC... \$2060
3. Riordan, Evelyn, T., NYC... \$4220
4. Stern, Meyer, NYC... \$5530

SENIOR PROBATION OFFICER (Prom.) Department of Probation, Westchester County

- 1. Vassallo, John, A., Harrison... \$9670
2. Maricelli, Robert, Chappaqua... \$6170
3. Carlo, Michael, A., Yonkers... \$7180
4. Batten, John, E., Tarrytown... \$6970
5. Calvello, S. A., Yonkers... \$6780
6. Kenny, Peter, J., Mt. Kisco... \$6080
7. Kudan, Charles, White Plains... \$4870
8. Losio, Eugene, B., Mt. Vernon \$9050

SENIOR SOCIAL CASE WORKER (CHILD WELFARE) (Prom.), Family and Child Welfare Westchester County

- 1. Leitman, Harriet, P., White Plains \$2100
2. Alexander, F. A., Mt. Vernon... \$1360
3. Thurn, Hortense, White Plains... \$1050
4. Taylor, Carl, E., Peekskill... \$6950
5. Carter, Madeline, T., White Plains... \$6060

SENIOR SOCIAL CASE WORKER (PUBLIC ASSISTANCE), (Prom.) Family and Child Welfare Westchester County

- 1. Feldman, Cynthia, B., Barteldale \$2750
2. Cohen, Raymond, E., Tarrytown... \$2300

State Canvasses Clerk Eligibles

(Continued from Page 4) ing prospects now are in store for eligibles in the metropolitan area.

The written tests were held March 26.

The rosters for account clerk and statistics clerk are identical, with the same names appearing in the same order on both lists.

Those who applied for the beginning office worker tests were permitted to try for a place on more than one option. A candidate who applied for both account clerk and statistics clerk, and who passed the test, went on both rosters. A candidate who applied for only one of these options, and who passed the test, was automatically placed on the other roster, also.

Pay Starts at \$2,450 Pay starts at \$2,450 a year, and rises, through annual salary increases, to \$3,190.

No. 1 Man Lives in Johnstown Number 1 on the lists is J. Komaranski of Johnstown, who scored 101.00, including five credits as a non-disabled veteran. Second spot went to Louis R. Tenenini of Albany, with 99.50, including non-disabled veteran credits, followed closely by Herbert L. Falk of Glendale, with 99.00, ditto vets credit.

Zindel Zucker of NYC, fourth on the list, with 97.30, is the highest ranking eligible without benefit of additional points.

Rosemary Quinn of Syracuse, in eighth place, is the top-ranking female eligible.

The top fifty eligibles, and their final scores:

- Nos. 1 to 10
J. Komaranski, Johnstown, 101.00; Louis R. Tenenini, Albany, 99.50; Herbert L. Falk, 99.00; Zindel Zucker, NYC, 97.30; James McKune, Brooklyn, 97.00; Trevor T. Thomas, Brooklyn, 97.00; Frederick T. Spall, Staten Island, 96.50; Rosemary Quinn, Syracuse, 96.50; Sara M. Rizzo, Albany, 96.50; Theodore Femmel, Brooklyn, 96.00.

- Nos. 11 to 20
Robert W. Forest, Troy, 96.00; Frank No. 12 not used; Arthur Burmaster, Albany, 95.90; Vivian B. Dolton, Baldwin, 95.50; Morris Goldstein, Brooklyn, 95.50; Miriam M. Titus, Holley, 95.50; Annette Leecourt, Brooklyn, 95.10; George McLoughlin, Rensselaer, 95.00; Robert J. Gould, Albany, 95.00; Sonja L. Rimer, Lewiston, 95.00.

- Nos. 21 to 30
Austin M. Keenan, Staten Island, 95.00; Elise M. Koniger, NYC, 95.00; Henry Rieman, Brooklyn, 95.00; Grace L. Spooner, 95.00; Ruth E. Saxby, Albany, 95.00; James J. Augstell, Albany, 95.00; Milton Cohen, Brooklyn, 95.00; Kenneth J. Doyle, Troy, 95.00; Rita P. Brade, Mt. Morris, 94.90; Edith B. Hamann, Lake Ronkonkoma, 94.50.

- Nos. 31 to 40
Lillian Hedendal, Bronx, 94.50; Yvonne Capobianco, Albany, 94.50; Beverly A. Cipollo, Albany, 94.50; Mary E. Turner, Albany, 94.50; Henry W. Sorenson, West Islip, 94.40; F. I. Albecker, Troy, 94.30; Sally M. Doyle, Troy, 94.10; Agnes L. Case, Bronx, 94.00; Patricia Besson, Corona, 94.00; Dorothy M. Weber, Delar, 94.00.

- Nos. 41 to 50
Ann J. Sullivan, Brooklyn, 94.00; Marion Fitzgerald, Troy, 94.00; Herbert Alexander, Poughquag, 94.00; Charlotte H. Miers, Rensselaer, 94.00; Margaret A. Rivers, 94.00.

STATE Open-Competitive ADMINISTRATIVE ASSISTANT Seventh Judicial District

- 1. Hoffman, Leonard, Rochester... \$7000
2. Culotta, Rose, M., Rochester... \$6000
3. Kummer, Edwin, L., Rochester... \$1000
4. Hill, Mary, W., Rochester... \$7800
5. Hadder, Mark, C., Canandaigua \$7800

AQUATIC BIOLOGIST (MARENE) ASSISTANT ASSISTANT ASSISTANT

- 1. Miller, Lewis, C., Hempstead... \$5500
2. Rashley, Warren, F., Freeport... \$7900
3. Bonmarino, M. F., Bronx... \$6820
4. Allen, Robert, E., Troy... \$6500
5. Lapina, Morris, Bklyn... \$2760
6. Smith, Charles, L., Bklyn... \$1780
7. Brock, Jerry, C., Bayona... \$6800
8. Jackson, Robert, J., Brightwater... \$6800
9. Whittington, Alfred, Schtly... \$7840
10. Marine, Jules, G., Troy... \$7440

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ACTIVITIES OF EMPLOYEES IN STATE

Kings Park Unit Keeps News Coming

KINGS PARK, July 18 — Kings Park employees continue to make news: Congratulations to Mr. and Mrs. Thomas Koentz who were married on July 2. Mrs. Koentz is the former Eileen McLaughlin. The couple is residing in the Macy Home.

Vacationers from Group 3 include Herbert Overton, John Corrigan, James Maloney, Kaud Knudson and Billy Mearse. Get well wishes to George Miller, Milan Iovic and James Smith who are on the sick list. Welcome to new employees John B. Cuneo and Christopher Lanieri who are working in Group 3. Edythe Fiorenza of the Group 3 Dining Room Service has resigned. Paul Watson has been transferred to the Reception Service.

James Malloy, who has been on the sick list for some time, is back on duty in Building C. Russell Bartell is enjoying a vacation from his duties in Building C, and Vincent J. O'Hara has been serving on jury duty since July 5. Welcome to Joseph A. Loeffler who was appointed as dining hall attendant in Building C.

Barbecue Queen

Congratulations to Barbara Hasbrook, 1955 Barbecue Queen at the Long Island Agricultural and Technical Institute, Farmingdale.

Get well wishes to Edward Marson who is confined to the employees infirmary due to injuries sustained in a fall.

Ed Evans of the engineering department is on vacation. Frances Sampson of the stenographic department is spending part of her vacation with friends in New Jersey. Mr. and Mrs. William A. Roberts are vacationing, too.

Dr. Anatole Petruschow has returned to the medical staff after a tour with the U.S. Army.

Dr. Benjamin Riley is presently on vacation from his position in the Juvenile Boys Unit in Group 2. Dr. L. Hekimian is substituting for Dr. Riley.

Congratulations to Dr. and Mrs. V. Birzalis on the arrival of their first child, a girl, born on July 2.

Report on Meeting at Rehabilitation Hospital

WEST HAVERSTRAW, July 18 — A general membership meeting of the State Rehabilitation Hospital chapter, was held June 30.

All the recently elected officers were present with the exception of the secretary who resigned. She is succeeded by Mrs. Doris Cole-Hatchard. A social affair program for the chapter was discussed, and the general membership is to submit suggestions to the social chairman.

Tax exemption for employees living on the grounds has been referred to the chapter for study. The president has forwarded information to the steward who advised that the matter has been presented to the business office of the State Department of Health in Albany. "It is earnestly hoped that some clarification and decision will be forthcoming in the not too distant future," the chapter said.

Dues Rise Aired

A letter was read from John F. Powers, CSEA president, requesting the unsuccessful applicants to submit their appeal within 60 days from date of notification.

Association Field Representative Francis Casey addressed the membership, in reference to increase in dues. He summarized needs of the Association at the present time, the proposed increase in service benefits to employees, and the accomplishments of the Association since 1948. Mr. Casey advised the membership to consider the matter carefully before making a decision in order to instruct the delegate to vote according to their wishes at the special July 29 delegate meeting.

Katherine Glass, social chairman, conducted the prize events with \$25 awarded to Mary Terpak, \$15 to Junell Osgood, and \$10 to Edward O'Keefe.

The chapter gave a prize of \$5 to one of the students of the hospital school who has shown outstanding scholastic achievement during the year. The recipient of this prize was Barbara Fells.

Graduation Exercises

The graduation exercises of the Hospital School were held on June 28. This is an outstanding event of the hospital each year

and a most unique commencement exercise. The patients of the hospital school must, of necessity, meet the same requirements of the State Department of Education as the public school children do. These children have achieved success under great physical incapacity. It is indeed one of the most impressive graduation exercises one can attend throughout the length and breadth of the nation.

Guests at the ceremonies were: Dr. Hollis S. Ingraham, 1st Deputy Commissioner, who addressed the graduates; Dr. Edward R. Schlesinger, associate director, Division of Medical Services, the Board of Visitors, parents, friends and employees.

On this occasion 25-year service pins were presented by Dr. Thomas Aldrich, president of the Board of Visitors, to Edward Burr, groundsman; Margaret A. O'Neill, director of physical therapy, president of chapter; Elizabeth Clark, senior account clerk; Edna Fales, hospital attendant; Dr. Canning, director of the hospital; Mary E. Baker, senior social worker medical, founder of the chapter in 1943; Dennis Cleary, hospital attendant; Mary Finn, domestic, and Edward O'Keefe, laundry supervisor.

Six members from the chapter attended the Southern Conference meeting on June 30.

Metropolitan DE Unit Sets July 20 Meeting

NEW YORK CITY, July 18 — A special meeting of the board of directors and Local Office representatives of the Employment chapter, metropolitan area, will be held on July 20 at 6:30 P.M. at 87 Madison Ave. The purpose of this meeting is to secure the sentiment of the chapter members on the proposed raise of Association dues.

Annual Dance

Tickets have been distributed to Local Office representatives for the chapters' annual dance on September 30 at the Beekman Tower Hotel. It is requested that members do not wait until the last minute to secure their tickets. The dance committee feels that if additional arrangements have to be made, now is the proper time to do so, so that the whole affair will continue along the original plan to bring to the members the finest social event of this type.

Unemployment Insurance offices may obtain tickets through either Local Office Representatives or through Ed Croft, for those located in Manhattan and the Bronx, or from Pat Riehl, for those working in Brooklyn and Queens. If you have failed to receive dance tickets, please get in touch with either Pat or Ed.

Those members who are at 342 Madison Ave. or in the Field Audit offices may secure tickets from Local Office representatives or through Mary Malm at 342 Madison Avenue or Al Baumgarten in the Field Audit Offices.

Employment Service members can secure their tickets through Local Office Representatives. Those in the suburban areas should contact Peggy Reilly at the Cedarhurst office, or Grace Nully at the Mount Vernon Office.

Better Late Than Never

Bernard Rosenthal of I.O. 710 back from his honeymoon. The marriage took place June 5.

Staff of I.O. 730 welcomes Theodora Reiger, Leo Seidner and John Garabedian, employment security trainees.

Best wishes for a speedy recovery are extended to Alice Finnigan and Helen Burn, both from I.O. 200.

Briefs from Brooklyn State

BROOKLYN, July 18 — Arnold Moses of Brooklyn State Hospital, member of the mental hygiene attendant committee of the CSEA, reports that an appeal of the determination by the Director of Classification and Compensation is currently being filed for the attendant group. Members of the committee in addition to Mr. Moses are: John Graveline, chairman, from St. Lawrence State Hospital and Owen Jones, from Rome State School.

Bill Farrell, E. Corlilio, Frank Cole, R. Bailey, Mike Figa, Darrell Norwood, and Frank Della Croce are on maneuvers with the National Guard.

Marty Quinn has resigned to attend Anesthesia School in St. Joseph's Hospital, Lancaster, Pa.



Here are the officers of Kings Park State Hospital chapter, Civil Service Employees Association, for 1955-56. Bottom row, from left, Molly Dunn, member of the executive board; Anne Schmuck, assistant secretary; Mary Mulligan, board member, and Ann Gaynor, treasurer. Top row, same order, Robert Burns, secretary; J. William Mason, 3rd vice president; Clarissa Ostrander, 2nd vice president; Margaret Lyons, 1st vice president, and Ivan C. Mandigo, president.

... Dawn Campbell has also resigned. Marty Eleanor Douglas were recent visitors from St. Lawrence State Hospital.

Sympathy to Florence Orelly on the loss of her brother, and to Bety Kabak on the loss of her father-in-law. Maureen A'Hearn and her mother enjoyed visit to Montreal. Harold McKeeby responsible for new look on grounds of directional arrows painted on sidewalks to all areas and building. Employees, please note: There is no phone in the post office.

In order to use this space in a more productive manner, the practice of printing long lists of vacationers will be discontinued. "Your reporter," says publicity chairman Thomas Shirtz, "will have to omit such items, due to the heavy summer vacation schedule. This is mentioned so that our members will understand the reason for the change in the policy of the column. The LEADER has been most cooperative in allotting space to us and we feel that it would be more advantageous to use this space to keep you informed on matters of importance."

Gowanda Chapter Supports Dues Rise

HELMUTH, July 18 — At a special meeting of Gowanda State Hospital chapter, CSEA, on June 28, members discussed the pros and cons of the proposed CSEA dues increase. The chapter instructed President Vito J. Ferro, who will attend the special July 29 delegates' meeting, to vote for an increase large enough "so that this problem will not occur again for a few years."

In discussing the increase question, Mr. Ferro outlined what CSEA has done since the last dues rise, the increased cost of CSEA operation, and what the Association plans to do if and when dues are raised. He pointed out that the CSEA has always carried out the wishes of the members.

"More and more demands have been made by CSEA members," he noted, "and unless the dues are raised, it will be unable to carry out such constructive demands in the future."

"Legal representation must be furnished to members who are unjustly dismissed," the chapter president said. "This will add a great cost to CSEA."

The subject of payroll deduction for CSEA dues was also discussed, and Mr. Ferro was instructed to write the CSEA Board of Directors requesting that they work toward installation of such a plan.

Oswego Public Works Elects Dupre as Prexie

MEXICO, July 18 — Oswego County State Public Works chapter, CSEA, elected officers at its June 29 meeting. They are: George E. Dupre, Central Square, president; Guy E. Phillips, Parish, vice president; Durwood G. Carey, Pulaski, secretary; K. P. Corsette, Constantia, treasurer; Ray Johnson, Pulaski, chairman

of membership committee, Carol A. Grimstead, Constantia, delegate.

Elmer O. Horning was named chairman of the committee for the annual clambake to be held in August.

A lengthy discussion on the prospective increase in the membership dues and its effect on the chapter membership was heard.

Genesee Valley Armory Unit Installs Officers

ROCHESTER, July 18 — New officers of Genesee Valley Armory Employees chapter, CSEA, were installed at the Moose Club as Brigadier General Alfred H. Doud presided over the ceremonies. They are: Charles Taylor, president; Michael Hogan, vice president; Charles Young, secretary, and August Schicker, treasurer.

Guests at the dinner included Colonel Edward Thompson, Major Joseph E. McManus and Lieutenants Nesbitt and Parks.

Leo Judwick was responsible for the arrangement of the event.

The death of Paul Lambert, past chapter president, is being mourned by Armory aides. The superintendent of the State Armory at Hornell entered State service in 1920 as a laborer. He won prominence in the military and sports fields, and was an active member of numerous civic organizations.

Motor Vehicle Chapter Names Six Committees

ALBANY, July 18 — Mrs. Bernice La Rosa, president of the Motor Vehicle chapter, CSEA, has appointed the following committees:

Legislative, Constitution and By-Laws: Dominic Tate, Alfred Castellano, Paul Powers, John Condon and Charles Lawrenson.

Membership: Marie Hickey and Harold Crouse, co-chairmen; Mildred Bedell, Theodora Brownell, Leah Keiper, Don Ferris, Myrtle Brimhall, William Murray, Margaret Briggs, Jane Gillespie, Al Schuler, Frances Rajezewski, Florence Abbey, Bessie Younger and Helen Bartell.

Grievance: Grace Towey, chairman; Marge Duval and Harriet Kofsky, Audit: Harold Crouse, chairman; Abe Keminsky and Robert Stein, Education: Helen Doyle, chairman; Myrtle Williams, Publicity: Anna W. Preska and Ann Garvin.

Albany Conservation To Air Dues Increase

ALBANY, July 18 — The Conservation Department Capital District chapter, CSEA, will meet at Jack's Restaurant, State Street, Albany at 5:30 P.M. on Tuesday, July 19.

Members are invited to discuss the proposed increase in CSEA dues and instruct delegates to the July 29 Association meeting.

Dinner, either before or after the meeting, is on the agenda, a hot weather menu for \$1.50.

"This is the time to express your opinion on the proposed

dues increase," the chapter said. "An Association representative will be on hand to answer questions. After everything is over, don't be one of those 'I should have said' members. Come to the meeting and say it."

Craig Colony Picnic

SONYEA, July 18 — The annual Craig Colony chapter picnic will be held again this year on July 26 at 6:30 P.M. at Long Point, Conesus Lake. Everyone is looking forward to a great time, in case of rain, the event will be postponed to the next day.

The Western New York Occupational Therapy Association will meet at Craig Colony on August 9. There will be conducted tours through the occupational therapy centers, recreational department and the School of Nursing. These will be followed by a picnic lunch and a report by Dr. Vincent L. Bonafede, assistant director, clinical, on "The Use of Thorazine with Disturbed Epileptics."

John R. Barnard, occupational therapist, was recently informed that he was the fourth highest contestant in the nationwide registration examination given by the American Occupational Therapy Association last February.

Mr. Barnard received a stipend last year from the New York State Mental Health Commission to take the accelerated course in occupational therapy at Richmond (Va.) Professional Institute. Mr. Barnard is also a graduate of Buffalo State Teachers College. Congratulations to Roy Eng, senior social worker, on his marriage to Frances Hor of New York City, on June 25.

Employees of Craig Colony and patients are making good use of these warm days of the new picnic grounds. Thanks again to those who made this possible.

News At Clinton Prison

DANNEMORA, July 18 — Six Clinton Prison employees were honored at the annual retirement party held in the prison auditorium here on July 6.

Inscribed gold watches were presented to the following retired employees: Walter Dowdie, assistant principal keeper; Walter Curran, Edward Ayotte, Michael Walsh and John Cummings, guards, and James Quinn, tailor shop foreman.

A farewell gift was also presented to guard John Slack, recently transferred to Great Meadow Correctional Institution.

Harold Corcoran, president of Clinton Prison CSEA chapter, was master of ceremonies at the event. He introduced Warden Jackson, principal keeper McKendrick, business manager Cooper of Dannemora State Hospital, the Rev. McNamara and Chaplain Wheeler.

A memorial service was conducted by the Rev. McNamara for employees deceased during the past year.

"It was especially pleasing to the committee that the affair was so well attended," reported chapter secretary Charles H. Doe, "and a special vote of thanks is given to the various committee members who worked so diligently to have a successful party."

Refusal to Waive Immunity For Acts of Former Job No Basis for Removal

ALBANY, July 18 — A public official may not be removed from office because he refuses to waive immunity for the acts involved in an office previously held by him.

This is the meaning of a decision handed down on July 7 by the Appellate Division. Attorney General Jacob K. Javits sought to remove John F. Doyle, present-

ly Surrogate of Saratoga County, for his refusal to sign a waiver of immunity concerning an earlier period in which he was district attorney of the county.

When he was called before the Saratoga County Grand Jury in 1952 and in November, 1954, Mr. Doyle had agreed to sign waivers in connection with his present duties as county surrogate. But at another appearance in December, 1954, he refused to sign waivers making specific reference to the district attorney's office from the years 1941 to 1949. The Attorney General then began removal proceedings.

The Question

In the court's favorable decision on Mr. Doyle's motion for dismissal of the complaint, presiding Justice Francis Bergan said:

"The question as presented narrows down to whether defendant was required to sign the specific waiver of immunity relating to the office of district attorney which he no longer held, at the risk of removal from the office of surrogate."

Commenting on the State constitutional provision that public officers refusing to sign waivers shall be disqualified from holding any other public office for a period of five years, Justice Bergan said:

"We read the constitutional words as applying to the office presently occupied and we think that the words do not mean that an officer can be removed from one public office for refusing to sign a waiver of immunity relating to an office previously but no longer held by him. The appearance before the Grand Jury by 'any public officer' is in the character of the office he occupies. The words, 'conduct of his office' and performance of 'his official duties' used in immediate context refer to the public office then occupied."

Concluding his opinion, Justice Bergan declared:

"We do not find justification in any of the constitutional language for removing a man from one office because he refuses to waive immunity for the acts involved in the earlier office. Such an unusual consequence, unlimited in time or effect, and embracing results not heretofore envisaged by those who have been familiar with this constitutional language, ought not to be readily embraced in the absence of explicit constitutional direction."

Mr. Doyle was represented by the legal firm of DeGraff, Foy, Conway and Holt-Harris.

PAY RAISE DEMANDS OF EMPLOYEES INCREASE

ALBANY, July 18 — Evidence from employee conversation throughout New York State indicates that another push for an over-all pay increase for State employees is in the making.

Call To Aides At Biggs, Cornell

ITHACA, July 18 — An urgent call to all members of two CSEA chapters—Biggs Memorial and Cornell University—has been issued, to attend a special meeting on Thursday, 7:30 p.m., July 21, at Women's Community Building, North Cayuga Street Ithaca.

Decisions will be arrived at concerning employee sentiment on the issue of a dues increase. One of the chapter leaders pointed out that it is necessary for delegates to be instructed as to the wishes of members; and that the only way such instruction can be given them is through a meeting at which the employees express their views.

"Urgent" was marked on the call to the meeting.

Early Start in Pay Rise Battle Advocated at Southern Conference

POUGHKEEPSIE, July 18 — A ringing appeal to uphold and extend the merit system, and a denunciation of the new State salary plan, were the heart of Charles E. Lamb's address to the recent meeting of the Southern Conference, Civil Service Employees Association, at Hudson River State Hospital.

Harold L. Herzstein, CSEA regional attorney, and Francis Casey, field representative, also addressed the group.

"Above everything else," said Mr. Lamb, Conference president, "the civil service employee needs to have his rights of appointment and promotion on a competitive basis; his salary determined by actual data, related to salaries, economic and social conditions applying to all citizens; and his hours and fringe benefits brought in line with progressive standards elsewhere.

Pay Set By Law

"These should be established by law, and not subject to changing political or other theories," he added.

The recent salary and fringe benefits attained by employees in private industry were seen by Mr. Lamb as a basis for public employee action.

Consequences Of Low Pay

"Salary hoax" was Mr. Lamb's description of the new pay plan, which has far-reaching consequences, he noted. The State finds it hard to recruit employees, and to keep those it has. The workers suffer, and so do their employers—the general public—because of inadequate mental hygiene and public welfare programs, and other State services.

Mr. Lamb recommended that the legal and publicity activities of the CSEA be expanded, that frequent conferences be held with legislators and the Governor's office, that the State's salary determination set-up be revamped, and that a proper grievance machinery be established at once.

Legal Advice

Mr. Herzstein asked for cooperation from CSEA chapters which seek legal advice or representation. "Contact me first," he advised, "before anything detrimental is done in a legal sense."

Mr. Casey explained the many problems facing CSEA and the need for a dues increase.

'Start Early, Fight Hard'

"The Southern Conference should begin planning now for a salary increase," said Maxwell Lehman, LEADER editor, in a telegram to the Conference. "NYC employees, under the new classification, fare much better than State employees in clerical, prison guard and many other titles," he noted. "Federal employees are getting a 7½ per cent increase, on top of excellent fringe benefits they got last year."

The Conference endorsed Mr.

Lamb as candidate for CSEA 5th vice president, and Robert L. Soper, Conference treasurer, for CSEA 2nd vice president.

Conference officers were installed at the meeting, by Francis A. MacDonald, past president. In addition to Mr. Lamb and Mr. Soper, they are: John D. O'Brien, 1st vice president; William Nelligan, 2nd vice president; Catherine Glass, 3rd vice president; John Ward, 4th vice president, and Joseph Grable sergeant-at-arms.

Byran Persons was chairman of the Conference nominating committee.

7-Point Aide Program Is Enunciated

A group of recommendations made to delegates of the Southern Conference, CSEA, included the following points:

1. Increased legal representation, and extension of the competitive class.
 2. Enlarged publicity division to carry out support of the merit system through all forms of communication.
 3. Monthly conferences between CSEA officers and the Governor and legislative leaders.
 4. Representatives and CSEA staff members should be assigned to meet with legislators throughout the year on Association objectives.
 5. Vigorous support of the principle that all non-policy jobs be in the competitive class.
 6. Creation of a board to make salary determinations instead of the present system, with stronger measures of appeal for employees.
 7. Modernized labor relations procedures.
- Details of this 7-point program were spelled out in a report by Charles Lamb, Conference president.

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This was the scene at the recent annual dinner of Metropolitan Public Service chapter, Civil Service Employees Association. Seated on the dais, from left, are: William Allen, executive assistant to the PSC chairman; Grace O'Brien, chapter vice president; Charles R. Culyer, field representative, who installed the officers; Edith Fruchthandler, chapter president; Alton G. Marshall, PSC secretary; Kenneth Valentine, outgoing chapter president, and Henry Shemin, president of the Metropolitan Conference. To Mr. Shemin's right is Harold L. Herzstein, CSEA regional attorney.

Pros and Cons on Dues Raise Javits on Contract Work

Below, The LEADER prints excerpts from letters that have come in concerning the proposed dues increase of the Civil Service Employees Association.

Editor, The LEADER:

We are big boys now, not kids. We've got an organization of over 60,000 members, spread over the whole State. We want the things that a strong, aggressive organization can get for us. Well, let's face it. If we want those things, we have to pay for them.

No matter what we pay, it will be a bargain.

I'm sure of one thing—we aren't going to get many advances by shelling out peanuts. I don't know what the top dues figure is going to be finally—the Board of Directors put the top figure of \$10. That's still peanuts. You pay more than that to fix a slight dent in your car's fender. An increase of \$5 is less than 10c a week.

I think it is time we put up a real fight for the kind of pay we're entitled to. That's going to cost money. I'd be glad to put up an extra 10c a week to get a return that might be hundreds of dollars a year—and so would you.

Our present retirement system is behind the times. We pay too much into it and get too little out of it. We need to enter our later years with something better than the fear of poverty. If we are ever going to get a modern retirement system, we'll have to fight for it—and it's going to cost money. Let's face that.

We now have protection against unjustified firing. But we can't use that protection unless we have lawyers to defend us in case we get into trouble. One of the reasons for a dues increase is to give us that kind of help if we should need it.

JOHN E. GRAVELINE
Ogdensburg, N. Y.

The following letter was sent to John F. Powers, CSEA president, with a copy to The LEADER.

Dear Mr. Powers:

At your convenience will you please send me a copy of the last audit of the Civil Service Employees Association. If possible, I would also appreciate a copy of the budget for the current year. Not only am I requesting a copy of these items but I think it would be well if they were published in The LEADER. It would be helpful to the 60,000 members of the CSEA to know how their money had been spent. As an individual member for 19 years it would help

me to decide whether I wanted to double my dues this year.

It is difficult for many of us to understand without seeing a copy of your budget, as well as a copy of your annual audit or an authorized financial statement, what the \$300,000 annual dues is spent for. It would also strengthen through understanding why you need \$300,000 more to meet the cost of carrying on the work of the Association.

Even though the Board of Directors of the CSEA recommended an increase in the dues, each individual member should have an opportunity to express himself also.

NETTIE B. BUBB
Glens Falls, N. Y.

Editor, The LEADER:

The comment offered in this letter is my own individual opinion and has no bearing on my chapter status as an elected representative, nor does it represent the views of any of my fellow chapter members.

We are disturbed by the publicity emanating from Civil Service Employees Association, in which our Association officers attempt to justify the need for an increase in dues, without giving the individual chapter members an opportunity to state whether they are in favor of an increase.

Our President fails to cite any particular figures except his own to justify his stand. Are the members of the Association expected to fall over themselves in their haste to agree to all the "chicken-in-the-pot" increases in the proposed scheme to branch out in every direction? We fail to see any reason for a branch office in New York anymore so than one in Washington, or maybe in Japan. Nor do we believe that an informative handbook is necessary for distribution to chapter officers or committees. If the Association rules and regulations are to become so complex, that we need to educate our chapter officers, it's time we go back to a simple form of Association by-laws, rules, etc. We got along pretty well under the administrations of our past presidents without so many new rules and amendments as we now appear to have. And we do not feel that it is necessary to educate the public on services rendered by public servants, through a huge printing program.

Isn't it time we practiced a little "economy" instead of trying to branch out in style which we are not accustomed to, or able to pay for, without increasing the dues, and thus losing a large percentage of our members to our chapters?

ROY L. CRAMER
Albany, N. Y.

Editor, The LEADER:

I am in favor of increased dues for the Civil Service Employees Association. I can not see how it has been able to keep going on the old rate and accomplish as much as it has.

When I hear criticism of the Association, it is usually from some one who expects a lot and is able to get little or nothing for himself. CSEA works for all State employees, rather than for the few. If one can offer only appreciation it helps. I have received many times what it has cost me, and I have the satisfaction of trying to do my share.

Here's for greater success as we go along.

MEMBER OF NIAGARA
FRONTIER CHAPTER
Niagara Falls, N. Y.

Editor, The LEADER:

Before a raise in dues is granted the Civil Service Employees Association I think it only fair that members be told just what the Association stands for. For many years members of the Association were under the impression that the Association stood for protecting the rights of the competitive class of civil servants and fighting for the cause of the merit system. However, for the past four months the Association has been lamenting for and criticizing the laying off of non-competitive personnel.

Under point 8, Section III of the FACTS is listed Educational Program. This calls for training field and headquarters staffs in the terms, rules, laws and procedures of civil service. It would seem to me that a booklet giving the ABC's of such rules and laws, offered to the membership at a nominal fee, would obviate the need of training staffs.

It is not understandable why the Association, for ten months out of the year, begs for membership drives and asks the members to "sell" the Association to State and local employees to secure new members and increase the membership. Now when a raise in dues is requested the Association uses under its FACTS the expanding

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The courts have recognized the power of agencies of government to employ professionals and specialists to perform specified services on an independent contract basis (Corwin v. Farrell, 303 N. Y. 61 (1951); Civil Service Technical Guild v. LaGuardia, 181 Misc. 492 (1943), aff'd, 267 App. Div. 360, aff'd 292 N. Y. 586; Matter of Hardecker v. Board of Education, 130 Misc. 1008, aff'd, 266 App. Div. 989, aff'd, 292 N. Y. Drummond v. Kern, 176 Misc. 669 (1941), provided the contractual arrangement does not constitute a device to circumvent the Civil Service Law (Corwin v. Farrell, supra; of Matter of Turel v. Delaney, 295 N. Y. 15 (1941), Schaefer v. City of Long Beach, 271 N. Y. 81, 89 (1936).

It has also been held that a person so retained on an independent contract basis is not entitled to service credit for retirement purposes for a period when he rendered services on such a basis (Matter of Hartmann v. Tremaine, 350 App. Div. 188 (1937)).

It was on the basis of the Hartman case that the above-mentioned letters of January 16, 1940, and July 13, 1942, advised the then Comptrollers that contributions should not be deducted from payments made to retired former officers or employees who, after superannuation retirement, had been retained on an independent contract basis. This meant that these retired officers or employees were entitled to retain their retirement status while employed after retirement on an independent contract basis.

The above discussion clearly indicates the answers to your questions. A person retained on an independent contract basis does not thereby become a public officer or employee. The payments he receives are not salary or wages. Hence, he is not eligible for membership in the Retirement System (Civil Service Law § 50, subds. 2, 11 and 17; § 54, subds. b and c), nor may a member be given service credit for a period during which he rendered services under an independent contract (Matter of Hartmann v. Tremaine, supra). It follows from these conclusions that former public officers or employees who, after superannuation retirement, are retained on an independent contract basis would retain their retirement status as the provisions of Civil Service Law section 84, subdivisions a and b, would be inapplicable to them.

Finally, I do not believe that it is possible for the contracting parties to convert or recast an independent contract into an employer-employee relationship without following the procedures of the Civil Service Law and other laws which relate to employment of officers and employees.

JACOB K. JAVITS
Attorney General

6 State, County Chapters Hold 'Notable' CSEA Picnic

BABYLON, July 18 — A joint picnic of six Civil Service Employees Association chapters in Suffolk County, held on July 9, was a notable success. State and County chapters participated.

About 300 adults and 50 children from the participating chapters—Suffolk County, Public Works District 10, Central Islip State Hospital, Kings Park State Hospital, Pilgrim State Hospital, and Long Island Inter-County

membership as being an added expense and a reason for increasing the dues.

The betting is 2 to 1 you don't publish this letter.

MARTHA H. CONLIN
Rensselaer, N. Y.

State Parks—romped in the sun from noon until dusk, at Heckscher State Park.

The softball game between the girls and fellows resulted in a 21 to 16 victory for the men. There were no scheduled horseshoe pitching contests, but considerable activity on the pitching courts.

The children participated in a variety of races.

Refreshments included hot dogs, hamburgers and the usual picnic fare.

William A. Greenauer of District 10 Public Works chapter, was chairman of the picnic committee, with Mrs. C. Pearsall of the same chapter as secretary, and Michael Murphy of Central Islip as treasurer.