

Civil Service LEADER

America's Largest Weekly for Public Employees

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How Will You Fare Under New State Pay Plan?

See Page 3

DON'T REPEAT THIS

Coming Savage Battle—Dewey vs. FDR, Jr.

THERE will be much political backing and filling between now and November. But this column feels the politicians of both parties who are seeking candidates for the Governorship may well close up shop. It will be Thomas E. Dewey versus Franklin D. Roosevelt Jr. These two men, both of them at the "bottom" from the political viewpoint, will be at the top come convention time. They will be nominated, each as the most powerful candidate of his party, each essential to the party, and there will emerge one of the most bitter, no-holds-barred battles in the history of State politics.

Does Brother Jimmy Hurt?

Both Dewey and Roosevelt have powerful opposition within their own parties.

The Democrats opposing young FDR argue brother Jimmy's alleged philandering difficulties have put a real crimp in Franklin's vote-getting proclivities. They growl that, while Junior might have been a good candidate, Jimmy's peccadillos will remind voters that Franklin also has a divorce; the whole family will appear unstable. Young Franklin is disturbed about this talk — as who would not be? Labor leader David Dubinsky and Dorothy Schiff, the publisher of the liberal New York Post, both off and on Roosevelt fans, have made the point that Jimmy's trouble doesn't help Franklin. But they ask, how much does it hurt? Franklin's friends in the Democratic Party talk like this: Maybe at the moment Franklin is not as strong as he was six months ago — but who is stronger? Where other prospective candidates will bring out a handful of listeners, Franklin jams them in, even in small upstate communities. He will campaign with his wife and children at his side, giving the picture of a warm family relationship. Furthermore, they say, "Family unstable? Maybe Elliott and Jimmy have had their troubles, but Mrs. FDR could win any office — she's

(Continued on Page 6)

DEWEY PENSION WOULD BE \$25,000—IF

ALBANY, March 15 — With the new salary of \$50,000, and if he should run again for Governor and if he should win, Governor Thomas E. Dewey would be able to retire on a pension of \$25,000 a year at the age of 56.

GROUP PROTESTS POLICE DOING 'CIVILIAN' JOBS

A protest has been sent to Mayor Robert Wagner, Police Commissioner Francis W. H. Adams and other NYC officials against members of the uniformed force performing so-called civilian duties in the department's Bureau of Criminal Identification. The Associated Fingerprint Experts sent the protest, in a letter signed by Louis Chonoles.

Governor Signs Measure For Permanent Pension Unit

ALBANY, March 15 — Governor Dewey has signed the Barrett bill to create a permanent pension study commission.

The new law provides that the former temporary commission to study pensions be continued as a permanent body in the Executive Department.

Its seven members are to be appointed by the Governor, with Senate consent. The commission's duties are to integrate old age and survivors' insurance bene-



We thought you might like to have a look at the State Assembly Civil Service Committee. Here they are, all gathered together. Seated, left to right: Assemblywoman Marlatt; Assemblyman Orin Wilcox, chairman; Assemblywomen Gillen and Taylor; Assemblyman Kirschenbaum. Standing: Assemblymen Savarese, LaFauci, Hanks, Lounsberry, Roman and Tyler. In the course of a session, this group may have to pass on as many as 500 civil service bills.

What You Can Expect From the Legislature

ALBANY, March 15 — Numerous civil service bills were dropped in the legislative hopper this year, but which ones will pass?

In the closing days of the 1954 session, here are a few well-justified predictions as to what the civil servant can expect when the lawmakers conclude their work.

With adjournment time set for this weekend, The LEADER predicts the record will show:

Establishment of a new 38-grade pay plan, plus extra increment and salary increases — A certainty.

A 12 per cent emergency increase for State workers — Not a chance.

Equal pay for Dannemora and Matteawan guards — Not by separate legislation, but a probability through the new State pay structure.

A \$1,800 guaranteed minimum pension for retired employees — Not a chance this year.

The reopening of the 55-year retirement pay — Possible but not certain.

Twenty-five year retirement at half-pay — Gone with the wind.

Increased ordinary death benefit from one-half to one year's salary — Legislature would like to pass this, but probably faces Governor's veto.

Authorization for overtime pay for cities, counties — Likely.

Forty hours' work for present pay in State institutions — It died in committee.

Grievance machinery by law for State workers — Left at the post.

A proposal to place public employees on same basis as private employees in obtaining unemployment insurance benefits — It looks good.

Free bridge tolls for Manhattan State Hospital workers — It should but won't.

Mandated unemployment insurance for local employees — Hope-

less this year, unfortunately.

Pay adjustments for Armory employees — Yes, but details not yet available.

Special pay for tuberculosis ser-

vice — Into the pigeon hole.

Supplemental pension coverage for workers retiring between January 1, 1953 and January 1, 1954 — Sure fire.

Watch for the Tex and Jinx Civil Service Leader Great New Radio Program

Beginning on Monday, March 29 the Civil Service Leader's

MESSAGE TO THE MAYOR

will appear daily as a regular part of the celebrated TEX AND JINX radio program.

The program will bring on the air the top names in New York — the people who say what makes news. Message to the Mayor WILL make news. In capsule one-minute interviews, new ideas, startling information, criticisms, suggestions, little-known facts will be aired. In sharp, to-the-point suggestions, and sharp-to-the-point answers from the people who know — Message to the Mayor will be stimulating and entertaining in a way that no other program is. New ways to untangle civil service messes, the inside story of legalized betting or any other piece of legislation, little-known facts about political bigwheels — everything from the problem of officials who don't show up on their jobs to pork-barrels in public service — everything that's the people's business and the Mayor's business — will be the business of

MESSAGE TO THE MAYOR

Remember the time and Station:

TEX AND JINX — Radio Station WNBC — Every morning, Monday through Friday — beginning Monday, March 29. Be sure to listen!

Looking Inside

By H. J. BERNARD

WHILE JOB SECURITY is one of the attractions of public employment, that security is seriously undermined when there is little or no protection against unjust removal.

Undoubtedly the greatest protection any employee in public or private job can have is fair treatment by management, since safeguards are required only as a protection against unfair treatment.

Representative Paul Fino (R., N.Y.), has introduced a bill in Congress to entitle U.S. employees to a hearing before dismissal, and, on being ordered dismissed, right of appeal to a Federal Court in their own judicial district, instead of having to sue in the District of Columbia. While such a bill is sweeping in its effect, and would grant greater safeguards than exist in the presently more protective State and local jurisdictions, perhaps the provocation is greater.

Under the U.S. Civil Service Commission's regulations regarding non-veterans the removal must be for such cause as will promote the efficiency of the service, another way of saying no valid reason need exist, because the department that decides against the employee also decides whether its own action promotes the efficiency of the service, and by coincidence it always does. The non-veteran has no opportunity except to reply.

Next the aggrieved non-veteran wants to know whether he can appeal to the Commission against an adverse disciplinary decision, and the answer is "Yes, but," and note the "but" — only if the prescribed procedure was not followed, or if the removal was made for political reasons, or resulted from discrimination because of race, religion, national origin, or marital status, none of which has anything to do with the merits. And even then, after hearing the appeal, and after finding the employee has been aggrieved, what power has the Commission? It has the power only to recommend corrective action. Thus many words are used to disguise the fact there is no protection, though the merits of the employee's defense may have been overwhelming.

Under the Veterans Preference Act, appeals are allowed without that narrow restriction; the Commission's decision is not advisory but mandatory, if only the department does not refuse to obey it, and put the Commission in an embarrassing position.

Another bill in Congress would endow the Commission with a "sanction" it does not possess, by enabling it to participate in court suits involving dismissal cases, and, on obtaining a judgment, at last have the U. S. Marshal behind it as an enforcing officer.

It is to the credit of civil service that dismissal cases are not numerous, and deserved hardly any public attention until the U.S. separations under the loyalty and security programs got under way. It is not to the credit of civil service, however, that an unjust dismissal can be inflicted, with almost nothing that the injured employee can do about it, and what little he can do, is so costly.

The two bills are in the right direction; if somewhat sweeping, can be amended.

PUBLIC EMPLOYEE GROUPS are so fully occupied with their own specialized problems that they seldom find time or opportunity to support general projects in which they would benefit as members of the body politic. Such general matters are often not even called to their attention. More's the pity. When a proposal is before Congress to increase U.S. income tax individual exemption from \$600 to \$800 for 1954 (tax payable in 1955), and to \$1,000 the following year, a public employee group that strives for a direct pay increase might be anxious to help obtain an indirect one, through increase of take-home pay. The minimum benefit, the first year, at present rates, would be about \$45, the following year \$90, for a solitary exemption. Husband, wife and two children, constituting four exemptions, would provide about \$175 minimum benefit the first year, \$350 the second.

A NATIONAL UNION of Federal employees, discussing a survey of jobs in a Federal department made by an engineering firm the Government hired, complains that the investigators showed "a complete unfamiliarity with most of the duties" of the employees whose jobs they surveyed. This is not an unusual criticism of "outside" surveys. A certain air of unfamiliarity may be discovered in most of them, but there is a compensating advantage. Engineering firms experienced in surveying jobs offer freshness that internal surveys often lack, and even propose changes without regard to the difficulty of attaining them. For instance, one such survey in NYC proposed an amendment to the State Constitution, an undertaking from which even the most persevering would recoil.

If one takes for granted some degree of unfamiliarity as unavoidable in "outside" reports, one avoids the mistake of dismissing all recommendations of the report.

Civil service administration, budget practices and policies, curing of pay inequities, adopting scientific classification, and other forward steps encounter a firmly embedded inertia. "Outside" engineering firms, in exerting pressure to get things moving in the right direction, may be forgiven a few false steps that feet more familiar with civil service roads would not take. (It is to be noted the experts always leave the recommendations to be effectuated by the inexpert!)

GERALD FITZGERALD, legislative director of the Government and Civic Employees Organizing Committee, CIO, turns out a readable weekly report on Federal legislation, though never in laudation of the present national administration. If he pulls no punches, perhaps at least he has made one exception. Discussing pay and living-cost charts submitted by government statisticians, that did not too strongly support an ample pay raise, he cited "proof of the adage that while figures don't lie, statisticians will figure," instead of saying that while figures don't lie, etc.

Bills in Legislature

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

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

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

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

SENATE

S.L. 2642, WISE (Same as A.L. 3044, T. RILEY) — Permits member of State Employees Retirement System to retire upon annuity which shall be actuarial equivalent of accumulated contributions, plus pension which with member's annuity shall equal 1 per cent of final average salary times number of years of total service credit, not exceeding 35 years; formula shall be used only if allowance exceeds 1/4 of final average salary. In S. Civil Service, A. Ways and Means.

ASSEMBLY

A.L. 2384, BROOK — Allows officers and employees of New York County General Sessions Court, after 25 years' service and on retirement, additional annuity of 1 per cent of final salary, for each year in excess of 25, but not more than 3/4 of final salary, as total annuity. In A. Ways and Means.

A.L. 2402, CIOFFI — Provides for two days' rest in seven for civil service employees in cities of 100,000 or more; allows employees to select Saturday or Sunday for religious observance and one other day as day of rest. In A. Local Finance.

A.L. 2404, CIOFFI — Allows employees in classified State and municipal civil service sick leave with pay of not more than 18 working days a year, which shall

(Continued on Page 15)

EDITORIAL

Overtime Pay To Local Employees

Under well established principles of home rule, cities, counties, towns and other local units of government in New York State have assumed that they have the inherent right to pay overtime compensation to their employees. Many local units of government have found to their surprise, however, that both the Comptroller of the State of New York and the Attorney General have issued rulings to the effect that local units of government are prohibited from paying overtime compensation to various groups of employees. Since an employee who works overtime must, in fairness, be paid for his overtime work, the local units of government have, in many cases, paid overtime compensation by subterfuges of one kind or another.

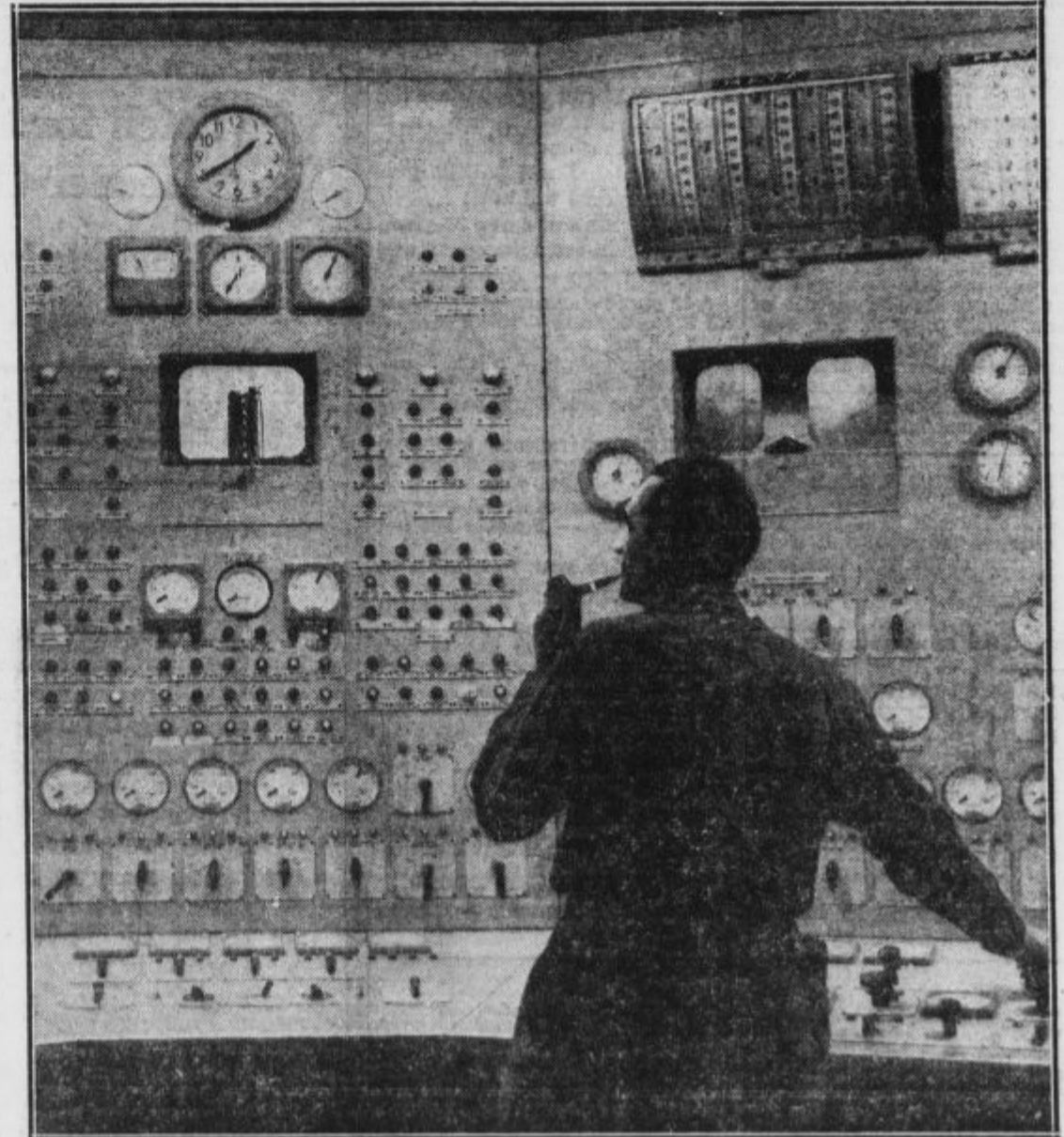
The Comptroller and the Attorney General have issued opinions to the effect that overtime is prohibited by adopting a strained construction of various laws, including section 21, subdivision 5 of the City Home Rule Law, section 205 of the County Law and sections 160 and 220 of the Labor Law, and some rather ancient court decisions. Competent attorneys entertain a very serious doubt as to whether the rulings of the Attorney General and the Comptroller in this field would be upheld by the courts at the present time. Nevertheless, these rulings are, as a practical matter, binding on local governmental officers who feel, in any event, an obligation to follow them.

A bill introduced by Senator Hatfield and Assemblyman Wilcox would remove the confusion that now exists by an express declaration of the Legislature that local units of government have the power to pay overtime compensation to their employees under such rules and regulations as they may prescribe.

The bill is permissive, not mandatory. It restores to local units of government the powers which they have always assumed they have had and which they should have in the interest of good government.

The bill is so obviously "right" that it should become law.

PHOTO by Con Edison



Plant Pilot. Like the control panel on a bomber, this "board" at Con Edison's new Astoria electric generating station is the nerve center of the entire plant. All parts of the station are operated from this "board" by remote control. In the center panel, a TV screen shows if stacks are smoking; and the two TV screens at right indicate condition of flame at the burners. It's just a part of the equipment needed to bring you plenty of dependable, low-cost electricity. *Con Edison is on the job.*

APPLIANCE OPERATOR KEY

No change from the tentative key has been made in the final answers to the NYC office appliance operator, grade 2 written test, held January 30.

PAOLI RESIGNS

Acting Commissioner Maurice H. Matzkin of the NYC Department of Hospitals accepted with regret the resignation of Deputy Commissioner Americus Delli Paoli.

Pay Plan Introduced Just Before Deadline; Longest Bill of Its Kind; Carefully Studied For Mistakes That Might Cost Thousands

4 Appointed To High State P.W. Positions

ALBANY, March 15 — Four appointments to the position of assistant district engineer in the New York State Department of Public Works were announced today by B. D. Tallamy, Superintendent. The appointments, which became effective March 1, were in the Utica, Rochester, Hornell and Binghamton district offices of the department. The starting salary for the position is \$9,840.63.

The four appointments are: Austin M. Sarr to the District 2 Office at Utica. Mr. Sarr has been serving in the Utica District as senior civil engineer in the Construction Division.

Bernard F. Perry to the District 4 Office at Rochester. Mr. Perry has been serving as associate civil engineer in the Construction Division of the Rochester District.

William J. Dennis to the District 6 Office at Hornell. Mr. Dennis will transfer to Hornell from the Main Office in Albany, where he has been serving as associate soils engineer.

Francis J. Weber to the District 9 Office at Binghamton. Mr. Weber has been serving in the Binghamton District as acting assistant district engineer since December, 1952.

All four appointments were made from a recently established civil service list for the position.

Assn. Opposes Downgrading Senior Examiners

Senior payroll examiners and representatives of employee groups have attacked a proposal to drop the senior title from the State job classification, and reclassify incumbents from G-14, their present status, to G-12.

The Division of Employment had recommended elimination of the title. Duties of payroll examiner are virtually identical, said Harry F. Smith, director of personnel for the DE.

The hearing was conducted by J. Earl Kelly, Director of Classification and Compensation. Charles R. Culyer, field representative of the Civil Service Employees Association in the metropolitan NYC area, was among those who opposed the elimination and downgrading.

STUDY BOOKS, all exams, see Page 15.

How Will You Fare Under New State Salary Plan?

How will you fare under the new salary plan? While it is not yet possible to answer every specific question, here is the situation as it looks for the large groups of employees:

EMPLOYEES NOW IN G GRADES — Get a freeze in; establishment of a new pay plan with fewer grades; correction of inequities within the plan, providing upward reallocation for about half the employees; an extra step in each salary grade for those who have been at maximum for five years.

"OS" EMPLOYEES — This group includes Armory employees, State troopers, Education Department aides on separate schedules, and all others who have their own statutory pay schedules (except employees of the Legislature and Judiciary). The existing emergency bonus will be frozen effective April 1, by "language" in the law rather than by line item. Authority will be given by the Legislature, and money appropriated, to permit the Budget Director, with approval of the Governor, to adjust salaries on October 1 retroactive to April 1. Those with their own schedules will have them amended in 1955. It is too big a job to do it now in time for legislative action, but the employees will lose nothing as a result. As this issue of The LEADER goes to press, it is not yet known whether the sixth increment will apply to these employees.

EXEMPT CLASS EMPLOYEES — Same treatment as "OS" employees.

LEGISLATIVE AND JUDICIARY EMPLOYEES — They will get the freeze-in of the bonus, and a commensurate pay adjustment which will probably follow the general pattern of "G" grade employees. The new allocation will probably be done by the Governor, with the sanction of the legislative leaders.

Beauty Queen To Be Chosen

KINGS PARK, March 15 — A Queen of Kings Park will be selected this Friday evening from among 6 semi-final winners of the contest sponsored by Kings Park chapter, Civil Service Employees Association. Dr. Charles Buckman, senior director of the hospital, will crown the Queen at the chapter's St. Patrick's dance, to be held at York Hall.

The finalists are Arlene Appleton, Margaret Fitzgerald, Dorothy Janicek, Mary Kelly, Betty Kerr and Barbara Shine. The semi-final judges, who selected the beauties from the many photographs submitted, were: Paul Given, Supervisor of the Town of Smithtown; Hamilton Potter, Justice of the Peace of Smithtown; Cy Donnelly, Chief of Police of Smithtown; James Shay, president of the Lions Club, Kings Park; and William Kelly, commander, American Legion, Kings Park.

The personalities who have been invited as final judges are: Fred Krumman, president of the Mental Hygiene Employees Association; Thomas Conkling, chairman of the Metropolitan Conference, CSEA; Henry Shemin, 1st vice chairman of the Conference; Charles R. Culyer, CSEA field representative; Emil Impresa, president of Brook-

lyn State Hospital chapter; Thomas Purtell, president of Central Islip chapter; and Maxwell Lehman, editor of The LEADER.

A. J. Coccaro is president of the Kings Park chapter.

JEWISH STATE GROUP TO HOLD PURIM PARTY

The Association of Jewish State Employees will hold a Purim party on Thursday evening, March 18 at 5:15 P.M. in Hearing Room 1 at 80 Centre Street, NYC.

President Morris Gimpelson, head clerk in the Motor Vehicle Bureau, said there will be a short business meeting.

Benjamin Kramer of the Department of Taxation and Finance is in charge of arrangements, assisted by Lawrence Epstein, Ruth Warshaw and Al Gray.

MAYOR'S WIFE TO CHRISTEN NYC FIREBOAT ON MARCH 19

Fire Commissioner Edward F. Cavanagh Jr. announced that Mrs. Robert F. Wagner, wife of the NYC Mayor, will christen the City's new fireboat, John D. McKean, in Camden, N. J., on March 19 at 1:45 P.M.

ALBANY, March 15 — The Dewey Administration was prepared today for introduction of the new State pay plan in the Legislature, only a short time before the deadline.

An Administration spokesman termed the bill "probably the most difficult piece of legislation of its kind to be handled in such a short period of time."

Representatives of various State departments and the Civil Service Employees Association have been working on details of the complicated, 20-page measure since February 19, when Governor Dewey disclosed the plan.

The bill sets up the new 38-page salary structure for State employees, with new salary grades that effect a freeze-in of the former emergency pay.

During the past two weeks, virtually daily conferences had been held in drafting the bill which will write into law the results of negotiations between the Administration and the Civil Service Employees Association.

John T. DeGraff, Association counsel, and John J. Kelly, Jr., assistant counsel, are among those who have worked on drafting the pay bill. On the Administration side are these others:

Joseph Schechter, Civil Service Commission counsel; J. Earl Kelly, Director of Classification and Compensation; Lawrence B. McArthur, Assistant Classification Director; David Price, of the Classification Division; John Mooney, Civil Service legal bureau; Everett Furman, Deputy Budget Director, and Leo Allen, of the Budget Division.

One of the difficulties encountered in writing the bill was the problem of installing the new salary schedule, effective April 1, and yet continuing present grades until September 30 or thereabouts until the new system actually could be instituted.

Checked for Mistakes
The bill, as now drawn, is 20 pages long, double-spaced on legal-sized paper. It has been carefully checked and double-checked for mistakes in wording or one omission could involve hundreds of thousands of dollars.

Four Points
The new salary plan consists essentially of four parts:

(a) A freeze-in, making permanent the 17.3 percent average emergency compensation above base statutory rates which has been temporary up to and including this year.

(b) Establishment of a modern pay plan which has fewer grades.

(c) Correction of inequities within the compensation plan, providing the equivalent of upward reallocation for about half of the State's employees.

(d) Establishment of an "extra step" on each salary grade for employees who have been at the maximum for five years.

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

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

Successive percentage changes in the current plan have so distorted it that annual increments under it range irregularly from 7.5 percent to 2.9 percent; differences between successive minimums range irregularly from 2.4 percent to 6.5 percent; differences between successive maximums skip unsystematically from 2.4 percent to 6.8 percent, and the width of salary ranges wavers between 37 percent and 16 percent. The Ad-

ministration maintains that the wide range for G-2 (\$2,180-\$2,985, 36.9 percent from bottom to top) means that the State either has to underpay at the hiring rate or overpay at the maximum, because the range of 37 percent is wider than typical ranges of other leading employers.

Increments
The increment — annual raise after each of the first five years, for satisfactory service — is reduced slightly below the present \$160 for the second through fifth grades of the new plan. This is held necessary to reduce the extreme width of the salary ranges in this part of the old schedule. However, the new normal maximums are all higher than the old maximums, and in addition an extra step has been added at the top of each grade.

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

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

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

"Graded Positions" — those which are paid according to the G and LG schedules of the Civil Service Law — would be allocated to grades in the new salary plan by the Director of Classification and Compensation, subject to approval by the Director of the Budget. Over 96 percent of all positions would receive increases, and about half would also be raised to a higher grade. About 2 to 4 percent would be allocated to new grades providing no increase. This last group includes many employees now over their statutory maximums who have received the benefit of all previous general increases.

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

[A detailed description of the new plan and how it will work appeared on pages 3 and 4 of The LEADER dated March 2.]



Rochester State Hospital winners of the Frank Osborne Memorial Bowling Trophy are, from left, Earl Hall, George Stevens, Ross Leta, Tony Pezzulo and Mike Sperino. Rochester, which won for the third year, will have permanent possession of the trophy. The Invitation Tournament was held at Newark State School.

SPOT NEWS of civil service happenings, with forecasts of what will happen, is found weekly in the Newsletter column. By all means read it.

Mental Hygiene Bowlers To Compete April 23 and 24

HELMUTH, March 15 — Dr. Erwin H. Mudge, acting director of Gowanda State Hospital, has issued an invitation to all Mental Hygiene institutions to participate in the Mental Hygiene Handicap Bowling Tournament at Gowanda on Friday and Saturday, April 23 and 24.

Bowling on April 23 will be reserved primarily for local area teams, while teams traveling from a distance will compete on the twenty-fourth.

The tournament banquet will be held April 24 at 7 P.M., when awards will be presented. Danc-

ing will also be enjoyed. Last year there were 64 teams entered, 41 men's teams and 23 women's teams, and \$960 in prizes was presented. Approximately the same amount will be awarded this year.

Two Trophies Offered

Two trophies will be presented by the Mental Hygiene Association. An institution must win a trophy three times to gain permanent possession. Thus far, the women's trophy has been won by St. Lawrence, Middletown and Gowanda, while the men's trophy has been won by Binghamton,

Middletown and Gowanda. Central Islip and Binghamton State Hospital, which did not compete last year, have entered six teams in the present tournament. Other institutions that will participate are St. Lawrence, Middletown, Syracuse, Newark, Rome, Rochester, Utica, Marcy, Buffalo, Craig Colony and Gowanda. Additional entries are expected to make this year's competition bigger than ever.

Entry blanks should be returned to Ernest C. Palcic, business officer at Gowanda, as soon as possible, Dr. Mudge has urged.

Postal Transport Clerk Test Is Open Upstate

An exam for substitute postal transportation clerk (formerly railway postal clerk) in the western half of New York State has been announced by James E. Rossell, Director of the Second Region, U. S. Civil Service Commission. Starting pay is \$1.71½ an hour.

Applications are restricted to legal residents of the following counties, and men only are wanted: Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Schuyler, Seneca, Steuben, Tioga, Tompkins, Wayne, Wyoming and Yates.

No Experience Required

No specific education or experience is required, but candidates must take a written exam which includes address checking and a test of their ability to follow in-

structions. Apply at any post office or by mail at the Second U. S. Civil Service Region, 641 Washington St., New York 14, N. Y. Last date to turn in filled-out applications is Wednesday, March 31.

The exam centers will be at Auburn, Batavia, Binghamton, Buffalo, Dunkirk, Elmira, Hamilton, Hornell, Ithaca, Jamestown, Norwich, Olean, Oswego, Rochester, Syracuse, Utica and Watertown.

Minimum Height 5' 6"

Applicants must be at least 5 feet 6 inches without shoes, and must weigh at least 130 pounds. The height requirement need not be fulfilled if an eligible can reach a vertical distance of 78 inches with the tip of the thumb while standing with feet flat on the floor without shoes. The weight requirement is no barrier if an eligible can lift to his shoulder a sack weighing 125 pounds.

The exam is No. 2-64 (1954).

Activities of Employees in State

Kings Park

AN invitation is extended to all employees of other hospitals, and their friends, within driving distance of Kings Park, to attend the St. Patrick's Dance at York Hall on Friday, March 19, at 9 P. M. The dance is sponsored by the hospital's CSEA chapter. Many CSEA officials have been invited.

On Wednesday afternoon, March 3, a children's party was held at York Hall, sponsored by the Great Neck chapter, B'nai B'rith.

On Tuesday, March 9, a nurses' workshop, was held at York Hall as an orientation to Kings Park and the children's unit. A field trip to Brookhaven Laboratories was included.

The Long Island Occupational Therapy district meeting was held Thursday, March 11 at 8 P. M. in the female O. T. shop, in the basement of Building 93.

"Galaway Rose" was presented at York Hall by St. Joseph Church on March 13. The program at 1 P.M. was for the patients, the 8 P.M. program for the general public.

On Tuesday, March 30 there will be another nurses' workshop at York Hall, on the subject of rehabilitation and research in newer treatments and drugs.

The third annual spring show will be held the afternoons of April 7 and 8 and the evening of April 9. Titled "All Aboard," its theme is a train trip to Happy Land, and will feature popular hit parade tunes and special dances. The April 9 performance is open to the general public, at no charge. The production is under the direction of Miss Russo, assisted by R. Schulze and M. Friedman. One hundred thirty patients will appear in the show.

Guy Harrington of Group 5 won a glass surf rod and two surf reels for a 30-pound striped bass he caught at Makamani Beach, while Al Schele of the electric shop received a silver pin for two striped bass caught at Cape Cod. The

awards were presented at the Sound Surf Club's annual ladies night and dinner at Linck's Restaurant.

Dr. and Mrs. Joseph Gormely are the proud parents of an 8 lb., 4 oz. boy born at Huntington Hospital March 1. Congratulations.

Hospital police, fire department and civil defense volunteers participated in a county-wide civil defense alert.

John Niblock was welcomed back to the garage after a long illness and operation.

Sympathy is extended to the family of Henry Wettstein, an employee in Group 3 who died February 25.

Congratulations to Mr. and Mrs. Buchanan, who celebrated their 25th wedding anniversary February 19. Mr. Buchanan, of the maintenance department, and Mrs. Buchanan, in charge of Ward 112, Group 4, appeared on the Jerry Lester television program February 18. A surprise celebration was held by their family, and included their son and daughter-in-law, Mr. and Mrs. Howard Griffen of Canada. Mr. Griffen, a minister, and his wife are graduates of the Kings Park School of Nursing.

Mrs. Ann D'Armitt, switchboard operator, and Marie Warren, secretary, are vacationing in Florida.

Correction: The Elwood DeGraw Memorial Award, to be presented each year by the chapter to the best graduating student of the School of Nursing, was erroneously printed as \$2, instead of \$25.

A. J. Coccaro, president; Pearl Lyons, 2nd vice president, and Chris Ostrander, assistant secretary, represented Kings Park chapter at the CSEA and MHEA meetings in Albany.

Last week there was a joint meeting of the executive council and the social committee, to discuss the dance and other matters. The St. Patrick's dance, by the way, promises to be a real success. Tickets have been going out, and pictures of beautiful girls have been coming in. Meet your friends

at the dance, Friday, March 19 at York Hall.

A meeting of the Long Island District O. T. Association was well attended. The program, "Understanding the Patient," was in preparation for a four-week institute on the same subject, to be held in May.

Eleanor Astley of the O. T. department was honored at a party at Link's Restaurant, to mark her many years of service at Manhattan, Utica and Kings Park State Hospitals. She was presented with a corsage and gift. Best wishes to her in her new life.

Mr. and Mrs. Paul Stache have left for a Florida vacation. Mr. Stache is employed in the sewage disposal department.

Mildred Funderbunk, former stenographer at Kings Park, has been promoted to senior stenographer at Pilgrim State Hospital.

Hospital employees donated \$400 in the local Lions' Club drive for a Smithtown hospital.

It is with deep regret that the chapter announces the sudden death on March 8 of Walter MacNair, supervisor of Group I, Male. He was 1st vice president of the Kings Park chapter.

Sympathy is also extended to the families of Mrs. D. Scott, formerly a nurse in Group 4, and William C. Hoysradt, who passed away.

Employment, NYC and Suburbs

A BOARD of directors meeting of the Employment chapter, NYC and Suburbs, was held at 87 Madison Avenue. The nominating committee, named by the board and the Local Office representatives, consists of: Frank Zemelicka, LO 415; Carl Mueller, LO 610; Bill Kleinman, LO 710; George Moore LO 200; Margaret Reilly, Nassau; Bill Burke, Westchester; and Irene Coffy, LO 115.

The committee met the following week and chose the following slate of officers: Marie Doyle, president; Kay Arseny, 1st vice president; Bernard J. Federgreen, 2nd vice president; Percy Williams, 3rd vice president; Robert Rubin, treasurer; Lorraine Troy, financial secretary; Marge Foley, recording secretary; Gertrude Carr, Grace Nulty, William Steingesser, Oliver Atkinson and Martin Donnenfeld, delegates; Vincent Soukup, Margaret Reilly, Fred Kirschenbaum, Mae Murray and Wilfred Lewin, alternate delegates.

Independent nominations may be made by petition, if the petitions are signed by at least 50 members and filed with the chapter secretary, Marie Doyle, at LO 415, at least 20 days before the annual election, which will be held April 14.

Official ballots will be distributed by the Local Office representatives. All members are urged to vote.

At the March 2 meeting, Grace Nulty explained the new State salary plan. The new structure, she said, has nothing to do with the individual State titles, as the salary grade in relation to title will not be announced until August.

Employment interviewers who were appointed temporarily from the January, 1954 list are urged to file for the new exam, to be held in May, so that permanent appointments may be made, if and when.

President Bill Steingesser announced that he would not be a candidate for re-election.

Al Reinhardt, chairman of the State Division of Employment Committee, and Charles R. Culyer,

CSEA field representatives, attended a hearing before J. Earl Kelly, Director of Classification and Compensation, on the proposed downgrading of the senior payroll examiner title. The Association opposes the proposed two-grade shift, from G-14 to G-12.

The board of canvassers, elected at the March 2 meeting, were John LaMonico, LO 630; Julia Graner, LO 610, and Mason Morell, LO 415.

Best wishes for a speedy recovery are extended to Al Reinhardt's mother.

News from LO 730: Congratulations to Nancy Cooper Rand on the birth of a daughter, Judy Hazel; to Martin Rosen on the birth of a son, Jonathan; to Mr. and Mrs. Irwin Seiler, celebrating their silver wedding anniversary. Marcia Phillips has left LO 730 to become new ES representative at LO 536. Bob Wells celebrated his 21st plus birthday on March 8. Mrs. Helen Greene returned from a Florida vacation. New IAPES representative is Lene Tersilio.

News from LO 710: Welcome to Ruth Mintz, who recently joined the office staff. Alice Weiss, senior employment interviewer, has returned from a tour of the U. S. and Mexico.

Sam Kaplan of LO 610 and his wife, Vera, of LO 200, will leave on a Florida vacation.

News from LO 200: It's good to see Isidore Ginsburg back at work again. Welcome to new staff members Elizabeth MacNair and Harris Proschansky.

Congratulations to Freda Meltzer who celebrated her 21st anniversary.

Dannemora State Hospital

AL FOSTER represented Dannemora chapter at the Correction Commissioner's Conference, and also attended the CSEA dinner meeting. The news Al brought back regarding a pay increase sounds encouraging. Thanks, Al, for a job well done.

Sympathy to Clement Ryan, who lost his wife and mother-in-law within two days; to Kenneth Columbe, on the death of his mother; and to Raymond Casey, on the death of his mother and Mrs. Casey's mother.

The rabbits in "The Hardscable" section are now attending a school to teach them to run properly, so that Lloyd Bassett, of Marcy State Hospital, and others can bag one now and then.

Sincere thanks to the Association staff in Albany and the editor of the LEADER for the fine job of publicizing the plight of the criminal hospital attendant.

The opening of Hall 15 has relieved the crowded conditions in the other halls. Wilfred Carter is charge attendant on the day shift, Kenneth Gonyea on the afternoon shift and Orville Gadway on the night shift. Charge Attendant Wesley LaPorte has charge of Ward 1. The new meal routine finds Oscar Revoir, Karl Whipple and Kenneth Hackett on the first shift, with Lewis Smart, Edgar Kennedy and John Kearney on the late shift. Richard Hurd is relief man.

Conwald Kiroy and Earl Santimoro are back at work following surgery. Grace Kiroy and Albert Poirier were patients in Plattsburg hospitals. Dr. Francis C. Shaw, director, is back at his desk after a virus attack.

The athletic program is now in full swing. Bernard O'Connell is carrying on the winner schedule

during the absence of William "Pepper" Martin, who is on a four months' leave.

The chapter's recent survey shows that a majority of the uniformed personnel favor a change in the shifts. Dr. Shaw is considering the practicability of a 7 to 3 shift, etc. The question of a day a week, or the present pass days, was decided overwhelmingly in favor of the pass days. The proposed seasonal vacation also won by a large majority. Dr. Shaw, at a meeting with chapter officials, gave permission for the new vacation plan, which will take effect next April. Vacations have already been drawn for this year, under the old plan.

Efficiency ratings have been received with little comment.

Lyndon Labarge was a successful candidate at the recent first degree event of Dannemora Council 2166, Knight of Columbus. The degree team was composed of Edgar Kennedy, Bernard Racette and Theodore Wright. Flower Gagner, Grand Knight, arranged the interesting program.

Richard Hurd has sold his house to the John LaGree's. Chief Attendant Owen Brooks has moved into his new home at Valcour, only a stone's throw from Lake Champlain. Hear tell it's a fisherman's paradise.

An item on pay raises: Ask James Drollette to tell you about the \$4,000 check he received after accepting a position as temporary senior attendant. Even Jim couldn't believe his eyes.

Dr. Ross E. Herold was guest speaker at a recent meeting of the Plattsburg Kiwanis Club. He discussed psychiatry and its possible effects on juvenile delinquency.

There are 40 temporary attendants at Dannemora who are eagerly awaiting the exam for criminal hospital attendant.

Eighteen employees have completed a first-aid course, given by Stephen Mullady, in connection with the civil defense program. Another class will start soon. Those interested should contact Mr. Mullady.

James E. Christian Memorial

MEMBERS of James E. Christian Memorial Health Department chapter, CSEA, attend a luncheon meeting on Monday, March 15 in the CSEA auditorium, Elk Street. P. Henry Galpin, Association salary research analyst, discussed the State salary plan.

Dr. William Siegal (TBC) has been named chairman of the nominating committee to select candidates for chapter office.

Grace Haswell, chief of the Funeral Directing section, Health Department, was honored by co-workers at a luncheon. Miss Haswell, who is retiring after 45 years' State service, was presented with a gift of jewelry by Madeline Money, on behalf of the members of her staff. Among those present, both former and present employees, were Miss Haswell, E. Bates, Madeline Money, Jeanne M. Lohre, Lyle Smith, Julia Moloney, Laurel Wright, Catherine Reedy, Lottie Tuschke, Margaret Heald and Harold Morrow. Grace Widener, a retired State employee, was a luncheon guest.

REAL ESTATE buys, see Page 11.

LOOKING INSIDE, news and views by H. J. Bernard, appears miss it.

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During 1954 there will be many appointments to U. S. Government jobs in and around New York. They are available to men and women between 18 and 55.

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Activities of Employees in State

Pilgrim State Hospital

PILGRIM State Hospital chapter extends deepest sympathy to William F. McDonough, executive assistant to the president of the CSEA, on the death of his sister, Mary McDonough; to the family of Edwin Wiedenkiller, retired supervisor in Building One and Five; and to Ray Hathaway, Building One, on the death of his wife.

Good news to employees insured by Blue Cross and Blue Shield is that premiums will be deducted from pay checks in July. The Association will assist those who wish to join the plans, and join the Association, as well.

New chief supervisors on the evening and night shifts are: male, Mr. Ganther, 12 to 8 shift; Mr. Rittenberger, 4 to 12; female, Mrs. Caron, 12 to 8, Mrs. McCullough, 4 to 12. Head chief supervisors are Lawrence C. McDonald, Mrs. Mildred E. Currier and Mrs. Kazamier K. Firth, in charge of Edgewood Division.

Edward J. Kelly reports that Dr. Richard V. Foster, Assistant Commissioner of Mental Hygiene, sent his regards to Pilgrim employees and patients, when he spoke with Dr. Foster at the CSEA dinner meeting in Albany.

All the bowlers are putting out extra effort now that the season is drawing to a close. Edgewood team is fighting hard for the championship again this year.

Don't forget your Association dues.

Creedmoor

State Hospital

AT THE last meeting of Creedmoor State Hospital chapter, CSEA, it was voted to donate \$75 from the treasury to Brooklyn State Hospital's publicity campaign.

State employees are now going through a watch-and-wait period pending further concrete figures from Albany on the proposed raises.

The Creedmoor State Hospital War Veterans expect a large crowd at their dance, to be held in the Assembly Hall on St. Patrick's Day at 8:30 P. M. Tickets are \$1.20. Refreshments will be served at low cost.

Jack Duffy, recreation supervisor announced that there is a complete sell-out of tickets for his show, "Bright Lights of '54." Rehearsals are in the final stages, and the show promises to be the best he has produced.

Luther Baird, chief supervisor, held a cocktail party in Building K day room. A good time was had by all. Among those attending were Father Boniface, Catholic chaplain of the hospital; Dr. and Mrs. Criden, Dr. and Mrs. Savitius, Mr. and Mrs. Burwell, Mr. and Mrs. Purcell, Oscar Langhorne, Edward Sotlong, Nora McCarthy, Mr. and Mrs. Mangan, Mr. and Mrs. Brinkerhoff, and Kay Barazone.

Nancy Hoesel, secretary of the women's bowling league, reports that first place is held by Joan Effinger's team. Second place goes to the team of Christine Caton. Season high game is held by Peggy Walaitus, with 230. Second high game, 205, was bowled by Betty Davis. The girls really must be eating their vitamins.

Peter Petruska and Anne Murray are still in sick bay. The chapter hopes they'll soon be back on the job.

Berger Sahle is going to Europe soon, but he's a little worried that he might be kept behind the Iron Curtain.

State Insurance Fund

THE FIGHT for a salary increase has just begun, said Bill Price, president of State Insurance Fund chapter, CSEA. The chapter will campaign for an additional raise next year, he said.

Abraham Schwartz, head of the Upstate Division of the Claims Department, was reelected president of the Clearview Jewish Center. Congratulations.

Verneal Moore of Underwriting became Mrs. Farrington on February 27. Co-workers presented her with gifts.

Regina Courtney will leave soon to await a blessed event.

Bowling results of March 2: The league teams are quite close together. Watch Claims Examiners, Payroll, and the onrushing Orphans. Policyholders stopped Medical for three points. Claims Examiners blanked Safety for four points. The Orphans downed Engineers for three points. Payroll took three points from Actuarial, with Epstein carrying the attack. Accounts blasted Claims Seniors for four points.

Metropolitan Armories

THE NEXT meeting of the Metropolitan Armories chapter, CSEA, will be held at the 369th AAA Armory, Tuesday, March 16. Special effort should be made by all chapter members to attend this meeting; it will be an important one.

Good news! Henry Clark, the chapter's executive secretary, is at home and now recuperating. Here's hoping for a speedy recovery.

Herman Johnson of the 101st Cavalry, Brooklyn, celebrated his 61st birthday at the chapter's executive meeting, held at the 71st Regiment Armory last week. The chapter wishes him many, many more.

A new addition to the 355 Marcy Avenue Armory is Frank Knowles. Welcome to the chapter.

The last chapter meeting was held at the 105th Field Artillery Battalion Armory, Bronx. Many thanks to Lt. Col. James P. MacLennan, officer in charge and control, and Superintendent Edward Bernius, as well as the staff of Armory employees for their hospitality and the collation.

New York City

N. Y. CITY chapter, CSEA, thanks president Sol Bendet for his clear explanation of the proposed State salary plan. Charles R. Culyer, CSEA field representative, added his comments, at a meeting held March 4 at 80 Centre Street. The "standing room only" gathering was not restricted to chapter members. Many State employees who are not members were so impressed by the work of the chapter, President Bendet, and the CSEA, that applications for membership

are double what might be expected this time of year.

Madelein Weigler, head compensation clerk at the Workmen's Compensation Board, will be married March 23. There were too many well-wishers for just one party, so two luncheons and one breakfast shower were held. Lots of luck, Madelein.

Send a get well card to Nat Lustgarten, assistant administrator of claims, WCB, who is confined with sciatica at the Hospital for Joint Diseases, Madison Avenue and E. 124th Street. Get well, Nat, we miss you.

Gertrude Levy, Estelle Breton and Shirley Feldman, all of the WCB, recently returned from a South American cruise. They are sporting beautiful coats of tan. They brought back some gorgeous 3D color transparencies of the many places they visited. Boy, that's the life!

The chapter welcomes Fred Yost, Vince Fardella and John McVernon into the fold.

LEGAL NOTICE

CITATION — File P 580/1954. THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: HELEN D. DONOAN, REV. JAMES HOLLAND BEAL, the next of kin and heirs at law of VIRGINIA B. PAINE deceased, send Greetings:

WHEREAS, WILLIS PAINE BEAL, who resides at 48 West Cedar Street, Boston 14, Massachusetts, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 20th day of June, 1951 relating to both real and personal property, duly proved as the last will and testament of VIRGINIA B. PAINE, deceased, who was at the time of her death a resident of 564 Park Avenue, in the City of New York, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 8th day of April, one thousand nine hundred and fifty-four, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable George Frankenthaler, Surrogate of our said County of New York, at said County, the 25th day of February, in the year of our Lord, one thousand nine hundred and fifty-four. (Seal) (Sgd.) PHILIP S. DONABUE, Clerk of the Surrogate's Court.

NOTICE IS HEREBY GIVEN that Wine License WW 324 has been issued to the undersigned to sell wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York, CVA CORPORATION, 350 Fifth Avenue, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 388 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York. BRANDY DISTILLERS CORPORATION, 350 Fifth Avenue, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 171 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York. SCHENLEY DISTILLERS, 350 Fifth Avenue, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 119 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York. SCHENLEY DISTILLERS, 350 Fifth Avenue, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 389, has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 122 East 42nd Street, New York City, County of New York. MELROSE DISTILLERS, INC., 122 East 42nd Street, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 69 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 122 East 42nd Street, New York City, County of New York. DANT DISTILLERY AND DISTRIBUTING CORP., 122 East 42nd Street, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 118 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York. SCHENLEY IMPORT CORPORATION, 350 Fifth Avenue, New York City

NOTICE IS HEREBY GIVEN that Liquor License LL 197 has been issued to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law in the premises located at 350 Fifth Avenue, New York City, County of New York. CHANCELLOR DISTRIBUTORS, INC., 350 Fifth Avenue, New York City

CIVIL SERVICE

NEWS Letter

THE CLASSIFICATION BUREAU of the NYC Civil Service Commission expects to begin public hearings soon. The start could not be begun until Budget Director Abraham D. Beame and the Commission got together on a proposed overall plan. Meetings have been held and it is expected a mutually acceptable scheme will be announced soon.

The Commission had its own plan, Mr. Beame somewhat different ideas, and since both parties have equal responsibility, by direction of the Mayor, agreement had to be reached.

The plan will consist of a schedule setting up a definite number of grades, with minimum and maximum salaries for each, and with each title to be fitted into a grade. Since the problem is considered too vast to tackle at one time, and not enough money is in sight to effectuate complete revision, the job will be done piecemeal.

First to be considered will probably be the Engineering and Technical Service. Agreement with employees has practically been reached, excepting for money. If the reclassification of that service is voted as proposed, some plan to distribute the benefits over two years, instead of granting them all in the first year, may be worked out.

WITH A BILL before the Legislature to reorganize the NYC Civil Service Commission, spirit is low among the Commission staff. Public employees tend to take a sombre view of uncertainties, and certainly Commissioners whose jobs may be at stake can not avoid doing so. . . . Much improvement in suggestion program, with more extensive plans, broader aspects, and higher remuneration to winners, may be expected this year, with the Federal government setting the pace. The benefits to government are so large, compared to what the winners receive, that the improvement is long overdue. Private industry awards are better, but even they fall short. . . . Civil Service Commissions received more anonymous letters charging employees with being suspected of Communism, before the loyalty and security laws were enacted, than are received now. . . . NYC has disqualified some eligibles from appointment jobs in security agencies, but jobs in non-security agencies are open to them, since the limited exclusion is the extent to which the law allows the State or local Commission to act. Federal law confers more powerful sanction.

WHILE NYC EMPLOYEES are deeply interested in the new Labor Department in the government, and are watching the proposed reorganization of the Municipal Civil Service Commission, make no mistake about what interests them most. It is increased pay. The Wagner administration is trying to find a way to grant an increase that won't be piddling.

THE POSTAL UNIONS set the pace in Federal pay improvements. The recent rally of the AFL postal unions in Washington was stirring. Emotional and convincing factual appeals were combined.

Two Vacancies On Parole Board

ALBANY, March 15 — Donald H. Grant has retired as a member of the State Parole Board, effective April 1. In a letter to Governor Dewey, Commissioner Grant said he desired to return to the legal field.

His resignation creates a second vacancy on the five-member board. Louis F. Costuma retired from the board in June 1952.

EDUCATION SUPPLY GROUP HEADED BY MILTON RUBIN

The Association of Technical Employees of NYC Board of Education's Bureau of Supplies has elected the following officers: Milton Rubin, president; Samuel Koslin, vice president; Sol Berger, secretary; and Benjamin Harris, treasurer.

606 PASS TEST FOR NYC MOTORMAN

The NYC Civil Service Commission reports that 606 candidates passed the promotion exam for motorman, NYC Transit Authority, held January 9. There were 454 failures, two candidates withdrew, and two were marked not eligible.

LOOKING INSIDE, news and views by H. J. Bernard, appears weekly in The LEADER. Don't miss it.

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TUESDAY, MARCH 16, 1954

Why the NYC Personnel Bill Should Be Passed

The bill drafted to alter New York City's civil service structure has now undergone meticulous scrutiny and modification. The changes came after the employee organizations and the civic groups had been given opportunity, both publicly and in private session, to state their views and make their recommendations.

To the credit of the City Administrator's Office, let it be said that every effort was made to meet the valid proposals of the employee organizations without altering the basic principles of the bill. Thus, the point made that employees ought to have a chance to voice their views on personnel matters has been written into the law. There is being established a city personnel council, and on this the employees will have representation. They want — and the administration concurs — better labor relations. The bill has been amended to take this into consideration; as a matter of interest, the employees will now have, between the Labor Department and the Civil Service Commission, perhaps the most advanced organisms of labor relations existing in any community of the nation. Another change in the bill gives protection to present employees of the Municipal Civil Service Commission, who will move into the reorganized department without loss of any rights they now hold.

Mayor Is The Responsible Boss

As for the personnel director himself, an amendment to the measure places him more directly under the Mayor, at whose pleasure he will serve. It had been pointed out at the public hearings that the bill originally provided for demotion of the personnel director; he would become a commissioner if he was deemed to be unsatisfactory. But since there are already two additional commissioners, a technical problem would thus arise. This technicality has been clarified. Actually, it is more than a technicality. For the Mayor now is given far more responsibility for the conduct of personnel matters than ever before. It is a responsibility that cannot be readily shifted or sluffed off.

The bill was introduced late into the Legislature. It could be wished that it were drafted earlier, and more time given for study. But the time was not available. The new administration took office only January 1. No doubt it would be easy to find other changes that should be made. But the bill does the important thing — it offers a means of overcoming — now — some of the terrible defects in civil service that have been brought to light in recent years. It offers an opportunity to start "from scratch," and on a basis that finds substantial agreement among the many interested parties — even if that agreement is not 100 percent. Much will be learned in the course of actual operation; and where changes in the law are indicated, it will always be possible to make them. At least, we will have started on the correct course in New York City.

The Legislature should of course pass the bill. It is very much like the measure which the Legislature passed last year for the purpose of reorganizing the State Civil Service Commission. And, like the State measure, it represents a feasible compromise.

Councilman Sharkey's Point

Now to another point: Councilman Joseph Sharkey made a valid observation at a public hearing on the measure; he pointed out that the funds a civil service agency has to work with are more important than its structure. The Municipal Civil Service Commission has been starved. With the new plan in effect, Mayor Wagner and his cabinet must realize that to obtain the best possible service for the City, the Civil Service Commission can no longer be considered a kind of municipal stepchild. It must have the funds to do a major recruiting job; to prepare the best exams; to provide the finest of personnel services.

Comment

NYC'S TYPE OF POLICE TEST FOUND SATISFACTORY

Editor, The LEADER:
You published two articles about the recent NYC patrolman exam. In one, the author appeared to be well satisfied with the test the Municipal Civil Service Commission gave. In the second one another author said, in effect, half the test was all right, but the other half was not representative of good recruitment technique because it dealt with items of information. The idea was the mere possession of information is secondary, and not a sound basis for selecting eligibles; mental stature was supposed to be the thing.

I am certain, as a patrolman, that the test as given, including the informational questions, was excellent. There is no reason why a candidate for a police job should not be judged in part by how well he is alive to what goes on around him, or how willing he is to study. What sort of a policeman would he be if he did not know where the United Nations Building is located, which subway reached a certain part of the city?

Study Deserves Rewards, Too
To be sure, informational preparation may be achieved by study, but since when is it detrimental to recruitment to reward study efforts? Study is a form of close application, and being a good policeman requires close application. A policeman has to do a lot of studying to perform his job well.

Not only do persons with considerable general knowledge have the most knowledge in particular fields, as a rule, but also study of itself tends to improve mentality. Native ability is nothing required of a candidate for the police force. A person who passes a fair intelligence test can be taught to be a good policeman. In fact, the eligibles do not prove they are any kind of policemen at all, and should not be required to prove it; all one may ask of them is proof of ability to be trained to become good policemen.

I think your author, H. J. Bernard, who analyzed the patrolman test and found it satisfactory, had the right idea.

PATROLMAN,

Rockaway Park, N. Y.

SALARY ISN'T THE ONLY THING

Editor, The LEADER:

Salary increases alone will not be enough to satisfy the State employee. There are many other important issues to be straightened out. The principle of equal pay for equal work, long established in private industry and civil service generally, has always been denied to the State employee. This inequality illogically sets the employee apart as the forgotten man. It is my recommendation that the State employee should be compensated on the basis of time-and-one-half for additional time of service in excess of 40 hour work week, and we should be paid if our normal working hours schedule is lengthened by official order.

Acting out of title is another problem, and the practice is constantly reaching new and higher proportions. Hundreds are being called upon to assume responsibilities and duties with no additional compensation. This practice would not be tolerated in private industry and should not be accepted as a normal procedure by the State employee. When the administration designates an employee who meets the requirements and whose confidence the administration depends on to fill that particular position, and who can do it efficiently, honestly and in a manner fair to employee and employer, that employee should be compensated. The excuse given for the failure to give proper compensation is that the job must be filled by a person with special training. Yet, in jobs which registered nurses should fill, such as supervisors in the Department of Mental Hygiene, many employees are taken from the staff attendant

(Continued on Page 8)

The salaries paid to examiners and other staff members of the Commission, now so dismally low, must be upped to hold and to attract the finest talent. It could probably be shown that sufficient funds for the personnel agency would save the City money in the end.

First, let's get the bill passed. Then, for once in the history of New York City, let the administration do a real job of building civil service.

Don't Repeat This

(Continued from Page 1)

still Mrs. America — and in the minds of the people FD is still the greatest of them all." Carmine DeSapio, Tammany leader, speaking on the "Tex and Jinx" radio program, put it in these words: "We don't hold brother Jimmy against Franklin. His brother John is a Republican. We never held that against him, either."

Franklin's Assets

Franklin has the name, he has the charm, and he is the hardest campaigner in Democratic ranks. He did more for Robert F. Wagner in the NYC primaries than almost anyone else, and more effectively. At the presidential convention in 1952, he worked harder than others in the New York State delegation, trying to get Averell Harriman nominated. He was the delegation's leading spokesman on the convention floor. He was seen in every pertinent conference and meeting. Many nights he got only two or three hours' sleep. At one point, he looked Big Jim Farley in the eye and said, "You haven't been a Democrat for twelve years." Anyone who knows Farley knows that an act like this took political courage. Young Franklin is credited with having plenty of "guts."

He started his political career opposing Tammany, so he can't be labeled a Tammany stooge. He has a smart "kitchen cabinet" around him. He is so cocksure he could win that he gave up the NYC Mayoralty, which he could have had on a silver platter, to wait for the gubernatorial sweepstakes.

The Other Democrats

And whom have the Democrats got, other than FDR Jr.? There is Harriman, Farley, Froessel. None can match Franklin's vote-getting ability. Harriman is conceded to be a "nice" person, but not a vigorous campaigner. He hasn't got the rough and tumble knack to fight Dewey, and would be a push-over for the Governor. In the campaign circuit, a grueling one in this State, only FDR Jr. would be able to take on the kind of vigorous campaign pushing that Dewey would give. Farley, personally popular, could never get hold of the liberal wing of the Democratic Party. And Froessel is too little known, even though he is an active Mason. There's a lot of talk about Robert Wagner as a possible gubernatorial candidate, but he denies even the remote possibility of running. It would be difficult after serving only one year as Mayor of NYC, to go for the higher office.

Dewey's Burden

Democratic Party politicians argue that the Republicans have only two possible candidates, Dewey and Ives. Dewey is burdened with the racing mess. The mess has decimated some of his strongest cohorts and workers in the GOP. The Eisenhower-McCarthy fracas and the possibility that unemployment will continue to rise, cannot do the Dewey candidacy any good.

Dewey Always Springs Back

Racing scandals, coupled with previous difficulties of his party, can't help but leave a sour taste in the mouths of voters. Moreover, Dewey has held the office for twelve years, and elements of ennui affect the voters, no matter how good the official.

Nevertheless, Dewey's recuperative power is the greatest in the history of politics, as this column has frequently pointed out. No matter how deeply Dewey has been mired, he always has emerged stronger than before. To recall again some of the downs and ups: The first Jimmy Hines case, which he lost as New York's Special Prosecutor, only to come back and win the second. He lost the gubernatorial election in 1938 to Herbert Lehman, but he won out in 1942, making huge inroads in Democratic districts. He lost a presidential nomination, but he came back to win it four years later. He was not afraid to take on FDR; and after losing, he was able to win his party's nod again. Against Truman he lost an elec-

tion in which the odds were 30 to 1 in his favor. For a year, he made jokes about himself at public events. It was really a low time for Dewey. Nevertheless, he came back to win the Governorship again, by the greatest majority ever attained. His prestige continued to rise, and more than any other man, he put over Eisenhower as the Republican presidential candidate in 1952. There was talk then that Dewey would be the best GOP presidential candidate next time 'round.

His GOP Enemies

Dewey's enemies — including some he has fought in the recently exposed scandals — are saying: We will take care of him come convention or election day. If these enemies can stop him from winning the election, they will do it.

The Dewey men talk differently. They argue, "Dewey went after men who were involved in scandals. They represent bad government, not good government. Therefore, they had to be thrown out. Every time this happened, Dewey emerged a bigger figure in the eyes of the voters, because he demonstrated not only his own devotion to ethical principles in government, but a willingness to take surgical action to cleanse his party. His integrity is untarnished." They point out, too, it didn't hurt Gov. Herbert Lehman when he named Dewey special prosecutor in NYC in 1935. When Dewey indicted Hines, one of the biggest Democrats, that didn't hurt Lehman, either. It didn't harm FDR when he had the Hagues and other big-city bosses dragging his coat-tails. Dewey will rise above the scandals, his adherents say, and be stronger than ever.

Power of Incumbent

Moreover, Dewey has the power of an incumbent in office. He is able to move vigorously on many fronts. The Federal administration is Republican, with GOP U.S. attorneys, tax officials, special probes, and other investigatory agencies. And while the Democratic prospects look good now, elections are won not in March but in November. As a sign of the speed with which Dewey acts is his swift response when State Democratic Chairman Richard Balch accused the Thruway Authority of being a patronage porkbarrel. Dewey swiftly called in able Robert Moses, who, while a Republican, is a member of the NYC Democratic administration. Moses gave his blessing to the Thruway situation. More recently, Dewey made Moses head of the State Power Authority, to get action on the Niagara frontier, something which many citizens upstate want. Dewey has a sense of timing that is nearly unexampled in the realm of politics. The Democrats have much to learn from him. It is premature to place any bets against Tom Dewey.

The coming election will not be a battle between a live wire and a deadhead. It will go down in the books as the most dramatic, possibly the most savage, election campaign in the State's history.

Law Cases

Sidney M. Stern, chairman of the committee on law and rules of the Municipal Civil Service Commission, reported the following legal proceedings:

Proceedings Instituted:

Ruceppi v. Commission. Petitioners, employed in the Transit Authority in various titles, instituted an Article 78 proceeding seeking to annul various resolutions adopted by the Commission and to amend the classification of positions so as to permit payment of prevailing rates of wages in these positions.

Convery v. Brennan. Petitioners appealed their ratings on the examination for promotion to sergeant (P.D.) All their appeals were denied in whole or in part. In this proceeding they seek an order directing the Commission to grant their appeals, giving them passing grades on Part I, and directing the Commission to rate their Part II papers.

PENSION CREDIT SOUGHT

The Veterans Association of the NYC Department of Welfare is supporting the DeOptatis-Ryan bill to include employment in the former Emergency Relief Bureau for NYC pension credit, equalling up to three and a half years.

H. B. Carter
Los Angeles, California.



This **POSTMARK** saved a government employee **\$3,250.59**

This is the postmark on the envelope mailed to Government Employees Insurance Company containing the automobile insurance application of Mr. H. B. Carter of Los Angeles, California.

Mr. Carter, a protection-conscious government employee, mailed the envelope on the morning of June 12, 1953. At 2:30 p.m., while the application was in transit to Washington, D. C., his 1953 Buick sedan hit a chuckhole, slithered off a low embankment into a stream and settled in six feet of water.

Fortunately, Mr. Carter was able to save his life by crawling through an open window — and saved his investment in the 1953 Buick by a *postmark*

which was his guarantee of insurance coverage *since 10 a.m. that morning.*

Mr. Carter received a check from Government Employees Insurance Company in the amount of \$3250.59 in full settlement of his claim.

This is a true story — with the exception of the insured's name, these are the facts of a claim recorded in our files, one of many under similar circumstances.

Government Employees Insurance Company offers you automobile insurance protection effective the postmarked time and date of mailing of the application... just one of the many advantageous features specifically designed to give greater security, protection and service for government employees.



Assets Over \$27,000,000

GOVERNMENT EMPLOYEES *Insurance Company*

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

U.S. Offers Science Careers; No Experience Required

The U. S. Civil Service Commission has issued a 63-page book, describing career opportunities for scientists in civilian positions in physics, chemistry, metallurgy, engineering, mathematics and electronic science. The jobs are with the Potomac River Naval Command and the Engineer Center, U. S. Army, Fort Belvoir, Va. Applications will be received from men and women until further notice by the Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 37, Naval Research

Laboratory, Washington 25, D. C. Starting salary ranges from \$3,410 to \$10,800 a year. The exam is No. 398B. The booklet contains 22 photographs of the various establishments of the Potomac River Command, some of the activities of its civilian scientists, and examples of equipment developed by the Command. Units of the Command in the Washington, D. C., area are: David Taylor Model Basin, Naval Air Test Center, Naval Gun Factory, Naval Medical Research Institute, Naval Observatory, Naval

Ordnance Laboratory, Naval Powder Factory, Naval Proving Ground, Naval Research Laboratory and Navy Hydrographic Office. **Leeway on Qualifying** The requirements for the \$3,410 jobs are, in general, the completion of four years of college education, including general and specialized scientific courses; or completion of scientific courses, plus additional education and experience to equal a four-year college program; or four years of equivalent experience. Persons who will meet the edu-

cational requirement within nine months of filing applications are also eligible. Additional experience is required for the higher paying posts. Graduate study, college teaching, creating research and part-time or unpaid experience may be substituted for part of the experience requirement. **18 Is Minimum Age** The minimum age is 18. Maximum age for the \$3,410 jobs is 35, except for veterans. There is no upper age limit for the other jobs. Disabled veterans may have 10

extra points, nondisabled veterans five points, added to their earned ratings. There will be no written test. Candidate will be rated on their education, experience and training. Application blanks may be obtained from the board of examiners at the Potomac Naval Command, or from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Mention exam No. 398 B. Copies of the booklet may be obtained free from the board of examiners at the Naval Command.

Apply for These NYC Tests Now

Tests Now Open — Closing date at end of each notice.
6972. CHIEF HOUSING OFFICER, \$6,725; one vacancy with NYC Housing Authority. Exempt from NYC residence requirement. Requirements: Either (a) ten years' experience in law enforcement or security work with police force of government or large industrial organization, in protection of life and property and prevention of crime and delinquency, including three years in administrative charge of at least 50 men; or (b) equivalent. Fee \$5. (Wednesday, March 24).
7183. HOUSING ASSISTANT, \$3,260; nine vacancies with NYC Housing Authority. Exempt from NYC residence requirement. Requirements: (1) bachelor's degree by September, 1954; or (2) high school graduation, plus four years' experience in housing or real estate management, education, re-

creation or community work; or (3) four-year combination of experience and college education. Fee \$3. (Wednesday, March 24).
6977. SEASONAL PARKMAN, Labor Class, \$7.80 a day, for employment from March 1 to November for maximum of 225 days, not to exceed six days a week; 500 vacancies in Department of Parks. Open to men only. No experience or educational requirements. Apply in person only at 96 Duane Street, Manhattan, from 9 A.M. to 4 P.M. on Monday, March 29, Tuesday, March 30 and Wednesday, March 31. Fee 50 cents, plus 12 cents notary fee; total, 62 cents. (Wednesday, March 31).
7182. TYPIST, GRADE 2 (5th filing period), \$2,485; many vacancies. No educational or experience requirements; performance test, 40 words a minute for 10 minutes; Fee \$2. (Wednesday, March 24).
6988. FOREMAN OF LABORERS, GRADE 3, \$4,016; 27 vacancies in Department of Water Supply, Gas and Electricity. Appointments may be made to jobs in watershed areas outside NYC; such appointments are exempt from NYC residence requirement. Requirements: Either (a) five years' experience; or (b) combination of experience and education in vocational or trade school to equal five-year experience requirement (six months' experience credited for each year of training); maximum age limit 55, except for veterans. Fee \$4. Application may be made by mail. (Wednesday, Mar. 24).

on subways, buses and street cars; or (2) as mechanic in maintenance or construction of intricate mechanical machinery, instruments or devices such as modern cash registers and comptometers; or (3) as machinist in general machine shop work; or (4) equivalent. Helper experience will be credited at rate of six months' credit for each year of helper experience or education. Fee \$3. (Mar. 24).
6938. ANAESTHESIOLOGIST, GRADE 4 (1st filing period) (second amended notice), \$25 and \$16 a session; 75 vacancies in Department of Hospitals. Requirements: medical school graduation; one year's internship; State license to practice medicine; two years as resident in anaesthesiology; three years as anaesthesiologist in approved hospital; certification by American Board of Anaesthesiology. Application may be made by mail. Fee \$4. (Open until further notice).
7034. DENTAL HYGIENIST (12th filing period) (second amended notice), \$2,675; seven vacancies. Requirements: State dental hygienist's license. Fee \$2. (Open until further notice).
7035. OCCUPATIONAL THERAPIST (4th filing period) (second amended notice), \$3,260; 31 vacancies. Open nationwide. Requirements: graduate of occupational therapy school; therapist registered with approved occupational therapy association; U. S. citizen. Application may be made by mail. Fee \$3. (Open until further notice).
7036. PROBATION OFFICER, GRADE 1, Domestic Relations Court (second filing period) (second amended notice), \$3,565; 65 vacancies. Requirements: age limits, 21 to 55, except for veterans; bachelor's degree; and either (a) graduation from school of social work, or (b) two years' full-time paid case work experience. Application may be made by mail. Fee \$3. (Open until further notice).

Comment

(Continued from Page 6)
 grade and made night supervisors, at no increase in pay. It is my opinion that the Department of Mental Hygiene should provide additional compensation when designating any employee for a higher position. These and many other problems must be taken care of and made more satisfactory for the employee to enable him to do a better job. **EDWARD J. KELLY,** Pilgrim State Hospital, Brentwood, N. Y. The principle of equal pay for equal work is written into the State law, although employee groups frequently complain that it is violated. The new State pay plan, which is grounded on this principle, should also act to alleviate some of the problems Mr. Kelly mentions.—Editor

LEADER IS THANKED BY BROTHERHOOD GROUP
 Editor, THE LEADER: The committee in charge of the first annual Brotherhood Luncheon of State employees, held in NYC, voted thanks to THE LEADER for the excellent coverage of the event. As the result of advance publicity THE LEADER gave the event, the attendance was most satisfactory. **BENJAMIN POTOKER,** Chairman, Arrangements Com.

and three years' experience, or (b) equivalent. Fee \$4. (Wednesday, March 24).
6980 (amended). ASSISTANT MECHANICAL ENGINEER (AUTOMOTIVE) (Prom.), NYC Transit Authority, \$4,771 to \$5,845. Six months as junior mechanical engineer (including all specialties), junior civil engineer (including all specialties), junior electrical engineer (including all specialties), civil engineering draftsman, mechanical engineering draftsman, electrical engineering draftsman, assistant mechanical engineer (including all specialties except automotive), assistant electrical engineer (including all specialties) or assistant civil engineer (including all specialties); and (2) either (a) bachelor's degree in engineering and three years' experience; or (b) equivalent. Fee \$4. (Wednesday, March 24).

7140. ASSISTANT STATION SUPERVISOR (Prom.), NYC Transit Authority, \$3,961 to \$4,540; two vacancies. One year as railroad clerk or collecting agent. Fee \$3. (Wednesday, March 24).
7118. CIVIL ENGINEER (SANITARY) (Prom.), Department of Public Works, \$5,846 to \$7,090. Six months as assistant civil engineer or assistant civil engineer (sanitary); and (2) either (a) bachelor's degree in engineering, and six years' sanitary engineering experience, or (b) equivalent; (3) State professional engineer's license. Fee \$5. (Wednesday, March 24).
6993. CLERK OF COURT, GRADE 4 (Prom.), Domestic Relations Court, \$4,646 and over. Six months as assistant court clerk, grade 3. Fee \$4. (Wednesday, March 24).
7146. FOREMAN (ELEVATORS AND ESCALATORS) (Prom.) NYC Transit Authority, \$2,22 to \$2,50; one vacancy. One year as mechanical maintainer, group B. Fee \$4. (Wednesday, March 24).

Jobs Open In and Near Washington

The U. S. Civil Service Commission lists the following jobs open outside New York State:
 Contract specialist, Department of the Navy, Washington, D. C., at \$5,940 to \$10,800. Applications for \$5,940 and \$7,040 jobs must be received by March 30; other jobs are open until further notice. Apply to Board of U. S. Civil Service Examiners, Department of the Navy, Main Navy Building, Washington, D. C.
 Dental officer (intern), at St. Elizabeths Hospital, Washington, \$2,800. Apply to the Board of U. S. Civil Service Examiners, St. Elizabeths Hospital, Washington 20, D. C.
 Dental technician, dental laboratory mechanic, and histopathological technician, at Army installations in the Washington, D. C. area, \$2,950 to \$4,205. Apply to the Board of U. S. Civil Service Examiners, Military District of Washington, Room 1B-889, The Pentagon, Washington 25, D. C.
 Steam operating engineer and stationary boiler fireman, the Army, Washington area, \$1.47 to \$1.96 an hour. Apply to Board of U. S. Civil Service Examiners, Military District of Washington, Room 1B-889, The Pentagon.
 Ward and mess hospital attendants, Bolling and Andrews Air Force Bases, Washington, D. C., \$1.28 to \$1.38. Apply to Board of U. S. Civil Service Examiners at Bolling Air Force Base. The Bolling Board also needs artist illustrators, \$2,750 to \$3,795 a year. Apply to the Board.
 Typist and engineering equipment mechanic, Military District, Washington, D.C. The typist jobs, \$3,230 and \$3,430, are at the Vint Hill Farms Station, Warrenton, Va. The mechanic jobs, \$1.47 to \$2.08 an hour, are in the Washington area and at Woodbridge, Va. Apply to the Board of U. S. Civil Service Examiners, Military District of Washington, Room 1B-889, The Pentagon, Washington 25, D. C.

LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York at No. 52 Chambers Street, Borough of Manhattan, City of New York, on the 5th day of March, 1954.
 PRESENT: HON. FRANCIS E. RIVERS, Justice. In the Matter of the Application of HERBERT ISRAEL BEITSCHER for leave to change his name to HERBERT BRENT.
 Upon reading and filing the petition of HERBERT ISRAEL BEITSCHER, verified the 24th day of February, 1954, praying for a change of name of the petitioner it being requested that he be permitted to assume the name of HERBERT BRENT in the place and stead of his present name and it appearing that the said petitioner has been registered under the name of HERBERT BRENT BEITSCHER with Local Board No. 22, 881 Gerard Avenue, Bronx, New York, pursuant to the U. S. Selective Service Act and the Court being satisfied that the said petition is true, and it appearing from the said petition and the Court being satisfied that there is no reasonable objection to the change of name proposed.
 NOW, on motion of ALLEN E. MARCUS, Esq., attorney for the said petitioner, it is
 ORDERED, that the said HERBERT ISRAEL BEITSCHER who was born in Germany on April 5th, 1929 be and he hereby is authorized to assume the name of HERBERT BRENT in place and stead of his present name on the 14th day of April 1954, upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely
 That the petitioner cause this order and the papers upon which it is granted, to be filed in the office of the Clerk of this Court in New York County, within ten (10) days from the date of this order and within ten (10) days after the entry of this order; petitioner cause a copy thereof to be published in the Civil Service Leader, a newspaper published in the County of New York; and that within forty (40) days after the making of this order, proof of such publication by affidavit shall be filed with the Clerk of this Court in New York County and, it is further
 ORDERED, that within twenty (20) days from the date of entry of this order, petitioner cause a copy of this order, together with the papers upon which the said order is based, to be served by registered mail on Selective Service Local Board No. 22, 881 Gerard Avenue, Bronx, New York, and within ten (10) days after such service, proof of such service by affidavit be filed in the office of the Clerk of this Court in New York County; and it is further
 ORDERED, that after such requirements are complied with, the said petitioner, HERBERT ISRAEL BEITSCHER, shall, on and after the 14th day of April, 1954, be known as and by the name, HERBERT BRENT, which he hereby is authorized to assume, and by no other name.
 ENTER: F. E. R. J. C. C.

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LEGAL NOTICE

CITATION — The People of the State of New York, By the Grace of God Free and Independent, To MARIE K. SHAROU the next of kin and heirs at law of William Brown also known as Vacillios Vouchilas, deceased, send greeting:
 WHEREAS, Christ Visviki, who resides at 673 West 182nd Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date January 29, 1954 relating to both real and personal property, duly proved as the last will and testament of William Brown also known as Vacillios Vouchilas, deceased, who was at the time of his death a resident of 471 West 42nd Street, the County of New York,
 THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 1st day of April, one thousand nine hundred and fifty-four, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.
 IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
 WITNESS, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 24th day of February in the year of our Lord one thousand nine hundred and fifty-four.
 PHILIP A. DONAHUE,
 (Seal) Clerk of the Surrogate's Court

State Exams Now Open

STATE Open-Competitive

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

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

0035. JUNIOR RENT EXAMINER, \$3,251 to \$4,052; eight vacancies in NYC; one each in Buffalo, Niagara Falls, Geneva and Albany, in Temporary State Housing Rent Commission. Requirements: Two years' experience in fields outlined in 0034, above. Fee \$2. (Friday, April 9).

0034. RENT EXAMINER, \$4,053 to \$4,889; vacancies in Temporary State Housing Rent Commission, in NYC, Albany, Buffalo, Poughkeepsie and Utica. Requirements: Four years' experience in real estate inspection, construction, management, sale, appraisal, rent control, etc.; or in study of records, applications, etc. in regard to laws, rules and regulations; or in practice of law, with experience in real estate and landlord-tenant matters. Fee \$3. (Friday, April 9).

0019. ASSISTANT LIBRARIAN (MEDICINE), \$4,035 to \$4,889; one vacancy in Division of Laboratories and Research, Department of Health, Albany. Open nationwide. Requirements: (1) college graduation plus one year in library school and one year in medical or scientific library, including six months in classification and cataloging; or (2) bachelor's degree in library science plus two years' experience in classification and cataloging and one year's experience in medical or scientific library including six months in classification and cataloging; or (3) equivalent. Fee \$3. (Friday, April 9).

0027. SUPERVISOR OF DENTAL HEALTH EDUCATION, \$6,801 to \$8,231; one vacancy in Education Department, Albany. Requirements: (1) State dental license; (2) dental school graduation; and (3) four years' experience. Fee \$5. (Friday, April 9).

0028. ASSOCIATE IN EDUCATION GUIDANCE, \$6,088 to \$7,421; one vacancy in State Education Department, Albany. Requirements: (1) State certificate for guidance service in public schools; (2) master's degree with specialization in guidance; (3) three years' experience including one year in supervisory or administrative capacity in guidance in a public secondary school, including one year in supervisory or administrative capacity; and (4) either (a) two more years' experience in industrial, commercial or educational guidance, or (b) 30 graduate hours with specialization in guidance, or (c) equivalent. Fee \$5. (Friday, April 9).

0029. ASSISTANT IN EDUCATION GUIDANCE, \$4,964 to \$6,088; one vacancy in Education Department, Albany. Requirements: (1) State certificate for guidance service in public schools; (2) master's degree with specialization in guidance; (3) one year in guidance in public secondary school; and (4) either (a) two more years' experience in industrial, commercial or educational guidance, or (b) completion of requirements for doctorate with specialization in guidance. Fee \$4. (Friday, April 9).

0030. ASSOCIATE PUBLIC HEALTH PHYSICIAN (MENTAL HEALTH), \$9,065 to \$10,138; one vacancy in Mental Hygiene Department, Syracuse. Requirements: (1) State license to practice medicine; (2) completion of internship; (3) three years' public health experience, of which one year must have been in epidemiology; and (4) either (a) one more year of experience in epidemiology, or (b) one year's experience in psychiatry, or (c) one year's experience in clinical and experimental psychology, or (d) one year of post-graduate study in public health. Fee \$5. (Friday, April 9).

0031. DIRECTOR OF WELFARE AREA OFFICE, \$6,801 to \$8,231; one vacancy in Social Welfare Department, Syracuse. Open nationwide. Requirements: (1) college graduation; and (2) either (a) three years' experience in social work or related field, or (b) equivalent. Fee \$5. (Friday, April 9).

0032. PRINCIPAL WELFARE CONSULTANT (ADMINISTRATION), \$7,754 to \$9,304; two vacancies in Social Welfare Department, Albany. Open nationwide. Requirements: Same as 0031, above, plus two more years' experience. Fee \$5. (Friday, April 9).

0033. SENIOR PHARMACY INSPECTOR, \$4,814 to \$5,938; one vacancy in Education Department, Albany. Requirements: (1) State graduate pharmacist's license; (2) three years' experience; and (3) either (a) one year's experience as inspector of investi-

gator, or (b) one year's experience as teacher at college of pharmacy, or (c) equivalent. Fee \$4. (Friday, April 9).

0036. PROCESS SERVER, GRADE 2, New York County, \$2,460; one vacancy in District Attorney's Office. Open only to residents of New York County. Requirements: (1) high school graduation or equivalent; and (2) one year's experience in service of legal papers or in field investigation or as law enforcement officer. Fee \$1. (Friday, April 9).

0037. CONSTRUCTION SAFETY INSPECTOR, \$3,731 to \$4,532; one vacancy in Department of Labor, NYC; one more expected. Requirements: four years' experience in inspection, supervision or layout of construction sites and equipment used. Fee \$3. (Friday, April 9).

0038. GAS METER TESTER, \$2,931 to \$3,731; one vacancy in Department of Public Service, Albany. Requirements: Two years' experience in construction, repair or testing of gas meters. Fee \$2. (Friday, April 9).

0039. FARM MANAGER, \$4,053 to \$4,889; one vacancy at Thomas Indian School, Iroquois, and one expected at Letchworth Village, Thiells. Requirements: (1) two-year course in agriculture; (2) two years in large scale commercial farming with supervision over farm employees; and (3) either (a) two years of large scale commercial farming, or (b) two more years of academic training, with bachelor's degree in agriculture, or (c) equivalent. Fee \$3. (Friday, April 9).

0040. ELEVATOR OPERATOR, \$2,451 to \$3,251; one vacancy each at Albany, Buffalo State Hospital and Edgewood Park State Hospital. No training or experience required. Fee \$2. (Friday, April 9).

0902. EMPLOYMENT CONSULTANT (TESTING), \$5,638 to \$6,762; one vacancy in NYC. Requirements: (b) bachelor's degree in psychology, education or vocational guidance; (2) two years' experience with aptitude or proficiency tests and two years in employment recruiting, placement or guidance work, including one year in supervisory capacity; and (3) either (a) one more year of testing experience, or (b) one more year of employment recruitment, placement or guidance work, and master's degree in psychology, or (c) equivalent. Fee \$4. (Friday, April 9).

Where to Apply for Jobs

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

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

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

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIN 4-2866.

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

NYC does not issue blanks by mail or receive them by mail except for nationwide tests, and then only when the exam notice so states. The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

STATE Promotion

The following State promotion exams are open only to present, qualified employees of the department or promotion unit mentioned. Last day to apply is given at end of each notice.

9016. PRINCIPAL OFFICE MACHINE OPERATOR (TABULATING — IBM) (Prom.), \$3,731 to \$4,532. Senior office machine operator (tabulating) on or before February 15. Fee \$3. (Friday, April 9).

9017. SENIOR OFFICE MACHINE OPERATOR (TABULATING — IBM) (Prom.), \$2,931 to \$3,731. Clerical position (including clerk, stenographer, typist, machine operator) on or before February 15. Fee \$2. (Friday, April 9).

9018. SENIOR CONSTRUCTION SAFETY INSPECTOR (Prom.), Department of Labor (exclusive of Workmen's Compensation Board, Division of Employment, State Insurance Fund, Board of Labor Relations), \$4,814 to \$5,938; one vacancy in NYC, one in Albany. One year as construction safety inspector. Fee \$4. (Friday, April 9).

9019. ASSOCIATE ATTORNEY (Prom.), New York office, State Insurance Fund, \$7,754 to \$9,304; one vacancy. One year as senior attorney. Fee \$5. (Friday, April 9).

9020. ASSOCIATE GENERAL OFFICE ENGINEER (Prom.), Department of Public Works, \$7,754 to \$9,304; one vacancy in Main Office, Albany. Two year in civil engineering position allocated to G-25 or higher; State engineering license. Fee \$5. (Friday, April 9).

9021. CANAL GENERAL FOREMAN (Prom.), Department of Public Works, \$4,359 to \$5,189; one vacancy in Syracuse. One year as canal electrical supervisor, canal shop foreman, canal terminal supervisor or shipbuilding foreman, or two years as canal maintenance foreman. Fee \$3. (Friday, April 9).

9022. ASSISTANT DIRECTOR OF WELFARE AREA OFFICE (Prom.), Department of Social Welfare (exclusive of the institutions), \$5,638 to \$6,762; three vacancies in Buffalo, Rochester and Syracuse. One year as supervisor of social work, senior accountant, senior training technician (child welfare), senior welfare consultant, supervising inspector of welfare institutions, senior claims examiner, senior rehabilitation counselor. Fee \$4. (Friday, April 9).

9023. RENT EXAMINER (Prom.), Temporary State Housing Rent Commission, \$4,053 to \$4,889; vacancies in NYC, Albany, Buffalo, Poughkeepsie and Utica. Three months preceding May 15, 1954 as junior rent examiner or

rent inspector. Fee \$3. (Friday, April 9).

COUNTY AND VILLAGE Open-Competitive

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

395. CASE WORKER, Public Welfare, Nassau County, \$2,920 to \$3,886. Apply to Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola, N. Y. (Wednesday, March 17).

0437. ASSOCIATE PLANNER, Erie County, \$4,450 to \$4,950. Open nationwide. (Friday, April 9).

0448. JUNIOR PSYCHOLOGIST, Westchester County, \$3,375 to \$4,135. Open nationwide. (Friday, April 9).

0449. SENIOR PSYCHOLOGIST, Westchester County, \$4,245 to \$5,365. Open nationwide. (Friday, April 9).

0455. HOSPITAL ADMINISTRATOR, Tompkins County, \$12,500. Open nationwide. (Friday, April 9).

CLERK, Office of Chautauque County Treasurer, \$2,905 to \$3,340. (Friday, April 9).

0435. TAX ACCOUNT CLERK, Chautauque County Treasurer's Office, \$2,469 to \$2,832. (Friday, April 9).

0439. CLERK-TYPIST, Town of Tonawanda, Erie County, \$2,950.88. (Friday, April 9).

0439. ACCOUNT CLERK, Essex County, \$2,160 to \$2,610. (Friday, April 9).

0440. ACCOUNT CLERK, Rockland County, \$2,900 to \$3,300. (Friday, April 9).

0441. SENIOR ACCOUNT CLERK, Rockland County, \$3,300 to \$3,800. (Friday, April 9).

0442. ACCOUNT CLERK, Sullivan County, \$1.20 an hour. (Friday, April 9).

0443. JUNIOR ACCOUNT CLERK, Westchester County, \$2,155 to \$2,715. (Friday, April 9).

0444. INTERMEDIATE ACCOUNT CLERK, Westchester County, \$2,475 to \$3,075. (Friday, April 9).

0445. JUNIOR ACCOUNT CLERK AND STENOGRAPHER, Westchester County, \$2,325 to \$2,925. (Friday, April 9).

0446. INTERMEDIATE ACCOUNT CLERK AND STENOGRAPHER, Westchester County, \$2,695 to \$3,295. (Friday, April 9).

0447. INTERMEDIATE ACCOUNT CLERK AND TYPIST, Town of North Salem, Westchester County, \$1,800. (Friday, April 9).

Latest State Eligible Lists

PROMOTION

SENIOR FILE CLERK,
(Prom.), Interdepartmental.

1. Walker, Myrtle H., Albany . . . 89100
2. Donahue, Margaret, Buffalo . . . 87000
3. Snook, Harriet M., Albany . . . 90400
4. Chrystal, Mabel A., Menands 95800
5. Robertson, Kenneth, Bronx . . . 92600
6. Maltz, Robert, Bklyn . . . 82300
7. Beaulieu, Alvina, Woodhaven 92000
8. Wolfe, Margaret, Albany . . . 91600
9. Bergmann, Marie G., Bklyn . . . 91300
10. Hartigan, M. M., Watervliet 91000
11. Grier, Janet, Jamaica . . . 80900
12. Riddick, Doris M., Albany . . . 80800
13. Santora, Nathalie, W Sand Lake 90500
14. Gross, Yvonne L., Troy . . . 90500
15. Fitzgerald, Eileen, Albany . . . 90200
16. Lowe, Velma A., Elmhurst . . . 90200
17. Lobinger, Olga, Watervliet . . . 90000
18. Eaton, Ernest E., Chatham . . . 89700
19. Nolan, Margaret E., Ballston 89600
20. Eckstine, Ruth A., Watervliet 89500
21. Lobinger, James E., Watervliet 89500
22. Hale, Helen H., Albany . . . 89400
23. Erel, Francis X., Albany . . . 89300
24. Cornick, Dinah H., Bronx . . . 89300
25. Reddy, Jayne M., Loudonville 89200
26. York, Kathleen A., NYC . . . 89200
27. Reddy, William J., Albany . . . 89100
28. Connolly, Edward J., Bronx . . . 89000
29. Myer, William B., Albany . . . 88300
30. York, Nuelia C., Albany . . . 88300
31. Goldberg, Harold, Jackson Hgt 88200
32. Nash, Harriet L., Sand Lake 87700
33. Nishiyama, M. H., Troy . . . 87700
34. Farley, Gladys L., Albany . . . 87600
35. Pietrak, Mary C., Troy . . . 87500
36. Wagner, M. A., Albany . . . 87300
37. Bergman, Stanley S., Albany 87300
38. Bourke, Edna C., Albany . . . 87100
39. Jackson, Gerahline, Bklyn . . . 86900
40. Goodale, Mary R., Albany . . . 86800
41. Marafioti, John J., Albany . . . 86800
42. Ryall, Beatrice L., Schuyl . . . 86300
43. Sarr, Elsie S., E Greenbush 86300
44. York, Olive B., NYC . . . 86200
45. Lucas, Margaret, Cohoes . . . 86000
46. Picheay, Rose, Bronx . . . 86000
47. Eckert, Gloria A., Buffalo . . . 85900
48. VanGalen, J. A., Albany . . . 85700
49. Gaffney, Rosanne, W Coxsack 85700
50. Griffin, James A., Bklyn . . . 85600
51. Gaines, Elizabeth, Tuckahoe 85500
52. Connelly, Teresa C., Albany . . . 85300
53. Eigenhoff, E., Bklyn . . . 85300
54. Griffin, Catherine, Watervliet 85300
55. Frazier, Evelyn A., Slingerland 85200
56. Pichel, Catherine, Albany . . . 85200
57. Hayes, Fannie W., Troy . . . 85200
58. Jones, Gertrude B., L I City 85100
59. Fargnoli, Frances, Albany . . . 85000
60. Gendron, Margaret, Albany . . . 84900
61. Ward, Mary C., Albany . . . 84700
62. Dummer, Anne L., NYC . . . 84600
63. Creighton, Emma R., L I City 84500

64. Hart, Lucille A., Waterford 84500
65. Joseph, Alfred A., NYC . . . 84400
66. Christ, Henry H., Bronx . . . 84400
67. Owen, Blanche W., Bklyn . . . 84300
68. Hinchey, Patricia, Mechanicville 84300
69. Brown, Regina, Astoria . . . 84300
70. Zynda, Theresa A., Depew . . . 84200
71. Lagrange, Marian W., Albany 84200
72. Barber, Charles J., Watervliet 84200
73. Weiss, Elizabeth E., Albany . . . 84200
74. Rose, Mabun C., Bedford Hts 84100
75. Fishman, Thelma L., Bronx . . . 84000
76. Jackson, Bernice J., Bklyn . . . 83900
77. Gulliver, G., Flushing . . . 83900
78. Whitaker, Fred A., Albany . . . 83900
79. Michel, Julia E., Troy . . . 83800
80. Pendergast, C. E., Troy . . . 83700
81. Honeycombe, Mary, Watervliet 83600
82. Gramack, Julianann, Troy . . . 83400
83. Allaloui, Morris, NYC . . . 83400
84. Collins, Katherine, Albany . . . 83400
85. Gudy, Marie, Albany . . . 83200
86. Mendelsohn, Vivian, NYC . . . 83200
87. Mishler, Gilbert E., Bronx . . . 83000
88. Thomson, John J., Albany . . . 82900
89. Purow, Irving, Bklyn . . . 82900
90. Barr, Maclou G., Albany . . . 82800
91. Teal, Mary H., Averill Pk . . . 82800
92. Baseo, Olga M., Troy . . . 82500
93. Krug, Joas, Albany . . . 82500
94. Lewis, Robert F., Catskill . . . 82500
95. Clora, Edwin D., Bklyn . . . 82400
96. Gebauer, Benlah, L., Albany . . . 82300
97. Best, Ludwig, NYC . . . 82300
98. Macklin, Elizabeth, Bklyn . . . 82300
99. Dillon, Mary T., Cohoes . . . 82300
100. Brunig, Dorothy, Albany . . . 82300
101. Dwyer, Kathryn A., Bklyn . . . 82300
102. Silms, Helen W., NYC . . . 82300
103. Smith, Eugene A., Esperance 82200
104. Mitchell, M. M., Troy . . . 82200
105. Ballantine, Ruth, Watervliet 82000
106. Olasiec, M. A., Bronx . . . 81900
107. Currier, Lawrence, Albany . . . 81800
108. Tillman, Daisy, NYC . . . 81600
109. Miller, Harry S., Bklyn . . . 81300
110. Bonvegna, M. C., Albany . . . 81300
111. Diener, John W., Albany . . . 81300
112. Sorenson, M. J., Richmond H 81300
113. Doran, Ethel B., Albany . . . 81100
114. Christian, Beryl T., NYC . . . 81100
115. Ducharme, Corinne, Cohoes . . . 81000
116. Glodich, Robert O., Cohoes . . . 81000
117. Holland, Catherine, Bronx . . . 80900
118. Grever-Frederick J., Bklyn . . . 80900
119. Cohen, William, Albany . . . 80900
120. Kerfage, John J., Albany . . . 80900
121. Wormaly, Betty J., Buffalo 80900
122. Amarat, Bertha, Albany . . . 80900
123. Castrogiovanni, V., Buffalo 80800
124. Weisig, Eugene F., Bklyn . . . 80800
125. Bostick, Eva, Bklyn . . . 80500
126. Burns, Bertha E., NYC . . . 80500
127. Healy, Jane M., Albany . . . 80300
128. Shapiro, Rose E., Jackson Hts 80300
129. Roeco, Anthony P., Mechanicville 80300
130. Silverman, Edward, NYC . . . 80300
131. Vane, Shirley E., Albany . . . 80300

132. Adelman, Seymour, Bklyn . . . 80300
133. Donohue, Dorothy, Menands . . . 80300
134. Cronk, Blanche C., Delmar . . . 80300
135. Stillwell, F. G., Slingerland . . . 80300
136. Cobbe, Violet P., Albany . . . 80200
137. Swoney, Helen D., Rensselaer 80200
138. Cuthbert, Shirley, Troy . . . 80200
139. McCall, Marjorie E., Utica . . . 80000
140. Richardson, Ida G., Albany . . . 80000
141. Manning, Thomas F., Troy . . . 80000
142. Kerssch, Virginia, Rochester 80000
143. Simmons, Gloria, Bklyn . . . 79900
144. Meyer, George F., Bklyn . . . 79900
145. Oliver, Josephine, Albany . . . 79900
146. Adams, Marion S., Albany . . . 79800
147. Delaney, Fernatus, Mt Vernon 79800
148. Ouderkirk, Martha, E Greenbush 79800
149. Hernandez, Sylvia, Bronx . . . 79800
150. Mielke, Anne M., Albany . . . 79700
151. Hatt, Frances R., Auburn . . . 79700
152. Smith, Ann D., Albany . . . 79700
153. Rickman, Anne, Bronx . . . 79600
154. Harper, J. H., Bklyn . . . 79600
155. Williams, Pearl E., NYC . . . 79500
156. Sullivan, Mary E., Green Isl 79400
157. McClusky, C. C., Albany . . . 79300
158. Gudy, Marie H., Albany . . . 79300
159. Mitten, F. C., Stephentown 79300
160. Mansell, Joseph E., Albany . . . 79300
161. Reedy, Rosemary E., Albany . . . 79300
162. Grembecki, Frank, Albany . . . 79300
163. Schwartzman, M., Bronx . . . 79300
164. Banchard, Julia W., NYC . . . 79200
165. Speisegger, A. N., NYC . . . 79200
166. Yockel, Helen, Bronx . . . 79000
167. Dsonbo, Max, Troy . . . 78800
168. Marks, May, W Albany . . . 78800
169. Johnson, Marion V., NYC . . . 78600
170. Whitlock, Gladys E., Delmar 78600
171. Creegan, Joan A., Albany . . . 78500
172. Marciano, Vincent, Cohoes . . . 78500
173. Arrington, Erment, Bklyn . . . 78500
174. Baker, Marion G., Schuyl . . . 78300
175. Lather, Dolores J., Albany . . . 78300
176. Govel, Helen R., Albany . . . 78300
177. Highsmith, Leanne, Schuyl . . . 78300
178. Audet, Agnes L., Cohoes . . . 78200
179. Ridsdale, Edward W., Oxbow 78200
180. Senak, Alice M., W Albany . . . 77800
181. Donitz, Samuel, Bronx . . . 77600
182. Kraus, Lucille, Bronx . . . 77300
183. Joshua, Beryl A., NYC . . . 77300
184. Walter, Mildred L., Troy . . . 77300
185. Richards, Mary L., Albany . . . 77300
186. Manger, James J., Bklyn . . . 77300
187. Leonardo, C. N., Woodhaven 77300
188. Poff, Julia D., N Chatham . . . 77300
189. Ray, Betty J., Albany . . . 77300
190. Kniffen, Charlotte, Albany . . . 77300
191. Kirton, Elish S., NYC . . . 77300
192. Carroll, Mary J., Delmar . . . 77200
193. Hubert, Mary I., Albany . . . 76900
194. Arnon, Fanny A., NYC . . . 76900
195. Towey, Grace M., Albany . . . 76900
196. Seymour, Marion F., Troy . . . 76300
197. Fichtelbaum, L. M., Bklyn . . . 76000
198. Altowitz, T. H., Bklyn . . . 75900
199. Didate, Cary J., Jackson Hgt . . . 75900

Study Aid for State Clerk Test

The following continues publication of study material for candidates in the State clerical exams to be held Saturday, March 27.

REAL ESTATE

BROOKLYN

FOR SALE EVERYONE A GOOD INVESTMENT

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

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

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

L. A. BEST

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

BE A PROUD HOME OWNER
 Investigate these exceptional buys.
 ST. MARKS AVE. — A 14 room mansion. Formerly club house. Vacant, suitable for Church or school. Very reasonable. See and make offer.
 ST. FRANCIS PL. — 2 family. 9 rooms, parquet, steam, excellent condition. Terms arranged.
 BERGEN ST. — 2 family. 3 story, brick, vacant; oil, steam. Terms arranged.
 GREEN AVE. — (at Stuyvesant) 3 family, 12 rooms. Vacant, parquet. \$15,000. Cash \$2,750.
 Many SPECIALS available to Olds. DON'T WAIT ACT TO DAY.
CUMMINS REALTY
 10 MacDougal St. Brooklyn
 PR. 4-6611
 Open Sundays 11 to 4

VACANT — 26 ROOMS NO MORTGAGE ALL BRICK ONLY \$625 CASH
 3 story brick, 6 kitchens, 6 baths, parquet floors, brass plumbing, owner will decorate entire house, nice block, near subway, beautiful home, plus income. Easy payments arranged.
LEONARD B. HART
 990 Bedford Ave. nr. DeKalb

BROOKLYN SPECIAL
\$850 Cash Down Vacant — 11 Rms. Oil - No Mortgage
 Legal 3 family, fire escapes, 3 kitchens, 3 baths, brick, newly painted outside and inside, parquet floors, brass plumbing, a once in a lifetime buy. Move right in. Pay balance like rent.
Call Coberg NE. 8-9212

JEFFERSON AVE. 4 FAMILY
 Modern Brownstone
 1 Vacant Apt.
\$15,500 TERMS
 Many Other Good Buys
SIDNEY S. MOSHETTE
 1465 Fulton Street
 PR 8-3789

BRICK — ALL VACANT CASH ONLY \$550 NO MORTGAGE 11 ROOMS
 Detached building, 2 baths, 2 kitchens, parquet floors, brass plumbing, new oil burner, combination sinks, new bathrooms, building like new. Monthly payments like rent.
LEONARD B. HART
 990 Bedford Ave. nr. DeKalb

Other questions appeared in the March 9 LEADER.

Directions: Following are ten problems numbered 37 through 46. Each problem consists of a number series arranged so that the numbers follow each other in accordance with a definite pattern. In each series, two or more numbers are missing. Missing numbers within the series are indicated by a dash (—). The missing number at the end of the series is indicated by an "X." For each problem select the one answer letter, A, B, C, D, or E which represents the correct value for "X."

37. 10 15 — 25 — 35 40 X. The value of X is: (a) 35 (b) 40 (c) 45 (d) 50 (e) 55.
 38. 87 76 65 54 — — X. The value of X is: (a) 10 (b) 12 (c) 20 (d) 21 (e) 23.
 39. 1 — 4 — 16 32 X. The value of X is: (a) 40 (b) 46 (c) 52 (d) 64 (e) 70.
 40. 4 8 11 22 — 50 — X. The value of X is: (a) 78 (b) 92 (c) 106 (d) 150 (e) 174.
 41. 58 66 22 30 — 18 6 X. The value of X is: (a) 14 (b) 16 (c) 18 (d) 20 (e) 22.
 42. 6 12 10 — 18 — 34 68 X. The value of X is: (a) 60 (b) 66 (c) 72 (d) 94 (e) 98.
 43. 39 31 24 — 13 9 6 X. The value of X is: (a) 0 (b) 1 (c) 2 (d) 3 (e) 4.
 44. 30 28 14 — 6 4 2 X. The value of X is: (a) 4 (b) 3 (c) 2 (d) 1 (e) 0.
 45. 6 9 12 15 20 25 30 37 — X. The value of X is: (a) 48 (b) 49 (c) 50 (d) 51 (e) 52.
 46. 21 22 — 19 20 22 17 18 X. The value of X is: (a) 13 (b) 19 (c) 20 (d) 22 (e) 25.

Directions: Following are five statements numbered 47 to 51. For each statement select the one best answer lettered A, B, C, or D.

47. If you are ill and unable to go to the office, you should: (a) Stay at home without notifying the office that you are ill. (b) go to the office and then ask for permission to go home because you are ill. (c) Telephone the office after you think the morning rush is over and tell your supervisor that you are ill. (d) Telephone the office as early in the day as possible and tell your supervisor that you are ill.

48. If you have made a serious clerical mistake in the office where you are employed, you should: (a) inform your supervisor immediately. (b) try to conceal the error. (c) admit it after it is discovered. (d) deny it.

49. In an office, if you take a routine message over the telephone for a fellow employee who is at lunch you should: (a) depend on your memory to tell him

Directions: Below are ten groups of words numbered 52 to 61. A pair of words may be the same or nearly the same in meaning, or may be opposite or nearly opposite in meaning, or may be related to each other in neither way. Mark "S" if a pair of words are the same or nearly the same in meaning; "O" if they are opposite in meaning; and "N" if they are related to each other in neither way.

52. pertinent — irrelevant
 53. condone — forgive
 54. obdurate — yielding
 55. allocation — assertion
 56. summarize — recapitulate
 57. intrinsic — real
 58. innocuous — harmful
 59. exigency — emergency
 60. tantamount — urgent
 61. temerity — rashness

LEGAL NOTICE

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

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 20th day of March, 1954, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the sum of \$500.00 should not be expended for the erection of a monument on decedent's grave.

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

(SEAL)

WITNESS, HONORABLE George Frankenthaler, a Surrogate of our said County, at the County of New York, the 15th day of February in the year of our Lord one thousand nine hundred and fifty-four.

PHILIP A. DONAHUE
 Clerk of the Surrogate's Court.

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

about it when he returns. (b) ask another employee to remind you to deliver the message. (c) write down the message and put it on his desk immediately. (d) write down the message and keep it in your desk until he returns.

50. If your handwriting is poor and you are instructed to use your own handwriting on a questionnaire, you should: (a) use a typewriter because a neater appearance will result. (b) type some of the information and fill in the rest with your own handwriting. (c) use your own handwriting on the entire questionnaire, no matter how poor your writing is. (d) ask a member of your own family whose handwriting is more legible than yours, to make out the questionnaire for you.

51. If your supervisor gives you a task to perform that you consider is not a part of your job, you should: (a) refuse to do any work that was not one of the duties specified. (b) assign it to one of the messenger boys if you consider it too menial for you. (c) do it, but complain to some of the clerks and stenographers. (d) accept the task willingly and do it as quickly as possible.

Directions: Following are ten

Directions: Below are ten groups of words numbered 62 to 71. For each group select the word lettered A, B, C, or D, that most nearly expresses the meaning of the word in capital letters.

62. Expedite — (a) obstruct (b) advise (c) accelerate (d) demolish.
 63. Coordinator — (a) enumerator (b) organizer (c) spokesman (d) advertiser.
 64. Reprisal — (a) retaliation

HANNAH RUBINOFF RETIRES
 Hannah R. Rubinoff of Brooklyn, a Port of Embarkation civilian employee, has retired after 35 years of Federal service.

(b) advantage (c) warning (d) denial.
 65. Capitulate — (a) repeat (b) surrender (c) finance (d) retreat.
 66. Extenuating — (a) excusing (b) opposing (c) incriminating (d) distressing.
 67. Collusion — (a) decision (b) insinuation (c) connivance (d) conflict.
 68. Subversive — (a) secret (b) foreign (c) evasive (d) destructive.
 69. Vacillating — (a) changeable (b) decisive (c) equalizing (d) progressing.
 70. Arbitrary — (a) responsible (b) despotic (c) conciliatory (d) argumentative.
 71. Auspicious — (a) questionable (b) well-known (c) free (d) favorable.

KEY ANSWERS
 37. C; 38. D; 39. D;
 40. C; 41. A; 42. B; 43. E; 44. E;
 45. D; 46. C; 47. D; 48. A; 49. C;
 50. C.
 51. D; 52. O; 53. S; 54. O; 55. N;
 56. S; 57. S; 58. O; 59. S; 60. N.
 61. S; 62. C; 63. B; 64. A; 65. B;
 66. A; 67. C; 68. D; 69. A; 70. B;
 71. D.

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House Unit Votes \$1,200 Tax Exemption on Pension And New Exclusion Plan

WASHINGTON, March 15 — In two respects the omnibus tax bill reported out by the House Ways and Means Committee would reduce the taxable part of pension receipts.

Only such part of pension or retirement allowance as is taxable is called income, under the Internal Revenue Act, hence taxable income would be reduced.

The two ways are: 1, a limited exemption of the first \$1,200 of pension receipts; and 2, a new computation method that would permit further exclusion of retirement receipts from taxable income, by using a formula based on life expectancy.

Three Basic Points

A digest of the conditions under which the \$1,200 exemption would apply follows:

1. The taxpayer must be at least 65.

2. The exemption would be reduced by any earnings in excess of \$900, dollar for dollar. Since earning \$900 more than the \$1,200 exemption would kill the exemption, no benefit would accrue to those receiving income of \$2,100 in excess of the retirement allowance.

3. The maximum allowable pension exclusion would be \$240.

The income additional to pension would include all sorts of receipts, such as dividends, interest, rent, and wages.

The theory on which the proposed exclusion is based is mainly one of need. The additional reasons, usually asserted by public employee organizations, of the inequity of taxing some pensions, while leaving others wholly-tax-exempt, and thus taxing money when it is coming out, after having taxed it when it went in, is ignored in the committee program.

Present Law's Provisions

Full tax exemption, up to a certain amount, say, \$1,800, has been the demand of public employee organizations, with no strings attached, regardless of age or gainful employment during retirement on pension. The Social Security aspects need not be considered, for while limits of gainful employment suspend the pension, without attaining such limits the recipient has a 100 percent tax-free pension.

Under the present law, limited tax exemption now exists. For as long as the benefit holds, 3 percent of retirement cost to the taxpayer is reported as income, and not the retirement allowance at all. Subtracting the 3 percent of total contributions, reported each year, from the retirement allowance received, gives the amount "forgiven" for that year. When the sum of the amounts forgiven, year after year, equals the total money the pensioner put into the retirement system, the full retirement allowance is thereafter taxed.

The proposed substitution for this method would require dividing the total the pensioner put into the retirement system, by the number of years of life expectancy at the time paid retirement began.

Life Expectancy

An approximate life expectancy table for men, starting at the minimum retirement age of 55, would yield these figures of expected years of life remaining:

55—18.9; 60—15.5; 65—12.4; 70—11.3; 75—9.8; 80—8.5; 85—7.5; 90—6.5; 95—5.5; 100—4.7. For women the life expectancy is a little more, except at age 80 or more, when it is a little less.

HOSPITAL EMPLOYEES RENEW CHARITY DRIVE

The Employees Welfare Fund of the NYC Department of Hospitals is conducting until May 31 its annual drive for contributions to aid various religious and welfare groups. Contributions may be given to the institutional representative in each of the 33 institutions of the department. Last year donations totaled \$12,472. The organization hopes to double the figure this year.

Dr. Wirth Appointed

ALBANY, March 15 — State Health Commissioner Herman E. Hilleboe announced that Dr. Herman Wirth has been appointed provisionally at \$10,853 a year, to direct the departments program on chronic disease and geriatrics.

Dr. Wirth joined the department in 1948, and has been principal public health physician in the Division of Tuberculosis Control since 1951.

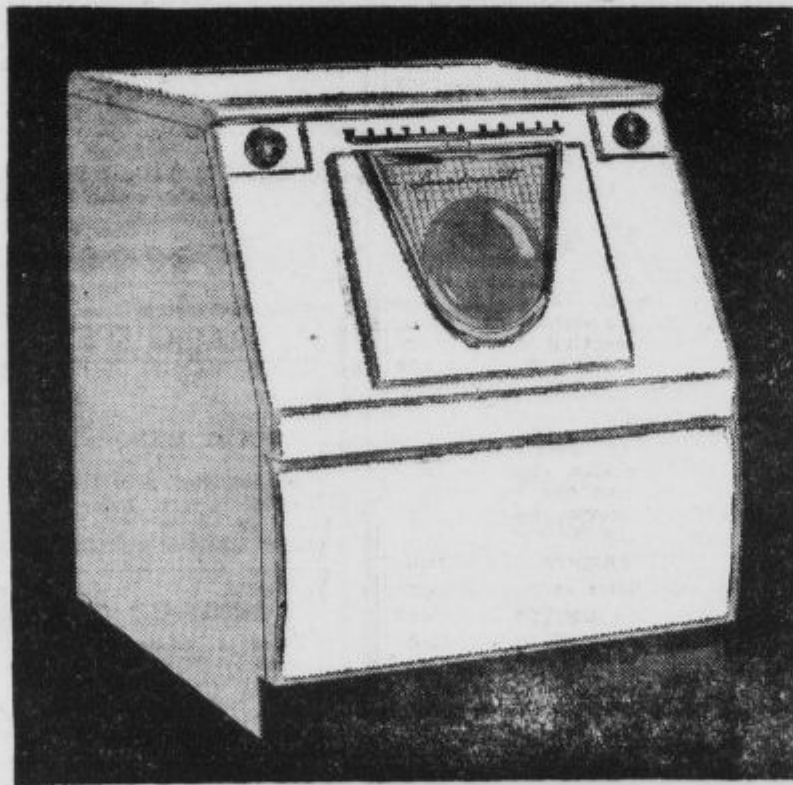
ANCHOR CLUB HONORS ROSSI'S MEMORY

The NYC Fire Department Anchor Club held its regular first Friday Communion and breakfast recently, honoring the memory of Leo Rossi. He was an honorary deputy chief, grand knight of Dr. Coyle Council, Knights of Columbus, among many other accomplishments.

Monsignor J. Garcia of the Vincentian Order, Deputy Commissioner Harry Archer, Chief of Department Peter Loftus and Father Wilders spoke.

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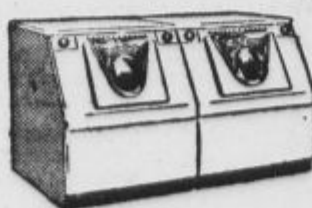


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LAWYERS TO VOTE ON UNION AFFILIATION

A special meeting of the Association of Lawyers in NYC Competitive Civil Service will be held on Tuesday, March 16, in the Law Department Library, 16th floor, of the Municipal Building, Manhattan at 5 P.M.

The association will take a vote on joining one of the civil service unions.

MOVIE SOUND MIXER JOB AT \$5,500 OPEN

The Signal Corps Pictorial Center, 35-11 35th Avenue, Long Island City, has a vacancy for a male motion picture sound mixer at \$5,500 a year.

POSTAL PAY PLAN OPPOSED

Employees oppose the postal pay plan.

"The plan offers a mere pittance," said David Silvergleid, president, and Ephraim Handman, publicity director of the Conference, New York-New Jersey Joint Board. "It would give 3rd grade clerks and carriers a raise of \$10 a year, while top grade clerks and carriers would get \$100 a year."

Teamsters Unions Unite In NYC Pay Raise Drive

The Hospitals Department alone is counted on to send 10,000 pay-raise post cards to Mayor Robert F. Wagner, the other NYC departments at least 15,000 more, in the campaign waged by the Local 237, International Brotherhood of Teamsters, AFL.

"This is just the beginning," said Henry Feinstein, president of the local. "We will print as many more cards as necessary, and we expect the demand to be great."

The union is asking a minimum raise of \$500 a year for all City employees.

The post card says that a raise is the first lien on NYC finances.

Mr. Feinstein deplored the refusal of Albany to grant additional State aid, and other benefits, sought by NYC. He said the Mayor put up strong arguments that should have won, but the cards were stacked against him.

Urges Wide Support

He urged City employees generally to get behind the campaign being waged for the benefit of all of them.

The union staged an impressive raise program on television station WPIX on March 15. Speakers included Martin T. Lacey, president of the Joint Teamsters Council No. 16; John J. DeLury, president, Local 831, Uniformed Sanitationmen's Association, and Mr. Feinstein. The group Mr. Feinstein heads is known as the City Employees Union.

Union's Arguments

Some of the arguments used in the campaign are: City employees have received no general raise since July 1, 1952; salaries have fallen far behind those paid in private industry; loss of annual purchasing power since 1929 has been acute; and equality of treatment requires that the employee pay 25 percent of retire-

ment cost, the City to take over 75 percent. The ratio is now about 50-50.

Sanitation Meeting Held

The minimum request of Local 831, said John J. DeLury, president and business manager, is for \$570.-80 increase for sanitationmen, addressing a meeting of the local at Teamsters Hall.

"A privately employed sanitationman, who drives a truck lighter than that of a City sanitationman, gets \$4,655.80 a year," he said. "We could legitimately ask \$5,000 a year for City sanitationmen."

The meeting favored elimination of the difference between sanitationmen classes B and C, on the ground that class B men are re-

quired to have a driver's license, and the City requires them to drive trucks, without giving them the higher pay of class C men whose title involves truck-driving duties. The City is chiselling in this regard \$104,000 a year, Mr. DeLury estimated.

He praised Mayor Robert F. Wagner for adopting a policy of collective bargaining, but warned that the crucial test of how it is applied will arise in connection with the 1954-55 budget, now in process.

"Our local is prepared to bargain collectively on our wage requests," Mr. DeLury stated. "We expect the City Administration to do its part."

U. S. GIVES OFFICIAL ANSWERS TO QUESTIONS ON REMOVAL FROM JOB

The following official answers to questions on removal procedures, which distinguish the rights of veterans and non-veterans, were given by the U. S. Civil Service Commission:

Q. What are the removal procedures for nonveterans under the Commission's regulations? — A. (a) The removal must be for such cause as will promote the efficiency of the service, (b) the employee must be notified in writing of the proposed removal and the specific reasons for it, (c) he must be given a reasonable time to answer, (d) his reply must be considered by the appointing officer, and (e) he must be given a written decision containing the reasons for the action taken and its effective date.

Q. Can a nonveteran's removal under the Commission's regulations be appealed to the Civil Service Commission? — A. There is no appeal to the Civil Service Commission on the sufficiency of the reasons for removal. The Commission can accept an appeal only if the prescribed procedure was not followed, or if the removal

was made for political reasons or resulted from discrimination because of race, religion, national origin, or marital status. The Commission can only recommend corrective action.

Q. What are the removal procedures under the Veterans' Preference Act? — A. They are the same as under the Commission's regulations, except that the notice of proposed removal must be given at least 30 days in advance, and the notice of final decision must tell the employee that he is entitled to appeal the removal to the Civil Service Commission.

Q. On what grounds can a removal under the Veterans' Preference Act be appealed to the Civil Service Commission? — A. The appeal to the Civil Service Commission covers the sufficiency of the reasons, as well as the prescribed procedures. The Commission's decision is mandatory on the agency.

Q. Which employees serving in Schedule A, B, or C jobs do not have protection against removal? — A. (1) Employees serving under temporary appointment in Schedule A, B, or C; (2) nonveterans serving in Schedules A and C; (3) veterans serving in Schedules A and C who have less than one full year of current continuous service; (4) Nonveterans without civil service status serving in Schedule B; (5) Veterans without civil service status, and who have served less than one full year of current continuous service, serving in Schedule B.

Q. What happens to an employee who loses removal protection when his position is placed in Schedule A or C? — A. Nothing, unless the agency wants to take administrative action. The Civil Service Commission has urged agencies, in cases where the employee does not wish to remain in the position or the agency does not wish to retain him in the position, to assign him to another position for which he is qualified.

Probationary Period For Reinstated Employees Voted by NYC Commission

The NYC Civil Service Commission voted a resolution that requires reinstated employees to serve a six-months probationary period.

The Commission put into one new Section (Rule V, Section 11), the scattered provisions on the same subject, and included the additional requirement. The Mayor and the State Civil Service Commission must approve before the amendment is effective.

The substantive change was made so that employees who have done something wrong or suspicious, and resigned, can not get reinstated, within the allowable year, to some other department that knows nothing about the facts, and have restored permanent status immediately.

Text of Proposed Section

The new sections reads: "Section XI. Separation and Reinstatement — 1. Within the discretion of the Commission and subject to such requirements as it may prescribe, any person who, upon successful completion of the required probationary period, has become a permanent employee in a position in the Competitive or Labor Class and who, thereafter, has been separated from the City Service for any cause other than fault or delinquency on his part, shall be eligible for reinstatement to such service at any time within

one year from the date of such separation in a position for original entrance to which there is not required an examination involving essential tests or qualifications different from or higher than those required for original entrance to the position in which such person was permanently employed at the time of such separation. Such reinstatement shall become effective only upon approval by the Commission and shall be subject to the same period of probation as is required for original appointment."

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Cavanagh Impresses UFOA Group

The Uniformed Fire Officers Association is much heartened by the stand taken by NYC Fire Commissioner Edward F. Cavanagh Jr. against reduction in the number of fire companies.

One of the problems inherited by Commissioner Cavanagh, as well as by his predecessors, is the number of firemen and officers working out of title. It is estimated that each week a thousand firemen serve as acting lieutenants, at fireman pay. Officers also fill higher "acting" titles.

The UFOA has been stressing the need for increasing the number personnel of the uniformed force to eliminate out-of-title work. One of the major complaints of UFOA over a long period has been the number of captains who are acting as chiefs, and thus saddled with the dual responsibilities of company officer and chief officer. This is doubly objectionable to the captains on promotion lists. Commissioner Cavanagh is now studying the possibility of making more promotions.

A UFOA delegation met Commissioner Cavanagh, was struck with his interest in the welfare of the department and its personnel, and estimated him to be a man who would be strict but fair.

Cavanagh Studying Problems
The Commissioner, newly appointed after having served as Commissioner of Marine and Aviation, is studying out-of-title work, possible promotions, pay, and other departmental problems.

One of the arguments supporting the Commissioner's stand against reduction in the number of fire houses is the growth of population in the suburbs, with tens of thousands of frame houses having gone up while the number of fire companies has not been increased. Also, fire insurance rates have been rising, and these are related in part to the degree of fire protection.

The UFOA held a membership meeting recently. The principal topic discussed was a bill to increase the widow's benefit from present \$11 a week. An effort was made to obtain a certificate of necessity from the Mayor or the Council but not assurances were reported from either that it would be granted. One would be necessary before the Legislature could act on the bill.

McGOVERN, HURD AND GOODRICH SPEAK

ALBANY, March 15—The Capital District chapter, American Society for Public Administration, met March 9 in the State Office Building, Albany, to hear a discussion of the State's fiscal policy.

Guest speakers were J. Raymond McGovern, State Comptroller; Allen J. Goodrich, Tax Commissioner and T. Norman Hurd, Budget Director. Dr. Paul Studenski, professor of economics at New York University, was moderator.

WELFARE GROUP RECOLLECTION DAY

The Ozanam Guild's second annual Day of Recollection for employees of the NYC Department of Welfare was held on Sunday, March 14 at 112 East 86th Street, Manhattan. The spiritual director was the Rev. Joseph Fitzpatrick, S.J., professor at Fordham University.

GROVER NAMED TO STATE EDUCATION POST

ALBANY, March 15 — Dr. George H. Grover, Director of Health and Physical Education in the City of New Rochelle, has been provisionally appointed Director of the Division of Health and Physical Education of the New York State Education Department. The position carries a salary of \$8,350.

TALLON LEGION POST ADDS 175 MEMBERS

Dan Tallon Post 678, American Legion, celebrated the Legion's 35th anniversary and initiated 175 new members, at a meeting March 15. The post, which includes employees of the New York, N. Y. post office, now numbers 2,968.

HEARING SET FOR CHANGE IN PAY OF SEWAGE JOB

The NYC Civil Service Commission will hold a public hearing Wednesday, March 24 at 2 P.M. in Room 712, 299 Broadway, NYC, setting the grade for sewage treatment worker at \$3,696 to \$4,400 a year.



Pictured at a party for William Aslan, retiring employee of Rochester State Hospital, were, standing, from left, Mr. Aslan; P. J. McCormack, business officer of the hospital, and Dr. A. J. Graffeo. Mrs. Aslan is seated.

17 IN NYC AWARDED CASH FOR IDEAS

Seventeen cash prizes and six certificates of merit have been awarded by the NYC Suggestion Award Board. The list:

\$50 — Nathan Pollack, storekeeper, Department of Purchase; Marie Pinnavala, section stockman, Purchase; Dorothy M. Siegel, clerk, grade 2, Hospitals.

\$30 — Edward Greene, clerk, grade 4, Health.

\$25 — Frank J. Mallia, housing inspector, grade 3, Housing and Buildings; Emanuel Weinberger, clerk, grade 2, City Clerk's Office; Mollie Rosenberg, social investigator, grade 2, Health; Bernard Semel, clerk, grade 3, Welfare; George E. Whitlatch, bridge tender, Public Works; Max Mazur, assistant supervisor, grade 2, Welfare; Laura Kaufman, clerk, grade 2, Health.

\$10 — Gloria S. Wall, stenographer, grade 2, Hospitals; Will-

iam O'Gorman, clerk, grade 5, Welfare; Elsie Harvis, stenographer, grade 4, Welfare; Philip Ripps, clerk, grade 4, Civil Service Commission; Victor Yuppa, civil engineer, Housing and Buildings; Joseph A. Ciani, sanitationman C, Sanitation.

Certificate Winners

Certificate of merit — Helen Brenner, clerk, grade 4, Health; Helen Moos, public health nurse, Health; John A. Ronayne, captain, Police; Harry Marshak, social investigator, Welfare; Blanche Pogany, social investigator, Welfare; Blanche Kirkland, stenographer, grade 4, Welfare.

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(Continued from Page 2) be cumulative. In A. Ways and Means.

A.I. 2405, GIOFFI - Allows State employees whose duties relate to custody, care and treatment of patients in State hospitals for insane, additional pay of 10 per cent of regular pay. In A. Ways and Means.

A.I. 2456, INNET (Same as S.I. 1595, in February 23 LEADER). A.I. 2532, SHULTZ (Same as S.I. 1305, in February 16 LEADER).

A.I. 2561, TURSHEN - Requires NYC Education Board to appoint as regular teachers all persons who possess qualifications and meet requirements prescribed for regular teachers, including competitive tests, and who have served as substitute teachers for 10 consecutive years in NYC schools. In A. Ways and Means.

A.I. 2567, VOLKER (Same as S.I. 616, in February 2 LEADER).

A.I. 2594, AUSTIN (Same as S.I. 77, in January 19 LEADER). A.I. 2615, FARBSTEN (Same as A.I. 1429, in February 23 LEADER).

A.I. 2620, GRACI (Same as S.I. 1783, in February 23 LEADER). A.I. 2644, RYAN - Requires that substitute teachers in common branches with 10 years of teaching in accredited public school passing qualifying examinations in practical class room techniques shall be given permanent tenure. In A. Ways and Means.

A.I. 2807, LAMA - Permits member of NYC Teachers Retirement System granted leave of absence without pay, to accept position in City service and restored to service, service credit and status and also credit for City service during leave, for retirement purpose, with salary during City service to be considered as regular salary. In A. NYC.

A.I. 2812, LEVINE - Fixes new salary schedule for competitive and non-competitive classes of classified service of State, ranging from minimum salary of \$2,600 to \$15,975. In A. Ways and Means.

A.I. 2849, NOONAN - Allows member of State Hospital Retirement System, interest on contribution to fund at rate of 3 per cent a year on loss of employment by reduction in force or change due to action of authority and provides for ordinary death benefits for family. In A. Ways and Means.

A.I. 2860, PITARO - Fixes minimum salary schedules for social service employees in NYC, ranging from \$4,000 minimum salary in first grade to \$7,800 maximum salary in fifth grade and fixes minimum qualifications of several grades; provides for appointments and promotions, annual and longevity increases and

requires NYC Civil Service Commission to allocate positions. In A. Ways and Means.

A.I. 2871, PRELLER - Continues to January 1, 1955, time for members of NYC Employees Retirement System to file applications for other service credit and allows member who was veteran of World War I who had State or county service in State within 10 years after 1928 credit for State or such county service, under certain conditions. In A. NYC.

A.I. 2887, ROMAN (Same as S.I. 1563, in February 23 LEADER).

A.I. 3080, VAN CLEEF - In-

cludes towns, villages, and fire districts with certain cities, in members of Fire Departments after one year's service shall be allowed annual vacation, and increases from 14 to 21, minimum number of days with pay. In A. Internal Affairs.

A.I. 3106, GRACI (Same as S.I. 1783, in February 23 LEADER).

A.I. 3146, RULES COMMITTEE - Abolishes NYC Municipal Civil Service Commission and creates Department of Personnel, and City Civil Service Commission with personnel director as head, to be appointed by Mayor. In A. Ways and Means.

RETIRED FIREMEN'S OFFICERS

Newly installed officers of the NYC Retired Men's Association, Fire Department, are: Edward J. Leonard, president; Frederick Boettjer, 1st vice president; Joseph A. Sullivan, 2nd vice president; Walter A. O'Leary Jr., recording secretary; Louis B. McGuire, financial secretary; Walter X. Maloney, corresponding secretary; James J. Shea, treasurer; Thomas Monahan, sergeant-at-arms. Members of the board of trustees are Reuben Timmins, chairman, and Peter R. McCaffrey, Peter Walsh, James T. Lynch, James McCue and Thomas Finck.

UPHOLD FIRE APPOINTMENTS

Fireman eligibles who accepted appointments as housing officers, and then were conditionally appointed firemen on the day the eligible list expired, may keep their Fire Department jobs on a permanent basis, the Appellate Division ruled in upholding a lower court decision.

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Activities of Employees in New York State



Twenty-five year service pins were awarded to 13 Utica State Hospital employees, at a party which also honored recently retired personnel. From left, Roy E. Read, Dr. Edward N. Bink, Mildred S. Read, Willa Loberenz, Dr. Arthur W. Pense, Cathryn C. Jones, Sophie M. Henry, William R. Ball and Dr. Bascom B. Young. Dr. Pense, Deputy Commissioner of Mental Hygiene, made the presentations. Dr. Young is the hospital director. The seven others are pin recipients.

Gowanda State Hospital

IN APPRECIATION of the work of the kitchen and dining room personnel of Gowanda State Hospital, who prepare and serve many special dinners throughout the year, the staff and other hospital employees gave a "turn-about" dinner for them. Dr. Erwin H. Mudge, acting director, and other medical and hospital employees, were waiters for the occasion, dressed in the appropriate garb. The staff house cooks and a committee of female employees prepared the food. The dining room was decorated in the Valentine theme, and an employees' orchestra played music for both round and square dancing.

Several members of the kitchen and dining room group stated after the dinner that they had picked up many pointers on how, and how not, to prepare and serve a meal.

Helena Halpern, pharmacist, is back on duty after her recent illness.

Mrs. June Peters has joined the business office as a stenographer. Congratulations to Melia and Gerald Mosher on the birth of a daughter February 21.

Chief institution safety supervisor Clarence J. Porter and patrolmen Ralph Butcher, Raymond Gillis and Ralph Nelson attended a five-day police school in Little Valley, N. Y., sponsored by the Sheriff of Cattaraugus County.

the State Association of Police Chiefs and the State Sheriffs Association. Special agents of the FBI gave instructions in fingerprinting, photography, plaster casting, police courtesy and public relations—techniques and mechanics of arrest.

Sympathy to Frances Belec in the death of her mother, and to Mrs. Amelia Blesy in the death of her husband.

Albany Public Service

ROBERT HUSBAND, vice president of the Albany Public Service chapter, CSEA, called a special meeting to disseminate information on the salary plan and pay increases. There was much interest. Members are looking forward to the determinations of the classification of titles.

Mr. Husband presided, as President Raymond C. Carriere is vacationing in the sunny south. After all the practice Ray will have on those southern golf courses, he should break 90.

A luncheon at the University Club honored William Hill, who retired recently. Mr. Hill received tools for his woodworking shop. Here's hoping he won't forget to go fishing.

The staff side of the PSC is finding that a winter vacation is beneficial as well as enjoyable. If you want to know about Bermuda, ask Joan Minnock. For the sun and fun in Florida, contact Laura

Walrath. On the other hand, if you are thinking about California, inquire of Mary Perretta. They had a good time and all look wonderful.

What may come as a surprise to some readers is the retirement of Carl D. Taylor of the Utilities Accounting Bureau. A luncheon will be held March 18, and for reservations, see Margaret Mahoney or Messrs. Angelus, Fleming or Kunz.

Rockland State Hospital

AT THE February meeting of Rockland State Hospital chapter, CSEA, held in the Association Rooms in Home 29, Henrietta Kothe, chairman of the sick and welfare committee, reported that 36 "get well" cards had been sent out since the January meeting. Tokens of condolence were sent to George Cornish, Elizabeth Rapold and Anne Barnum on the occasion of death in their families.

The membership committee reported that, to date, 697 employees have joined the CSEA and 346 have joined the Mental Hygiene Association.

It was voted that \$10 be sent to the Summit Park Patients Club to support its activities.

Henry Marler, 1st vice president, Rebella Eufemio, secretary, Irene Goweit and Marguerite Lynch were appointed to make plans for the chapter's annual dinner. Further appointments will

be made in the near future.

Visitors to the meeting were Paul Hayes, president of the Middletown State Hospital chapter, and Laura Stout, chapter delegate.

A special meeting of the executive committee was attended by 18 of its 19 units. The meeting was called to discuss a publicity campaign for the CSEA legislative program. The committee unanimously agreed that funds be collected on a voluntary basis. The money was used to publish an ad in three local papers. The remaining money was turned over to the Mental Hygiene Association for use in its statewide publicity campaign. The chapter thanks everyone for the wonderful response.

The annual dinner meeting of the CSEA was attended by chapter president Emil M. R. Bollman, Miss Eufemio and Mr. Marler.

Tompkins

TOMPKINS chapter members who attended the annual meeting in Albany were Allan Marshall, president, and Harriett Chaffee and Benjamin J. Roberts.

Annette Andrews of Tompkins County Memorial Hospital has returned from a vacation in Florida.

On the sick list from the hospital are Frances Townsend, Arthur Broadhead and Glenn Merrill.

Dr. Murray P. George is vacationing in Florida.

Deepest sympathy to Mrs. Ida Norwell of Tompkins County Memorial Hospital in the loss of her brother, Alexander Erway of Interlaken, N. Y.

Public Works District No. 1

PUBLIC WORKS District 1 chapter, CSEA, elected the following officers for 1954: John J. McNamara, president; William Christman, vice president; Ruth Sanderson, secretary; Howard Green, treasurer; Earl Ingraham, delegate; Alfred Perry, alternate delegate.

Pay increases held the spotlight as a topic of general discussion, with safety devices for road crews running a good second. The meeting closed with a buffet luncheon.

Binghamton

MARGARET DOYLE, of 80 Murray Street, Binghamton, has retired after 45 years' service at Binghamton State Hospital. She is now enjoying a well-earned life of retirement with her sister, Rose.

Miss Doyle entered Binghamton State Hospital as an attendant, and worked her way through the various departments to become supervisor of the Main Building. A very steady employee, attending to all the duties assigned to her, and faithfully fulfilling them, Miss Doyle was well liked by all.

At the time of her retirement she was presented a gift as a token of the esteem in which she was held by her fellow employees, who hope that she enjoys her retirement as she did her work.

Low-Cost Car Insurance, Swift Service Is Endorsed By Civil Service Groups

A survey among government employees indicates that those who operate automobiles, and who have had occasion to compare various brand of automobile insurance, are united in lauding

the policies and the service of the Government Employees Insurance Company. This organization, which deals solely with public aides, furnishes automobile insurance at rates substantially lower than those generally available. Its service is nationwide, so that an insured person is certain of assistance whenever he may need it, and wherever he may be.

Teachers Favor It

The Joint Committee of Teachers Organizations, a New York organization which combines the efforts of various teachers groups, has studied the matter of automobile insurance. Its report reads in part:

"After thoroughly investigating the field, including several insurance companies that offer percentage reductions, we are unqualifiedly recommending the Government Employees Insurance Company."

The New Jersey Education Association has also endorsed this company, saying:

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

RYAN TO ATTEND STATE FIRE CONFERENCE

The Temporary State Commission on Fire Laws will be represented at the New York State Fire Coordinators Conference at Elmira, by Thomas W. Ryan, Director of the State Division of Safety. Charles W. Potter, counsel to the Commission, will conduct a panel to explain and clarify the prevention and protective work of the Commission.

Assn. Membership Renewals Running Well Ahead of Last Year

ALBANY, March 15 — Membership renewals in the Civil Service Employees Association are running well ahead of last year. Compared with the same time last year, the renewals as of March 1 are up 1,000 in the State Division and up 300 in the County Division, so the Association is heading for a record membership.

At the close of last year's renewal period, the total membership, including new members, amounted to nearly 60,000. The Association is the largest group of its kind in the United States.

The rise in the State Division is fairly uniform in the five Regional Conference areas. The Capital District Conference district leads with a renewal percentage of 88, while next comes the Western Conference area, with 86.

Chapters in the Conference areas with 80 percent or more renewals, and their removal percentages, are:

- CAPITAL CONFERENCE AREA**
Agriculture & Markets, 92.
Audit & Control, 84.
Capitol Dist. Armory Empl., 97.
Civil Service Department, 91.
Commerce Department, 95.
Conservation Department, 112.
Division of Parole, 91.
Education Department, 92.
Teachers College, 152.

- Gillieran Public Works Chapter, 91.
Great Meadow Prison, 79.
Health Department, 84.
Health Laboratory, 85.
Insurance Department, 86.
Labor Department, 93.
Law Department, 105.
Liquor Authority Chapter, 87.
Mental Hygiene Central Office Chapter, 92.
Motor Vehicle, 91.
Public Service Chapter, 87.
Public Works Dist. 1, 94.
Saratoga Springs Authority, 89.
Social Welfare Department, 86.
Standards & Purchase, 83.
Tax Department, 82.
Workmen's Compensation Board, 87.

- CENTRAL CONFERENCE AREA**
Armory Empl. of Syracuse and Vicinity, 100.
Biggs Memorial Hospital, 92.
Binghamton, 85.
Broadacres, 91.
Canton Institute, 90.
Cornell State College, 82.
Dannemora State Hospital, 89.
Marcy State Hospital, 87.
Mid-State Armory Employees, 104.
Morrisville, 96.
Onondaga Sanatorium, 83.
Oswego St. Teachers College, 84.
Oswego St. Public Works, 143.
Otsego Co. Public Works, 84.

- Oxford Chapter, 105.
Public Works Dist. 2, Utica, 83.
Ray Brook State Hospital, 90.
Rome State School, 93.
St. Lawrence St. Hospital, 86.
St. Lawrence Public Works, 88.
Syracuse Chapter, 88.
Utica Chapter, 84.
Utica State Hospital, 86.
- METROPOLITAN CONFERENCE AREA**
Armory Employees-Metro, 89.
Central Islip State Hospital, 82.
Creedmoor State Hospital, 81.
Kings Park State Hospital, 93.
L. I. Ag. & Tech. Inst., 88.
New York City chapter, 81.
NYSES, NYC and Suburban chapter, 98.
Psychiatric Institute, 83.
Public Works Dist. 10, 103.
State Insurance Fund, 92.
Public Service Mot. Veh., 109.

- SOUTHERN CONFERENCE AREA**
Bridge Authority, 95.
Forest Rangers, 84.
Game Protectors, 86.
Harlem Valley St. Hospital, 90.
Hudson River St. Hospital, 80.
Hudson Training School, 84.
Hudson Valley Armories, 89.
Letchworth Village, 83.
Matteawan State Hospital, 86.
Middletown State Hospital, 84.
New Hampton, 91.
Palisades St. Park Comm., 80.
Public Works Dist. 8, 90.

- Rehabilitation Hospital West Haverstraw, 95.
Sing Sing Prison, 81.
Westfield State Farm, 83.
Woodbourne State Prison, 88.
- WESTERN CONFERENCE AREA**
Albion, 94.
Attica State Prison, 78.
Barge Canal, 80.
Buffalo Chapter, 88.
Buffalo State Hospital, 89.
Fredonia Teachers College, 103.
Genesee Valley Armories, 120.
Geneva, 101.
Gowanda State Hospital, 90.
Gratwick, 106.
Hornell, 88.
J. N. Adam Memorial Hospital, 111.
Newark State School, 83.
Orleans Co. Public Works, 140.
Rochester Chapter, 88.
Rochester State Hospital, 91.
St. School for Blind, Batavia, 96.
Western N. Y. Armory Empl., 91.
- COUNTY DIVISION**
Cayuga, 82.
Chautauqua, 80.
Cortland, 84.
Dutchess, 100.
Essex, 113.
Jefferson, 87.
Montgomery, 92.
Nassau, 111.
Niagara, 102.
Onondaga, 87.
Schenectady, 102.
Suffolk, 82.