

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XIII — No. 13 Tuesday, December 18, 1951 Price Five Cents

## Comparison of Real And ... In Ne ... aries ate

F HENRY GALPIN  
P O DRAWER 125  
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See Page 3

### McGovern Greet His Employees



Comptroller J. Raymond McGovern and Joseph L. Graneey, president of the Audit and Control chapter, CSEA. Mr. McGovern, addressing the chapter, lauded the competence of the employees. The Comptroller, incidentally, is at work on several new retirement measures which will be of interest to all members of the State Retirement System. He is at left.

## Employee Counseling Proves Successful; May Be Extended State-Wide

ALBANY, Dec. 17: — Personnel counseling, new this year in state service although long in use in private industry, is proving its worth, according to the state Personnel Relations board.

At present the board has one personnel counselor, Janet MacFarlane, who was appointed last July. However, the counseling program didn't really get under way for several months, about which time The LEADER carried an article explaining the service was available.

#### 40 Requests

Since then no fewer than 40 different requests for assistance have come in. Many have called only for a single meeting or exchange of letters. Others, however, have called for a repeated number of visits or lengthy correspondence.

Some of the activities into which the counseling service has been drawn include lining up outside activities such as night school classes or social groups for young people living alone.

Aid and advice with regard to physical or health problems is another aspect of counseling, Miss MacFarlane reports. Aid in finding living quarters, advice on career choices, dealing with would-be civil servants all are additional phases of the work.

"Sometimes just talking a problem over brings the solution to light," Miss MacFarlane explained. "In other cases there has been a solution which on looking back might seem rather obvious, but which was not at all obvious to the person concerned or to me when I first learned of the problem."

In speaking of the counseling service, now confined to Albany, as far as personal contact is concerned, Miss MacFarlane expressed the hope that the program would sometime be expanded to a point where a counselor could at least visit other areas for short periods.

However, Miss MacFarlane is accepting all mail requests for counseling assistance, and helping where possible.

"We hope to be able to make our service available to larger and larger numbers as time goes on," she says. "However, even with current restrictions, we have received visitors from places far away from Albany."

#### No Problem Too Small

In her words "no problem is too small for our attention. We don't ignore any request, and of course all requests for aid or advice are in complete confidence between the individual and the counselor."

#### Counseling Open To All

Nor is the counseling service limited to employees on the lowest levels. Supervisory personnel are welcome to make use of it. The board feels that since one of its aims is the promotion of co-operation at all levels, all employees must feel free to use board services.

Persons feeling the need of these services may communicate with Miss Janet MacFarlane, State Employees Personnel Relations Board, State Office Building, Albany.

## Civil Defense Training Slated for All State Aides

ALBANY, Dec. 17.—All State employees will receive special Civ-

il Defense training if a pilot program about to begin in Civil Service is adopted on a statewide basis.

The State Civil Defense Commission has designated J. Edward Conway, chairman of the Civil Service Commission, to organize and direct a training program in self help and neighbor help for employees in his department.

The training program, designed for instructors at first, will begin in Albany, November 26, in conjunction with the Albany County Civil Defense organization.

As a start, Judge Conway has sent a memorandum to Civil Service division and unit heads asking them to name at least one employee from their respective units who will attend the instructor course.

#### Four Day-School

As now contemplated, these instructors will attend a four-day school. They then will return to their sections with the mission of extending the training to others in the same section.

Full details have not yet been

worked out for training time and other particulars. However, once the pilot program in Civil Service is functioning smoothly, the same training will be extended to all other departments and special agencies.

It is expected that Civil Service will be able to begin training its own employees, through the instructors, sometime early in December.

At the same time that these plans to spread CD training among state workers were being formulated, both the state CD organization and the Division of Military and Naval Affairs were emphasizing to department heads that Armed Forces reservists, particularly National Guardsmen, must not be included in Civil Defense duties.

#### Overtime Tasks

It had been brought to the attention of state National Guard headquarters that certain departments, particularly Public Works charged with maintaining standby CD facilities, have been assigning employees to CD tasks as overtime work.



Planning the annual Christmas Party for employees in the Office of Business Administration, State Health Department, committee members complete final arrangements for the affair, which will be held at Sleasman's Hofbrau, Troy-Shaker Road, on Tuesday, December 18. Left to right: Betty Folow, Barbara Kinch, Richard Bolton, William Ditsch (standing), Regina Hickey (chairman), Ruth Connors, Betty Silck, Gerry Karaloz. Not present when the picture was taken: Harriet Cooley, George Fisher, John Shea.

## 'Superior' and 'Unsatisfactory' Being Dropped from Service Ratings; Employees to Be Judged Eight Ways

ALBANY, Dec. 17.—The State Civil Service Commission has decided to try its experimental new service ratings forms for at least one rating year before deciding whether they should be used in departments and agencies. At its last session, the Commission decided to continue the new forms which are now in use and to allow their use in some additional departments and agencies.

#### More Revision

The forms will be still further revised from the current experiment as a result of suggestions by a committee of the Civil Service Employees Association headed by David M. Schneider, and by a Civil Service Commission unit headed by Philip E. Hagerty.

#### 8 Forms Used

Eight different types of forms are used among the State Departments to compile service ratings

for promotion and for increments. In addition, methods of using these forms vary among the departments. In some cases methods vary even within departments.

With the aim of clearing up the matter, the Civil Service Commission and CSEA set to establish a new form and devise rules for its work. This year it was used by Conservation, Social Welfare, Thruway, and the NYC office of the Education Department.

#### Less Categories

Acting on the premise that if the number of rating categories were reduced, the respective form would be more clear-cut and the rater would be thus aided in arriving at his appraisal, the new form contained five categories. After still further revision, it will contain only three—excellent, completely satisfactory, and fair. Superior and unsatisfactory ratings

are being dropped on the theory that since these two must each be reported separately for Commission action anyway, they need not appear on the standard form.

#### What They'll Judge

In arriving at the rating, eight phases of the employees' activities will be judged. These are: quantity of work, quality of work, work habits, work interest, relationship with other people, resourcefulness, promptness and supervisory capacity.

From a field of more than 500 comments used on public and private forms throughout the nation, a group of 76 of the most applicable have been taken to be used by the rater as an aid in arriving at the rating for the eight categories, and as a basis for an interview with the employee.

An important part of the entire procedure is that the rating (or

performance evaluation, as it is coming to be known) be done with full knowledge and understanding of the individual employee.

#### Employee Will Be Told About It

The employee will receive a booklet explaining the system and will be interviewed by the rater concerning the rating given. Further, the employee must sign the new form, not to signify concurrence with the rating, but to demonstrate that he has had it explained to him.

Perhaps the system isn't perfect. Perhaps there is further need for improvement. Schneider says it is not yet time to make it State wide. Hagerty apparently feels there is still room for improvement, but at least now the Commission has set up a timetable for further operation and definite action may be expected in the next year.

### DON'T REPEAT THIS

## Frank C. Moore Builds Up His Lieut.-Gov. Job

UNDER Frank C. Moore, the Lieutenant Governorship of New York State has grown into a new kind of job.

The serious, professorial Mr. Moore is nearly, as frequently in New York City or somewhere upstate as he is in his Albany office. He takes on one job after another—the tough, technical, often thankless tasks dealing with such matters as equalization, local financing, school problems, water supply. He has acted as Governor Dewey's troubleshooter in many areas of government. And with a developing talent as a speaker, he

(Continued on page 6)



# State and County Eligibles

## STATE PROMOTION

- CHIEF INSTITUTION SAFETY SUPERVISOR, (Prom.), All Institutions, Dept. of Mental Hygiene.**
- Lindeman, Herman F., Ctr Islip 81654
  - Crowley, Michael E., Islip .....90954
  - Fritts, Edgar E., Willard .....88750
  - Carlyle, James F., Newark .....86062
  - Stock, Harold C., Wingate .....86017
- CHIEF INSTITUTION SAFETY SUPERVISOR, (Prom.), Institutions, Dept. of Mental Hygiene.**
- Elliott, Walter R., Ogdensburg 90547
  - Barr, Kenneth E., Rome .....89894
  - Link, John J., Kings Pk. ....89644
  - Kennedy, Fred, Pearl Rvr. ....89028
  - Trenkte, Charles J., Ctr Islip 88794
  - Romeo, Biagio, Bklyn .....87715
  - Mothe, Charles D., Marcy .....87004
  - Lyons, Frank, NYC .....87639
  - Brickwood, Francis, Orangeburg 87274
  - Dingman, James P., Pkepsie 87214
  - Duffy, Charles J., Leicester .....86379
  - Thompson, Everett, Ogdensburg 88074
  - Riley, Frank G., NYC .....85833
  - Cooley, Walters, Middletown .....85154
  - Easton, Oklahoma, Thiells .....84924
  - Gandin, Armand J., Rome .....84823
  - Quindon, Francis J., Utica .....84783
  - Merritt, James H., Pearl Rvr. 84640

- Conkling, Thomas H., Bklyn. 84579
  - Ribler, Robert F., N. Collins 84324
  - Marler, Henry C., Pearl Rvr. ....84158
  - Porter, Clarence J., Gowanda 84015
  - Gray, Howard E., Syracuse .....83942
  - Cunningham, W. J., Syracuse .....83248
  - Parrotte, Ray, Binghamton .....83174
  - Whalen, Lewis A., Helmsuth .....83163
  - Murphy, John L., Jamaica .....83030
  - Martin, Thomas J., Marcy .....82958
  - Butcher, Ralph H., S Dayton 82798
  - Couttrip, Stuart E., Marcy .....82599
  - Baker, Wesley C., Ogdensburg 82590
  - Williams, Elmer, Binghamton 82584
  - Carlson, Lester B., Sonyea .....82577
  - Smith, Harry L., Rome .....82347
  - Cobb, Leonard A., Ogdensburg 82309
  - Kurr, Howard B., Smithwn Jr 82197
  - Danker, Richard L., L I City 81898
  - Jackson, Harold J., Ogdensburg 81804
  - Carney, Charles P., Groveland 81774
  - Brennan, John G., E. Rockway 81232
  - Eaton, Charles W., Perry .....79874
  - Storeb, Elmer L., Sonyea .....78648
- ASSISTANT DIRECTOR OF CORRECTION RECEPTION CENTER, (Prom.), Entire Dept., Dept. of Correction.**
- McKendrick, C. L., Woodbourne 88094
  - Ferling, Clement J., Elmira .....87630
  - Owens, Chester D., Horseheads 85389
  - Coty, Francis J., Catskill .....85287
- SENIOR SANITARY ENGINEER, (Prom.), Dept. of Health.**
- Smith, Henry J., Phelps .....89000
  - Blanchard, Gerard, Troy .....84800

- SENIOR BANK EXAMINER, (Prom.), Banking Department.**
- Billington, A. R., Queens Vlg 86330
  - Corr, Stewart T., Sutley .....86196
  - Ladlow, Clifford W., Rahway 86045
  - Gorth, Philip W., Checktown 85946
  - Scheer, Seymour, Bklyn .....85546
  - Dacey, James T., Albany .....85346
  - Schroedel, Leo F., NYC .....85345
  - Furnell, Frederick, Mineola .....85461
  - Davenport, Arthur, Kirkville .....82746
  - Reynolds, William, NYC .....82588
  - Conner, T. Francis, Green Isl 82088
  - Sullivan, Albert W., Forest Hill 79809
- TOLL COLLECTOR, New York State Bridge Authority.**
- Warnefeld, George, Tivoli .....95996
  - Smalley, William H., Hudson 92654
  - Franz, Charles J., Catskill .....92250
  - Tice, William P., Catskill .....91354
  - Egan, Thomas P., Catskill .....90604
  - Knott, Harold, Hudson .....89752
  - Wadagnolo, Joseph, Catskill .....89248
  - Lawrence, John M., Pkepsie 88250
  - Shultz, Herbert P., Catskill .....86602
  - Moore, Robert V. U., Catskill 86002
  - Dolan, Louis F., Hudson .....85852
  - Glueck, Albert J., Palenville .....85498
  - Williams, Kenneth, Peekskill .....85404
  - Overhulse, J. W., Germantown 84000
  - Shell, Barry P., Catskill .....83702
  - Moll, Charles L., Catskill .....83498
  - Zola, Stephen J., Hudson .....82898
  - Tice, Henry C., Catskill .....82802

- Casaregola, Cosmo, Catskill .....82598
  - Passarelli, Joseph, Catskill .....82402
  - Antonelli, Albert, Catskill .....82300
  - Sportman, Fred A., Coxsackie 79988
  - Pelotte, Frederick, Catskill .....77500
- ASSISTANT SANITARY ENGINEER, (Prom.), Department of Health.**
- Hennigan, Robert D., Syracuse 87523
  - Howard, I. Edward, Oneonta 86200
  - Brown, Robert, Utica .....84975
  - Maneri, Charles S., Rochester 84160
  - Schleifer, M. J., Middletown .....83286
  - Raymond, Allan E., Albany .....82181

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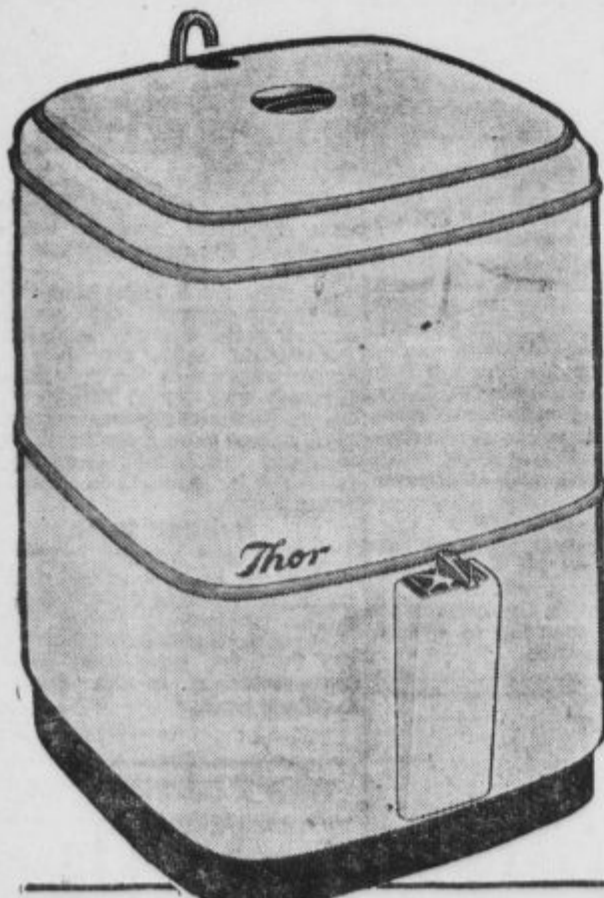
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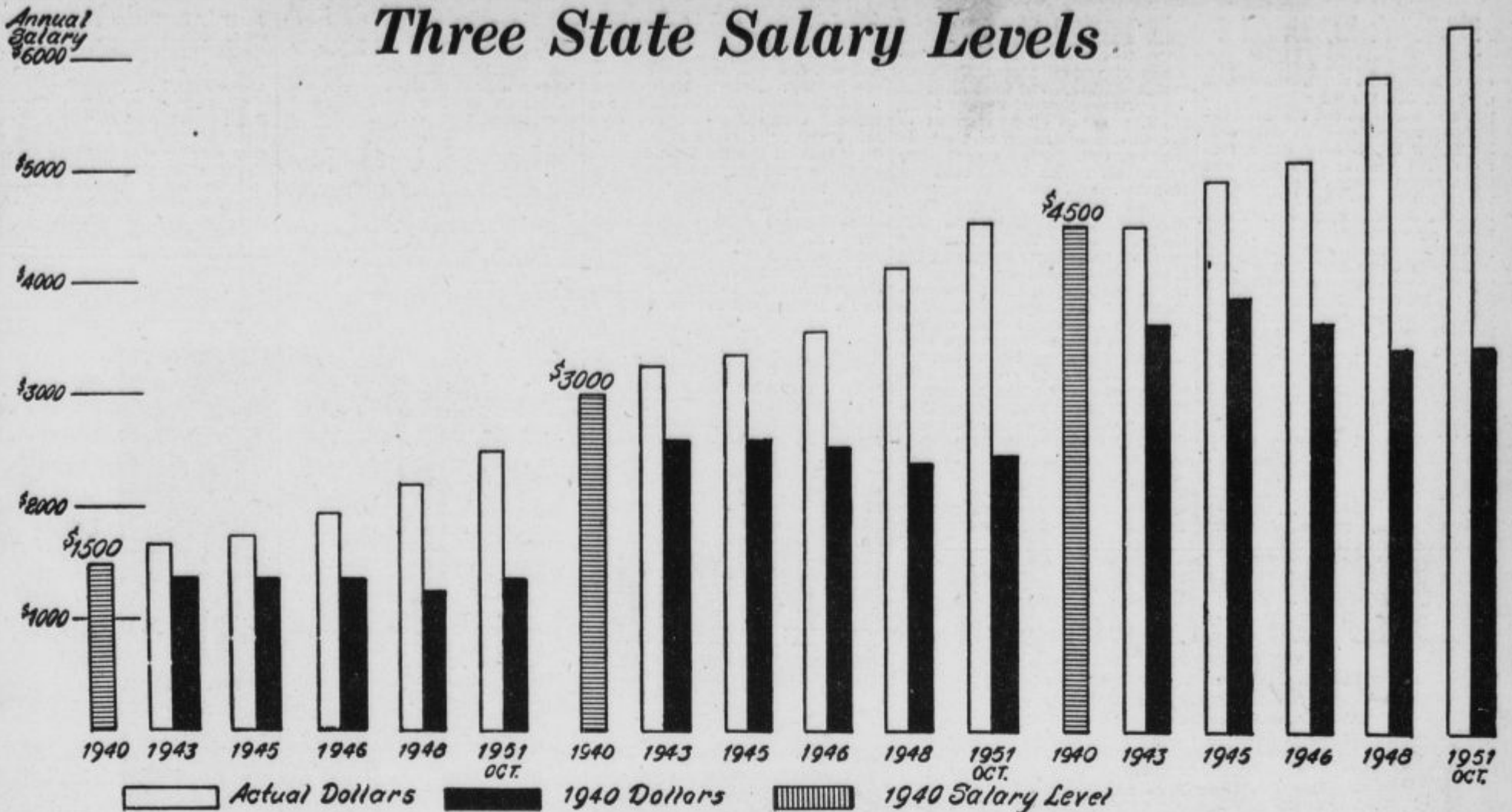
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# Comparison of Real & Money Salaries Three State Salary Levels



A comparison of REAL and MONEY wages for three 1940 salary levels of New York State workers shows that while annual salaries have risen substantially, buying power has not kept up to the 1940 level. The Wage Stabilization Board of the Federal government has established a policy based on the promise that real wages are to be maintained for industrial workers. An analysis of industrial workers' annual pay since 1940, based on Bureau of Labor Statistics and U. S. Dept. of Commerce figures, shows that both money and real wages have risen. Money wages are the dollars you receive for your labor. Real wages are what those dollars will buy. A vital question to all State workers is: Where do MONEY annual earnings actually stand in relation to REAL annual earnings? The chart above shows that REAL EARNINGS since 1940 have declined.



Helen Todd, State Conservation Department, Albany, (above) has been appointed chairman of the social committee of the Civil Service Employees Association. The other members of the committee appointed by President Jesse B. McFarland are Virginia Leatham, Civil Service; Isabelle M. O'Hagan, Margaret M. Feak, Helen Forte, Helen B. Mesto, Doris LeFever, Edith Fruchthandler, Lea Lemieux, Rita Hughes, Ivan S. Flood, Matthew W. Fitzgerald, George W. Hayes, Henry Shemia, Michael Dollard, Charles P. O'Donnell, Paul D. McCann, and John J. Joyce.

## Pension Improvement Seen as 'Vital Need'

ALBANY, Dec. 17—Charles C. Dubuar, Chairman of the Pension-Insurance Committee of the Civil Service Employees Association, met with the members of his committee at Albany on December 12, for a full discussion of retirement matters, particularly the implementation of the new constitutional amendment permitting the Legislature to increase the pensions of retired public employees.

Mr. Dubuar stated that in line with the amendment, the Legislature, which will convene in January, is called upon to adopt legislation and make necessary appropriations to provide fairly for retired public workers. He indicated how serious is the plight of many public workers, who receive retirement allowance which, with the present purchasing power of the dollar, are far less than was contemplated when retirement plans were made.

**People Recognized It**

"The people recognized this changed condition affecting the living standards and health needs of elderly retired public workers and authorized the Legislature and the Governor to make adequate provision therefor. Our Association which took a leading part in proposing and urging the amendment must do all that it possibly can to aid in a sound solution of the problem" said Mr. Dubuar.

**Recommendations Vital**

Jesse B. McFarland, President of the Association, advised the Committee that its recommendations were vital to achieving legislation that will not disappoint the retired public workers who in many cases are in real distress by reason of the very low allowances possible under present retirement plans, and stated that the Association will press vigorously for implementation of the amendment along just and humane lines.

**Minimum Pension**

The Committee discussions indicated that in the formulation of proposed legislation, thought must be given to a minimum pension allowance; years of service rendered; the matter of a graded percentage increase for all pensioners to a fixed maximum to restore purchasing power of the dollar; provision for funds entirely apart from normal appropriations for

pensions; and assurance that added pensions will be mandatory regardless of the public employment retirement system involved. It was the unanimous opinion of the Committee that in providing the added pensions, no limitations as to place of residence or economic status should be applied to the pensioners.

**Other Matters Reviewed**

Various other proposals for improvement of the State Retirement System covered in the resolutions adopted by the delegates at the Annual Meeting were reviewed. The broad question of augmenting present retirement benefits by State action to add Federal Security benefits was considered, and intensive study of the problem will be made by the Association. Attention was called to the substantial number of public employees in one or another of the civil divisions that have no retirement coverage. Revision of Federal as well as State statutes

is involved in any integration of Federal Security benefits with public retirement systems.

**25-Year Retirement**

The appeal of the prison guards for a 25-year retirement plan was presented and urged by John Mullaney, Auburn Prison.

Matters relating to group insurance and Blue Cross coverage for public employees as successfully promoted and established by the Association, and the liberalization of benefits and extension of payroll deduction were also given committee attention.

Committee members present: Mr. Dubuar; Charles D. Methe, Marcy; Miss Grace Hillery, Buffalo; John Mullaney, Auburn; Davis L. Shultes, Albany; Miss Maureen McSorley, Orangeburg; John T. DeGraff, Association Counsel; Joseph D. Lochner, Executive Secretary; and William F. McDonough, Executive Assistant to the President, were also present.

## State Salary Meeting To Be Held Dec. 20

ALBANY, Dec. 17 — Jesse B. McFarland, President of the Civil Service Employees Association, announced today that at the request of the Budget Director T. Norman Hurd, the salary negotiation meeting originally scheduled for last Thursday, December 13th, has been temporarily postponed.

The next meeting between the salary negotiating committee and the Budget Director has been tentatively set for Thursday, December 20.

## Insurance Fund Confers Awards

State departmental awards in the 1951 accident reduction contest were announced by the State Insurance Fund. The following list gives the institution or other unit that received first and second awards in that order, and the name of the representative:

Mental Hygiene—Gowanda State Homeopathic Hospital; Syracuse Psychopathic Hospital; Joseph M. Goeway.

Correction—Attica State Prison; Reception Center; Howard Briggs.

State University—Long Island Agricultural Institute; State Teachers College, Albany; Borden H. Mills.

Social Welfare—Area 6, Albany; Area 3, Albany; Ray Cramm.

Health—Division of Local Health Services, Field; Mount Morris Tuberculosis Hospital; Sylvester Bowers.

Agriculture & Markets—Bureau of Animal Industry; New York District Office, Metropolitan Di-

vision; Joseph Killgallon.

Conversation—Division of Finance; Division of Conservation Education; William Tinney.

New York State Park Commission—Finger Lakes; Niagara Frontier; James Evans.

Public Works, Highway Districts—District 2, Utica; District 4, Rochester; S. Thomas Vosburgh.

Taxation & Finance—Miscellaneous Tax; Corporation Tax; Frederick Ryan.

Labor—Division of Bedding; Labor Relations Board; Orville Harold.

State Insurance Fund—Actuarial Department; Accounts and Finance; John A. Quesnal.

Executive—Commission Against Discrimination, Robert W. Steward; Building Codes Commission, Alfred A. Delaney.

Administrative and Office—Department of Civil Service, Harry G. Fox; Department of Insurance, Joseph Martinetti.



# Activities of Civil Service Employees Assn. Chapters

## Public Works, District 8

**THE NEW YORK** State Department of Public Works District No. 8 chapter, CSEA, held a buffet supper and dance at the Italian Center in Poughkeepsie on Saturday, November 24. Supper was served from 7:30 p.m. to 8:30 p.m. and there was dancing from 9:00 p.m. to 1:00 a.m. to music furnished by Pete Leone's orchestra. There were approximately 75 people present.

William Close and James Pierson were co-chairmen assisted by Miss Eleanor Renihan, Mrs. Charles Mable, Mrs. Zora Way, Fred Liguori, John McGowan, Charles Terpening and Frank Riley.

## Ray Brook

**RAY BROOK** chapter, CSEA, reports: No Chapter meeting during the month of December. The Turkey Party will take place Friday, December 21st. . . .

A wonderful group of enter-

tainers did a fine deed for Christmas by visiting the upstate hospitals and entertaining the patients of several places. On December 8, they visited Sunmount Veterans Hospital at Tupper Lake, N. Y. and put on two shows — one in the afternoon and one in the evening. In so doing, they visited all rooms throughout the Hospital.

Their next stop, Sunday, December 9, was at the State T.B. Hospital in Ray Brook. They put on their show after dinner in the main dining room and were received with such great enthusiasm that it was all Dick Mills could do to bring the show to a close, due to the tremendous ovation given him and his troupe.

Dick Mills' show consisted of a wonderful array of young talent: two 10-year old young stars, Dale Voigt and Joan Twardly who won the patients' hearts with their talented performances; Marion Harbour, a fine young singer; Donald Duncan, a 15-year old accordionist, whom you will be hearing more of in the future;

Stella Paratore and Patricia Williams did a pantomime; Fred Lawrence, the teen-age Perry Como; Rachael Cossack, the Kate Smith of Albany; Roslyn Balch, the pianist who accompanied the troupe. Dick Mills in his own inimitable style acted as M. C. A deep vote of thanks should go to all these good people for donating their time and services without remuneration. Dick Mills has his own program daily over Station W.P.T.R. at Hotel TenEyck, Albany, N. Y.

Ray Brook members wish all of their friends a Merry Christmas and a Happy and Prosperous New Year.

## Department of Law

**THE DEPARTMENT OF LAW** chapter, CSEA, held its Fourth Annual Christmas Party on December 17, at the Aurania Club, Albany.

The Social Committee was in charge of arrangements. Members of the committee are: George Radz, Chairman, Edward Grogan, Jr., Harold Coyne, Ali D. Good, Rose Ehrlich, Antoinette Davis, Margaret Malone, Marian McVeigh, Martin J. Barry, Frank Nichols, Frances McNamara.

Estelle J. Rogers, president of

the chapter, tells about entertainment and dancing during the afternoon, followed by dinner in the evening. Alfonso Bivona, Jr., vice-president of the chapter, was chairman of the Entertainment Committee.

## James E. Christian Memorial

**THE ANNUAL** Xmas party sponsored by the Health Dept. parents for their children, will be held on December 22nd, at the Albany College of Pharmacy auditorium on New Scotland Avenue, Albany. Included in the well-planned program will be the singing of carols and a visit by Santa Claus, who will present a gift to all youngsters attending the yuletide affair. Refreshments for the kiddies will include ice-cream and animal crackers; with their parents enjoying coffee and doughnuts. An interesting feature provided for the first time will be the shooting of a sound movie by a cameraman which will be shown at next year's Xmas party.

From all indications this year's party will top all previous affairs with an anticipated attendance of 400 or more parents and children. Last year's total included 171 kiddies between the ages of one and twelve. . . .

The Personnel of the Office of Business Administration will sponsor a Xmas Party at Sleasman's Hofbrau, on the Troy-Shaker Road, December 18. Regina Hickey, chairman of the committee planning the affair, informs us that a delightful dinner — choice of roast turkey, steak or filet mignon will highlight the

party. "Furthermore," says Regina, "everybody can remove their Santa Claus beard and enjoy themselves in a round of dancing afterwards." . . .

Chapter news chips: Florence Bohl, typist, and Harold A. Lewis, clerk, Office of Vital Statistics, will step side by side through Orange Blossom Lane in the Spring. The marriage will culminate a romance which blossomed within the walls

(Continued on page 5)

## Season's Greetings

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## Oneida Cy. Turns Down Pay Request

UTICA, Dec. 17—The Oneida County Board of Supervisors voted no additional pay increase for county employees for 1952. The Oneida Chapter of the Civil Service Employees Association had requested that the present \$510 emergency increase be frozen into the present salary schedule and that an additional \$500 increase be granted. The Board voted to continue the \$510 emergency increase. The outgoing Board of Supervisors, which is predominantly Democrat, decided to leave the increase to the new Board which will have a majority of Republican members to take up after the first of the year. If there is a contingency fund setup for pay increases the Oneida Chapter will ask for a meeting with the new Board immediately after January 1, 1952.

### LEGAL NOTICE

**LIMITED PARTNERSHIP NOTICE**  
 The undersigned have filed a Certificate of Limited Partnership, in pursuance of Section 91 of the Partnership Law of New York with the County Clerk for New York County, setting forth the formation under date of October 1, 1951 of a Limited Partnership to engage in the general securities and brokerage business under the name of SCHIRMER, ATHERTON & CO. with a principal office at 50 Congress Street, Boston, Massachusetts, and a New York office at 120 Broadway, New York City. The term of the partnership is one year and three months to December 31, 1952.

The name and address of the Limited Partner is Edith M. Page, 20 High Street, Skowhegan, Maine. Her contribution, which is to be returned to her on termination or dissolution of the partnership, is \$100,000 in cash. She made no agreement to make additional contributions, has no right to demand or receive property other than cash in return for her contribution, or any right to substitute an assignee, and her share of profits or other compensation is interest at the rate of 6% payable monthly on her contribution and a 10% share in the net profits of the partnership. There is no provision for the admission of additional limited partners, or priority of the limited partner over other limited partners.

The remaining general partners may continue the business on the death, retirement or insanity of a general partner during and throughout the term of the partnership.

- John C. Caldwell, 25 Central St., Winchester, Mass.
- Mark R. Hodges, Main St., Topsfield, Mass.
- Charles Tift, Jr., Blyman Hill, Manchester, Mass.
- C. Fisher Luther, 85 Morton Rd., Milton, Mass.
- Martin C. Lee, 97 Lee Rd., Newton, Mass.
- Edward P. Wreth, Salem End Rd., Framingham, Mass.
- W. Robert Masou, Jr., 28 Glendale Rd., Needham, Mass.
- Alf C. Loois, Maple St., Kingston, Mass.
- John Gardner, 7 Argyle Rd., Arlington, Mass.
- H. Hale Atherton, 5 Waldron St., Marblehead, Mass.
- Richard H. Moeller, Bellevue Ave., Rumson, N. J.

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# Activities of Civil Service Employees Assn. Chapters

(Continued from page 4)

of the State Office building, when Mr. Lewis, a World War 2, navy man, joined the staff in the office of Vital Statistics and met Miss Bohl. Congratulations to the happy couple! . . .

More and more employees are beginning to see the light and joining the chapter, and Roy Cramer, publicity chairman, is happy to announce their names. Congrats to Dr. Ruth Beecroft, and Gertrude M. McCord of MCH; Lillian N. Howell, Med. Defense; Nora E. Hughes, Glens Falls District Office; Caroline Beyer, Cancer Control; Robert L. Ashley, Med. Services; Marilyn Houghtaling, Envir. San. Div.; Joan R. Stickler, Med. Rehabil.; Henrietta Boland, Exec. Dept.; Norman Clark, Miriam Steinhardt and Donald Sullivan of P. H. Educ. and Margaret C. Spock and Regina M. Hickey, of Office of Business Administration. . . .

Sideline comment: Paul (Mr. Accommodating) Bastian, Xmas shopping for electric trains and Xmas tree fixtures for his co-workers. Paul, specializing in electric trains, knows his stuff, for he has one of the largest toy train sets in the city of Albany. Paul's gripe is that if he ever has to dismantle the set it will take him six months to remove it. Sort of like the chap who built a boat in his cellar and then had to take half the house apart to get the boat out. Paul sez he has no intention of ripping the house apart.

## Audit & Control

THE QUARTERLY meeting of the Audit & Control Chapter was

held on December 5, 1951. J. Raymond McGovern, State Comptroller, addressed the meeting.

Mr. McGovern stated that he was happy for the opportunity to speak to the group, that it was a very pleasant experience, and he was most grateful for the excellent cooperation that he has received from the employees of the department. He stated that "all the credit belongs to each and every one of you for making the Department of Audit & Control foremost in the State in efficiency."

Mr. McGovern's remarks were well received by the large group who attended the meeting.

Chapter President Joseph L. Cranney presided at the meeting and explained the "whys and wherefores" of the new tardiness procedure which became effective December 1st. He also appointed a committee to revise the Audit & Control chapter constitution. The committee is composed of the following members; Robert J. Leonard, Michael Petruska, William J. Van Amburgh, James P. Fahey and Howard J. Morin.

Vernon Davis, department representative, gave a detailed report on the recent Board of Directors meeting.

Frank A. Conley spoke at length on the promotion examination program of the department.

## Brooklyn State Hospital

CLARA STRAKER, Chairman of the Award Committee, Brooklyn State Hospital Chapter, CSEA, thanks all for their efforts in making the recent prize award a successful one. First prize was won by Miss Joan Hendley

(daughter of laundry chauffeur Al.) 2nd prize went to Charles Tyree, Male Reception. Winning ticket seller was Alphonse Pascarella, Laundry. Door Prize was won by James Stroud, Male Reception. Other prizes went to M. Robinson, 142 Patchen Ave. and P. Valva, 313 Dahill Road.

Frances L. Wilson, Chairman of the Dance Committee, reported a socially and financially successful fall dance. Among the visiting dignitaries were John F. Powers, 1st vice president, CSEA; J. Allyn Stearns, 3rd vice president, CSEA; Clyde Morris, treasurer, Metropolitan Conference; Mr. and Mrs. Kenneth Valentine, Public Service Dept. Representative on the CSEA Board of Directors; Philip Wexler, President, Metropolitan Public Service Chapter; Mr. and Mrs. William Greenauer, Public Works District 10; Charles Culyer, field representative, CSEA.

A dress pin was found at the dance and owner can claim it upon proper identification to Chapter President Arnold Moses.

Employees are requested to send any news they would like published in the LEADER to Henry Girouard in Male Bldg. 10. Mr. Girouard has been reappointed publicity chairman. Serving with him from East Bldg. are Edward Boyle, Jacob Ramseur; Male Reception, Calvin Murphy; Kitchens, Rudolph Rauch; Grounds, Frank Cole, Female Bldg. 10, Catherine Sullivan, Carrie McCourt. It is suggested that all items be forwarded to Mr. Girouard by Monday noon.

The committee on revision of the chapter constitution consists of Thomas Conkling, chairman; Janet Lauterstein, Mrs. Josephine

Kelly, Mrs. Marie Conforti and Arnold Moses. The group met Dec. 4 to continue their report on revisions of our constitution. The report was presented to the Board of Directors meeting scheduled for Dec. 12.

Suggestions for a blood bank to be set up for Brooklyn State employees and their families have been received by Chapter President Arnold Moses, who states that if enough volunteers apply, a bloodmobile unit can be sent here. The Metropolitan Conference which is headed by Mr. Sidney Alexander is currently working on such a plan for all State employees in the New York City area.

Congratulations to Antonio Di Gregorio on his recent transfer to Manhattan State Hospital. Welcome Miss Mildred E. Patterson recently of Hermann Biggs Memorial Hospital. Congratulations to Mr. and Mrs. Thomas Geraghty on their recent tax exemption, a boy. The same to Mr. and Mrs. Lawrence Dorsch, a future president. The following employees are enjoying their vacations: Peter Combariatti, in Washington, D.C.; Willy Kretschmar, in Montreal, Canada. Cyril Lyons, Richard Dabney, Howard Sabins, Mrs. Rhea Coffney made a recent trip to the Province of Quebec. Joseph Sumpter is down in Miami Beach.

The following employees have made a good recovery in Sick Bay: Katherine I. Collins, chapter secretary, Frank Doria, Stanley Rus-selavage.

The Brooklyn State Hospital Chapter wishes to take this opportunity to wish all their friends a very Merry Christmas and a Happy Healthy New Year.

## Barge Canal Employees Champlain Unit

THE ANNUAL MEETING of the Champlain Unit, Barge Canal Employees, CSEA, was held at the Hotel Schuyler Schuylerville on Saturday, December 8. The following officers were elected: President, T. J. Conners, R. D. 1, Schuylerville; vice president, V. R. Warner, 20 Flandreaux Ave., Glens Falls; secretary-treasurer, Harold Hunter, Box 44, Fort Miller; delegates, T. J. Conners and T. B. Daly, Machanic Street, Fort Edward.

Date of the annual Banquet to be announced at next meeting to be held in January.

## Mt. Morris

THE REGULAR monthly meeting of the Mount Morris Chapter, of CSEA, was held Thursday night in the Auditorium of the Mount Morris Tuberculosis Hospital.

Catherine Chiolino gave a report for the committee which had canvassed the hospital employees to donate blood. The committee was asked to contact the Blood-Mobile. . . .

The Chapter decided to hold a Christmas party at the M & B

Restaurant in Geneseo on December 19. After dinner there will be dancing and entertainment. Members are urged to bring friends, Lucille Gazel and Marialyce Kamp are in charge of arrangements. . . .

Chapter president Joseph Mauro has been away on vacation and deer hunting. . . . Congratulations to Mrs. Ben Hoagland on her promotion to Senior Account Clerk. . . . The employees were happy to learn that Mrs. Nicholas Tennant, wife of the Steward, is improved in health and will be able to be home for the holidays.

George LaHue, principal stationary engineer, attended the Engineer's Convention in New York City. . . . Congratulations to Dr. and Mrs. Lynn Armstrong, assistant director, on the birth of a baby girl. . . . The department welcomes William Gilmartin back to work after a long illness. . . . The only lucky deer hunter was Kenneth Barney, who brought home a nice one. . . . Mr. & Mrs. Laurence Walrath are the parents of a baby girl, Mrs. Walrath is an Account Clerk in the Business Office. . . .

## Warwick State School

MORE THAN 100 employees and their guests enjoyed a pre-Christmas Party held at the Club Rooms, New York State Training School for Boys, on Wednesday evening, Dec. 5, 1951.

Mrs. Raymond Quackenbush, chairman, chose an efficient committee to aid her, and the affair moved with alacrity from start to finish. The Club Rooms were beautifully decorated in greens and crepe paper, and a huge lighted Xmas tree formed the background for the party.

Santa Claus (Kenneth Quackenbush) arrived to greet all, and a remembrance was placed in all outstretched hands. Rev. Edward Monckton acted as Master of Ceremonies, and chuckles are still being heard long after the party.

Jacob Porter, music instructor, proved more than efficient in playing all numbers requested. Various members of the staff and guests entertained: Theodore Daniels presided at the piano; H. Russell, T. Dickman, B. Wilkins and Mrs. Harriet Wilson rendered vocal solos. A quartet, hastily assembled, (Messrs. Gibbon, Grogan, Robertson and Spencer) proved their ability to harmonize. Mrs. C. Cuffee played the piano.

James Grogan, recently unanimously re-elected as President of the employees' organization, spoke briefly and urged every employee to continue the drive for additional members. Vice-president Gibbon urged united membership. Miss M. Wilson, spoke briefly.

Supt. A. Alfred Cohen congratulated the chapter on their success and pledged his support of any function sponsored by the organization.

(Continued on page 7)

## CURRENT TOPICS... by Con Edison

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Our POLICEWOMEN classes will meet as usual this week on TUESDAY and THURSDAY at 6 P.M. Visitors Are Welcome to Attend Either Session

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# Civil Service LEADER

ELEVENTH YEAR

America's Largest Weekly for Public Employees

Member, Audit Bureau of Circulations

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TUESDAY, DECEMBER 18, 1951

## Wishes Are Like Dreams

THE season of good will and brotherhood once again approacheth. But on earth, in this year of 1951, there is little good will, little brotherhood. Within our nation, the people stagger from shock at the revelations of what has been happening in government; and many a civil servant, honest and conscientious, sits subdued and frustrated at the overwhelming wave of rejection which seems on the verge of engulfing him.

Let us wish, therefore, that the coming year will bring us those good virtues which the outgoing one has denied us; peace on earth, truly; in government, a higher sense of duty and an end to corruption wherever it may be, among people of whatever creed and color a fairness to other people of whatever creed or color, and a tolerance to hear each other out; an end to the fear of smear among honest government workers, and a growth in the dignity of public work; a merit system with more merit; and working arrangements between government as employer and citizen as employee which really work because they are decent and honorable.

Wishes are a little like dreams, often good and fabulous and removed from reality. But wishes, once made, have this virtue: that they tend to bend the will, however slightly, in their direction. We should not, therefore, in this season of contemplation, refrain from making them.

To the hundreds of thousands of civil servants, some struggling under intolerable burdens, the Civil Service LEADER extends greetings;

To the heads of government in this nation, this state, and in the local communities, greetings, too, for they bear burdens which other citizens do not always understand;

To the men and women who selflessly work for better government, for improvement of democracy, for the extension of freedom everywhere, to these excellent Americans we extend greetings;

To all these, and to our fellow citizens everywhere, this final wish: may destiny give us, in 1952, and our children, a better, more secure world than she gave us in 1951.

## It's Going to Be Harder To Get NYC Job Transfer

A move to standardize and stiffen the processes of transfer and reinstatement was taken by the NYC Civil Service Commission. A committee to do the job consists of Dr. Frank A. Schaefer, the Commission's secretary, as chairman, and Samuel H. Galston, director of examinations, and Sidney W. Stern, who is chairman of the committee on laws and rules.

The Commission isn't intending to establish a transfer exchange, to which City employees may turn, to solve the knotty problem of getting transferred. The Commission tried this some years ago and found the results highly unsatisfactory to itself. Employees wanting a transfer seemed to feel, the Commission then reported, that they had a legal right to a transfer as soon as they gave the Commission the name of the department where they'd prefer to work.

The Commission also felt that the heads of the departments

from or to which transfer were requested felt that the Commission was disregarding their own appointing powers. The heads of both departments must approve a transfer before it is effective.

The committee will concern itself mainly with uniformity and the establishment of firm safeguards against impersonation on tests. While no actual cases have been reported to the Commission, it is possible under present procedures for a person named in a transfer to be impersonated by somebody else who takes his name. The impersonator might not even be a City employee and never have passed a test. Also, in the case of reinstatements, in large departments an impersonator could show up. The expectation is that fingerprinting will be required in transfer and reinstatements, to make sure that the applicant's record, both since and prior to leaving City Service, has been exemplary. The time limit for a reinstatement is one year.

## DON'T REPEAT THIS

(Continued from page 1)

is coming to be more in demand at functions of many kinds.

Is this a build-up to take over Governor Dewey's job?

If the Governor resigns following the next GOP convention (as some Republicans predict he will—and which makes sense from the Governor's personal point of view) then Moore would automatically step into the top position. And that would guarantee his nomination in 1954. But more than that, it is in the nature of the man to make any job he is doing bigger by virtue of the many-sided interests he holds in so many varieties of technical government operation.

One of his aides recently said: "I don't know how he takes on so much. And I'm afraid if he becomes Governor he'll still be doing all of these things, killing himself in the process."

### Job Isn't a Heavy One

Traditionally, the Lieutenant Governor's position has not been a heavy one. The primary duties of the job are to preside over the State Senate, and to take over in the event of the Governor's absence or death. The Lieutenant Governor is chairman of the State Board of Equalization, a trustee of two colleges, and has a few other minor duties.

Hardly enough for Frank C. Moore.

He begins his work-day at 8:30 a.m. and keeps going often until past midnight. It's an old story for Moore and his employees, but something new for other administrators who never saw that kind of furious activity in the State capital before.

During the 1951 legislative session, Moore was so occupied with jobs of major importance that it was hard for him to spare time for presiding over the Senate—his most important constitutional duty.

He was busy with activities of the School Building Commission, of which he is chairman; he was studying the problem of teachers' salary increases; mediating disputes arising out of proposed civil defense legislation; working with the committee on NYC tax and debt problems.

### And More

Nor was that all. His home area in Buffalo was having legislative difficulties with a proposal for the creation of a Buffalo Port Authority. Who should be seen about this? Frank Moore, of course. So it was he who worked out a com-

promise leading to legislation on the Niagara Frontier Port Commission. At the same time the Northwestern New York Water Authority sought his assistance in working out a financial plan for supplying the Lake Ontario plains area with water.

As chairman of the School Buildings Commission, Moore guided the intensive studies of the need for school buildings in New York City and upstate New York. Among other things, the Commission came up with 50 districts needing financial assistance from the State.

### School Teacher Salaries

With the tremendous demands of school teachers for salary adjustments, in recent years, Moore undertook to survey the problem. Although in the midst of an election campaign (this was in 1950) he began to devote his time to the matter. Before the end of October, he had a staff of outstanding educators working, developing the data to be considered by a committee of representative citizens. The primary objective of the Moore study was to develop a new minimum salary structure which could be supported by increased State aid, not to establish maximum salaries for teachers in each locality. The Committee's report met with wide approval from teacher groups.

### Working With Citizens

Frank Moore has long advocated the citizen-committee approach to problems of government. If he can get a high-calibre group of citizens and a good research staff to develop the facts, Moore maintains that any kind of government problem can be solved. He has, incidentally, worked closely on New York City's financial problems, and is known to be out of sympathy with some of the "tough" attitudes expressed by upstaters who would just as lief let the "Big City stew in its own juice." During the O'Dwyer regime, Moore and NYC Deputy Mayor William Reid used to tangle over the Big City's finances. But later the two men became firm friends, with high regard for one another. Moore also thinks highly of Jack Lutzky, a civil service employee who was Reid's aide and who has remained on in the office of Mayor Impellitteri.

### The Big-Name Committee

Moore organized a committee with the forbidding name of the Committee on Constitutional Tax and Debt Limits and City School-Fiscal Relationships. It is this

committee which advocated the legislation giving New York expanded borrowing power to construct more hospitals and increasing its ability to tax real estate. The committee also recommended separation of 56 smaller upstate cities and their school districts. Incidentally, don't be surprised if Moore comes out publicly for more autonomy to the NYC Board of Education, with a recommendation that the Board be elected and run all its own affairs, including the levying of taxes.

Presiding over the State Senate is no new experience for Moore. At his first session last spring, the Senators—of both parties—commented on his fair and even-handed chairmanship. They were amazed how quickly he was able, without reference to the record, to acknowledge them on the floor by their district numbers. He had committed this information to memory during two plane flights to his home in Buffalo.

### Hard to Say 'No'

Another Moore characteristic is his difficulty in saying "No!" On a busy summer's day recently, during Dewey's absence in Asia, Moore was sitting at his desk, nursing a bad cold and gulping down a fast sandwich and coffee (it was lunchtime). An out-of-town newspaperman phoned in, asking could he talk with the Lieutenant Governor "for a few minutes." It was a rough day, Mr. Moore told him, with this, this, and that awaiting him far on into the night. But at the reporter's pleading "I need a story," the busy executive said, "Well, OK, come on up." The few minutes extended into a half-hour as Moore tried to enlighten the reporter about a knotty financial problem affecting an upstate community. Larry Murray, the Lieutenant Governor's aide, walked in to announce that a group of schoolchildren had arrived and wanted Mr. Moore's ear. Warily, Moore moved out of his swivel chair, excused himself, left his still-unfinished lunch, and went out to speak with the schoolchildren.

There's a widespread impression that Frank C. Moore is "a stiff." He isn't; and whether by design or necessity he's doing those things which will reveal him as a warm personality.

The Lieutenant Governorship, under him, is taking on a new kind of vitality. It will be difficult for the next man on the job, whoever he may be, to retain the prestige which Moore is giving it.

## WHAT EVERY EMPLOYEE SHOULD KNOW

By THEODORE SECKER

### Can Retirement Halt Disciplinary Proceedings?

IF CHARGES of incompetency or misconduct were pending against you, could you avoid these charges by retiring from the service, assuming you were eligible for retirement? Of course, where there is a waiting period, such as 30 days, between notice of retirement and actual retirement, it may be possible for the disciplinary action to be concluded before the retirement date. However, where there is no waiting period or where the disciplinary action is delayed beyond this period, the question is far from academic.

In a recent case, heard in the Supreme Court in New York County, a police officer who had been suspended pending the trial of charges looking to his discipline or removal, retired, effective immediately. Thereupon he sought the Court's aid to prevent the police commissioner from proceeding further with the charges. The police officer contended that inasmuch as he had retired, he was no longer a member of the police department and, therefore no longer subject to its disciplinary proceedings.

### Purposes Other Than Removal

In considering this contention, the Court noted that there were at least three purposes which the disciplinary proceedings could serve in the event the employee was found guilty. Only one of these is removal from office. The other two are (1) to render the

employee subject to disqualification from holding further office in the civil service, and (2) to forfeit the employee's salary during the period of suspension. Only the "removal" purpose had been eliminated by retirement. The others still remained.

The Court pointed out that under Section 14 (4) of the Civil Service Law, if a person has been removed from the civil service as distinguished from retiring, he may be disqualified by the appropriate civil service commission from holding further office under the civil service. It urged that prosecution of the disciplinary

### Railroad Men Sought By Embarkation Port

Applications will be received until further notice for filling the following U. S. jobs with the Port of Embarkation: railroad conductor, \$1.67 an hour; railroad locomotive engineer (diesel-electric), \$1.64; railroad brakeman, \$1.49; and railroad trackman, \$1.31.

Blanks may be obtained at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Port of Embarkation, First Avenue and 56 Street, Brooklyn, N. Y. The jobs are at the Brooklyn location and at Stapleton, Staten Island, and Jersey City.

proceedings is necessary so that the civil service commissions may be informed of the delinquency or misconduct if the facts warrant a dismissal from the service. It declared that "no act of retirement can deny the public the protection of that provision of the Civil Service Law."

### Back Pay Also At Issue

On the second additional purpose to be served by the disciplinary proceedings the Court stated: "The prohibition of disciplinary proceedings in the case at bar would not only frustrate the provisions of the Civil Service Law relating to disqualification, it would also enable petitioner (the police officer) to make a claim for salary withheld during suspension. \*\*\* Thus \*\*\* not only will petitioner escape the penalty provided by Civil Service Law, section 14, but he will stand to gain a substantial monetary benefit which will be denied him if the disciplinary proceedings were continued and he was found guilty."

The Court accordingly ruled that the right to retirement does not give a member immunity from a departmental disciplinary proceeding which was commenced while he was a member and which was pending when he retired. Therefore, it refused to halt such disciplinary proceedings in the case before it. (Flood v Monaghan 11-7-51 N.Y.L.J. 1151 col 5.)



# Chapter Activities

The Civil Service Employees Assn.

(Continued from page 5)

## State Insurance Fund

THE STATE Insurance Fund chapter, CSEA, held a Board of Directors meeting on Monday, December 17. . . .

A welcome was extended to the following employees entering the chapter:

Gloria Jones, Claims Dept.; Louis Capetilli, Safety Service; Louis Shear, Safety Service; Lenora Mitchell, Underwriting; George Gale, Collections; Sam Chertoff, Underwriting. . . .

Al Greenberg, Underwriting Department, represented the chapter at the Metropolitan Conference meeting held at Brooklyn State Hospital, Thursday, December 13. . . .

The Orphans, inspired by Max Garfinkel's great bowling, were able to take three games from Claims Srs., at the December 4th bowling meeting. This big win enabled them to extend their lead to 7 points over the second place bowling team. . . .

Max Garfinkel, who rolled games of 232, 150 and 202, for a net 3 game series of 584, surpassed his previous league high of 559. Max is the League's leading bowler, with a 167 average. His gross game of 234 was good enough to win him individual high for the night.

The Orphans, however, lost the services of Sal Arena again, who found the strain of bowling three consecutive games too much for his injured arm. He is expected to rest for at least a month more, and then we hope he will be able to return as a regular bowler for the team.

The team standings as of the December 4th meeting are as follows:

Team	W	L	Pts.
Orphans	21	9	30
Claims Soph	17	13	23
Medical	16½	13½	22½
Claims Sr.	16	14	20
Payroll	15	15	20
Safety	14	16	20
Personnel	14½	15½	19½
Policyholders	13	17	19
Accounts	13	17	17
Underwriters	10	20	12

Team high for the night went to Orphans, 887; Underwriters, 866; and Personnel 856.

## Fort Stanwix

THE EMPLOYEES of Rome State School are very grateful for the additional holiday leave granted by the Governor. They extend their heartiest appreciation to the Civil Service Employees Association for its efforts made in obtaining this compensatory time leave.

The employees and patients groups are being given chest X-rays by Mr. & Mrs. James Cosgrove of the Health Department, assisted by the school's X-ray technician, Victor Spinner, Mrs. Laura Goodman, Mrs. Marion Boyer and Mrs. Evelyn Hewitt. Pleasant, congenial folks are always welcomed by the old Fort Stanwix group and the Cosgroves are no exceptions.

The school's cagers are getting off to a good start again this season. They have played and won two games, the second, December 6, by defeating the Rome Moose Club 79 to 62. It looks like a repetition of last year, when the boys were recognized as one of the fastest teams of this area.

Again the employees are shocked by the sudden death of a colleague, Michael La Gatta, who passed away December 7. Mr. La Gatta was especially well liked by all who knew him and he leaves many friends.

## Motor Vehicles, Albany

ANNETTE McCULLOUGH, director of the entertainment committee for the Motor Vehicle Chapter's annual Christmas dinner and dance, promises a wonderful show. Although the plot, the music and related incidentals are "top secret," the grapevine reports that the show will be the best yet.

The only item that Director McCullough would divulge was the names of the participants. Knowing from past performance that these talented performers can offer in the way of entertain-

(Continued on page 12)



# Shopping Guide



## CIVIL SERVICE WORKERS

### Special Xmas Sale

15 LITE NOMA XMAS LITES	Reg. 4.65	2.95
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## LEGAL NOTICE

SUPREME COURT, BRONX COUNTY — Max Donner, plaintiff, against Anna Doubberman, wife of Max Doubberman, Nunzio Campo, Margaret Campo, his wife, Ida Vallese, "John" Saracena and "Jane" Saracena, said first names "John" and "Jane" being fictitious, true first names being unknown to plaintiff, persons intended being the unknown heirs-at-law, if any; of Anthony C. Saracena, deceased and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, heirs and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, heirs, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants", defendants.

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

Dated: New York, November 13, 1951.  
HARRY HAUSKNECHT,  
Attorney for Plaintiff.

Office & P. O. Address, 135 Broadway, New York, New York.  
Plaintiff's address is 370 East 149th Street, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants: The foregoing second supplemental summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rubin, Justice of the Supreme Court of the State of New York, dated November 21, 1951, and filed with the second amended complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the Fourth and Sixth Causes of Action, which are for the foreclosure of the following liens: Bronx Lien No. 71298, in the sum of \$104.08 with interest at 12% per annum from November 9, 1943, affecting Section 18, Block 4698; Lot 48 on the Tax Map of Bronx County, and Bronx Lien No. 73973; in the sum of \$822.59 with interest at 12% per annum from April 17, 1945, affecting Section 18, Block 4698, Lot 53 on the Tax Map of Bronx County.

Dated: New York, November 27, 1951.  
HARRY HAUSKNECHT,  
Attorney for Plaintiff.

Office & P. O. Address, 135 Broadway, New York, New York.



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# Government Can't Be 'Just Like Business'

## Says ROBERT MOSES

Mr. Moses is Chairman, State Council of Parks; New York City Construction Coordinator; NYC Parks Commissioner; Director of Plans and Construction for the NYC Office of Civil Defense; Member, City Planning Commission; Chairman, Triborough Bridge and Tunnel Authority; President, Long Island State Park Commission.

**I**N a recent letter to the New York City Controller urging that the Management Survey of our municipal administration—on which we have spent some two million dollars—be reduced to something realistic and useful, I suggested that the analogy between government and business had been overdone, and that government is not merely big business with the profit motive left out. Slogans do not make economies. The after-dinner speaker at the local merchants' association or Rotary Club who declares for more business in government and less government in business will, no doubt, get a big hand from the assembled brethren. But with the delivery of this chestnut he has probably exhausted both his ideas and his vocabulary.

### No Excuse For Waste

Business methods should of course be made to prevail in the ordinary routine clerical and housekeeping areas of government. The economies which good management dictates apply to public just as much as to private offices. There is no reason or excuse for waste because it is paid for by appropriation of taxpayers money. As we go up the scale, however, we find that the basic functions and practices of business and government are fundamentally diverse and not easily reconciled.

Government is indeed our biggest business and is, for better or worse, getting bigger all the time. It invades more and more of the territory hitherto pre-empted by private enterprise. Under fascism and communism the government absorbs and runs everything. Under socialism its aims and activities and the limits of nationalization are ill-defined, fluctuating and uncertain. In democracies, the territories occupied by business, on the one hand, and public administration, on the other, vary enormously. There is in addition a no-man's-land or twilight zone of quasi-public activity in between

—where churches and charities, authorities, limited dividend companies, cooperatives, mutual institutions, museums with ex officio trustees and many other agencies all operate. The tendency of the times is to encourage the government and twilight zones to expand, and to force the business zone to contract.

### Different From Business

**I**F WE LOOK at the fundamental laws, we see that our three separate and equal constitutional branches of Federal and state governments—executive, legislative and judicial—have no analogy in private business. This separation of powers is an entirely political concept, which, on the whole, seems to suit our temperament and has lasted longer and brought greater blessings than any other democratic expedient. We aim primarily at checks and balances, not at efficiency and economy. We do not ordinarily elect our Presidents or Governors because they are the best business men to be found, nor our judges because they are the most learned members of the bar, nor our representatives because we want the best brains of the community to whom we are ready to entrust decisions between elections.

### Selecting Top Men

Let us see how we do go about selecting the top men in government, comparing political standards and practices to those prevailing in private business. An honest analysis should help to explain why government is not just business without profit, and give us some clue as to the extent to which we can make government at least more businesslike.

If we reflect not on the qualifications but on the disqualifications for the Presidency we begin to illuminate the contrasting practices of politics and business in the selection of executives. We learn the nice distinction in party conventions between eligibility,

which is law, and availability, which is fact.

In national politics many are called but few are chosen. When all women, Catholics, Jews, Neapolitans, Negroes, Indians, Mongolians, non-natives, divorcees, Southern Republicans, inhabitants of sparsely settled states, etc., are eliminated from serious consideration for our top political job, quite a little talent which progressive big business would at least consider has been passed over in favor of preferred candidates who are often second-raters. Time and chance will no doubt gradually liberalize the present rules and in the long run very exceptional individuals will break through, but for the moment business has a wider range of selection.

### What Do People Want?

**A**ND IN THE HIGH OFFICE of President what is it the people really want? Let us be honest about it, though the heavens fall. Do we really want a great executive as such? Does the voter demand a mind absorbed in the business of administration? Or is it the sympathetic fellow, the model of simplicity and charm, the apotheosis of the average man, the Elk in a Ford, the common denominator, catalyst, solvent, pacifier, canny compromiser?

You know the answer. It is one which big business may on occasion find controlling, but need not accept and certainly will not heed if fierce competition dictates leadership rather than pleasant qualities established by public opinion polls, geography, the camera, screen, radio, television, press promotion and other hoop-la.

The Governorship and Mayorality of cities are not unlike the Presidency when it comes to qualifications. Business skill and executive ability may be factors, but ordinarily not prime ones, and extraneous considerations are even more numerous, weird and weightier than in national affairs.

**A** MAYOR, particularly of a big polyglot city, must be close to all sorts of people, many of whom are more interested in his views on the North of Ireland, Israel, Liberia, Socialist England, Franco Spain and Peron Argentina than they are in his knowledge of finance, the budget, public improvements education and transportation. The notion of reformers and business groups that every big city really yearns for a carefully

selected, appointive city manager, as distinguished from an elected Mayor, is one of those harmless illusions by which we seek to explain the failures of local government and extol the triumphs of American business.

Only a fool or fanatic would insist that in the choice of political executives the extraneous considerations we have mentioned, if intelligently applied, are inherently bad. All elective and high appointive offices—federal, state or municipal—all judges and magistrates, all legislators can't be of the same type, origin, residence and persuasion. All Supreme Court judges cannot be selected from New England or the Middle West. We have, however, gone to absurd and dangerous extremes in applying to politics arbitrary rules and practices of sectional, trade, professional, economist, radical, religious, sex and social apportionment, and have produced as a result silly undemocratic travesties on the great ultimate objective that the best shall serve the state.

**I**F A JOB which has, for reasons long since obscured or forgotten, once been held by a Roman Catholic, Protestant or Jew, a veteran, a Negro, a woman, a man of German or Irish descent, a resident of a particularly sensitive district, the word goes out that it "belongs" to the element or place in question, that no outsider may be considered, and that any move to change this fine old Spanish custom will alienate thousands, create schisms, rifts and riots, and put the leader who loses the plum, together with all his captains, in the political doghouse for life. No successful big business could be run on such a basis, but that's what happens regularly in politics.

Coming now to legislative offices, democratic government has its enormous virtues, however unbusinesslike it may be. Without the matching of wits, the airing of views, convictions and prejudices, the shifts and compromises, and the ensuing curiously assorted understandings and friendships which come out of Congressional, state and municipal legislative sessions, the inherent conflicts between city and country, breed and religion, labor and capital, class and class would flare into civil war and half the nation would be in constant turmoil. That's a

problem business need not worry about.

**T**URNING to appointive and administrative as distinguished from elective officials, we have an extremely rigid, inflexible, expanding civil service system under which the higher positions are usually filled by promotion from the lower ones. Exceptionally able people can be brought from outside only in the face of great difficulties, and skipping grades is almost impossible.

It is true that expert work can be done by contract, but only in the face of howls of disapproval from employees' organizations and unions. It is also a fact that there are some exempt positions which can be filled without interference, but, unfortunately, appointments are often dictated by patronage. The scope, freedom, flexibility, range and judgment of private enterprise in the selection of employees, particularly supervisory and highly skilled ones, is lacking in public service.

**I**T TAKES so much ingenuity, persistence and courage to outwit the bureaucrats who administer the laws and rules of public service that few executives are willing to try it even if their sole purpose is to attract into a department or promote persons who can effectively administer the more and more complex and responsible activities which government has assumed.

During the 1947 Princeton Bicentennial, Jim Forrestal, a loyal, popular and greatly respected alumnus, delivered an excellent if somewhat overoptimistic talk on public service. By way of preparation he had characteristically needled and sounded out various acquaintances, including myself. I tried to pour some cold water on Jim's enthusiasm, but without much effect. In the light of the tragic aftermath of Jim's official life the reader may perhaps conclude that I gauged the slings and arrows of public life better than he.

There are many standard jokes about our procedure in selecting high government personnel. One has its locale in Iran. The young Shah, much impressed with western democratic ideas, called in an American expert to establish a civil service system. To impress the public with his sincerity the Shah ordered an examination for the high post of Deputy Minister



## The demands of Public Service, Mr. Moses says, are greater than those in private enterprise

of Finance. Thousands took the preliminary test. Then there were semi-finals, which only three survived—an Englishman, a Frenchman and an Iranian.

**THE SHAH**, the Prime Minister and the Minister of Finance conducted the final examination. The Englishman was asked: "What is two and two?" He studied the question carefully, verified the answer with a slide rule and finally announced that it was four. The Finance Minister said this man appealed to him because he was careful and didn't jump at conclusions. The Frenchman was asked the same question and instantly replied: "Four." This appealed to the Prime Minister who said he liked a man who knew his mind. When the Iranian was asked "What is two and two," he said it depended on the fiscal system of the country, rate of exchange, balance of trade, etc., but that if he were pressed for an immediate reply, he would say that if you were buying, two and two equaled three and if you were selling, two and two equaled five. This response struck the board as extremely subtle, and it was agreed the Iranian had won.

At this point, the listener is supposed to ask: "Was he actually appointed?" The reply is: "Oh no, the Shah's cousin was appointed. He was the man they had in mind from the beginning."

**IF ANYONE** thinks this yarn is absurd as applied to examinations for high positions in this country, it is only necessary to study the supposedly open competitive tests for postmasters in big cities, which in the past have been so rigged that only the fingerprints of the intended winner were omitted from the qualifications.

There is, to be sure, plenty of patronage, pull and family pressure in big corporations. Directors and trustees are often chosen for reasons no better and sometimes much worse than those which guide the voter at the polls. Business executives have been known to take care of their friends and relatives and even to pave the way for promotion to the top positions by interim appointments whose only purpose is to smooth the progress of those destined for the top.

This, however, is not the standard practice. It is particularly dangerous in highly competitive fields. It is the exception and not the rule. Nevertheless, any honest observer and historian of American big business must admit that there is plenty of personal politics in business though not as prevalent and not nearly as hard to root out as it is to introduce business methods into government.

The growth of government at the expense of business is not all chargeable to the tendency of the times, to the ambition of politicians or to the machinations of radical Socialists. Private trade has contributed its share to alienate public opinion. The price of bad conduct in business is absorption by the worst monopoly of all, the monopoly of government. The penalty of bad government is more of it.

**BUSINESS** men lead a comparatively sheltered life. They have their arguments with labor and with bureaucracy. They may be attacked by raucous demagogues as Economic Royalists, Predatory Interests and Princes of Privilege, but they are relatively immune from the lively, profitable and easily capitalized issue of communism — which in public life has become a convenient instrument of smear, slander and vicious innuendo to drive from influence and office many fine, basically patriotic people of open, inquiring mind. Business is lucky not to be plagued with our irresponsible native Fascists who almost equally with the Communists poison our public life today and drown the voices of reason and decency.

I am not sure that over the years wagging tongues have hurt public servants more than other groups, but the tradition of slandering those in office is old if not honored. In the seventeenth and eighteenth centuries, Pope, Swift and many others added spice to coffee-house gossip and journalism by open attack and innuendo aimed at those in the Government. The Junius Letters in our early American days were on the same level. We have some contemporary

ghoulish columnists, commentators and biographers who strike at the dead in their tombs.

### Weapons of Defense

**THE ANSWER** of the public man, I suppose, is to imitate the efficient prehistoric animals who saved themselves by thickening their hides, growing weapons of defense and attack and putting on protective coloring. For the permanent government employee, as distinguished from the elective officials who need and seek publicity, protective coloring is probably the best device, because it makes the wearer obscure, indistinguishable and almost invisible.

We have a good right to boast of our inventive genius, Yankee ingenuity and know how in business and industry. We have, unfortunately, discouraged these very attributes in government. When it comes to inventive boldness, fertility in ideas, originality, drive, interest in the unusual, the original, the novel, public employees have hard sledding among the ice floes of politics. The average American official, except in occasional radical administrations and among legislative minorities, shudders at the very thought of ridicule, and a hint of caricature terrifies him.

**IF**, for example, he happens to be a park executive and advocates safe, decent fireproof buildings in a zoo, he knows that some alderman will thunder: Which do you want—housing for people or for monkeys, feed for bears or for veterans, policemen or park artists? He is told to leave experiments to those who have private capital to risk. He learns to be conservative to the point of reaction rather than try something new which may not work. In other words, he learns to play safe.

### Incentives and Rewards

Another great difference between business and government has to do with incentives and rewards. Business, even under a punitive tax system, can do much more to compensate the higher, the technical and in many cases the rank and file than public service. Business guarantees somewhat less security, but more and more the tendency is to provide continuity and pensions in private enterprise. The executives in business get more and they can keep more. By stock and other devices they can be given a share in the business.

The income of many of them, therefore, comes under the more favorable capital gains tax.

### Overstaffed and Underpaid

**OUR** public service may be overstaffed but it is certainly underpaid, and other incentives are lacking. It is a dubious honor to be identified with public service at a time when it is popular to make fun of government employment, to crack jokes about feeding at the public trough, and to identify the overwhelming majority of decent hardworking people in government employment with a few thugs and malefactors who link up crime with high officialdom.

It is unnecessary to stress here the depressing effects of veterans' preference, state apportionment in the case of Federal service, local residence requirements and the other quaint devices by which government hamstring itself in recruiting personnel. Cost plus defense work, with plenty of overtime at enormously swollen wages, has put a further crimp in the happiness of public employees on fixed low salaries. It has no doubt also embarrassed ordinary private business not lucky enough to have defense contracts, but such private establishments are in many instances able to meet the competition. Government cannot.

### Meaningless Titles

Titles in public life have become

largely meaningless. "The Honorable" means almost nothing. The woods are full of commissioners, directors, chiefs and superintendents. Many of the ablest people in government are too modest and too obscure to receive degrees from universities, medals or other conspicuous honorary rewards. Collectors of Americana will recall the old wheeze about the twins. One ran away to sea. The other entered public service. Neither was ever heard from again.

Public officers who are not protected by law from summary removal serve at tremendous risk to themselves and their families in what I insist is the most dangerous and most exciting and interesting trade in the world. The gratitude of the board of directors of a company and of its executives and security holders is a lot more dependable than that of the general public, whose memory is short and whose attention is easily diverted.

### There Are Rewards

And yet I am going to admit something, so as not to be classified as an unhappy old sourbelly. It will sound like the story of the first violin who didn't like music. Public service does have its rewards for those who retain their enthusiasm, thicken their hides, accept its handicaps, and count their modest blessings. Among these blessings are the privilege of working in the most fascinating laboratories in the world where things are done on a grand scale, planning and executing for people rather than money, and demonstrating that the democratic system, with all its checks and balances, is the best yet devised by man.

### Greater Incentives

**TO SUM UP**, business and government are dissimilar — especially when it comes to the selection of leaders and executives. There is no analogy in business with at least two of the three branches of government. Business efficiency and economy are not the main objectives of government, but should be much more important especially as applied to routine clerical and housekeeping functions. Government must provide greater incentives if it continues to invade what has been until now the province of private enterprise.

Let me add a final observation. Communism, which seems headed for the big showdown with democracy, has a very great advantage over democracy in the selection of its top personnel. It imposes only one stultifying requirement — namely, that of complete loyalty to the Marxist cause. Aside from this, Stalin, his colleagues and his Axis chiefs ask only that the ablest and keenest brains be found. The Communists fear our industrial machine, not our public service.

### Specific Suggestions

**TO MEET** this challenge, our government personnel, at least in the higher echelons, must be vastly improved. The improvements required are easy enough to list and not too difficult to accomplish if the native common sense of our people is enlisted in their support. First, there must be a disposition to recruit and promote public servants for merit. Second, there must be respect for government employment as such. Third, there must be attractive incentives and rewards as well as security. Fourth, the present stultifying laws and rules governing advancement must be liberalized and flexibility introduced into a system which is becoming petrified. Fifth, the principle must be adopted that government will not take over areas hitherto preempted by private business unless government can find the talent to do the job better.

In view of the current talk about corruption in government, codes of ethics, the demands and requirements of public service, **THE LEADER** feels that the foregoing article by Robert Moses merits the careful study of all persons interested in civil service. It is reprinted from the **New York Times Sunday Magazine**.

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# No More 48-Hour Week In Board of Transportation

A total of 9,594 operating employees in the NYC Board of Transportation are scheduled to go on a 44-hour week before the end of this month. Of these, 4,125 surface line operators in the BMT Division are definitely set for this reduction from 48 hours on Wednesday, December 26, the others on December 28 or 30.

The list: **BMT** (Official effective date, Wednesday, December 26). Surface line operator—4,125. **IRT** (Official effective date, Friday, December 28). Conductor—1,916. Motorman—1,373. Collecting agent—36. Total 3,325.

**IND** (Official effective date, Sunday, December 30). Conductor—1,126. Motorman—990. Collecting Agent—28. Total 2,144. The quota increase in the above titles will be 365.

**40 Hours by July 1.** The surface line operators run buses and street cars. The change for them will complete the transition from 48 to 44 hours for all in that title. The others in the title, comprising 1,988 and working in Manhattan, Queens and Staten Island, went on a 44-hour week on October 1 last. By New Year's the 48-hour week will end for all employees.

The changes are part of a progressive transition to a 40-hour week for all operating employees not later than July 1, 1952. The clerical, engineering and office forces generally, totalling about 5,000, are not affected.

**40,147 Affected** The transition to a 40-hour week, while mostly from 48 hours, will be in some instances from 45 hours or thereabouts. It will affect 38,670 employees on an hourly pay basis and 1,477 on a per annum basis. The operating employees total 40,147.

**8,138 on 40 Hours** Already 8,138 employees paid on an hourly basis, or 21 per cent, are on a 40-hour week.

The take-home pay in every instance is at least as much for the shorter work-week as for the longer, whether the change is the intermediate one to 44 hours or to the final 40 hours. For workers paid by the hour the take-home pay will remain exactly the same.

In the changeover, all supervisors who were on an annual pay basis were raised \$420, except foremen, raised \$600, in either case to maintain the pay differential between supervisors and those whom they supervise. Thus these two groups get shorter hours and increased take-home pay.

Quota increases total 2,081. These are necessitated, the Board said, to offset the reduction in the number of hours, since the work load to be performed is the same. The alternative would be overtime pay at time-and-a-half rates. The work week of the transit

police is in process of reduction. The statistical report is being deferred until the operation is completed. The gradual change was begun on November 16. The transit police have been granted salaries similar to those paid in the same titles—sergeant, patrolman and policewoman—in the NYC Police Department.

Tables giving the department, title, effective date, hours from and to which change has been made to 44 or 40 hours, number of employees and quota increases, have been prepared, separately covering hourly and per annum employees. They show that the reduction to 44 hours will have been accomplished for 30,532 em-

ployees by month's end, 40 hours now apply to 8,138. (See P. 11). All operating employees will have been reduced to 44 hours by month's end, except those reduced to 40 hours, and the transit police. Tentative dates for other reductions to a 40-hour week have not been voted.

## Operators, Porters Haggle Over Who Gets Subway Jobs

There is a clash of interests between the eligibles on the NYC surface line operator and the railroad porter eligible lists for jobs in the Board of Transportation. Both groups want to be appointed as fast as possible. In both groups are provisionals who could obtain permanence through appointment from the eligible

list in their title. Particularly on the porter list many are employed in other titles, such as maintainer's helpers, who feel that in a few weeks they might lose their jobs. They want to be appointed to jobs for which that list is deemed appropriate, such as car cleaner, and possibly shop assignments. Some of them have skills as welders and blowers.

Since then, medicals and investigations have reduced the size considerably. Some of the porter eligibles are disabled veterans and have a rating of more than 100 per cent, meaning their earned score was more than 90. Also, among the provisionals in other titles, who are on the porter list, are some who've been employed by the Board for four years or so. They point to their sick leave, vacation and other benefit accumulations, and their contributions to the pension system, which they want to "save".

The NYC Civil Service Commission certified to the Board last week about 300 names from the surface line operator list, to fill jobs as bus or street car operator or conductor. Those eligible for only the conductor jobs were specially identified by a cross in front of their names. They must have met the 5 foot, 6 inch height minimum. The bus operators must have a chauffeur's license.

The need in the Board for surface line operators, particularly conductors, is acute. Also, the Commission is farther advanced in the final investigation of surface line operator eligibles, so that it could certify another list of eligibles soon. There are about 50 "holes" in the first 600 names on the porter list, representing investigations incomplete because of unusual difficulties and affecting both veterans and non-veterans.

Men with such high scores are bound to be appointed from the first porter group certified. Hence they, and others on the list, have been urging the Commission to certify the porter list.

**Table I**  
The number of employees follows each title; at end is the quota increase.

<b>BMT</b>	
Asst. Motorman Instructor	9
Asst. Train Dispatcher	38
Asst. Trainmaster	10
Asst. Station Supervisor	50
Inspector of Service (RT)	12
Motorman Instructor	11
Train Dispatcher	108
Trainmaster	19
Yardmaster	17
Schedule Maker	3
Station Supervisor	5
<b>IND</b>	
Asst. Train Dispatcher	113
Asst. Station Supervisor	33
Motorman Instructor	13
Train Dispatcher	64
Trainmaster	10
Yardmaster	15
Schedule Maker	2
Station Supervisor	5
<b>IRT</b>	
Asst. Train Dispatcher	189
Asst. Station Supervisor	51
Motorman Instructor	12
Train Dispatcher	87
Trainmaster	17
Yardmaster	33
Asst. Motorman Instructor	3
Schedule Maker	2
Station Supervisor	8

**TRANSIT POLICE**  
Transition was begun November 16 last in the transit police but is not yet completed. Transit patrolman, transit sergeant, and policewoman (granted salaries similar to those of NYC police)—538.

**Need Acute**  
After the names of eligibles are sent to the Board, another check-up is made there, particularly regarding medical and physical conditions and anybody not passing this test at the Board just doesn't get appointed.

**11,000 on Porter List**  
The porter list was established last August and was the largest list of the year, with 11,000 names.

## Part-Time Job For Stenos And Typists

The high cost of living is causing many housewives and regularly employed men and women to seek part or extra-time jobs as stenographers and typists, according to the New York State Employment Office at 1 East 19th Street, NYC, where applicants for commercial jobs are registered. Employers who find it almost impossible to obtain full-time help for this type of work will have no trouble in locating competent workers for a few hours a day or at night, officials at the State agency said yesterday, if they are willing to pay \$1.25 to \$1.50 an hour to typists and \$1.50 to \$2.00 to stenographers, the prevailing part-time rates for these jobs. There has been no increase in the supply of full-time workers, which continues far short of the demand.

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Table II

Transition to 44 or 40 hour week, employees on hourly pay basis, NYC Board of Transportation

Titles	Eff. Date	Work Week From	To	No. of Empl.	Quota Inc.
All	12-1-51	48	40	176	—
All	10-1-51	48	40	5610	19
All	10-1-51	48	40	2352	—
All	10-1-51	48	44	6240	389
All	10-1-51	48	44	2571	293
All (Manhattan)	10-1-51	48	44	71	71
All (Queens)	10-1-51	48	44	71	40
All (Staten Island)	10-1-51	48	44	40	—
Surface Line Dispatcher	10-1-51	48	44	6750	—
Surface Line Operator	12-26-51	48	44	—	323
Collecting Agent	12-5-51	48	44	—	—
Railroad Clerk	10-1-51	48	44	1340	46
Railroad Porter	10-1-51	48	44	446	—
Conductor	12-30-51	48	44	1126	98
Motorman	12-30-51	48	44	990	107
Towerman	11-4-51	48	44	158	17
Collecting Agent	12-30-51	48	44	28	1
Railroad Clerk	10-1-51	48	44	1621	108
Railroad Porter	10-1-51	48	44	439	—
Conductor	11-29-51	48	44	1285	35
Motorman	11-29-51	48	44	1010	41
Towerman	11-8-51	48	44	200	16
Collecting Agent	11-29-51	48	44	36	5
Railroad Clerk	10-1-51	48	44	2058	152
Railroad Porter	10-1-51	48	44	629	—
Conductor	12-28-51	48	44	1916	42
Motorman	12-28-51	48	44	1373	106
Towerman	11-1-51	48	44	—	—
Collecting Agent	12-28-51	48	44	280	28
				36	11

\* Tentative 12-30-51  
Tentative \*\* 12-28-51

# Laborer Decision Strictly on Basis of Law, Says Joseph

The quarrel between Comptroller Lazarus Joseph and Jerry Wurf, general representative of the American Federation of State, County and Municipal Employees, AFL, about laborers' pay levelled off considerably over the weekend. The Comptroller had granted the City's motion for a dismissal of proceedings of laborers who were seeking pay scales under Section 220 of the State Labor Law. This provides that workmen, laborers and mechanics, engaged on public works, shall receive the rates of pay prevailing in private industry. Says He Has No Choice The Comptroller pointed out that in dismissing the case he was discharging his statutory duty, and he resented any implication that he was acting in a manner hostile to labor. "It is well known," said the Comptroller, "as is evidenced by my voting record as a State Senator and Comptroller, that I have shown my sympathy with the plight of underpaid City employees."

consideration to all matters presented in connection with the case. Also, he realized that laborers in City departments may feel hurt because the case was decided against them, but he pointed out that so long as the law, and the court decisions under it, remain as they are, he would be powerless to do otherwise.

**Conference Held** Mr. Joseph and Mr. Wurf met at the hearing last week on the report of conditions in the Hospitals Department. Mr. Joseph presided and Mr. Wurf spoke. The Comptroller again demonstrated his resentment at a statement issued by Mr. Wurf previously, which had drawn the reply from the Comptroller, who insisted that he had had no choice in reaching the decision. Also, Friday afternoon the two men conferred for two hours, after which the tension subsided.

An appeal to the courts from the Comptroller's decision is being prepared, but whether the ultimate outcome will be decided by the courts or through a settlement, nobody was ready to say.

## ENGINEER AND ARCHITECT EXAMS ARE ON THE WAY

The first step has been taken by the NYC Civil Service Commission toward holding tests for filling jobs as assistant architect, assistant civil engineer (building construction), and assistant mechanical engineer (sanitary, both promotion and open-competitive. It is not expected that all vacancies can be filled by promotion.

**96 CALLED TO TRANSIT TEST** Ninety-six candidates have been called to test for promotion to foreman (turnstiles), Board of Transportation, to be held on Saturday, December 29.

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# Conductor Job Offers Opportunities

While eligibles certified from the surface line operator list may become operators or conductors, the conductor job provides what are considered better promotion opportunities in the NYC Board of Transportation.

The conductor pay is \$1,4182 an hour for a 44-hour week, or equalling \$62.40 a week, and rises on the first anniversary to \$1,5819, equalling \$69.60.

The promotion titles open to a conductor are assistant train dispatcher, \$4,300 to \$4,540 a year, or towerman, \$1,6910 to \$1,7455 an hour, these being the figures on entrance and on first anniversary. The weekly equivalents for the towerman job are \$74.40 and \$76.80. The conductor who is

qualified may take either or both of these promotion tests.

Those who become assistant train dispatchers may rise next to train dispatchers, \$4,980 to \$5,220, while train dispatchers may be promoted to trainmasters at \$6,420 to \$6,720.

Towerman may rise next to motorman, \$1,6910 to \$1,8546 or \$74.40 to \$81.60 a week. From motorman one may be promoted to train dispatcher or yardmaster. For these jobs the salary is \$4,980 to \$5,220.

The titles higher than trainmaster are in the non-competitive class and could be filled from a test open to the public, but the practice has been to allow only trainmasters to complete, so that these higher titles are, in effect,

non-competitive promotions. The promotion ladder: trainmaster to superintendent of transportation, to assistant general superintendent of transportation, to general superintendent.

The hourly rates given are all for a 44-hour week, and all these hourly jobs will on a 40-hour week on or before July 1, 1952, with the same take-home pay for the 40-hour week as for the 44-hour week. The same weekly hours, plus pay protection will apply to the jobs on a per annum basis.

## LEGAL NOTICE

SUPREME COURT, NEW YORK COUNTY.—RITA LEVY SHELDON, Plaintiff, against IRVING E. SHELDON, Defendant.—Plaintiff designates NEW YORK County as the place of trial.—Plaintiff resides in Bronx County.—Summons.—ACTION FOR ABSOLUTE DIVORCE.

To the above named Defendant: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint. Dated, September 26, 1951.

HERMAN HAIMES, Attorney for Plaintiff, Office and Post Office Address, 1450 Broadway, Borough of Manhattan, City of New York.

TO IRVING E. SHELDON: The foregoing summons is served upon you by publication pursuant to an order of the HON EUGENE BRISACH, a Justice of the Supreme Court of the State of New York, dated October 31, 1951 and filed with the complaint in the office of the Clerk of the County of New York, at the New York County Courthouse, Borough of Manhattan, City and State of New York. Dated: New York, November 2, 1951. HERMAN HAIMES, Attorney for Plaintiff.

SCHMIEDER, MAX MORITZ.—CITATION.—P 3435, 1951.—The People of the State of New York, By the Grace of God Free and Independent, To MARTHA HILLER, FRIEDEL FROMBSDORF, PAUL SCHMIEDER, RICHARD SCHMIEDER, WALTER SCHMIEDER, LISELOTTE THRUN, TRAUDL BRATSCHKE, HEINZ ARENDT, RUDOLF ARENDT AND WERNER SACHSE the next of kin and heirs at law of MAX MORITZ SCHMIEDER, deceased, send greeting:

Whereas, IDA ESSIGMAN, who resides at No. 71-13 52nd Drive, Maspeth, Borough of Queens, 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 dated June 19, 1951 relating to both real and personal property, duly proved as the last will and testament of MAX MORITZ SCHMIEDER, deceased, who was at the time of his death a resident of No. 242 East 51st Street, Borough of Manhattan, 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 21st day of January, one thousand nine hundred and fifty-two, 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 [Seal] Surrogate of our said County of New York, at said county, the 11th day of December in the year of our Lord one thousand nine hundred and fifty-one. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

# 33 New Exams Listed For Transportation Jobs

The list of new exams to be held until February, 1953, for filling jobs in the operating division of the Board of Transportation was issued by the NYC Civil Service Commission. It consists of seven open-competitive and 26 promotion tests. The application periods run to next October.

The list follows, with test date and month during which applications will be received. All tests are written except for structure maintainer. The exact dates of the application periods have not been set, except for promotion to motorman, January 8 to 23, 1952, and the open-competitive railroad clerk test, January 15 to 30, 1952.

The list:

OPEN-COMPETITIVE		
Title	Test ('52)	Applic. (All '52)
Railroad clerk	March 22	Jan. 15-30
Maintainer's helper, grade E	April 19	March
Maintainer's helper, grade B	May 10	March
Maintainer's helper, grade A	June 7	March
Maintainer's helper, grade C	June 7	March
Maintainer's helper, grade D	Sept. 27	March
Structure maintainer, grade C	Dec. 2	June
PROMOTION		
Title	Test ('52)	Applic. (All '52)
Motorman	March 1	Jan. 8-23
Railroad Clerk	March 22	February
Maintainer's Helper, grade E	April 19	February
Collecting Agent	April 30	February
Maintainer's Helper, grade B	May 10	February
Asst. Foreman (Struc., gr. B)	May 23	February
Maintainer's Helper, grade A	June 7	February
Maintainer's Helper, grade C	June 7	February
Asst. Maint. Engineer (Power)	June 19	April
Foreman (Buses and Shops)	June 28	April
Asst. Supervisor (Structures)	July 11	April
Asst. Supervisor (Signals)	Sept. 5	May
Foreman (Electrical Power)	Sept. 13	May
Maintainer's Helper, grade D	Sept. 27	February
Supervisor (Buses and Shops)	Oct. 7	May
Surface Line Dispatcher	Oct. 18	June
Signal Maintainer	Nov. 1	June
Foreman (Mechanical Power)	Nov. 15	June
Asst. Foreman (Struc., gr. C)	Nov. 22	September
Structure Maintainer, grade C	Dec. 2	July
Asst. Train Dispatcher	Dec. 13	September
Test ('53)		
Conductor	Jan. 10	September
Asst. Foreman (Track)	Jan. 24	October
Foreman (Lighting)	Jan. 30	October
Foreman (Struc. gr. D)	Feb. 20	October
Foreman (Struc., gr. C)	Feb. 27	October

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# Chapter Activities

(Continued from page 7)

ment should promise a hilarious and most enjoyable evening. Here's your cast, folks: Director, Annette McCullough; Emma Reed, Harold Callaghan, Gladys Martin, Mary Keefe, Cora Shook, Phil Alsten, Thurlow Barnes, Jean Magilton, Kay Cramer, Mrs. Josephine Van Galen, Marion Gerace and Bill Glasheen. Musical Director is our tireless, talented and charming Minna Dolgoff.

The Christmas Dinner and Dance is to be held on Thursday, December 20, at the Aurania Club in Albany. Attendance is expected to be greater than ever, so those of you who haven't purchased your tickets yet, want to be in on the most gala party ever, hurry and buy your ticket at once, as the reservations will have to be closed very soon. See your Executive Council representative.

## Creedmoor

**THE REGULAR** monthly meeting of the Creedmoor chapter took place in the Social Room of the Assembly Hall on Tuesday evening, December 11. Mrs. Helen C. Peterson, president of the chapter, presided.

The following names were submitted by the nominating committee for the various offices to be filled next year.

For President: Helen C. Peterson, Joseph A. Carthy.

1st Vice President: Joseph H. Anderson, Arthur J. Muller.

2nd Vice President: John MacKenzie.

Treasurer: Kenneth J. Roseboom, Ralph Osman.

Secretary: Margaret Brannigan, Mary McQuade.

Board of Directors: John Flood, Julia Steinbaker.

All ballots must be in the hands of the election tellers by 7:00 p.m. on the day of the annual meeting, Tuesday, January 8.

The employees were deeply shocked to hear of the sudden death of Richard Roe who was employed in Building "P". They offer condolences to the family.

The officers and members of the chapter extend Christmas greetings to their fellow chapters throughout the state and to The Civil Service LEADER.

## Craig Colony

**THE PRE-CLINICAL** students and faculty of the Craig Colony School of Nursing, will go to Willard State Hospital to meet with students from Gowanda State Hospital and Willard, for the purpose of a get-acquainted party on December 19. These same students will affiliate at Syracuse Memorial Hospital and Syracuse University Hospital of the Good Shepherd.

The men's and women's bowling teams were hosts to the Gowanda Bowling teams, Saturday, December first. The match was close, but both the Sonyea teams won. A

(Continued on page 13)

### LEGAL NOTICE

**CITATION**—The People of the State of New York, By the Grace of God Free and Independent. To: JOSEPH de GROEN, ELIZABETH de GROEN ANDRIESSE, JOHANNA BLOK, SARA HESTER BLOK-SNYDERS, JUSTINE BLOK and FREDERIKKA ANDRIESSE, persons who have disappeared under circumstances affording reasonable ground to believe that they are dead; and the PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, Send Greetings:

Upon the petition of PIETER J. KOOLMAN, who resides at No. 81 North Hillside Place, Ridgewood, New Jersey.

You are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 4th day of January, 1952, at half-past ten o'clock in the forenoon of that day, why the Surrogate should not inquire into the facts and circumstances and make a degree determining the fact of death in the cases of JOSEPH de GROEN, ELIZABETH de GROEN ANDRIESSE, JOHANNA BLOK, SARA HESTER BLOK-SNYDERS, JUSTINE BLOK and FREDERIKKA ANDRIESSE, wife of the Kingdom of the Netherlands; why the Last Will and Testament of JOSEPH de GROEN, Deceased, should not be recorded; and why Ancillary Letters of Administration with the Will Annexed, on the Goods, Chattels and Credits of the said JOSEPH de GROEN, late of the Kingdom of the Netherlands, should not be issued to PIETER J. KOOLMAN, petitioner.

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

WITNESS, HONORABLE WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 10th day of November, in the year of our Lord, one thousand nine hundred and fifty-one.

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

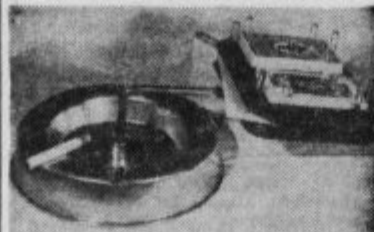
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# Study Aids, NYC Sergeant Exam

Following is the third consecutive weekly installment of the questions and answers in the last regular exam for promotion to sergeant (P.D.), given by NYC. Another installment will be published next week.

21. "One can only see what one observes, and one observes only things which are already in the mind." Of the following, the chief implication of this statement for the Police Sergeant is that (A)

observation, to be most effective, should be directed and conscious (B) all aspects of a situation, unless the Police Officer exercises caution, are likely to strike him with equal forcefulness (C) observation should be essentially indirect if it is to be accurate (D) Memory is essentially perception one step removed from observation.

22. Assume that you are a Patrol Sergeant. One of the pa-

trolmen under your supervision, Patrolman A, who is regularly assigned to Post 5, makes fewer arrests per month than any other patrolman in the precinct. The one of the following circumstances which suggests most strongly that Patrolman A may be equally as efficient as any other patrolman in the precinct is that (A) Patrolman A, even when assigned temporarily to other posts, makes fewer arrests than the patrolmen regularly assigned to those posts (B) Post 5 is about the same size as other posts in that precinct area (C) other patrolmen in the precinct make about the same number of arrests per month regardless of the post to which assigned (D) other patrolmen in the precinct, when assigned to Post 5, generally make very few arrests.

23. Of the following, the greatest number of arrests made during the past several years for violations of laws dealing with public morals has been for (A) impairing morals of minors (B) disorderly conduct (C) indecent exposure (D) street soliciting.

24. The best time for conducting a raid on premises occupied as living quarters by criminals is (A) midnight because the raiding party can approach unobserved (B) around three A.M. because the occupants will probably be asleep (C) mid-afternoon because the element of surprise will be greatest (D) at dawn because the approach can be made under cover of darkness and the occupants will be least alert.

25. In conducting a raid on premises the element of surprise is most important. The best control method to insure coordinated

action that will lead to this element is (A) radio communication (B) hand signals (C) whistle signals (D) time coordination.

26. When hair is removed as evidence from a crime scene, it is generally recommended that it be placed in a glass tube or bottle closed with a grease-smeared cork. This is because the grease (A) absorbs gases from the hair which may be value in the investigation (B) keeps the hair from drying and rotting (C) prevents the cork from drying and falling out (D) will help make the container airtight.

27. A partially burned sheet of paper that is to be used as documentary evidence should be (A) folded and placed in an envelope (B) photographed on the spot (C) placed unfolded in a transparent envelope (D) handled only by someone from the Technical Research Laboratory.

### KEY ANSWERS

21.A; 22.D; 23.B; 24.D; 25.D; 26.D; 27.D;

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## Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from page 12)

return match was arranged with Gowanda as hosts, and this match was won by the Gowanda team. It is now even up, and it will be interesting to see the outcome on a neutral alley. Mr. F. Kawa, manager for the local team, reports that the dinner served at Gowanda was "tops."

Dr. T. Tubel has resigned his position here, transferring to Murry Hill, Mount Morris.

On the sick list are Josephine Ballster, of the Bluet division, Wilda Bennett, of the Aster division, and John Sanderson, of the West Group. All three are at home. Get well quick.

Welcome into the state's service to Josephine Spicciati, Elizabeth LaChuisa, Ida Siraguse, Betty Lowery, Leona Giltner, Harold Rector, Guy Lowery and Merle Brewer.

Mrs. Josephine Coniglia, who sent in this news, wishes to extend season's greetings to all the readers of this paper, in the name of the Craig Colony Chapter, CSEA.

Utica State Hospital Chapter was held at Hutchings Hall on December 10.

Plans for the Larry Hess Magic Show were formulated. The program will be held on Saturday evening, February 16, 1952 at Hutchings Hall.

It has been suggested that chapters in Oneida County and vicinity hold an annual dinner in 1952. Representatives of the various chapters involved will be invited to a meeting on January 7 in Hutchings Hall to discuss the possibilities of such a dinner, and to formulate tentative plans for it.

Margaret Fenk, president, appointed the following nominating committee: Vera Walsh, Stanley Butnoris, Dr. William Tietze, June Lanz, Mary Daressa. The election committee will consist of Warren Crumb, Louise Menard and Catherine Clark.

## East Central Unit Barge Canal

A MEETING of the East Central Unit, Barge Canal Chapter, CSEA, was held December 11, at the Utica Canal terminal. The entire panel of officers for 1951 were re-elected for the year 1952. President Carl Trowbridge starts his second year as president of the Unit. Secretary-treasurer M. B. Atkinson, Chief Operator at Lock No. 19, goes into his ninth year at this office. Several members at this meeting were on their feet requesting Atkinson to accept the ninth term in office. His work for the unit has been outstanding. President Trowbridge has doubled the membership of the unit during his past term of office. As section relief chief operator, he is well-known and liked.

Three times during the meeting Mr. Trowbridge had to use his gavel to maintain order among the large gathering, as the members spoke out on controversial subjects. It was voted to hold the meeting the second Monday of each month in the future. The meeting adjourned at 10:30 p.m.

## Final Key Answers Assistant Foreman Test

The NYC Civil Service Commission issued the final key answers in the test for promotion to assistant foreman, Department of Sanitation. The test was taken by 3,494 candidates. W stands for white form, Y for Yellow.

Five changes were made:

Question Tentative Final				
Y	W	A	A or B	
15	6			A or B
26	50			Strike out
58	66	C		B or C
82	74	C		B or C
83	75	B		B or C

### LEGAL NOTICE

SANITARY WORK  
BROOKLYN STATE HOSPITAL  
BROOKLYN, N. Y.

NOTICE TO BIDDERS  
Sealed proposals covering Sanitary Work for Replacement of Hot and Cold Water Lines, Buildings Nos. 2 and 3, Brooklyn State Hospital, Brooklyn, N. Y., in accordance with Specification No. 17021 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Mental Hygiene, until 2:00 o'clock P.M., Eastern Standard Time, on Wednesday, January 9, 1952, when they will be publicly opened and read.

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

- State Architect, 270 Broadway, New York City.
  - State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
  - District Engineer, 108 N. Genesee St., Utica, N. Y.
  - District Engineer, 301 E. Water St., Syracuse, N. Y.
  - District Engineer, Barge Canal Terminal, Rochester, N. Y.
  - District Engineer, 65 Court St., Buffalo, N. Y.
  - District Engineer, 30 West Main St., Hornell, N. Y.
  - District Engineer, 444 Van Dusee St., Watertown, N. Y.
  - District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
  - District Engineer, 71 Frederick St., Binghamton, N. Y.
  - District Engineer, Babylon, Long Island, N. Y.
  - Brooklyn State Hospital, Brooklyn, N. Y.
- Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit for each set of \$15.00 or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.  
DATED: 12-9-51  
M.M.N.

## Capital District Armory Employees

THE CAPITAL DISTRICT Armory Employees chapter, CSEA, held its quarterly meeting at the Schenectady Armory recently. Chapter president John E. Croke of Saratoga Springs chaired the event. Reports were made by Mr. Vaughn and Mr. Armstrong, both former chapter presidents. Mr. Vaughn described a meeting of the Armory employees held during the 41st annual meeting of the Civil Service Employees Association in Albany. Mr. Armstrong told of the chapter's values and accomplishments.

President John E. Croke announced that the next meeting would be held at the State Armory in Amsterdam, on April 26, 1952.

A steak dinner followed the meeting.

## Utica State Hospital

THE MONTHLY meeting of the

## SCHWARTZ SCHOOL STUDENTS ATTAIN HIGHEST MENTAL RATINGS ON POLICE LIEUTENANT LIST.

Of the 548 eligibles, only twelve (12) had written marks of 90% or better. Of this number, eleven (11) were students at this school. Of the first twenty-five (25) names on the list, nineteen (19) studied for the test at this school. Their standing, name, final mark, record and seniority, and written mark are as follows:

Standing	Name	Final	WR	WR	WR
1D	Leo Saffron	91.565	82.60	90.53	
3D	Harry Heller	91.180	84.50	87.86	
4V	Francis C. Murphy	91.115	83.50	93.73	(Highest)
6	Edward F. Gannon	90.790	92.25	89.33	
7D	Rudolph R. Bodd	90.725	90.25	81.20	
8D	Alex Cohen	90.680	81.50	89.86	
9D	Alfred J. Chappel	90.640	84.75	86.53	
11V	Joseph W. Jung	90.380	83.50	92.26	(Second highest)
12D	James P. Clancy	90.325	84.25	86.40	
13D	Simon Vertun	90.230	83.00	87.46	
15V	James J. Corrigan	90.060	83.50	91.60	(Third highest)
16D	Sidney C. Cooper	90.015	83.50	86.53	
17V	Sam W. Kleinfeld	89.850	83.50	91.20	(Fourth highest)
19V	Ely Lazarus	89.780	83.50	91.06	(Fifth highest. Tied with our student No. 72)
20V	Elmer C. Cose	89.775	83.75	90.80	(Sixth highest. Tied with our student No. 167)
21D	William J. Burrell	89.750	83.50	86.00	
22V	R. T. O'Donnell	89.630	90.00	84.24	
23D	F. B. Cline	89.615	83.50	86.73	
25V	Walter E. Weber	89.530	95.00	79.06	

We have prepared a complete list of the 548 eligibles showing final mark, written, and record and seniority rating of each. Copies may be obtained at any school, on request.





These happy people had their picture taken at a Christmas Party held by the Warwick State Training School chapter, Civil Service Employees Association. If you'll look intently, you can find hidden away in the photograph Mr. Alfred Cohen, Director of the institution, and Mrs. Cohen.

# State Extends Deadline On Jobs for College Seniors And Grads; Many Fields

ALBANY, Dec. 17 — The State Civil Service Commission has extended the period during which candidates may file applications for its annual "college series" of examinations. Applications post-marked through December 24 or filed in person on December 26 will be accepted.

About 400 junior professional and technical positions in various

fields will be filled through the examination centers and on some college campuses. Starting salaries for these jobs range up to \$3,541.

The examinations, which together constitute the major opportunity offered by the State government to college seniors and college graduates, are those for Professional and Technical Assistant, Accounting Assistant, and Public Administration Internships.

The Professional and Technical Assistant examination includes the special fields of engineering, biology, chemistry, mathematics, economics, statistics, library science, law, psychology and journalism. Information is available at College placement offices, local offices of the State Employment Service and offices of the State Department of Civil Service in Albany, New York and Buffalo.

The specific openings available in the Professional and Technical Assistant Examination are these:

- Engineering
- Senior Engineer Aide.
- Senior Draftsman.
- Junior Utility Rates Analyst.
- Biology.
- Junior Bacteriologist.
- Chemistry.
- Junior Analytical Chemist.
- Junior Biochemist.
- Mathematics
- Junior Actuary.
- Junior Utility Rates Analyst.
- Economics
- Junior Economist.
- Junior Rates Examiner (Transportation).
- Junior Research Aide.
- Statistics
- Junior Statistician.
- Junior Utility Rates Analyst.
- Library Science
- Junior Librarian.
- Library Assistant.
- Law
- Law Assistant.
- Senior Law Clerk.
- Psychology
- Junior Personnel Technician.
- Journalism
- Publicity Aide.
- Accounting
- Payroll Auditor.
- Payroll Examiner.
- Junior Tax Examiner.
- Junior Utility Rates Analyst.
- Junior Accountant (Public Service).
- Junior Examiner of State Expenditures.
- Junior Accountant.
- Junior Auditor.

## City of Glen Cove Signs Contract With AFL Union

A signed contract embodying formal recognition of an AFL union has been consummated between the City of Glen Cove, Long Island, and the American Federation of State, County and Municipal Employees, AFL. The agreement has been approved by Mayor Luke Mercadante. A \$300 wage increase and improved conditions of work are incorporated in the terms of the document. The agreement runs through June 30, 1952.

# Capital District Conference Extends Its Activities into Many Areas of Interest

ALBANY, Dec. 17—The Capital District Conference of Civil Service Employees Association chapters may be the youngest CSEA conference but it is fast proving its potency. The Conference held its most recent meeting on December 10 at the Civil Service Center in Albany.

Formed in January of 1948 with 10 member chapters, the conference consisted of 17 chapters by October of the same year. It now represents 28 out of a possible 30 chapters in the Albany metropolitan area, with a 29th soon to join and the 30th a strong possibility.

### Stahl First Leader

First conference chairman was E. Kenneth Stahl, of Retirement division of Audit and Control. He was succeeded in office by Dr. David Schneider, of Social Welfare, who served two terms and was succeeded this past June by Dr. Theodore Wenzl, Education.

Counties included in the geographic area are Albany, Fulton, Greene, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington.

### It's A Bridge

Throughout this large region the Capital District Conference is acting as a bridge between CSEA's main office and the individual chapters.

As Dr. Wenzl says: "We act as an intermediate agency or clearing house between the Association main office and its component chapters. We also serve as a link between our chapters and those of other conferences by inter-conference contact work. In this way our scope is broadened still more, all to the benefit of the single chapters."

### What's Been Done

In strictly material lines the Conference has worked on such matters as securing discounts on purchases of goods and tickets for CSEA members. Here merchants are strictly checked for desirability and quality before being placed on the approved list.

The Conference also contributed a \$25 prize for the most popular painting in the recent Association art show. It maintains a social and meeting room, and it sponsors a trophy in the area Civil Service Employees Softball league.

### Builds Morale

All of these things are aimed at building morale and maintaining member interest, and though in-

dividually each may seem small, together they form a sizeable step forward for the young group.

Currently the Conference is working toward some sort of agreement on emergency dismissal times so that, in case of bad weather or extremes of temperature, all departments and agencies will use the same policy. Lack of any uniformity has in the past caused considerable discontent.

The Conference also is mulling over the possibility of contributing to the work of the special legislative committee studying the entire Civil Service, but no steps have been taken here yet.

### Four Annual Meetings

With four regular meetings each year specified in the constitution, the Capital District Conference also conducts an informal meeting at both the fall and winter sessions of the Association, as well as such special meetings as may be called by the chairman from time to time.

"Another valuable thing we do," says Wenzl, "is serve as a practice zone for the development of potential officer talent. In our activities we give the good people from the chapters a bigger chance to be heard and evaluated."

Judging from the rapidity of its growth, it may be expected that interest in and accomplishments of the Capital District Conference will continue to develop in the future.

## Reminder To DPUI Employees

Albany, Dec. 17—Memorandum to present and former employees of the Division of Placement and Unemployment Insurance:

Early in September the Civil Service Department issued a ruling permitting eligibles on the preferred list for Assistant Claims Examiner and for Assistant Interviewer in the DPUI to decline permanent appointments which were to be offered them for October 1, without thereby irrevocably losing their status of the preferred list.

The ruling was made because the administration recognized that the so-called "permanent" appointment might well be somewhat less than permanent; and it was not desired that persons on the preferred list be compelled to give up positions they might have in private firms or in other State departments on pain of losing their preferred list status.

They ruled that such appointments might be declined with the understanding that the eligibles may at any time within one year after declination be restored to the preferred list upon request.

REMINDER: If you are one of those affected by this situation, please remember that you must request the Civil Service Department to restore your name to the preferred list if you wish to be considered for future appointments.

## Last Call to School Jobs

ALBANY, Dec. 17—The last day to apply for more than 750 permanent civil service positions with school districts throughout the State, other than city school districts, is Friday, December 21. The written tests will be held on Saturday, January 26.

The full list of titles follow:

- Custodian: All Counties.
- Stenographer: All Counties except Cayuga, Chenango, Fulton, Genesee, Hamilton, Lewis, Livingston, Schuyler, Tioga, Warren.
- Typist: All Counties except Chemung, Chenango, Cortland, Hamilton, Herkimer, Lewis, Livingston, Niagara, Onondaga, Ontario, Orleans, Putnam, Schuyler, Seneca, Tompkins, Ulster, Washington.
- Account Clerk: Barker Central School, Niagara County (\$2,200); Spring Valley Public Schools, Rockland County (\$2,080—\$2,425).
- Account Clerk-Stenographer: Walton Central School, Delaware County (\$2,500); Elmont Public Schools, Nassau County (\$1,800); Fayetteville-Manlius, Onondaga County (\$2,350); Rye Neck Public Schools, Westchester County (\$2,500—\$2,800).
- Account Clerk-Typist: Broome, Jefferson, Nassau, Oswego Counties.
- Business Manager: Batavia Public Schools, Genesee County (\$4,300); Franklin Square Public Schools, Nassau County (\$4,000—\$5,000); Hicksville Public Schools, Nassau County (\$4,500); North Syracuse Central School, Onondaga County (\$3,800—\$5,000); Liberty High School, Sullivan County \$4,000).
- Clerk: Broome, Nassau, Onondaga, St. Lawrence and Warren Counties.
- Director of Youth Center Activities: Great Neck Public Schools, Nassau County (\$5,610).
- Head Custodian: Chemung, Dutchess, Nassau, Niagara, Oneida, St. Lawrence, Seneca, Warren Counties.
- Junior Library Assistant: Northport Public Library (\$2,180) and Patchogue Public Library, (\$3,000), Suffolk County.
- Junior Library Clerk: Nassau, Niagara, Oneida and Oswego Counties.
- Office Machine Operator: Great Neck Public Schools, Nassau County (\$2,150).
- School Lunch Manager: Erie, Monroe, Nassau, Oneida and Ontario Counties.
- Senior Clerk: Garden City Public Schools, Nassau County (\$2,400).
- Senior Library Clerk: Olean Public Library, Cattaraugus County (\$1,500); North Tonawanda Public Library, Niagara County (\$2,700).
- Senior Stenographer: Batavia Public Schools, Genesee County; Carthage Public Schools, Jefferson County; Mineola Public Schools, Nassau County.
- Senior Typist: Broome, Cayuga, Erie Jefferson, Nassau, Steuben and Westchester Counties.
- Stream Fireman: Kenmore Public Schools, Erie County (\$2,600—\$3,080); Cobleskill Public Schools, Schoharie County (\$2,300).
- Superintendents of Buildings: Hicksville Public Schools, Nassau County (\$3,700); Lewiston-Porter Central School, Niagara County (\$3,240—\$3,900); Amityville Public Schools, Suffolk County (\$3,300); Harrison Public Schools, Westchester County (\$4,500).
- Supervisor of Transportation: Kenmore Public Schools, Erie County (\$4,800); Phoenix Central School, Oswego County (\$3,300).
- Administrative Assistant: Manhasset Public Schools, Nassau County (\$3,800—\$5,000).
- Telephone Operator: Scarsdale Public Schools, Westchester County (\$4,980).

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# Income Tax Guide For Public Employees

By HERMAN BERNARD

As a special service to public employees, the Civil Service LEADER this week begins a series of articles dealing with income taxes. The material is presented in simple, readable form, and is intended to help the civil servant get the best allowable "break" under the new income tax law.

**THE INCREASE** in U. S. tax rates on income earned in 1951 makes it more advisable than ever that civil service employees, like other taxpayers, prepare their returns to their best allowable advantage. Various factors make different tax amounts possible, all of them legal, all of them correct.

### Know the Law

Soon after January 1, when you receive your withholding statements, you'll be ready to prepare your returns, provided you've familiarized yourselves with the law. The U. S. Government sends each taxpayer a free pamphlet, "Your Federal Income Tax," usually ready for distribution toward the end of December at 25c a copy by the Superintendent of Documents, Washington, D. C.

Assuming that the same types of forms will be issued as in previous years, Long Form 1040 will prove most useful. It may be used for all income levels, for separate returns, for joint returns by husband and wife, and for claiming all exemptions, deductions, subtractions and refunds. No longer may the withholding statements be used for making claims of refund.

### Range of Deductions

Deductions are, of course, important to you. They include not only charitable contributions, but certain State and local taxes like real estate, income, sales, auto plates, driver's license, gasoline; also casualty and theft losses, if not refunded; medical expenses; miscellaneous expenses such as those for union dues and unique uniforms required to be worn at work. For instance, dues to the employees' organizations are deductible; also the cost of uniforms worn by nurses, firemen, policemen and others, and under certain circumstances, the cost of laundering them. Premiums paid for sickness and accident insurance are likewise deductible, but premiums for life insurance are not deductible. But when time comes to pay New York State income tax, remember that life insurance premiums are deductible to \$150.

### 1951 Rates

The U. S. rate on 1951 income, for the lowest taxed income bracket (to \$2,000) is 20.4 per cent. For 1950 it was 17.4 per cent. So 1951 is up 3 per cent out of 17.4 per cent, a rise of 17 per cent when you figure it that way.

Taxed income is total income less all allowable exemptions, deductions and subtractions.

For the next range, \$2,000 to but not including \$4,000, the 1951 rate is 22.4 per cent of the excess over \$2,000, plus \$408. The \$408 is the tax on the first \$2,000 and compares with \$348 for 1950, a rise of \$60.

Only for the lowest range can the tax be determined by applying a single flat percentage. For all higher ranges the tax is on an ascending percentage basis, plus fixed amounts. The fixed amounts represent the tax on that part of

the taxed income falling in the lower brackets.

### New Provisions

New provisions on the brighter side:

Dependents may be claimed even if they have income up to but not including \$600, as compared to the previous \$500.

Medical and dental expenses of husband and wife, if either spouse is age 65 or more, may be claimed in full, and are not limited to the excess over 5 per cent of income. But the absolute limit of \$1,250 times the number of exemptions still applies, with \$2,500 tops on a separate return, \$5,000 on a joint return.

A husband and wife filing separate 1951 returns may change to a joint return later, and all returns for 1951 may be changed from standard deduction to itemized deductions, or vice versa. When claims are disallowed by the Bureau of Internal Revenue, these privileges may save the taxpayers some money.

### Sale of Residence

A taxpayer who sells his home at a profit, and buys, builds, or remodels a place for his new home, may not have to pay capital gains tax on the profit on the old house. If the new one costs as much as, or more than, the selling price of the old one, there is no tax; if the new one costs less, the tax is imposed on the difference. The new law applies to sales or exchanges of the old house made after December 31, 1950.

(NEXT WEEK—Know Your Exemptions; Each One Saves You \$122.40).

## Many Work Overtime in Post Offices

About two-thirds of the clerks and carriers in the New York, N. Y., and Brooklyn, N. Y., post offices are working overtime, at their request. They wanted to work overtime daily, to help cope with the Christmas and New Years mail rush, but the best that Postmasters Albert Goldman and James J. Quigley could do was to hire the clerks for Saturday and Sunday overtime work and the carriers for Saturday. Carriers don't work on Sunday.

The National Federation of Post Office Clerks, through President James J. Fitzgerald, telegraphed Postmaster General Jesse M. Donaldson, asking for extensive use of regulars during the rush. The telegram said that the Government would save money and speed the mails that way.

For the holiday season about 15,000 temporaries have been hired in the New York post office and 3,000 in Brooklyn.

### DATES SET FOR NYC BUDGET HEARINGS

Hearings on departmental estimates for the 1952-53 NYC budget will begin in the office of Budget Director Thomas J. Patterson on Wednesday, January 9. On that day the estimates of 15 agencies will be considered. First on the list are the County Clerks' offices.

The schedule to date runs to Wednesday, February 13.

# Prospects for Promotion to Police Lieut. and Sergeant

The new eligible list of 548 names for promotion to lieutenant, NYC Police Department, has received fast action.

As soon as the list was established the NYC Civil Service Commission certified enough names to the department to enable the promotion of 101 sergeants to lieutenant. The sergeant vacancies thus to be created, plus 13 other sergeant vacancies, permits the promotion of 114 patrolmen to sergeants. Also, three lieutenants will be promoted to captain.

All 218 promotions are scheduled to be made on Thursday, December 20, effective the moment the men are sworn in by Chief Clerk Vincent E. Finn.

### Highest Score by Giddings

The highest earned score in the lieutenant exam was that of Edward P. Cannon, with 90.79. Claiming no veteran preference, he nevertheless is No. 6 on the list. The next eligible not claiming veteran preference is 45 places farther down, Arthur F. Giddings, with 88.26.

The list is topped by Leo Sa-

fron, with 91.51, of which 5 points represent disabled veteran preference, so his earned score was 86.51.

The prospects of promotions to lieutenant in 1953 were said at Police Headquarters to be intimately connected with the law passed by the Council requiring retirement at age 63. This law is being contested in the courts.

### Prospects Could Rise

If a stay is issued, about 40 promotions which would otherwise arise soon, will be postponed. A final decision by the Court of Appeals, would take about a year. By that time another 50 promotions, arising from compulsory age retirement, would bring theaddd possible promotions to 90. These would be in addition to the average 100 promotions to lieutenant a year. If the law is held unconstitutional, the promotion opportunities would shrink.

Unsettled conditions made any more closer estimate impossible, it was said at the Police Headquarters. If any emergency arises, the number of patrolmen, sergeants, lieutenants and other officers was bound to increase, it was added.

### New Sergeant Test

Applications are still being received in a new NYC sergeant exam. The last day to apply is Thursday, December 20.

The present sergeant list consists of 670 eligibles, including those certified to the Police De-

partment for filling the 114 sergeant jobs. Thus after the sergeant promotions are in effect the eligible present list will be reduced to 556.

Patrolman eligibles appointed on June 1 and June 16, 1951, are anxious to be admitted to the current sergeant test, but miss out on the requirement that they must have served in the patrolman title for not less than one year preceding the exam date, set for March 29. They want the test held late in June, or later. However, the exam would have to be reopened to accomplish that, since the March 29 date appears in the official notice.

### 8,000 Applications Expected

Last week members of the group of 920 appointed on those two dates appeared at the Civil Service Commission for their final physical checkup before "signing the book," the action representing completion of the probationary period. Thus they had an opportunity to discuss among themselves trying to get the sergeant test reopened. Patrolman James J. Wrynn of the 103rd Precinct, one of the leaders of the group, reported that most of those he interviewed strongly favored the idea.

It is expected that, as the result of the present application period, about 8,500 patrolman will have applied by the closing date of the sergeant test.

### LEGAL NOTICE

SUPREME COURT, BRONX COUNTY — Max Donner, plaintiff, against Baptiste Nino, Mary Nino, his wife; Hans Sward, Emelia Sward, sued herein as Emelia Sward, his wife, Anna Dumessil, also known as Anna S. Dumessil, Hilda Christansson, "Mrs. Calogero Artale", said name being fictitious, true name unknown to the plaintiff, person intended being the wife, if any, of Calogero Artale, Thomas L. Fletcher, "Mrs. Thomas L. Fletcher", said name being fictitious, true name unknown to plaintiff, person intended being the wife, if any, of Thomas L. Fletcher, Mary Kenny, Bridget Leary, Jessie Brower, Mary Ruane, "John" Kramer and "Mary" Kramer, said names "John" and "Mary" being fictitious, true names unknown to plaintiff, persons intended being the heirs-at-law of Julius Kramer, deceased, only two of whom are named but it being intended to sue all of the unknown heirs of the said Julius Kramer; deceased as a class of "unknown defendants"; Judith Cecilia Kampe, Yurve Kampe, Ake Kampe, Vira Lennborn and Ellen Lennborn, as Executrices of the Estate of Mathilda Lindahl Anderson, deceased, John Anderson and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law; devisees, distributees, next-of-kin, executors, wives, widows, lienors and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, lienors, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants", defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated: New York, July 16, 1951.

HARRY HAUSKNECHT, Attorney for Plaintiff, Office & P. O. Address, 136 Broadway, New York, New York.

Plaintiff's address is 370 East 149th Street, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rabin, Justice of the Supreme Court of the State of New York, dated November 21, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at 181st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the First, Second, Third, Sixth, Seventh, Ninth, Tenth, Eleventh and Twelfth Causes of Action, which are for the foreclosure of the following liens: Bronx Lien No. 63836, in the sum of \$985.31 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4218, Lot 35 on the Tax Map of Bronx County; Bronx Lien No. 63840, in the sum of \$534.40 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4220, Lot 19 on the Tax Map of Bronx County; Bronx Lien No. 63862, in the sum of \$724.69 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4220, Lot 21 on the Tax Map of Bronx County; Bronx Lien No. 63880, in the sum of \$1,207.62 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, Lot 18 on the Tax Map of Bronx County; Bronx Lien No. 63900, in the sum of \$1,279.76 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, Lot 18 on the Tax Map of Bronx County; Bronx Lien No. 63912, in the sum of \$2,129.64 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 84 on the Tax Map of Bronx County; Bronx Lien No. 63913, in the sum of \$862.31 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, No. 66 on the Tax Map of Bronx County; Bronx Lien No. 63921, in the sum of \$2,722.29 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 105 on the Tax Map of Bronx County, and Bronx Lien No. 63920, in the sum of \$2,060.41 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 104 on the Tax Map of Bronx County.

Dated: New York, November 27, 1951. HARRY HAUSKNECHT, Attorney for Plaintiff, Office & P. O. Address, 136 Broadway, New York, New York.

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<input type="checkbox"/> Clerk, CAF 1-4 .....\$2.50	<input type="checkbox"/> Power Maintainer .....\$2.50
<input type="checkbox"/> Clerk, 3-4-5 .....\$2.50	<input type="checkbox"/> Probation Officer .....\$2.50
<input type="checkbox"/> Clerk, Gr. 2 .....\$2.50	<input type="checkbox"/> Railroad Clerk .....\$2.00
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<input type="checkbox"/> Electrical Engineer .....\$2.50	<input type="checkbox"/> Social Investigator .....\$2.50
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## LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the courthouse, 52 Chambers Street, Borough of Manhattan, City and State of New York, on the 11th day of December, 1951.

Present: HON. ARTHUR MARKEWICK, Justice.

In the matter of the application of MARSHALL BAZIGIAN for leave to change his name to EARL P. MARSHALL. Upon reading and filing the petition of MARSHALL BAZIGIAN, duly verified the 20th day of November, 1951, praying for leave to assume the name of EARL P. MARSHALL, and on the annexed notice to MAE IRENE BAZIGIAN, and her default in appearance having been noted together with proof of service thereof, and the Court being satisfied that there is no reasonable objection to the change of name proposed.

Now on Motion of ISRAEL & KOVEN, attorneys for the petitioner, it is hereby ORDERED, that said MARSHALL BAZIGIAN, do and he hereby is authorized to assume the name of EARL P. MARSHALL on the 21st day of January, 1952, upon his compliance with the provisions of Article 6 of the Civil Rights Law, namely: that petitioner cause this order and the papers upon which it was granted to be filed in the Office of the Clerk of this Court within 10 days from the date hereof and that within 10 days from the date of entry of this order, petitioner cause a copy thereof to be published in The Civil Service Leader a newspaper regularly published in the County of New York, and within 40 days after the making of this order, proof of such publication by affidavit be filed in the Office of the Clerk of this Court, and it is further ORDERED, that after such requirements are complied with, the petitioner, MARSHALL BAZIGIAN be known, on and after January 21st, 1952, as and by the name of EARL P. MARSHALL, which he is hereby authorized to assume, and by no other name.