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See Page 11

NYC PROBATION OFFICER EXAM OPENS ON OCT. 14

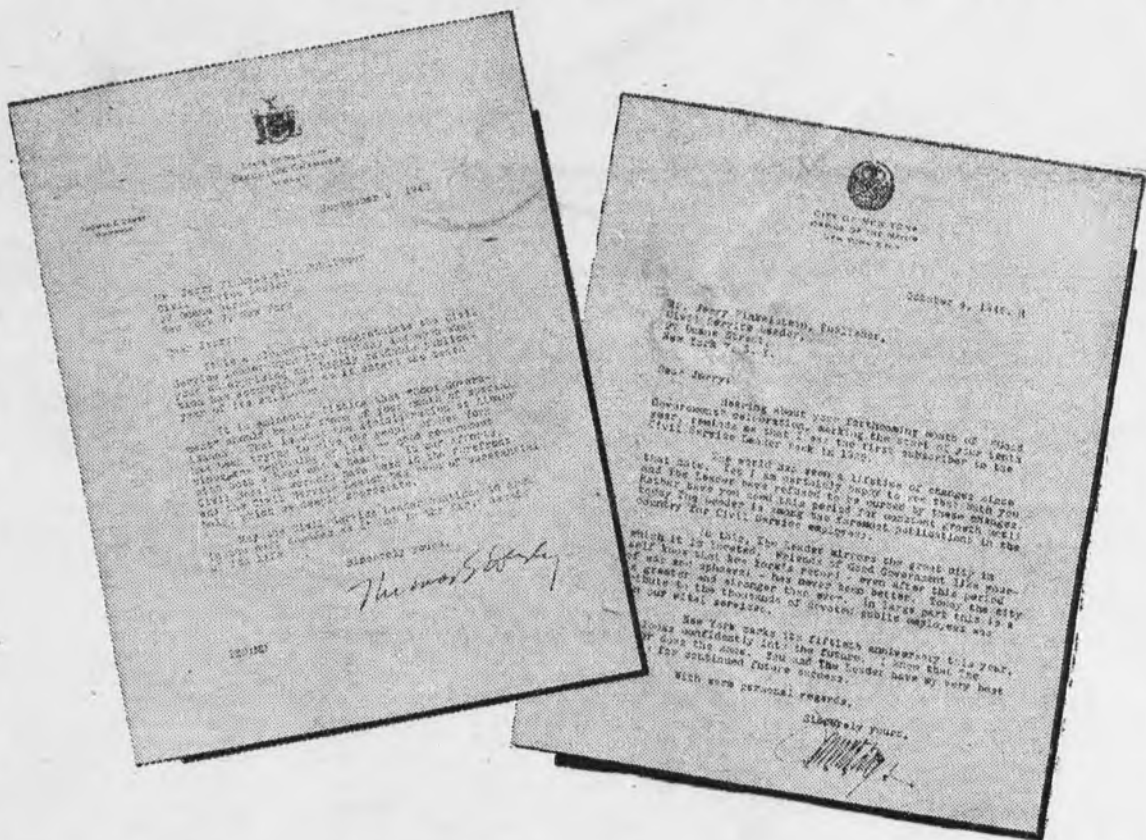
Civil Service Employees Assn. Sets Major Policies for 1949

ALBANY, Oct. 11—The Civil Service Employees Association, in a heavily attended two-day annual meeting last Tuesday and Wednesday, set basic policy affecting State and local employees for the coming year.

Embodied in 81 resolutions, the association's program calls for upward salary adjustments to meet rising costs which have gone up in the last pay rise; time-and-a-half rate for overtime pay; increments after 5-year periods of work; better retirement provisions; support for the Mitchell plan preference amendment; speedy establishment of eligible status; passage of a public employment labor relations bill; recognition of hazardous and arduous work; streamlined leave and holiday regulations; buttressing of the merit system; unemployment insurance for all local employees; and other advances.

Specific Improvements
In addition, the resolutions call for specific improvements in the (Continued on Page 2)

Dewey, O'Dwyer Laud LEADER's Good Government Achievements



Governor Thomas E. Dewey and NYC Mayor William O'Dwyer send letters of tribute to Civil Service LEADER upon entering its tenth year. These are among the many letters which have reached The LEADER from public officials. What they say about The LEADER's achievements for civil service and good government is printed on pages 8 and 9.

Assn. Supports Mitchell Bill

ALBANY, Oct. 11—Among the resolutions by delegates at the 38th annual meeting of The Civil Service Employees Association was support for the Mitchell veteran preference bill.

While the matter of supporting the bill occasioned some debate on the floor, a rising vote indicated overwhelming support for it. The delegates represent State and local employees from all parts of the State, and a substantial percentage of them are themselves veterans.

The resolution as finally passed not only indicates employee preference for the Mitchell measure, but commits the Association to strong action in its behalf.

'All Proper Means'

The resolution passed reads, in part: "The Association hereby directs its officers and committees to use all proper means and necessary resources of the Association to secure the adoption of the Mitchell proposal by the 1949 Legislature and to seek by all proper means to secure the adoption of the proposal by the people at the next general election in 1949." Thus far, all groups of civil service employees who have been asked on the matter have indicated preference for the Mitchell plan over the Condon measure, both of which are before the Legislature. The Mitchell proposal provides a merit system of preference to veterans; the Condon measure, on the other hand, provides an absolute preference to disabled veterans at all rungs, entrance and promotion.

The NYC Probation Officer examinations will be open to applicants from Thursday, October 14 to Friday, October 29. Apply in person or by representative to the NYC Civil Service Commission, 96 Duane Street, Manhattan, opposite The LEADER office.

There are two tests, because the law requires a separate examination for the Domestic Relations Court job. The other examination concerns jobs in Special Sessions and the Magistrates' Courts.

The \$2,710 salary may be increased later. The subject is before Dudget Director Thomas J. Patterson.

There is a total of 109 present vacancies.

The complete, official notice of examination for the Domestic Relations Court test is given below, and for the other jobs, the variation.

**Exam No. 5128
PROBATION OFFICER
GRADE 1
(Domestic Relations Court)**
Salary Range: Appointments are presently made at \$2,710 per annum consisting of a basic salary of \$2,050 per annum plus a cost-of-living adjustment of \$660 per annum. The basic salary is increased yearly by mandatory increments of \$120 per annum up to \$2,280 per annum. The salary range for this position is \$1,800 to and including \$2,700 per annum basic salary.

Applications: Issued and received from 9 a.m., Oct. 14, to 4 p.m., Oct. 29, 1948.

Fee, \$2 Vacancies, about seventy at present. Others occur from time to time.

Promotion Opportunities: Employees in the title of Probation (Continued on Page 13)

Beauty Contest Winner Likes Her State Job, Despite Screen Opportunity

ALBANY, Oct. 11—Mary Lou Martine, 21, a clerk in the State Division of Standards and Purchase hasn't made up her mind about a Hollywood screen test.

Winner of the Lady in Ermine contest held recently in an Albany theater, Miss Martine has the opportunity of a screen test by the 20th Century Fox studios, but likes her State job.

In a fur-model contest, Miss Martine wore a gray gabardine suit, gray hat and gray Persian lamb coat. She explains "gray is my pet color."

If the opportunity for a screen test comes, Miss Martine, who has worked for the State two and a half years, says she doesn't know whether she'll give up her State job or not.

"I'm not considering it now," she says. "If it should happen, then I'd decide."

Temporaries To Get Paid Faster

Special to The LEADER
ALBANY, Oct. 11—Temporary and provisional State employees will now get their pay checks faster.

The many OK's (known as "certifications") which the payroll must get will be reduced. The Bureau of Audit and Control has worked out a system where the

pay of non-permanent employees will go out as rapidly as the pay of permanent ones.

The new system is being put into effect immediately.

NYC Fire Officers To Have New Look

The NYC Fire Department is working out a plan to change the insignia of officers and to add a generous display of gold lace to the uniforms. The old insignia of helmet and battle ax is considered antiquated by officials and officers, including Fire Commissioner Frank J. Quayle.

officials in the department and is included in the departmental orders.

What's Proposed
The tentative form of the arrangement is now as follows:
Chief of Staff and Operations and Chief of Department, gold star each.
Assistant Chief of Staff and Operations, silver eagle.
Deputy Chief of Staff and Operations, gold eagle.

Deputy Chief, silver oak leaf. Captain, two bars. Lieutenant, one bar.

Beneficial Effect Sought
Commissioner Quayle is reported to feel that the streamlining of the uniforms and the adoption of insignia resembling that used in the army will stimulate officers to pride themselves in their appearance and also will impress the public more pointedly than the present subdued color scheme.

The gold leaf is expected to be recommended for wearing from shoulder to shoulder, with a generous dispersal of the scintillating braid over the chest. This, it is hoped, will enable them to present a spectacular front in all public contacts.

The officers who have been questioned on the project are in favor of it.

There is no comparable project on foot to streamline the uniforms of the Police Department.

STATE AND COUNTY NEWS

Assn. Program for Coming Year Includes Employee Improvements

(Continued from Page 1)

conditions of various employee groups. Thus, competitive status is urged for employees of Matteawan, Dannemora, Westfield and Albion; improved conditions are asked for Armory employees and for institution teachers; civil service status for employees of Geneva Experimental Station and for institution store managers; extension of full Feld-Hamilton coverage to Park Employees and revolving fund employees; meal card arrangements for institutional employees; action to alter the titles of certain farm jobs; improved working conditions for employees of the Long Island Park Commission; steps to improve the sanitary and health situation in certain buildings occupied by public employees.

Pay and Pensions

Other resolutions call for overtime pay to all those employees who work more than a 40-hour week; guard pay for employees of Matteawan, Dannemora, Albion, and Bedford; exemptions of pensions from Federal income tax; pay to per diem workers for legal holidays; outlaying of fees for promotional examinations; denunciation of subversive influences; improvement for non-teaching school employees; more adequate reimbursement for meal expenses; better travel allowances; employee representation on personnel boards; prompt salary payments; ending of title classification based on institution population; sufficient days off for religious observances; hearings and court review before removal; equal pay for women; the hiring of competent personnel officers for all agencies; maximum 40-hour work-week for local employees; Saturday closings of public offices; fair and uniform annual leave practices; special study of the condition of fire observers; extension of Lupton bill to aid DPUI employees.

A resolution from the floor asked that the Board of Directors consider holding the next annual meeting in New York City. The headquarters staff and those who had worked on the resolutions were thanked by resolution.

The full text of the resolutions follows:

1. SALARY ADJUSTMENT

WHEREAS, The salary or wage income of professional, clerical and administrative, custodial, and skilled tradesmen in private employment has been increased in an effort to maintain a near equilibrium with prices of essential commodities and it is reasonable to believe that prices and salary and wage scales will continue at or above present levels for several years, and,

WHEREAS, The basic salary and wage scales of employees of the State of New York reflect adjustments of approximately 50 per cent over basic scales of 1940 as against an increase in prices of 75 per cent during the same period,

THEREFORE, BE IT RESOLVED, That this Association urge upon the Governor and the Legislature that action be taken to increase the present emergency percentages provided in Chapter 139 of the Laws of 1948 by at least 12 per cent to meet increases in living costs and to incorporate such total emergency percentage adjustment in the basic pay rates of all employees of the State and of agencies now receiving the emergency pay percentages.

2. HAZARDOUS AND ARDUOUS COMPENSATION

WHEREAS, The present provisions relating to payment of hazardous and arduous compensation now in effect, cover only part of the employees having to

do with operation of tubercular hospitals, and,

WHEREAS, Tubercle bacillus is not confined to any particular room, ward or space, but is omnipresent in a tubercular hospital, as substantiated by authorities on tuberculosis, and,

WHEREAS, The present situation tends to undermine the morale of employees caring for tubercular patients,

THEREFORE, BE IT RESOLVED, That adequate extra compensation be accorded to employees of hospitals and other institutions caring for tubercular patients by means of salary re-allocation of such positions, or, if this is found impracticable, by the re-establishment of special hazardous or arduous compensation for these positions.

3. SICK LEAVE AND VACATION CREDITS BEFORE RETIREMENT

RESOLVED, That legislation be enacted providing that a lump sum in lieu of any accrued sick leave or unused vacation credits be paid to a member upon retirement.

4. VACATIONS INSTITUTIONAL FARM EMPLOYEES

WHEREAS, conditions prevailing in farming generally, and on the farms connected with the institutions of the State and operated by the State, require year round activity and work on the part of those employees in the various farming positions, and,

WHEREAS, farm needs naturally interfere with the taking of vacations and leaves, as in the case of employment not subject to seasonal weather conditions,

THEREFORE, BE IT RESOLVED, That action be urged to assure all engaged in the farming operations payment for all hours worked beyond 40 hours per week and that provision for such payments be made to apply to the current fiscal year.

5. PAY FOR WORK BEYOND FORTY HOURS PER WEEK

WHEREAS, Under the operation of Chapter 276 of the Laws of 1947 amending the civil service law in relation to overtime compensation of State employees, certain employees who work periods of 44 to 48 hours per week have not been accorded overtime pay, and,

WHEREAS, This constitutes injustice and discrimination among civil service employees,

THEREFORE, BE IT RESOLVED, That the Association call upon the Budget Director to act immediately to review the various positions not now accorded overtime pay and to issue necessary rules providing for overtime pay beyond forty hours per week in all cases where employment exceeds such number of hours.

6. TIME AND A HALF FOR OVERTIME

RESOLVED, That every possible effort be exerted to provide that overtime be paid for at time and one half to employees of the state required to work beyond 40 hours each week.

7. TIME AND A HALF FOR OVERTIME

RESOLVED, That every possible effort be exerted to provide that overtime be paid for at time and one half to employees of local subdivisions of the state required to work beyond 40 hours each week.

8. ANNUAL SALARIES FOR PER DIEM EMPLOYEES

WHEREAS, It is sound and desirable employment practice to properly classify and to accord a basic annual salary to public employees who are retained in service continuously throughout one or more years, and,

WHEREAS, in general practice, this is the policy of the State, and

annual wage scales to which all such positions could be easily allocated are provided for in the law relating to salary standardization, and,

WHEREAS, there are at present a number of workers in the Department of Public Works, the Department of Conservation and other Departments who are continuously employed year after year on a per diem basis and this practice is unsatisfactory to the employees and serves to impair morale,

THEREFORE, BE IT RESOLVED, That this Association urge upon the civil service, administrative and appropriating agencies that immediate action be taken to properly classify, to allocate positions as to salary and to place all per diem workers continuously employed on a basic annual salary fitting to the duties and responsibilities of each position concerned.

AND BE IT FURTHER RESOLVED, That such employees be granted all leave and other rights common to employees on an annual basis.

9. SALARY INCREMENTS AFTER FIVE YEARS

RESOLVED, That the Association urge upon the Governor and the Legislature amendment to the Civil Service Law to provide for payment of a single increment in

the case of each employee who has served at the present maximum rate without salary promotion for five years, and that similar increases be granted at each future five year period of like service up to twenty years.

10. SALARY INCREMENTS FOR CIVIL EMPLOYEES OF LOCALITIES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissioners, personnel officers and proper authorities of political subdivisions the adoption, as a spur to the career system, of Tenure Increment Plan to provide that an employee of a political subdivision who has remained at or above the maximum of his pay scale for a period of five years shall be entitled to an additional salary increment and that similar increase be granted at each future five year period of like service up to twenty years.

11. GUARD PAY FOR MATTEAWAN AND DANNEMORA EMPLOYEES

WHEREAS, the Matteawan and Dannemora State Hospital Attendants and Matrons at Albion and Bedford are performing services similar to those performed by the Guards in the penal institutions of the State, and

WHEREAS, Attendants and Matrons of these institutions have been discriminated against in the matter of appropriate salary allocations, and,

WHEREAS, The Association is seeking to abolish such discrimination,

THEREFORE, BE IT RESOLVED, that the Civil Service Employees Association, Inc., continue making determined efforts to secure for the attendants of Matteawan and Dannemora State Hospitals, and matrons at Albion and Bedford Hills, the Prison Guard scale of pay.

12. IMPROVE SALARIES, CLASSIFICATION, RETIREMENT OF ARMORY EMPLOYEES

WHEREAS, The Conference of Armory Employees, State of New York, represents the seven chapters of Armory Employees of the state and,

WHEREAS, said conference held their Annual Meeting on July 22nd and 23rd, 1948, in Albany, New York and voted unanimously to have the same legislation introduced in 1949 as had been introduced in 1948,

BE IT RESOLVED, That the Civil Service Employees Association, Inc., sponsor the same legislation for Armory Employees in the 1949 Legislature as was introduced and or sponsored by the Civil Service Employees Association, Inc. in the 1948 Legislature.

"Namely" Amend section 187, 8 & 9 generally for an annual salary with yearly increments; change of titles, etc.

Amend section 19-A Military Law for retirement benefits. Provide same vacation and sick leave allowances as granted other state employees and unemployment insurance for employees of the Division of Military and Naval Affairs.

13. IMPROVE CLASSIFICATION AND SALARY REALLOCATION

WHEREAS, The matter of posi-

tions in state service change time to time and many positions are now improperly classified and improperly allocated as to salary, and

WHEREAS, Many members of the Association are adversely affected and have appealed to Salary Board and Classification Board for prompt and effective relief,

THEREFORE BE IT RESOLVED, That the Association continue to press for such continued classification and reallocation of salaries as will keep service in line with actual conditions and will continue to operate in all ways with all employees in presenting claims to the Classification Salary Boards.

14. RETIREMENT LIBERALIZATION

WHEREAS, There is grave concern for improvement of the State retirement Law to provide retirement allowances and privileges in line with present day social security concepts, and,

WHEREAS, The appeals of state employees for the past several years for action on a definite enlightened program have not acted upon and needed relief thereby inexcusably delayed,

THEREFORE, BE IT RESOLVED, That the Association hereby directs its officers and committees to take immediate and vigorous action to employ all necessary resources of the Association, to bring about sound improvements in this so vital to worker welfare, in the following way:

1. establish a minimum retirement allowance of at least \$1200 per annum for members who have been employed of the state on a full basis for thirty years.
 2. permit optional retirement at age 55 or thereafter on basis of 1/120 of the average salary, the state to bear half of costs.
 3. that the death benefit be increased to an amount of 1/12 of the members annual salary for each year of service to 12 years and an additional amount for each year of service.
 4. that the law provide for an employee's retirement allowance after five years of service when state service discontinued, on the principle provided in the Pension Retirement System
 5. that optional retirement after 25 years of service at half pay be provided for prison guards, park men and rangers, game warden, institutional employees and other state local employees whose retirement require earlier retirement
 6. that members be granted option of purchasing optional annuity, and
- BE IT FURTHER RESOLVED, That the Association officers and committees take all possible steps to secure such elements in program as may seem possible achievement in the coming legislature.

(Continued next week)

Smash-Grab Supervisors Condemned

ALBANY, Oct. 11.—State supervisors have been urged to avoid "smash and grab" raids on the duties and responsibilities of their associates.

In a bulletin entitled, "He's a Nice Guy, But," the State Personnel Council writes: "It isn't only your subordinates who need your understanding and help. The other supervisors in your department need to know that you will share your information, help in a rush and that you will never make 'smash and grab' raids on their duties and responsibilities in order to build an empire for yourself."

Don't Run The Show

The bulletin adds: "Your associates welcome your help—but they don't want you to try to run their shows. They want to know they can count on you to discuss your common problems—but they don't want you to hold out your contributions until you can go to the boss with a solution, implying they were morons from away back."

Written by Mrs. Helen Esray Chase, council staff technician, the bulletin describes one type of supervisor as one who "never tells you what you need to know, unless you ask."

No 'But'

In addition, "He will take your job right from under your nose, unless you nail it down. He agrees with what you say, and then tells the boss why you're wrong. He never helps when you're rushed and he is just doing 'busy work.'"

The Council concludes: "A good supervisor is a nice guy with no 'But' attached."

APTITUDES—What are yours? Perhaps you can do better than Tolling away for small pay I n something you dislike working at. Test your aptitudes today Under trained staff of Experts. Do the things you prefer and Earn your full capacity. Start Right. Visit us Now! For Free Consultation APTITUDE TESTING LABORATORIES OF REUSEN Co. 130 W. 42 St., N. Y. C. LOngracre 4-3270 Backed by 15 Years' Establishment.

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NEXT WEEK -- MORE NEWS OF MEETINGS

Next week—more news of meetings. Other reports of discussions held and action taken at the 38th annual meeting of The Civil Service Employees Association, and at group sessions held the previous day, will be published in next week's LEADER. Dinner photographs will be published.

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STATE AND COUNTY NEWS

Dewey Lauds New York's Incomparable Civil Service'

ALBANY, Oct. 11—Gov. Thomas Dewey sent a special message of congratulation to the three hundred delegates attending the 38th annual meeting of The Civil Service Employees Association. Governor Dewey's message, which was enthusiastically received, follows:

Frank L. Tolman, Pres., Civil Service Employees Assoc., State Capitol, Room 156 Albany, N. Y.

Dr. Tolman: I am happy to send warm greetings to the members of The Civil Service Employees Association on the occasion of the annual meeting of delegates on October 5 and wish the extreme pressure of official duties and other commitments would permit me to be with you on one of these days and tell you once more how grateful I am to you and the people of New York are for your loyalty and hard work of the members of your Association.

New York is fortunate in having an incomparable civil service group. In war and in peace they have continually shown a steadfast devotion to their duties and responsibilities as public servants and, above all, a genuine interest in their work. Their efficiency, as well as their good faith, is on the highest level. With all these qualities they have been of invaluable help to my colleagues in the administration and to me in our efforts to give the people a government with both a head and a heart.

Employees' Devotion Praised

For our part, we have done our utmost to show the appreciation of the people for the high standards maintained by their public servants. As you may remember, in four years the average pay of the 50,000 employees of the State had risen from \$1,700 a year to

\$2,450 a year. I was glad this year to advocate and to sign an act of the Legislature which gave the employees of the State an additional increase to help them meet the heavy strains upon their family budgets imposed by inflation.

I am happy to say that everything this administration has done for the employees of the State has been fully required by increased efficiency and increased attention to the public interest.

The Civil Service employees, for their part, will have the accomplishments of the last five years as the best possible guarantee that their interests will have the most sympathetic consideration possible so long as this administration is in office.

With kindest regards and best wishes,

Sincerely yours,
THOMAS E. DEWEY

The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.



THE 38th ANNUAL MEETING

I HAD the opportunity to talk a good deal with your delegates to the annual meeting about a number of the major objectives and the major problems of the Association. Each member should be interested in all that took place during the meeting.

My first duty and pleasure is to express my mixed feelings on the honor you have again extended to me by continuing my job as your president. I shall try to live up to the responsibilities involved. I shall continue to fight for a square deal for you and for all State and local Public Employees. I shall work constantly to defend and strengthen the merit system and the career service, and shall always keep in mind the supreme obligation of every public employee as a servant of all the people to operate the biggest and most important business of the State (Government) on the highest plane of efficiency and morality.

The Team Wins

You have chosen a weak vessel as your mouthpiece and leader. I think you have selected me because you think I am not a quitter but am rather a fighter for fair dealing.

It is unfortunately inevitable that the head of any organization is given much credit for achievement, which credit is rightly due to others. Remember, it is the team and not any single player that wins any contest. Your President can do nothing without the firm and active support of every member. He can do little without the continued counsel and active cooperation of the civil service teams, including the staff and of all the elected officers and directors of the Association. Working together we can go places and do things. Do not let any one divide the members and so hope to conquer.

I suggest early meetings of every chapter so that your delegates may tell you of all the interesting talks, resolutions and happenings that took place at your annual meeting.

Plan to Win Pension Projects Told to County Division

By H. J. BERNARD

ALBANY, Oct. 11—An insight into where the emphasis is to be put by The Civil Service Employees Association in its campaign for pension liberalization was given by Dr. Frank L. Tolman, president of the Association, in a talk to the County Division Delegates' Conference held at the Hotel DeWitt Clinton. J. Allyn Stearns, of Westchester, 4th vice-president of the Association, presided.

The conference gave the delegates copies of a printed circular containing 19 resolutions adopted by the Association at the last annual meeting. The question was that stand should be taken on them now and what new ones were needed. When Mr. Stearns read the title of No. 7 on the list, Retirement System Liberalization, Tolman said:

"Additional conferences have been held with the Comptroller (Frank C. Moore) on our retirement program. Comptroller Moore is very conservative on the liberalization of pensions because of the financial condition of many subdivisions of government and says that half couldn't afford to support a liberalization program now, although they might be able to do so after a few years. We agreed in principle that we should select the projects that we believe the most important—one or two that would have the chance of getting through the Legislature—and I believe that we should nominate the minimum pension and the additional annuity bills.

"I understand that the minimum pension would amount to more than \$1,200, since on a 30-service-year basis, the State contributes \$500 for each year, or \$900, and the annuity contributions (made by the employees) average \$500. The average minimum should be about \$1,400.

Sees Good Chance

"I think that if we concentrate on these two projects, we will have a good chance of obtaining pension legislation this year.

"The Comptroller felt that any other of the projects on our pension liberalization program, ex-

cepting possibly additional annuity, would cost too much."

Dr. Tolman explained that putting the emphasis on the two pension projects in no way meant the abandonment of the rest of the pension liberalization program at the legislative session, but only that the two projects with the best chance of enactment would be accentuated. Both benefits would accrue to State employees and all others who are members of the State Retirement System.

Dr. Tolman suggested a policy for continued success of County Division operation: (1) activities at the intimate local level, at which officers, delegates and members keep in close personal touch with legislators; and (2), aims that are general, and not selfish.

Charles R. Culyer, field representative assigned to the County Division promotion and organization, discussed a wide range of subjects. He cautioned his listeners not to be taken in by arguments of administrators that salary increments are a substitute for salary increases, explaining that increments rewarded seniority, enlarged experience and improved efficiency, whereas salary increases recognized increased living costs and high responsibilities. The additional pay resulting from advancement in grade, or promotion, was not under discussion.

10,000 By October 1, 1949

The speaker said that the new fiscal year was off to a fine start with an alert membership drive and believed that "30 chapters with a membership of 10,000 will be accomplished" for the County Division during the year. That would about double present membership with less than twice the time that was devoted to attaining the present roster. He spoke of bright probabilities of chapters in Cattaraugus, Montgomery, Fulton, Warren and Nassau counties, and reported that the Nassau organization meeting is to take place on Wednesday, October 27 for the receipt of applications, all unsolicited. In Ontario county, he added, members of another organization resigned and asked to be permitted to become

members of The Civil Service Employees Association, with their own Ontario county chapter.

J. Leslie Winnie, Chemung chapter member of the Association Board of Directors, brought up pay disparities and urged the necessity of raising salaries at the county level. He advocated salary increments for local employees in all subdivisions of the government.

Editorial Praised

Mr. Stearns mentioned a LEADER editorial that protested against the blind alley jobs that result from employees being frozen at the top of their grade. The editorial praised the U. S. Civil Service Commission for attempting to remedy this injustice and urged other Commissions to recognize the seriousness of the problem. Mr. Stearns agreed wholeheartedly with the editorial and recommended that all present study its informed text as a groundwork for attaining in local subdivisions of the State at least another increment after an employee has been at the top of his grade for a specified period. The determination of the most equitable period was deferred, pending further study.

Vernon A. Tapper, Onondaga county member of the Board of Directors, stressed the need for a 40-hour upper limit on the work week in local jobs "as many employees are now working longer hours."

"There are more employees in local government working more than 40 hours than those working less than 40 hours," commented Mr. Stearns, in supporting Mr. Tapper's argument.

Hours Get Close Attention

Charles A. Sharkey, of the Sullivan county chapter, another Director, endorsed the necessity of uniform and fair hours, but warned that care must be exercised in drafting any proposals, so that the benefits would be shared by per diem workers. He recalled a reduction from 54 hours a week to 45, during summer seasons in the past, and a final year-round 45-hour week, whereby per diem employees were paid at the same rate as before, but for shorter number of hours, resulting in reduced take-home pay and many resignations. Mr. Stearns assured Mr. Sharkey that the whole plan for improvement of hours was necessarily predicated on no reduction in total pay, and that only the hours, and not the income, were to be lowered.

Robert K. Stilson, president of the Schenectady county chapter, also drew on his long experience in public employ to make the distinction between a 40-hour week and a five-day work week, for he emphasized that one could work more than 40 hours and have a five-day work week, and less than 40 hours and not have a five-day week.

Flood Tells of Gains

Ivan S. Flood, president of the Westchester county chapter of the Association, said that in Westchester the rule was 37 1/2

Armory Employee Ask Benefits Others Enjoy

ALBANY, Oct. 11—The Armory Employees Conference held an enthusiastic meeting at which it set forth its objectives for the coming legislative session. Chairman Clifford Asmuth presided. The Conference consists of seven chapters and represents 900 employees.

A change in the military law was recommended, in line with the bill introduced last year (Assembly Intro. 2066), classifying the positions of armory employees and establishing adequate salaries and equality with other employees as to increments and eligibility in the State retirement system.

Strong sentiment was expressed for rectification of vacation and sick leave disadvantages. The employees receive 22 days' vacation and no sick leave and want to be put on an equal footing with employees with 12 days' sick leave and a month's vacation. Appreciation was expressed for the improvement from the 14 vacation days formerly allowed under a strict construction of the military law. The consideration of Major General Ames T. Brown, the Adjutant General, in allowing the extra eight days, was appreciated in a resolution.

The third project was a proposed change in title from Laborer to Armorer, because of the maintenance and repair work of various types done by the employees at considerable saving to the State.

LEADER Is Indorsed

The Conference indorsed The LEADER for its "excellent service in support of State and local employees' projects, its expert coverage of civil service news, its aggressive editorial policy and its great help as a means of publicizing inequities imposed on em-

ployees and its influence on legislation and negotiation."

Each of the chapters was encouraged to send prompt and full reports to The LEADER of all activities and plans and appreciation was expressed for the cooperation extended by The LEADER in publicizing Armory employee objectives and events in the past.

Frank Gonsalves introduced a resolution, which was adopted, thanking the Metropolitan Conference for indorsing the proposed amendments to the military law. Also the National Guard Association was thanked for similar support, especially Colonel Chauncey M. Hooper who introduced a resolution at the recent Albany meeting of the National Guard.

Job Survey Discussed

The Conference was told of the work already begun by the Classification Board on titles and duties. The 71st Regiment, the Naval Militia and the 258th Field Artillery armories in NYC have been visited by Classification Board experts, besides an armory in Albany.

Announcement was made that the Metropolitan Chapter of the Armory Employees will hold a Halloween party on November 30 at the 258th Field Artillery Armory, 29 West Kingsbridge Road, The Bronx, for the benefit of the welfare fund. There will be a vaudeville show and dancing. The committee chairman is John Martin, of the 369th Coast Artillery armory.

James E. Deuchar, of the 105th Field Artillery armory, NYC, was reported to the Conference to be in excellent health, after his restful vacation.

A resolution was adopted regretting the death of James A. Fellowes, Secretary.

Time Off Granted to Go to Top Political Rallies

ALBANY, Oct. 11—State employees are going to be given time off without discrimination, to attend political rallies. There will be a Truman rally when the President visits Albany on October 8. State employees were granted time off to hear Governor Earl Warren, GOP Vice-presidential candidate, when he spoke in Albany on September 27.

Although the State Civil Service Department has asked for more information on a request that State employees be given time off on Wednesday to attend

a luncheon honoring Senator Glen Taylor, Vice-presidential candidate on the Wallace ticket, it has promised to let them go. J. Edward Conway, president of the State Civil Service Commission, said he had written to the Albany Wallace-for-President Committee to find out how many employees are expected to attend the Taylor meeting and how much time they wanted. He said: "We have no political interest in the matter. We go down the middle of the road, and as soon as we get the details, the employees who want to hear Senator Taylor may do so."

(Continued on Page 4)

STATE AND COUNTY NEWS

Biggest Annual Assn. Meeting Accomplishes Diverse Work

ALBANY, Oct. 11—The annual meeting of the Civil Service Employees Association examined everything—from the best way to get improved pay to the question of county representation on the group's own Board of Directors. Here's the program, which took two full days—from morning to night—to complete:

TUESDAY, OCTOBER 5
Departmental Delegate Conferences
 Mental Hygiene: William J. Farrell presiding.
 Health Department: Charlotte M. Clapper presiding.
 Correction Department: Leo M. Bitt presiding.
 Social Welfare Department: Francis A. MacDonald presiding.
 Public Works Department: Arthur W. Moon presiding.
 Education Department: Dr. Albert E. Corey presiding.
 Conservation Department: Angelo J. Donato presiding.
 Armory chapters: Clifford G. Asmuth presiding.
 The County Division delegates met, too, for a long 5-hour meeting, presided over by J. Allyn Stearns.

The Resolutions Committee met under Jesse B. McFarland; and the Board of Canvassers tabulated the votes in the election, with Leonard Requa as chairman. Tuesday afternoon also saw meetings of the five Regional Conferences of the Association under their chairmen.

Objectives For '49
 On Tuesday evening the delegates met in Chancellors Hall, State Education Building. The meeting was called to comply with the Association's Constitution, but because of the Jewish holidays, was recessed until the following morning.

Then a panel discussion took place, John T. DeGraff presiding, on the subject: "Major Objectives for 1949." Subjects include: Salaries; Retirement; Machinery for Public Employee Labor Relations; Civil Service Law and Rules; Panel members were: Charles M. Armstrong, Irving Cohen, William

J. Dougherty, Director State Retirement System, Andrew J. Doyle, State Labor Department, Joseph Schechter, Counsel Civil Service Department, Davis L. Shults, Chairman Association Salary Committee, Dr. Frank L. Tolman, Jesse B. McFarland, John F. Powers, John E. Holt-Harris, Joseph D. Lochner, William F. McDonough, Charles R. Culyer.

WEDNESDAY, OCTOBER 6
 The business meeting of the delegates began at 10 a.m. in the DeWitt Clinton Hotel. Officers and committees reported on their work. Action was taken on 1 resolution setting Association policy. A report was heard on the work of a special committee to make revisions in the Constitution and by-laws.

During the day and evening, the delegates heard a number of speakers. They were greeted in the morning by Erastus Corning, 2nd, Mayor of the City of Albany. Other speakers:

Mary Goode Krone, chairman of the State Personnel Council; "The Council and the Employee." Edward Corsi, State Industrial Commissioner, whose subject was "How to Assure Good Labor Relations in Public Service," but who deviated into a discussion of labor relations in private industry in New York State.

Herbert C. Gerlach, County Executive, Westchester County;

"Personnel Relations in Westchester County."

Joseph D. Lochner, Executive Secretary, Civil Service Employees Association: "The 1949 Membership Campaign"—all the answers to the question "Why Should I Join the Association?" This was in the form of a panel discussion.

The guest evening speakers were:

Henry A. Cohen, chairman Merit Award Board: "Merit Awards". Arthur S. Flemming, President Ohio-Weslyan University and formerly member of the United States Civil Service Commission: "Problems and Possibilities of Civil Service Administration."

The evening meeting also included a report of the Board of Canvassers on the results of the elections, and introduction and installation of officers.

During dinner, a quartet under the direction of Larry Hollister enlivened the proceedings.

By general agreement, the 1949 annual meeting of the Civil Service Employees Association was one of the smoothest, best-run in years. The headquarters staff was present constantly, ministering to hundreds of requests from delegates and guests. Dr. Tolman was relieved from the task of chairing the meeting at several points, by Jesse B. McFarland, first vice president, and John F. Powers, second vice president.

Group Protests Refusal To Make Test Promotional

ALBANY, Oct. 11—Four Junior Electrical Engineers of the Public Service Commission have written to Charles L. Campbell, Administrative Director of the State Civil Service Department, protesting the holding of an open competitive examination for filling positions of Assistant Electrical Engineer. They maintain it should be a promotion examination and that various devices have been used by the Public Service Commission to prevent the holding of a promotion test for that title. The letter follows:

"We, the undersigned Junior Electric Engineers, having been informed that your Commission has ordered a reposting of the above position, which to date has not been done, do hereby protest the holding of an open-competitive examination for the above position and believe such position should be promotional under Rule XIV, in that we believe that these positions will not entail duties above and beyond those which we have been performing for the past ten years and, in effect, are the duties of assistant electrical engineers; also, that at least two of the promotional field have qualified in examinations of equivalent character.

"It may be well to point out that these positions were, in the Grif-

fenhagan report, classified as Assistant Electrical SERVICE engineers since the duties require specialization in the field of utility maintenance and operation of distribution and electrical metering. **Abnormal Requirements Charged**
 "We wish to state, and believe we are in possession of sufficient evidence to be sustained in court, that the Public Service Commission has consistently required qualifications for various positions beyond normal requirements for the sole purpose of:

- "1. Misleading the department of Civil Service in its determination of type of examination,
- "2. Meeting special qualifications of a particular person,
- "3. Discouraging the promotional field.

"We are prepared to prove that in recent examinations where the 'proper people' were involved, written examinations were waived or, where held, no charge of duties were involved. It can also be shown that where a promotional field existed but an open competitive examination was held, the employees were intimidated and discouraged from filing. Further, that where they filed and placed within the first three, their appointment to the higher grade was refused—

County Division Meets

(Continued from Page 3)
 hours for office workers, and that only the county jail was regularly on 40 hours, instead of 42 or 44, as had existed previously in those jobs. The five-day week was observed, but in some few instances, where it was necessary for legal or service reasons to stay open on the sixth day, a skeleton force was provided on Saturdays, and the hours adjusted for such rotating employees. But this was being gradually improved, he reported, citing the recent change in the law concerning the filing of documents in the County Clerk's office, whereby the next legal day after Friday became Monday, instead of Saturday, and the five-day, 40-hour week was thus extended.

"What we seek," he explained in regard to the statewide objective, "is that basic work shall not be for more than 40 hours a week, but with no increase in any present hours and no reduction in the annual pay, only in the number of hours worked a week."

Other than office employees do not all have a five-day week in Westchester.

The 40-hour, five-day week is one of the principal aims of the County Division for employees of all local governments. The project is in two parts: (1), a 40-hour

work week for local public employees now working longer hours and (2), Saturday closing—a five-day work week for local public employees now working more days.

Unemployment Insurance

Mr. Flood also discussed unemployment insurance as needing stimulation, for although the legislature last year extended to local governments the option of according employees this benefit, no municipality has yet signified any intention of exercising the option. The only cost would be the actual amount paid out by the unemployment insurance fund, to be borne by the municipality.

The delegates hailed the action taken by the Civil Service Department following the adoption of a resolution by the Association last year in favor of prompter announcement of examination results.

Tolman 'Great President'

Mr. Stearns extolled Dr. Tolman and described him as a great president. Dr. Tolman's already ruddy face grew ruddier. Friends commented on how well he looked.

A resolution to make the results of County Division research available to city groups was approved and to inform and assist

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

THERE is no excuse for you not voting this year—and this applies whether or not your office closes up shop on Election Day. In other words, institutional and public safety employees, if they take the necessary preliminary steps, can assure themselves at least two consecutive hours off from their jobs — if they need that time to vote.

This is assured by a statute passed by the 1948 Legislature which makes this privilege clearly applicable to "all employees of the state and all of the civil divisions thereof, including cities, towns and villages". This clarification was needed because the old law referred to all employees of "municipalities", thus raising a question whether or not it applied to state employees and those of all civil divisions.

As pointed out above, if your work day is such that you have two consecutive hours available in which the polls are open, without taking any time off, then you don't really need the law and, hence, it does not apply to you. But if your working hours do not permit you such two hours, then you are entitled to get them off without loss of salary or any other penalty, provided you are entitled to vote at the election. If you haven't registered, you can't vote and can't get time off "to vote".

Must Notify Employer

But if you are entitled to vote, you must notify your employer before the day of election of your intended absence. Such employer can designate any two consecutive hours during which the polls are open when you can absent your-

self for voting. If he designates such hours, then you are not at liberty to go at any other time during your working day, if you want your leave to be free of penalty.

If the employer does not designate the two hour period on the day you give him notice, then you can absent yourself during any two successive hours while the polls are open. If you do so, the law protects you by providing that "no deduction shall be made from the usual salary or wages of such voter, and no other penalty shall be imposed upon him by his employer by reason of such absence."

Although the term "absence" as set forth in the law is not defined so far as public service is concerned, it is safe to assume that it applies to appointing officers and institution heads with power of appointment, as the case may be. (Chapter 670, Laws of 1948).

Armistice Day Leave
 Another November leave which was the subject of legislative action this year is covered by Chapter 350 of the Laws of 1948. This has the effect of eliminating some of the mandatory features of the Public Officers Law which provided that Armistice Day had to be given to veterans of World War I and II without loss of pay and that failure to give such leave of absence was to be deemed neglect of duty on the part of appointing officers. This requirement raised some difficulty in those jobs which had to be manned on such days.

Accordingly, the law was changed to provide that such leave must be granted "except when such action would endanger the public safety or the safety of health of persons cared for by the State". But such employees "shall be entitled to leave of absence with pay on another day in lieu of Armistice Day."

It should be noted that the "public-safety" exception is not limited to any group of public employees while the "persons-cared-for-by-the-State" exception seems applicable only to State employees.

Does it not seem strange that the above positions have been held vacant for over two years? It would appear that the delay was a stall while the administration endeavored to devise means to circumvent the promotional field while the work involved was and is being carried on by men in the junior title.

"For the above reasons and others of which we are in possession, we reiterate our protest of any open competitive examination for this position.

The letter was signed by Kenneth A. Valentine, Earl B. Weaver, Gordon Courduff and David Duff. It bore this postscript by Mr. Valentine, who is the department's representative on the Association's Board of Directors:

"R. P. Adams has refused to sign the above protest. His reasons are more eloquent than his signature.

"1.—That he knows it will do no good.

"2.—That the department head always gets his way."

local efforts to get improvements adopted.

The conference favored extension of the competitive system throughout the State and voted to make county survey data available to city groups.

Other speakers were Philip L. White, St. Lawrence; Robert Baylor, Ulster; Mrs. Frances Sweeney, Clinton; Joseph D. Lochner, Executive Secretary of the Association; Catherine V. Canny, Steuben; George Flach, Orange; Michael J. Cleary, Westchester; Charles A. Carlisle, of Ter Bush & Powell; Fred Burke, and William F. McDonough, executive representatives of the Association.

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STATE AND COUNTY NEWS

Tolman Re-elected Assn. President; Powers, Conlon Win Contested Posts

ALBANY, Oct. 11—Dr. Frank L. Tolman has been re-elected president of The Civil Service Employees Association...

There was no contest for either of the two top positions. Powers Wins The office of second vice-president went to John F. Powers...

Mr. Powers also received a scattering of write-in votes for the first vice-presidency. Frederick J. Walters...

The fifth vice-presidency changed hands. The contest was between Dr. Wayne W. Soper, of the State Education Department...

follows: President—Frank L. Tolman. 1st vice-president—Jesse B. McFarland. 2nd vice-president—John F. Powers...

List of Delegates

The delegates to the annual meeting of The Civil Service Employees Association were listed on the roll call as follows: Binghamton—Ernest L. Conlon...

mission—Angelo J. Donato, Pres.; LeRoy Lembo. Saratoga Spa Chapter—Adrian L. Duckel, Pres.; Thompson R. Temple...

man, Pres.; Priscilla Harvey, Vito J. Ferro. Harlem Valley Hospital—Ellis Carter, Pres.; Anna Bessette...

Eligibles Are Punished for Falsifying Experience. ALBANY, Oct. 11—The State Civil Service Commission has imposed penalties on eligibles...

Executive Board Contests Several contests took place for State Executive Board membership. P. Raymond Krause won over John J. Moynahan...



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STATE AND COUNTY NEWS

Flemming Asks Wide Change In Civil Service Practices

By MAXWELL LEHMAN

ALBANY, Oct. 11.—Former United States Civil Service Commissioner Arthur S. Flemming believes that—

Public employee salaries are too low;

An obligation must be placed on public officials to consult with their employees on matters affecting employee welfare;

Operating officials should have a bigger choice in the selection of people who work in their departments;

It should be possible to move good people freely from job to job within an agency;

Public employees must develop a stricter code of conduct and ethics;

The career civil servant must have greater protection against arbitrary dismissal; at the same time an administrator should be able to fire incompetent employees without a lot of obstacles in his way.

Charged With Dynamite

The well-known expert, now president of Ohio-Weslyan University, condensed into an hour's address some of the major conclusions he had drawn from his years as a United Civil Service official. He delivered his opinions before the delegates of the Civil Service Employees Association, at their annual meeting in Albany, October 6.

Mr. Flemming knew that his remarks were charged with dynamite, and admitted that he was running counter to prevalent opinion on a number of issues.

"What needs to be done if the merit system is to rest on a solid basis?" he asked.

Management Job

First, he argued, department heads "must participate more in the personnel functions of government." Because of the ravages of the spoils system, civil service bodies in this country have been given almost exclusive jurisdiction over personnel, he pointed out. "We must begin to move in the opposite direction."

He urged that civil service commission develop standards, and then make sure that department officials follow those standards.

LIST OF DELEGATES

(Continued from Page 5)

Industry—Clifford B. Hall, Pres.; Joseph F. McMahon.

Oxford—Floyd Elsbree.

State Executive Committee

William F. Keuhn, Agriculture & Markets; Francis A. Fearon, Audit & Control; Proxy for Victor J. Paltsits, Banking; Mildred O. Meskill, proxy for Joseph J. Horan, Commerce; Theodore Becker, Civil Service; Angelo J. Donato, Conservation; Leo M. Britt, Correction; Dr. Albert E. Corey, proxy for Wayne W. Soper, Education; Charles H. Foster, Executive; Charlotte Clapper, Health; Solomon Bendet, Insurance; Christopher J. Fee, Labor; Francis C. Maher, Law; William J. Farrell, Mental Hygiene; Kenneth A. Valentine, Public Service; Arthur J. Moon, proxy for Edward J. Ramer, Public Works; Francis A. MacDonald, Social Welfare; Isabelle O'Hagan, State; Arnold W. Wise, proxy for John J. Denn, Taxation and Finance; Walter J. Nolan, Judiciary, and proxy for Fred Forbes, Legislature.

County Division Chapters

J. O. Bowman, Chautauqua; Clyde E. Paull, Pres.; and Josephine M. Williams; N. J. Light, Clinton; Nicholas Giannelli, Pres.; Erie; No names listed for Franklin; John J. Graves, Pres., Herkimer; Sheldon G. Stratton, Pres.; and Chester Hoyt, Jefferson; No names listed for Niagara; Vernon A. Tapper, Pres., and Marion E. Klotz, Onondaga; John F. Schoonmaker, Orange; Ani Calone, Otsego; Edward A. Benson, Rockland; Philip L. White, Pres., and Glenn W. Miller, St. Lawrence; Robert K. Stilson, Pres., and William Y. Dunn, Schenectady; W. M. Groesbeck, Pres., and Catherine V. Canny, Steuben; Donald A. Clark, Suffolk; Charles Sharkey, Sullivan; James P. Martin, Ulster; Ivan S. Flood, Pres., J. Allyn Stearns, John Breen, Michael J. Cleary, J. Harold Keeler and Harry Rodriguez, Westchester.

"Today," he continued, "we're judging public officials on their doing a good management job. Therefore we must allow them the privilege of helping recruiting the men they need to do that job. Moreover, I believe in a policy of promotion from within. But the department head must have sufficient flexibility to move their topnotch men around from one job to another."

Urges Higher Pay

Mr. Flemming urged that the present Federal \$10,330 job ceiling be raised to \$15,000. He praised the New York State policy of paying better than U.S. salaries for top officials. The Federal government has been unable to recruit the top men it needs, because of its niggardly pay policy. Mr. Flemming also urged higher pay scales at all levels. He objected to "patchwork salary schedules". He urged that local governments "make it possible for employees to purchase at least the same necessities of life as it was possible for private employees to purchase in 1941."

Consult With Employees

With earnest emphasis, Mr. Flemming made the point that administrators must "consult" with their employees. "Government should say to officials and supervisors: 'Before you put into effect policies and plans affecting the welfare of employees, you must sit down and discuss those plans with the employees.'" He suggested that

employee opinions be sought by administrators, and praised the New York State merit award system as a step in the right direction. He cited the experience of Great Britain in seeking the ideas of its employees. This would make for improved management, he feels.

Code of Ethics

In urging upon government employees a strict code of conduct and ethics, Mr. Flemming said: "The career employee must be willing to administer a program with which he is in complete disagreement." The career employee must refrain from political activity, must accept no favors from the public.

The Hairline

Speaking on the question of dismissals, Mr. Flemming talked of the difficulty in dealing with Federal employees who were up on charges of disloyalty. "We were determined that we should give the government maximum protection. At the same time, we realized we might be attaching a label to the employee he would never shake in his life, a label that would make it difficult for him to continue to function as a member of society."

While urging protection against arbitrary dismissal, Mr. Flemming on the other hand asked that when an administrator had to get rid of an incompetent worker, he should have the support of the rank and file.

Membership Drive Is On

Following are more membership committees of The Civil Service Employees Association:

AUDIT & CONTROL, ALBANY CHAPTER

Frank Conley, President

F. Seeley, Chairman Audit Bureau, 7th floor; M. Sepe, Examinations and Research, 6th floor; B. Newell, Personnel Bureau, 6th floor; E. Stone, Payroll Unit, 7th floor; R. Hobin, Welfare Unit, 7th floor; B. Thull, Research, 6th floor; M. Donohoe, Bond Unit, 7th floor; M. Taaffe, Accounts Bureau, 6th floor; L. Karell, Refund Unit, 7th floor; J. Haber, Field Audit, 6th floor; E. Willigan, Highway Unit, 7th floor; E. Shutts, DPUI, 1275 Broadway.

SYRACUSE CHAPTER

Miss Doris LeFever, President
Elizabeth A. Bryan, State Fair Office; Thomas N. Little, Banking; Raymond G. Castile, Commerce; William Walch, Comm. Discrimination; Anna B. O'Boyle, Labor; James Cooke, Apprentice Trng.; Rose Kalatsky, Industrial Hygiene; Jeannette Hodge, DPUI, 141 James St.; Katherine O'Connell, Employment Service; Etola Muckey DPUI, Field Unit; Mary Pogue, Health; Anna Weinstein, Health; Florence Young, Ellen

Gurol; June Bishop, College of Forestry.

Margaret Christ, Agnes Weller, Parole Division,
Nora Ciolek, Social Welfare; Mitchell Brown, Social Welfare; Katherine Powers, Charles A. Hrab, Psychopathic Hospital; Alice Corbell, Mental Hygiene; Douglas Petrie, Harry Certner, Education; Darleen Downes, Eva Agronin, Claries Adams, Workmen's Compensation; Helen Hanley, Gregory Goulet, Insurance Fund; Henrietta Soukup, Insurance Fund; Anne Dorsey, Tax; Irene Dobrowsky, Tax; Anne Munro, Veterans Affairs; Mr. Lary, Mediation Board.

Public Works: Eleanor Fleming, Delores LaMay, Leon Brown, Alvin Duffy, Main Office; Flora Johnson, Alice Pelland, Fair Grounds; R. Quandt, R. C. Atwood, Barge Canal Term.; George Gale, H. Champlain, Highway Shops (s.r.); William Hickey, Charles Sullivan, Cortland County; J. Frank Egan, Onondaga County (East); H. F. LaBrecque, Onondaga County (West); E. G. Grimstead, Oswego County; R. Pollard, Seneca County; A. Pearce, Tompkins County; B. P. Ingraham, Wayne County; Carlton Dodge, Roadside Improvement; Clifford Schultze, Paint Marking.

Assn. Chapter Elections

Coxsackie — President James J. Walsh; vice-president, Erwin Keinath; secretary, Dave Osterhoudt; treasurer, John Longthorn; delegate, Harry Fritz; alternate, George Gates. Membership Committee: Viola Dimmick, Russell Bedford, Tom Henderson, Adelaide Zachary, Sergeant Ted Williams; Sergeant John Van Deusen; Harold Pillsworth and Francis Sullivan, chairman of other committees: Auditing, Archie MacLintock; Legislative, Harry Fritz; Social, Erwin Keinath; Education, Dave Osterhoudt and Publicity, Ray Harohn.

Chatauqua Chapter—President, Robert Miller, Highway Dept., Falconer; 1st vice-president, Harry K. Randall, Dunkirk Schools, 2nd vice-president, Mrs. Esther England, County Hospital, Cassadaga; secretary, E. Burdette, Howard, Highway Dept., Falconer; treasurer, John O. Bowman, County Clerk's Dept., Mayville.

Industry—President, Clifford B. Hall; vice-president, George Woltz, Jr.; secretary, Verna Hunter; treasurer, Louis Jasnau; delegate, Joseph F. McMahon; alternate, Edward Young.

Matteawan State Hospital Chapter — President, Fred Haight; Vice President, Joseph DelBoccio; Treasurer, Albert G. Carr; Secretary, John Mitchell; Delegate, William J. McCarroll; Steward, Harold Brown.

Steuben—William H. Groesbeck, Bacteriologist of the Hornell laboratory, president, succeeding Catherine Canny, Bacteriologist at Corning laboratory, who was elected president when the chapter was organized last year; Mrs. Louis Savage of Corning, vice-president; Mrs. Mildred Labour, Arkport, secretary; Marion Nash, Bath, treasurer; Jean A. Curry, Bath, delegate.

Rochester Department of Public Works Chapter—President, J. M. Gallivan; vice-president, W. H. Saunders; secretary, Marie St. John; treasurer, Jane M. Bader; delegate, S. R. Towe; alternate, C. M. Bennett.

Conservation Department Capital District Chapter—President, John C. Thompson; vice-president, Earl R. Holm; secretary, Mrs. Rhoane Willett; treasurer, Joseph D. Lennon. Members of the Executive Committee: Administration, William E. Tinney; Lands and Forests, Janet DeLollo; Water Power and Control, Helen E. Barry; Fish and Game, Arthur W. Holweg; Parks, Alice Foley.

Department of Public Works District No. 2, Utica—President John R. Rosbykiewicz; vice-president, Edward W. Perry; secretary, Lillian H. Peckham; treasurer, L. Lavern Cheney; financial secretary, Clara E. Jones; delegate, Walter K. Hayes. The Executive Council of the chapter, in addition to the above officers, consists of Llewellyn S. Jones, O&M Highways, Carl Davies, O&M Canals, and Arthur T. Madison, Construction.

Hudson River State Hospital Chapter—President, Guy DeCordova; vice-president, Ruth Van

Anden; secretary, Mary I. Hemminger; treasurer, Mae McCarthy. Executive committee: Howard Chas. Charles Veith, Julia Beck, Agnes Smith, Mrs. Wood, Miss Hurst, Louis Garrison, A. Brownell, Joe Burke, George Magee, Aaron deger, W. Burke, Johanna Williams, Benjamin Nuhn, Arthur Mahoney, Mr. Boisvert, Sally Galbraith, George Brown, August Ditzel, David Jones, Edytha Chase, Robert Tilmans, John Dingman, Donald Holden, Mary O'Donnell, Victor Burgiel, Frances Pearson, Elizabeth V. Ryan, Dr. Albert L. Fleur, Mae Belton, Alice Doering, Carleton Nuhn, Harold Barnhart, president, Edward S. Sammis; Frank Cox.

Newark State School Chapter—President, Robert L. Soper, vice-president, Edward S. Sammis; secretary, Theresa Frey; treasurer, Mrs. Edna VanDeVelde; delegate, Robert L. Soper and Edward Sammis; alternates, Orville Lagnor and Floyd Fitchpatrick. Executive Committee: Francis Condit, Edwin Cook, Lois Sweet, Leona Manley, Mrs. Geraldine Collins, Mrs. Emma Utter, Mildred Dey, George Chapman and Orville Lagenor.

Retirement System Chapter—President, Thomas F. Weismeyer; vice-president, James Connery; treasurer, Regina M. Laughlin; secretary, Roger Rhino.

Armory Employees Chapter Syracuse and Vicinity—President, Joseph E. Uhl, of Corning; vice-president, John C. Bell, of Geneva; secretary, James P. Riffe, Elmira; treasurer, Floren C. Kibball, of Elmira.

Rockland State Hospital Chapter—President, James Nolan; vice-president, Mrs. Doris Victoria; treasurer, Isador Merritt; secretary, Margaret Ferritt.

Columbia County State Public Works Chapter—President, Peter Miller; vice-president, Arthur Spath; secretary, Charles Parsons; Treasurer, Donald Weare.

The Orange County State Public Works — President, Ralph Swalm; vice-president, Roland Schoonmaker; secretary, N. Sheil; treasurer, J. Heater.

Public Works Chapters Form Committee

ALBANY, Oct. 11.—A conference of Public Works Department chapters discussed hours and pay at a unanimously endorsed establishing an annual salary for per diem employees. Truck drivers, laboring equipment operators and others are paid on a daily basis.

The conference, meeting in the DeWitt Clinton hotel, voted to establish a permanent Public Works Committee, with the chairman to be the winner of the contest election for the departmental on the State Executive Committee. Charles J. Hall later proved to be the winner.

A report was submitted stating that the reclassification project Public Works, begun last year by the State Civil Service Department, has produced no known results yet. The new committee will try to get an interview with Helen Cohen.

Complaints that much overtime employment is permitted were voiced. The reclassification it was hoped, would end such practice. Laborers working as painters and truck drivers as acting foremen were among the instances mentioned.

William A. Greenauer, president of the District 10 chapter, Babylon, spoke on behalf of the annual salary project.

Four Are Acting Heads Of Correction Institutions

ALBANY, Oct. 11.—The following persons are Acting Wardens Acting Superintendents in the institutions where vacancies exist for Warden, an exam now being open to fill them permanently: William Snyder, Sing Sing Prison; John Foster, Auburn Prison; Leroy Weaver, Elmira Reformatory; Lloyd Whipple, Workburne Institution for Defective Juveniles.

The last promotion examination for Warden in a Correction institution was held in 1940.

Activities of Employees

Rochester

The September meeting of the Rochester Chapter was called by Ray Munroe, President, at Flower City Post. Membership was the chief topic. William Hardies, a Legionnaire and a Legion office holder, discussed the Mitchell Bill versus The Condon Bill. Mr. Munroe covered the importance of the coming election of association officers.

Charles Rudolf, Bureau of Rehabilitation entertained his office associates at a sausage roast at his home on Highland Avenue, in August.

Carmon J. Tyner, Senior Manager of N.Y.S.E.S., was General Chairman of the I.A.P.E.S. State Convention held at the Rochester Hotel September 17 and 18. Approximately 100 attended.

James T. Baldwin, Manager N.Y.S.E.S., managed the Annual Picnic of the Employment and Unemployment Insurance Staff at Ellison Park on September 11. 63 people were present.

Frances L. Cederman, Inter-

viewer in N.Y.S.E.S. marked her 15th anniversary with the Employment Service at a luncheon at the Powers Hotel on September 15.

Neil Goodman, General Chairman, once again managed a successful party. This time a clam bake at Elser's Grove on Saturday, October 2. About fifty attended. Dancing followed the bake with President Ray Munroe and Margretta Bantrell substituting at the piano.

Matteawan

Fred Haight was elected president of the Matteawan chapter. He succeeds Harry W. Phillips, president for the past several years, who declined renomination.

Other leaders elected by the Chapter include vice president, Joseph Del Boccio; treasurer, Albert G. Carr, secretary; John Mitchell, Representative to the State group; William J. McCarroll and Steward Harold Brown.

Members of the Matteawan unit decided to continue the fight for Guard rating and pay and will join Dannamora, Westfield Farms

and Albion in the drive for a better classification of employees of these institutions.

After much discussion, the group went on record as unanimously favoring the Mitchell veteran preference bill for more balanced credits for entrance and promotion exams.

Preliminary plans for an extensive membership drive were formulated and will be put in full swing soon.

Vets Vocational School

The Veterans' Vocational School Chapter of The Civil Service Employees Association at a recent meeting in Troy elected the following officers to serve for the coming year: president, Ralph O'Brien; vice-president, Thomas O'Reilly; treasurer, Jack Sheridan; secretary, Mary Stevens; delegate, Joseph Granata.

and performance evaluation ascertained by asking Judge Henry D. Shedd of Children's Court to mark the applicants under 11 headings, 75 per cent.

STATE AND COUNTY NEWS

Attainable Gains Explained by Stearns

Following is the second installment of the speech delivered by Stearns at the St. Lawrence County Chapter:

By J. ALLYN STEARNS, vice-president, The Civil Service Employees Association... We are strongly in favor of a cost-of-living adjustment...

State Pay Is a Wage Cut... I think the point that should be recognized in discussing cost-of-living increases is that when we establish a salary for an employee, unless we keep him in line with increased costs by making adjustments from time to time he is really suffering a salary cut...

Necessary Items... Other basic items now looked upon as necessary for employee welfare, are fair personnel rules providing equal treatment for all employees under equal circumstances...

to the vacation allowance, if such time has been earned.

The Work-Week... There should be a basic, maximum work week established; which is now generally accepted as being 40 hours, outside of administrative offices and in office work...

Unemployment Insurance... A provision should be made for the extension of unemployment insurance to the public employee; as it has already been extended by law to more than 90 per cent of other workers...

Insurance... The local employees should be able to obtain life, accident and sickness insurance on a payroll deduction basis if there are favorable plans available...

Retirement... The New York State requirement system has recently been extended to the employees of St. Lawrence County. The benefits provided by our system, however, are not in step with the more modern systems...

(Concluded Next Week)

OCTOBER COST OF LIVING BONUS SALES

Following Merchants Are Offering Substantial Savings To Civil Service Employees

What Price Beauty! career curl permanent LONDON TERRACE BEAUTY SALON 406 West 23rd St., New York 11, N.Y.

LADIES We invite you to a complimentary demonstration and free instruction on complexion care and individual make-up and color chart.

BUT ONLY JUDLU FURS Manufactures Mouton Lambs, \$50 ANY SIZE: ANY STYLE SEE THEM MADE! JUDLU FURS 134 WEST 29th ST., N. Y. C.

SPECIAL OFFER TO YOU "from appliance & furniture Hqs." all makes of console & table radios

All At Tremendous Savings to Civil Service Employees SIMMONS BEAUTY REST box springs and mattresses for immediate delivery

1,000 LADIES' WORSTED SUITS gab'dine, grey, green, wine, black, brown shakishin grey, brown glen plaid grey, brown SIZES 10 to 18 PRICE \$29.75

SMART CLOTHES Styled by foremost designers From Our Wholesale Department Selling Direct to the Retail Trade KILTON MODES 526 - 7th Avenue, N. Y. C.

Webster Phonograph Standard and Long Playing Phonos - Recorders Guaranteed Radio Servicing Concourse Radio Corp. 204 EAST 170th STREET

Buy nationally-advertised furniture, bedding and floor coverings direct from manufacturers. Quality Furniture at a Saving Broadbrook Furniture Co. 303 FIFTH AVENUE New York City MU 9-7658

15% TO 30% OFF on Television, Washing Machines Refrigerators, Gas Ranges, Ironers (Convenient Terms) CAM ELECTRIC APPLIANCE CO. 249-1st Av. (14 St.) 573-3 Av. (38 St.)

GENERAL MERCHANDISE LADIES' RAINCOATS Suits, Coats, Capes, Ski-Jackets formerly to \$14.75—2.57 EA. Sizes 9 to 15 & 10 to 20

Oscar's Inc. 176 Greenwich St., N. Y. T. N. Y. BArclay 7-2295 SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES On hard-to-get items—Toasters, Mixers, Refrigerators, all household items, electrical appliances, radios, television sets, as well as typewriters, jewelry, etc.

FRESH CIGARETTES \$1.47 ALL POPULAR BRANDS Carton 3 Carton Lots Plus Shipping Costs Shipping Costs for Quantity Cartons

SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES Time Payments Arranged All Electrical Appliances Radio, Television Sets and Kits 10-12 & 15 inch Refrigerators

JEWELRY Watches, Engagement and Wedding Rings, Ladies and Men's Birthstone Rings, Silverware & Men's Ensembles. Special Discount to Civil Service Employees and Their Families GEM JEWELRY & WATCH CO. 125 West 45th St., N. Y. (8th Fl.)

Special SALE for Civil Service Employees

Table listing Special Sale for Civil Service Employees with categories: Gas Ranges, Washing Machines, Ironers. Includes prices like \$139.50 for Famous Brand Gas Range.

For Immediate Delivery Sinks, Cabinets at Special Prices Oil Heaters—Oil and Gas Combination ranges Oil and Coal Combination Ranges

BEST HOUSEKEEPING CO. Radios, Washing Machines Gas Ranges, Electrical Appliances 174 FIRST AVENUE Near 11th St. N. Y. CITY

\$\$\$ SAVINGS \$\$\$ UP TO 50% ON ALL STANDARD BRAND MERCHANDISE Special A.C.D. Automatic Pop-Up Toaster . . \$13.49 RADIOS, TELEVISION, REFRIGERATORS, VACUUM CLEANERS, FURNITURE, SPORTING GOODS, Etc.

UP TO 30% Discounts! Television, Washing Machines, Refrigerators Exclusively for Civil Service Members EASY CREDIT TERMS AT CUT PRICES HEADQUARTERS FOR RCA, General Electric, Philco, Hotpoint, Servel, Admiral, Thor, Apex, Maytag, Emerson, Crosley, Etc. STANDARD APPLIANCES 186 EAST 125th STREET (Near Lexington Ave.)

We Carry a Complete Line of Pressure Cookers, Radios, Heaters, Aluminum Ware, Vacuum Cleaners, Electric Irons, Lamps, Refrigerators, Washing Machines, and 1,000 other items. Gulko Products Co. 1165 BROADWAY (coe. 27th St.—5th Fl.) New York Room 507 INVEST 5c 20% DISCOUNT ON ALL GIFTS AND HOUSEHOLD APPLIANCES

SAVE \$2.75 AN AMAZING OFFER — SEVEN MONTH SUBSCRIPTION TO THE READER'S DIGEST, & the sensational 192 page book, GETTING THE MOST OUT OF LIFE, a \$3.75 value. YOURS FOR ONLY \$1.00.

BEST SERVICE WHOLESALE PRICES Radios, Watches, Gifts, Furniture, Washing Machines, Refrigerators, Baby Carriages, Gas Ranges, Pressure Cookers, Household Appliances. TIME PAYMENTS ARRANGED Mon.-Fri. 9:30 - 6 Sat. 9:30 - 5:30 Closed Oct. 13th CIVIL SERVICE MART 64 Lafayette St. BE. 3-6554

Buy Direct from Manufacturer Save 50% On Our Famous Quality Aeroplane Luggage Genuine top grain cowhide leather bindings, brass hardware, 3 pockets, rayon linings, padding and tie tapes. 15", 18", 21" overnitters 4.75 26" pullman 8.50 29" pullman 10.00 Ladies' wardrobe 12.00 MAIL ORDERS ACCEPTED . . . add 50 cents for postage plus 20% Federal tax . . . Sorry no C.O.D. TRAVEL-WIDE LUGGAGE CORP. 132 Spring St., N. Y. C. Hours: Mon. to Fri. 8 A.M. to 6 P.M. Sat. 8 A.M. to 2 P.M.

Public Officials Laud LEADER

Civil Service LEADER

Tenth Year

America's Largest Weekly for Public Employees
Member of Audit Bureau of Circulations

Published every Tuesday by

CIVIL SERVICE LEADER, INC.

97 Duane Street, New York 7, N. Y. BEekman 3-6010

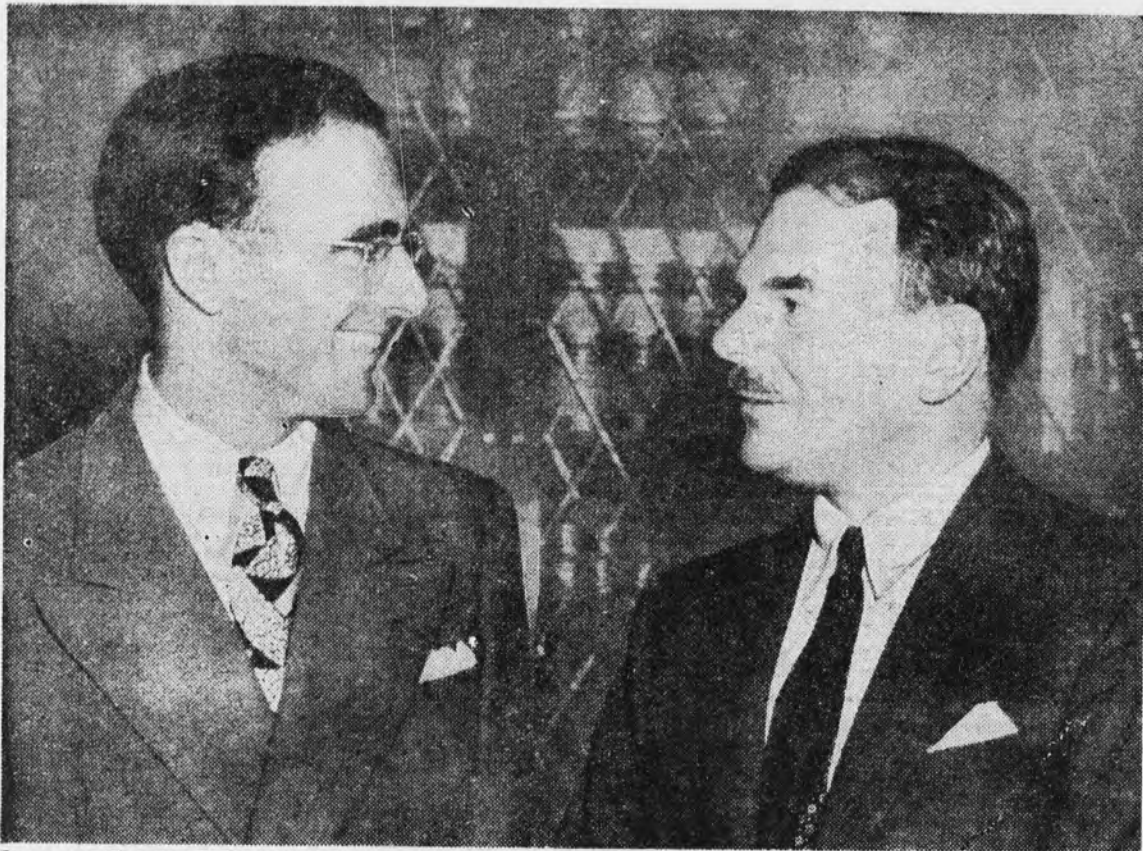
Jerry Finkelstein, Publisher Morton Yarmon, General Manager

Maxwell Lehman, Editor H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

TUESDAY, OCTOBER 12, 1948

The month of October marks the start of the CIVIL SERVICE LEADER's tenth year of publication. Our first issue made this statement: "We pledge this paper to fight for whatever benefits the welfare of present and future Civil Service employees." We quickly found that this objective was closely linked with the fight for good government, and that too became our aim. The letters below tell our readers just how well this early pledge has been carried out. This week, the public officials have written our editorial page for us.



Governor Thomas E. Dewey, in a photograph taken in the Governor's office with Jerry Finkelstein, publisher of The LEADER. The Governor has referred to The LEADER, in a public statement, as "the greatest thing of its kind in America."



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY

THOMAS E. DEWEY
Governor

Governor Dewey Calls LEADER 'Highly Readable, Enterprising, Substantial'

Mr. Jerry Finkelstein, Publisher
Civil Service Leader
97 Duane Street
New York 7, New York

Dear Jerry:

It is a pleasure to congratulate Civil Service LEADER upon its birthday and upon what your enterprising and highly readable publication has accomplished as it enters the tenth year of its existence.

It is eminently fitting that "Good Government" should be the theme of your month of special issues. That is what the Administration at Albany has been trying to give to the people of New York since the beginning of 1943—good government with both a head and a heart. In our effort to improve Civil Service workers have been in the forefront and Civil Service LEADER has been of substantial help, which we deeply appreciate.

May Civil Service LEADER continue to grow in the next decades as it has in the first decade of its life.

Sincerely yours,

Thomas E. Dewey
Governor.



CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK 7, N. Y.

Mayor William O'Dwyer Lauds LEADER's Good Government Record

Mr. Jerry Finkelstein, Publisher
Civil Service Leader
97 Duane Street
New York 7, N. Y.

Dear Jerry:

Hearing about your forthcoming month of "Good Government" celebration, marking the start of your tenth year, reminds me that I was the first subscriber to Civil Service LEADER back in 1939.

The world has seen a lifetime of changes since that date. Yet I am certainly happy to see that both you and The LEADER have refused to be curbed by these changes. Rather have you used this period for constant growth and today The LEADER is among the foremost publications in the country for Civil Service employees.

In this, The LEADER mirrors the great city in which it is located. Friends of Good Government like yours know that New York's record—even after this period of war and upheaval—has never been better. Today the city is greater and stronger than ever. In large part

The following letters were sent to Jerry Finkelstein on the occasion of the tenth year of The LEADER, of which he is publisher:

Of Great Value to the People

From Joe R. Hanley, Lieutenant-Governor of the State of New York
Please accept my congratulations upon the birthday of the Civil Service LEADER.

This publication has been of great value, not only to the employees of the State, but to the people in general. We of the State read it with interest and profit.

I trust that your coming years will be equally successful.

Sincerely,
JOE R. HANLEY
Lieutenant-Governor

Congratulations From Comptroller

From State Comptroller Frank C. Moore:

You and your staff deserve congratulations as Civil Service LEADER enters its tenth year.

Civil Service LEADER could not have risen to its present position unless it filled the need of public employees for specialized information of particular interest to them.

The LEADER's intensive coverage of news about civil service developments and activities of public employees, as well as special articles and editorials devoted to the interests of its readers, have placed your newspaper in the position it now holds.

Sincere wishes for continued prosperity.

FRANK C. MOORE,
State Comptroller.

The Voice of Millions

From Deputy Mayor John J. Bennett of NYC:

I offer you my hearty congratulations on the tenth anniversary of Civil Service LEADER. Your publication is to be commended for outstanding service to Federal, State and City Civil Service workers, and especially on your publication of the Good Government

issues during the month of October. In this you are publicizing the work of millions of able employees, without whom government could not function, and whose efforts too often receive little notice.

I wish you the best of luck with this series, and The LEADER many years of continued success.

JOHN J. BENNETT
Deputy Mayor.

NYC Comptroller Extends His Best Wishes

From Lazarus Joseph, Comptroller of the City of New York:

It seems only yesterday that you were Civil Service Editor of the Mirror, dreaming about a Civil Service newspaper for New York. Yet here you are starting your tenth year of publishing Civil Service LEADER, which has blossomed forth into one of the outstanding weeklies in the United States. Knowing you as I have over the years, your success comes hardly as a surprise to me.

I would like to take the opportunity of using your birthday to extend my praise to the hundreds of thousands of Civil Service employees in New York who, day in and day out, give us the finest government in the world. They do it silently and efficiently, and too often without praise.

Good luck.
LAZARUS JOSEPH
Comptroller, New York City

Reid Stresses Good Government

From the chairman of the NYC Board of Transportation:

I extend to The Civil Service LEADER and the members of its staff my sincere congratulations on their achievements on behalf of public employees since its establishment in 1939 and my best wishes for its continued effectiveness and success in that field for many years in the future.

The LEADER has been a steadfast advocate of the merit principle in Civil Service throughout its career. That principle is essential to the maintenance of good

government—the subject to which your paper is devoting its attention as it begins its tenth year of service to the public and to those who have chosen the public service as a life career.

We in the United States have established the representative form of democratic government as the method best suited for the maintenance of the ideals of democracy. Those ideals, as set forth in the preamble to the Constitution, were "to form a more perfect Union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity."

Cleveland's Words

To Grover Cleveland has been attributed the expression that public office is a public trust. This is particularly true of those to whom is entrusted the administration of the laws and regulations needed to carry out and make effective the policies and programs enacted by the elected representatives of the people. Those who exercise the administrative powers determine in large measure the success or failure of governmental programs.

Over the years we have expanded greatly the scope of governmental activity as our people have recognized the paramount interest of the village, city, state or nation in a particular phase of common endeavor. The promotion of the general welfare has become increasingly important and has involved the government in an ever widening circle of activities.

This expansion of the fields of endeavor opened to Civil Service employees also places on those employees the obligation to broaden their capacity for public service by special training and study. It is gratifying to note that the agencies of government, our educational institutions and the press—particularly those newspapers, such as the LEADER, which devote themselves to the field of Civil Service—are taking increasing notice of this need and that the response on the part of Civil

(Continued on Page 9)

Good Government Achievements

a tribute to the thousands of devoted public employees who man our vital services. New York marks its fiftieth anniversary this year, and looks confidently into the future. I know that The LEADER does the same. You and The LEADER have my very best wishes for continued future success. With warm personal regards,
Sincerely yours,



Mayor

(Continued from Page 8)
Service employees has been enthusiastic and widespread.

Expansion

The Board of Transportation exemplifies strikingly the expanding responsibilities to Civil Service employees by direct action of the people. By referendum in 1894, the voters of New York City established the principle of municipal ownership of rapid transit facilities in New York City. Through various agencies the technical processes of determining new routes and planning the construction of new rapid transit routes were entrusted to Civil Service employees. In 1939, by referendum, the voters of the State authorized the acquisition of privately owned transit facilities by the City and their operation by Civil Service employees. The time may not be far distant when all transit facilities within the City will be owned by the City and operated by Civil Service employees.

The readiness of the people to adopt such forward-looking programs of social legislation to my mind is conclusive testimony that Civil Service employees have measured up to the trust the people's faith in the integrity, efficiency and patriotism of its Civil Service employees is firmly established and will persist as long as public employees devote themselves to the sound and impartial administration of the policies and programs entrusted to their care. This is the essence of good government.

WILLIAM REID
Chairman

Lansdale Praises Public Service

From Robert T. Lansdale, Commissioner of the State Department of Social Welfare:

Day after day, in town, city, county and State, public servants carry out the processes of democratic government. They are selected for their tasks through a democratic process—open competitive examinations. It is their responsibility to make the democratic system work, to see that public services are responsive to the needs of the community.

With the extension and development of the merit system, the public servant has become a person who is especially prepared, educationally, technically or professionally, to deal with the growing complexities and specialities of modern-day government. For him government service offers an increasing number of opportunities not only for building a useful career but for extending good government and promoting the public welfare.

Needed Contribution

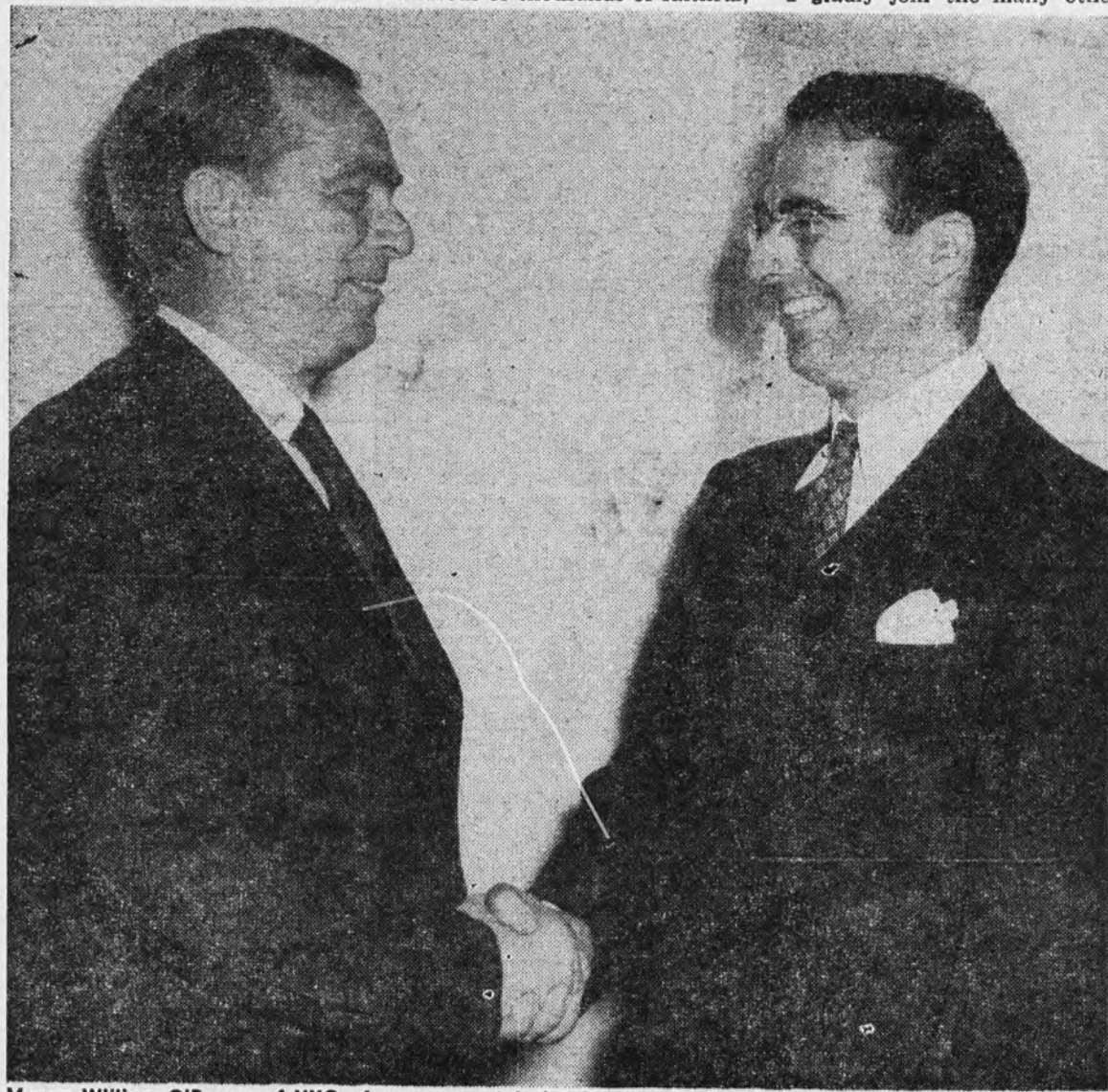
One example of this is the public social services, embracing welfare, health, mental hygiene, and other related fields. Today, more than ever, we need young men and women who will bring to government service a high level of preparation and training for such specialized tasks. As more and more able young people become interested in good government, the standards of public service will constantly improve.

In providing information and interpretation of public operations, The Civil Service LEADER is making a needed contribution to good government. In the last decade The LEADER has become a personal recruiting officer, a promoter of the merit system and a

spokesman for the civil servant. ROBERT T. LANSDALE
State Commissioner of Social Welfare.

Accomplishments Praised By Moses

From Robert Moses, NYC Construction Co-ordinator, NYC Commissioner of Parks, member of the NYC Youth Board, NYC Planning Commissioner, Chairman of the NYC Triborough Bridge and Tun-



Mayor William O'Dwyer of NYC, shown congratulating Mr. Finkelstein. Mr. O'Dwyer has lauded The LEADER for its good government efforts. The Mayor recalled that he was the first subscriber for The LEADER in 1939. In paying tribute to The LEADER, the Mayor also paid his respects "to the thousands of devoted public employees who man our vital services."

nel Authority, Chairman of the State Council of Parks and President of the Long Island State Park Commission:

It is indeed a pleasure as a public official to congratulate the publishers and staff of Civil Service LEADER on its record of service to the rank and file of civil workers throughout New York State, who keep the machinery and wheels of government running smoothly regardless of depression, inflation and other local and world-wide influences.

Your accomplishments in this field faithfully reflect the services of the thousands of hard-working and little recognized public servants without whose help the expansion of the New York City and New York State Park systems would have been impossible. I wish you continued success in the coming years.

ROBERT MOSES

Congratulations from Robert F. Wagner, Jr.

From Robert F. Wagner, Jr.,

Chairman, City Planning Commission, NYC:

I congratulate Civil Service LEADER on the occasion of its 10th anniversary and pay just deserving tribute to millions in federal, State and municipal Civil Service who keep the wheels of government running smoothly and efficiently.

Through the loyalty and devotion to their tasks, the civil service employees are playing a significant role in bringing home to the American people the benefits of democratic government and the democratic way of life.

I congratulate Civil Service LEADER for the effective role it has played in raising the standards of civil service employment and advancing the cause of the civil service employee.

ROBERT F. WAGNER, JR.,
Chairman.

A Stimulant to Progress

From the President of the Borough of the Bronx:

Congratulations and best wishes on the occasion of the tenth anniversary of the establishment of Civil Service LEADER. In keeping civil employees and other interested persons posted on matters pertaining to governmental agencies it serves as a stimulant to improved public service. The recognition accorded to the hundreds of thousands of faithful,

cern of your respected publication for decades to come.

HUGO L. ROGERS,
President, Borough of Manhattan

'Keep Up Good Work' — Quayle

Since the first issue of The LEADER, I have been one of your many thousands of constant readers, and I therefore consider myself a member of your family. I have watched The LEADER grow in importance and prestige and I am greatly impressed with the splendid job that you have done and are doing. Your news coverage is comprehensive and expert. Your campaigns on behalf of employees are waged with fairness but vigor, and all told, you are setting an example of high calibre in journalism.

I know that the officers, men and civilians of my department, like myself, are absorbed readers of your periodical, and we all realize that you are performing a real public service in aiding recruitment in all branches of government, editorially pointing the way to necessary gains for employees, and at the same time, taking a realistic and comprehensive view of the complex situations, which after all, is the real test of the calibre and value of Civil Service LEADER.

I gladly join the many others

Sharkey Remembers The Day

From the Vice-chairman of the NYC Council:

Times flies. It seems only yesterday that you were around City Hall telling everyone you planned to start Civil Service LEADER and make it a great newspaper in the interest of public employees.

A decade has passed and I see that you are still in there punching and, moreover, doing a first class job.

I have watched the paper in its every issue and what I like particularly about it is the fact that so many individuals among the employees of our city government are able to make themselves heard through the pages of your newspaper. This is as it should be.

In my own experience of 27 years as a city employee—12 of them as a civil service employee—I found that no group of people better deserve the help and support of leaders in their field, such as yourself in the newspaper game, than the many thousands of faithful public employees in the city, State and nation.

With congratulations and best wishes, I am,

JOSEPH T. SHARKEY,
Vice-Chairman,
City Council.

The Mission To Safeguard Rights

From a majority member of the NYC Council and candidate for the Supreme Court:

As the month of October marks the tenth anniversary of the publication of your newspaper, I congratulate you on the splendid progress you have made as a newspaper dedicated to serve the best interests of the federal, State and city employees. They are indeed fortunate in having this medium through which their rights are at all times safeguarded and protected.

My best wishes for your continued success.

S. SAMUEL DI FALCO.

Outstandingly Useful

From a minority member of the NYC Council:

Ever since Civil Service LEADER started ten years ago I have read it with great interest. You have made it an outstandingly useful paper, not merely to those employed in the Civil Service, but to all interested in sound government. You have reached far beyond the special interests of the federal, State and city employee, to discuss broad problems of civic interest and social importance. Moreover, these discussions have been intelligent, illuminating and broadly based.

I congratulate you upon the job that you have done and express the hope that Civil Service LEADER will expand in usefulness during the years to come.

STANLEY M. ISAACS.

Burke Praises Work

From the President of the Borough of Queens:

Congratulations to Civil Service LEADER on the 10th anniversary of its service to the federal, state and city employees working within New York. You have a decade of unselfish work in the cause of their welfare to look back upon, and as you look, there is much to be proud of.

I should like to take this opportunity to indicate to your readers, the civil service employees, how important their work is, in my opinion, for the smooth functioning of government. Without them, without their devotion to the everyday tasks—the everyday services which have to be performed for the public, our government could not function. It is a tribute to them that they have made careers out of public service.

JAMES A. BURKE,
President of the
Borough of Queens.

Excellent Job—Wallander

From the NYC Police Commissioner:

Please accept my warmest congratulations on The LEADER's beginning its tenth year. Your paper, and you personally, have done an excellent job.

Wishing you and The LEADER all possible success, I am

ARTHUR W. WALLANDER,
Police Commissioner

loyal and qualified civil servants, who carry out and maintain the machinery of government, is not in proportion to the services rendered. In pleading their cause The LEADER fills a well-merited role.

JAMES J. LYONS, President,
Borough of The Bronx.

A Decade Devoted To Public Service

Civil Service LEADER is to be of a decade devoted to public improvement, progressive government and the welfare of the civil service workers. Your support of so many measures for progressive action so freely given during the past ten years is heartily appreciated by all those having the interests of good government and the civil service employees at heart.

It is particularly fitting that "Good Government" has been selected as the theme of your special issues during the anniversary month, as I am sure it will continue to be the primary con-

in extending to The LEADER congratulations on its entry into its tenth year, and leave you with the cheering encouragement—Keep up the good work!

With warm personal regards,
FRANK J. QUAYLE,
Fire Commissioner.

Treasured by Treasurer

From the NYC Treasurer:
Congratulations upon reaching the tenth year of service to the federal, State and local employees!

I have been reading Civil Service LEADER regularly and it has helped me keep in touch with the problems of Civil Service.

During my term as U. S. Marshal and since my appointment by Mayor William O'Dwyer as Treasurer of The City of New York, many items have appeared which have interested me from an executive's viewpoint. I think your editorials have been splendid. May you have many years of service ahead of you.

SPENCER C. YOUNG,
Treasurer.

FEDERAL NEWS

Gottlieb Succeeds Handman As Head of Postal Local

Ephraim Handman, who since March 1946 was president of the N.Y. Federation of Post Office Clerks, resigned to assume his new office of vice-president of the National Federation of Post Office Clerks.

Under the administration of President Handman the local's membership was increased from 4,000 to 8,000, employee griev-

ances were adjusted and a strong legislative drive made.

The presidency of the local is now held by Otto Gottlieb, who had been a vice-president since 1941. President Gottlieb has been active since he joined Local 10 more than 14 years ago. He is known as one of the local's best grievance men.

President Gottlieb was chair-

man of the legislative and public committee before becoming President.

His first official act as President was the appointment of Henry Berman to the chairmanship of the committee. James A. Elardo was appointed vice-president.

Medical Procurement Begins Bowling Season

Five bowling teams composed of officers and civilian employees of the Army-Navy Medical Procurement Office, 84 Sands Street, Brooklyn, launched the new league season on Friday evening, at the Central YMCA alleys, 55 Hanson Place, Brooklyn.

Margaret Carney, loop secretary-treasurer, has announced that

Capt. Harold Molyneux, Dorothy Mealey and Margaret Nolan of last year's championship quintet will return to competition.

An all-officer entry is composed of Capt. Chester Holloman and R. H. Weisskopf and Lieuts. Jack Munson, A. R. McAfee and Walter Heison, with Capt. Maynard Sangster as alternate.

PREPARE NOW FOR A BRIGHT FUTURE

BE A FLIGHT NAVIGATOR
Qualified Veterans Eligible Under G. I. Bill of Rights
PREPARE FOR YOUR
C. A. A. EXAMINATION
CALL OR WRITE
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44 Whitehall St., N.Y. 4, N.Y.
Bowling Green 9-7086

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, AS AMENDED BY THE ACTS OF MARCH 3, 1933, AND JULY 2, 1946, of Civil Service Leader published Weekly at New York, N. Y. for October 1, 1948

State of New York

Before me, a Notary Public in and for the State and county aforesaid, personally appeared N. H. Mager, who having been duly sworn according to law, deposes and says that he is the Business Manager of the Civil Service Leader and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily, weekly, semi-weekly or bi-weekly newspaper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the act of August 24, 1912, as amended by the acts of March 3, 1933, and July 2, 1946 (section 537, Postal Laws and Regulations), printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Jerry Finkelstein, 97 Duane St., NYC; Editor, Maxwell Lehman, 97 Duane St., NYC; Managing editor, H. J. Bernard, 97 Duane St., NYC; Business manager, N. B. Mager, 97 Duane St., NYC.

2. That the owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern its name and address, as well as those of each individual member must be given.) Civil Service Leader, Inc. all of whose stock is owned by Leader Enterprises, Inc. The owners of 1% or more of the common stock of Leader Enterprises, Inc., are: Jerry Finkelstein, 97 Duane Street, New York, N.Y.; Shirley N. Y.; Ethel Finkelstein, 97 Duane St., New York, N.Y.; Morton Yarmon, 97 Duane Street, New York, N.Y.; N. H. Mager, 97 Duane Street, New York, N.Y.; Sidney Freidberg, 8 W. 40 Street, New York, N.Y.; Lucy Gash, Margae Farms, Stockton, N. J.; Norman Bernie, 97 Duane Street, New York, N. Y.; Fulton, Walter & Halley, 30 Rockefeller Plaza, New York, N.Y.; Frederick Gearhart & Co., 45 Nassau St., New York, N.Y.; Estes Snyder & Co., National Bank of Topeka Bldg., Topeka, Kansas; Charles Taggart & Co., 1500 Walnut St., Philadelphia, Pa.; Joseph Farrell & Co., 29 Broadway, New York, N. Y.; Herbert W. Schaefer & Co., First National Bank Building, Baltimore 3, Md.; Frank S. Smith & Co., Inc., 1941 Liberty Life Bldg., Columbia 7, S.C.; David Pretenden, 13 Fuller Place, Brooklyn, N. Y.

3. That the known bondholders, mortgages, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.)—none.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation the name of the person or corporation for whom such trustee is acting, is given; and that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the twelve months preceding the date shown above is 64,830. (This information is required from daily, weekly, semi-weekly, and tri-weekly newspapers only.)

Sworn to and subscribed before me this 30 day of September 1948.
N. H. MAGER, Business Manager
HILLIARD KESSLER, Notary Public in the State of New York, Residing in Bronx County, Bronx County Clerk's No. 153; Certificate filed in New York County Clerk's No. 1057.
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FEDERAL NEWS

U.S. to Announce Exam Soon To Fill 10,000 Clerk Jobs

WASHINGTON, Oct. 11—The U. S. Civil Service Commission will announce in a matter of days a second post-war examination

for general Clerk positions in the Washington, D. C. area, open to applicants throughout the country. Probational (permanent) appointments will be made to positions up to and including Grade CAF-3.

It is expected that about 10,000 appointments will be made to clerk positions if sufficient eligibles are obtained. Many of the appointees may be war-service or temporary indefinite employees who may qualify for permanent appointments; other eligibles will be used to fill vacancies occasioned by turnover.

55,000 Applied Last Time

About 55,000 Washington area residents applied for the previous examination. About the same types of clerk positions covered in the previous examination will be included in the forthcoming announcement.

The written test will consist of the same type of material as that used in last year's examination. Unlike the previous examination, the new announcement will not include Grade CAF-4 positions, since there are still a sufficient number of persons available who

passed the previous examination for these positions.

Persons who qualified in the previous examination and who have not yet received an appointment from the registers need not apply for the new examination as their eligibility will be continued. If a person has eligibility only for Grades CAF-1 and 2, he may wish to compete in the new examination to obtain eligibility for Grade CAF-3.

Two Separate Registers

Two separate registers will be established, one for Clerk, CAF-2, and one for Clerk, CAF-3. A higher standard will be required for eligibility on the CAF-3 register than for the CAF-2 register.

An applicant's name may be placed on both these registers if he gets passing marks under both standards.

After the examination is announced, interested persons may apply during a period of about three weeks. During that period, application cards may be obtained from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., in person or by mail.

Rosenson Elected Head of N. Y. Letter Carriers... New president of the New York Letter Carriers' Association is Max Rosenson, Knickerbocker Station, who rode in to office with an overwhelming majority at the September 1 meeting.

LEGAL NOTICE

CITATION People of the State of New York, by the Grace of God, Free and Independent... JOANA da CRUZ SANTOS; ANTONIA da CRUZ SANTOS, an infant under 14 years of age;

CONSUL GENERAL OF PORTUGAL; and the persons interested as creditors, next of kin or otherwise in the estate of MANUEL D'ALMEIDA SANTOS, deceased, who at the time of his death was a resident of 1 James Slip, New York City.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of Nov., 1948, 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.

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, Surrogate of our said County, at the County of New York, the 5th day of October in the year of our Lord one thousand nine hundred and forty-eight.

GEORGE LOESCH, Clerk of the Surrogate's Court.

CITATION

People of the State of New York, by the Grace of God, Free and Independent... HANNA MARIE BOTHNE; WELLS BOTHNE, an infant under 14 years of age;

CONSUL GENERAL OF NORWAY; and the persons interested as creditors, next of kin or otherwise in the estate of WELLS BOTHNE, deceased, who at the time of his death was a resident of Hvaler, Norway.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of November, 1948, 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.

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GEORGE LOESCH, Clerk of the Surrogate's Court.

CITATION

People of the State of New York, by the Grace of God, Free and Independent... ATTORNEY GENERAL OF THE STATE OF NEW YORK; EUGENE FRIEDRICH MARSCHALL; WILLIAMS FRIEDRICH MARSCHALL; HANS P. KNIEPKAMP; WILLIAM J. TOOMEY;

and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of William J. Marshall, also known as William Marshall deceased, if living, or if dead, to the executors, administrators and distributees of said "Mary Doe" deceased whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the distributees of William J. Marshall, also known as William Marshall deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

being the persons interested as creditors, distributees or otherwise in the estate of WILLIAM J. MARSHALL, also known as WILLIAM MARSHALL deceased, who at the time of his death was a resident of 117 East 72nd Street, New York City.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of November, 1948, 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.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Jobs in Powder Factory; Exam Closes on Oct. 25

Applications will be accepted until October 25, for an examination for 10 types of positions recently announced by the Board of U. S. Civil Service Examiners, U. S. Naval Powder Factory, Indian Head, Maryland.

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Applicants will not be required to take a written test, but must meet certain training or experience requirements.

Application blanks may be obtained from the Recorder, Board of U. S. Civil Service Examiners, U. S. Naval Powder Factory, Indian Head, Maryland.

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FEDERAL NEWS

Commission Tells Congress Of In-grade Promotions

WASHINGTON, Oct. 11—The U. S. Civil Service Commission has submitted to Congress its 1948 annual report on the number and types of within-grade salary advancements granted by Federal agencies to employees as rewards for superior accomplishment.

The Classification Act of 1923, as amended by the Federal Employees Pay Act of 1945, provides for two types of step increases. One type is the periodic within-grade salary advancement which an employee is entitled to receive if his services and conduct are satisfactory, his efficiency rating is "Good" or better and if he has served a specific number of months—12 or 18, depending upon the grade of his position—without receiving a salary increase. The other type is the additional step increase granted as a reward for superior accomplishment. This report concerns only the latter type.

75 Per Cent in Lower Grades

The report shows that the Commission reviewed 686 salary advancements for superior accomplishments during the period. Of this number, 528, or more than 75 per cent, were granted to employees in the lower grades—CAF-10 and P-3 or below; 158 advancements went to employees in grades above CAF-10 and P-3.

The annual salary increases were of various amounts, as specified by law, ranging between \$66 and \$300, depending on the grades of the positions.

A total of 443 employees in the Clerical, Administrative, and Fiscal Service were granted advancements; 141 in the Professional Service; 57 in the Subprofessional Service; 41 in the Crafts, Protective, and Custodial Service; and 4 to employees not under the Classification Act.

Of the 686 salary advancements

reviewed, 548 were granted to employees in fiscal year 1948; 138 were granted prior to that time, but were submitted too late to be included in the Commission's previous report.

What Won Increases

Salary advancements as rewards for superior accomplishments are granted to Federal employees for the following types of outstanding performance: (1) Sustained work performance of such a nature that it shows the employee to be outstanding among those given the highest efficiency rating; (2) the initiation of an idea, method, or device which increases efficiency or brings about substantial economies in the public service; and (3) a special act or service of an outstanding nature, in the public interest. There were 453 cases of the first type, 45 of the second type, and 188 of the third. Persons who initiate an idea, method, or device which increases efficiency or brings about substantial economies in the public service may be given either a within-grade salary advance or a cash award under Public Law 600, Seventy-Ninth Congress. They may not, however, be given both.

The first within-grade salary advancements of these types were granted in fiscal year 1942, when a total of 950 Federal employees received them. Since then, the totals have been as follows: 1943—1,575; 1944—733; 1945—1,468; 1946—716; 1947—1,247; and 1948—548.

The report for fiscal year 1948 shows that the largest number of salary advancements were granted by the War Department (179), followed by Veterans Administration (146), Department of Agriculture (60), and Department of the Interior (57).

34 Agencies Act Independently

Authority to make rewards for superior accomplishment without the prior approval of the Commission has been delegated to 24 agencies. These agencies have plans in effect, approved by the Commission, for the administration of the rewards program for their own employees, and the rewards are granted by the agencies in accordance with standards established by the Commission. All cases are subject to post-audit by the Commission.

The Commission approved 658 of the cases granted by the agencies and disapproved 28. Agencies which have not sent to the Commission plans for making awards and which therefore do not have delegated authority, submit cases for the prior approval of the Commission.

Don't Repeat This!

AFTER the shorter hours for NYC Fire Officers are effected, scheduled for November 1, look for news of more administrative reorganization of the Fire Department by Commissioner Frank J. Quayle. The Secretary of that department, Harvey Rosen, did a splendid job in organizing the luncheon meeting at which Mayor William O'Dwyer and many other top NYC officials attended, on behalf of the Histadrut campaign. The goal is \$10,000,000 to be raised in the U. S. for rehabilitation work among Jews in Palestine.

No sooner were charges hurled by Republican Congressmen that President Truman was leaving the Republican vacancy unfilled on the U. S. Civil Service Commission for political reasons than the President appointed James M. Mitchell, of the Civil Service Assembly. Now there are two Mitchells on the Commission, the president being Harry B. Mitchell. But Madame Perkins still retains her individuality. . . . The letter to Fire Commissioner Quayle that turned the trick in getting James A. Lawlor promoted to Lieutenant, was written by John P. Crane, president of the Uniformed Firemen's Association, so it shouldn't be too hard to adjust the case of the transfer to Staten Island.

Police Commissioner Arthur W. Wallander expects to get word any day now on how many Patrolman he may appoint and when. He's asking for 500 and wants to get them into the department as of October 15.

A new federal Department of Public Works under a Secretary with Cabinet rank, is to be recommended in the preliminary report of the Hoover Commission on Government Reorganization. A survey was made for the federal government at its request by Robert Moses, NYC Construction Coordinator and top expert on city planning and construction. Mr. Moses is reported to have recommended that the new department assume the duties of the Federal Works Agency, all civilian functions of the Army Corps of Engineers, absorb the Department of Interior's Bureau of Reclamation, and have authority to build post offices and other federal structures.

Engineer List Established

WASHINGTON, Oct. 11—A register of eligibles has been established for Engineer positions located in the Washington area, the U. S. Civil Service Commission announced. The list is for positions with beginning salaries of \$2,974 a year.

The register consists of the names of 113 persons rated eligible in the examination announced August 17 who had filed applications by September 14. Ninety-five of the eligibles are veterans. Forty-three persons were rated ineligible. Applications are still being accepted for this examination, which will be open until further notice. The applications of persons who applied after September 14 and who apply in the future will be rated later and the names of eligibles will be added to the register that has been established.

Farms and Acreage

SIX TILLABLE ACRES

with lovely view; stream; \$300 with lovely view 55 miles N.Y.C.; \$300 down. Phone Welwood, CH 3-1801, Tuesday or write

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58-09 79 Street. Modern brick bungalow, custom-built, 5 rooms, colored tile bath, patio, screened porch, play room, vapor steam-oil. Garage. Landscaped corner plot 100x107. Barbecue. Immediate occupancy. \$18,000

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Flushing 3-7707

EDITORIAL

Too Old at 40? Strong Voices Say No

SECURITY of tenure and pension protection are stressed in extolling the advantages of public employment and little attention given to one extremely important factor—the upper age limits. Private industry tends to set 40 as the maximum hiring age, but government employer usually sets the compulsory retirement age at the upper limit. Thus for Federal jobs the age is 62 for NYC and State jobs it is 70, unless otherwise stated in the examination notice or prescribed in statutes.

The question of the value of older workers should be a question at all. The U. S. Department of Labor, a recent survey, stated: "Not only may the worker in the 45-and-over age group offer more highly developed skills, more mature judgment and more settled work habits against the stamina and agility of youth, but he is frequently less likely to be absent and is less prone to jury that the younger worker." That does not disparage the asset of youth, either.

The age discrimination practiced by private industry is a woeful and defensive distortion. The higher wages man's compensation rates or pension costs are industry excuses, but if it didn't have these it would find other. Fortunately government acts more rationally and sets a realistic example.

Back Pay Limited

WASHINGTON, Oct. 11—Public Law 623, approved June 10, 1948, provides back pay shall be granted to U. S. civil-service employees who are restored to duty following suspension, dismissal or reduction-in-force action in instances where such actions are found to have been unwarranted.

The Civil Service Commission submitted to the Comptroller General a series of questions regarding the applicability of the back-pay provision in instances where suspension or dismissal occurred prior to June 10, 1948, the effective date of the act, and the restoration to duty occurred after that date.

The Comptroller General now ruled that the controlling date with respect to back pay rights is the date of suspension or dismissal. Only an employee who was removed or suspended after June 10, 1948, acquires the right to recover back pay under the new law.

The Comptroller General held that the back-pay provision of the law applies to restoration after a change of an efficiency rating by an efficiency board of review from "unsatisfactory" to a higher rating.

The Comptroller General held that the law does not apply to demotions under any circumstances.

Where To Apply

The following are the places at which to apply for Federal County and NYC government jobs unless otherwise directed.

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) or at post offices outside of New York, N. Y.

State Office—Room 2301 at 270 Broadway, New York 7, N. Y., or State Office Building, Albany 1, N. Y. Same applies to examination county jobs.

NYC—96 Duane Street, New York 7, N. Y. (Manhattan). Or positive Civil Service LEADER office.

NYC Education—110 Livingston Street, Brooklyn 2, N. Y.

New Jersey—Civil Service Commission, State House, Trenton 1060 Broad Street, Newark; City Hall, Camden; personnel office of State agencies.

Promotion exams are open only to those already in government employ, usually in particular departments, as specified.

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required in applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 1/2 x 9 inches or larger should be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. The U. S. Commission is open every day from 8:30 a.m. to 5 p.m., except Saturdays, Sundays and holidays.

How to Get There—Rapid transit lines that may be used in reaching the U. S., State and NYC Civil Service Commission offices in NYC, and the City Collector offices, where applications are received for large exams, follow:

State Civil Service Commission, 270 Broadway, near Chambers Street; N. Y. Civil Service Commission at 299 Broadway, near Duane Street, and the City Collector's office in the Municipal Building (north end, ground floor), Manhattan—IND trains A, C, D, A, C, D, B, C; 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, 641 Washington Street—Seventh Avenue local to Christopher Street station.

City Collector's office, Municipal Building, Brooklyn—IND train A, C or F to Jay Street; Lexington Avenue or Seventh Avenue local to Borough Hall.

City Collector's office, Tremont and Arthur Avenues, The Bronx—Third Avenue "L" to Tremont Avenue.

City Collector's office, 120-55 Queens Boulevard, Queens—IND train E or F to Union Turnpike, Kew Gardens.

For the largest examinations City Collector offices give and receive NYC applications in the five boroughs. These offices are open from 9 a.m. to 3 p.m. on weekdays, closed on Saturdays, Sundays and holidays. Use of City Collector offices does not apply unless specifically mentioned in the examination notice.

Always specify exams by title and serial number.

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Cars - Trucks - Station Wagons
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Offices Norfolk and Portsmouth, Va.
PAYS MORE FOR
ANTIQUE FURNITURE - BRIC-A-BRAC
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Special Bonus 1946-49 cars
Open Evenings until 10—and Sunday

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Learn to Drive under G.I. Bill
Cars for Road Test
Veterans
Auto Driving School
BROOKLYN
2184 63rd St. (nr. Bay Pkwy.)
BE 6-0266
1738 Coney Is. Ave. (nr. Ave. N.)
DE 9-2508

Arrow Auto School
130 E. 42nd Street,
at LEXINGTON Ave.
NEAR GRAND CENTRAL STATION
MU 6-5531
20 Individual Lessons
to VETERANS
Courses for non-veterans

ROD AND GUN
BLOOD, SAND WORMS
SKIMMERD CLAMS
LANGER'S
841 East 149th Street, Bronx
Fresh & Salt Water Tackle
Genuine Male Calcuttas \$1.75
1948 Mercury Outboard Motors
ME 5-9468 - MO 9-8240

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• CONVENTIONAL • HYDRAMATIC
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Fully Insured! Expert Instruction!
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LEARN TO DRIVE
Veterans Enroll
Cars to Hire for Road Test
General Auto Driving School, Inc.
404 Jay St. 25A Hanson Pl.
1144B Fulton St.
BKLYN, N.Y. Ulster 5-1761
Open from 8 A.M. to 10 P.M.

Buy U. S. Bonds

NEW YORK CITY NEWS

Probation Officer Exam Notice in Full

Continued from Page 1)
are eligible for promotion
Senior Probation Officer, sal-
range \$2,760 and including
\$10 per annum.
Minimum Requirements: A bac-
calaureate degree issued upon
completion of a course of study
registered by the University of the
State of New York. In addition,
candidates must have obtained at
least 30 credits, either before or
after graduation from college, in
the field of social case work or in
other subjects; plus one year of
paid experience in child-
welfare or family-service field work
in an agency operating under
acceptable standards. Satisfactory
training or experience
will be accepted.
Training or experience of a
character relevant to the duties
of this position which was ac-
quired while on military duty or
while engaged in a veterans' train-
ing or rehabilitation program rec-
ognized by the federal government
will receive due credit.
Requirements: Section 928
of the Code of Criminal Procedure
states that no one shall be
eligible for appointment as pro-
bation officer "who is under twen-
ty or over fifty-five years of
age. While applications will be
accepted from persons who have
reached their twenty-first
birthday, prospective candidates
shall be guided by the fact that
statutory provisions will be
enforced at the time of appoint-
ment. However, Local Law 51 for the
year 1945 provides as follows:
The qualifications for any
examination or test for, or ap-
pointment or election to any
position or employment in
New York City, includes a maximum age
of any person who heretofore
has been appointed subsequent to July first, 1940
or hereafter, in time of
his appointment shall enter the active military
or naval service of the United
States, or the active service of
the women's army corps, the women's
reserve of the naval service, or any
similar organization authorized by the
United States to serve with the army or
navy, shall be deemed to meet such
maximum age requirement if his actual
age, less the period of such
military, naval, or women's army corps
service, would meet such maximum
age requirement.
Also, Chapter 590 of the laws
of 1946 provides as follows: If
the minimum age requirements are
established by law, or rule or by
action of a civil service commis-
sion for examination for or for
appointment or promotion to, any
position in the public service, the

period of military duty as herein-
before defined of a candidate or
eligible shall not be included in
computing the age of such candi-
date or eligible for the purposes
of such examination or appoint-
ment or promotion.
At the time of investigation,
applicants will be required to sub-
mit proof of date of birth by trans-
cript of record of the Bureau of
Vital Statistics or other satisfac-
tory evidence. Any willful
material misstatement will be
cause for disqualification.
Duties. Under supervision to:
investigate and make reports and
recommendations, according to
legal factors and approved case
work practices, on child and adult
cases awaiting disposition by the
court; visit the homes of those
under the care of the court, their
places of employment, their
churches, and their schools in
order to make and carry out plans
for their welfare under the ap-
proved principles and practices of
social case work and the instruc-
tions of the court; keep records;
perform related work.
Tests: Written, weight 100, 70
per cent required. All candidates
who pass the written test will be
required to pass a qualifying oral
test prior to certification and will
be summoned in order of their
standing on the list in accordance
with the needs of the service. The
factors involved in the oral test
will be speech, manner, bearing,
and judgment. No second oppor-
tunity will be given to candidates
who fail to appear for this quali-
fying oral test until all candidates
who passed have been appointed,
and then only if the needs of the
service require such a second test.
Candidates will be required to
pass a qualifying medical test prior
to appointment.
The pertinent sections of the
General Examination Regulations
are also to be considered part of
this notice.
Jobs in Two Other Courts
The examination notice for
Probation Officer in Special Ses-
sions and the City Magistrates'
Courts was the same, with the
exception that the present vacan-
cies are listed as 37 and the
minimum requirements do not
include the 30 social case work
credits. The requirements read
instead:
Minimum Requirements: A bac-
calaureate degree issued upon
completion of a course of study
registered by the University of the
State of New York. In addition,
candidates must have had
one year of full time, paid ex-
perience under supervision in a
social agency operating under ac-
ceptable standards. A year of
successful study which includes
field work in an accredited school
of social work may be substituted
for the required year of experience.
Satisfactory equivalent training or
experience will be accepted.
Training or experience of a
character relevant to the duties
of this position which was ac-
quired while on military duty or
while engaged in a veterans' train-
ing or rehabilitation program rec-
ognized by the federal government
will receive due credit.

Job Reclassification Starts Early Next Year

Plans for the reclassification of NYC jobs were discussed by high
city officials last week and re-
sulted in agreement that the
project should start soon after
the first of the year and that it
should be conducted by a com-
mittee of city officials and em-
ployees.
It has been tentatively decided
that the committee shall include
members of the Civil Service Com-
mission, Budget Director Thomas
J. Patterson and a representative

from the Mayor's office. Wallace
Reid, chairman of the Board of
Transportation, was also men-
tioned, with the possibility of
John C. Laffan lending a hand.
The present prospect is that the
project will be undertaken under
Mayor William O'Dwyer's auspices.
His official word on the subject
is yet to be received, but unoffi-
cially it is learned that he is
interested in the undertaking.
President Joseph A. McNamara,
of the Commission, first suggested
that the reclassification be under-
taken jointly by the Budget Dir-
ector's office and the Commission,
and when The LEADER con-
veyed the idea to Mr. Patterson
he heartily accepted. Meanwhile
the idea has broadened somewhat
and sponsorship by the Mayor
himself now becomes a possibility.
There hasn't been an overall
reclassification in more than 30
years. The last one was made
by the Mitchell administration.
Mr. Patterson would assign John
Carty to head the Budget Direc-
tor's contingent engaged on the
work. The Commission would se-
lect Sidney M. Stern as its staff
representative.

Preference Comment

Vet Preference—Eye on the Ball!
Editor, The LEADER:
The existing Veterans Prefer-
ence Law, the Mitchell Resolution,
Condon Resolution, and Kings
County Legion Proposal all ap-
parently leave much to be desired.
The great majority of people be-
lieve them to be inequitable since
they grant excessive privileges to
some, and grossly handicap others.
Due consideration must be given
to the fact that six groups
of people are involved, and this
plan strives to distribute prefer-
ence in such a manner as to at-
tain relatively fair treatment to
all. The six groups referred to are:
1. Disabled Veterans.
2. Combat Veterans.
3. Non-Combat Veterans.
4. Non-Veterans.
5. Employing Agencies or De-
partments.
6. The General Public.
A. Preference to veterans should
not terminate, and should be
granted to all veterans on all ex-
aminations, including promotional
examinations.

ment of the agency. By
affording employees the op-
portunity of attaining perma-
nent status as outlined,
the efficiency ratings would
have a tangible value to the
employee, the Agency, and
the public. By establish-
ing an incentive system
based on ratings, the civil
servants would be inspired
to exert more conscientious
efforts resulting in higher
standards, better service,
and a strong possibility of
substantial savings to the
tax payers.
II. Veterans who have had
combat service, experienc-
ing the rigors of battle, and
exposure to the elements,
frequently suffer impair-
ment and injury to their
constitution which is not
always apparent, and does
not develop until later years.
It seems only proper that
veterans with a fairly high
degree of disability should
be granted some advantage
over those with barely per-
ceptible impairments so
that they can be given as-
sistance in overcoming
their handicaps. Therefore
the amount of preference
should be increased as the
degree of disability in-
creases.
M. W. UHLMANN

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Candidate of the
DEMOCRATIC PARTY and
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New York State Senator
9th Senatorial District
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\$14.95 DRESSES for \$4.75
\$22.95 DRESSES for \$8.75
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Must save the tremendous amounts
above, or we will refund your
money. We permit trying-on. Cour-
teous young ladies to assist you.
Open Weekdays & Saturdays
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on line BMT to Newkirk Station)

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HAND SEWN FEATURES
Values Hard To Beat
GOLDBRAND CLOTHES
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OPEN ALL WEEK AND SAT.
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CIGARETTES
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WILIP MORRIS
10 GOLD
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PER CARTON
Premium Brands Slightly Higher &
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MINIMUM ORDER—FIVE CARTONS
Close Your Card for Gift Wrapping
GUARANTEED DELIVERY
Operating under Delaware State
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CHECK OR MONEY ORDER only
DEPT. 647
LILSON TOBACCO CO.
POST OFFICE BOX 1006
WILMINGTON, DELAWARE
10 Cigarettes per mo. to N. Y.
State residents

"As the cost of living rises,
so should pay on city jobs."
—Samuel Di Falco in the
Civil Service LEADER.
TYPICAL OF A LONG
RECORD IN BEHALF
OF CIVIL SERVICE
EMPLOYEES
Elect
S. SAMUEL
DIFALCO
JUSTICE OF THE
SUPREME COURT
DEMOCRATIC CANDIDATE
Champion of
Legislation for . . .
• VETERANS' RIGHTS
• FIREMEN
• POLICEMEN
• LABORER CLASS
• SANITATION MEN
• CORRECTION OFFICERS
• HOSPITAL WORKERS
• COURT ATTENDANTS
And Other Groups
Look for His Name on Row "B"
Put a Judge on the Bench Who Understands
Our Problems



RE-ELECT
JOSEPH ZARETZKI
SENATOR 23rd S. D.
COVERS 15th A. D. AND 12th A. D.
Marble Hill - Inwood - Washington Heights - Sugar Hill - Harlem
A Staunch Supporter of the
Civil Service Worker

NEW YORK CITY NEWS

New Exam Early Next Year For Social Investigator

The NYC Civil Service Commission expects all present Social Investigator vacancies to be filled from the existing list.

The Commission's examination schedule already is practically filled up for the remainder of the year, therefore such a large ex-

amination would not likely be held until early next year, an informant at the Commission told The LEADER.

Welfare Commissioner Raymond M. Hilliard may try to get an earlier date for holding the test.

Declinations Run High

What made the eligible list nearly disappear so soon was the un-

expectedly large number of declinations. These ranged around 35 per cent and set a record in NYC service.

The list contained 2,529 names. The minimum requirements in the new examination, the informant said, would likely be the same as those in the last test.

The total appointment pay is \$2,710, or a little more than \$52 a week. An effort will be made to obtain a higher pay scale for the position, particularly for inclusion in the prospective budget which will go into effect on July 1 next.

PHARMACIST REGISTER

A register of eligibles has been established for filling Pharmacist positions with beginning salaries of \$5,232 for positions located in Veterans Administration offices in Washington and throughout the country.

DOCKBUILDER STUDY AID

The Municipal Reference Library has study material for the forthcoming examination for Dockbuilder. The library has a collection of previous examination question papers and answers for study.

OVERNIGHT RELIEF FOR BACK SUFFERERS

The amazing, new Slumbermat "Wonderac" offers immediate relief to back strain sufferers. Scientifically constructed to fit the proportions of the body, it begins its work the very first night you sleep on it.

PERSONNEL GROUP TO MEET

The Municipal Personnel Society will meet on Wednesday, October 14 at 7 P.M. on the twelfth floor of 63 Park Row.

FOOT PREPARATION CALLOUS & CORN SUFFERERS HELP YOURSELF TO FAST RELIEF THIS WONDERFUL CREAM SOFTENS & REMOVES CALLOUSES AND CORNS

IRT Holy Name to Give Show and Dance Oct. 16

On Saturday evening, October 16, the IRT Division Holy Name Society will hold its fourth annual scholarship dance at St. John's Auditorium of the Church of St. John, 211 West 30th Street, NYC.

Help Wanted

EXTRA CASH EACH WEEK! \$25 IS YOURS!

Sell 50 \$1 boxes imprinted CHRISTMAS CARDS 21-card assortment on approval. FREE address Book and Guide

MEN WOMEN Help yourself to earn \$250.00

Between now and Xmas Sell nylons and women's wear At wholesale prices

HOSPITALS NEED HELP

We Can Place You No Matter What You Do From a Maid to a Secretary

MEN - WOMEN Part time work Earn \$1.50 per hour

No experience necessary Hours to suit Write Box 209 Mad. Sq. Sta. N.Y.

SELL CHRISTMAS CARDS NOW Over 24 varieties box assortments. Also Xmas gift wrappings and religious boxes.

LEGAL NOTICE

AGREEMENT OF PARTNERSHIP The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows:

I. The name of the partnership is CARROLL CARSTAIRS. II. The character of the business is generally but not exclusively acting as dealers and brokers in the purchase and sale of pictures and works of art.

STATE OF NEW YORK INSURANCE DEPARTMENT

I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Pacific National Fire Insurance Company, of San Francisco, California, is duly licensed to transact the business of fire and marine insurance in this State and in its statements filed for the year ended Dec. 31, 1947, shows the following condition:

Aggregate Amt. of admitted Assets, \$18,077,235.70; Aggregate Amt. of Liab. (except Guaranty Capital), \$11,605,549.48; Surplus over Liabilities, \$6,471,686.22.

STATE OF NEW YORK INSURANCE DEPARTMENT

I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Farm Bureau Mutual Automobile Insurance Company of Columbus, Ohio, is duly licensed to transact the business of casualty and surety insurance in this state and in its statement filed for the year ended Dec. 31, 1947 shows the following condition:

Aggregate Amt. of admitted Assets, \$29,102,049.40; Aggregate Amt. of Liab. (except Guaranty Capital), \$21,238,691.78; Surplus over Liabilities, \$7,863,357.62.

STATE OF NEW YORK INSURANCE DEPARTMENT

I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Farm Bureau Mutual Life Insurance Company of Columbus, Ohio, is duly licensed to transact the business of life insurance in this state and in its statement filed for the year ended Dec. 31, 1947 shows the following condition:

RENT A TYPEWRITER FOR CIVIL SERVICE EXAMINATIONS All Popular Makes Underwoods, Royals, L. C. Smith, Remingtons, Etc. We Deliver and Pick Up Typewriter Headquarters Since 1890 J. E. ALBRIGHT & CO. 833 Broadway (13th St.), N.Y. ALgonquin 4-4828

RENT A TYPEWRITER For Home, Office or Exam FREE Pickup and Delivery Inquire About Our Special Rental Purchase Plan STERLING TYPEWRITER CO. 14 W. 29 ST., N.Y. 1 MU 3-1350

RENTALS FOR TYPING EXAM Free pick up & delivery Brownsville Typewriter Exchange 1781 Pitkin Ave. B'klyn, N. Y. DI 6-7700

TYPEWRITERS RENTED FOR EXAMS No Pick Up or Delivery Charge Also Bought, Sold, Repaired or rented by the month. BEACON TYPEWRITER CO. 6 Maiden Lane, Off Broadway Worth 4-3755

Typewriters & Adders \$25-\$35 Rentals for Civil Service or by month SPECIAL on REMINGTON NOISELESS TYPEWRITERS for \$30 Open until 6 P.M. except Saturdays ABERDEEN 178 Third Ave. Phone GR 5-5481

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948 I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Lumbermen's Mutual Insurance Company of Mansfield, Ohio, is duly licensed to transact the business of fire insurance in this state and in its statement filed for the year ended Dec. 31, 1947 shows the following condition:

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948 I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Farm Bureau Mutual Fire Insurance Company of Columbus, Ohio, is duly licensed to transact the business of fire insurance in this state and in its statement filed for the year ended December 31, 1947, shows the following condition:

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948 I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Central Manufacturers' Mutual Insurance Company, of Van Wert, Ohio, is duly licensed to transact the business of fire and marine insurance in this state and in its statement filed for the year ended December 31, 1947, shows the following condition:

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948 I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Farm Bureau Life Insurance Company of Columbus, Ohio, is duly licensed to transact the business of life insurance in this state and in its statement filed for the year ended Dec. 31, 1947 shows the following condition:

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948 I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Farm Bureau Mutual Life Insurance Company of Columbus, Ohio, is duly licensed to transact the business of life insurance in this state and in its statement filed for the year ended Dec. 31, 1947 shows the following condition:

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Everybody's Buy Money For Future Delivery COLLEGE PLAN & TRUST FUND FOR YOUR CHILD. Write for Booklet FRANK GOVERNALE 225 West 34 St. New York 1 N. Y.

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DON'T THROW ANYTHING AWAY. Mrs. Siegel buys everything, sewing machine, pianos, old picture frames, furniture, old buttons, etc. HYam 8-1274, 277 Grafton St., Brooklyn, N. Y.

REFRIGERATORS RENTED Low Rates - New and Used CAM ELECTRIC APPLIANCE CO. Convenient Locations 249 First Ave. (at 14 St.) ORchard 4-6980 574 Third Ave. (at 38 St.) MU 7-3542-3 New York City

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DISAPPOINTED? For best results write: THE BELPAN CORRESPONDENCE CLUB, P. O. Box 333 Times Sq. Sta., New York 18, N. Y.

RABBI N. WOLF, 556-7th Ave., N. Y. Marital troubles, desertion cases. Family Problems solved. Advice on divorce affairs. Rabbinical matters. CH 4-2316.

FOR PROMOTION OF LASTING FRIENDSHIPS Select social contacts at KAYE FRIENDSHIP SERVICE 505 Eastern Parkway, B'klyn Appointments 7-9 P.M. President 2-2940—Miss Kaye

VOLUNO DETECTIVE AGENCY 315 E. 115 St. NYC. Confidential Investigation; Civil; Criminal & Domestic; Missing Persons Traced. SA. 2-3808.

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Typewriters Rented for Exams Big sales in new and used machines. Underwood \$20; Royal \$39.50; Portable \$10.50 30% off new demon. Abalon, 140 W. 42nd nr. B'way. BR 9-7785.

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TYPEWRITERS. Rentals Civil Service exams. Delivered. Also monthly. Sold Bought. Expert repairs. Purvin, 92 Second Ave., N.Y. GR. 5-8871.

54's RADIO REPAIRS (Pick-ups & Deliveries all N.Y.) 1905 E. 103 St. (near Simpson St.) Bronx, N.Y. DAYton 3-1068

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NEW YORK CITY NEWS



GROVER M. MOSCOWITZ

Moscovitz Shares Employee's Interests As Ex-U. S. Worker

Grover M. Moscovitz, lawyer and civic leader is the candidate of the Republican party for the State Senatorial seat in the 8th District, Brooklyn, which is composed of the 4th, 6th and 10th Assembly Districts.

He served for two and a half years as unofficial legal secretary to his father, the late Federal Judge of the Eastern District Court.

Immediately after Pearl Harbor, he enlisted as a private in the Army. Reaching the rank of sergeant, he was transferred to Officer Candidate School and went overseas as an officer, serving in the European Theatre of Operations where he got five battle stars.

Fought in Normandy Campaign

After going through the Normandy campaign with his unit, he was transferred to the American Military Government and became Property Control Officer at Munich.

He has an interest in the goals of government workers, at one time he himself was with the Reconstruction Finance Corporation in Washington, D. C.

A member of the firm of Zeits, Moscovitz and Roth, 225 Broadway, he is married and has one son.

Civil Service Reform Group Opposes Fire Dept. Bill

The Civil Service Reform Association has written a letter to Fire Commissioner Frank J. Quayle, opposing a Council bill to reorganize the Fire Bureau.

The Association said that the bill would take out of the hands of the Chief of the Department direct responsibility and control over fire-fighting. The group deems placing the Chief of Department over the Chief of Staff and Operation unwise, and specifically mentioned that the Chief of Staff does not necessarily come from the competitive ranks, nor acquire his position as a result of passing an examination.

The Association also deprecates the transfer of Joseph A. Lawlor from Harlem to Staten Island, and intimated that the transfer was made because of views that he expressed on legislation.

Registration a Record At Monroe Business School

Registration at the Monroe School of Business, East 177th Street and Boston Road, The Bronx, hit a new high this year, according to Mildred Allison, Director. Many veterans are taking advantage of the increased subsistence allowance and taking the day and evening sessions. Courses that are attracting the greatest interest are the Executive Secretarial Course, Executive Accounting, and Stenotype (Machine Shorthand). The School is approved by the N. Y. State Board of Regents and Veterans Administration. Harry Jerome is veterans' counsellor.



The first commemorative postage stamp issued in NYC, honoring the 300th anniversary of the founding of the Volunteer Firemen of America, was presented to Fire Commissioner Frank J. Quayle by Postmaster Albert Goldman, while the Fire Chiefs on the Commissioner's staff look on. Left to right, Deputy Chiefs of Staff and Operations David J. Kidney, Martin Carrig and Antonio Z. Petronelli; Assistant of Staff and Operations William J. Hennessy; Chief of Staff and Operations Frank Murphy; John P. Crane, president of the Uniformed Firemen's Association; Deputy Chief of Staff and Operations John L. Holian; Acting Deputy Chief Thomas P. O'Brien; Deputy Chief of Staff and Operations Henry C. Wehde; Chief of Department Peter Loftus; Deputy Chief of Department Joseph J. Scanlon; Acting Deputy Chief of Staff and Operations John J. Bennett; Milford L. Stern, President of Uniformed Pilots and Marine Engineers Association; Battalion Chief Andrew X. Quinn; Acting Deputy Chief William P. Murphy, and Acting Battalion Chief Winford L. Beebe.

MISS AND MRS.

By ANNA LEE KRAM

BUSINESS and pleasure do mix, sometimes. Proof is Mrs. Mildred Mitchell, Typist in the NYC Service Rating Bureau, who raises a fine crop of begonias and ivy on her desk. Mrs. Mitchell gives them away as presents, too. One of her prize plants is now flourishing in Civil Service Commissioner Darwin W. Telesford's office.

Once Mrs. Mitchell entrusted a tender young plant to the care of a co-worker who callously blew clouds of cigarette smoke at it. The plant drooped. So did Mrs. Mitchell. Now she brings in cut flowers for her colleagues, and keeps the growing greenery for herself.

Early Bird

If anyone wants to conduct a poll to find out who gets up how early, we predict he'll find that Mrs. Frances R. Gannon of the NYC Department of Markets will top the list. Mrs. Gannon commutes from Staten Island via train and ferry. She arrives at WNYC around 7:15 every morning, to polish off material for her 8:30 broadcast. Her rising time: 5:10 a.m.

If you're looking for something different in a government job, if you're between 21 and 35 and in good physical condition, the WAC or WAF (Women's Army Corps and Women in the Air Force) may be the place for you. Here are a few of the jobs open to those who qualify: Flight Hostess, Photographer, Medical Technician, Dental Technician and Weather Forecaster. Opportunity to advance, retirement benefits, and the chance to see the world at Uncle Sam's expense.

College Degrees Really Necessary?

Two young girls looking for civil service jobs came into our office last week. Fresh out of college, they were dismayed to discover that the position of Social Worker, NYC Department of Education, requires graduate study, in

addition to a college degree. They complained that many jobs of this type in State and federal service also call for post-college study—which means that applicants must put in more time, work and money before qualifying.

They wanted to know why. Well, here's why. Social work calls for special abilities plus trained skills. Social work is recognized as a profession, like law or medicine. To that end, definite standards must be established, including educational requirements. Professional status is not only a matter of prestige. Once such status is achieved, attention can be turned to raising wages—long under par.

So, while this program may cause some hardship now, its long-range goal is advocated as a benefit all those now working in the field and all who seek to enter it.

The stronger sex (men!) is making headway in a field that's usually considered the exclusive property of women. This came to light when the NYC Board of Education released the names of 43 new eligibles for the position of Teacher of Pitman Stenography and Typewriting in day high schools. Three of the total were men, and one, Lazarus J. Braffman, achieved a rating of 82.97 . . . not so far behind Bernadette V. Metzler, who saved the day for women with her top rating of 85.03.

Fire Dept. Group to Aid Ship Problems Discussion

"The American Merchant Marine Looks Ahead" will be the theme of a panel to be presented by the American Merchant Marine Conference under the auspices of the Uniformed Pilots and Marine Engineers Association, October 13 through October 15. Meetings will be held in the Jade Room of the Waldorf-Astoria hotel.

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14 NYC Tests Open Oct. 14

The following examinations open on Thursday, October 14:

Open-competitive

5128. Probation Officer, Grade 1, Domestic Relations Court, \$2,710. Vacancies occur from time to time. Fee \$2. (Closes October 29).

5386. Probation Officer, Grade 1, Court of Special Sessions, City Magistrates Courts, \$2,710; 37 vacancies, in the City Magistrates' Courts and two in the Court of Special Sessions. Others occur from time to time. Fee \$2. (Closes October 29).

5625. Dental Assistant, \$1,860; 28 vacancies in the Department of Welfare and the Department of Health. Candidates must have one year of full time paid experience or a satisfactory equivalent. Fee \$1. (Closes October 29).

5610. Director of Bureau of Records and Statistics, \$3,090 and over. One vacancy in the Department of Health. Baccalaureate degree from accredited school plus five years' full time paid experience required. Fee \$2. (Closes October 29).

5579. Junior Actuary, \$2,400. Three vacancies, others occur from time to time. Baccalaureate degree from an accredited school required; full time paid experience may be substituted on year to year basis. Fee \$1. (Closes October 29).

5607. Alphabetic Key Punch Operator (IBM) Grade 2, \$1,980. Vacancies occur from time to time. No formal experience or educational requirements. Fee \$1. (Closes October 29).

5608. Alphabetic Key Punch Operator (Rem. Rand), Grade 2, \$1,980. Vacancies occur from time to time. No formal experience or educational requirements. Fee \$1. (Closes October 29).

Promotion

5285. Foreman of Asphalt Workers, offices of the Presidents of the Boroughs of Manhattan, Bronx, Brooklyn, Queens and Richmond. Two vacancies at present, others occur from time to time. Written test will be held December 7. Open to those holding position of Asphalt worker. Fee \$3. (Closes October 29).

5580. Actuary, Fire Department, NYC Employees Retirement System, Teachers Retirement System and Board of Transportation. Written test will be held January 20. Fee \$2. (Closes October 29).

5581. Senior Actuary, New York City Employees Retirement System, Teachers Retirement System, and Board of Transportation, \$3,000 and over. Written test will be held January 20. Open to those holding position of Actuary. Vacancies occur from time to time. Fee \$2. (Closes October 29).

542. Steamfitter, Office of the Borough President of Queens, Public Works, Board of Higher Education, Parks, Police, Fire Sanitation, Hospitals, Marine and Aviation, Water Supply, Gas and Electricity and Markets, \$19.25 a day. Twelve vacancies at present, others occur from time to time. Performance test begins January 24. Open to those holding position of Steamfitter's Helper. Fee \$50. (Closes October 29).

5550. Institutional Inspector, Grade 3, Department of Hospitals and Department of Welfare, \$2,401 to \$3,000. Vacancies occur from time to time. Written test to be held January 13. Open to those holding the position of Institutional Inspector, Grade 2. Fee \$2. (Closes October 29).

5651. Telephone Operator, Grade 3, Department of Hospitals and Department of Welfare, \$2,401 and over. One vacancy expected in each department. Written test will be held January 8. Open to those holding the position of Telephone Operator, Grade 2. Fee \$2. (Closes October 29).

5680. Inspector of Fuel and Supplies, Grade 4, open only to employees of Department of Education, \$3,000 and over. Vacancies occur from time to time. Written test will be held December 1. Open to those holding positions of Inspector of Fuel and Supplies, Grade 3, Inspector of Fuel, Grades 3 and 4. Fee \$2. (Closes October 29).

The LEADER will be glad to have letters from the readers expressing their views on the subject of veteran preference.

Lists For Attendant And Clerk, Grade 2, To be Out Before Jan.

The publication of the eligible list of Clerk, grade 2, and of Attendant, awaits action by the Medical-Physical Division of the NYC Civil Service Commission. It is expected that the lists will be out before the end of the year.

The medical examinations on which the lists hinge are not elaborate, but the Division is hard-pressed for time. It has just completed the enormous task of physical examination of Fireman candidates and is about to start on the candidates for Transit Patrolman, Correction Officer and Bridge and Tunnel Officer. Both the Clerk, Grade 2, and the Attendant lists will come out the same time, as they are being processed as one.

As one of the Commission examiners said, "They're running as an entry."

Four Fall Classes Begun by YMCA School

Fall classes in basic refrigeration, radio operating, frequency modulation, radio and television have begun at the YMCA Trade & Technical School, 229 West 66th Street, Director Louis L. Credner announced.

The basic refrigeration course, planned to train servicemen and refrigeration mechanics, will cover refrigeration physics, elementary shop projects and service repairs. Classes will meet daily for a period of eight weeks. Classes in radio operating will meet day and evening.

Designed for mechanics for installation, service and repair of receivers, courses in frequency modulation and television will be held evenings for fifty weeks.

For Inspector Examination Aid Offered by Library

The Municipal Reference Library has study material for the NYC examination for Inspector of Blasting, Grade 3.

The library has a complete collection of previous examination question papers and answers for inspection. Hours are from 9 to 5 on weekdays and 9 to 1 on Saturdays.

The library is in Room 2230, Municipal Building, Chambers and Center Streets, Manhattan.

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U. S.

Engineer, \$3,727.20 to \$6,235.20 for jobs in Federal agencies in New York and New Jersey. Applicants must have completed either a standard professional engineering curriculum leading to a bachelor's degree in an accredited college or university, or must show that they have had at least four years of successful and progressive technical engineering experience of such a nature as to enable them to perform successfully at the professional level. Applicants must have had from one to four years of appropriate professional experience. Graduate study may be substituted for as much as two years of this experience. No written test. Get forms from U. S. Civil Service Commission, 641 Washington Street, New York 4, N. Y. Send filled-in forms to the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, Fort Monmouth, New Jersey. (No closing date.)

NYC Education

31-48. Supervisor for Classes for Children with Retarded Mental Development. Salary, \$5,500 per annum. Age 25 to 40 years. Candidates must have a baccalaureate degree or equivalent preparation plus 30 semester hours in approved graduate courses. Candidates must have five years of teaching mentally retarded pupils in day schools on a per annum salary. There will be a written test, an interview, supervision, teaching, physical and medical tests. Application fee, \$11. Applications may be obtained in person or by mail from the Board of Examiners, Board of Education of New York City, 110 Livingston Street, Brooklyn, 2, N. Y. (Closes October 24.)

29-48. Teachers for Classes of the Blind in Elementary Schools. \$2,500 to \$5,125 in sixteen salary steps. Application fee is \$5. Age 21 to 40. There will be a written test, oral english interview, teaching, appraisal of record, and a physical and medical test. (Closes November 22.)

[More NYC Exams, Page 15]

STATE

Open-Competitive

8276. Associate Nutritionist, (o.c.) State Departments and Institutions. One vacancy in the Department of Mental Hygiene in Albany. Requires college graduation with courses in nutrition and foods, and 6 years' experience in large-scale food preparation, of which 3 years' must have been as a manager of a large food service; or satisfactory equivalent. Entrance salary \$5,232 total. Five annual salary increases of \$220. Application fee \$4. Exam November 20. (Closes Friday, October 15.)

8277. Laboratory Worker, (o.c.) State Departments and Institutions. Vacancies at Marcy State Hospital and at Pilgrim State Hospital in the Department of

Mental Hygiene. Requires high school graduation with courses in science, and 1 year's experience in a public health or commercial laboratory in connection with the production of media, and/or sera, and/or the injection of laboratory animals; or satisfactory equivalent. Entrance salary \$1,955 total. Five annual salary increases of \$120. Fee \$1. Exam November 20. (Closes Friday, October 15.)

8282. Assistant Building Electrical Engineer, (o.c.) Department of Public Works. One vacancy in Albany. Requires an engineering degree plus three years' experience in the preparation, inspection, and checking of electrical lay-outs and building plans; or satisfactory equivalent. Entrance salary \$4,242 total. Five annual salary increases of \$180. Fee \$3. Exam November 20. (Closes Friday, October 15.)

8286. Junior Hydro-Electric Operator (o.c.) Division of Operation and Maintenance, Department of Public Works. One vacancy in District Number one. Requires completion of the 8th grade and two years' experience in the installation, operation, or maintenance of mechanical and electrical machinery; or satisfactory equivalent. Entrance salary \$2,208 total. Five annual salary increases of \$120. Fee \$1. Exam November 20. (Closes Friday, October 15.)

8283. Railroad Equipment Inspector (Steam) (o.c.) Public Service Commission. One vacancy in Albany. Requires high school graduation and four years' experience in charge of the erection, maintenance, or repair of locomotives in an erection or repair shop; or satisfactory equivalent. Entrance salary \$3,582 total. Five annual salary increases of \$132. Fee \$3. Exam November 20. (Closes Friday, October 15.)

8284. Railroad Track Inspector, (o.c.) Public Service Commission. One vacancy in Albany. Requires high school graduation and five years' experience in the maintenance of railroad tracks, one year of which must have been in a supervisory capacity; or satisfactory equivalent. Entrance salary \$3,582 total. Five annual salary increases of \$132. Fee \$3. Exam November 20. (Closes Friday, October 15.)

8285. Analytical Chemist, (o.c.) State Departments. One vacancy in the Conservation Department at Saranack Lake. Requires college graduation and two years' professional laboratory experience in chemistry involving the analytical determination of organic and inorganic substances; or satisfactory equivalent. Entrance salary \$3,450 total. Five annual salary increases of \$132. Fee \$2. Exam November 20. (Closes Friday, October 15.)

8281. Superintendent of Boy's Training School, (o.c.) Department of Social Welfare. One vacancy at New York State Training School for Boys, Warwick. Requires bachelor's degree, plus 3 years of responsible administrative experience in an institution for juveniles, and five years of social work, correctional, education or child guidance experience, of which 2 years must have been in a children's institution, supplemented by one year of graduate study in social work; or satisfactory equivalent. Entrance salary \$8,800 total. Five annual salary increases of \$300. Exam Nov-

ember 20. Fee \$5. (Closes Friday, October 15.)

8278. Institution Education Supervisor (Recreation and Physical Education), (o.c.) State Departments and Institutions. One vacancy at the New York State Training School for Girls in Hudson. Requires possession of, or eligibility for, a permanent certificate as a teacher of physical education in New York State, plus 3 years' experience in teaching recreation and physical education, of which one year must have been in charge of planning and supervising a recreation and physical education program; or satisfactory equivalent. Entrance salary \$3,582 total. Five annual salary increases of \$132. Fee \$3. No written test. (Closes Friday, October 15.)

8280. Correction Institution Teacher (Beauty Culture), (o.c.) Department of Correction. One vacancy at Westfield State Farm. Requires possession of, or eligibility for, a certificate to teach beauty culture in New York State and completion of the 9th grade plus 5 years' journeyman experience in beauty culture. Entrance salary \$2,898 total. Five annual salary increases of \$120. Fee \$2. No written test. (Closes Friday, October 15.)

8279. Institutional Education Supervisor (Vocational), (o.c.) State Departments and Institutions. One vacancy at the New York State Training School for Girls in Hudson. Requires pos-

session of, or eligibility for, a certificate as a vocational teacher in New York State, plus 3 years' experience in teaching vocational subjects, and 6 credit hours in courses in the field of vocational school supervision; or satisfactory equivalent. Entrance salary \$3,582 total. Five annual salary increases of \$132. Fee \$3. No written test. (Closes Friday, October 15.)

8287. Correction Institution Vocational Instructor (Tailoring), (o.c.) Department of Correction. One vacancy in the New York State Vocational Institution at West Coxsackie. Requires possession of, or eligibility for, a certificate to teach the trade of tailoring in New York State and completion of the 9th grade plus 5 years' journeyman experience in the trade of tailoring. Entrance salary \$2,898 total. Five annual salary increases of \$120. Fee \$2. No written test. (Closes Friday, October 15.)

7153. Assistant State Accounts Auditor, (Prom.) Field Audit Section, Department of Audit and Control, \$3,450 total. In addition, there are five annual salary increases of \$132. Fee \$2. Three vacancies exist. (Closes Monday, October 18.)

7159. Senior Clerk, (Prom.) State Institutions, Department of Correction, \$2,346 total. There are five annual salary increases of \$120. Fee \$2. Vacancies exist in Great Meadow Prison, Elmira Reception Center, and Albion State

Training School. Preference appointment will be given to eligibles in the institution in which the vacancy exists. (Closes Tuesday, October 19.)

7156. Senior Accountant and Contract Utility Accountant, Grade IV, (Prom.) Department of Public Service; Senior Accountant \$4,200 total, there are five annual salary increases of \$180; Contract Utility Accountant, Grade IV \$18.44 per day total. There are five annual salary increases. Fee \$3. Vacancies exist in the Albany and New York offices. (Closes Monday, October 18.)

7175. Senior Stenographer (Prom.) NYC Alcoholic Beverage Control Board, Executive Department, \$2,346 total. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the NYC Alcoholic Beverage Control Board. (Closes Monday, October 18.)

7158. Supervisor of Occupational Therapy, (Prom.) Rehabilitation Hospital, Department of Health, \$3,846 total. There are five annual salary increases of \$120. Fee \$3. (Closes Monday, October 18.)

COUNTY Promotion

7160. Law Assistant, Grade I (Prom.) Bronx County Court, over \$3,600. Fee \$3. At present one vacancy exists at \$4,000. (Closes Tuesday, October 19.)

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PRINCIPAL, CLERK, DPUI

Disabled Veterans

- Charles O'Hara, Albany
 - Samuel T. Frone, Albany
 - Rudolph Nagel, Troy
 - Charles F. Ward, Troy
 - Sarkis, Mihanian, E. Greenish
- #### Non-disabled Veterans
- James Shea, Elsmere
 - Henry Mhitcomb, Valatie
 - M. Hammarstrom, Troy
 - John M. Baxter, Albany
 - Arthur Carlstrom, Albany
 - Clarence Lovell, Troy
 - Chas. Leggett, Albany
 - John McCuaig, Castleton
 - Edward Dolan, Albany
 - Ralph Kelly, Albany
 - Wm. R. Spear, Albany
 - James Galligeris, Saratoga
 - Francis Blot, Albany
 - James O'Donnell, Albany
 - Serge Sooto, L. I. City
 - Theo. Blumenthal, Albany
 - David Canter, Albany
- #### Non-Veterans
- Esther Lacher, NYC.
 - Thyra M. Irwin, Albany 2
 - Harry Proskin, Albany
 - John F. Fealey, Albany 5

- Reva Mark, Troy
- May C. Vanorder, Albany
- Catherine Swift, Watervliet
- Bernice Byron, Albany
- Bertha Keenahan, Albany 5
- Gladys Saron, NYC 67
- Rita M. Caffrey Albany
- Rosalynd Bloom, NYC.
- Lena Wallace, Slingerind
- Joseph Connors, Averill, Pk.
- Wilfred Greene, Albany
- Anna M. Webb, Albany
- Aaron A. Gold, Albany
- Josephine Cohn, NYC.
- Archibald Hart, Albany
- Patsy H. Russo, Albany
- Ethel Abrams, Albany
- Daniel Murphy, Schenectady
- E. Hiltzley, Altamont
- Grace A. Poulin, Troy
- Edward Stone, Albany
- John Gabriel, Albany
- Helen Lyons, Albany
- Ruth R. Toole, Albany
- Hazel Downey, Green Isl.
- Rita Cashman, Albany 3
- John Mausert, Albany 6
- Robert Moun, Coxsackie
- Alice Fennelly, Watervliet
- Kenneth J. Hart, Albany
- Charles Willson, Albany