

Civil Service LEADER

America's Largest Weekly for Public Employees

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Officials' Decisions on Aide Ho

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See Page 3

No Evidence That Wassaic Employees Abuse Patients, Dr. Hoch Tells Governor

ALBANY, Oct. 31—“No substantial evidence” of abuse of patients by Wassaic State School employees



DR. PAUL A. HOCH

“has been disclosed.” Dr. Paul H. Hoch has reported to Governor Harriman. Despite the overcrowded and understaffed conditions, said the State's Mental Hygiene Commissioner, “the staff and employees were found to be doing a good job. There is no question that they are sincere, conscientious men and women genuinely interested in the welfare of the children.”

Dr. Hoch had been directed by the Governor to investigate charges made by a NYC daily newspaper and by an attorney, who said he represented several former patients, that patients at the school for mentally defective children were mistreated.

The investigation of some of the allegations is still continuing, Dr. Hoch said.

Asks Increase in Staff

Among the Commissioner's recommendations: an immediate increase in ward staffing by providing overtime pay to ward attendants, and the hiring of Spanish-speaking employees to aid patients who speak little or no English.

Dr. Hoch's reports to the Governor:

In a recent series of articles, the New York Post made a number of charges of mistreatment of patients at Wassaic State School. They were chiefly concerned with the use of restraint and seclusion among male patients in one building. Similar allegations were made by Mark Lane, an attorney who has indicated that he represents several former patients.

At your direction I undertook immediately an intensive investigation. Dr. Richard V. Foster, Assistant Commissioner, made sev-

eral visits to the institution. In the course of his thorough inquiry, he questioned physicians, supervisors and all ward employees who had ever supervised these patients, and talked with other patients still in the institution who had known them. Dr. Foster obtained 73 statements under oath from staff and employees and talked with 45 patients. He also made a careful check on methods and procedures in effect in the building in question.

In addition to Dr. Foster's study of the situation, I personally visited the institution, looked into the facts and attempted to track down specific allegations of abuse of patients.

Limitations of 'Open' School

All the complaints concern a small group of semi-delinquent males who have been a source of great difficulty to the institution for some years. The management

(Continued on Page 16)

State Will Announce All Decisions on Pay Appeals at Same Time

ALBANY, Oct. 31—The State Classification and Compensation Appeals Board will not disclose decisions in the 700 salary appeal cases now before it until it has acted on all the appeals.

The Board, under the chairmanship of William Volet, met for the

first time to review the appeals.

The appeals cover thousands of State workers. Most of the appeals, if granted and approved by

the State Budget Director, are retroactive to April 1, 1954.

It was reported the Board acted on 30 cases at its initial meeting.

HARRIMAN GROUP DISCUSSES BROADER HOME RULE

ALBANY, Oct. 31—State Comptroller Arthur Levitt called together for their first meeting members of Governor Harriman's new advisory committee of State and local officers on home rule.

The committee will explore the need for broadening home rule powers.

\$2,500 to Public Works Aide; Largest State Merit Award

ALBANY, Oct. 31—Governor Harriman presented Ira H. Beaman, of Buffalo, an employee of the State Department of Public Works, with a Merit Award check for \$2,500. This is the largest single award in the history of the

State Merit Board.

Mr. Beaman designed and built a “jet type” glass bead dispenser used in painting reflectorized white lines on the State highways. Use has resulted in improved safety for drivers as well as an estimated saving to the State of some \$25,000 a year.

Mr. Beaman, motor vehicle repairman, is assigned to the District 5 storehouse and shop at Hamburg. His salary is \$4,625. He has been employed by the department since 1932. He lives in Buffalo.

Among those at the presentation were the three members of the State Merit Award Board, Dr. Frank L. Tolman, chairman; Edward Igoe, and James Sullivan. Also present were John W. Johnson, State Superintendent of Public Works; Elmer G. H. Youngmann, district engineer in charge of the Public Works office in Buffalo, and Bernard A. Lefevre, chairman of the Public Works merit award committee.

Warden Test Is on the Way

ALBANY, Oct. 31—Plans are under way to hold a promotion exam for the highest career job open to employees of the uniformed State Correction Service.

The LEADER learns that a promotion test for warden and superintendent of correction institutions is in the works. The official announcement is expected within the next six weeks.

At present, there is one vacancy to be filled, that of superintendent of the Institution for Male Defective Delinquents at Napanoch. It is filled provisionally by John Harding.

Banning of Women Approved

When the exam announcement is released, it will contain a new proviso barring women from holding the warden job in any of the male institutions.

Last week at a Civil Service Commission meeting here, a Correction Department request to rule out women holding the top spot in a male prison was approved. Women may, however, be named, as in the past, to the two institutions for women—Westfield State Farm and the Albion State Training School.



The progress made by State employees in Albany toward their Community Chest goal is reported on this huge sign opposite the State Office Building. By October 26, midway in the drive, contributions totaled \$32,000. The sign itself blew down during the freak windstorm of October 24. Signpainter was unattached at the time. The giant chart is being repaired and will rise again to record the showing of workers in various State departments in the Capital City.

Public to Get Reports On How Civil Service Works in Localities

ALBANY, Oct. 31—Reports of surveys of local civil service administration, will be considered matters of public record in the future, the State Civil Service Commission said.

State Civil Service has the responsibility for supervising operation of the merit system in the localities, and for providing staff services to local civil service commissions.

Commission President Alexander A. Falk said that after completion of a survey by his Municipal Service Division, a copy of the report will first be transmitted to the local commission. The report, together with the comments of the local commission, will then be submitted to the State Commission. It will subsequently be made public.

Legality of Firing Witnesses Who Plead 5th Amendment Challenged in Highest Court

WASHINGTON, Oct. 31—Section 903 of the NYC Charter, and related provisions of the New York State Constitution, whereby a public employee who refuses to testify before an official body authorized to conduct an investigation forfeits his office or position, is before the United States Supreme Court, on the question of constitutionality.

Harry Slochower, dismissed as assistant professor, Brooklyn College, after 27 years' service, refused to tell a Senate subcommittee whether he was a Communist in 1940 and 1941, but affirmed he had not been one since.

He pleaded the Fifth Amendment of the Federal Constitution, which provides that a witness can not be compelled to testify against himself.

Daniel T. Scannell, executive assistant to NYC Corporation Counsel Peter Campbell Brown, defended the legality of the charter provision on the ground that the statute required nothing more than cooperation by an employee in any properly constituted investigation, which was the least that could be expected of an employee.

Ephraim S. London, attorney for Mr. Slochower, said the statute is subversive of the Federal Constitution. He called the Charter section arbitrary and unreasonable, and said it attempted to deny to an employee the very safeguard that the Federal Constitution provided. He said NYC's position makes it dishonorable or indecent for anybody to plead the Fifth Amendment.

Mr. Slochower was not accused of subversion. He was dismissed, without a hearing, because of refusal to answer a question. Had he been accused of incompetence or misfeasance, he would have been entitled by law to a hearing.

Mr. London argued that if the object was to root Communism out of the City's schools, there is a State law, upheld by the U.S.

Supreme Court, under which that can be done.

Justices Ask Questions

Associate Justice Hugo L. Black asked Mr. Scannell if the United States Supreme Court ever has sustained any State or local statute that deprived a person of something guaranteed to him by the Federal Constitution. Mr. Scannell replied that the Court has held many times that constitutional privileges are not absolute rights. His point was that, although a witness may plead the Fifth Amendment, and, for the purpose for which that amendment was enacted, relieved of the necessity for testifying as to particular matters concerning himself, that fact did not abrogate his responsibility to his employer to be frank, honest, open, and aboveboard.

Mr. Scannell conceded that it is probably the first time the question has been presented to the United States Supreme Court.

Pleading the Fifth Amendment, Mr. Scannell admitted, constitutes a practical resignation, under the Charter provision.

The Fifth Amendment, commented Chief Justice Earl Warren, protects the innocent, as well as the guilty.

"Do you believe that a claim of privilege can be consistent with innocence?" asked the Chief Justice.

Link of a Chain

"It could be," replied Mr. Scannell. "But you can't shut off the inference that would normally flow from such a claim. We do not say there is a clear inference of guilt when an employee pleads the Fifth Amendment, but his pleading it does presuppose that his answer, if given, would have provided a link in a chain of evidence that might lead to his conviction."

Associate Justice Felix Frankfurter asked if the figurative effect of the Charter provision is "that it cuts off an employee's head," and Mr. London, who felt the question was addressed to him, answered that the effect was exactly as Justice Frankfurter described it.

Justice Frankfurter commented that the Board of Higher Education had not inquired into Mr. Slochower's political activities in 1940 and 1941, and that in those years the Communist Party had a legal standing in New York State, its emblem was printed on the ballot, as were the names of its candidates for public office.

Like a Retroactive Law

"This Court has decided," Justice Frankfurter recalled, "that in 1941 it was not subversive to be a member of the Communist Party, which at that time was a perfectly legal party; mere membership, in itself, is not evidence of subversion."

Justice Black said giving a disqualifying effect to Communist Party membership that existed in 1940 or 1941 would be the same as that of a law holding that such membership bars a person for life from holding a public job in the State or one of the localities. Such a law would be invalid, Mr. Scannell agreed.

In a brief submitted to the Supreme Court, the City argued that invoking the Fifth Amendment permits of only two inferences—the witness was guilty of a crime, or he is committing perjury. In the oral argument he did not press that point.

The Court reserved decision.



Joseph Pagano, for 10 years the editor-in-chief of the State Labor Department's news magazine, Industrial Bulletin, receives a leather-bound volume of the publication from Lottye Lipscomb, representing fellow workers in the public relations department. Mr. Pagano, who resigned from State service to establish his own industrial relations organization, was presented with 10 embossed volumes, each containing issues of the magazine published during his tenure.

Overseas Jobs Covered in as Competitive

WASHINGTON, Oct. 31—President Eisenhower having signed the necessary order, 20,000 U.S. employees in overseas jobs are now in the competitive service. Except for 200 who work for the Department of the Interior, and four other agencies, in Guam and other Pacific islands, all are employees of the Army, Navy or Air Force.

The jobs were formerly in Schedule A, under which the department head has discretionary power of appointment. Hereafter the vacancies will be filled through competitive exams.

Many of those who just acquired competitive status also got into the preferred "career," or top job-security, group. Some of these had permanent status in previous U.S. jobs, and were permitted to retain or rather recapture it.

Opportunity for Others

As for the others, they will have the same opportunity to attain permanency, or career status, as is provided generally. They must have three years' Federal service, at least, and be recommended by their agencies. If they are not on an eligible roster they may have to pass a closed exam.

Overseas jobs held by non-citizens are not included. Many thousands of foreign nationals hold such jobs. While their positions also will be taken out of Schedule A, they will be put in the group of jobs known as "excepted" ones, that is, civil service rules will not apply to them.

A new type of employment, "overseas limited," is included in the order. It covers Americans who live abroad and are hired to work there for a limited period.

NYC Seeks List of Architects

Mayor Robert F. Wagner has requested a list of architects qualified for receiving municipal appointments, actually contracts. The list, an annual affair, will be used during 1956. Appointments are not subject to the Civil Service Law.

A committee will choose the eligibles. Chairman is Geoffrey Platt, members are Kenneth W. Milnes and Harold W. Sleeper, with Guerno Salerni as alternate.

Applicants should send to the Personnel Department, 96 Duane Street, New York 7, N.Y., for a questionnaire, fill it out, and return it. The last date for receipt of filled-out questionnaires is Thursday, November 10.

Reform Group Urges Non-Partisan for State Civil Service Post

The Civil Service Reform Association has urged Governor Harriman to fill the vacancy in the State Civil Service Commission with someone "more conscious of his responsibility for non-partisan service to all the people rather than concern for obligations to a political party."

Charles Burlingham, president, and William Dean Embree, chairman, stressed the importance of a strong nonpolitical personnel agency, fortified by the backing of the Executive and the cooperation of other State departments.

"The modern civil service commission," said the association officials, "should be expected to assume the initiative in lifting the civil service to a level high enough to offer a worthwhile career to the best talent. It should have responsibility for establishing the pattern for personnel management from the initial recruiting to separation from service."

The vacancy on the Commission was caused by the resignation of Oscar M. Taylor.

MODERN PUBLIC ADMINISTRATION

Safety Belts to Protect Firemen on Way to Blame

TO LESSEN THE DANGERS of death or injury among its men, the Chicago, Ill., fire department is equipping its car and fire trucks with safety belts.

Within the next six months, 1,400 belts will be installed on department vehicles at a cost of about \$10 apiece. First installations are already being made on Chicago's 55 hook and ladder trucks.

Belts will be supplied for the man, known as the tiller, whose post is to steer the rear of the truck and for the driver and the man who sits beside the driver.

Three deaths last year might have been avoided if the victims had been protected by safety belts, officials said. One tiller was killed when he was thrown from a hook and ladder truck, and two men died when they were thrown from pumper trucks.

State Employee Group Plans Chanukah Event

The Association of Jewish State Employees will hold a Chanukah dinner-dance December 15 at the French Roumanian Restaurant, NYC.

President Morris Gimpelson named Ben Kramer committee chairman, assisted by Samuel Reader, co-chairman, Edna Carlin, Al Grey, Ruth Warshaw and Lola Aaront. Additional information on the event may be obtained from Mr. Kramer, Room 260, 80 Centre Street.

Deputy Commissioner Morris V. Solomon of the Motor Vehicle Bureau addressed the last meeting of the association. At that meeting, Mr. Gimpelson announced those who will assist in the membership drive in the various departments: Pearl Freeman and Henry Zagorin, State Insurance Fund; Betty Frank, Workmen's Compensation; Murray Nadler, Secretary of State; Milton Chasin, Herman Alpert, Alexander Engelman and Edward Deutsch, Labor, and Jane Rothstein, 270 Broadway.

ANIMAL CARETAKER LIST

Six of the 11 candidates qualified for senior laboratory animal caretaker, the State Civil Service Department reports. Ralph W. Sherman of Clarksville heads the open-competitive roster.

Questions answered on civil service. Address Editor, The LEADER, 107 Duane Street, New York 7, N.Y.

Mental Association Changes Name But Not Its Objectives

The Association for Improvement of Mental Health is the new name of the organization formerly known as the Association for Improvement of Mental Hospitals.

The association conducts a variety of programs looking toward improved treatment for mental ills, including the purposes and effects of new drugs. Recently Dr. Etta G. Bird, staff psychologist, Manhattan State Hospital, at a meeting at 1710 Broadway, NYU, discussed the new drugs.

The association hailed the announcement by Deputy Commissioner Arthur W. Pense, State Department of Mental Hygiene, made in a letter to David N. Fields, president, that non-citizen patients would be assessed on the same basis as citizens, according to a family's means. Now non-citizens no longer are classified as public charges.

Herzstein Recovering From Heart Ailment

LONG BEACH, Oct. 31—Harold L. Herzstein, attorney for the Civil Service Employees Association in the metropolitan area, expects to be back at his desk on December 1.

"I feel just fine," he said, "and that's the doctor's verdict, too."

The regional counsel suffered a heart attack September 4. He has been recuperating at home ever since his release from the hospital.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Officials' Delay Costs Employee Her Promotion

ALBANY, Oct. 31—A State employee, whose job is reclassified to the next higher title in the same promotion series, cannot be legally appointed to the higher title from an "expired" promotion list.

That is the ruling of Attorney General Jacob K. Javits in a formal opinion to Alexander A. Falk, President of the State Civil Service Commission.

Behind the opinion is the story of a State Insurance Fund employee whose job was reclassified by Civil Service. Before the Budget Director approved the move, the promotion list for the higher job expired.

Hard Luck Pursues Her

The employee lost out on the promotion because of the delay by officials in approving the reclassification.

The employee had to take a second promotion test, but this time she failed.

Wrote Mr. Javits: "Since the eligible list here involved had expired prior to the actual reclassification of the position, I am of the opinion that the incumbent of the position in question cannot legally be appointed from the said expired eligible list on a permanent basis to the reclassified title of her position."



VIRGINIA LEATHM

CSEA's social chairman is still receiving compliments on the fine task she and committee members performed during the recent annual meeting in Albany.

Young Expert Ran Parlay on Aged on Only a Shoestring

ALBANY, Oct. 31—Philip M. Kaiser, special assistant to Governor Harriman on problems of the aging, is something of a magician. He was able to plan and stage the statewide conference on problems of the aging in Albany on a shoestring budget.

It was estimated the three-day meeting, attended by 400 persons, cost \$10,000, including charges for months of preparation.

The fact the conference wasn't more costly is attributed to the Kaiser formula under which the Governor's youthful assistant on the aging virtually begged and borrowed the talents and materials for the conference.

Volunteers Aid Regular Staff

The Kaiser staff of three full-time employees wasn't expanded in preparing for the conference except on a voluntary basis. Through an interdepartmental committee, State employees from other agencies were donated for work on the conference.

The special conference staff included volunteers from Education, Labor and Civil Service Departments. Handling publicity were Dr. Vivienne Anderson of Education and St. Clair Bourne of the Labor Department. Miss Elizabeth Staley of Civil Service took over as a conference manager.

Among the volunteers were Labor Department specialists Joseph P. Graham and John F. Dowling, and a Public Works secretary, Mrs. Sylvia Tracey.

The work of many State employees and outside consultants went into the preparation of committee reports for the conference. The research was a joint effort of various State agencies, plus the work of many experts in the field. Colleges, Private Groups Help Out

Volunteers, both State and private, mimeographed the hundreds of pages of materials that were handed delegates as the background for conference sessions.

To get the professional and technical assistance in staging the conference, Mr. Kaiser went to non-governmental experts from colleges and private agencies to work on special reports.

The consultants were paid \$60 a day for a maximum of six days, which conference officials de-



PHILIP M. KAISER

His penny wise, pound wise technique was demonstrated by low cost of conducting recent Governor's Conference on Problems of the Aging. Mr. Kaiser is a special assistant to Governor Harriman.

scribed as merely a token salary for weeks and months of effort.

Members of the interdepartmental "task force" that worked in advance of the conference included: Albert Abrams, Joint Legislative Committee on Problems of the Aging; Dr. Walter E. Book, Health; Dr. John Bourke, Joint Hospital Survey and Planning Commission; Dr. I. J. Brightman, Social Welfare.

Mary Cassidy, Workmen's Compensation Board; Mrs. Marguerite Coleman, Labor; Charles Dubar, Insurance; Gladys Fisher, Social Welfare; Mrs. K. V. Fitzgerald, Commerce; Hyman M. Forstener, Mental Hygiene.

Dr. Karl Kaffenberger, Vocational Rehabilitation; Dr. Morton L. Levin, Health; Edward D. Meacham, Civil Service; Rowland J. Dulling, Adult Education; Mrs. Henrietta Rabe, Education.

Dr. Frank W. Reynolds, Health; Donald Mouson, Housing; Dr. Edwin R. Vankleeck, Education; Eleanor Walsh, Social Welfare.

Miss Staley, conference manager, also is a member of the committee as a representative of the Civil Service Department.

TV Story of Government in Action Would Tell Employees' Tale, Also

DURING THE PAST WEEK, the daily papers in New York City have been carrying the story of a proposed television program which would present the story of how New York City government works, what it does, and the reasons for its complexity. Millions of people would be able to see their government in action. The portrayal of its activities will, if properly presented, create an awareness of the multiplicity of services which the City affords, and it cannot help to make the impression that government is no easy or simple thing.

It will create a better responsiveness on the part of the citizen to the problems of the public employee. It will present the civil servant as real live entities of flesh and blood, and not sterile or functionless titles. It will serve to gain for the public employee the earned recognition of his capacities, and help to minimize the too-often and too-ready caustic comment on his abilities and efficiency.

The State and local governments of New York would do well to carefully watch the NYC experiment and investigate the possibilities of portraying in live shows its own activities. It is true that there is in operation at the moment, a tremendous and effective campaign to sell New York State as a vacation and industrial site, but there is lacking a program which shows the government actually at work. Individual departments and units of government have from time to time attempted to do this. Through exhibitions, through motion picture, through literature, radio and television, they have tried to outline the variety of services which the State affords to its citizens. Most of these are special programs geared to special audiences. They are at best sporadic and fitted to a particular occasion, and thereby lack the punch and power of a series.

It would be money well spent, if the State governmental officials would present, through the medium of television, the variety of employments and the effectiveness of the public service. Millions of people would then see their government in action, and for many their attitudes towards the government and its employees would be changed for the better.

Membership Committees Of CSEA Chapters in Central Conference Area

The following continues publication of the membership committees of Civil Service Employee Association chapters in the Central Conference area. Unusual success is reported by several chapters in recruiting new members, as well as renewals by present members.

Public Works District #2. Francis M. Allison, President. Raymond F. Bathke, Chairman; Jay Carn-cross, Office; Andrew Ditton, Office; William Weimer, Office; Harry Brown, Canal Office; E. W. Perry, Highway Shop; William P. Muller, Highway Shop; P. J. Donnelly, Oneida East Office; Joseph O'Brien, Oneida West Office; Gustave Bergens, Fulton County Office; Fitzhugh Vogan, Hamilton County Office; Robert Kirn, Herkimer County Office; Llewellyn Jones, Morrisville Storehouse; Franklin Jones, Oneida Storehouse; Louetta Keller, Montgomery County Office.

Ray Brook. Francis J. Hockey, President. Mrs. Marguerite Sweeney, Chairman (Director of Nurses); Dr. Norman Shefrin, Medical; Mary Stark, Business Office, Storehouse, Watchmen; Frank Ratigan, Laboratory, X-ray, Social Worker, Dental, Pharmacy, Education and Occupational Therapist; Ruth Goodwin, Medical Records and Switchboard; Mrs. Stella Perry, Laundry; Chris Oberst, Engineering and Maintenance; Mrs. Loretta Bala, Nurses Main Building; Ralph Plumley, Nurses Infirmary Building; Charles Dowe, Dietary Infirmary Building; Olin Sweet, Dietary Main Building; Mrs. Agnes Dora, House-keeping; Clyde Perry, Grounds.

St. Lawrence State Hospital. Fred Kotz, President. Helen Dil-cox, Chairman; Everett Crowell, Pharmacy and Staff; Harriett Dodge, Offices and Switchboard; Rose King, Housekeepers; Margaret Putney, Dining Rooms; William Woods, School of Nursing; Lera Middlemiss, Southwood; Charles Mitchell, Central Hospital-West; Eldred Edgerton, Cen-

tral Hospital-East; Leon Haley, Letchworth; Fred Erwin, Recreation Offices; Stanley Hobbs, Bakery and Kitchens; Howard Raymo, Laundry; Irene Cunningham, Occupational Therapy; William Reh-ome, Shops; Dorothy Graveline, Pritchard Pavilion; Elizabeth Rocky, Social Service; Margaret Creighton, Flower Building; Robert Kinch, Farm and Garden; portation.

Syracuse State School. Fred J. Krumman, President. F. Thoma, P. Munn, Robert Selleck, Miss M. Potter, Miss J. Dankow, Miss H. Herriam, Mrs. R. Slawon, L. Jones, Alfred Morris, Charles Ecker, Gladys Holmquist, Betty Smith, Mrs. F. Snyder, Mrs. S. McCann, Mrs. M. Sullivan.

Utica. Edwin T. Smith, President. Alexander Sadlik, Chairman, Tax Department; Marie Derby, Div. of Employment; Ines Traversa, Dept. of Labor; Angela Cardinal, Dept. of Health.

Utica State Hospital. Margaret M. Fenk, President. Betty Bogert, Chairman; Rose McKenna, Adm. Center; Edith H. Fenk, O. T. Dept.; Helen Blust, Laboratory; Margaret Crossman, Walcott; William Dutcher, Garage; Vera Walsh, Business Office, Power Plant, Elec. Shop, Plumbers and Safety Dept. Joseph Maxwell, Joseph Umstetter, Business Office, Power Plant, Elec. Shop Plumber and Safety Dept.; Edward Prendergast, Hilda Bailey and Arthur Ewing.

Kitchens and Dining Rooms: Arthur Ewing and James P. Higgins, North Side; Helen Murphy and Katherine V. Gilson, South Side; Kathryn Gilloren, Hutchings Hall; Dorothy DePledge, Laundry; Dr. Margaret Freund, Staff; Albert Lemke, Print Shop; Carl Zeh and Charles Greene, Carpenter Shop, Masons, Mat and Shoe Shop; Harriet Seidel, Storehouse, Clothing Clerk, Sewing Room; David Currier, Grounds—Paint Paint Shop; Loretta Cadogan, Staff House, Dixhurst, Fairfield; Jennie Carroll, Dunham Hall; June Scheler, Ward Services; Vally Durr and Hilda McGuire,

Brigham Building; Martha Pre-dergast, Brigham Building-Recep-tion-Women; Albert Dixon, Jr., Brigham Building-Reception-Men; Marguerite Boehlert, Brigham Building - Medical - Surgical - Women; Gerald T. Miner, Brigham Building - Medical - Surgi-ham Building - Medical - Surgical-Men.

Eastern Unit-Barge Canal. Harold Hunter, President. Harold Hunter, Chairman, Fort Miller; Wesley Neary, Canal Shop, Water-ford; Clyde Pizer, St. Johnsville.

Champlain Unit-Barge Canal. T. Brian Daly, President. Howard Hilfinger, 19 New Pruyn St., Glens Falls, N. Y., Chairman; Douglas Lee, Thompson, N. Y.

Cortland State Teachers Col-lege. James M. Savage, President. Alice Thurber; Raymond Pisk; Fred Holloway; Floyd Thomas; Ruth Dowd; John W. Benedick; Gustave B. Timmel; Dorothy Greenman; Clifford Collins.

Onondaga Sanatorium. Ivan J. Stoodley, President and Chairman. Barbara Hayes; Michael Nami-shia; Georgena Kohles; Monoe Roddy; Mabel Wrench; Howard Straub; Peter Streiff; Elizabeth Matterson; Lillian Galvin; Bern-ard Thiebert.

Fort Stanwix. Irma M. German, President. Dr. Wilhelm Strauss and Dr. Alex Panloff, Executive, Medical, Technical and Dental; Nellie Wojans and Mary Barry, Offices; Bernice Nieman, Mildred (Continued on Page 16)



Irving Flaumenbaum (left), president of Nassau chapter, Civil Service Employees Association, congratulates John Goldbach on his election as president of the Town of Hempstead Unit, CSEA.

Text of Law Concerning Political Contributions

David P. Rogers, president, Onondaga chapter, Civil Service Employees Association, suggested, in a letter to the LEADER that the provision of the Civil Service Law relating to political contributions, be published. The text of the provision follows:

"Section 26. Political Assessments Prohibited. No officer, agent, clerk or employee under the government of the State of New York or any civil division or city thereof shall, directly or indirectly, use his authority or official influence to compel or induce any other officer, clerk, agent or employee under said government, or any civil division or city thereof, to pay or promise to pay any political assessment, subscription or contribution. Every said officer, agent, clerk or employee who may have charge or control in any building, office or room occupied for any purpose of said government, or any said division or city thereof, is hereby authorized to

prohibit the entry of any person, and he shall not knowingly permit any person to enter the same for the purpose of therein making, collecting, receiving or giving notice of any political assessment, subscription or contribution; and no person shall enter or remain in any said office, building or room, or send or direct any letter or other writing thereto, for the purpose of giving notice of, demanding or collecting a political assessment, nor shall any person therein give notice of, demand, collect or receive any such assessment, subscription or contribution; and no person shall prepare or make out, or take any part in preparing or making out any political assessment, subscription or contribution with the intent that the same shall be sent or presented to or collected of any officer, agent or employee subject to the provisions of this chapter, under the government of the state of New York, or that of any civil di-

SLA Names Gambino As Associate Counsel

Salvatore T. Gambino of Peekskill was sworn in last week as associate counsel of the State Liquor Authority. He succeeds W. Hoppen of NYC, who recently resigned.

From 1948 to 1953, Mr. Gambino served as special assistant to the U.S. Attorney General in charge of the Lands Division, Southern District of New York, and recently has served the City of Peekskill, successively, as Corporation Counsel, Police Justice, City Judge, Civil Service Commissioner and Water Commissioner.

vision or city thereof, and no person shall knowingly send or present any political assessment, subscription or contribution to or request its payment of any said officer, agent or employee. Any person who shall be guilty of violating any provision of this section shall be deemed guilty of a misdemeanor."

Levitt Calls For a Census; It Means Jobs

MONSEY, Oct. 31—The holding of a special State population census in 1956 was recommended by State Comptroller Arthur Levitt. He addressed the Rockland County Democrats at the Monsey Park Hotel. He listed the three important purposes:

1. It would help fast-growing suburban communities to obtain a more equitable share of the per capita grant of State aid for general governmental purposes, which at present is based on outdated 1950 population figures.
2. It would help the schools and other public services in their planning of building facilities and other future needs.
3. It would help business and industry to adjust their activities to basic population shifts.

A census would require the hiring of thousands of temporary employees.

DINNER WILL HONOR JUSTICE MYLES PAIGE

Special Sessions Court Justice Myles A. Paige will be guest of honor at a testimonial dinner, sponsored by the Alpha Phi Alpha Fraternity, at the Hotel St. George, Brooklyn, on Sunday, November 6.

Governor Harriman, NYC officials, fellow jurists and civic leaders will be among those honoring the senior Negro jurist among 11 currently serving NYC courts.

Roy Wilkins of the NAACP will be principal speaker.

Dr. John Edward Lowry is dinner chairman.

DINETTE SPECIALS

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

Human Side Of the Tax Dept.

Comings and Goings

SOME 28 EMPLOYEES have joined the State Tax Department ranks within the past week, including 14 new file clerks.

Those winning appointments as file clerks are: Ruth M. Kainer, Averill Park; Anthony J. Maio, Ronald J. Devine, Daniel C. Lawlor, Erma A. Colley, James E. McGrath, Camille R. Pollet, Margaret E. Cole and Robert H. Joyce, Albany; Margaret E. Markham, Waterford; Anna Marie Smith, Duaneburg; Donald L. Quinn, Coxsackie; William E. Gatzendorfer Jr., Troy; George T. Drake, Brooklyn.

As the new employees joined the department, it was learned one Tax official was preparing to resign. He is Robert W. Christie of Schenectady, who has been serving as director of inspection at \$7,528.

From unofficial but reliable sources, it was reported Elmer Lane of Albany, and a department employee, was in line for the Christie post. Mr. Lane now is a damages evaluator.

Among the new staffers are four mail and supply helpers: George H. Goguen, Albany; Donald G. Saxby, Schenectady; Ernest Catalano, Brooklyn, and George Stapleton, Albany.

Newly-appointed clerks are Pearl Reinhardt, Brooklyn; Phillip M. Trimble, Watervliet; John G. Taylor, Rensselaer; Marcia A. Beebe, Albany; Joseph P. Sirchia, Amsterdam, and Helena A. Jones, Albany.

Two typists have been added in Albany tax offices. They are Elizabeth Leitch, Albany, and Herbert A. Cooke, Potter Hollow. Annette A. Boehlke, Hannacroix, has joined the tax administration bureau as a stenographer. And Robert B. Howard of Albany is a new messenger for the Motor Vehicle Bureau.

One roster card has been withdrawn for the State Income Tax Bureau. Bertha E. Kelly of Albany will retire from her clerical post, effective November 30.

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During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

BUT in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately owned school which helps many pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U.S. Civil Service jobs fill out and mail the coupon at once, TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Rush to me, entirely free of charge (1) a full description of U.S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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Coupon is valuable. Use it before you mislay it.

CORRECTION CORNER

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

BY JACK SOLOD

This Is a Political Job?

SO YOU HAVE DREAMED of getting a top job in State service? Sit back, smoke a big cigar and worry about nothing? Oh boy, have you got the wrong number!

During the recent meeting of the CSEA in Albany, I had occasion to drop in to visit an old friend, Judge Daniel Gutman, counsel to Governor Harriman.

This office moves with a cool, quiet, efficient and backbreaking pace. Telephone calls from all over the State with instant decisions to be made. Meetings, hearings all over the State, today New York City, tomorrow Plattsburgh, the day after Buffalo, and most of these meetings come after a full day's work has been done. It is the usual thing to work until 4 or 5 P.M., then go 200 miles for a hearing on State business. While the chauffeur is driving, the back seat of the car is the office, and work is being accomplished all the time. I have been told that during the first six months of the new Administration this routine was continued seven days a week without a day off in all that time. Even the girls in the office work at a quiet breakneck speed, as if they had a deadline to meet. Lunch? A tray is brought in, about 15 minutes to eat and work, work again. Meetings with the Governor and his cabinet, power hearings, transportation hearings, dock hearings, legal opinions, and a constant stream of unbelievable activity.

New York State is fortunate to have a man with the ability of Judge Gutman in this important position. I hope he never gets ulcers. To you fellows who are still dreaming, wake up, the bigger the job the harder they work.

The Mental Hygiene delegates were very well organized at the CSEA meeting; because of this they carried some vital points. . . . Southern Conference, CSEA, elected three vice presidents to statewide office, and in celebration gave a wonderful party at the DeWitt Clinton Hotel. . . . First time that Correction has elected anyone to statewide office. . . . Has anyone in the institutions used Section 470 for disability retirement? . . . Tension and constant strain in the prisons have resulted in four "mental" cases. Everyone watching closely to see what happens to these men. One case is now in court. These tragedies are never considered when pay grades and retirement pensions are set. . . . One of the nice things in Correction is the open door policy of the Commissioners. . . . To start working 40 hours a week in April, 1946, Correction will need about 400 men. Mental Hygiene about 4,000 more employees. Are exams being set up? Will new lists be available? Is anything being done to recruit this help? Are you kidding? Figure the rest for yourself.

10 to Get Awards from League Dec. 2

WASHINGTON, Oct. 31—The National Civil Service League will honor 10 members of the Federal service at a dinner at the Sheraton Park Hotel on Friday, December 2. Thomas E. Dewey, Republican, former Governor of New York, and Senator Olin D. Johnston, Democrat, chairman of the Senate Post Office and Civil Ser-

vice Committee, will speak. The Career Service Award winners were selected from among more than 100 nominations from 32 government departments and agencies. The program is part of the League's campaign to increase the prestige of public service. Names of the winners have not yet been announced.



HENRY J. McFARLAND
The State Civil Service Department's Director of Municipal Personnel Service won the Public Personnel Award. Presentation was made on behalf of the Governor's Committee on Employ the Physically Handicapped.

Labor Dept. Honors 34 for Long Service

Pins commemorating the completion of 20 and 25 years' State service were presented to 34 Labor Department employees by Industrial Commissioner Isador Lubin.

Those who received 25-year service pins: Helen Benson, Nelson Carter, Hazel Downey, Howard Hubbard, Abraham Massed, Irving Miller and Marie Reilly, all of the Division of Employment; Frederick Cahoon, Helena Grimm and Joseph Kennedy, Board of Standards and Appeals, and Edward McGrath, Division of Industrial Safety Service.

Honored for 20 years' service were Division of Employment aides Catherine Aussem, Edith Avery, Frank Blum, Helen Poland, Alfred Green, Ralph Gordon, Kathryn Hammill, Clara Howard, Ruth Jordan, Milton Livingston, Samuel Miller, William O'Toole, Lillian Pindar, Lena Wallace, George P. Wilkes and Ella Wright.

Also, Leona Corcoran, John Dwyer and Robert Sutherland, Division of Industrial Safety Service; Stephen Davis and Ernest Lanoue, Board of Mediation; Daniel Hogarty, Board of Standards and Appeals, and Catherine Lallman, Labor Relations Board.

Veterinarian's Pay Increased by U.S.

WASHINGTON, Oct. 31—The U.S. Civil Service Commission authorized all Federal agencies to increase the starting salaries of grade GS-7 professional veterinarians from \$4,930 year a to \$5,200. Veterinarians already employed at this grade will receive a minimum of \$5,200.

The Commission acted under legislation authorizing Federal recruitment at above-minimum rates for particular jobs in areas in which the Federal Government is at a competitive disadvantage with private industry.

MISS SMITH IS STATE LIST FOR UNDERWRITING CLERK

Audrey V. Smith of Syracuse is the lone eligible on the State's senior clerk (underwriting) list, which resulted from the open-competitive exam held September 24. There had been three candidates.

Fine REAL ESTATE buys. See Page 11.

Typist-Steno Exam Opens in NYC Next Month

Applications for jobs as typist and stenographer will be received in December, said the NYC Personnel Department, instead of this month, as originally planned.

The State Employment Service office at 1 East 19th Street will aid in the recruitment.

The starting pay is \$2,750, a new high for the NYC government.

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Applications Open This Thurs., Nov. 3 for BOTH PATROLMAN and POLICEWOMAN

Official Written Exams Are Scheduled for January 28th

Importance of SPECIALIZED Preparation

14,710 participated in the exam for PATROLMAN—BUT ONLY 2,449 NAMES APPEARED ON THE FINAL ELIGIBLE LIST! Likewise, 934 took the last exam for POLICEWOMAN—BUT ONLY 114 ATTAINED A PLACE ON THE ELIGIBLE LIST! Over 80% of Those on Each List Were Delahanty Students!

You Are NOT Required to Be a High School Graduate in Order to Compete in These Exams!

Not until the time of actual appointment (at least a year after the Written Exams are held), will those who are not High School graduates be required to have an EQUIVALENCY DIPLOMA, which is the legal equivalent of graduation from a four year High School course.

This requirement should not disturb those who have not graduated from High School because an Equivalency Diploma may be had without ever attending High School for even a single day.

Candidates will have plenty of time after the written phase of these exams have been held to prepare for the equivalency exam which is given at regular intervals.

Our students for Patrolman and Policewoman will be given WITHOUT ADDITIONAL CHARGE our special course of preparation for the equivalency exam which we conduct for all Civil Service exams requiring an equivalency diploma.

Attend Classes for Patrolman or Policewoman in Manhattan or Jamaica at Convenient Hours — Day or Evening

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Applications Open Fri. Nov. 4th for N.Y.C. Exam for ASST. GARDENER — \$62.50 a Week to Start

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George Bauscher (left) and Joseph Jasinski stand next to their wives at a dinner marking the retirement of the pair. Fellow-employees at Rockland State Hospital presented filled bouquets, and Emil Bollman, for the Civil Service Employees Association, presented Association pins.

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TUESDAY, NOVEMBER 1, 1955

Social Security Benefits Loom for Public Workers

There is substantial agreement among ranking executives, and legislative leaders as well, that public retirement systems should be integrated with Social Security, and therefore it is foregone that such result will be accomplished.

Measures to that end will receive early attention when Congress reconvenes, while the State Legislature will receive a report from the State Pension Commission, giving the all-important information on what the project would cost employer and employee.

Naturally there will be some jockeying for political advantage, as Republicans and Democrats move toward the realization of objectives set forth in recommendations of the Federal committee headed by H. Eliot Kaplan.

President Eisenhower favors optional integration; so do Governor Harriman, and Mayor Wagner of NYC. A pre-legislative meeting of State Republicans indorsed it, as did a joint statement by State Democratic leaders in the Legislature. The NYC administration will assuredly fall in line.

Strong Opposition Is Certain

The advantages of integration are principally the survivorship and increased insurance benefits.

Public employee systems are innocent of survivorship benefits, except those for which the insured pays directly, by sharing the benefit with wife or other co-beneficiary. The life insurance benefits under public employee systems are meagre, and need reinforcement. While one pension will not be added to the other, and additional benefits provided besides, there would be an improvement that would prevent the economic plight of children and aged left without means of support. Also, Social Security coverage is transferrable. If one changes his employer, he does not forfeit his pension, as in public systems, with minor exceptions of shifts from one to the other, in working for New York State or NYC, and the vested pension rights under the U. S. Civil Service Employees Retirement System.

By no means will integration receive united support. Policemen, firemen, postal groups, and teachers are among the organizations that have no use for it whatever, and may be expected to oppose it not only strenuously but bitterly. However, the proposed amendments would permit pension groups to decide to accept Social Security coverage, and not "inflict" it on any group, while specifically excluding policemen and firemen unless they spontaneously petition to be included.

It is difficult to see how the opposition, no matter how strong, could possibly prevent the accomplishment of the much-needed improvement.

Commission Put on Spot By Civil Service Inquiry

With a subcommittee of the Senate investigating civil service generally, the U.S. Civil Service Commission is on the spot.

Some aspects of Federal civil service have been so obviously wrong and bad, that the subcommittee will not lack for ammunition. The executive order that required political clearance as a condition for filling Federal competitive jobs paying \$18,200 or more, known as "Jobs for Republicans," certainly will be underscored by a committee headed by a Democrat and which has a Democratic majority. The dual role Philip Young occupies as Chairman of the U.S. Civil Service Commission, and as personnel adviser to the President, and as liaison officer in dealing

LETTERS TO THE EDITOR

OBJECTS TO TEST HELD DURING VACATION PERIOD

Editor, The LEADER:

An exam for regular school clerk, and another for substitute school clerk was held by NYC. Those who passed the first series were called to a much-postponed mimeograph test. That test was held this year during the vacation period. Now, whatever induced NYC to hold such a test when most of the candidates would be on vacation, and thus would lose all opportunity to get the job for which they strove so hard? NYC said that one had to show up for the test, or else.

Others are in the same fix that I am—their families had prearranged vacations allotted to members, naturally the vacations of other employees were involved in the schedule, which schedule could not be upset. It is most unfair to deny us a test, now, just as it was unfair to deny us an opportunity of taking a test before the regular one, because we were about to go on vacation.

Those who have been injured by this policy should band together to obtain redress.

CANDIDATE

FACULTY MEMBERS SEEK PAY GAINS

Editor, The LEADER:

Chapters of the Civil Service Employees Association in various colleges of the State University have recruited faculty members, too.

Faculty members are much concerned over salary increments, which are very irregularly distributed.

Salaries are a sore point with teachers in the State University system. An assistant professor's salary of \$3,250 in 1907 would have to be raised to \$12,284 in 1955 to maintain the same purchasing power. State University salaries are nowhere near this equivalent figure.

PROFESSOR

COMPLAINT AGAINST REIMBURSEMENT STOPPAGE

Editor, The LEADER:

The situation regarding commutation reimbursement of psychiatric social workers is different than what you set forth in the Mental Hygiene Memo, issue of October 25.

All the psychiatric social workers in Rockland State Hospital for instance, live in the City. They had to make three trips a week to the hospital. For these trips they were reimbursed.

Now they are required to make five visits to the hospital, and for none of these are they to be reimbursed. That is basis of their complaint.

STATE EMPLOYEE

with departments on matters including patronage, will surely be covered completely.

Little Chance to Escape

Naturally there will be political overtones, even though the non-political and non-partisan James R. Watson is executive director of the subcommittee's staff. The chairman, Senator Olin D. Johnston, can be relied on to contribute the overtones. Mr. Watson, hired by him, can hardly stop him.

The Commission's position is not enviable. It must not expect to emerge in a blaze of glory. The best it can do is to break even, which rarely happens. In human affairs, enough goes wrong, enough false moves are made, to feed investigators with more fuel than they need. About all that the Commission can expect is that, since it has quite a list of laudable acts to its credit, it will emerge as only a small loser.

Also, the Commission should remember that in politics, as in love and war, the world admires a good loser.

TIME OFF

Man in the Conservation Department reports a pretty young woman partook of the following conversation last week:

"I came here, Doctor," she explained "to find out just what's wrong with me."

The doctor nodded. "Three things. You don't eat enough. You use too much make-up. And there's something wrong with your eyes. My sign outside says 'Veterinarian.'"

Young man met young girl loaded with charm and good attributes. He was delighted when she invited him to her apartment for a home-cooked meal.

They entered a swank building and rode in a plush elevator to the top floor. The girl talked of homey things all the way up and laughed gaily as she pushed open the apartment door.

To his utter amazement, the young man spotted a dead horse lying in the living room.

"Well?" said the girl defiantly, "I didn't say I was neat, did I?"

Every old board handling salary appeals
Consists quite completely of nothing but heels
Unless it gets right on its toes and says Yes
To all bids for more, and won't settle for less.

One friend reported to another: "John's been expelled from the Republican Party."

"Why?"

"He made a political speech but failed to mention Lincoln."

The Queen of Sheba was quite plump,
And so was Cleopatra,
But I prefer to hear the voice
Of skinny Frank Sinatra.

1. What does the following quotation signify: "Unaccustomed as I am to public speaking?"

2. What one person is most interested in what a speaker is about to say?

3. What act of extreme caution should a speaker perform who is about to tell a joke?

4. What do most perpetrators of long speeches actually have to say?

5. How many persons invariably hold an audience spellbound?

TENTATIVE KEY ANSWERS

1. A professional orator's boast that he is going to bowl you over with his eloquence.

2. The speaker himself.

3. To remember the point before he starts, not after he sits down.

4. Nothing.

5. Only one—you.

Schaffer Sees Inspiration In a Government Job, Finds Employee Morale at Its Peak

Robert H. Schaffer, Postmaster of the New York post office, praised the nation's civil service workers as alert, ambitious, intelligent—and hard-working.

He wrote an article published in the November issue of "Success Unlimited," magazine of the Napoleon Hill Institute, Chicago.

During 21 years in government work, Mr. Schaffer said, he has developed an intense admiration for Federal civil servants as a splendid segment of America.

"What could be more inspiring," he asked, "than knowing that you are actively helping to run the biggest business in the world, that of the government of the United States?"

"A job in Federal civil service holds, I believe, as much possibility of advancement, personal achievement, monetary reward and daily interest as any job in private industry, plus three bonuses: job security, worker protection in the form of pensions, vacations and sick benefits, and—not to be minimized—real inspiration."

There is also, Mr. Schaffer said, the same opportunity in civil service as in private business to develop along specialized lines, and become an acknowledged authority.

Moreover, he said, advancement cannot be stifled "by the man ahead of you." Advancement comes automatically to those who qualify, he observed.

Morale 'Exceptionally High'

"Civil service morale in all branches is exceptionally high," he said. "The false picture of the past—the sour, embittered, gray-haired, stoop-shouldered old government employee—is not true.

"In all branches of civil service you will find a spirit of optimism and hope, of working together for a better America."

FIRE ST. GEORGE GROUP TO PRAY FOR DEAD

The annual memorial service of the St. George Association, NYC Fire Department, will be held Sunday, November 6, at 8 P.M., at St. Thomas Protestant Episcopal Church, Bushwick Avenue and Cooper Street, Brooklyn.

The Fire Department Glee Club will participate. Refreshments will be served later at the parish house.

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of your family at home...at his own private office...at your medical group center and at hospitals.

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NEW YORK STATE JOB OPENINGS

STATE

Open-Competitive

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 indicated. Apply to offices of the State Civil Service Department, in NYC, Albany and Buffalo, until the date indicated at the end of each notice

2157. SENIOR CIVIL ENGINEER (TRAFFIC), \$6,590 to \$8,070; one vacancy in Albany. Requirements: State engineering license and two years' experience in traffic engineering. Fee \$5. (Monday, November 14).

2158. RAILROAD EQUIPMENT INSPECTOR, \$4,350 to \$5,450; one vacancy in Albany. Requirements: (1) high school graduation; and (2) either (a) five years' experience in locomotive work, or (b) bachelor's degree in mechanical engineering and one year's experience, or (c) equivalent. Fee \$4. (Monday, November 14).

2159. RAILROAD EQUIPMENT INSPECTOR (ELECTRIC), \$4,350 to \$5,450; one vacancy in NYC. Requirements: (1) high school graduation; and (2) either (a) five years' experience in locomotive work, or (b) bachelor's degree in mechanical or electrical engineering and one year's experience, or (c) equivalent. Fee \$4. (Monday, November 14).

2160. RAILROAD INSPECTOR, \$3,920 to \$4,950; one vacancy in Albany. Requirements: either (a) four years' experience in railroad work, or (b) two years of such experience and two years in field investigations, or (c) equivalent. Fee \$3. (Monday, November 14).

2161. MOTOR VEHICLE IN-

6 NYC Tests to Be Continuously Open

Receipt of application on a continuous basis has been approved by the NYC Personnel Department for six exams. The exams, their serial numbers and month for holding the test, follow: 7648, alphabetic key punch operator (Remington Rand), December, 1955; Exam No. 7649, tabulator operator, December, 1955; 7650, NCR 2000 payroll operator, February, 1956; 7651, NCR 3100 operator, April, 1956; 7652, Burroughs 7200 operator, April, 1956, and 7653, Burroughs 7800 operator, April, 1956.

The exams have been approved for advertising.

SPECTOR, \$3,920 to \$4,950; one vacancy in Buffalo. Requirements: (1) high school or vocational school graduation; and (2) five years' experience in repair, assembling, mechanical inspection or supervision of general maintenance of buses or heavy-duty trucks. Fee \$3. (Monday, November 14).

2162. MOTOR CARRIER INVESTIGATOR, \$3,730 to \$4,720. Requirements: (1) high school graduation; (2) two years' experience with common carrier, shipper or regulatory agency; and (3) either (a) two more years of such experience, or (b) two years in field investigative work, or (c) bachelor's degree, or (d) equivalent. Fee \$3. (Monday, November 14).

2163. TRANSPORTATION SERVICE INSPECTOR, \$3,540 to \$4,490; one vacancy each in NYC and Buffalo. Requirements: (1) high school graduation; (2) two years' experience in passenger transportation; and (3) either (a) two more years of such experience, or (b) two years' experience involving regular contact with the public, or (c) equivalent. Fee \$3. (Monday, November 14).

2164. ASSISTANT ADMINISTRATIVE SUPERVISOR OF MACHINE ACCOUNTING, \$5,090 to \$6,320; one vacancy in NYC. Requirements: either (a) seven years' experience in establishing and maintaining financial, credit, insurance, collection or tax records, including use of mechanical tabulating equipment, including two years in supervisory capacity; or (b) college graduation with specialization in accounting or business administration, plus three years' appropriate experience, or (c) equivalent. Fee \$5. (Monday, November 14).

2165. ASSISTANT ACCOUNTANT, \$4,130 to \$5,200; Requirements: (1) one year's paid experience in accounting or auditing; and (2) either (a) three more years' experience, or (b) bachelor's degree and one more year's experience, or (c) bachelor's de-

gree with 24 credits in accounting, or (d) equivalent. Fee \$4. (Monday, November 14).

2166. ASSISTANT ACCOUNTANT (PUBLIC SERVICE), \$4,130 to \$5,200. Requirements: same as No. 2165, above. Fee \$4. (Monday, November 14).

2167. SENIOR CLERK (INTERPRETING SPANISH), First, Second and Tenth Judicial Districts, \$2,870 to \$3,700; one vacancy each in Brooklyn and Lower Manhattan. Open only to residents of NYC, Nassau or Suffolk counties. Requirements: (1) ability to read, write and speak Spanish and English; and (2) either (a) two years of business experience, or (b) one year of business experience and high school graduation or equivalent. Fee \$2. (Monday, November 14).

2168. JUNIOR PHOTOGRAPHER, \$3,020 to \$3,80; one vacancy each at Middletown and Rockland State Hospitals. Requirements: either (a) one year's experience in commercial photography, or (b) two years' experience in home photography, including taking, developing and printing photographs, and using and maintaining dark (Continued on Page 9)

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John J. Hyland Manager

Parking Meter Test Nov. 10

The written test in the NYC parking meter collector exam will be held in seven high schools on Saturday, November 10.

The applicants totalled 14,567. While not all will show up for the test, candidates are wondering where all the jobs are for the large list that of eligibles that's bound to results. The notice of examination gave the total present vacancies as 15.

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WERBEL GIVES COURSE IN RESIDENTIAL APPRAISAL

A course in residential appraisal is being given by Werbel Institute, West Hempstead, N.Y., starting on Wednesday, November 2. Instructors will deliver 15 hours of lectures. The course will consist of Wednesday night periods. The class will meet on the second floor of Broncho Charlie's restaurant, Montauk Highway, Oakdale.

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DINNER WILL HONOR HAINS, SHIPSEY

Present and former members of the New York County District Attorney's Office will honor Captain Fred W. Hains and Bill Shipsey on their promotions. A dinner, sponsored by the Association of Retired Detectives, will be held November 10 at 7:30 U.M. at the Grand Street Boys Club, NYC.

William H. O'Shea is president of the association.

Where to Apply for Public Jobs

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

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

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

Empire State Scrapbook by Tick


JAMES FENIMORE COOPER
BORN SEPT. 15, 1789, COOPER, SPENT HIS BOYHOOD ON THE EDGE OF THE FRONTIER AT COOPERSTOWN, N.Y., THERE ACQUIRING BACKGROUND FOR HIS FAMOUS LEATHER STOCKING TALES... HIS SEAFARING STORY THE PILOT WAS THE FIRST BOOK WRITTEN IN AMERICA ABOUT THE SEA... ALTHOUGH HE WAS 30 BEFORE HE WROTE HIS FIRST NOVEL, COOPER WON A LASTING REPUTATION IN AMERICA AND EUROPE... MUCH OF HIS WORK WAS TRANSLATED INTO TURKISH, PERSIAN AND EGYPTIAN.....


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STOP BY AND SEE
HOW EASY IT IS
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NEW CAR.....


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SOME HOME
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NEW YORK STATE JOB OPENINGS

(Continued from Page 5)
room equipment, or (c) equivalent. Fee \$3. (Monday, November 14).

2169. SENIOR PHYSICIAN, \$7,300 to \$8,890; one vacancy at Albion State School. Requirements: (1) State license to practice medicine; (2) medical school graduation and completion of internship; and (3) two years of general practice. Fee \$5. (Monday, November 14).

2170. BACTERIOLOGIST, \$4,130 to \$5,200; one vacancy each in Buffalo and Freeport. Requirements: (1) bachelor's degree with 18 credits in biological sciences; and (2) one year of laboratory experience in bacteriology; and (3) either (a) one more year of such experience, or (b) one year of graduate work in biological sciences, or (c) equivalent. Fee \$4. (Monday, November 14).

2171. JUNIOR SCIENTIST (ANATOMY), \$4,130 to \$5,200; one vacancy each in Syracuse and Brooklyn. Requirements: (1) bachelor's degree in biological sciences or chemistry; (2) one year's experience in histochemistry, cytology or histology; and (3) either (a) two more years of such experience, or (b) one more year of such experience and master's degree in biological sciences of chemistry. Fee \$4. (Monday, November 14).

2172. HISTOLOGY TECHNICIAN, \$3,020 to \$3,880; four vacancies in NYC, three in Brooklyn, five in Buffalo. Requirements: either (a) two years' experience preparing tissue specimens for microscopic examination, and high school graduation or equivalent; or (b) completion of approved course in histology and one year's experience in histology or neuropathology laboratory, or (c) equivalent. Fee \$3. (Monday, November 14).

2173. CONSULTANT ON CHILD DETENTION CARE, \$5,090 to \$6,320; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate study in social work school; (2) either (a) four years of paid social work experience, including two years in children's court or child-caring institution and two years in supervisory capacity, or (b) equivalent. Fee \$5. (Monday, November 14).

2174. SENIOR POLICE EXAMINER, \$5,090 to \$6,320. (Monday, November 14).

STATE Promotion

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

1148. SENIOR PHYSICIAN

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Board Votes Funds For Scowman Raise

Final authorization for new pay scales to 39 NYC scowmen came October 20 when the Board of Estimate approved a budgetary transfer of funds.

The employees, who waived prevailing rate rights under the Labor Law, will receive \$4,000 a year through December 31; \$4,125 from January 1, 1956 to June 30, 1956; \$4,375 from July 1, 1956 to December 31, 1956, and \$4,625 in 1957.

(Prom.), Department of Correction, \$7,300 to \$8,890; one vacancy in Albion State School. One year as physician. Fee \$5. (Monday, November 14).

1149. BACTERIOLOGIST (Prom.), Division of Laboratories and Research, Department of Health, \$4,130 to \$5,200; one vacancy in Buffalo. One year as junior bacteriologist. Fee \$4. (Monday, November 14).

1150. CHIEF CLERK (MOTOR VEHICLES) (Prom.), Tax and Finance, \$5,640 to \$6,970; one vacancy in Albany. One year in clerical position now allocated to grade 15 or higher. Fee \$5. (Monday, November 14).

1151. ASSISTANT ACCOUNTANT (Prom.), interdepartmental, \$4,130 to \$5,200. To fill jobs as assistant accountant, assistant auditor, and examiner of municipal affairs. Employed on or before September 10, 1955, as junior accountant, junior auditor, junior examiner of State expenditures, junior tax examiner payroll, auditor or

MEDICAL SOCIAL WORKER TEST DELETED BY NYC

The open-competitive exam for assistant medical social worker has been deleted from the November filing series, the NYC Personnel Department reports. The test, No. 7565, had been scheduled to re-open for a third filing period.

payroll examiner. Fee \$4. (Monday, November 14).

1152. SENIOR ACCOUNTANT (PUBLIC SERVICE) (Prom.), Department of Public Service, \$5,090 to \$6,320. One year as assistant accountant (public service). Fee \$5. (Monday, November 14).

1153. ASSISTANT ACCOUNTANT (PUBLIC SERVICE) (Prom.), Public Service, \$4,130 to \$5,200; vacancies in Albany, NYC and Buffalo. Three months as junior accountant. Fee \$4. (Monday, November 14).

1154. ASSISTANT DIRECTOR OF THE STATE TRAFFIC COMMISSION (Prom.), Tax and Finance, \$7,300 to \$8,890; one vacancy in Albany. One year as senior civil engineer (traffic) or two years as assistant civil engineer (traffic) or assistant civil engineer. Candidates must have State professional engineering license by November 14. Fee \$5. (Monday, November 14).

1155. HEAD CLERK (SURROGATE) (Prom.), Queens County Office, Tax and Finance, \$4,350 to \$5,460; one vacancy. Two years as senior clerk (surrogate) or in position allocated to grade B-1 or higher. Fee \$4. (Monday, November 14).

Crooks Heads State Engineer Aide List

ALBANY, Oct. 31 — Edward J. Crooks of College Point heads the 172-name State list for junior engineering aide, \$2,720 to \$3,520 a year. The non-disabled veteran earned 101.65, including 5 added points.

Arthur M. Santora of Jackson Heights is second; David H. Frederick, Oriskany, third; Donald C. O'Connor, East Northport, fourth, and Donald M. Horan, Buffalo, fifth. All earned 98.30 without benefits of veteran credits.

A total of 556 had filed applications for the written test, held July 9.

COUNTY AND VILLAGE Open-Competitive

The following exams with counties and their subdivisions are open only to residents of the locality, unless otherwise indicated. Apply to offices of the State Civil Service Department, unless another address is given. Last day to apply at end of each notice.

2563. INTERMEDIATE SOCIAL CASE WORKER (CHILD WELFARE), Westchester County, \$3,320 to \$4,240. Open to all qualified State residents. (Monday, November 14).

2564. SOCIAL CASE WORKER (PUBLIC ASSISTANCE), Westchester County, \$3,320 to \$4,240. Open to all qualified State residents. (Monday, November 14).

Pay Announced In State Series Of 'College' Tests

The State's college series of exams opens for receipt of applications on Monday, November 7. Starting then, college seniors and graduates may obtain application blanks at State Civil Service Department offices in NYC, Albany and Buffalo.

Starting pay for professional and technical assistant ranges from \$3,360 to \$3,729, depending on the specialty one seeks. The specialties include agriculture, administration, biology, chemistry, economics, law, library, science, mathematics, physics, psychology, public health and statistics.

For those who qualify for public administration intern, for which a test is held in conjunction with the college series, pay starts at \$4,280.

Accounting assistants earn \$3,360 to \$3,500 to start, depending on the specific State job to which they are assigned.

DRIVER JOBS OPEN

Tractor-trailer drivers are needed for duty in Washington, D.C. at \$2,955 a year. Apply to the U.S. Civil Service Commission, Washington 25, D.C.

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If you are one of the thousands who do not have a high school diploma — if you had to quit school to go to work or into the Armed Forces — or if you are foreign-born and never had a chance to attend school at all — here's the opportunity you've been waiting for! Whether you've ever attended High School or not — you can now get a HIGH SCHOOL EQUIVALENCY DIPLOMA in a few short weeks — without going to any classes!



And what a difference a diploma makes in your life! It means you can apply for countless good jobs that are now closed to you... thousands upon thousands of Civil Service Jobs! If you want to earn more money by learning a new trade or vocation, you find that most vocational schools want students with diplomas! And — more and more — private employers are demanding high school diplomas before they will even interview you! So make up your mind now to get that diploma! Add \$20, \$30, \$50 a week to your pay check... by qualifying for a high-salary job that requires a high school diploma!

How To Get Your Diploma Without Going to High School!

In New York State, the State Department of Education allows anyone who is over 21 not now attending High School, and who satisfactorily passes a series of 5 examinations a High School Equivalency Diploma. But you must pass the first time or you will have to wait another year before you can take the test again! And if you fail the second time, you do not get another chance! So you see, it's vitally important to pass the first time! But your State does not wait for you for the test! That's entirely up to you... and here's how the Arco High School Equivalency Diploma Course can help you!

Our Course consists of 35 easy-to-understand lessons. Study them in your spare time. Go as fast or as slow as you like. These lessons help you where you need it most — prepare you for all the subjects you must know to get your Diploma. Whatever it is you need to learn — or just "brush up on" — you'll get it in this famous home-study Course. There are preliminary exams in spelling, grammar, literary interpretation, scientific materials, math, reading comprehension, etc. to show you where your weak spots are. So you need only study what you do not now know. The Course also includes

<ul style="list-style-type: none"> • Priv. Employers High School Equivalency Diploma Fully Recognized By: • Civil Service Commissions • Leading Universities & Colleges — N. Y. U., etc. • Trade Schools 	<p>How This Home-Study Course Prepares You For The High School Diploma You Want:</p> <ul style="list-style-type: none"> • Preliminary Discussion — what you must know! • How to take a test — how to remember what you know! • Exams to point up your "weak spot"! • Short Courses in Essential subjects! • Check-Up Exams — to let you know when you're ready for your test!
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reviews and final check-up exams to determine when you are ready to take the State test... and when you do take it, the chances are you'll pass with flying colors... because you've had expert help in preparing for it! And then you'll be the proud possessor of a High School Equivalency Diploma... a diploma fully recognized by Federal, State and Local Civil Service Commissions, by private employers, trade and vocational schools, colleges, etc. Think of it! Just a few hours of your spare time now may actually mean thousands of dollars to you in the near future!

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TOWN, COUNTY, VILLAGE AND SCHOOL DISTRICT EMPLOYEE NEWS

Hempstead Unit Names Gundlach

HEMPSTEAD, Oct. 31—The first meeting of Town of Hempstead unit, CSEA, under the presidency of John Gundlach, will be held Thursday, November 10 at 8 P.M.

at the Elks Club here. All employees of the town are invited to attend the discussion of topics important to them.

Mr. Gundlach, a Town Garage employee, was elected at a meeting October 25. Also named as officers were Robert Engelhard, Town Garage, 1st vice president; Thomas Boyd, Sanitation, 2nd vice

president; Tray Noon, Oceanside, 3rd vice president; Sydney B. Mayer, Town Garage, secretary; Babe Garraputo, Town of Hempstead, and James Dempsey, Baldwin, sergeants-at-arms; Walter Mackey Jr., Roosevelt, and Edward Jones, Uniondale, board of directors, and Ralph Delligatti, Bellmore, treasurer.

Anna Rae Present and James Meddock.

The officers were installed by Jack M. Kurtzmann, field representative, CSEA. He also spoke on the benefits of CSEA membership. All reports of the several committees show a healthy condition of the chapter, which now numbers about 160.

Vernon A. Tapper, CSEA 4th vice president, was principal speaker. He explained how Association dues are used, also proposed legislation relative to the Social Security Law, which would make it possible for State, county and municipal employees to participate.

A question and answer period followed.

A cocktail hour before the dinner and dancing until midnight, to Ralph Aldous' orchestra, gave everyone an enjoyable evening.

Representing the chapter at the CSEA annual meeting were Miss Kip; Mrs. Marian C. Murray, chapter delegate and 1st vice president, and Marlene Marrow of Canton, chapter secretary. President Gates and Mr. Miller could not attend the meeting because of duties in connection with the construction of a new bridge, new underground electric and water cables on Main Street, and a new road.

John Loucks of Ogdensburg, chief probation officer, attended the Probation Officers Conference in NYC. . . . Barbara Chase of Ogdensburg, employed by the Education Department, is in A. Barton Hepburn Hospital. She was in an auto accident. . . . Stanley Maulett of the Ogdensburg Water Department is ill in Hepburn Hospital.

The chapter welcomes back to the Welfare Department Mrs. Leonance Molnar of Potsdam and Mrs. Patricia Dunkelburg of Canton, both of whom have been on maternity leave. Mrs. Pearl Black of Massena returns as a case worker after 10 years' absence. The Seaway took her hotel in Louisville Landing.

A Few Notes From Onondaga

SYRACUSE, Oct. 31—A few notes from Onondaga chapter, CSEA:

John I. Purze, administrative assistant, Public Welfare Department, has been in St. Joseph's Hospital for surgery. Best wishes for a speedy recovery.

Congratulations to Lucy Tartaro and Robert E. VanDyke who were married October 15. They honeymooned in Florida.

Jane Griffen is back at work after an illness of several weeks.

The regular monthly meeting of the chapter's executive committee will be held Tuesday, November 1 at 8 P.M. in the Finance Office. All members are asked to attend.

Oyster Bay Unit Installs O'Toole

HICKSVILLE, Oct. 31—The regular monthly meeting of Oyster Bay unit, CSEA, was held at Amvets Hall, with President James L. O'Toole in the chair.

Nils Olson, 3rd vice president of Nassau chapter, "parent" group of the unit, installed Mr. O'Toole, a Highway Department aide, as president; Everett Smith, Incinerator, as 1st vice president; Angelo Gaggiano, Highway, 3rd vice president; Alf Arneson, Highway, secretary; Henry Bennowitz, Highway, treasurer; Fred Boerum, Incinerator, sergeant-at-arms.

Members of the unit's board of directors are James Jarman, Charles Johnson and Walter Weeks, Incinerator, and Cosmo Sordi, Benjamin Pompa and John J. Kenny, Highway. Elected to the Nassau chapter's board of directors: Anthony Bugarelli, Reggie Willington, William Geyer and Raymond Hale, Highway, and Charles Johnson and Robert Bordley, Incinerator.

Mr. Olson discussed Nassau chapter's seven-point program which has been presented to all candidates for local office in the coming election, with the request that the candidates express their views.

St. Lawrence Unit Holds Meeting

CANTON, Oct. 31—Francis M. Casey, CSEA field representative, discussed the whys and wherefores of membership, the resolutions approved at the recent Association annual meeting, and retirement, at the membership rally dinner of St. Lawrence County chapter at the Hotel Harrington here.

The Rev. A. J. Coffey, pastor of Richville Church, gave the invocation and benediction, President Yale Gates of Gouverneur, superintendent of the water department, was toastmaster, and Glen W. Miller, past president, introduced the guests: Senator Robert C. McEwen, County Welfare Commissioner Lee Finaly, County Treasurer Carl Burns, County Clerk Lewis Paddock, Mrs. Paddock, Mrs. Gates, Mrs. Miller and Mrs. Finaly.

Weltha Kip, past president and the chapter's executive representative, presented the membership certificate for the chapter's increased roster over 1934. Co-chairmen Florence Wood and E. Stanley Howlett of Potsdam encouraged each member to secure one new member and thus increase the chapter's strength. Material was distributed for the membership drive.

Mrs. Glen Miller of Gouverneur won the special prize.

Mrs Baker Back on Job; Tompkins Chp. Member

ITHACA, Oct. 31—Tompkins chapter, CSEA, reports that Mrs. Madora Baker of the Board of Education is back on duty. She had been hospitalized. Education employee Kenneth Herrman still having trouble from the piece of steel he got in his eye some time ago.

Cattaraugus Chapter Re-elects Miss Corbett

OLEAN, Oct. 31—The annual meeting of Cattaraugus chapter, CSEA, was held at the American Legion Clubrooms. Myron Klink presided.

The annual election was held, with the following results: Shirley Corbett, president; Myron Klink, vice president; Margieann Kinney, secretary; Edward Kemp, treasurer. The director are Earl Metcalf, Francis L. Sullivan, Minnie Boberg, Maurice Wilson, Elton Rice.

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JOHN MISTLETOE BOOKSHOP, 198 Lark St., Albany 10, N. Y. 3-4710. Books of all Publishers. . . CSEA members invited to DOROTHY P. LATHROP reception November 5, 3-6 p.m. Miss Lathrop will autograph her new book THE LITTLEST MOUSE.

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A message from the third grade clerical employees.

To Live and Grow With Dignity

Like everyone else, we have felt the distressing impact of increased living costs. We know that under the Career and Salary Plan—with promotional opportunities limited to the filling of vacancies—our chances of future promotion will be limited. We do not object to this principle, BUT WE CANNOT ACCEPT THE BUDGETARY MANDATE WHICH DEPRIVES US OF A DECENT STANDARD OF LIVING.

The Department of Personnel has prescribed very similar titles for SENIOR CLERKS (formerly Grade 3) and SUPERVISING CLERKS (formerly Grade 4). Yet the difference in top salary has gone up from \$655 to \$1419! The same applies to the SENIOR STENOGRAPHERS (formerly Grade 3) and the SUPERVISING STENOGRAPHERS (formerly Grade 4), whose duties are described as follows by the Department of Personnel:

- SENIOR STENOGRAPHERS 1. Under general supervision, with some latitude for independent or unreviewed action or decision, performs stenographic and typing duties of more than ordinary difficulty and responsibility. May supervise subordinate employees. 2. Performs secretarial work. Takes dictation and transcribes letters, reports, memoranda, etc. of a complex, technical or confidential nature. Relieves secretaries of departmental executives of routine (stenographic, typing or clerical) duties. 3. Takes notes at conferences and hearings. Maintains confidential files. 4. Assists in the formulation of stenographic and clerical procedures. 5. May supervise stenographers and typists performing work of less difficulty and responsibility. 6. Performs other related stenographic and clerical functions.
- SUPERVISING STENOGRAPHERS 1. Under general direction, with considerable latitude for independent action or decision, supervises a unit of employees in lower ranks performing stenographic (and/or typing) operations. Performs complex work requiring initiative and judgment and the ability to organize, direct and coordinate work. 2. Acts in the capacity of a secretary to a departmental executive. Prepares agenda for meetings and conferences. Relieves departmental officials of routine duties and contacts. 3. Reports and transcribes testimony given at meetings, investigations and public hearings. Prepares confidential and special reports. 4. Initiates the formation of new methods and procedures. 5. Supervises a large unit of stenographers, typists and/or clerical employees and reviews their work. 6. Performs related work as required.

The Grade 4 clerks and stenographers are receiving increases in top salary in Salary Grade 10) of 22.5% and are getting retroactive pay. We, on the other hand, are receiving increases in top salary (in Grade 6) of ONLY 5.5%. Having thus been downgraded, we receive NO RETROACTIVE PAY. We, too, are trying desperately to maintain standards which will permit our families to live and grow with dignity!

As a Matter of Simple Justice, We Urge That Senior Clerks, Stenographers and Typists Be Placed in Salary Grade Nine.

Committees of Third Grade Clerical Employees

- Board of Education Borough President's Office, Richmond Chief Medical Examiner City Magistrate's Courts Comptroller's Office (Central Postal Division) Department of Hospitals Department of Personnel Department of Water Supply, Gas and Electricity Department of Welfare Police Department Teachers Retirement System Transit Authority
- For further information: Paul E. Tschick, Board of Education; Mrs. Rose Ruth McDermott, Department of Hospitals



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HOLLIS

1 family, shingled, detached, 6 room 2 car garage, attic, full basement. Corner plot, 25x95, oil steam, refrigerator, storm, screens and blinds, stair pads. Asking

\$13,125

Bellerose

1 family, solid brick detached corner plot, 2 1/2 story, 8 rooms, finished attic, full basement, breakfast nook, oil steam, 1 car garage, knotty pine kitchen, large rooms, refrigerator, 1 1/2 baths. Many extras. Asking

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1 family, 8 rooms; venetian blinds; storms-screens; 2 car garage; finished basement with bar. Bring deposit. GI & FHA approved.
Asking \$10,500

SPRINGFIELD GARDENS

2 family brick; 4 down, 3 up; separate entrances; corner plot; garage; 1 block shopping & transportation. GI approved. \$2,500 cash over GI mortgage.
Price \$12,000

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6 room brick; 4 1/2 years old; modern bath & kitchen; plot 40x100; 1 car garage. GI & FHA approved.
Price \$13,500

ST. ALBANS

1 family, 6 room frame; Hollywood kitchen & bath; full basement with recreation room; newly decorated; near schools, shopping & transportation; barbecue pit in back; beautifully landscaped. GI and FHA approved.
Asking \$10,500

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3 1/2 Rooms, detached, 2 bedrooms, easily converted into 2 family home. 1 block to stores and transportation. Will decrease to suit buyer. Price \$10,800.

G.I. \$500
CIV. \$1,500

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3 Years Old, brick & shingle, 2 family home, 2 beautiful apartments, plus finished basement & bar, all essential extras, priced right at \$18,500.

G.I. \$2,000
CIV. \$3,500

SO. OZONE PK.

3 1/2 LARGE ROOMS, 60 x 100 PLOT, Fruit trees, Steam Heat, Combination Screen-Storm Windows, Venetian Blinds, Refrigerator, Washing Machine, Modern Bath. Priced low \$10,900

G.I. - CIVILIAN
Lo-Down-Payment

BAISLEY PK.

3 Large spacious Rooms, DETACHED, Fully Insulated, Garage, Oil Heat, Finished Basement, Lovely back yard and Garden, Combination screen & storm windows, Venetian Blinds, Near Everything, shopping, transportation, schools, Tree-lined streets. Priced very low. \$10,000.

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Lo-Down-Payment

COTE REALTY

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 St. Albans, L. I.
 LA. 7-8039

118-69 Sutphin Blvd.
 Jamaica, L. I.
 JA. 9-4333

SPRINGFIELD GARDENS

Legal detached 2 family home, consisting of 5 rooms on first floor, 3 1/2 rooms on second floor. Oil heat, garage, 40 x 100 plot, refrigerator, washing machine, and other extras.

ST. ALBANS

5 Room brick bungalow. Finished basement and expansion attic. Convenient to shopping, schools, etc. Priced right.

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White-COLORED, 1 and 2 room apts., beautifully furnished, kitchenettes, bathrooms, elevators. Kismet Arms Apartments, 57 Herkimer St., between Bedford and Nostrand, near 8th Ave. and Brighton lines.

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3 story, brick 28x100, 6 6-room apts., steam heat, hot water, all improvements. Low cash, easy terms — WALTERS, 225 B'way. CO 7-3910

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Best Bazaar of the year! 2 family, 12 1/2 rooms, detached, oil heat, live rent free. Plus \$300 per month income. Walk to subway. Bring deposit with you. Price \$10,500.

S. OZONE PARK

2 family, 8 rooms detached, oil heat, garage, all improvements. Act quick! Price, \$15,500. Small cash.

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A buy of a lifetime! 1 family, 6 rooms, detached, large plot, garage, all improvements, \$9,900. Small cash. Bring deposit.

ST. ALBANS

1 family, solid brick, 8 rooms, garage, oil heat, modern throughout. Sacrificing for \$10,000. Small cash.

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BRICK! BRICK! BRICK!

5 lovely rooms, solid home, oil steam, aluminum screen and door. Quiet street. A REAL BUY! Better hurry with deposit, this won't last. Ask for #B-455.

G. I. \$200 Cash

So. Ozone Park **\$10,300**

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Detached 5 rooms, oil steam, beautiful open front porch, rear patio, fireplace in living room, modern kitchen, nice condition. Ask for No. B-480.

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HOLLIS: Beautiful brick and stucco; 8 large, nicely decorated rooms; 4 bedrooms on second floor; 1 large finished room in expansion attic; 2 1/2 baths; oil heat; 2-car garage; lovely location. Price

ST. ALBANS: Legal 2 family; 10 1/2 rooms; all private bedrooms; oil heat; garage; good location. **\$15,750**
 Price

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• Modern 4 1/2 rooms & bath

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

News of Thomas Indian School

IROQUOIS, Oct. 31 — Samuel Smout, president, and Dolores Rupp, delegate, represented Thomas Indian School chapter, CSEA, at the Association's annual meeting in Albany.

Edna Pullen and Dorothy Bow-ers have left for a trip to Florida.

LEGAL NOTICE

CITATION—P 3964, 1955. The People of the State of New York By the Grace of God Free and Independent, To ROBERT U. KAUFMANN, WILHELMINE HARTMANN, MARIE DANNENFELD SAMSOE, the next of kin and heirs at law of ELLEN C. FRANDSEN, deceased, send greeting: Whereas, ARTHUR Y. DALZIEL, who resides at 433 Riverside Drive, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date May 26th, 1953 relating to both real and personal property, duly proved as the last will and testament of Ellen C. Frandsen, deceased, who was at the time of her death a resident of 36 East 87th Street, the County of New York.

Bob Stang, who leaves his farm manager post to take a similar job in the Methodist Home, Williams-ville, will be missed. The bowling team, which has been doing fairly well, now faces difficulties, with Bob Stang and Fred Hebner leaving the team.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at No. 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 29th day of October, 1955. PRESENT: HON. SANFORD K. COHEN, Justice. In the Matter of the Application of FELIX STANISLAW CZAJKOWSKI, for leave to assume the name of PHILIP STANLEY CHARLES.

Plans for the annual Bazaar are complete. From all indications, it promises to be bigger and better than ever. The dates, November 2 and 3.

There'll be a stupendous stage show each evening at eight, booths with Indian craft, Indian jewelry, Indian foods, while elephant, baked goods, and a booth selling items made by the children at the school. Andy Samuelson promises his booth will appease the appetite of the most demanding gourmet.

Marcy Chapter Event Slated for Nov. 9

MARCY, Oct. 31—Marcy State Hospital chapter, CSEA, will sponsor a party starting at 8 P.M. on November 9, in the Assembly Hall. All persons are invited to attend.

Alex Magnitzky, social chairman, announced the following committees: Tickets—B. Eulich, chairman; J. Charbonneau, co-chairman; G. Humphrey, Frances V. Amo, Elmer Guild, Olga Allwood, Mary Terrell, Evelyn Huss, June Kaminski, Esther Lemke, John A. Willett, Arthur Walsh, Arthur B. Cole, Edward Cox, Humphrey Jones, Olive Wright, Eugene Schmelcher, Aurora McNally, Joe Alwood, Alex Magnitzky Willard Jones, Warren Palmiter, Charles Methe F. Quinlan, Al Cahill, Helen Youngmans. Soft drinks — J. Kaminski, chairman; M. Coyne, B. Brown, J. Stanger.

chairman; June Kaminski, Natalie Juchniewica.

Program — Elizabeth Cahill, chairman; Evelyn P. Huss, George Humphrey, Curtis Small, Arthur Walsh, Marion Eulich, Maryin Wengert, Russell Finegan, Alfred Drauts, Esther Lemke, Richard Buck, Helen Youngmans, Thressa Piancia, Elmer Guild, Humphrey Jones.

Welfare—William A. Rice, chairman; Margaret K. Coyne, Natalie Juchniewica.

Resolution and legislative — Robert Eulich and M. Terrell, co-chairmen; William Jones, James Jennings, Arthur Cole, Robert Stockwin, Howard Kana, Aurora McNally, Edward Cox, Arthur Walsh, Olive Jones, O. Paul Rhodes, H. Humphrey, Mary Hoover.

Finance—Evelyn F. Huss, chairman; Joseph A. Allwood, Eugene Schmalcher.

Auditing — Howard F. Kane, Howard D. Austin, Alfred G. Drauts.

Special committee on revision of the constitution and by-laws—Roger Eulich, George Humphrey, William A. Rice, Olga Allwood.

Mr. Magnitzky, social committee chairman, reported that a profit of \$9 was realized from the chapter picnic.

The next meeting will be held Tuesday, November 9, at 1 P.M. in Edgewood.

New members of the social committee will be listed in next week's LEADER.

Blood Donors Needed At Manhattan State

NEW YORK CITY, Oct. 31—Blood donors are urgently needed to replenish the depleted blood bank for Manhattan State Hospital employees and their families. Persons who wish to become donors are requested to contact Mrs. Agnes Gamble in the business office.

Manhattan State Hospital chapter, CSEA, will meet November 9.

Get well wishes are extended to Ann Bruton, Dan Cronin, Patrick Hurley, William Keen and Patrick Purcell. They are in sick bay.

Margaret Furlong, who sailed for Ireland October 26, was the recipient of many gifts and goodwill messages. Jennie Allen Shields, chapter president, and her committee presented Miss Furlong with a purse.

Friends of Dennis O'Shea, formerly employed at Manhattan State, are glad to hear he is recovering from injuries received in an auto accident.

Dr. Travis, hospital director, has returned to his post after attending a bi-monthly meeting of directors in Albany.

AIR FORCE GROUP TO RECEIVE COMMUNION

The second annual corporate Communion of the New York Air Procurement District will be received on November 6 at the 10 A.M. Mass at the Parish Shrine and Mission Church of St. Agnes, 143 East 43rd Street, NYC.

Monsignor Aloysius C. Dineen will celebrate the Mass and be the main speaker at the breakfast at the Hotel Roosevelt.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, County of New York, held at the Court House No. 52 Chambers Street, Borough of Manhattan, City and State of New York, on the 24th day of October, 1955. PRESENT: HON. SANFORD K. COHEN, Justice. In the Matter of the Application of RUBIN B. LUBCHANSKY and ROSLYN B. LUBCHANSKY, asking for leave to change their names to RUBIN LEIGH and ROSLYN LEIGH.

RUSSELL, ELIZABETH MARY ANNETTE (BEAUCHAMP), (also known as LADY ELIZABETH RUSSELL) — CITATION.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO: ATTORNEY GENERAL OF THE UNITED STATES (Office of Alien Property) Pursuant to Vesting Order No. 7910 Washington 25, D. C., Honning Bernd von Arnim, Beatrix von Hirschberg, Eva L. Graves, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Elizabeth Mary Annette (Beauchamp) Russell (also known as Lady Elizabeth Russell), deceased, who at the time of her death was a resident of Mornings, Algonc Maritimes, France, SEND GREETINGS.

Upon the petition of ELIZABETH IRENE BUTTERWORTH residing at Creolen Road, Pass Robles, California.

You are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 18th day of November, 1955, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of ELIZABETH IRENE BUTTERWORTH as Executrix should not be judicially settled, and the fees of Beckman & Hogan, her Attorneys, fixed by the Court, at the sum of \$1,500, plus cash disbursements of \$117.50.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE WILLIAM T. COLLINS, a Surrogate of our said county, at the County of New York, the 29th day of September in the year of our Lord one thousand nine hundred and fifty-five. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

CITATION. The People of the State of New York, by the Grace of God, free and independent, to Angela M. Conza; Maria C. Marotta; Lucia Gregorio; Carmela Maffia; Pasquale Nigro; Sabato Gregorio; Rosina Arcaro; Florina Mastandrea; Angelina Mastandrea; Maria Antonia Mastandrea; Consal General of Italy; Samuel Miles Fink; being the persons interested as distributees, creditors or otherwise in the estate of Antonio Gregorio, deceased, who at the time of his death was a resident of 2075 First Avenue, New York, N.Y. SEND GREETING.

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 2nd day of December, 1955, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the compensation of Samuel Miles Fink, as attorney-in-fact, should not be fixed by the Court.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler a Surrogate of our said County, at the County of New York, the 26th day of October in the year of our Lord one thousand nine hundred and fifty-five. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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CITATION. The People of the State of New York, by the Grace of God, free and independent, to Maria Vasquez Fernandez Grandal; Obdulia Vasquez Fernandez Leaton; Julia Vasquez Tejedor; Amparo Vasquez Tejedor; Fernando Ernesto Vasquez Tejedor; Consal General of Spain; being the persons interested as distributees, creditors or otherwise in the estate of Ernest Vasquez, also known as Ernest Vasquez and Ernest Vasquez Fernandez, deceased, who at the time of his death was a resident of 176 West 95th Street, New York, N. Y. SEND GREETING.

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

S. Ryan, J. Criscuola Named by B'klyn State

BROOKLYN, Oct. 31—Officers of Brooklyn State Hospital Chapter, CSEA, announce the appointment of Sherry Ryan as secretary, and Josephine Criscuola to the board of directors. They had shown their interest in Association activity in the past and have

pledged to do their best in the future. The chapter wishes to thank them and wishes them the best of luck in their new posts.

Belated welcome to the following new student nurses: James E. Dawson, Wilton Copeland, Joseph Quagliano, Allan Shapiro, Joan Cacace, Marilyn Rafalke and Hetty E. Thompson.

Recently resigned: Molly Trapanotto, George Petrota, Sterling Weaver and Mary O'Connor.

Returned from leave: Theresa Confessore and Philomena Santa Croce.

Sympathy to Eula Freeman on the loss of her father and to Margaret Cyrus on the loss of her sister-in-law.

Solomon Berlin on the faculty of Long Island University... Pat McHugh attending Brooklyn College School of Nursing... Recently seen renewing old acquaintances, Lida McDonald and Ann Boye... Frank Della Croce still waiting to transfer to Central Islip... The Bazan, Leight, Beh, Moses and Kilroy families very

happy in their new apartments directly across the street from the hospital... Bill Rositter and Tommy Conkin asked to be remembered to their old friends at Brooklyn State.

Returned from sick leave: Pauline Jacobs, Lottie Houston, Kathleen Brantley and Genevieve Majestic.

Congratulations to Jessye Alvarez and Joe Munn on their successful quest for office in the State Nurses Association.

Metro Armories Group Holds Awards Dinner

NEW YORK CITY, Oct. 31—Metropolitan Armories chapter, CSEA, held its seventh annual awards dinner-dance at the 101 Cavalry Mechanized Armory, Manhattan.

Frank E. Wallace introduced Captain John F. Edwards, chaplain of the 389th FA Group, who offered a prayer for James A. Duechar, former president and one of the chapter's organizers who died September 23.

William Maher, past president, was master of ceremonies. He introduced the following guests: John F. Powers, CSEA president, and Mrs. Powers; Captain H. Van Voorhis, representing the A.G.O., Major General Walter X. Stanton, Bronx Assistant District Attorney; Captain Edwards; Thomas Murgavain, superintendent of the host armory, and Mrs. Murgavain; Jack M. DeLisi, newly elected Executive Department representative, CSEA Board of Directors, and Mrs. DeLisi; James Clifford, chairman of the dinner-dance, and Mrs. Clifford.

Mr. Powers discussed the CSEA's

1956 program. Captain Van Voorhis spoke of the program being completed by the A.G.O. The program, he said, will be explained in full when Major Joseph Middlebrook attends the chapter's November meeting.

Mr. DeLisi, chairman of the awards committee, announced the names of 12 chapter members who received 25-year service certificates. General Stanton, former O.C. and C. of the Eighth Regiment, made the presentations.

Mr. Maher read the names of the dinner-dance committee—Mr. Clifford, chairman; Jack Brightman, Martin Traube, Frank Gonçalves, Herman Johnson, John Martin and Thomas Murgavain. The applause from the large crowd attested to the committee's fine work.

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Practical Exam Coming for PAINTERS INTENSIVE PREPARATION NEW COMPLETE CLASS - Class Meets Saturdays at 2 P.M. Beginning Nov. 5 - On the last Foreman of Painters exam, 8 of the top 10, and 17 out of the 25 who passed, were our students. Write or Phone for Information - Eastern School AL 4-5029 133 2nd Ave., N.Y. 3 (at 8 St.) - Please write me, free about your course for the Painters examination. NAME ADDRESS BORO

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NYC 'DOES EVERYTHING' TO HIRE ENGINEERS EXCEPT PAY ENOUGH TO GET THEM

NYC is waging an intensive campaign to recruit junior engineers and architects, and also means to extend the same operation to filling assistant engineer titles. It reports considerable progress.

The scheme is based on improving the job "climate" for applicants, that is, to emphasize the attractiveness and opportunities of the working as a City engineer. The plan falls short of raising the pay to what employee unions say it must be, if any engineering recruitment plan is really to succeed.

The Personnel Department is soliciting facts and opinions from employee and civic organizations, and others, for submission to the Personnel Council next month. Dr. Theodore H. Lang, Deputy Personnel Director, is chairman of the newly created Council.

The Personnel Department hopes that the Council will make recommendations looking toward the achievement of still better results.

No Luck With College Grads

That the results themselves, in terms of actual acceptance of jobs, are disappointing still, is the contention of leaders of employee organizations.

"We agree that your campaign plan is good," Philip F. Brueck, president, Civil Service Technical Guild, CIO, wrote the Personnel Department, "but that the table of results shows little." The table showed that the number of candidates had been doubled. "Nowhere do you indicate the number of acceptances. Neither do you indicate the number of college graduates who either passed the examination, or who accepted positions.

"Few graduate engineers are being recruited by the City. The right vocational climate for engineers can never be achieved until the salaries offered are attractive.

Pay Instead of Hoopla

"It appears that you have placed most of the emphasis on the recruitment of juniors, and ignored the assistant grade, which is the backbone of the City's corps of engineers. Unless realistic salaries are offered to all grades, NYC's corps of engineers will continue to deteriorate, and the City will be forced to continue to hire outside consultants at cost plus 100 percent.

"The salary ranges must be substantially increased immediately, regardless of any ersatz attrac-

tions that may be offered to recruitment."

The Personnel Department, as part of its plan of engineering recruitment, even developed a theme for examination announcements. The theme is the capital budget, a program of engineering improvements. Wherever possible, the theme is also worked into announcements and public statements.

Enthusiasm Not Universal

In a report to the Board of Estimate, the Personnel Department said that the press practically ignored the recruitment drive, but radio and television stations gave it considerable publicity.

These devices were used: applications were issued and received by mail; promotion literature was sent to engineering schools and colleges in the metropolitan area, and administrators of professional societies, and an attempt was made to get a hearing before school and college classes, but only two institutions consented.

Despite the efforts, the actual hiring did not improve much, one may assume, since there is no mention of how many eligibles were obtained, or how many of them accepted job offers. Indirectly, the paucity of acceptances is confirmed by figures showing the number of vacancies is still notably excessive. When there were 696 junior jobs open the applications numbered 386, slightly above 55 percent, says the report, prepared by Ernest E. Johnson, director of the bureau of recruitment and public relations. Previous recruitment efforts had produced only one-third the number of candidates, compared to the number of jobs. Nothing said, however, about how many of the candidates passed, or how many of those who passed accepted.

The City's Troubles

The Personnel Department lists its difficulties. It states that private industry offers higher salaries. Also, corporations conduct high-powered recruitment campaigns, in which they lay siege to a campus, and their representatives arrive, stacked with imposing brochures in colors, and are fast talkers whose speech is as colorfully enticing as their brochures. Besides, they have slides, movies, and exhibits, resorting to what Mr. Johnson sums up as "costly showmanship." The City can't compete with these factors. So it is looking for some substantial

equivalent, and counting on the Personnel Council.

Private industry can offer jobs immediately on a student's graduation; the City can only hand out application blanks for exams. Many students know they are going right into military service, so are not interested in a job. Faculty members often advise students against taking public jobs, encouraging them to go into private industry. These are other troubles the City has to face.

Glamorizing Civil Service

The Personnel Department says civil service must be made more attractive, so the City can fill all its architectural and engineering jobs, by glamorizing the City's engineering programs as an attraction to persons seeking a career, and starting a new type of hiring program. The college students would be hired as provisionals, serving summer internships between the third and fourth college years, with possible college credits therefor. Engineering night school students would be hired for day jobs. For both groups, the positions would carry sub-professional titles, but the hope is that, with some City service to their credit, such employees would be induced to stay, when openings at the junior level are to be filled. The City departments would be asked to report which of their higher titles could be reduced to the sub-professional level, to expand the provisional job opportunities.

'Salary But One Aspect'

"The Personnel Department believes," the report winds up, "that if we can create the right professional climate—and salary is but one aspect—we will be able to overcome our main problem in the not too distant future."

Mr. Brueck, in his letter, hints that the crux of the problem lies with the Budget Director and the Board of Estimate. The Personnel Department is subject to budgetary limitations.

Mr. Brueck's organization recommends that the Lyons Residence Law be not applied to applicants for the engineering and architectural jobs. That law requires at least three continuous years' residence in NYC immediately preceding appointment.

Pay Listed

The junior engineering titles, are in new grade 9, \$4,250 to \$5,330, but recruitment is being on the basis of the first increment step of the lowest grade, \$4,430. The assistant engineer grade is 13, \$5,450 to \$6,890. The recruitment is at \$5,450. Mr. Brueck's organization wants the juniors raised one full grade, range \$4,550 to \$5,990, not just one step in the bottom grade, and the assistants to grade 17, \$6,750 to \$8,550.

UPSTATERS COMPRISE EDUCATION ASST. LIST

Upstaters comprise the seven-name open-competitive list for assistant in education research, the State Civil Service Department reports. H. A. Geiselmann and Robert P. Coffin, both of Ithaca, are Nos. 1 and 2. There had been 17 candidates for the \$5,350-\$6,540 jobs.

JONES HEADS STATE ROSTER

Arthur P. Jones of Delmar heads the open-competitive list for assistant in teacher certification. Four out of nine candidates qualified for the State job,

ACTIVITIES OF EMPLOYEES IN STATE

Fight for Pay Raise, SIF Chapter Is Told

NEW YORK CITY, Oct. 31 — State Insurance Fund chapter, CSEA, held the first general membership meeting in the cafeteria on September 28.

"CSEA members of our chapter," said president Al Greenberg, "must join with other Association members throughout the State to fight harder for an across-the-board salary increase.

"The State is far behind the Federal and NYC governments in salary grants," he noted. "Write to your legislative representatives urging a pay increase, and continue to do so until it is granted."

The chapter reminded members that grievances should be presented to their departmental representative, so he may report it to the chapter reminded members that grievances should be presented to their departmental representative, so he may report it to the proper authorities for results.

Personal Notes

Good luck is extended to Joseph Erigo, who is leaving the Fund. The bowling team's loss is private industry's gain.

Mrs. Adrienne Acampora of the Actuarial Department gave birth to a five pound boy, John. Angie Acardo of Actuarial is leaving the Fund to await a visit from Sir Stork.

Mary Bartoldus of Personnel retires October 31.

Doris Copeland of Actuarial is sporting an engagement ring. Lucky man is Sidney Husset. . . . The secret is out—Elaine Duggins of Actuarial and Jay Lanford were married August 27.

Pauline Pick is convalescing at home following an operation.

State Fund vacationists are returning: Emil Fellner, from an extensive tour of Europe, and Max Kauffman from Canada and the western States.

Newlyweds from Actuarial are Mrs. Belle Shapiro Kenneth Sloane and Mrs. Mary Kennedy Richard Devlin.

The bowling season is in full swing. Results of recent competition: Payrolls Juniors in first place after taking three points from Policyholders. Medical took three points from Personnel. Payroll, trying to hang onto second place, came from behind with a thriller to defeat Claims Examiners for three points. Claims Seniors dropped three points to Account. Actuarial, still suffering from splits and bad woods, dropped three points to Safety.

One bowler's comment: There are a lot of new bowlers this year, but there'd be even more if the alleys were located in downtown Manhattan or Brooklyn.

Rockland Club Holds Hallowe'en Party

ORANBURG, Oct. 31—Rockland State Hospital's 25-Year Service Club held a Hallowe'en party on Saturday, October 29 in Home 29. The group, at its last meeting elected Charles Davidson president and Richard Marceau vice president. Margaret Merritt and Joseph Levere, were unanimously re-elected secretary and treasurer, respectively.

Mr. Davidson named the following committee chairman: James Nolan, entertainment; Margaret Hehs, Welfare, and Pauline Jansson, publicity.

First Nursing Scholarship

The first scholarship ever to be presented specifically to the Rockland State Hospital School of Nursing was granted to Annette Bailey, a pre-clinical student, by the Rockland Voiture 386, 40 and 8, at ceremonies held October 10 in the Medical Library.

Miss Bailey was honored by the 40 and 8 nursing committee, Joseph H. Levere, chairman. Assisting him in investigating the candidates and selecting the winner were William Rohan, Patrick Day-Fred Bedell and Harry McIntosh. It was the first nursing scholarship to be given by Voiture 386, and is part of national effort of the 49 and 40 and 8 as a community service.

Banner Event

Dr. Alfred M. Stanley, hospital director, described the award as a "banner" event for the School. He said he was happy the organization had seen fit to choose a Rockland student for the honor, which marked a significant step in the school's growth.

"I hope," he added, "that other organizations may be stimulated to offer scholarships to Rockland's students. Nurses are in great demand."

Zinda M. Colasurdo, principal, Charlotte Oliver, assistant principal, and Dr. Lawrence P. Roberts, associate director, also spoke.

Dannemora Aides Hold Annual Dinner-Dance

DANNEMORA, Oct. 31—The twelfth annual dinner-dance of Dannemora State Hospital chapter, CSEA, was held on October 20 at the American Legion Home, Plattsburg. Seventy-five persons attended.

Merle F. Cooper, senior business officer, was master of ceremonies. He keyed the feeling of good fellowship with appropriate remarks and humorous stories. The Rev. Fenwick Wheeler, Protestant chaplain, gave the invocation, and the Rev. John McNamara, Catholic chaplain, the benediction. Assemblyman James A. Fitzpatrick, in a letter, sent greetings.

Dr. Francis C. Shaw, director, praised the work of the Association and its officers for the untiring efforts which brought about a satisfactory solution to the attendants' pay problem. He particularly called attention to the fine representation which the Association also renders to the non-uniformed personnel of the hospital.

Other guests who spoke briefly were: Dr. Ross E. Herold, assistant director; Albert L. Foster, Albany delegate, and Edward G. Beauchemin, representing the supervisory staff.

Howard J. St. Clair, chapter president, thanked the speakers for their fine remarks about the Association. The desirability of a 40-hour work week at present pay was expressed by Mr. St. Clair in his talk to the group. He also congratulated Dr. Shaw and his staff for the fine spirit of cooperation which existed at the hospital.

The dance that followed was to the music of the Wayne Snow band.

The members of the committee on arrangements were Joseph Luck, chairman; Albert L. Foster, Jerry Kennedy, Everett Peno, Alfred DePuyette and Raymond Casey.

25-Year Club Formed at Rome

ROME, Oct. 31 — Twenty-five employees and former employees of Rome State School met at the institution on October 11, with the view to forming a 25 Year Service Club. Eligible will be employees and past employees who have served the State for 25 years or more.

At the initial meeting Leo Burke was elected president and Mrs. George V. Huguenin secretary-treasurer. Both are employed at the school.

It was agreed that two meetings would be scheduled each year, one in the fall and the other, a dinner-meeting, in the spring.

Dr. James P. Kelleher, director stated he heartily approved of this social club among Rome State School employees and was enlisted as a member.

Other officers and employees who continue actively employed and in attendance at the meeting were: Dr. James P. Kelleher, director; Harold Sawyer, Howard Van Schoy, Earl Wilson, Guy Youngs, Leon Crook, Mr. and Mrs. Neil N. Fifield, George Bowers, Estella Stoddard, Emma Priefer, Veronica Brophy, Mabel Carey, Mrs. Lillian Stooks.

Those having retired after 25 years or more service present at the meeting were: William Jones, Frank Swain, Mr. and Mrs. Fred Earwacker, Mr. and Mrs. Albert Wardale, Mrs. Leonard Lamphere, William Leitz, John Hacker.

The birthday clubs have been quite active. K-Kitchen Club entertained Ariel Clark, Ruth Plopper, and Flavin III in September, and Irma German in October.

N-Building Birthday Club entertained Susie Shephard, Beatrice Marcellus and Bertha Lutz.

Mary Jane Marcellus was given a shower by N-Building employees.

Lennea Swanson, Owen Jones and Irma German attended the annual CSEA meeting in Albany. Paul Farnsworth attended the Mental Hygiene meeting.

On the sick list are Marion Van Tassel and Lila Larrabee.

Estella Doty is back from an illness.

Mildred Simser is on vacation in Florida.

Widow Sues for Pension; Marriage Took Place After Husband Retired

Mrs. Ella M. Barry, widow of a sanitationman, is doing all right, so far, in her effort to collect \$3,600 in back pension from NYC.

The Sanitation Commissioner denied her a pension, on the ground that she married her husband when he was already retired. She says, through her lawyer, Samuel Resnicoff, that the law creating the old Sanitation Department Pension Fund, made no such distinction.

Her husband put in 25 years in the department. The law pro-

vides for a pension for a widow if the member put in at least 10 years. The City says nothing in the law requires the payment of a pension to a woman who marries a man already retired. The old Sanitation Pension Fund has long been closed to new entrants.

The City moved to dismiss the law suit, but the Municipal Court denied the motion. The City appealed. The Appellate Term affirmed the denial of the motion. Now the City has to put in an answer and the case is heading for trial.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Lewis Portrait Given to Psychiatric Institute

NEW YORK CITY, Oct. 31—Dr. Paul Hoch, Mental Hygiene Commissioner, presided at the presentation to Psychiatric Institute of an oil portrait of Dr. Nolan D. C. Lewis...

of the younger artists of growing magnitude, will conduct a benefit concert for the Institute's patients on Wednesday, November 2 at 7 P.M. in the eighth floor auditorium.

In the News At Newark

NEWARK, Oct. 31—In this week's news of Newark State School employees: Pauline Young, food service, extends thanks to Hudson River State Hospital for the kind hospitality shown her during her re-

cent stay there. Mr. and Mrs. Merton Wilson attended the Rodeo at Madison Square Garden while on vacation. Greetings to Abe DeSmith who is now convalescing from surgery at his home in Sodus. Evelyn Armstrong, R.N., is driving a new black and white Chevrolet. Don Parkhurst and his bird recently moved to the country. The fresh air was too much for the bird and it expired. Paul Davis who has been ill is now on vacation convalescing. Grace Bellanca and friend spent the week end visiting and shopping in Rochester. They also enjoyed the play, "The King and I". Pearl Avery recently visited her parents, who celebrated their Golden Wedding Anniversary. Congratulations to them. Lillian Brown is spending her vacation preparing to move into her new home at the corner of Church and Colton.

The Retirement Fund is growing by leaps and bounds. The CSEA extends deepest sympathy to Mrs. Elmer Hartnagle on the passing of her husband, Elmer. He was one of Newark chapter's active and best committee and membership members. On vacation: Herbert DeLyster, Carolyn Howley, Angelo Pizzirusso, Ruth Davis, Gladys Laughlin, Margaret Crowe and Francis Condit. Mr. and Mrs. Leonard Miller had a surprise visit for Mr. Miller's brother who has been stationed in England for the past two years. Infirmary I, male side, looks very nice with its new dress of shrubbery. Sympathy to Mary Morracco on the death of her father, and to Dick Keller on the loss of his father. Catherine Curtin, food service and Bernice McCaffrey, R.N., spent a few days in NYC. Jane Calton, R.N., visited her mother at Norfolk, N.Y. Welcome to Minor Sebring who is back on duty after several weeks' illness; to Mrs. Hladick who has returned after a six months' absence. Evelyn Baker, Girls' Infirmary who has been living at the Stebbins Cottage for the past seven years, recently purchased a 41-foot trailer, which has been installed at 844 East Church Street. After November 1 she, with her friend, Pauline Young, another resident of the Stebbins, will be at home to their friends at their new address. Both wish to extend their thanks to the housekeeper for all courtesies extended them.

cently spent a week-end visiting with friends in New Jersey. Mrs. Barbara Tuttle has resigned from her position in Building A because of poor health. Get well wishes to Mrs. Ethel Entwistle, R.N. Mrs. Rose Lavery has returned to her duties as charge nurse in Building A after a vacation. Those on vacation from their positions in A-B Service include Mary Button, Mrs. Madie Privett and Mrs. Pearl Lewis. Vacationing employees from Group 3 include Isaac Farrow, Frank Ammirato, Martin Blake and Russell Newhoff.

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Hoch Refutes Charge of Patient Abuse at Wassaic

(Continued from Page 1)

of patients of this type is most difficult for all State schools for the mentally defective and the problem is not limited to New York State. Our State schools are "open" institutions without restraining walls, but every one of them has a certain percentage of patients, most of them over 16 years of age, who cannot be adequately controlled or trained in an "open" institution.

In New York State the more serious male delinquent defectives over 16 are committed by the courts to the Department of Correction institution for defective delinquents at Napanoch, but many with histories of delinquency are sent to the State schools for mental defectives. All defective delinquents under 16 are sent to these schools, since the law does not permit their commitment to a correctional institution. Some of these inmates are cooperative, but others really require a controlled program such as that provided by a correctional institution, and cannot be adequately supervised and trained in the State schools for defectives with existing limitations.

23 Employees Injured

Of 113 patients admitted during the last five years to the building under investigation 81 per cent had delinquent histories prior to admission. Some of these have formed a hard core of aggressive, resentful, criminally disposed patients. Such a group not only represents a serious problem in itself, but has a disturbing effect on the other patients who might otherwise be cooperative and well-behaved.

These delinquents constitute a real danger to other patients and to employees. During the past year, 23 male and female employees were injured while caring for patients, in three fourths of the cases by direct assaults.

There have been several escapes from Wassaic State School, followed by the commission of delinquent act in the surrounding community. This has been a source of concern to the State for some years and a new wing with some security quarters has provided a partial solution. There are no facilities, however, for the kind of controlled program required by these inmates. It has been the practice to remove the most severe delinquents to Napanoch and in the last two years 23 male patients have been transferred to this correctional institution.

In our effort to control the situation at Wassaic, restraint and seclusion have been used. Since his appointment as director last year, Dr. George Etling has been trying to introduce more desirable methods, but the fact remains that when patients become violent some controls are necessary.

Sincere, Conscientious Aides

Contributing to the problem of controlling these difficult patients is the overcrowding of the institution and understaffing, due in part to the inability to fill positions.

In the face of all the difficulties involved, the staff and employees were found to be doing a good job. There is no question that they are sincere, conscientious men and women genuinely interested in the welfare of the children.

As to the specific allegations of

abuse of patients, no substantial evidence of such abuse by personnel presently employed at the school has been disclosed, but my investigation as to some of the allegations is still continuing. If any such evidence of abuse should be produced it will be turned over to the district attorney for presentation to the grand jury.

RECOMMENDATIONS

After reviewing the program of Wassaic State School with its director, Dr. Etling, I have made several recommendations, some of which are already in effect. They include the following:

1. Use of restraint and seclusion. Seclusion of patients for the protection of others is necessary at times, but there must be definite limitations and controls. These have been strengthened and clearly defined.

Restraint is necessary on occasion, but only as a temporary measure and for medical reasons. Restraint should never be applied for other reasons. This will be rigidly enforced.

2. Steps have been taken to effect an immediate increase in ward staffing by providing overtime pay for ward attendants. Staffing patterns at the school will be reviewed.

3. The institutional management, in keeping with the general policy of the Department, has been diligent in removing any personnel discovered to be unkind to patients. This policy is to be pursued relentlessly.

4. Increased use of the new tranquilizing drugs has been ordered. This should be helpful in reducing disturbed behavior.

5. I propose to increase the educational and psychological programs for older boys and girls. This will require additional psychologists, teachers, and occupational therapists.

6. The school authorities are alert to the problem of homosexuality which exists in every institutional situation. In future there will be increased supervision, however, and more stringent measures will be applied to separate offenders from the other patients.

7. Language difficulties of Spanish-speaking patients. The psychological examinations of children who speak little or no English have included performance tests which reduce the language factor to a minimum. We are now attempting to engage some personnel who can speak Spanish to work with these children.

Study Long-Range Solution

The long-range solution of the problem of the delinquent in the State schools for the mentally retarded requires careful consideration. I believe it may be necessary to propose a new kind of institutional facility for those delinquent defective patients who cannot be received at correctional institutions. I will report on this at a later date.

The question of investigative procedures has been raised in connection with this situation. I have given the subject careful study and will soon submit proposals for broadening the investigative machinery of the Department of Mental Hygiene to include some qualified persons not connected with the department directly.

As a final word, I should like to point out that accusations made against institutions are always disturbing to the parents of the children in the institution. In all sincerity I wish to reassure the parents of children not only in Wassaic State School but in all of our institutions. I want them to know that everything will be done to make their children happy and to provide them with an adequate medical and educational program.

Dist. 1 Public Works To Hold Dinner-Dance

ALBANY, Oct. 31—The first annual dinner-dance of Public Works District 1 chapter, CSEA, will be held on Tuesday, November 10 at Panetta's, 382 Broadway, Menands.

Dinner will be served at 7 P.M. Dancing begins at 8:30.

Tickets are \$2.50 each for chapter members, \$3.50 for non-members. They may be obtained at all county assistant's offices and at the main office, from Howie Green, Mat McCartan and Tom Colloton.

Three More Glimpses



Three more scenes of the dinner marking the conclusion of the 45th annual CSEA delegates' meeting. Henry Galpin, salary research analyst, and Vernon A. Tapper, CSEA 4th vice president and chairman of the County Division, sit in with downstate county representatives. From left, Mr. Galpin; Merry Arnott, Suffolk chapter; Mr. Tapper; Eve Armstrong, Arthur Miller and Seth Morgan, Suffolk chapter; Irving Flaumenbaum, president of Nassau chapter, and Glendora App, Suffolk.



Albany Labor Department chapter and Utica State Hospital chapter are represented at this table. Clockwise, from left, L. F. Worsell, Margaret Poggioli and Agnes Smith, Labor Department; Margaret M. Fenk, president, and Joyce Jewell, Utica State Hospital chapter; Alfred Johnson, Matthew Kesner, president, and Glen Bennett, Labor Department.



From the left, William O'Morrissey, president, and Michael Seniuk, Parole chapter; Kay Armeny, Division of Employment, NYC and suburbs; Michael Murphy, Central Islip; Marie Doyle, DE chapter president; George Moore; and Mrs. Grace Nulty Moore, Division of Employment, and Pete Pearson, Central Islip chapter president.

New CSEA Board Holds 1st Meeting

ALBANY, Oct. 31—Newly elected officers and members of the board of directors of the Civil Service Employees Association held their first meeting here October 27.

Association President John F. Powers reported he was submitting a proposed budget to the proper committee and that the budget would be considered by Board members at the next meeting, November 29.

Major business of the evening was the appointment of the various Association committees. A full list of these committees will appear in the next issue of The LEADER.

CSEA Membership Units

(Continued from Page 3)

Simser and Evelyn Patterson, Supervisory; Vernon Olin and Alice Ouderirk, Social Service; Neil Piffeld, Marguerite Nestle and Frances Warshall, Food Services; Herbert Jones, William Evans and Ross Phipps, Engineering; George Regner and Larry Goppert, Storehouse, Bakers, Meat Cutters.

Howard Van Scoy, James Riley and Leo Burke, Farm; Frank French, Raymond Butler and George Schonbacher, Mechanics and Building Maintenance; Fred Arnold, James Avery, Kenneth Barr, Edward Powell, and Mathew Flanagan, Groundsmen, Transportation and Patrolmen; Elizabeth O'Brien and Andrew Sprague, Laundry and Housekeeping.

Anna Regner and Marion Arnold, Laundry; Lila Larrabee and Muriel Kennally, Housekeepers; Roswell Peters, John Cole and Janet Levinson, School Dept.;

Irilla Satterly, Margaret Corbett and Marily Quattrocchi, X Building.

Isa Jenison, Margery Hyatt and Agnes Bowles, F & G Buildings; Isa Jenison, Edith Merriman and Florence Suits, Q Building; Lennea Swanson, Colonies; Guy Young and Robert Brown, Male; Adela Tytul and Agnes Johnson, Female; James McLaughlin, Earl Hyatt and Thomas Hamela, E & B Buildings; Allan Anderson, Milton Bower and Leon Van Benschoten, I Building; Agnes Parrier, Dawes and Mildred Snyder, O Building; Evelyn Patterson, Charles Carroll and Edward Riley, J & D Buildings; Ethel Kunes, Emma Richards and Virginia Bal, R Buildings; William Kunes, James Burns and Fred Baptiste, H Building.

Eastcentral Unit-Barge Canal, Dewey Drumm, President, M. B. Atkinson, 275 Main St., Whites-

boro; R. Peters, Utica Harbor Lock, Utica; C. Trowbridge, Barge Canal Terminal, Utica; W. French, 414 Spatt Place, Utica; Dewey Drumm, 330 Steuben St., Herkimer.

Central Unit-Barge Canal, Russell O'Connell, President, Joseph Greive, Minetto; Roland B. Juenger, Barge Canal Terminal, Syracuse; Russell O'Connell, 121 State St., Seneca Falls; Harry M. Lavere, RD 1, Savannah.

Public Service Motor Vehicle Inspectors, B. D. Phillips, President, Clarence J. Atkinson, Chairman; Frederick Donovan; Maurice J. Dorney, Wm. W. Hinchcliffe; Edward J. Morschauser; Victor R. Lupo; Floyd A. Waterbury.

Oswego State Teachers College, Helen Hagger, President, Ralph Keegan, Maintenance; Mrs. Ethel Leroy, Student Union; Norman Dutch, Office; Harold O. Powers, Faculty.