

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVI — No. 13 Tuesday, December 7, 1954 Price Ten Cents

Civil Service Con Change

COMP
ALBANY 1 N Y
CAPITOL STATION
P O DRAWER 125
F HENRY GALPIN

Page 3

State Jobs That Wind Up In 1955; Harriman Can Fill Them With Own Men

The LEADER continues below its series of articles on State Jobs that will be available for filling by Governor Harriman.

Governor-elect Averell Harriman, the first Democrat on Capitol Hill in 12 years, will have many term appointments to make in 1955, in addition to the regular patronage appointments any governor has at his disposal.

And it is these "term jobs" that to a great extent have been over-

looked in the immediate aftermath of the November 2 election.

The daily press has concentrated its coverage on the cabinet-level and policy-making posts in the new State administration.

(Continued on Page 4)

State Employees to Work In Air-Conditioned Comfort On Albany 'Campus' Site

ALBANY, Dec. 6 — State employees will work in air-conditioned comfort and relax in roomy

lounges, according to specifications set up for all buildings on the State's "campus site" on the western outskirts of Albany.

State officials have advertised for bids for construction of two new office buildings to house the State Commerce and Civil Service departments.

Lounges Included

The plans call for three-story buildings, with space set aside for regular employee lounge and recreation areas. In addition, the buildings will be completely air-conditioned.

The move to air-condition the buildings was led by the Civil Service Employees Association.

Construction contracts may be let soon after the first of the year, it was reported. The bid opening has been set for January 13, and State Public Works officials estimate that the first two buildings can be completed in about 18 months.

Estimated cost for the two buildings is \$5.1 million.

Syracuse Aides Win 26 Pay Days

SYRACUSE, Dec. 6 — For the first time in New York State, employees will be paid 26 times a year rather than twice a month.

The reform will be instituted for Syracuse employees beginning January 1, 1955, and affects all salaried individuals on the City payroll. The new plan has been approved by the Mayor and the City Auditor. Under it, employees will be paid every second Friday. The change is considered stabilizing to the employees and helpful to bookkeeping efficiency for the City. The change was brought about through the combined efforts of the police, fire, and Civil Service Employees Association chapters.

In addition, pay increases of one bonus increment have been won by the employees. These increments vary from \$120 to \$360.

Museum Director's Pay Is Increased

ALBANY, Dec. 6 — The salary of the Assistant Director of State Museum has been temporarily increased to \$8,774.

Children's Party Set for Dec. 18

ALBANY, Dec. 6 — The annual Health Department's children's Christmas party will be held on Saturday morning, December 18 at Chancellors Hall, State Education Building, Albany, for children of department employees. Last year more than 370 children attended. An even larger number is expected this year.

The program will include presents for all the children, given to them by Santa, and entertainment.

Hugo Gentilcore is general chairman of the committee, which is now making preparations. Other officers of the committee include: Paul Robinson, chairman-elect; Dr. Meredith H. Thompson, vice chairman; Virginia Clark, secretary; and Clifford Hodge, treasurer.

Committee chairmen are: Dr. James Quinlivan, entertainment; Clifford Hodge, raffle; Mr. Henry, gift selection; Charlotte Clapper, gift wrapping; Paul Robinson, gift distribution; James Quigley, decorations and Christmas tree; Helen McGraw, attendance; Don Treason, floor arrangements; Clark LeBoeuf, checking; Dr. Meredith Thompson, donations; William Hoffman, programs and favors; Athan Baskous, publicity.

Members of the general committee are Mr. Gentilcore, Mr. Robinson, Mr. Hodge, Miss Clark and Dr. Thompson.

Dr. Wm. Siegel At Roswell Park

ALBANY, Dec. 6 — Dr. William Siegel, of the State Health Department, is in Roswell Park Hospital, Buffalo, as a patient. Dr. Siegel is widely known to State employees through his activities as former chairman of the Civil Service Employees Association grievance committee. He would appreciate hearing from his friends throughout the State.

A. J. ROSMAN DIES

Alexander J. Rosman, supervising compensation claims referee, in charge of the Referees' Bureau, Workmen's Compensation Board, died on December 1. Fellow-workers, members of the Bar, and insurance carrier representatives overflowed the Riverside Chapel, NYC, at funeral services held December 3. Mr. Rosman is survived by his wife, Sophie, daughter, Sandra, and brother, Isidor.



Mildred Hazard, chairman of the prize committee of Cortland chapter, CSEA, is shown above presenting the second place winner's medals, given by the chapter to Dick Ames, chairman of the Junior Chamber of Commerce Teen-Age Road-E-O. The Cortland chapter participates in community activities.

CSEA Opposes Probation Period On Promotions

ALBANY, Dec. 6 — The Civil Service Employees Association has gone on record in opposition to a proposal for extending the probationary period to first promotions.

The proposal, advanced by the State Civil Service Commission staff for discussion purposes, provides that the first promotion, on

a permanent basis, of a competitive class employee shall be for a probationary term of three to nine months. The position left vacant would be held open until the successful completion of the probation; and at any time during this period, the employee could choose to return to his former position.

John J. Kelly, Jr., associate counsel to the Civil Service Employees Association, reporting to its Board of Directors last Tuesday, said that the CSEA had always taken the position that there should be a three-month "top" to probationary periods even on original appointment. The present proposal, which would allow probation up to nine months on promotions, would violate CSEA policy on the matter entirely, he pointed out.

The Board then moved to record its opposition.

Reasons Pro

In setting forth the idea, advanced by Civil Service Commission staff, a number of reasons were adduced in its behalf. These were:

1. Success at the entrance level in a State job does not necessarily mean success as a supervisor.

2. The success of any large enterprise depends to a large degree upon leadership. Particularly is this true of "first line" supervisors.

3. From the viewpoint of the employee, it is most important that supervisors be competent and fair.

Arguments Con

Association spokesmen had registered a variety of objections to the plan in addition to that cited by Mr. Kelly. One of these objections, cited by William F. McDonough, executive representative, was that first promotions would become subject to whim and caprice of "countless" junior executives. The proposal would also hamper the "tenure" and security provisions of civil service promotion, Mr. McDonough argued.

Another argument, made by Mr. McDonough and by Solomon Bendet, of the New York City chapter, (Continued on Page 16)



Maxwell Lehman, editor of the Civil Service Leader (center) is shown discussing his paper with members of the Commerce Department chapter, CSEA, last week in Albany, prior to a meeting at which Mr. Lehman was the principal speaker. Left to right: Mrs. Jeanette LaFayette, chapter secretary; Edwin J. Roeder, president; Maurice Schwadron, chapter vice president; and Joseph LaVeala, treasurer.

Looking Inside

By H. J. BERNARD

Injustices in Some Public Jobs

UNDER SOME UNUSUAL CIRCUMSTANCES, it is not only fitting but necessary to have jobs filled in an "acting" capacity, as when a Commissioner becomes incapacitated, and a deputy is named Acting Commissioner. The person in the "acting" title receives the pay, not of the higher post, but of his own regular job. But using a means for coping with an unusual situation, for reducing the cost of day-to-day operations, is just plain chiseling.

The NYC Fire Department is a pointed example of such violation of sound administration and the best principles of labor relations. Commissioner Edward P. Cavanagh Jr. wants to eliminate the practice of having men serve in the next higher grade. To do that requires increasing the quota, so that the number of men and officers will meet the needs of the service in the titles to which they were promoted, and not in the titles to which they aspire to rise through permanent promotions.

Men Have a Strong Case

The City's object is not to have men act in the next higher job to train them for it, because all that is provided in other established ways, but to save money. If the men were provisionally promoted, they would receive the pay of the higher job, but when no form of promotion is provided, but opportunism practiced at the expense of the men, the situation becomes alarming. Nowhere else is this vice of "acting" titles practiced so extensively as in the NYC Fire Department.

For years the Uniformed Fire Officers Association, and the Uniformed Firemen's Association, have presented strong moral arguments against it, and a group of fire officers sued the City recently, asserting the practice is illegal. The Appellate Division held it IS illegal. The case is now in the Court of Appeals. There was a dissenting opinion in the Appellate Division, so an appeal by the City probably was implicit, but as much as the Corporation Counsel is rooting for a reversal, so much, or more, is Commissioner Cavanagh rooting for an affirmance.

Use of the recognized purpose of having officials and employees serve in "acting" titles prevails in the Federal and State governments within the limits one would expect of an employer who seeks to play fair with his employees. It is NYC that dishonors itself with the abuse.

Solution No Mystery

The Fire Department example is pointed up by the fact that many of the men in an "acting" title are eligibles on competitive lists for promotion to that title. No wonder such men in particular are rolled at having to serve in "acting" titles that instead should provide them with permanent promotion opportunities.

Before the budget is adopted, NYC has a good idea of how many men will be needed in every rank of the Fire Department, barring emergencies, when the number needed would increase, anyway. By having the quota undercut needs, not enough are provided for each of the titles. "Acting" appointments then become a rule. In one 24-hour period, 276 firemen and officers were serving in "acting" titles in the Fire Department.

It is surprising the intolerable situation has been allowed to be repeated year after year. The firemen and officers have put up a strong case against it. The public, as the real employer, should be concerned. Why do not civic and reform associations campaign for the elimination of this vicious practice? An aroused public would soon cause NYC to amend its ways.

Difference Explained

There is often confusion among the public and even among public employees about "acting" titles, provisional promotions, and probationary periods on promotion. The meaning of "acting" titles has been explained. A provisional promotion is quite different, for it is an actual promotion, though conditioned on the promotee qualifying for permanent promotion. The employee provisionally promoted should get the higher pay of the higher job, and in the State service does get it, but in Federal and NYC Federal service seldom does. A probational period for a promotee, now being proposed for State employees, would mean a trial period, to see whether the promotee who met all the minimum requirements, and passed all the tests, should be given still another test of whether he can perform supervisory duties satisfactorily. Meanwhile, however, he would receive the pay of the higher job, and if he does not qualify by probation, would return to his former job. There is much opposition to the proposal, but as the promotion grade salary is paid as long as the employee is in the promotion title, no aspect of chiseling arises.

When a promotion job becomes vacant, through death, resignation, retirement, dismissal, or the like, the money to pay the salary is in the budget, and every provisional promotee, should get it. In State service, he does. In Federal service, with a small percentage of exceptions, he does not. In NYC he does not, unless the job is filled from the "outside," allowable when there is no list. In the case of new jobs, and a classification of them establishing the promotion grades, that could arise quite properly, even though providing a boon to politicians, until the open-competitive eligible lists are issued. When there are no present employees in eligible titles for promotion, naturally the positions are filled through open competition, and not in the closed-shop manner of the promotion exam.

Safeguards, Present and Absent

A person "acting" in a promotion title, who may not have proved his qualifications yet, though he will have an opportunity to do so in an exam, faces a danger, because of overlapping grades, that he might move into a higher position at lower pay. In State service a law prevents that. The employee carries his old salary with him, and gets the benefits of annual increments, so that if he must return to his old job, after earning the increments, he keeps them. He may go back to the old job at more pay than he received when he left.

(Continued on Page 8)

Legal Service Salary Plan Approved by Board

The Board of Estimate unananimously approved the new salary scale for the legal service, under the Career and Salary Plan.

SPECIAL DISCOUNTS
UP TO 40%
TO CIVIL SERVICE EMPLOYEES

- RADIOS
- CAMERAS
- TELEVISION
- TYPEWRITERS
- RANGES
- JEWELRY
- SILVERWARE
- REFRIGERATORS
- ELECTRICAL APPLIANCES

ANCHOR RADIO CORP.
ONE GREENWICH ST.
(Cor. Battery Place, N. Y.)
TEL. Whitehall 3-4280
Lobby Entrance — One B'way Bldg.
(OPPOSITE CUSTOM HOUSE)

OUR SPECIALTY!
fitting the
EXTRA WIDE TRIPLE EEE FOOT

32nd ANNIVERSARY SALE

NEW FALL CREATIONS
Thousands of shoes to choose from:

\$5.86



Reg. \$8.98 MONEY BACK IN 5 DAYS!

Sizes 3 to 11—Widths B to EEE
All Colors—All Leathers
All Materials

Send for FREE Catalog
Mail Orders Filled or Tel. GR 4-7008

MANNY'S SHOES

133 RIVINGTON STREET
Near North St.
F. trials to Delancey St. BMT to East St.
212 EAST 14th ST.
East of 3rd Ave.
Open Mon. thru Sat. 9-5—Sun. 10-5
SPECIAL 10% DISCOUNT TO CIVIL SERVICE WORKERS.

1955 DeSoto - Plymouth SPECIAL DEAL To Civil Service Workers Ask For Mr. Jarbo
GORMAN MILLER MOTOR CORP.
Authorized Dealer
3215 B'way nr. 125th MO 2-9477

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
CIVIL SERVICE LEADER, Inc.
97 Duane St., New York 7, N. Y.
Telephone: BEckman 2-6010
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.
Subscription Price \$3.00 Per Year. Individual copies, 10c.

Pharmacists Sought by U.S.

Pharmacists, \$4,205 to \$5,500 a year to start, are needed for jobs with Veterans Administration hospitals and regional offices throughout the country and in Puerto Rico.

Candidates must have a bachelor's degree in pharmacy, or a master's, doctor of philosophy or doctor of science degree with a major in pharmacy. Applicants must be currently registered as a pharmacist.

No experience is required for \$4,205 jobs, two years' experience for \$5,060 jobs, and two and one half years' experience for \$5,500 jobs.

There is no upper age limit. Apply to the Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C., until further notice. Mention exam title and number, 438 (B)

Wagner Sees Police Raise

Speaking at exercises at which 407 probationary patrolmen and five probationary policewomen were graduated, Mayor Robert F. Wagner expressed hope of increased pay for the NYC police. He said:

"I sincerely hope that within this year we will complete our survey and adopt our career and salary plan for the Police Department, as well as other departments in our city, and under this plan be able to give those entering our department, those who are in the department, the type of remuneration which will be comparable to outside employment, so that we can continue to attract the very finest men and women to our department."

Fine REAL ESTATE buys. See Page 11.

AUTOMOBILES

FOR CIVIL SERVICE EMPLOYEES ONLY

DANE MOTORS, INC.
PRESENTS:

The NEW **1955 CHEVROLETS**

1955 Chevrolet BELAIRS

Radio & Heaters, Directional signals, clock, undercoating, simonize and winterize, foam rubber cushion, tubeless tires with all accessories.

\$2,095

1955 Chevrolets 210 Sedan

Radio & Heaters, Directional signals, clock, undercoating, simonize and winterize, foam rubber cushions.

\$1,995

1955 Ford Custom Liner

Radio & Heater, Driver signal, undercoating, simonize, foam cushions, tires with all accessories.

\$1,995

DANE MOTORS INC.

WHOLESALE DISTRIBUTORS TO GOVERNMENT EMPLOYEES ONLY

4042 AUSTIN BLVD.

ISLAND PARK, LONG ISLAND, N. Y.

Phone Long Beach 6-8104-5
OPEN 9 A. M. TO 10 P. M.

Chrysler-Plymouth

We Offer An Exceptionally Attractive Deal to Civil Service Workers
Henry Caplan, Inc.

Direct Factory Dealers
1491 Bedford Ave., Brooklyn
IN 7-8000
Established Over 25 Years

Montrose-Pontiac

Brooklyn's Largest Pontiac Dealer

NEW '55 PONTIACS

For the Best Deal in Town See Us Before You Buy

Montrose-Pontiac

450 B'way, B'klyn EV 4-6000

Federal, State and City

Employees Easily Financed
Auto Club Membership Free
An Year - Any Make - Any Price

NOW IS THE TIME TO PURCHASE A NEW CAR

SPECIAL 1950 OLDS "98" \$650 Special

BILL KANES USED CARS

45 St. Claire Pl (125 St nr 12 Av)
UN 6-8000 MO 6-7002

PACKARD'S USED CAR

Price-Tumbling SALE

Now in Progress

\$270,000 Stock

Most popular makes and models included

COME PREPARED TO BUY!

PACKARD

Motor Car Co., Inc.

Broadway at 61st St.

New York City

COlumbus 5-3900

11th Ave. at 54th St.

COlumbus 5-8060

We have a good deal for you on a New or Used



LASKY MOTOR CAR CORP. SHOW ROOMS

90 Montrose Ave.
100 Union Ave.
Brooklyn, N. Y.
Phones: St. 2-7500—2-4900



A smorgasbord supper for the membership committee of Rockland State Hospital chapter, Civil Service Employees Association, was held in Home 29, November 20. Among those attending (seated left to right) were: Dr. Alfred M. Stanley, director of the hospital; Rebella Eufemio, chapter secretary; Henry Marier, president; Irene Gowett, treasurer; and Irving Payne, Grace Ottenheimer, Julia Van Ness, Catherine Irvine, Lottie Kelly, Ella Cleary, Judith Fetcie, Emil M. R. Bollman, James Nolan, Marguerite Lynch and William Keeshan.

THE STATE SCENE

Prevue: Watch for a move, soon to be publicized, that would give State Civil Service officials new powers over the downgrading of State jobs, without a waiting period as now mandated under the "earmarking" policy.

BACK in Albany is Theodore Becker, Civil Service legal expert and examination specialist. He's been serving temporarily as a consultant to the NYC Civil Service Commission.

Robert Quinn, president of the Albany chapter of the Civil Service Assembly, is sparking membership drive by this fast-growing organization. . . **Edwin Roeder**, Commerce Department CSEA president, finds chapter luncheon meetings so popular each one is a sellout.

QUESTION of the Week: Why is it that State officials so often keep elevator operators and guards in Capitol and State buildings waiting for three and four months for overtime pay?

ALL NYC Republican legislators have been alerted by L. Judson Morhouse, State GOP chairman, to be ready for a high-level policy meeting before the first of the year to discuss city-state relationships. Although not a legislator, Attorney General-elect Jacob K. Javits, will play an important role at this parley.

Sidney G. Lutzin, State Youth Commission employee, is widely in demand as a speaker and rated, in State circles, as one of the most effective. . . The Youth Commission's publication, "Youth Service News" has a "new look" that's being credited to the efforts of **Bruce F. Meservey**, its editor. . . **William F. Spencer**, Middleburg, has been named by Governor Dewey as chairman of a nine-member council for the State Institute of Agriculture and Home Economics at Cobleskill.

PSC Chairman **Benjamin Feinberg** recently was elected 1st vice president of the National Association of Railroad and Utilities Commissioners at a Chicago convention. He's slated for the presidency in 1955 and is known as one of the group's most vigorous proponents of State's rights.

CIVIL SERVICE Department employees will hold their annual Christmas party December 23 at the Knights of Columbus Hall in Albany, with **Louis Luzzi** in charge of the festivities. . . New Civil Service appointees include: **Shirley Gaudette**, typist; **Helene Good**, junior personnel technician; **Helen Reedy**, clerk, and **Majorie Geurtze**, stenographer. . . Recent CS promotions went to **Paul Brayer** and **Marty Kenny**, now sporting senior personnel technician titles.

Civil Service Commission Change Seen

ALBANY, Dec. 6 — Governor-elect Averell Harriman is faced with the prospect of a Civil Service Commission consisting of two Republicans and one Democrat. Moreover, the term of the Democrat—Commissioner **Alexander A. Falk**—expires in less than three months; the terms of the two Republicans have years to go. Commission President **Oscar M. Taylor** is in until February 1, 1959. Commissioner **Mary Goode Krone**'s term runs until February 1, 1957. Under the law, the President of the Commission serves at the pleasure of the Governor. Thus, Mr. Harriman could remove Mr. Taylor as Commission president. But Mr. Taylor could not be removed as a member of the Commission, unless he voluntarily resigns or is brought up on charges.

Commission Composition

There has been some talk that Mr. Falk would be re-appointed when his term is up on February 1, 1955 and moved up into the Presidency. If Mr. Taylor's resignation were asked, it is surmised that he would not insist on remaining in the Commission, even though he has more than four years of his term left. In that case, Mr. Harriman would appoint another Democrat, and the Commission would then consist of two Democrats and one Republican.

Sam Gets in On Funny Story

Sam Emmett, senior tax collector at the State's 15 Park Row office of the Collection Bureau, Department of Taxation and Finance, NYC, is also a collector of some very funny stories. Here's one he tells on himself. Seems the other night when he came home from work, his two young sons asked him to play a game with them. The youngsters told Mrs. Emmett to stand with her arms raised high, like the branches of a tree. They played trees, too. Then they told Sam to say, babble, babbie, babbie, like a running brook. "Now, run between the trees, daddy." The kids waxed poetic: "The trees are raising their arms to the joyous springtime, the brook is babbling in the sparkling sunlight, and the sap—he's running."

Study of Rules On Time-Off Is Suggested

ALBANY, Dec. 6 — Re-study of time-off rules was proposed to the Board of Directors of the Civil Service Employees Association last Tuesday evening. Representatives of institutional employees, **Robert L. Soper** and **Charles Lamb**, pointed out that these rules often hit such employees onerously. Christmas, New Year's Day and Lincoln's Birthday all fall on Saturdays, Mr. Soper pointed out. Yet, while other departmental employees are off on these days, institutional employees who must work on these days don't get equivalent time off.

What the institutional people want is some arrangement whereby they will get equivalent time-off when they must work while other employees get a day of rest.

Tax Girl Wins \$175; Idea Saves Money

ALBANY, Dec. 6 — The New York State Employees' Merit Award Board announced the following awards to State workers employed in the Albany area:

\$175 to **Marion C. Welter**, head clerk in the Income Tax Bureau, Department of Taxation and Finance, whose proposed changes in the method of processing taxable returns received without remittances have been found to achieve substantial savings in time and money.

Surplus Oil Drainage

\$50 to **James W. Gillespie**, a chief lock operator, Department of Public Works, who suggested a better method of draining off surplus oil from the rotating armature shafts of canal water wheel generators and thereby helped to cut maintenance costs.

\$25 awards were granted to:

Robert Cassidy, junior personnel technician, Department of Civil Service, Albany;

Joseph Gancher, senior clerk, Division of Employment, Albany;

Frank J. Pazzioia, junior tax examiner, Department of Taxation and Finance, Albany;

Certificates of Merit were awarded to:

Faye Wilsey, principal stenographer, Department of Social Welfare, Albany.

Frances Sussman, stenographer, Albany offices, Motor Vehicle Bureau.

CSEA Board Approves 1954-55 Budget

ALBANY, Dec. 6 — The Board of Directors, CSEA, has approved a proposed budget for 1954-55 presented by President **John P. Powers**. The Board went over the budget item by item. Most of the CSEA staff aides have received salary increments.

ACTIVITIES OF EMPLOYEES

Employment, Albany

ALBANY Division of Employment chapter, CSEA, heard **Frank Casey**, Association field representative, discuss retirement benefits at a recent meeting. Mr. Casey used facts and figures he acquired through 20 years' service with the State Retirement System.

The attendance at this get-together was very good. Frank was bombarded with questions from all sides. His years of experience with retirement work served him in good stead as his answers were given in a clear cut, down to earth manner which left no doubt in the minds of the listeners. **Walter Tipps**, claims clerk, O.S.R.O., chairman of the planning committee, arranged for the meeting and speaker.

The start of what is hoped will be an annual event, a Christmas party for the "small fry" of the Division's employees, is now in the planning stage. **Tom Bolan**, chairman of social committee, chapter officers, executive council, and building chairmen have joined with **Harry Smith**, director of personnel; **Robert Purcell**, director of business administration, and **Joseph Redling**, assistant director of business administration, to plan the party and get it off to a flying start. Plans include: children's

movies, a visit from Santa Claus, a gift from Santa for each child, and refreshments. It is also planned to have as guests of the administration and chapter, some children from a children's home in the area. To the best of our knowledge, this is the first time administration and chapter have "teamed up" in a joint venture such as this, and it looks like a team that will be hard to beat.

Plate Files News

Marylan Stoddard, OMO, Unit 1, had a birthday recently. The staffers of Unit 1 remembered her with an earring and bracelet a beautiful sparkler on the third finger of her left hand.

On the sick list in Unit 1: clerks **Charlotte Apple**, **Theresa Ginder** and **Margaret Lucas**, who is in St. Peter's Hospital, Albany, for a check up.

The staff of Unit 1 joins in offering sympathy to Mrs. **Catherine Roose**, clerk, on the loss of her brother-in-law.

Frank Blot, Supervisor of Unit 1, making good use of his annual leave by taking his wife and children to visit friends in Washington, D.C. for the holiday. . . .

Carol Rieck, clerk, on maternity leave, gave birth to a baby boy. "Carol, you fooled us — he was supposed to be a Christmas present." (Continued on Page 14)

L. I. Employees Engage In Active Bowling Season

CENTRAL ISLIP, Dec. 6 — Central Islip Team 3, of the Long Island Bowling League, Civil Service Employees Association, shut

Central Area Meeting Plan Is Worked Out

MARCY, Dec. 6 — The advisory council of the Central New York Conference, CSEA, will meet in the Onondaga Hotel on Saturday, December 11, at 1:30 P.M. Purpose of the meeting, says Conference president **Charles D. Methé**, is to plan the agenda of the regular February 5 meeting of the Conference, scheduled to be held in Syracuse. Members of the steering for the County workshop group in the Central New York area will also meet with the advisory council. Both county and State employees are participating in the joint venture, and thorough planning is involved. Mr. Methé points out, to see that all activities are fully meshed.

Syracuse Group Attends

Officers of the Syracuse chapter, which is acting as host, will also attend the meeting. Arrangements are in the hands of **Raymond G. Castle**, 1st vice president of the Conference, with the assistance of **Helen Musto**, executive secretary.

The group of meetings and workshops planned will constitute the largest program of its kind ever undertaken in the area, Mr. Methé said.

LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER. Be sure to read it.

CSEA Defers Action on DE Chapter

ALBANY, Dec. 6 — The Board of Directors of the Civil Service Employees Association has deferred until its next meeting consideration of a proposal, advanced by the New York State Employment Service (Metropolitan area) chapter, that it be permitted to recruit unemployment insurance members. The chapter currently takes in only aides who are in the employment branch of the agency.

The Board deferred action so that the NYC chapter could be officially informed of the proposed change. The NYC chapter now has jurisdiction over these employees. Under the proposal, unemployment insurance aides would have the right to join either chapter.

Miss Grace Nulty, first president of the Employment chapter, told the Board that a petition containing 269 names of employees now unaffiliated indicated they would join the Employment chapter if the unit were enlarged to permit their coming in.

The NYC chapter will take the matter up at its next meeting, and inform the Board of its response to the suggestion. **Solomon Bendet**, NYC chapter president, said he could not give an advance indication of the NYC chapter's action on the matter. He requested, however, that the Board extend to the chapter the courtesy of informing it about the pending change.

See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U.S. policy of injecting politics into civil service.

Blanchard Acts as Deputy Chief Engineer

ALBANY, Dec. 6 — **Carroll P. Blanchard**, an employee of the State Department of Public Works for 33 years, has been appointed acting deputy chief engineer in charge of bridges, grade separations and structures, to succeed **Edward W. Wendell** who retired December 1. The post pays \$13,570 a year.

Jobs for Harriman to Fill

(Continued from Page 1)
Here is an exclusive LEADER listing of jobs—important ones—that will go over Mr. Harriman's desk during the coming months.

Of course, it is to be expected that the incoming Governor will re-appoint a number of these men.

Jobs and Names

Mr. Harriman can appoint a member of the State Board Against Discrimination in July, when the term of Mrs. Caroline K. Simon expires. The job pays \$13,700 a year and is considered one of the choice patronage plums.

On June 31, the term of Ralph A. Lehr expires on the State Building Code Commission. It pays \$15,400 a year. Dr. Cillian B. Powell comes to the end of his term on the State Athletic Commission January 1.

Governor Harriman will have the opportunity of making not one but two appointments to the State Tax Commission when he takes office. The terms of Allen J. Goodrich, chairman, and F. Roberts Blair expire December 31. The jobs pay \$18,500 and \$16,400, respectively.

Samuel M. Birnbaum's post on the State Parole Commission at \$15,900 a year expires June 18, 1955. Also up in the spring is the term of Arthur F. Robertson, State Liquor Authority, at \$10,800 a year.

Two appointments to the Veterans Affairs Commission are open January 1, with the terms of James P. Moore and Edward I. Condren expiring December 31.

During the coming year, Mr. Harriman also will be called upon to appoint six members of the Medical Advisory Board of the State Athletic Commission.

Secretary of State Appointments

His appointee as Secretary of State will have the job of appointing two directors of the State Division for Servicemen's Voting. The terms of the present directors, William T. Simpson and Neil M. Lieblich, both of Brooklyn, expire April 1. The jobs pay \$8,000 each, plus expenses. One is a Republican, one a Democrat.

Mr. Harriman will have numerous State Park Commission appointments to make. They will include appointees to the Niagara Frontier Park Commission, the Palsades Interstate Park Commission, the Allegany State Park Commission, Finger Lakes and Taconic Commissions, as well as the Central New York, Genesee and Thousand Islands Park commissions. The posts are without salary.

The Governor-elect also will make one appointment during 1955 to the Newtown Battlefield Reservation Commission. The term of Everts H. Howell, Elmira, expires February 1, 1955.

Labor Dept. Posts

An appointment that will interest labor greatly will come up next fall, when the term of John E. McGarry, Syracuse, as chairman of the Unemployment Insurance Appeals Board expires November 18.

Other appointments to Labor Department advisory boards are due, including posts on the State Council on Unemployment Insurance and the Advisory Board on Prevailing Rate of Wages on Public Work.

There will be a vacancy on the Workmen's Compensation Board, and in the chairmanship of the State Board of Standards and Appeals at \$15,900 a year. In addition,

the term of Alfred C. McKenzie, Brooklyn, on the Labor Relations Board expires June 24. It pays \$14,800 a year.

Mediation Board

The Democrats can take control of the State Board of Mediation in June, when four members of the seven-member board will reach the end of their three-year terms. Among those whose terms expire is Merlyn S. Pitzels, chairman.

Several members of the State Insurance Fund Commission will be up for re-appointment during the early months of the Harriman regime, as will some members of the Apprenticeship Council in the Labor Department.

One member of the State Board of Regents comes up for election at the coming legislative session. The term of Edgar W. Couper, Binghamton, is expiring.

Honorary Posts

A number of appointments are upcoming on river regulating district boards, including the presidency of the Hudson River District on November 9, when the term of Fred H. Ramsey, of Johnstown, expires.

Mr. Harriman can name three new members of the Saratoga Springs Commission after June 30. The appointments are honorary.

In addition, there are numerous honorary appointments which Mr. Harriman can make to boards of visitors for State schools and historic sites during the coming year.

Health, Mental Hygiene

The chairmanship of the Public Health Council comes up the first of the year. It is now held by Dr. L. Whittington Gorham, of NYC. The salary of members is \$1,350 a year.

In the health and mental hy-

giene field, there will be a number of appointments that Mr. Harriman will be called on to make to boards of visitors to State hospitals. The number totals 54 alone for the State mental hospitals.

Four appointments can be made after the first of the year to the State Mental Hygiene Council, and another four appointees can be named by Mr. Harriman next year to the State Board of Social Welfare. Nine advisory and honorary jobs in the mental hygiene field also are due to cross Mr. Harriman's desk in 1955, including appointments to the board of visitors for the department school at Industry.

The term of Charles M. Trunz, Forest Hills, is up June 21 on the State Commission of Correction. It pays \$1,150 a year. Four appointments will be made by Mr. Harriman, if he fills current vacancies, on boards of visitors for three Correction institutions.

Banking Board

Mr. Harriman also will have an opportunity in March to appoint three members of the State Banking Board. Expiring terms are held by George L. Harrison, Carl T. Hogan and William L. Kleitz. Also up is the term of Frederick W. Barker as a member of the Savings Banks Life Insurance Fund Commission.

Expiration dates on terms held by members of the State Insurance Board will give Mr. Harriman an additional opportunity to fill State posts that, while paying no salary, are key prestige jobs in any administration.

Term appointments on various authorities and commissions also will be up for consideration within the next six to nine months. For an additional listing, watch your Civil Service LEADER.

Facts of Life For Mental Hygiene Employees

For a century, the average number of hours spent on the job has been declining steadily, at about the rate of three hours a decade. The work-week has fallen to 40 hours from 70. The six-day week began to fade in the World War I period. The five-and-a-half day work-week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so—is now starting to give way.

BUT, Mental Hygiene employees still plod along at a World War I pace—a six-day, 48-hour work-week. Salary scales are NOT up to modern standards. Mental Hygiene workers do NOT enjoy time-and-a-half for overtime.

Employees in the State Mental Hygiene Department should band together and put their shoulders to the wheel to help achieve the five-day 40-hour basic work week.

1. The strength of organized employees was shown in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching ever larger groups through the media of communication.

2. A meeting was called last January, with a group of legislators present. These men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in preceding years.

3. Growth of the Mental Hygiene Employees Association has added forcefulness to its aims. The institutional employees have been able to recruit the effective assistance of the parent-body, the Civil Service Employees Association.

Continued all-out efforts of the organization will be maintained. In order to achieve the aims of shorter work-week, higher pay, better conditions of work, we urge you to help strengthen yourself by strengthening the organization. Join the Mental Hygiene Employees Association. Pay your \$1 dues to your membership committee or forward the coupon below to Dorris Blust, secretary, Mental Hygiene Employees Association, Marcy State Hospital, Marcy, N. Y.

THIS IS THE ONLY ALL-STATE MENTAL HYGIENE EMPLOYEES ASSOCIATION

Dorris Blust, Secretary
Mental Hygiene Employees Association
Marcy State Hospital
Marcy, N. Y.

I wish to join the Mental Hygiene Employees Association. Enclosed is \$1, in payment of dues for 1954-55.

Name Title

Institution

Home Address

Post Office

CIVIL SERVICE EMPLOYEES

BUY AT VARIETY AND SAVE!

FAMOUS DISCOUNT HOUSE

VARIETY FURNITURE CO.

518 WEST 57th ST.

NEW YORK

— SPECIAL —

● 2-PIECE SOFA BED & CHAIR \$129

● 3-PIECE BEDROOM SUITE \$249

VARIETY Furniture Company

518 WEST 57th ST.

NEW YORK

OPEN EVENINGS BY APPOINTMENT

Investigation Jobs Being Studied

Joseph Schechter, Personnel Director and Chairman of the NYC Civil Service Commission, announced that the twenty-ninth questionnaire in the Salary and Career Plan is being circulated. It deals with the reclassification of investigation positions. It was sent to City departments, and employee, professional and civic organizations.

The questionnaire solicits advice regarding the existing classification. Also, a tentative proposed classification of these positions is offered by the Commission.

December 24 is the deadline date for return of this questionnaire.

MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material in this column is gathered from communities throughout the United States.

LEGISLATURE AND EXECUTIVE BRANCH

A **TIMELY** subject—"The Legislature In Its Relation To The Executive Branch"—will be the general topic of discussion at the December 14 evening meeting of Albany chapter, American Society of Public Administration, it was announced by President William Byron and Leonard Requa, chairman of the program committee.

Dr. Belle Zeller and Kirtland E. King will be the main speakers. Homer E. Scase, of the Empire State Chamber of Commerce, will act as moderator.

Dr. Zeller, a nationally recognized authority on legislative procedure, is professor of political science at Brooklyn College. She is chairman of the committee on American legislatures of the American Political Science Association, and edited the 1954 American State Legislatures Report. In addition, she is the author of several articles on legislative process and pressure groups.

Mr. King is a veteran reporter, and is now chief of the United Press office in Albany. He has been reporting the activities of the New York State Legislature through several administrations with all the possible combinations of political conflicts.

In addition, there will be a speech by William Parsons, national president of the Society and administrative secretary, U. S. Department of the Treasury.

TRAINING AND DEVELOPING PUBLIC EXECUTIVES

FOUR REQUISITES for the systematic development and training of government executives are suggested by James C. Worthy, Assistant Secretary of Commerce (U. S.), writing in "Good Government."

(Continued on Page 6)

Two Groups Find Raises Still Stalled

ALBANY, Dec. 6 — Although the leaders of the State Legislature met in Albany last week, they did nothing about the matter of salary increases for employees of the Legislature and Judiciary. They did not commit themselves to refusal, but they kept putting off a final decision. Senator Austin Erwin, one of the leaders, did say that they had found "no inequities" in the pay of the two groups of employees. Some of the employees expressed anxiety lest they were being set "back" to "stall" by the leaders. Strong efforts are

being made by William Sullivan, who represents the Judiciary employees on the Board of Directors of the Civil Service Employees Association, to obtain a favorable decision on the issue.

Four More U. S. Jobs Put in Schedule C

WASHINGTON, Dec. 6 — The U. S. Civil Service Commission has put four more jobs in Schedule C, for policy-determining or confidential ones, outside the competitive civil service.

The positions are: Export-Import Bank of Washington. One private secretary to each of the three members of the Board of Directors. These jobs are new.

In the Department of Labor, Office of Information—One private secretary to the Director. This position was taken from the competitive service.

Since April, 1953, the Commission has put 1,132 jobs in Schedule C. Of these, 304 were new positions, 269 taken from the competitive service, 557 from Schedule A, and two from Schedule B.

Industrial Safety Group Holds Its Annual Party

The Quarter Century Club of the Division of Industrial Safety Service, State Department of Labor, held its annual party at the Wivel, NYC, on December 4.

Guests of honor were three retiring members, John Hofman, William Smith and John Ellrodt, and their wives.

Herman Kinstler is president of the club, Margaret M. Shields secretary.

Cavanagh Warns About Christmas Trees

"There is one thing the good people of this city should not buy for Christmas, and that is a Christmas tree for use in the home, unless they take proper precautions to prevent the tree from burning," warned NYC Fire Commissioner Edward F. Cavanagh Jr. "If they buy a Christmas tree, it should be freshly cut, kept in a pail partly filled with water, and away from an open flame."

Supported Ives; Asks Re-Appointment

The Schenectady Federation has adopted a resolution urging Governor-elect Harriman to reappoint Richard J. Carmichael to the Workmen's Compensation Board. Mr. Carmichael's term expires December 31. The move caused comment in political circles because Mr. Carmichael was one of the few AFL leaders who supported Senator Irving Ives in the recent election.

Questions answered on civil service. Address Editor, The LEADER, 87 Duane Street, New York 7, N.Y.

Current State Tests

The following State open-competitive exams are now open for receipt of applications. Candidates must be U. S. citizens and residents of New York State, unless otherwise stated.

Apply to offices of the State Civil Service Commission: Room 2301, at 370 Broadway, New York 7, N. Y.; 39 Columbia Street or State Office Building, Albany, N. Y.; or Room 212, State Office Building, Buffalo, N. Y. Applications may be obtained by mail at 39 Columbia Street, Albany. Enclose self-addressed envelope at least 9 inches wide, bearing six cents postage.

Last day to apply given at end of each notice.

STATE Open-Competitive

0291. INSTITUTION EDUCATION SUPERVISOR (VOCATIONAL), \$4,350 to \$5,460. One vacancy in State Agricultural and Industrial School, Industry. Requirements: (1) State certificate to teach shop subject; (2) six semester hours in educational administration or educational supervision; and (3) two years' experience in shop subjects (trades). Fee \$4. (Friday, December 31).

0292. SENIOR PARK ENGINEER, \$6,590 to \$8,070. One vacancy in L. I. State Park Commission. Requirements: State license to practice professional engineering and two years' experience in design and construction of parks and parkways. Fee \$5. (Friday, December 31).

0293. PARK ENGINEER, \$5,360 to \$6,640. One vacancy in Jones Beach State Parkway Authority. Requirements: (1) high school graduation or equivalent; (2) two years of park and parkways engineering experience; and (3) either (a) bachelor's degree in engineering, architecture or landscape architecture, plus one year's experience assisting in engineering, architecture or landscape architecture work, or (b) master's degree in engineering, architecture or landscape architecture, or (c) five years' experience, or (d) equivalent. Fee \$5. (Friday, December 31).

0294. JUNIOR PARK ENGINEER, \$4,350 to \$5,460. One vacancy each in L. I. State Park Commission and Finger Lakes State Park Commission. Requirements: (1) high school graduation or equivalent; and (2) either (a) bachelor's degree in engineering, architecture or landscape architecture, plus one year's experience assisting in engineering, architecture or landscape architecture, or (b) master's degree in engineering, architecture or landscape architecture, or (c) five years' experience, or (d) equivalent. Fee \$4. (Friday, December 31).

0295. SENIOR ARCHITECTURAL SPECIFICATIONS WRITER, \$6,590 to \$8,070. One vacancy in Division of Housing, NYC. Requirements: (1) high school graduation or equivalent; (2) three years' experience in preparing architectural specifications; and (3) either (a) bachelor's degree in architecture or engineering, plus one more year's experience in preparing specifications and one year in architectural or engineering work, or (b) master's degree in architecture or engineering, plus one year in type of work indicated above, or (c) five years' experience in architectural or engineering work, plus one more year's experience in preparing specifications, or (d) equivalent. Fee \$5. (Friday, December 31).

0296. ASSISTANT ARCHITECTURAL SPECIFICATIONS WRITER, \$5,360 to \$6,640. One vacancy in Department of Public Works, Albany. Requirements: same as for 0295, given above, except that requirement (2) is for one year (instead of three years) of experience in preparing architectural specifications. Fee \$5. (Friday, December 31).

0297. ASSISTANT MECHANICAL SPECIFICATIONS WRITER, \$5,360 to \$6,640. Two vacancies in Department of Public Works, Albany. Requirements: (1) high school graduation or equivalent; (2) one year's experience in preparing mechanical specifications; and (3) either (a) bachelor's degree in mechanical engineering, plus one more year's experience in preparing specifications and one

year's experience in mechanical engineering or construction, or (b) master's degree in mechanical engineering, and one year's experience in either type of work indicated above, or (c) five year's experience in mechanical engineering or construction, plus one more year's experience in preparing specifications, or (d) equivalent. Fee \$5. (Friday, December 31).

PATROLMAN CANDIDATES

The Dept. of Personnel is aiming at a Jan. 15th target date for completing the rating of the Written Test. This indicates that the Physical Test will commence not long thereafter.

Any man who does not attain the minimum qualifying mark of 70% in the Physical Test cannot be appointed!

If you feel that you have passed the Written Test you should start Physical Training without delay.

The PHYSICAL TEST Requires Unusual STRENGTH, AGILITY and ENDURANCE

Why risk failure? Train in our gymnasium under the guidance of experienced instructors. Our organization has had unequalled success in preparing Patrolman candidates for over 40 years. The gymnasium is especially equipped for **SPECIALIZED TRAINING** in all phases of the official test.

FREQUENT TRIAL EXAMS ARE GIVEN UNDER CONDITIONS SIMILAR TO THE OFFICIAL TEST.

Classes at Convenient Hours, Day or Evening

MODERATE FEE IS PAYABLE IN INSTALLMENTS

N. Y. CITY EXAM, APPROACHING FOR COURT ATTENDANT

Numerous Appointments for Men and Women in Magistrates, Municipal, City, Special Sessions and Domestic Relations Courts Entrance Salaries of \$3,425 a Year

Automatic Annual Increases to \$4,525

Exceptional Promotional Opportunities

Promotional exams for COURT CLERK positions are open only to COURT ATTENDANTS with as little as one year of service. COURT CLERK Salaries range from \$4,421 to \$7,715

High School Graduation or Equivalent Required

Passing of N. Y. State High School Equivalency Test will fully meet this requirement. Our students at no additional charge will be given special preparation for that test. Full details upon request.

NO AGE LIMIT FOR VETERANS—OTHERS 20 to 35 Yrs.

MINIMUM HEIGHT: Men - 5 Ft. 6 In. — Women - 5 Ft. 2 In.

Vision: 20/40 with Eyeglasses Permitted

Our Specialized Course Prepares for Official Exam.

Be Our Guest at a Class Session

In MANHATTAN: TUESDAY at 5:45 or 7:45 P.M.; or WED. at 1:15, 5:45 or 7:45 P.M. IN JAMAICA WEDNESDAY at 7:30 P.M.

Classes in Preparation for

N. Y. City Exam for Permanent Civil Service Positions as

AUTO MECHANICS

Salary \$5,265 a Year

Based on prevailing scale and guarantee of 250 days a year.

Our Course Prepares For the Official Written Exam

Be Our Guest at a Class Tuesday at 7:30 P.M.

Start Your Preparation Without Delay for

NEW PROMOTIONAL EXAM for

P.O. CLERK in CHARGE—FOREMAN

EXISTING REGISTERS EXPIRE JUNE 30, 1955

New Exam to Be Held Feb. 26, 1955

Our New Home Study eBook is available now and may be purchased in person or by mail. This volume has been prepared by experts in the Post Office field EXCLUSIVELY for the NEW TYPE EXAM and affords excellent study material for the topics announced in the official exam notice. **FULL PRICE ONLY**

\$7.50

NOTE: Purchasers of this book who reside in the metropolitan area will be invited to attend two special LECTURES WITHOUT CHARGE immediately preceding the date of the official exam.

BUSINESS COURSES: Stenography - Typewriting - Secretarial Color TV Servicing - Radio & TV VOCATIONAL TRAINING Repair - Drafting - Auto Mechanics

ARE OPPORTUNITIES ESCAPING YOU?

Keep informed about coming exams by filing a **CONFIDENTIAL QUESTIONNAIRE** with us giving your qualifications. We will notify you by mail without charge of approaching popular exams for which you may be eligible. Questionnaire forms mailed **FREE** or may be obtained at our office.

The DELEHANTY Institute

MANHATTAN: 115 EAST 15th STREET — GR. 2-6908

JAMAICA: 70-14 SUTPHIN BOULEVARD — JA. 6-8200

Office Hours: MON. to FRI. 9 AM to 6 PM; SAT. 9 AM to 1 PM

There Are 2 Ways To Please Your Wife Buy for Less Improve Your Dress

MEN SAVE MONEY



THIS FALL!

ABE WASSERMAN Can Give You Value!

Nationally Advertised Brand Hats

of the finest quality up to \$10

FOR ONLY

\$3.50

LATEST STYLES & COLORS

You Can Save Money at

ABE WASSERMAN

CANAL Entrance: 40 BOWERY ARCADE and 10 Elizabeth St. Opp. New Entrance to Manhattan Bk Telephone WOrth 4-0510. Take 3rd Ave. Bus or "L" to Canal St. Open Until 5:30 Every Evening. Remember, For Your Convenience OPEN SATS. 9 a.m. to 3 p.m. Also Clergymen's Black Hats at \$3.60

Visual Training

OF CANDIDATES For

PATROLMAN

HOUSING OFFICER

FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS

DR. JOHN T. FLYNN

Optometrist - Orthoptist

300 West 23rd St., N. Y. C.

By Appt. Only — WA. 9-0819

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

CIVIL SERVICE LEADER, INC.

97 Duane Street, New York 7, N. Y.

Weekend 3-6010

Jerry Finkelstein, Consulting Publisher

Maxwell Lehman, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

10c Per Copy. Subscription Price \$1.37½ to members of the Civil Service Employees Association. \$3.00 to non-members.

TUESDAY, DECEMBER 7, 1954

Top Flight Corps Proposed for Civil Service

WHAT do you think of the idea of a select corps of a thousand competitive employees, to constitute the Senior Civil Servants, who could be assigned to any department, would be paid handsomely, and even paid while they were not working, just for the protection the government gets in merely having them around?

The Hoover Commission is considering whether to recommend such a plan to the Federal government. But if it's good for U. S. employees, it's just as good for State and local government workers.

A special board would be created, to select the members of the Competitive Brain Trust (though that certainly would not be the official name) and to have full authority to assign and transfer them to any department. Only employees receiving \$9,600 and up would be eligible.

The select group, in the main, would consist of specialists, in both professional and administrative fields, all assignable to departments that find a need for them. The need may be temporary, but in some instances, as where a department is entering new fields, assignments might last indefinitely. If a department wants to set up a library, or install a modern filing and indexing system, for instance, members of the commando force would attack the problem until it was solved. There would be no intent to displace or supervise present employees, nor to create new bosses for old employees.

Time for Enlargement

Civil service administration has been growing stiff and unwieldy, and greater leeway in its administration is a likely prospect of the years immediately ahead. The basic protections to employees would remain, under the changed conditions, but new avenues would be opened to them, and means afforded for adequately rewarding outstanding skills. At present, outstanding skills bump against salary ceilings, and government employees too often bounce into private industry. The idea is to make the Competitive Brain Trust a holding operation, as well as an achievement stimulant. Thereby would be recognized the need for enlargement of opportunities at the top, for they must be enlarged there, as well as in between and down below. Civil service does not now offer to the outstanding nearly as much as it should.

As soon as admitted to the choice corps, members would receive substantial pay increases, even prior to actual assignment to duty by the board. The elect might be doing something else for the Government meanwhile, or nothing, not an obnoxious idea, because having a standby force of outstanding excellence is a valuable asset in itself, and a recognized practice in private industry. The members of the select group would have a special status, not one connected with any particular job, but one personal to themselves, because of their demonstrated knowledge and skill.

The principal motives behind the idea are to improve the workings of the Federal Government and to avoid the present loss of such a high percentage of talent to private industry. To make retention work well, the Civil Service Seniors would have to be put in a grade of their own, without any real salary limit, and the novelty introduced in the competitive service of paying a man as much as he is worth, however high his worth. While top grades now exist without tabular ceilings, there are practical ceilings to them, nevertheless, but under the new plan even these would be removed for members of the Civil Service Seniors. If the president of a small business may be worth paying \$50,000 or \$100,000 a year, why should not a competitive employee, if he holds an equally responsible job with the largest employer of all, be paid as much?

The idea is worth trying. It may provide just the stimulation civil service administration needs.

Comment

Finds Influence Still Plays Important Part

Editor, The Leader:

There is still too much use of influence in civil service, although some of it is far from political or personal. Some eligible lists result in faster appointments and promotions than others, because the department heads are closer to the Chief Executive.

In all the excitement over other civil service matters that has been engaging the attention of the press and officials, the grand project of making the exams for filling postmaster jobs really competitive seems to have been forgotten. It should be revived.

Also, we heard murmurings a few months ago about the U. S. Civil Service Commission being interested in filling supervisory jobs through promotion exams, instead of the present method of department head decision, which could be based on personal or political or merit, and it is difficult sometimes to decide on which was based.

O.F.H.

Car Allowances Called Still Too Low

Editor, The LEADER:

When public employees have to use their own private cars on public business they ought to be better compensated for such use. Standard rates are set by government, of course, but these fail to take into account the proportion of total expenses that the business trips incur. It is notorious that nobody but the owner realize what expenses his car involves. Any employer appreciates fully the extent of expenses of his own personal car, or the car owned by the business or government. A little more thoughtful realism is needed.

WILLIS C. REGARDEN
Brooklyn, N. Y.

Question, Please

I WILL HAVE 50 days' U. S. annual leave to my credit at the end of the year. May I carry them over to next year? E. V.

Answer—That depends on what your leave ceiling is. Normally, continental employees have a 30-day ceiling and overseas employees have a 45-day ceiling. However, some employees have higher ceilings on an individual basis because of a saving clause in the Leave Act. In general, this higher ceiling is the number of days the employee carried over to the 1954 leave year. If your individual ceiling is 50 days, then you can carry over that amount. If you have a lower ceiling, you can carry over only that part of the 50 days which is within your ceiling.

WHEN DOES the end of the U. S. leave year fall this year? F.C.W.

Answer—The end of the leave year is January 1, 1955. Since that is a non-work day, the end of the year for purposes of taking leave is December 31, 1954.

WHEN A NEW eligible list is established in NYC, for certification purposes, what happens to the old list? J.J.

Answer—The new list kills the old one, unless special circumstances prompt the City Civil Service Commission to have concurrent lists, with priority of appointment for one.

New Lists Will Cut Number of Provisionals

The number of provisionals in NYC on November was 9,761, an increase of 503 over the preceding month. In the Transit Authority they numbered 1,525. All figures are for jobs that are permanent, though the provisionals in them are not. Counting all jobs, the total is 11,279, an increase of 575.

Reduction in the number of provisionals will result from the pending issuance of the social investigator list. The housing caretaker list has been established, which will further reduce provisionals. The number of clerk, grade 2, provisionals was reduced materially from the November figure as the result of a hiring pool held this week.

See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U. S. policy of injecting politics into civil service.

Public Administration

(Continued from Page 5)

1. **Top Management Support.** Impetus for an executive development program must come from the heads of major operating units.

2. **Systematic Development Through Experience.** Classes and conferences are useful, but in the last analysis people grow and develop according to the kinds of experience to which they are exposed and the degree of responsibility they are required to assume.

3. **An Adequate Executive Appraisal System.** Appraisals should be the result of a combination of judgments—responsible line officials familiar with the individual's performance and a member of the personnel staff. The latter should know the members of the reserve executive group so well that he can contribute to the appraisal of which one of six or seven people would best fit into the position where a vacancy exists.

4. **Intelligent Executive Placement.** An executive development program, if it is going to be more than something of an organization chart, must be tied in with the process through which positions actually are filled.

WRITING AN ANNUAL REPORT

WHAT MAKES an annual report a prize-winner? What information should be presented? Which statistics? In what order shall departmental reports be presented? A number of suggestions have been made by the Michigan Municipal League.

Annual report planning can be made part of the regular administrative routine. Department heads can help by noting the year, items and events that would be of particular interest to local residents. By writing short paragraphs on these items or events as they occur, they can be made more interesting reading than if written six months or a year later from notes and memory. When taking pictures of public works, recreation program, improvement projects, etc., it would be a good idea to take them, or have them taken, not only for the records, but with an eye to possible use in the annual report. Many poor pictures will make a report look cluttered and confusing. But a few carefully selected, quality pictures, can make a report comprehensive and attractive.

Printed booklets and newspaper supplements are the most common types of annual reports. Municipalities sometimes do a creditable job with inexpensive, mimeographed reports, making use of cartoons, easy-to-read charts and graphs. Pictures are sometimes printed separately and inserted into the mimeographed booklet.

The list of items going into the report should be pared carefully to include only the most significant material. The writer must present the material in clear, concise language. The reader's attention will be held by a well-written, well-illustrated document.

Here is where imagination comes into play. The report must be so written as to give the average citizen a better understanding of local government or of the department. The format, whether booklet, newspaper supplement, or mimeographed job, should be convenient for reading, carrying, and filing.

"Accessory pages" include table of contents, index, financial and statistical data. This material can be presented so as to be very useful to the reader.

HUES TELL WHOSE HOSE IS WHOSE

FIREMEN in Richmond, Va., have painted their department's hose couplings with 21 different colors to help in sorting out each company's hoses after multiple-alarm fires.

Now each company has its own color. Formerly, hoses were distinguished by numbers, but these were hard to see at night. During fires calling for the aid of more than one fire company, the lines of several companies are often hooked together. The use of bright colors will make it easier to tell one company's set of hoses from another's, officials said.

Under the new system, the ends of the hoses, which used to be all red, may now turn up in such hues as French green, aqua, daffodil yellow, and ocean coral.

MAYOR HAS FOUR ALTER EGOS

WHENEVER the mayor of Tulsa, Okla., is out of town, his duties fall equally on the other commission members, the American Municipal Association reports learned.

The mayor has designated all four of his colleagues to serve as mayor pro tem. And each one of them has been assigned one six-month portion of the two-year term, during which he will serve as the city's chief executive in the absence of the mayor.

DOZING DRIVERS JOLTED BY RIBS IN ROAD

Sleepy drivers on their way to Luke Air Force Base near Phoenix, Ariz., are jolted to wakefulness when their cars travel over some rib-like ridges in the macadam surface near a dead end in the road.

The American Public Works Association says that three sets of the ruffles have been placed as safety measures in the road near an intersection where previously some drivers had smashed through a fence and ended up in an irrigation canal.

Is this an idea for the N. Y. Thruway, maybe?

National Police Elect Carton Vice President Information Manual Asked for Chapters

John E. Carton, president of the NYC Patrolmen's Benevolent Association, has been elected 1st vice president of the National Conference of Police Associations. Representatives of 130,000 members of local police associations from 40 cities in the U. S., Canada, Mexico and Hawaii chose Mr. Carton at a four-day meeting in Los Angeles.

The conference considered considered means to remedy law enforcement throughout the country and in neighboring countries.

U. S. Publishes Personnel Booklet

WASHINGTON, Dec. 6—The U. S. Civil Service Commission has published a booklet entitled "The Government Personnel System."

Designed primarily as a guide to the solution of practical problems of operation and supervision within the Federal service, the booklet is the first of its kind.

The booklet discussed job classification and other matters.

Information Manual Asked for Chapters

ALBANY, Dec. 5—A manual of information for chapters was suggested to the Board of Directors, Civil Service Employees Association, by Henry Shemin, president of the Metropolitan Conference. Mr. Shemin suggested that such a manual ought to set forth the key features of the civil service law, and retirement, and also should include sections of help to chapters on how to run meetings, and how to operate chapters efficiently.

Prize-Winner Promoted At Governors Island

Leo Meyer has been appointed program coordinating officer of First Army at Governors Island, succeeding Lieutenant Colonel L. A. Michaels, now secretary of the General Staff.

In September Mr. Meyer received an Outstanding Performance rating, and at the time of his promotion, a Superior Accomplishment award.

To help win Friends and build circulation . . .
The Civil Service Leader, by arrangement with a famous
manufacturer of dolls brings you your choice of:

TWO PHENOMENAL GIFT VALUES

made to sell for \$12.95

Yours for only \$4.43 plus 22c for handling and mailing
with two coupons from the Civil Service Leader or your
mailing label if you are a subscriber.

ALICE



Alice is the latest in beautiful dolls, with rooted hair you can comb and set. She's a big doll too — 19 inches in her stocking feet, almost two feet tall if you count the brim of her pretty picture hat. Her head is made of lifelike vinyl plastic, with cute blue eyes that close when she's asleep. And she cries "Mama" when you squeeze her. She's wearing a stunning faille dress trimmed with lace, and knit panties. Perfectly molded of latex, she can take a bath any time her little mommie wants her to. And there are two curlers to help set her hair.

ANNE



Anne is a pert little baby you'll love to cuddle. Dressed in a wooly snow suit, she's just big enough to wear Size 1 regular clothes. All of 24 inches tall, with adorable lifelike vinyl plastic head, she has eyes that open and close, cries "mama" when you spank her. Of course, Anne is made of latex throughout so that you can bathe her again and again, dress her and undress her just like a real baby. Anne is looking for a little girl to love her and give her a home.

The Leader's Lay-away Plan

Reserve Alice or Anne, or both, for Christmas giving to your favorite young lady. Send \$1 in part payment and fill in the coupon below. We will put the dolls of your choice away for you as soon as they are ready.

Box 700 — Civil Service Leader
97 Duane St., New York 7, N. Y.

Please hold ALICE ANNE for me.
I enclose \$1 in part payment. I will send balance with two coupons before Nov. 25th.

Name

Address



How To Order Your Doll

To get Alice or Anne immediately, send \$4.43 plus 22c for mailing and handling charges. (In N.Y.C. please add 12c for city sales tax). If you prefer, you may visit The Leader office after November 1 and carry off the doll of your choice.

Box 800 — Civil Service Leader
97 Duane St., New York 7, N. Y.

I enclose \$4.65 (plus two coupons or my mailing wrapper address) for which please send me: ALICE ANNE

Name

Address

*If your address is in New York City please add 12c for N.Y.C. sales tax.

*The Leader's Money Back Guarantee. If, for any reason, you are not completely satisfied with Alice or Anne, you may return the doll for a full refund.

Comparable dolls have been advertised in New York City Papers as \$12.95 value.

Battle Starts for U.S. Raise Of 10 P.C. Instead of Only 5

WASHINGTON, Dec. 6 — Employee leaders are getting ready to influence the incoming Congress to grant a raise of 10 percent or \$400, whichever is greater. Some Democratic leaders have said that a 5 percent increase is being planned by legislators, but the employees are not deterred from their higher goal; if anything, incited to work still harder to achieve it.

The Government Employees Council, AFL, is solidly behind the 10-per-cent-or-\$400 plan, for both postal and classified employees. A bill to that effect is to be introduced by Senators Olin D. Johnson (D., S. C.) and Matthew M. Neely (D., W. Va.). Who is to

introduce it in the House has not yet been decided.

It is apparent that the sentiment for a 5 percent increase is not unanimous among the Democrats. How the Republicans would vote the employees are now trying to find out. The members of the next Congress are scattered all over the U. S., since Congress is not now in session, but the AFL has locals everywhere.

Stand on Reclassification

The Council voted opposition to any reclassification plan that would deprive Congress of its authority to set wages and establish classifications. A plan that would have stripped Congress of much of that authority, regarding postal employees, died a troubled death in the last Congress. It was proposed by Postmaster General Arthur E. Summerfield, who supported it with a recommendations made by a private engineering firm. The value of surveys made by such firms is hardly recognized by the employee leaders, to say the

least. These leaders feel that recommendations always become those desired by the department that paid for the survey.

Engineers Dispute Reform Group

The Society of Architects and Engineers, NYC Board of Education, in a letter to Mayor Robert F. Wagner, says the Civil Service Reform Association is wrong in claiming that the reclassification proposed by the Personnel Department, for the engineering and architectural service, would constitute promotions without examination. The society denies the plan would give unlimited salary rights to certain persons assigned to important professional engineer positions for which they have not qualified through examination.

"They had such (unlimited salary) right under the 1942 reclassification," wrote Edward T. Kruglak, legislative representative, on behalf of the society, "and it was specifically retained thereunder."

Misunderstanding Claimed
The letter continues: "These employees reached the unlimited salary grade by promotion or open-competitive civil service examination. The possession of professional licenses granted by the State of New York is sufficient evidence of their qualification to hold the highest position in the engineering and architectural classification without further examination."

"The Civil Service Reform Association has obviously misread the proposal of the Personnel Department which clearly provides that all employees who were Grade 4 of the engineering and architectural service, at the time of the 1942 reclassification of this service, shall be entitled to be classified and allocated into the levels of engineer, architect or any other ranks above such level, without examination, provided their duties and salary warrant it and they possess the required professional licenses."

Looking Inside

Continued from Page 2

If he qualifies for the promotion job finally, he gets the higher pay of that position.

The increments earned as a provisional in State service are retained when the employee is permanently appointed, under a law formerly enacted annually, but now permanent, and the same protection exists in the Federal service, for anybody in a job that is permanent, though the employee has an "indefinite" standing personally. All in U.S. service except those whose jobs have a specific time limit of a year or less get annual increments and keep them as they rise in job category. Not so in NYC, where provisionals lose their past increments and must start all over again at the beginning pay of the job. While provisionals passed no exam, but were appointed in the absence of a competitive list, or when such a list had too few eligibles to satisfy needs, they did render service that proved acceptable, and it is cruel to take their increments away from them.

UP TO 60% OFF LIST PRICES
ON DIAMONDS, WATCHES
JEWELRY & 1,000 GIFT ITEMS
CY AGID Wholesale Jewelry Co.
Jewelry repairing and appraisals
at very low prices.

CY AGID
WHOLESALE JEWELRY CO.
175-5th Ave. (Cor. 23rd St.)
FLATIRON BUILDING, GR 5-7490

Stop Scorching Your Lungs!
Play Safe With New SMO-Kooler Holder
ONLY \$1 Post Paid



Eliminate HEAT the dangerous element in smoking. SMO-KOOLER radiates it away, giving pure, safer, cooler smoke, scientific design, attractively gold-plated. Only 3 1/2" long. Cooling effect of 12" holder. A "Must" for careful cigarette smokers. Ideal gift. Satisfaction guaranteed.

SMO-KRAFT
4002 6th Ave., Brooklyn 22, N. Y.

MAGGIE BOARD
ONLY **1.98**



MAGNETIC MEMO BOARD FOR KITCHENS
EXCELLENT XMAS GIFT

Mother's Time Saver for phone numbers, reminders, receipts, bills, etc. Comes in 3 brilliant colors — Red, Green, Yellow. Complete with Magnets, Pads, Pencil, hooks for hanging. Order now for Xmas Delivery, \$1.98.

Cash, Check, or Money Order. We Pay Postage

NAME
ADDRESS
Red () Green () Yellow () Color

4-R-COMPANY
P. O. BOX 64, CORONA, N. Y.

Embroidery PINKING SHEARS



ONLY \$1.95 postpaid. Chromium plated, precision made. Manufacturer's Christmas overstock. Guaranteed \$7.95 value or money refunded. Order by mail Lincoln Surplus Sales, Dept. 26, 1704 W. Farwell Avenue, Chicago 2, Ill.

Save Time! Space! Money!
With The Perfect Gift
For The Holiday Season
Construct Your Own Table
with ABC FOLDING legs



3 Legs make a 6 ft. Table **\$4.50**

One lock heavy steel tubing 30" high. Electric welded with support 1500 lbs. Built to last.

GOOD FOR: Outdoor, dining, train, display & work tables

COMPLETE TABLES AVAILABLE IN ALL SIZES—SEND FOR PRICES
A.B.C. METAL PRODUCTS
Dept. E
113 West 42nd St., N.Y. 36, N.Y.

This Week Special

Apex Vacuum Cleaner
Canister Type
List Price \$69.95
Now **\$34.75**

Super Chef Broil-Quick
Regular \$79.95
Now **\$44.95**

REFRIGERATORS
RADIOS
TELEVISIONS
WASHING MACHINES
RANGES
PHONOGRAPHS
AIR CONDITIONERS
DRYERS — IRONERS
VACUUM CLEANERS
TOASTERS
PRESSURE COOKERS
ROTISSERIES
STEAM IRONS
SCHICK RAZORS
HOUSEHOLD WARES
KITCHEN CABINETS
ETC.

Free Delivery in the 5 Boro

J. EIS & SONS
APPLIANCE CENTER
106-7 First Ave. (bet. 6 & 7 Sts.)
New York City
GR 5-2325-6-7-8
Closed Sat. — Open Sun.

WHY PAY MORE?
You can't buy better than
ALLSTATE
Auto Insurance

see or phone . . .

ALLSTATE
INSURANCE COMPANY

326 E. 149 ST.
CY 2-1106

A wholly-owned subsidiary of Sears, Roebuck and Co., with assets and liabilities distinct and separate from the parent company. Home office: Skokie, Illinois.

Imported Spanish GUITARS
MADE IN VALENCIA



All Hand Made with handsome inlay top. Outstanding tone quality.

\$65
Regularly \$88
Others From \$12.00

NOAH WULFE
111 W. 48 ST., N.Y.C.
JU 6-6975

MAIL YOUR GIFTS
in
JIFFY PADDED SHIPPING BAGS

No Other Packaging Protection Needed!
Ideal for shipping books, clothing, toys and other non-fragile items. Bags are thickly padded, moisture-resistant, insulated to protect contents in transit.

8 Jiffy Shipping Bags in assorted sizes plus gummed tape and labels Postpaid **\$1.00**

\$1.50 West of the Mississippi River

Send check or money order to
Jiffy Manufacturing Company
378 Florence Ave., Hillside, N. J.


WHY WATCH TELEVISION ON A POSTAGE STAMP?

When you can trade in your LITTLE OLD set FOR A LARGE 21-INCH

DuMont

and get an amazing trade-in estimate at

GRINGER



REMEMBER: GRINGER IS A VERY REASONABLE MAN!

GRINGER
Established 1918

29 First Ave., N.Y.C. bet. 1st & 2nd Sts.
GRamercy 5-0600 cor. E. 2nd St.
Open 8:30-7, Thurs. eve. 'til 9

18 TOYS FOR \$1.50



\$1.50 brings a box loaded with fun, laughs and joy . . . filled with 18 toys including a sturdy powerful telescope with a built-in compass, a spark-shooting gun, whizzing whistling jet and 15 other exciting toys . . . Order now for Xmas. No C.O.D.

Bulletin L, Box No. 283
Forest Hills, N. Y.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

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

Fragrance treasures for holiday gift-ing--the invisible accessory that will delight every woman

SUN Cosmetic Shop is one of America's leading fragrance specialists . . . Nowhere, but nowhere, will you find the selection or the values that our long experience and wide knowledge bring to you. Do come in and expose yourself to the beauty of fragrance.

Only Sun Cosmetic Shop insists on your trying before buying



EAU DE TOILETTE
et
PARFUM

From 2.50



what's
the
biggest
news
from
France?

"FEMME" EAU DE COLOGNE

BY MARCEL ROCHAS,
PARIS

Marcel Rochas' new "Eau De Cologne" presented for the first time in the United States . . . worthy companion to the costlier "Eau De Toilette". Intended for your more lavish use, yet a faithful translation of fabled "FEMME" perfume . . . lasting, exquisite, magnificently packaged.

From 3.00



Parfum et Essence de Sortilege From 2.50

LANVIN GIFT SET

ARPEGE
\$5.50*

MY SIN
\$5.00*

IT'S GALA,
IT'S ENCHANTING,
IT'S
Breathless
BY
Charbert



Tell her she's wonderful
... give her exciting
Breathless Eau de
Toilette... all dressed
up for Christmas in a
Holiday-pink angel.
Also in Fabulous Eau de
Toilette... 2 ozs., 2.00*
4 ozs., 3.50*

Perky, gold-speckled bauble to
dance merrily on her tree... holds
generous 1/4 oz. bottle of long-lasting
Essence. Choice of Breathless,
Fabulous or Consent fragrances.
A glamorous gift for only 1.00*



carven



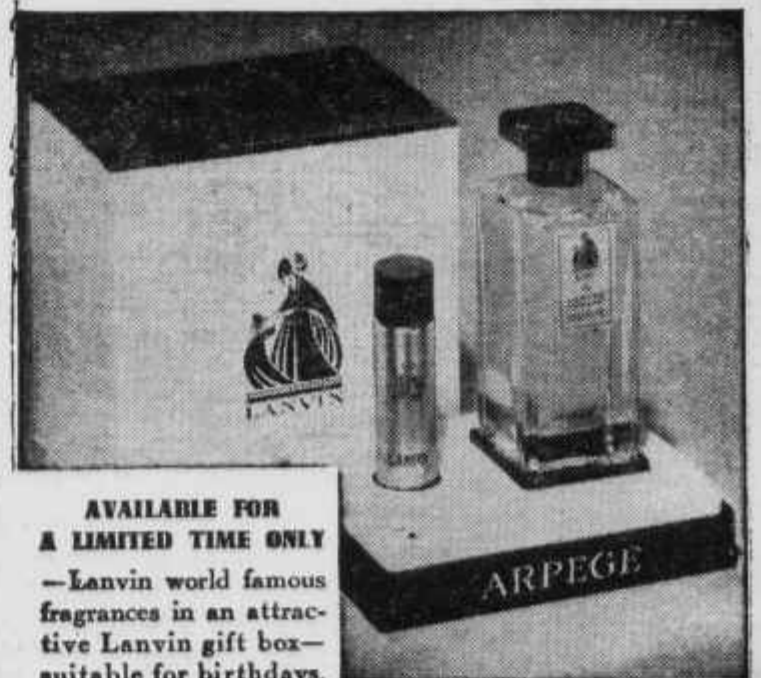
ma griffe
(ma griff)
my signature

robe d'un soir

(robe du soir)
gown of one evening

perfumes
and
eau de cologne

\$4.00 to
\$60.00 plus tax



AVAILABLE FOR
A LIMITED TIME ONLY

—Lanvin world famous
fragrances in an attrac-
tive Lanvin gift box—
suitable for birthdays,
weddings, anniversaries, weekend hostess remembrance
—certainly something you can buy now and put aside
for Christmas giving. *Plus Tax

ARPEGE

Eau de Lanvin et Parfum..... From \$3.00

SUN

COSMETIC SHOP

287 Broadway, New York — WOrth 2-0850

"Everything new under the sun"

REAL ESTATE

HOUSES — HOMES — PROPERTIES
THE BEST GIFT OF ALL — YOUR OWN HOME



LONG ISLAND

LONG ISLAND

LONG ISLAND

LONG ISLAND

BEAUTIFUL HOMES
Low Cash to Yets
JAMAICA VICINITY
Modern detached, bungalow, garage.
\$10,900.
BY ALBANS
detached, brick, 1 family, large rooms,
garage, nice location \$15,000.
Many others to choose from
MAURER REALTY
100-06 Hillside Ave. Jamaica
OL 7-6200 Open 7 Days

GOOD BUYS!
JUST REDUCED
ST. ALBANS
Was \$14,200
NOW \$12,200
Beautiful detached 9 rooms,
averaged plot, finished basement
with sumptuous bar, tree lined street, garage, near
shopping, schools and transportation. Owner leaving for
Florida. Call today.
ST. ALBANS
10 ROOMS
of everlasting success, modern
with steam heat \$11,000
\$1,000 Down
SO. OZONE PK.
6 large modern up to date
rooms, heat and many extras
a real buy at \$7,500
\$1,000 Down
ADDISLEIGH PK.
8 rooms, corner plot, modern
screens, storm, garage, lovely
neighborhood. Price
\$12,000.
\$1,000 Down
HOLLIS
2 family, 6 rooms down, 2
up, 2 baths, 2 kit, brick &
w/parl at \$11,000.
\$1,000 Down
F. B. A. & G.I.
Mortgages Arranged
Arthur Watts, Jr.
112-02 170 Place, HL Albans
JA 6-8269
9 AM to 7 PM — Sun 11 to 6 PM

G.I.'s \$500 DOWN
S. OZONE PK. \$15,500
2 family, solid brick, Hollywood
colored tile bath, wood-burning
fireplace, 3 finished rooms in
basement. Sunken living room,
English Colonial rafters, loads
of other features. Small cash.
ST. ALBANS \$12,900
1 family, 7 rooms, oil heat, 2
car garage, large plot, newly
decorated, a good buy. Act
quickly. Small cash.
SPRINGFIELD GARDENS \$10,500
1 family bungalow, modern tile
bath and kitchen, lot 40 x 100,
a steal at this price. Act quickly.
Small cash.
HOLLIS & ST. ALBANS
2 FAMILY HOMES FROM
\$12,700 UP
1 FAMILY HOMES FROM
\$10,800 UP
MANY OTHERS TO CHOOSE FROM
MALCOLM BROKERAGE
106-57 New York Blvd.
Jamaica 5, N. Y.
RE. 9-0645 — JA. 3-2716

FLORIDA
FOR RETIREMENT
Every good thing found in Florida
—from Verdant Hills to Deep,
Blue Sea. Write for proof NOW.
CHAMBER OF COMMERCE
Brooksville Florida
FURNISHED APTS.
White-Colored, 1 and 2 room
apts., beautifully furnished, kitchenettes,
bathrooms, elevators. Kinmet
Arms Apartments, 57 Herkimer
St., between Bedford and Norstrand,
near 8th Ave. and Brighton
Lines.

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

Right in the heart of Queens
INTER-RACIAL Minutes from Manhattan . . . a Suburban Retreat of Rare Charm and Beauty!

• 6 Rooms • 3 Bedrooms
• 1 1/2 Baths • Full Basement
• Storage Attic • Full Insulation
• Iron-railed rear stoop
\$13,490
MODART Homes 204th Street & 40th Road, Bayside, Queens
DIRECTIONS: Northern Blvd. to 204th St.; 1 block South to 48th Rd. and Model, OR; Northern State Parkway to Francis Lewis Blvd. exit, then North approximately 1 mile to 40th Rd., right 2 blocks to Model.

LOW CASH FOR GI'S & CIVILIANS
ST. ALBANS \$10,490 **SPRINGFIELD GARDENS \$12,490**
Fully detached 6 modern rooms, screened rear porch, outstanding value at this price. Several Desirable Unfurnished Apts. for Rent
TOWN REALTY
186-11 Merrick Blvd. Springfield Gardens, L. I.
LAurelton 7-2500 — 2501

BUYING A HOME?
CONSULT
RUBY D. WILLIAMS
Specialist in
1 & 2 FAMILY HOMES
IN QUEENS COUNTY
MOST DESIRABLE
INTER-RACIAL
AREAS
OPEN DAILY
RUBY D. WILLIAMS
116-04 MERRICK RD.
JAMAICA
LA 8-3316

IT IS NOT TOO LATE
GET SETTLED BY
CHRISTMAS
ST. ALBANS
One family brick and shingle,
6 1/2 nicely decorated rooms, plus
1 finished attic room, picturesque
kitchen, 1 1/2 modern tiled
baths, mirrored hardwood
floors, semi-finished basement,
hot water heat, oil, 2 car garage,
lovely community, tree-lined
street, near all facilities.
\$13,000
Down \$2,500
Terms Of Course
MANY GOOD BUYS
Jamaica St. Albans, So. Ozone Park
—CALL JA 6-0250
The Goodwill Realty Co.
WM. RICH
Lic. Broker Real Estate
106-12 New York Blvd., Jamaica, N.Y.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

S. OZONE PARK \$12,990
6 room ranch, 50 x 100 plot,
oil heat, beautifully landscaped.
Many extras. G. I. \$1,000.
JAMAICA PARK \$9,990
Detached, on a beautiful
landscaped oversized plot.
Oil heat. Screens and storms.
Just 2 blocks to Van Wyck
and 2 blocks to subway, bus.
A large selection of other choice homes
in all price ranges
OPEN 7 DAYS A WEEK
Mortgages and Terms Arranged
DIPPEL
115 - 43 Sutphin Blvd.
(Corner 115th Drive)
Olympic 9-8561

FOR SALE!!
LOVELY LONG ISLAND
HOMES AT PRICES TO
SUIT IN THE MOST
DESIRABLE SECTIONS.
NEW LISTINGS
DAILY
Of One and Two Family
Houses
Corner Building Lots
\$1,000 up
Stores with Apartments
Reasonably Priced
MORTGAGES ARRANGED
Listings Wanted
LEE ROY SMITH
116-04 Merrick Blvd. Jamaica L.I.
JAmaica 6-4592 LAurelton 7-6855

VACANT—ST. ALBANS
\$1,500 DOWN
2 family — 10 rooms both floors ready
for occupancy, newly decorated, 2
baths, 2 kitchens, separate entrances,
2 garages finished basement, oil heat
Excellent condition. Small carrying
charge.
CALL OL 7-1635

BELKNAPP HOMES
Springfield Gardens, New York

Solid face brick semi-attached 2 story, 1-family dwelling, 3 large bedrooms,
modern ceramic tiled baths, Hardwick 4-burner gas range, front ornamental iron
railed patio, large unfinished playroom with rear entrance, and laundry, copper
routers, 3-coat plastered walls throughout, recessed radiators, Venetian
Blinds, automatic steam heat, landscaped plot. Cash \$2,300.00 FHA and GI
mortgages.
Price **\$15,000**
150th Street and Belknapp Street
HUGO R. HEYDORN
111-10 Merrick Blvd. — Near 111th Avenue
JAmaica 6-0787 — JA. 6-0788 — JA. 6-0789
CALL FOR APPOINTMENTS TO INSPECT
Office Hours: P. A. M.—7 P. M. Mon to Sat.—Sun. 12 Noon to 6 P. M.

HOLIDAY SPECIALS!
No Cash Down G. I.
BAISLEY PARK \$8,500
2 bedrooms — 1 family
6 full rooms. Oil steam heat.
Shingled exterior. Oversized
garage. #B-90.
NO CASH DOWN
SO. OZONE PARK \$8,900
Low Cost Living
Fully detached, and shingled
5 1/2 rooms. Oil steam heat.
30 x 100 plot. Extra kitchen.
#B-34.
NO CASH DOWN
LAKEVIEW, L. I. \$9,900
3 bedrooms — 1 family
Fully detached 6 1/2 rooms.
Modern kitchen. Garage.
Needs painting. #B-75.
NO CASH DOWN
SO. OZONE PARK \$9,900
Quiet (Dead End St.)
6 1/2 rooms. Plus expansion
attic. Hot water heating system.
Home is fully detached,
with private drive-in and
garage. Owner will allow off
for painting. #B-40.
NO CASH DOWN
E-S-S-E-X
143-01 Hillside Ave.
JAMAICA, L. I.
Call for Detail Driving Directions — Open Every Day
AX. 7-7900

EXCLUSIVE HOMES in NASSAU & QUEENS
HEMPSTEAD, VALLEY STREAM, ELMONT, LYNBROOK
LINDEN MANOR: Attractive 6-room, 1-family frame, 2-car
garage, steam heat, oil unit, modern kitchen and bath, automatic
incinerator. Only **\$11,550**
ST. ALBANS: Pretty 4-bedroom detached home, spacious living
room, leather breakfast nook, modern kitchen and bath, steam
heat, oil, garage, nicely landscaped plot. **\$12,600**
Price
HEMPSTEAD: 2 1/2-Story frame and Johns-Manville shingles,
15 x 27 living room, center hall, wide staircase, 4-bedrooms on
2nd floor, plot 60 x 100, 1-car garage, steam heat, oil (1,000 gallon
tank), new gas hot water heat, near schools and transportation. Price
..... **\$14,700**
SMALL CASH AND MORTGAGES ARRANGED
ALLEN & EDWARDS
Prompt Personal Service — Open Sundays and Evenings
Olympia 8-2014 - 8-2015
Lois J. Allen Licensed Real Estate Brokers
168-18 Liberty Ave. Andrew Edwards
Jamaica, N. Y.

LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER. Be sure to read it.



Got a baby

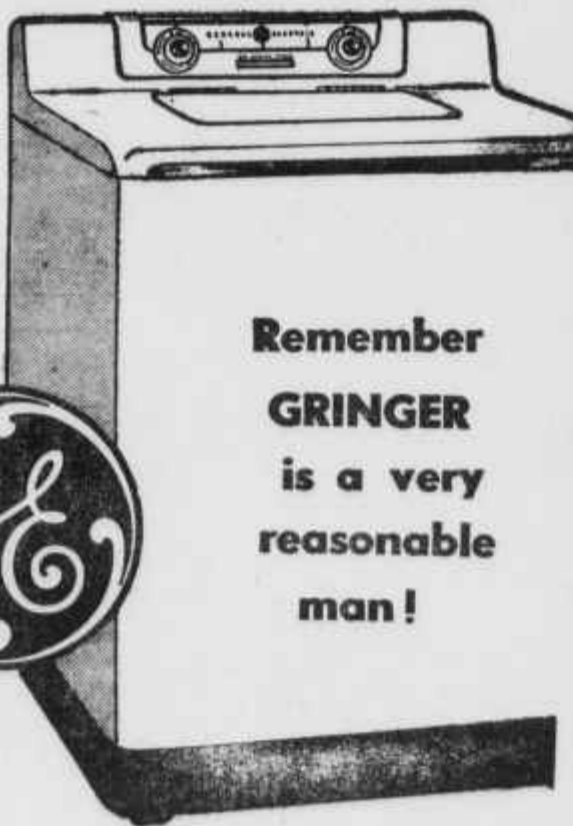
in the house?

then you GOT to get a brand new

GENERAL ELECTRIC
AUTOMATIC WASHER
at
Gringer

the guy who's GOT it waiting at a

LOW LOW PRICE



Remember
GRINGER
is a very
reasonable
man!

MAIL NOW

BIG TRADE-IN JAMBOREE

Gringer - 29 First Ave.
How much do I get for my
Make
Year
Name
Address
Phone

- Activator Agitator Action
- Lifetime Porcelain
- Water-Saver Control Tub
- High Speed Spinning
- Completely Automatic
- 5 Year Warranty on sealed-in transmission

GRINGER

Established 1918

29 First Ave., N.Y.C. bet. 1st & 2nd Sts.

GRomerCy 5-0600

Open 8:30-7, Thurs. eve 'til 9

AIR CONDITIONERS • DISHWASHERS • HARDWARE
REFRIGERATORS • RADIOS • WASHERS • TELEVISION

Men Wanted As Investigators; U.S. Jobs in NYC

The U. S. General Accounting Office is seeking investigators (general) for jobs at field offices, particularly in NYC and in Washington, D. C. There are openings throughout the country.

Starting salary ranges from \$3,410 to \$7,040 a year, depending on experience and education.

A minimum of three years' experience is required, in investigative or accounting work, in the practice of law before the courts, or in rendering counselling, negotiating, trial or hearing services primarily on international or governmental operations, controversies or fiscal matters.

Requirements Listed

Candidates for the \$4,205 jobs must have one year's experience, for \$5,060 jobs two years' experience, and for \$5,940 and \$7,040 jobs three years' experience, in investigative work which requires substantial public contact in the collection and development of facts and information, and the preparation of written reports and analyses of such data; or experience in examining or adjudication of difficult and complex claims for a governmental agency, insurance company or other business; or experience in fiscal accounting, fiscal administration, budget analysis and estimating, and procurement activities; or a combination or such experience.

College study of accountancy, law school training, possession of a certificate as a certified public accountant, or membership in the bar of a State, territory or District of Columbia, may be substituted for up to three or four years' experience.

Students who expect to meet the educational requirements by August 31, 1955, are eligible to apply.

Mobility Stressed

Only men will be hired. The positions require considerable travel, usually within a field office area; but investigators must be ready for temporary travel any-

where in the U. S., and for transfer to any field office or to Washington, D. C.

Age limits are 18 and 62, but there is no upper age limit for persons entitled to veteran preference.

Application forms may be obtained from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Mention the exam title and number, 437 (B).

Send filled-out form to the Board of U. S. Civil Service Examiners, General Accounting Office, 441 G Street NW, Washington 25, D. C. It must be received, or postmarked, not later than January 18.

APPROVED BUSINESS COURSES

KOREAN VETERANS

Receive \$110-100 a mo. day pension; or \$50-50 a mo. eve. session. Call or write Mr. Jerome, Veteran Advisor
MONROE SCHOOL OF BUSINESS
E. 177th St. & E. Tremont Av., Bx. KI 5-3090



Because You Lack A
HIGH SCHOOL DIPLOMA

You can get one at HOME in your spare time. If you are 17 or over and have left school, write for interesting booklet — tells you how!

AMERICAN SCHOOL, Eastern Office
130 W. 42nd St., N. Y. 36, N. Y.
Send me your free High School booklet.

Name Age.....
Address
City..... State.....

See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U. S. policy of injecting politics into civil service.

EQUIVALENCY HIGH SCHOOL DIPLOMA

Granted by N.Y. Board of Regents

- Coaching Course
- Begin Anytime
- Individual Attention
- Men and Women
- Small Classes

\$35 - TOTAL COST - \$35
Call or send for folder
YMCA Evening School
15 W. 63rd St., New York 23, N.Y.
ENdicott 2-8117

IBM key punch Nos. 024, 031, 010, 040; numerical, alphabetical; index lists; 40-50 hrs. Dorothy E. Kane School, 11 W. 45 St. Rm 790. WI 7-7127.

WORK FOR U.S. GOV'T! Men-Women, 18-55. Start high as \$80.00 week. Qualify NOW! 23,000 jobs open. Experience often unnecessary. Get FREE 36-page book showing jobs, salaries, requirements, sample tests. WRITE: Franklin Institute, Dept. Z-17, Rochester, N. Y.

CONVENTION & COURT REPORTING

PREPARE FOR ALL EXAMS
Interboro Institute
84 W 74 St (off Cent Pk) SU 7-1700

Sadie Brown says:

VETERANS and CIVILIANS

Can prepare for successful Business Careers, Day or Evening.
BUSINESS ADMINISTRATION EXECUTIVE SECRETARIAL
with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing, Radio and Television, etc.
ALSO

HIGH SCHOOL EQUIVALENCY DIPLOMA

Come in and see me personally. I will advise and guide you. No obligation.

COLLEGIATE BUSINESS INSTITUTE

301 Madison Ave. (52 St.) PL 5-1878

Sanitation Anchorites To Give Children's Party

The Anchor Club, Branch 39, NYC Sanitation Department, headed by Deputy Chief of Staff John B. Tyrell, will be host to 35 homeless children at Mount Loretta Home, Staten Island, on Friday, December 17.

City Exam Coming For ELECTRICIAN'S HELPER

\$14 Per Day — 3 Years Exp. Needed
FILING DEC. 1-10—EXAM MARCH 12

Intensive Preparation Outstanding Instructors

Class Meets Wednesdays at 2 P.M. Beginning Dec. 15

Write or Phone for Information

Eastern School AL 4-5029
133 2nd Ave., N.Y. 3, (at 8 St.)
Please write me free about the Electricians Helper Course.

Name
Address
Boro PL.....LI

Prepare to Pass Physical Tests for Patrolman

Expert Instructors

Required Equipment Available in specially Reserved Gym

8 a.m. to 10 p.m. Weekdays

Central YMCA

55 Hanson Pl. Brooklyn

Two minutes from all Subway Lines of Flatbush Ave. and L.I.R.R.

Phone St. 3-7000

CIVIL ENGINEER — PROMOTION
Asst. Civil, Mech'l, Electrical Engineer
Asst. Civil, Mech. Elec Engr Bldg. Const.
Jr. Civil Engr. Boiler Inspector
Supt. Bldg. Const. Insp. Carp & Masonry
Civil Engr. Draftsman Foreman-Prom
Marine Engineer Transit Exams

LICENSE PREPARATION

REFRIGERATION OPERATOR
STATIONARY ENGINEER
MASTER ELECTRICIAN

Prof. Engr. Arch. Surveyr. Portable Eng. DRAFTING—DESIGN—MATHEMATICS

MONDELL INSTITUTE

230 W. 41st St. Trib. Bldg. WI 7-2088
Branches Bronx, Bklyn & Jamaica
Over 40 years Preparing Thousands for Civil Service, Engrg. & License Exams

PATROLMAN

NEW YORK CITY POLICE DEPARTMENT

PHYSICAL CLASSES

Enroll Now!

- DAY AND EVENING SESSIONS
- SMALL GROUPS
- INDIVIDUAL INSTRUCTION
- FREE MEDICAL EXAMINATION
- FULL MEMBERSHIP PRIVILEGES

BRONX UNION Y M C A

470 East 161 Street. (3rd Ave. 'L') ME 5-7800

SCHOOL DIRECTORY

Academic and Commercial — College Preparatory

Building & Plant Management, Stationary & Custodian Engineers License Preparation

BORO HALL ACADEMY, Flatbush Ext. Cor. Fulton, Bklyn. Regents & GI Approved, UL 8-2447.

Business Schools

WASHINGTON BUSINESS INST., 2105-7th Ave. (cor. 120th St.), N.Y.C. Secretarial and civil service training. Switchboard. Moderate cost. MO 2-6086.

MONROE SCHOOL OF BUSINESS, Secretarial, Accounting, Veterans Accepted. Civil Service preparation. East 177th St. and Boston Road (BKD Chester Theatre Bldg.), Bronx KI 5-6000.

LEARN IBM KEY PUNCH— 40 to 50 hours, Dorothy Kane School, 11 W 45 St. NYC Rm 790 WI 7-7127

I. B. M. MACHINES

IBM Key Punch & Tab Training. Combination Business School, 130 West 125th St. UN 4-3170. Free Placement Service.

Prepare Now For City IBM TAB SUPERVISOR EXAM. To be held soon. Reg. Now. Daily 9 A.M. to 9 P.M. Business Machines Inst. 55th B'way. JU 2-6211.

IBM AT BMI

Secretarial

DEAKES, 154 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism. Day-Night. Write for Catalog. DE 2-4840.

Big Program Planned in Winter Sports

ALBANY, Dec. 6 — The State Department of Commerce is aiming at more than 30 big sports events in the winter.

Ski competition opens December 18 at Bear Mountain. The fifth annual metropolitan invitation ski jumping tournament will be held under lights that evening. The following afternoon, December 19, will see the tenth performance of the jumping for the Torger Tokle Memorial.

Bobsled racing on the Mt. Van Hoevenberg Run in the Adirondacks will start December 26 and continue Saturdays and Sundays until February 27.

Lake Placid begins its season with a New Year's Day jumping tournament. Jumping events will be held at Bear Mountain the following weekend, the Swedish Ski Club tournament, January 8, under lights, the Harold Nelson Memorial and Franklin D. Roosevelt Trophy events the afternoon of January 9. The New York State cross country championships will be held at Paul Smiths, January 8.

Ski Races at Pine Hill

Bear Mountain again takes the ski jumping spotlight with a tournament of the metropolitan ski clubs the evening of January 15, and the New York State championships and Harold E. Doerr Memorial the following afternoon, January 16.

The first of the ski races will be the New York-New Jersey giant slalom at Pine Hill, January 22. A combined slalom and downhill of the Syracuse alumni will be January 23 at Turin. Old Forge will hold its Covey-Pashley interscholastic meet on January 28, 29. The Norsemen Ski Club jumping tournament will be at Bear Mountain, January 30.

February's calendar opens with slalom, jumping and cross country at St. Lawrence University, February 5 and 6. Junior downhill, slalom and combined Alpine events will be held at Lake Placid February 5 and 6. The Telemark Ski Club will hold a jumping tournament at Bear Mountain, February 6. The New York State junior jumping championships at Bear Mountain will be February 12.

Carnival at Paul Smiths

The Lake Placid High School winter carnival will be held February 11 and 12. The Old Forge winter carnival and the Potsdam winter carnival will both be held February 11-13. Also that weekend, Feb. 12 to 13, the women's ski competition for the Kate Smith trophy will be held at Lake Placid. The New York State slalom championships will be held at Saranac Lake, February 13.

A winter carnival will be held at Paul Smiths, February 19 and 20. A ski jumping competition at Lake Placid is scheduled for February 21.

The St. Lawrence University winter carnival will be February 25 and 26. A downhill race at Bellemore Mountain will be February 26 and a junior giant slalom at Bellemore will be February 27. The last February event is a downhill and slalom event at Whiteface Mountain, February 27.

The New Jersey novice-junior race is set for March 6, and the Catskill downhill race, March 13, both at Highmount.

Daily Reports to Start

The New York State Ski Information Center, at 342 Madison Avenue, NYC, will start issuing reports as soon as skiable snow arrives. Skiers may phone Murray Hill 7-6850.

The daily reports will be distributed to the news wire services and other editorial sources throughout New York and neighboring states. The service is a co-operative project sponsored by the Commerce Department as part of its program to promote recreational travel.

An instruction pamphlet listing the standards and terms of the reporting service has been distributed to ski centers as part of the Commerce Department's continuing program to ensure accuracy and high standards.

A free guide to fifty ski centers, "Ski New York," may be obtained from the New York State Department of Commerce, 112 State Street, Albany 7, N. Y.

State Promotion Exams Now Open

Candidates for State promotion exams will be present, qualified employees of the department or promotion unit mentioned. Last day to apply given at end of each notice.

9140. PRINCIPAL STENOGRAPHER (Prom.), Executive Division, Department of Audit and Control, \$3,540 to \$4,490; one vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, December 31).

9141. PRINCIPAL STENOGRAPHER (Prom.), Banking Department, \$3,540 to \$4,490; one vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, December 31).

9142. PRINCIPAL STENOGRAPHER (LAW), (Prom.), New York office, Banking Department, \$3,540 to \$4,490; one vacancy. One year as senior stenographer (law) or

senior stenographer. Fee \$3. (Friday, December 31).

9143. PRINCIPAL STENOGRAPHER (Prom.), main office (including staff of Correction Commission), Department of Correction, \$3,540 to \$4,490; one vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, December 31).

9144. PRINCIPAL STENOGRAPHER (Prom.), New York office, State Insurance Fund, \$3,540 to \$4,490; one vacancy. One year as senior stenographer. Fee \$3. (Friday, December 31).

9145. PRINCIPAL STENOGRAPHER (Prom.), State Thruway Authority, \$3,540 to \$4,490; several vacancies expected. One year as senior stenographer. Fee \$3. (Friday, December 31).

9146. PRINCIPAL STENOGRAPHER (Prom.), Department of Public Works, \$3,540 to \$4,490; one vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, December 31).

9147. SENIOR CLERK (Prom.), State Bridge Authority, \$3,830; one vacancy in Poughkeepsie at Mid-Hudson Bridge. Two years in competitive class. Fee \$3. (Friday, December 31).

9148. ASSOCIATE PARK ENGINEER (Prom.), L. I. State Park Commission, \$8,090 to \$9,800; one vacancy in Jones Beach State Parkway Authority. One year as senior park engineer; State license to practice professional engineering. Fee \$5. (Friday, December 31).

9149. PARK ENGINEER (Prom.), L. I. State Park Commission, \$5,360 to \$6,640; one vacancy

expected in Jones Beach State Parkway Authority. One year as junior park engineer, junior architect or junior landscape architect. Fee \$5. (Friday, December 31).

9150. ASSISTANT SUPERINTENDENT OF OPERATION AND MAINTENANCE (CANALS), (Prom.), Department of Public Works, \$12,230 to \$14,490; one vacancy in main office at Albany. Either (a) two year as assistant district engineer, principal civil engineer, principal civil engineer (design), prin. civil engr (h'way) planning), principal building electrical engineer or principal soils engineer; or (b) four years as associate civil engineer, associate civil engineer (design), associate civil engineer (highway planning), associate building electrical engineer, associate electric engineer or associate soils engineer; and State license to practice professional engineering. Fee \$5. (Friday, December 31).

9151. SENIOR SUPERINTENDENT OF CONSTRUCTION (Prom.), Department of Public Works, \$5,360 to \$6,640; one vacancy. One year as assistant superintendent of construction. Fee \$5. (Friday, December 31).

9152. CLERK OF THE TRIAL TERM, GRADE 6 (Prom.), Surrogate's Court, New York County, \$8,095; one vacancy. Six months in position allocated to grade 5 or higher. Fee \$5. (Friday, December 31).

9153. RECORD CLERK, GRADE 6 (Prom.), Surrogate's Court, New York County, \$5,276; one vacancy. Six months in position allocated to grade 5 or higher. Fee \$5. (Friday, December 31).

9154. RECORDING CLERK, GRADE 4 (Prom.), Surrogate's Court, New York County, \$4,221 to \$4,875; one vacancy. Six months in position allocated to grade 3 or higher. Fee \$4. (Friday, December 31).

9155. PERSONNEL TECHNICIAN (PHYSICAL EXAMINATIONS), (Prom.), Department of Civil Service, \$4,130 to \$5,200. Men only. One year as junior personnel technician. Fee \$4. (Friday, December 31).

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 8)

ent." . . . Bob Smith, assistant supervisor, Unit 1, passed out cigars and candy. His lovely wife, Pat, presented him with a son . . . Bernadette Deeb, OMO, has her foot out of the cast now.

Things - we - can - do - without - Department; the window opening and closing contest that still rages hot and heavy in Unit 1 . . . the yellow slips of paper that you find under your windshield when you park in the No Parking Areas because of the fouled up conditions of the back parking lots. Fouled up because some need 1 1/2 car widths to park a car. A suggestion has been made that angle parking be used. It's said you can park more cars in a smaller space that way.

O.S.R.O. News — Dolores Henderson, claims examiner, is back at work after her recent illness . . . Jeanne Watson, typist, is now working at the Watervliet Arsenal . . . A party is to be held for Mary Superenant, claims clerk, who is going on maternity leave . . . Bob Bullis, son of Howard Bullis, manager of O.S.R.O., was home from Brown University for Thanksgiving.

The CSEA Division of Employment, Albany chapter, held the November meeting at CSEA headquarters on Elk Street, November 23. Following the dinner, Jack Blendell, associate personnel administrator, spoke on the proposed plan for a three to nine months probationary period following first promotion.

Victory Dinner dance with tackle John Hopkins at the Bellevue Stratford in Philly. Lucky girl! Lucky boy!

William Mitchell let Institute employees share his European trip via a showing of colored slides in 2 S. Lounge. Bill and a friend toured Europe by car this summer and were able to visit many spots missed by the tourist who must depend on trains and busses. His running commentary on the slides was most informative and interesting. A loyal member of P.I., he stopped in Vienna to visit the University where Freud did most of his research and where he originated the concept of psychoanalysis.

Welcome to Louise Nelsen, new member of the nursing staff. Miss Nelsen is a graduate of Orange Memorial Hospital in New Jersey. She had formerly worked at Manufacturers Trust Company of New York. After an absence of three years, she is happy to be back in NYC where she can renew old friendships and make new ones.

Good to see Mary Shea, laundry department, back at work and looking so fine after her recent illness.

Ed Scottong, who is contemplating leaving Creedmoor for a new job as transfer agent at Manhattan State Hospital.

Brooklyn State Hospital

EMIL IMPRESA, Brooklyn State Hospital, chapter president, asks all those groups who have not sent in their salary appeal reallocation to do so, as December 31st is the final date for retroactive appeals.

Barbara Sweet, membership committee chairman, reported on her committee's work. The committee's advice to non-members, "Don't be a free rider! Help yourself by strengthening your Civil Service Employees Association organization today! The Association record stands — and it lists many accomplishments for the State employee."

Rudolph Ranch, chapter treasurer, reported that Association car emblems are obtainable by members at \$1.50.

Congratulations to Eddie Boyle on becoming a great uncle.

Vacationers include Alice Slavinski, in Texas; Margaret Chapin, Mamie Sharperson, Joseph Mayer, Jack Dulbert, Joseph Sumpter, in Florida; Charles Rumsey, in Canada; Ellen De Bayeux, Charlotte Smith, Anna Johnson, Bridget Doherty, Inez Martinez.

Convalescing were Jeremiah Bullock, Pearl Robinson, Jamie Gardner, and Florence O'Reilly.

The chapter extends condolences to the families of Mr. and Mrs. T. Ringleben, Gonzales Rivera, Anastasia Stone, on their recent bereavements.

Creedmoor State Hospital

CREEDMOOR chapter, CSEA, wishes to extend its sympathy to Mrs. Georgia Stewart of the School of Nursing on the death of her husband, November 27.

Get well wishes to Edward Fleming, who is still in sick bay, and Irene Kabath, student affiliate from Flushing Hospital.

Awards Addenda

At the recent 25-year service award ceremony, there were a number of awards besides those previously reported. Leonard Bernheim, president of the Board of Visitors, presented certificates of merit and \$50 to Ellis K. Busk, head farmer; Charles C. Caton, laundry supervisor; Frederick C. Lingen, machinist, and William F. Pitz, carpenter. Mrs. John S. Groat, a member of the Board, presented the following special awards for meritorious service: \$25 and certificates of merit to Jessie E. Vivian and Thomas Neville, staff attendants; certificates of merit to Vincent J. Farrugia, Claire Hintze and Mary Sexton, staff attendants, and John J. Coultas, attendant.

Through an oversight, your reporter failed to include the name of Theresa H. Farrell on the list of 25-year pin recipients.

O.T. Sale

The O.T. Department held its annual sale of articles made by patients, and, as usual, it was a tremendous success. Congratulations to Mr. Brown, who heads the department, and all his staff.

Best wishes for much continued success go to Frank Tancredi, who leaves Creedmoor to work as chief pharmacist at Manhattan State Hospital. Frank will replace Joe who is retiring.

Congratulations to Mr. and Mrs. Dave Powers, who recently celebrated their twentieth anniversary. It couldn't happen to two nicer people.

Albion State School

THOSE able to enjoy the beautiful fall weather while vacationing were Mrs. Slack, Mrs. Lupo and Mrs. Cain, who is visiting her son in Tucson, Ariz. Virginia Di-Laura attended a regional Girl Scout conference at the Staller in Buffalo prior to spending her vacation in Cleveland. Ruby Berean is vacationing in Cleveland.

Those absent due to illness were Gertrude Andrews, Alia Benton and Mr. Wagner. Mr. and Mrs. Donald Larsen are suffering from injuries sustained in an auto accident.

Welcome to Iona Gay, new nursing staff member.

Maurice Kennedy attended a conference of institution engineers in NYC recently.

Mr. and Mrs. Roger Wakefield of Florida have been the guests of his mother, Cora Wakefield.

Mrs. Katherine Dragon has completed the civil defense project started last April.

Sympathy to Grant Beison and Albert Van Stone. They both have lost members of their families.

Psychiatric Institute

A FAREWELL party was given on his retirement to Dr. A. Ferraro, research scientist in neuropathology, author of many monographs and publications, and outstanding authority in his field. P. I. is very proud to have been associated with him for 28 years. Among those present to do him honor and wish him well were: Dr. Henry Brill, Assistant Commissioner; Dr. L. C. Kolb, director of P.I.; Dr. Harry LaBurt, director of Creedmoor; Dr. Leo O'Donnell, director of Harlem Valley; Dr. Stein, clinical director of labs. at Manhattan State; Dr. Gideon Eros, director of clinical labs. at Brooklyn State; Dr. George Gold, director of clinical labs at Willowbrook; Dr. Fred Mettler, professor of neuroanatomy at P. and S. Columbia University; and many of Dr. Ferraro's former students now associated with hospitals and universities all over the world.

His son and daughter-in-law flew in from Florida as a surprise for the occasion. Also present was his wife, Mrs. Norma Ferraro, author of the recent novel, "Few Are Chosen."

It was a wonderful party and much of the credit goes to Dr. L. Rotzin, chairman of the committee, and to Stuart Martin and Miss Kogan who made all the arrangements to make this party a memorable one. A good time was had by all. Best of luck to Dr. Ferraro.

Thanksgiving Feast

Many thanks to the Dietary Department for its hospitality and delicious food, from those of us who could not get home for Thanksgiving P. I. was happy to have as guests Mr. Kleinfeld; Dr. Godwin, museum curator, and Mrs. Godwin; and Lieut. Berkowitz, formerly of P.I., now of the U. S. Navy, stationed at Bainbridge, Md.

'Good Luck Charm'

Lois Fasso, student affiliate, was the good luck charm that decided the score at the Army-Navy game. She was smack on the 35-yard line rooting for the Navy, of course. After the game she attended the



EARN EXTRA MONEY . . . GET BETTER MARKS AT SCHOOL!

It's all explained in this NEW! FREE Booklet distributed by the Royal Typewriter Company. Just stop in and one is yours for the asking.

Learn how you can earn extra money just by typing in your spare time. It's not difficult. This booklet gives short cuts to easy typing, and tells how other people have made spare-time-typing pay off.

Remember . . . school students . . . leading educators find that typing actually improves school grades.

LIMITED SUPPLY—Get yours today at:

Municipal Employees Service

Room 428 — 15 Park Row
CO 7-5390 NYC

Furniture — Carpets
Refrigerators — TV, Radios
Washing Machines and Electrical Appliances

Calendar of Prayers for Each Day

55. Devotional prayers full of poetry, beauty and divine application for every day in the year. These prayers in poetry and prose, compiled by Elizabeth Hamill Davis, have been selected from the thinkers, hymnists, poets, writers and clergymen of the ages. This is a perpetual calendar and will cease its usefulness only when it is worn out. It carries an index so that any prayer throughout the year may be instantly found.

Nearly one hundred pages, printed in two colors, with line decorations, and twelve full pages and cover in full color.

Size 6 1/2 x 10

55. Covers in brown flexible leatherette, stamped in gold.

Send \$1 to The Leader Bookshop, 97 Duane St., New York

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

See what you get in this Glamorous New FRIGIDAIRE

Choice of white, green or yellow exterior colors!

Exciting new interior styling—In pastel colors and golden trim!

All-aluminum shelves roll out all the way!

Fully automatic defrosting in refrigerator!

10.3 Cu. Ft. Cyclamatic Imperial Model CTI-103

3 Years to Pay

Exclusive Lifetime Porcelain or Dulux exterior finish!

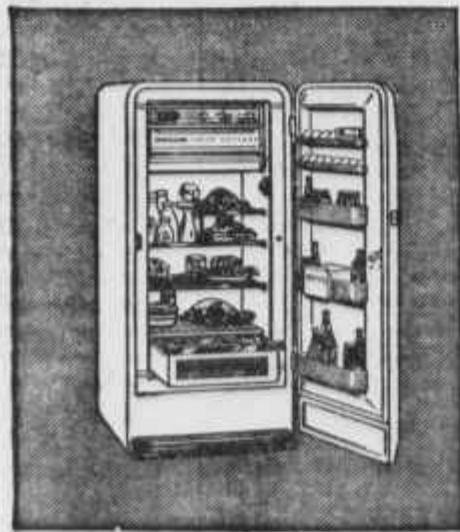
Complete Self-Service from top to bottom!

Look! New, full length—full use Pantry-Door!

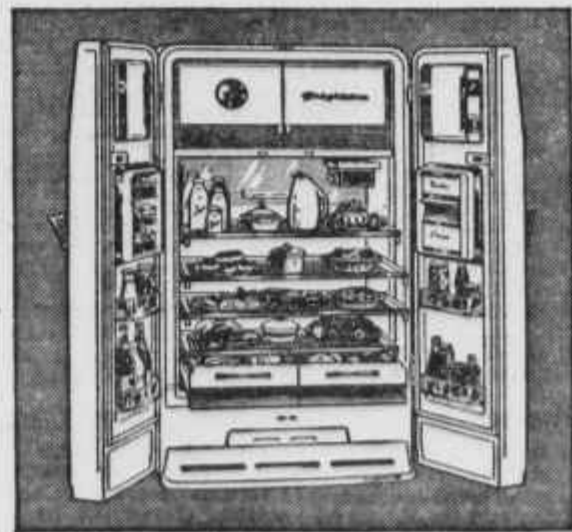
Choice of right or left-opening door—at no extra cost!

J. Eis says: Ask for Mr. Silber and get your biggest Trade-in Allowance on your old refrigerator toward a new Frigidaire.

★ BUY NOW — USE J. EIS EASY LAY-AWAY PLAN ★



New Frigidaires come in 8 sizes from this compact 7.6 cu. ft. Super Model to . . .
... this huge 2-Door 15 cu. ft. Cyclamatic Imperial!



New Color Exterior Finishes on All Models —In Dulux or Lifetime Porcelain



J. Eis & Sons • Appliance Center

105-7 FIRST AVENUE, (Bet. 6th & 7th Sts.) N. Y. C.

GR 5-2325-6-7-8

Open Daily 9 A. M. to 9 P. M. and Sundays

