

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XII No. 48 Tuesday, August 21, 1951 Price Five Cents

Prizes Awarded
For
Fall Art Show

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY 11 N Y
COMP

See Page 2

Assn. Board of Directors and Resolutions Unit to Meet

ALBANY, Aug. 20 — The board of directors of the Civil Service Employees Association will meet on Thursday, August 23, in the auditorium of Association headquarters, 8 Elk Street, Albany, at 6 p.m.

At 4 p.m. on the same day the County representatives will meet in the library on the third floor of headquarters. Salaries will be discussed. Most budgets are adopted in the cities and counties between October and January.

Jesse B. McFarland, president of the Association, is hoping that because of the importance of this meeting that there will be full attendance.

At 12:15 p.m. on Wednesday, August 22 in the headquarters auditorium the resolutions committee will meet.

Article V of the Association's by-laws provides:

"Section 2. Resolutions Committee. Resolutions submitted to the resolutions committee for consideration at the annual meeting which are received on or before the twentieth day of August, shall be reviewed, edited and consolidated by such committee. On or before the tenth day of September such committee shall report to all Chapters of the Association on its disposition of such resolutions, including its recommendations, if any, to be presented to the delegates at the annual meeting. It shall be discretionary with the Resolutions Committee to report to Chapters on resolutions received after the twentieth day of August."

In accord with the above by-law, the committee must review the resolutions submitted to it and prepare a report for the chapters prior to September 10.

More Pay for Stenos To Be Urged by Assn.

ALBANY, Aug. 20—An appeal will be filed on behalf of stenographers, by the Civil Service Employees Association, for an upward reallocation of the positions. Jesse B. McFarland, president of the Association, so notified J. Earl Kelly, the State's Director of Classification and Compensation.

In a letter to Mr. Kelly, Mr. McFarland said that stenographers in the NYC metropolitan area may be paid more than the minimum rate as a recruitment incentive. He pointed out to Mr. Kelly that more than 800 stenographic vacancies exist upstate, and related the whole difficulty in recruitment in this title to the low pay offered by the State.

Mr. McFarland's letter follows: "The Association is deeply concerned with respect to the difficulty in recruiting efficient stenographic help throughout the State at the present time.

"We noted the recent action of your Division approving a higher entrance salary for stenographers in the New York City metropolitan area. An equally good case can be made for applying the equal variable minimum in any area of substantial State employment throughout the State. For instance, we understand that there are over 800 stenographic vacancies upstate. We feel certain, as I am sure your study will develop, that these vacancies are due almost entirely to the inability of the State to recruit at the

entrance salary now being offered.

No Substitute in Reallocation
"The use of the variable minimum as provided for in subdivision 4 of Section 40 of the Civil Service Law is intended to apply to limited and isolated geographical areas where by reason of some unusual economic factor it is impossible to recruit at the minimum of the grade to which the salary is allocated. It is not intended as a substitute for reallocation where the difficulty of recruitment by reason of the low salary is statewide.

"We believe that the State will be penalizing itself and its taxpayers if the salary paid stenographers continues to force recruitment from those least skilled in their profession, since one or two skilled stenographers are more valuable and productive than three or four unskilled.

"We ask that immediate consideration be given in equalizing the entrance level salaries of stenographers for the major State employment areas in upstate New York with those in the metropolitan area.

Appeal Forms Being Prepared

As a correlative to the above, we urge that the Division immediately undertake a study of all the stenographic titles with a view toward reallocating them to salary grades which will adequately recompense them for their skills and take account of the invaluable experience gained through service, and permit recruitment on a basis more nearly comparable with private industry than presently exists.

"Formal appeal forms for the requested action will be forwarded to you as soon as they are prepared."

Plan Offered For Mt. Vernon Hours and Pay

Ivan S. Flood, on behalf of the Westchester chapter of the Civil Service Employees Association, has written to Samuel O. Winokur, president of the Mount Vernon Board of Education, giving the five-point program of the chapter for increased pay and improved hours. Mr. Flood is president of the chapter.

Assn. Gets No Hearing Yet

The chapter had to have recourse to letter-writing because, so far, the Board of Education has denied to members of the Association, of whom there are 52,000, opportunity to be heard.

The Program

The five-point program, affecting non-instructional employees, follows:

"1. Provide a cost-of-living adjustment at the rate of \$600 a year for all full time employees, with proportionate adjustments for part time salaried workers.

"2. Provide an increase in the rate of Cleaners-part time, to \$1.25 per hour.

"3. Provide a 5-day, maximum 40-hour work week for full time employees now working a longer week.

"4. Provide cash payments for all time required to be worked above a 40-hour week, at the rate of time and one-half.

"5. Provide holiday pay for part-time cleaners, on a basis proportionate to their regular working hours."

Opportunity Asked

Request for an opportunity to meet with the Board, to present substantiating facts, and show the needs of the Board's loyal workers, was renewed.

Proposals Inadequate

"After meeting with other groups, minor salary adjustments have been proposed by your Board," wrote Mr. Flood, "along with some similar adjustments on September 1, 1951. The proposed adjustments are entirely inadequate

14,300 State Employees Lose Appeal for Raise; Most in Mental Hygiene

ALBANY, Aug. 20 — Salary appeals affecting 14,300 State employees have been denied by J. Earl Kelly, director of Classification and Compensation.

He rejected 66 separate appeals, filed early last year by various employees of the Department of Mental Hygiene in stenographer and clerical titles, and other appeals by some workers in the State Labor Department in the same titles.

His argument was that the appeals were in the nature of a request for a general salary increase, which should be a matter for legislative or executive action, rather than an administrative one of the type with which he is charged. Also, he declared that the salaries complained of have been raised since by the Legislature, through emergency compensation effective April 1 last, to about the levels requested. The general pay brackets run from \$2,100 to \$3,600. Many requests were for two increments of about \$140 each.

The titles are clerk, typist, telephone operator, account clerk, senior clerk, senior stenographer,

Further Appeal By Stenos and Clerks Expected

ALBANY, Aug. 20 — A member of the staff of the Civil Service Employees Association said that the employees of the Mental Hygiene and Labor Departments adversely affected by J. Earl Kelly's decision on their pay appeals undoubtedly would carry their fight to the Appeals Board.

The fact that requests for higher basic pay to rate the permanent value of the job, were confused with emergency compensation, was considered by the Association staff member as one of the weaknesses of Mr. Kelly's argument.

senior account clerk, principal stenographer and principal account clerk.

"Because all or most of these applications seem to have been prepared through co-ordinated ef-

fort, and with a unity of direction," he said, "they assume the characteristics of a single application in which the various subscribers participated."

He declared that since about 20 per cent of all the State employees were affected, that the "principal objective" couldn't be considered as anything other than a request for a general wage increase.

Comparison with Attendant Pay

Office employees in Grade 2 jobs in the Mental Hygiene Department hospitals had cited the fact that they were required to have a high school education, before they could compete for the jobs they hold, and yet attendants, on whom no such requirement was imposed, are in the same pay grade. Mr. Kelly replied that "if the sole test . . . was the amount of education required for each class of work, this argument would be effective" Regard, however, must be had "to the nature of each class of work, and other factors" and ward and office work are so different "as to prohibit point-by-point comparison.

Metropolitan Conference To Meet in NYC Sept. 15

The Metropolitan Conference of the Civil Service Employees Association, will hold its first fall meeting Saturday, September 15,

at Manhattan State Hospital, Wards Island, N.Y.

Notices of the meeting will be sent out soon. The topics for dis-

ussion will include proposed resolutions for the Association's annual meeting in October. Sidney Alexander is Conference chairman.

Loysen Praises Staff for Big Job Well Done

Benefit payments under the State unemployment insurance law are back to normal, Milton O. Loysen, executive director, Division of Placement and Unemployment Insurance, reported to Edward Corsi, State Industrial Commissioner.

A month of day-and-night operations, in which the employees performed notably, made the result possible, said Mr. Loysen. The Division expected about 60,000 claims, received nearly twice as many.

McFarland Cites Sept. 30 Deadline for Age-55 Plan

ALBANY, Aug. 20 — Jesse B. McFarland, president of the Civil Service Employees Association, called attention again to the deadline of September 30, 1951 for joining the age-55 retirement plan of the State Employees Retirement System. This deadline is in effect for all employees with more than one year service. New employees have one year after they begin service to elect the age-55 plan.

Forms for electing the 55-year plan are obtainable from department personnel officers.

Fire Safety Plan Devised for Adirondacks

ALBANY, Aug. 20 — A forest fire-fighting plan to cope with emergencies in the Adirondacks has been virtually completed, Conservation Commissioner Perry B. Duryea announced. The plan calls for manpower and equipment mobilization meetings in a half-dozen key areas by department representatives and State and local agencies concerned with fire protection.

Highway Engineers Seek Redress

ALBANY, Aug. 20 — State highway engineers are waiting for action by the Department of Public Works on their request for an adequate subsistence allowance when assigned to construction work at points distant from their homes. The appeal was presented by the Civil Service Employees Association following a special meeting of representatives of the employees affected.

The present allowance of \$3.75 a day for meals and lodging for engineers absent from home on construction work is not at all adequate in the present period of high costs for food and living quarters, the Association said. In some cases, the assigned duty is in a vacation or resort area where seasonal prices are extremely high. If the employee is married and required to maintain his permanent home while trying to exist on the inadequate daily allowance, the hardship is increased.

What Is Asked

Recently the State Comptroller recognized the inflationary prices now in effect and increased to \$11 a day the subsistence allowance of State employees required to make occasional or specific trips in line of duty. The allowance of those required to be away from home on State contract work as in the case of the highway engineers, was not changed.

The group asked an allowance of \$6 a day for meals and lodging and due to the recent \$11 a day allowance to other employees, are renewing their appeal for immediate relief because of the serious loss suffered from day to day under present allowances.

Association Art Show Prizes Announced

ALBANY, Aug. 20—Five groups will join in donating prizes for the forthcoming art show of the Civil Service Employees Association," Charles B. Sheridan, chairman of the art show committee, announced.

allocation and distribution of prizes and expressed gratitude to the donors.

"The inspiration and effect of these prizes will be a great boon to the success of the show," commented Mr. Sheridan. "The wide-spread and growing interest in

the exhibit is evidenced by the generous willingness of these groups to support it. This is a new venture for the Association, and the enthusiasm is prophetic of its success."

The prizes will be given by groups from the Association chap-

ters of the Commerce and Education Departments.

Others Vote Prizes

The board of directors of the Civil Service Employees Association and the executive committee of the Capitol District Conference also voted prizes, as did the special art show committee of the Association.

Six prizes will be offered for the best exhibits in oils, water colors, ceramics, and sculpture. One prize will be offered for the exhibit judged the best in the show, and one prize for the most popular item exhibited determined by popular vote. Each visitor to the show may vote. The ballot boxes will be opened, votes counted, and prizes awarded during the last week of the Show. The seven other prizes will be determined by the consensus of a professional jury engaged to judge the stint.

The prizes and donors:

Best of Show, \$50, the Civil Service Employees Association.

Oils, first prize, \$25, Department of Commerce; second prize, \$10, the Civil Service Employee Association.

Water Colors, first prize, \$25, Department of Education; second

prize, \$10, the Civil Service Employees Association.

Ceramics and Sculpture, \$25, Art Show Committee.

Prints, \$25, the Civil Service Employees Association.

Most Popular Item Exhibited, \$25, the Capitol District Conference.

Deadline September 4

In speaking of these prizes, Mr. Sheridan said:

"The art show committee has voted to exclude its members as recipients of prizes for special exhibits. Many of the committee will submit exhibits, and all will be subject to the same rules and regulations governing the show as pertain to the other artists. However, if by chance and popular vote an exhibit by a committee member should be selected as the most popular item, I do not see how, in all fairness, a committee member can be deprived of that honor."

Mr. Sheridan again called attention to the deadline for the submission of exhibits, 5 p.m. Tuesday, September 4, 1951. The exhibits must be in the hands of the Albany Institute of History and Art, 125 Washington Avenue, Albany, N. Y. by that date.



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Central Conference Group Backs Merger of Bonus And Asks Escalator Clause

BINGHAMTON, Aug. 20 — The resolutions committee of the Central New York Conference of the Civil Service Employees Association met at Lawson's Town House, Binghamton. Several resolutions originating within the membership were considered.

The committee approved resolutions include the present cost-of-living bonus in basic pay, increased pay for hazardous and arduous service and an escalator cost-of-living pay adjustment. Also approved was a resolution to increase the retirement allowance of former employees who are now getting less than a reasonable minimum.

Swartwood Presides

Paul H. Swartwood of Ithaca, chairman of the committee, conducted the meeting.

President Gerald Reilly of the Binghamton chapter welcomed the committee. Mr. Swartwood explained the committee's procedure in holding meetings in different locations within the Conference territory for the convenience of all.

The afternoon business meeting

State and County Eligibles

- SUPERVISING CLERK, (Prom.), Department of Health, Erie County**
1. Berk, Margaret E., Buffalo ... 90880
- SOCIAL CASE SUPERVISOR, (Prom.), Unit, Dept. of Social Welfare, Erie County**
1. Seich, Jean H., Lancaster ... 83810
 2. Goudy, Frances L., Buffalo ... 82871
 3. Clark, Theresa W., Buffalo ... 82019
 4. Robinson, Edith E., Buffalo ... 80826
 5. Loose, Geraldine C., Buffalo ... 80083
 6. Stuber, Dorothy R., Buffalo ... 80219
- ACCOUNT CLERK, Department of Public Welfare, Hamilton County**
1. Berard, George A., Northville 82200
- PROBATION OFFICER, Hamilton County**
1. Curry, John R., Blue Mt. Lake 86463
 2. Blanchard, J. Paul, Indian Lk 82257
 3. Wadsworth, Donald, Northville 76410
- ASSOCIATE HEATING AND VENTILATING ENGINEER, (Prom.) Department of Public Works**
1. Young, Alfred A., Elmere ... 87038
 2. McMurdie, Alfred, Elmere ... 87100
 3. Kysor, Frank L., Troy ... 86776
 4. Walsh, Thomas J., Delmar ... 85738
- PRINCIPAL BUILDING MECHANICAL ENGINEER, Department of Public Works**
1. Young, Alfred A., Elmere ... 88085
 2. McMurdie, Alfred, Elmere ... 86460
 3. Cloke, Donald B., Loudonville 82040
 4. Landfear, Earl D., Troy ... 81460
 5. Walsh, Thomas J., Delmar ... 78335
 6. Bengat, Morris, NYC ... 76835
- ASSISTANT HEATING AND VENTILATING ENGINEER, Department of Public Works**
1. Price, Bernard, Albany ... 88315
 2. Dreekin, Stanley, NYC ... 79855
 3. Lilly, Robert J., Troy ... 79500
 4. Churan, James F., Levittown ... 78715
- PROMOTION ASSISTANT HEATING AND VENTILATING ENGINEER (Prom.), Department of Public Works**
1. Weiner, Abraham, Albany ... 84003
 2. O'Connell, Richard, Albany ... 83878
 3. Green, Arthur F., Albany ... 83299
 4. Novlotsky, Hyman, NYC ... 81420
- SERGEANT, (Prom.), Park Patrol, Long Island State Park Commission, Dept. of Conservation**
1. Biggane, James L., Massapequa ... 94408
 2. Guzowski, Anthony, E. Northport 91688
 3. Fecher, Alfred C., Woodside ... 87984
 4. Sibley, Howard T., Woodside ... 86979
 5. Schweithelm, H., Rosedale ... 86320

was followed by a dinner and informal discussion. Present were Mr. Swartwood and President Krupa of the Cornell University Chapter, both of Ithaca; Mrs. Ruth Stedman and Lewis Fearon, treasurer and president, respectively, of the Fort chapter, Rome; President Reilly of the Binghamton chapter and his guests, Mrs. Reilly and his father; Association Vice-President Ernest L. Conlon, Mr. and Mrs. Clarence W. F. Stott and S. H. Anderson, all of Binghamton. Mr. Stott is executive secretary of the Binghamton chapter and Mr. Anderson is 2nd vice president.

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Brokers' Examination on Mar. 19, 1952

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for Exam. Sept. 25

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Beauty with a Beautiful Smile



No. 11 on the printed parade of civil service beauties being conducted by The LEADER. Need you ask why lovely Martha Ann Lewis has been included? She works in the payroll office of the Long Island State Park Commission at Babylon. Her fellow-employees describe her as a combination of movie stars: Ingrid Bergman's eyes, Marlene Dietrich's legs, Rita Hayworth's nose, Lana Turner's lips, and Betty Grable's figure.

163 Local Units Vote Pension Aid to Needy

ALBANY, Aug. 20—State Comptroller J. Raymond McGovern issued a list of the 10 counties, 14 cities, 19 villages, 14 towns, 76 school districts, 22 City Boards of Education and eight Village Boards of Education that have indicated, by resolution, their intention of providing their retired employees with payments of temporary assistance.

Under a new State law, the State shares this expense equally with the localities. The assistance is given to those whose retirement allowances are less than \$900 a year. The difference, to make up the \$900, comes as a separate relief check not as a pension check. The need must be established, and other sources of income must not exist.

William C. Walsh, director of the Division of Special Assistance, is in charge of this work for Comptroller McGovern.

The 163 units of government follow:

Counties — Cattaraugus, Cortland, Dutchess, Franklin, Monroe, Niagara, Oneida, Onondaga, Rockland and Suffolk.

Cities — Albany, Dunkirk, Glen Cove, Glens Falls, Niagara Falls, Oswego, Plattsburgh, Port Jervis, Rensselaer, Schenectady, Tonawanda, Utica, Watertown and Yonkers.

Villages — Bath, Castleton, Dansville, Fort Edward, Garden City, Gouverneur, Green Island, Irvington, Larchmont, Lyons, Medina, Oakfield, Patchogue, Richfield Springs, Saranac Lake, Sea Cliff, Sherman, Wappinger Falls, and Westfield.

Towns — Brookhaven, Caledonia, Colonie, DeWitt, Elbridge, Gates, Guelderland, Jay, Johnsbury, Livonia, Manchester, Owego, Schodack and Scriba.

School Districts — Addison ETAl C.S.D. 1, Alexandria C.S.D. 2, Almond Alfred Almond C.R.S.D. 1, Amity Belmont C.S.D. 1, Arcade Arcade C.S.D. 1, Argyle C.S.D. 1, Ballston Sup S.D. 3 C.S.D. 1, Bath Haverling C.S.D. 2, Berne Et. Al. C.S.D. 1, Bloomfield C.R.D. 1 Towns Eastbloom, Brookfield C.S.D. 9, Canandaigua U. F. Consol. S.D. 4, Castille Letchworth C.S.D. 1, Cato C.S.D. 1, Champlain C.S.D. 1, Champlain Rouses Pt. H.S.U.F.S.D. 5, Cheektowaga Depew Pub. Sch. C.S.D., Clarkstown C.S.D. 1, Clifton Park Et. Al. C.S.D. 2, Cornwall on Hudson U.F.S.D. 4, Delaware C.S.D. 1, Deruyter Et. Al. C.S.D. 1, East

Greenbush C.S.D. 1, East Chester U.F.S.D. 1, Eaton Et. Al. C.S.D. 1, Fishkill U.F.S.D. 3 Bd. Educ Glenham, Florida Bd. Educ Warwick 15, Fort Ann C.S.D. 2, Frankfort C.S.D. 3, Harrietstown U.F.S.D. 1, Galway C.R.S. 1.

German Flatts Monawk C.S.D. 2, Ghent Chatham U.S. C.S.D. 1, Greenville C.R.S. 1, Hamilton Et. Al. C.S.D. 1, Hempstead C.S.D. 1, Hillsdale Roeliff Jansen Sch. C. Holland C.S.D. 1, Holley C.S.D. Murray 7, Islip U.F.S.D. 9, Jay C.S.D. 1, Lancaster Lancaster U.F.S.D. 8, Lennox Canastota C.S.D. 1, Liberty U.F.S.D. 1, Madison Et. Al. C.S.D. 1, Mentz Port Byron C.S.D. 1, Middleburgh C.R.S. 1, Middlebury Wyoming C.S.D. 2, Mooers C.S.D. 1, New Castle Et. Al. C.S.D. 4, North Hempstead U.F.S.D. 22, North Rose Rose C.S.D. 2, Ogden Et. Al. C.S.D. 1, Ovid C.S.D. 1, Oyster Bay U.F.S.D. 24, Painted Post U.F.S.D. Erwin, Peru C.S.D. 1, Philadelphia U.F.S.D. 3, Queensbury Glens Falls U.F.S.D. 1, Ridgeway & Shelby U.F.S.D. 12,

Salem Et. Al. C.S.D. 1, Salina U.F.S.D. 4, Sangerfield Et. Al. C.S.D. 1, Southole U.F.S.D. 10, Springport Et. Al. C.S.D. 1, Stockbridge C.S.D. 1, Tully C.S.D. 2, Union Vil Endicott U.F.S.D. 1, Waterford U.F.S.D. 1, Wells CRS. 1, Wellsville C.D.S. 1, Westfield C.S.D. 1, Westmoreland C.S.D. 1, White Creek Cambridge C.S.D. 10, Willsboro C.S.D. 1, Yorktown Et. Al. C.S.D. 2.

City Boards of Education — Albany, Auburn City School Dist., Batavia, Dunkirk, Fulton, Geneva, Johnstown, Kingston, Middletown, New Rochelle, Niagara Falls, Oneida, Peekskill, Poughkeepsie, Rochester, Rome, U.F.S.D. 1, Salamanca, Schenectady, Tonawanda, Troy U.F.S.D. 1, Lansingburgh, Utica and Watertown.

Village Boards of Education — Baldwinsville Academy & Central, Bloomingsdale U.F.S.D. 4 St. Armand, Brockport C.S.D., German Flatts Village, Iilon, Village Harrisville, Oriskany Falls U.F.S.D. 7, Seneca Falls C.R.S. 1 and Wolcott Et. Al. C.S.D. 1.

Employees Rewarded For Money-Saving Ideas

ALBANY, Aug. 20—Edward D. Igoe, member of the New York State Employees' Merit Award Board, announced awards totaling \$330 to five employees of the Department of Taxation and Finance for time and money-saving ideas submitted through the State's Suggestion Program.

Selma Lubin, Bureau of Motor Vehicles, Albany, received \$150 and a Certificate of Merit for suggesting a greatly simplified accounting procedure for registering special low number license plates. Officials of the Bureau estimate that the new system will save the State \$1,400 a year.

An award of \$100 and a Certificate of Meritorious Service was granted to James J. Giulliano, a senior office machine operator, who eliminated the filing and storage of more than 1,000,000 cards a year in the Albany Income Tax Bureau. The master tabulating cards used in processing tax returns must be retained for a certain period for reference purposes. He proposed that instead of filing the bulky cards, the information

on them be printed on sheets by using the Bureau's automatic listing machines. The idea has already been put into effect by the Tax Department with savings of about \$1,000 annually in time, supplies and reduced storage requirements.

Norma Neufeld and Nathan Golwyn, both of the Brooklyn office of the Bureau of Motor Vehicles, received a joint award of \$30 and Certificates of Merit for form simplifications which they suggested. Mr. Golwyn also was granted an individual award of \$25 for proposing a better method of processing applications for lost or mutilated license plates.

Mrs. Mabel DeGroat of Albany won \$25 for designing a more effective form on which to file notice of change of residence with the Bureau of Motor Vehicles.

DR. H. V. GILSON RESIGNS

ALBANY, Aug. 20—Dr. Harry V. Gilson, Associate Commissioner of Education, is leaving August 31 to become educational director for the National Society for Crippled Children and Adults with headquarters in Chicago.

State to Repair 11 Facilities

ALBANY, Aug. 20 — Receipt of bids for various repair and construction projects at State installations and institutions discloses what's about to take place. Here is the list:

Wassaic. Construction, heating, sanitary and electric work for staff housing, Buildings 100 and 101, including service connections and improvement of grounds, Wassaic State School. Additional water supply, Wassaic State School, Valatie Farm Colony.

Albany. Sanitary work for rehabilitation of domestic hot water system, State Armory, 195 Washington Avenue. Sanitary work to replace and install stop valves on main water lines in engine room, State Education Building.

Bedford Hills. Completion of contract for fire escapes, building No. 5, Westfield State Farm.

Binghamton. Service connections, sewer, water and gas, med-

ical-surgical building, Binghamton State Hospital.

Cortland. Construction and electric work for garage for president's residence, State Teachers' College.

Coxsackie. Construction and electric work to enlarge key room in administrative building to provide arsenal vault, New York State Vocational Institution.

NYC. Construction, heating and electric work for fireproof enclosure around gas pump, State Armory, 125 West Fourteenth Street. Construction, heating, sanitary and electric work for staff housing, Buildings 48, 49 and 50, including service connections and improvement of grounds, Creedmoor State Hospital.

Poughkeepsie. Electrical work for replacement of porches and fire escapes, Wards 21 and 22, Building No. 2, Central Group, Hudson River State Hospital.

Staff Honors Weinstein



Honored for 25 years' State service were these three members of the Albany staff of the State Employees Retirement System: Mrs. Rosemary C. Keschke, Max S. Weinstein, chief actuary, and Carolyn Williams. The two women spent the entire 25 years working in the Retirement System.

ALBANY, Aug. 20 — When Max Weinstein, the chief actuary of the State Employees Retirement System walked into his office one day recently he was overwhelmed by a surprise which greeted him on his twenty-fifth anniversary of State service. His desk was adorned with flowers and tokens of esteem, glowing tributes of the affection which members of the staff had brought for him.

Among the surprises was a twenty-fifth anniversary cake

baked by one of the members of his staff, pieces of which were distributed to employees of the System.

Deputy State Comptroller H. Elliot Kaplan, in extending the felicitations of the System to the chief actuary, stated he elegantly illustrates all that the career merit system can produce.

It was Mr. Weinstein's day. Mrs. Rosemary C. Keschke and Carolyn Williams had had their parties previously.



At Mendon Ponds Park, Rochester, the Industry, Monroe, Rochester and Rochester State Hospital chapters of the Civil Service Employees Association sponsored a get-acquainted picnic supper. There were delegates also from Brockport State Teachers College and Newark State School Chapters. John Cummings of the Division of Vocational Rehabilitation, Albany Office, was one of the guests present. Shown at the event, from left, front row, Laurence J. Hollister, field representative; Eugene Potter, former president, Brockport State Teachers College chapter; Claude Rowell, president, Rochester State Hospital chapter. Back row, Raymond L. Monroe, 2nd vice president of the Association; Harold B. McElwain, president, Monroe chapter; Melba R. Binn, president, Rochester chapter; Merton Wilson, former president, Newark State School chapter; and James Young, president of the industry chapter.

Activities of Civil Service Employees Assn. Chapters

James E. Christian Memorial

WILLIAM E. BYRON, past president of the James E. Christian Memorial chapter, Health Department, CSEA, and at present a First Lieutenant, U. S. Army, is convalescing at the Naval Hospital in Portsmouth, Va. He writes that he appreciates the many get-well cards he has been receiving from chapter members. One day's mail totaled 50 greeting cards. Address him in care of the Naval Hospital, S.O.Q. Portsmouth, Va. Best regards from our members, Bill!

The going-away department is

still popular. Walter Robinson and his missus are at Hampton Beach, N. H. Richard Wilson boasts that he will hook only "big ones" at Hedges Lake. Tommy Fitch pens a greeting from his tepee at Cumberland Bay, in the Adirondacks. Margaret Manning is vacationing at the Weldon House, in the Catskill Mountains. And from the hills and dales, the lakes and seashore, more and more well-tanned vacationers are trekking back to the grind. Richard Mattox, director of Personnel Administration, has returned from Maine. Helen Grennon from Gaspe Peninsula in Canada. Charlotte Clapper, secretary to Commissioner Hilleboe, and also secretary of The Civil Service Employees As-

sociation, is summering at Wells, Maine.

Fellow-workers in the office of business administration honored Ralph Winton with a birthday party recently. Ralph received a number of gifts and shared a slice of the huge birthday cake, Happy Birthday, Ralph!



The employees of Manhattan State Hospital on Wards Island, NYC, are rooters for this six-month-old lad, not only for his own sake but for the sake of his father, Ben Michelson, and Uncle Shorty Michelson. The Michelson brothers operate a newsstand on 125th Street. When hospital employees are sick, the brothers send them newspapers for the duration of their illness. Mental patients get free papers, too.

Manhattan State Hospital

THE FIRE HOUSE lecture hall at Manhattan State Hospital will be the next meeting place of the Metropolitan Conference on September 15 at 1:30 p.m.

The next chapter meeting will be held on September 12 at 4:30 p.m. in the fire house lecture hall. All members are urged to attend this meeting, and are invited to attend the Metropolitan Conference meeting.

The many friends of Patrick and Nora Hurley hope they both will have a speedy recovery from their present illness. . . . Drop them a line and help cheer them up.

One of our former employees at the institution, Austin Webb of Kitchen 2, is undergoing strenuous training at Randalls Island in preparation for the NYC police test.

Mrs. Webb is now an attendant on the night shift.

Many of the employees are looking forward to the sixth annual fall dance of the chapter on October 5 in Viking Hall, 115 East 125th Street. Admission is \$1.

The chapter officers have not heard from Commissioner Robert Moses in regard to toll charges on the Triboro Bridge from non-resident car owner employees. Mr. Moses and General Manager Spargues have even threatened to take the privilege away from the resident car owners. However, the NYC Police Department, Marine Division employees on Randalls Island and the NYC Department of Public Works employees on Wards Island Sewage Plant are accorded the toll-free privilege.

Once again the chapter laundry employees appeal for consideration of the humid conditions in the institution laundry. Pedestal fans would alleviate the humidity for

both the employees and patients.

Once again, the chapter congratulates Arnold Moses, genial president of Brooklyn State Hospital chapter, for bringing to the fore the vexing problem of paying for meals whether or not they are eaten, and elimination of the split shift.

The wonderful co-operation of chapter presidents throughout the State is to be commended. Their assistance to Manhattan State Hospital chapter in its current plans are greatly appreciated.

A recent scholastic accomplishment by Brother Stephen at Springhill, Ala., College of the Sacred Heart, was acclaimed by the family and the friends of his parents, Mr. and Mrs. Patrick Cloonan. A telegram of congratulation was sent Brother Stephen by the power house and mechanical shops employees. Mr. Cloonan, a former plumber and steamfitter foreman at the Manhattan State Hospital, recently passed away. Mrs. Cloonan is employed at the hospital as a charge attendant.

Anna Roche, stenographer in the Keener Building, is in the Mabon Sick Bay. Drop in and say hello. We all hope she will get well soon. We miss her.

Congratulations to James Monahan on his appointment to stationery engineer.

Rockland State Hospital

THE MONTHLY MEETING of the Rockland State Hospital chapter, CSEA, was called to order by the president, Mrs. Doris Victor, who turned the chair over to Emil M. R. Bollman, president-elect.

Mr. Bollman expressed appreciation to the president for the hard work done by the officers and for their expressions of continued support. A committee was appointed to work on the revision of the by-laws, consisting of the four officers of the Association and Grace Ottenheimer and Lewis Van Huben.

Rose Johnson was appointed chairman of the sick and welfare committee, with all supervisors and heads of departments as members. All members of this committee are requested to get in touch with Miss Johnson in case of illness or death.

Plans are under way for the annual membership drive. The committee will be announced later.

It is with regret that the chapter has learned of the death of the mother of Ralph Alsdorf. Our sincere sympathy is extended to him in his bereavement.

Our supervisor of Building 57 Female, Miss Helen McNamara, is scheduled for retirement on September 2.

Saratoga Spa

THE ANNUAL MEETING of the Saratoga Spa chapter, CSEA, was held at the Washington Bath House.

The meeting was opened by one moment of silence in tribute to Adrian L. Dunckel, president, who died on June 22.

It was voted to change the name of the chapter to the Adrian Dunckel Saratoga Spa chapter. New officers elected for the

HOW GERALD FIGURES IN PRIZE PICTURE

ALBANY, Aug. 20—The phone rang.

"Is this the home of Gerald J. Magee?" some man asked.

"Yes," was the reply in a voice of wonder. "I'm Mrs. Magee."

"Well, this is the 'Stop the Music' program. Did you hear the tune we just played, Mrs. Magee?" She'd heard it, fortunately.

"And can you tell me the name of that tune?"

"Pretty Baby," she said.

That was indeed the title, and it entitled her to a handsome, large television set as a prize (on which she'll have to pay an income tax).

She remarked later that the screen of her present set wasn't nearly as large, and the gift was most welcome. Also, she added ruefully, the phone didn't stop ringing all night. Friends and even strangers stayed awake to congratulate her.

What connection has all this with civil service?

Her husband is employed at the State Motor Vehicle Bureau.

year were: Joseph A. Folts, president, and Mrs. Marie VanNess, vice president. Re-elected were Helen Hays, secretary; and Mrs. Hazel J. Folts, treasurer. Officers of the employees fund are Cyril Chapman, trustee, and Elizabeth Murphy, secretary-treasurer, both re-elected.

Delegates of the chapter elected, in addition to the president, were Helen Hays, Marie VanNess, Lester W. Strock and Cyril Chapman.

The date for the annual Meeting and election of officers was changed to the last Thursday in July.

The chapter voted unanimously to volunteer services to the County Office of Civil Defense in case the buildings of the State Reservation were used for emergency stations.

The chapter voted to accept the procedure outlined by Mr. Elmore in regard to the Personnel Relations Board.

Dannemora State Hospital

LOCAL OFFICERS and members of the uniformed personnel who represented the Dannemora State Hospital at the funeral of Commissioner of Correction John A. Lyons in Albany, were Arthur S. Lefeve, Raymond Martin, Wilbur Purick, and Howard J. St. Clair.

The motorboat racing season is now in full swing, with many of our employees as actual participants or officials or spectators. Orville Martin, Robert Brooks, Gilbert Barber and Alfred DeFayette are among the drivers who have been giving a good account of themselves at the meets. The Ad-

(Continued on page 5)

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Activities of Civil Service Employees Assn. Chapters

(Continued from page 4)
Ironclads Motor Boat Racing Association is the sponsoring club. Wesley LaPorte, Gaylord Wray and Roger Bigelow are among the club officials.

The rabid rooter at the Plattsburg Carlings' ball games is none other than our own Clifton Everleth. Cliff has the bug so bad that he often takes to the road to watch the boys perform in neighboring communities. If his following of the team is any criterion, then it looks as if baseball were in Plattsburg to stay.

This institution was honored by the presence of Bishop Bryan McEntegart of Ogdensburg. He confirmed a large class of inmates and was the celebrant at Mass. The Rev. Ambrose R. Hyland, Catholic chaplain, welcomed the Bishop, after which the Rev. Bernard Hart of Brooklyn spoke.

Many of our attendants who are members of the Knights of Columbus have been busy with various affairs of the local council. The pilgrimage to Isle LaMotte and the conferring of the third degree in Tupper Lake were some of the more recent events in which they participated. Robert Brooks was the sole candidate for the major degree from this institution.

The new daddies list was increased lately; sons to Mr. and Mrs. Kenneth Cumm and Mr. and Mrs. Charles Rhodes. Congratulations to all, even to the new grandfathers, Raymond Cromie and Leo Sweeney, members of the uniformed personnel here. Our congratulations to Mr. and Mrs. Wilbur Stanton on the arrival of a daughter, their second.

The Dannemora Riding Club had its second annual rodeo, with D.S.H. personnel and their families being well represented. Our own Bob Crane, who seems to be the guiding officer of the club, led the many riders through the various and difficult feats of horsemanship. Among the other men who helped to make the affair a success were: Lawrence Fitzpatrick and Everett Peno, not only as proud parents, but also as behind-the-scenes workers. Luther Mattoon also had an interest in the performance, with his son, George an active participant. The club has also taken part in several other such meets in surrounding towns.

It seems good to see Bert White, Clifford Ducatte, Gerald Sprague and Glen Sorrell back to work after their illness. Welcome back fellows. Henry Provost is still on the sick list. Emmett L. Ryan is at Ray Brook for major surgery. Drop him a line, won't you?

The first television set was installed for the inmate population. Considering the adverse circumstances that most local owners encounter, the experiment here has been more or less a success.

Among the proud parents rooting for the local junior league baseball team are Roy Gordon, John Bigelow, J. O'Connor, Serto Sears and Henry Garrow. The boys are doing a fine job on the field and are receiving the plaudits of the town's people. Nice going, fellows, and may all your games be successful. The various sponsors and coaches are to be commended for combatting juvenile delinquency. Harley Dame is one of the men from this institution who is helping.

Among the attendants who have successfully passed the Prison Guard exam are Lloyd Welch, Raymond Casey, Conwald Kirov, John Lagree and Clarence Bushey. Congratulations, fellows!

Firemen Arthur Tacy and Walter Davey attended the Volunteer Fireman's third annual convention held in Keeseville. They helped the local company and its auxiliary win prizes. The Dannemora High School band rounded out the unit and gave a good account of themselves.

President Howard J. St. Clair congratulates Carlton Gilroy for a fine job of reporting. It is hoped that he will keep up the good work.

Buffalo State Hospital

THE FIRST ANNUAL picnic and outing sponsored by Buffalo State Hospital Chapter, CSEA, will be held Saturday, September 8, at West Seneca Grove. Harold Litzenger has been named general chairman.

The outing will get under way at 1 p.m., with softball games scheduled for the afternoon and other sports events. It is expected that a "grudge" softball game between the Reception Center and

CTS employees will be the main event of the afternoon program. In a previous meeting the two services met on the hospital diamond and Reception was ahead when darkness forced calling the game. It is expected that the two teams will clash at the outing for the mythical hospital championship.

Harry Lang, Buffalo caterer, has been engaged to serve a menu throughout the afternoon, starting at 1 and continuing until 5 p.m. The menu will include barbecued hamburgers, hot dogs, roast beef sandwiches, clam broth, soft drinks and beer. Starting at 5:30 p.m., and served until 8:30 p.m., will be the same meat menu in addition to salads, relishes and a full course of food.

Tickets for members will be \$1.50, for guests \$2 and children \$1. The ticket committee consists of Jack Davignon, Mrs. Reba Golden, Mrs. Spellman, Miss Crowley, Myrna Andre, Art Roets, V. C. Roarke, Dick Bailey, Fred Newland, Tom Dina and Harold Litzenger.

Oneonta

JOYCE PECKHAM, stenographer in the medical records department of Homer Folks Hospital, Oneonta, has been awarded a Certificate of Merit by the State Merit Award Board for finding a way to repair cracked dictaphone cylinders with scotch tape so they may be used to get the correct dictation off without asking the doctors to repeat the dictation.

Green Haven Prison

GREEN HAVEN Prison chapter, CSEA, held its regular monthly meeting at Fritz' Inn. Due to illness, Charles Fischer, president, was unable to attend. In his absence, Frank L'Amoreaux presided.

Nathan Satz was appointed treasurer, succeeding Patrick P. McNamara.

Mr. Benjamin, a local contractor spoke on the housing situation in the vicinity of Stormville.

Plans were made for the second annual clam bake at the Prison

Farm on August 23. Refreshments will be served at 3 p.m. and the bake will go on at 6:30 p.m. sharp.

Mr. L'Amoreaux appointed the following committee for the clam bake: Ralph Lyman, chairman; Cornelius Rush, Theron Baker, Bruno Keisel and John Pottenburgh.

Refreshments were served after the meeting.

Warwick State School

MORE THAN 200 guests including chapter members and their families, participated in the first annual picnic of the Warwick State School Chapter, held at Warwick Memorial Park. The picnic was an afternoon and evening affair. The children thoroughly enjoyed the swings and other facilities of the park; while the grown ups enjoyed an impromptu ball game, horse shoe pitching, etc. Delicious refreshments were enjoyed throughout the day.

Pilgrim State Hospital

THE PILGRIM CHAPTER, CSEA, is having its 10th annual outing at Lakeview Inn, Lake Ronkonkoma, L. I. on Thursday, August 23.

The following members are active on the committee:

Floyd Wilson, Margaret Vesley, Kurt Rheinhardt, Katherine Elliott, Gene Hughes, Leslie Lunderman, Gracelyn Coble, Leo Wright, Neva Schoonover, Mary David, Helen Arthur, David Bryan, Gladys Slight, Nettie Corbett, Dr.

J. B. Lewis, Francis H. Neitzel, Frank Rivelli, E. J. Schilling, R.N., Leo Donohue, May Dearling, R.N., Kathleen Avery Geraldine Schaefer, Henry Arns, Leslie Redmond, John Schoonover, James Leslie, Carol Arthur, C. Burns, Charles Mahoney, George Little, Myrtle Ravelli, Frances Butler, Louise Williams and Madge Koernig.

Invitations have been sent to Jesse B. McFarland and John F. Powers.

The chapter-sponsored Blue Cross hospitalization plan has been enlarged to include surgical benefits. There are approximately 500 people taking advantage of this chapter service.

Suffolk County

DAVID L. FROST of the County Welfare Department has just been re-elected president of the Suffolk chapter, CSEA. Other officers serving with Mr. Frost include: 1st vice president, Fred Vopat of the Brookhaven Town Highway Department; 2nd vice president, Samuel La Sasso of the Smithtown Town Highway Department; 3rd vice president, Edward Titus of the County Highway Department; 4th vice president, Carl Helms of the Huntington Town Highway Department; 5th vice president, Edmund Brown of the Islip Town Highway Department; treasurer, William Tapley of the Huntington Town Public Works Department; secretary, Helen Boyle of the County Public Wel-

(Continued on page 7)

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TUESDAY, AUGUST 21, 1951

No More Fiascos, Please

THE mixup over the NYC fire lieutenant promotions had a happy ending, but the ending won't be happy unless all possible means are taken to prevent recurrence of such a debacle.

Corporation Counsel John P. McGrath had to render an opinion stating that, although the lieutenant eligible list expired on Sunday, August 12, promotions from it could be made the following day, because the City offices are closed on Sunday. Then Fire Commissioner Jacob Grumet had to beseech the Board of Estimate to vote funds for additional lieutenant vacancies. He said the department needed more lieutenants, and the Board approved 13 more. That took care of four firemen who'd been sworn in as lieutenants and then sworn out by proxy, as well as their four replacements, and nine additional eligibles on the dead — or dying — list. All 13 had attained the same 90 per cent score.

It was a nice, friendly, and just solution.

Mixup Over Seniority

All the trouble arose over service seniority.

The list was established as the result of an exam held in 1946, when the rules provided that ties should be broken on the basis of service seniority. Since then the rules had been changed to provide that the score in the written test shall decide the breaking of ties, the method used in the revision of the list for the new veteran preference purposes, effective January 1 last. But the rule that bound the Commission was the earlier one, relating to that exam.

The standings weren't altered until seven eligibles had notified the Commission, at the last moment, that their seniority had not been given due recognition. By that time the swearing in was over — it was a Friday — and the Commission sent over a new certification some four hours or so later. Then four eligibles were sworn in, replacing four of the 153 who'd gone away, all elated in the supposed certainty that they were now lieutenants. The four "outs" didn't even learn that replacements had been sworn in late Friday, until after they'd obtained a temporary court order the next day, to prevent the rescinding of their promotions. The court case may become academic, but the necessity for future precautions does not.

Not Funny

The three Civil Service Commissioners themselves, of course, had no direct part in any of the causes, but they do bear the responsibility for proper administration of civil service. That there is need for tightening up this administrative process was called to the Commission's attention by The LEADER months ago.

The Commission can't expect the Corporation Counsel, a department head and the Board of Estimate always to rush to its rescue. If some clerk didn't distinguish between the earlier and later rules about breaking ties, that is understandable, even excusable, but that matters of such importance as certification of promotion lists involving breaking of ties should be decided without legal advice obtainable right within the Commission itself is hard to understand.

Another Case

Not that the lieutenant case is the only one. The Uniformed Fire Officers Association reported that some captains who took the Battalion Chief promotion exam

WHAT EVERY EMPLOYEE SHOULD KNOW

By THEODORE BECKER

One Strike and You're Out

A BATTER in baseball is entitled to three strikes before being called out. Is there a similar obligation in the public service to give an employee another try after one untoward incident? Suppose also that an employee has been guilty of a whole series of acts deemed detrimental, is it sufficient to charge him with and remove him for the straw that broke the camel's back?

These questions were raised at the several stages of a case recently decided by the Court of Appeals.

A temporary lifeguard had been removed from his job for failure to appear and defend himself against the following charges:

University's Acting Head



Charles Garside has been appointed acting president of the State University of New York, effective September 1. He succeeds Dr. A. C. Eurich, who joins the Ford Fund for the Advancement of Education. Mr. Garside has been on the university's board since 1948. He will continue as president of the Associated Hospital Service of New York.

"On Wednesday morning, September 14, 1949, your conduct was detrimental to the department (of Parks), in that: You used abusive and obscene language toward other employees. 2. You created a disturbance which interrupted the orderly progress of department work. 3. You made false charges against an employee to the effect that he misappropriated funds."

Based on Single Incident

This charge was predicated on a single incident, described in statements by witnesses, employees of the department, along these general lines: The lifeguard sought to use a department, rather than a public, telephone to call a superior about getting some earned time off credited in his new assignment. The switchboard operator, a provisional assistant gardener, refused to give him the connection, on the ground that his call had not received the approval of the person in charge. Thereupon, the lifeguard confronted him with a demand to know who he thought he was to refuse to put through a call for a civil service man. When the person in charge of the storeroom, a laborer, admonished the switchboard operator not to put through the call, the lifeguard turned upon him with "foul and abusive" language, and accused him of issuing inferior clothes and pocketing city monies.

On the original motion, the Supreme Court at Special Term noted that the record in the case was full of charges and countercharges of a very serious nature, "casting grave doubt upon the open-mindedness of the Commissioner and his assistants." As to these, the Court pointed out that as they were not put as formal charges, the lifeguard should not be called upon to answer and defend against them. It concluded, therefore, by stating "Even if the specified charge were true, standing alone it was too unsubstantial to justify removal." (Goldberg v. Moses, 4-25-50 N.Y.L.J. p. 1449 col. 2).

Reversed on Appeal

However, on appeal to the higher courts, the removal of the life-

guard was sustained, the Court of Appeals declaring that "the evidence against the petitioner was sufficient to warrant his dismissal." (302 N. Y. 834).

Accordingly, even though a public employee is charged with only one isolated mis-step, this may be enough to justify his removal.

RUTH V. ILES IN NEW POST

ALBANY, Aug. 20 — Ruth V. Iles, formerly of Syracuse, who has been confidential law clerk to Associate Judge Edward H. Lewis of the Court of Appeals, is now associate counsel to the State University.

He's Now A General



Councilman Vice Chairman Charles E. Keegan, who last week was appointed a Brigadier General of the line, reserve list, shown in military uniform when he served as Governor of Germany during the occupation following World War II.

didn't receive failure notices, hence thought they'd passed, but when the list came out, their names were not on it.

"After frequent phone calls and visits to the Commission," says the UFOA, "these captains discovered that failure notices addressed to them were reposing in the offices of the Commission, after having been returned by the post office for various reasons. Thereafter no further efforts had been made to insure delivery.

"This procedure, we felt, was needlessly inconsiderate. Upon being informed of the matter, Commissioner Paul P. Brennan promised that in the future every effort would be made to insure delivery of such notices. The Municipal Civil Service Commission says it will not happen again."

Let's hope not, especially as correct addresses can be obtained in a jiffy from the head of a department.

U.S. Axe Sharpened For Job Slashes

THE U. S. Senate is still tinkering with personnel ceilings. It desires to practice economy by limiting the number of non-defense jobs. While there is never any excuse for unnecessary jobs, it simply isn't possible to limit jobs regardless of needs. If there's work that must be done, there must be people to do it.

The latest decision by Senate and House conferees would establish an average 12 per cent reduction in funds for payrolls. For the remainder of the fiscal year to June 30, 1952, the agencies would be prohibited from filling more than one vacancy out of four. But if meanwhile the agency's payroll falls below 90 per cent of the June 30, 1951 figure, the ceiling would be 90 per cent, that percentage would apply and restriction on filling vacancies would not.

That sounds just about the way you'd expect in any attempt to substitute the axe for the brain in the solution of delicate personnel problems.

Comment

FINDS LAW TOO STIFF ON \$75 MINIMUM FOR PENSIONERS

Editor, The LEADER:

It is not surprising that comparatively few retired State pensioners have applied for the \$75 minimum pension provided for those who retired before January 1, 1951. Many who greatly need this allowance cannot comply with the very stiff requirements. Many pensioners have found it necessary to move out of the State, chiefly in search of cheaper living. Many, because of age, could not put in 20 years service before retirement.

Those who have had to retire since January 1 last with pittance pensions need the \$75 minimum just as much as those who retired before January 1. What is the reason for this discrimination?

No pension allowance should be less than \$75 a month in these most difficult times.

The State seems to have no interest in the hardships and needs of its former servants after retirement.

JAMES H. CUNNINGHAM

UNIFORMS? YES! BUT STATE SHOULD PAY FOR THEM

Editor, The LEADER:

Uniforms for State employees? It's a good idea. Mental Hygiene is a uniformed department. All of its employees wear the blue uniform and cap, but the uniform should be furnished by the State. Many uniforms are destroyed by assaultive patients and the cost is too much for the employee. Keeping the uniforms clean is burden enough.

Uniforms should be given to the female employees as well. New York State is supposed to have everything better than other States, so let our uniformed departments be distinguished from private personnel, and they would be respected more in the community.

EDWARD J. KELLY

Asst. Foreman Study Material

This is the fourth installment of study material prepared by The LEADER on the NYC Assistant Foreman promotion exam, Department of Sanitation. The written test will be held September 19. More next week.

Major factors which will adversely affect planning, supervision and maintenance of section work schedules include:

1. Insufficient personnel and equipment
2. Unserviceable or obsolete equipment
3. Inconvenient location of garage and section stations
4. Lack of local disposal facilities
5. Truck diversions (loss of time)
6. Heavy traffic arteries, narrow streets
7. Presence of bridges, highways, tunnels, ferries, and transportation terminals
8. Poor sewage facilities
9. Climatic conditions
10. Seasonal variations
11. Lack of public cooperation
12. Poor cooperation from private or city agencies

Night Plow

The effects of the termination of the night plow organization on routine section operations follow:

1. Night work is reduced to a minimum
2. Schedules—such as collection, sweeping, flushing, etc.—must be re-arranged
3. Householders must be advised of the change of service and the approximate hour of collection
4. Personnel and equipment must be reapportioned and allocated to meet requirements
5. Officers should be alerted for any discrepancies which may arise as a result of the readjustment of service

Land Fills

Operations employed by the department for the disposal of refuse are:

- Landfills:
1. Cranes excavate sand which is stockpiled for covering
 2. City refuse is deposited in excavated gaps
 3. Depositing of refuse is conducted in strip formation and continued until pre-determined grades and boundaries are reached
 4. Snow or litter fences are erected in the vicinity of unloading operations to trap loose-flying litter, particularly when high winds prevail
 5. Bulldozers clear and level the bank, compacting refuse at the same time
 6. Frequent and liberal applications of disinfectant are sprayed over refuse
 7. Primary covering of sand (6 inches) is spread over refuse during filling
 8. When convenient, a final covering of sand of a depth of 24 inches is then applied
 9. At certain landfills refuse is covered by sand dredged from adjacent channels

10. Crews are assigned for the maintenance of roads and the completed portions of landfill

11. Charts are provided for the officer in charge to record the progress of filling operations

Marine Loading and Unloading

Marine loading station:

1. Load is inspected and recorded on official tally sheet and driver's load ticket.
2. Truck then proceeds up a conventional type of ramp and dumping board from which the refuse is unloaded into a barge.
3. When barge is loaded, refuse is sprayed with disinfectant and covered, and towed to the marine unloading plant by a department tug.

Marine unloading plant:

1. Refuse is unloaded from barge by stationary and marine diggers and conveyed to the disposal point on fill by means of tractor-drawn Athey wagons.
2. At the disposal point on fill refuse is again disinfected, leveled by bulldozers, covered with sand, and treated in the manner outlined under landfill operations.

An officer in charge of a marine loading station should take precautions to prevent refuse from being spilled or dumped into slip because it:

1. Violates a federal law.
2. Violates department orders.
3. Pollutes water.
4. Destroys fish and shellfish beds.
5. Contaminates public beaches.
6. Endangers small craft.
7. Destroys appearance of harbors.
8. Constitutes a menace to public health.

Use of Sand

Sand is used for covering refuse at a landfill because sand:

1. Acts as a seal for refuse.
2. Prevents breeding of flies and vermin.
3. Reduces the possibility of rat infestation and harborage (non-cohesive).
4. Acts as a seal against the possibility of foul odors.
5. Reduces the possibility of fire.
6. Enhances appearance of landfill.
7. Provides a soil surface.
8. Provides excellent drainage.

Incineration

Steps in the incinerating process:

1. Load is inspected and weighed by officer in charge.
2. Entry is recorded on tally sheet and load ticket.
3. Material is unloaded from truck into refuse pit.
4. Overhead electric crane conveys refuse from pit and places it into furnace hoppers.
5. When ready for burning, refuse is discharged from hoppers and rests on grates.
6. When incinerated, it is then passed through furnace grates into residue pits.
7. While in residue pits, it is thoroughly saturated with water to extinguish fire.
8. Residue is removed from pits either by a dragline bucket which places it on escalators over which it is conveyed to a barge, or it is removed by trucks to landfills or marine loading stations for disposal.

Blue Collar Jobs Increase Faster

WASHINGTON, Aug. 20—Blue-collar workers of Federal executive agencies increased by 65 percent, while white-collar workers increased by 25 percent, during the first year of the defense program, the U. S. Civil Service Commission said.

Total Federal employment in the continental U. S. on June 30, was up 27 percent over last year.

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LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent.

To: Fritz Porges, individually and as administrator of the estate of Paula Porgesova, also known as Paula Porges; Hanna Bell; Jan Holzer, an infant over fourteen years of age; Paul Porges; Marie Porges; Henrietta Lillienfeld; Olga Winternitz; Lee Holzer; Arnost Holzer; Joseph Furth, also known as Joseph Fuerth; Josef Furth and Josef Fuerth; Hedvika Porgesova; Jirina Furth, also known as Jirina Fuerth; Irene Furth, also known as Irene Fuerth; Arthur Porges; Olga Klein; Jiri Klein; Karel Klein; Otto Porges; Ernest Kuechler; Heinrich Porges; Joseph Porges; Marie Holzer; Eduard Porges; Regina Furth, also known as Regina Fuerth; Gustav Porges; Pauline Kuechler; Arnost Furth, also known as Arnost Fuerth; and the heirs at law, next of kin, distributees and legal representatives of any persons not hereinbefore named who may be an heir at law, distributee or legal representative of said Julia Bondy, deceased; and any other person who may be interested in this proceeding.

Send Greeting: Upon the petition of OSWALD A. HOLZER, who resides at 15 Poplar Street, Sayville Long Island, New York, 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 in the County of New York on the 18th day of September, 1951, at half-past ten o'clock in the forenoon of that day, why the Last Will and Testament of the decedent, Julia Bondy, late of New York City, County of New York and State of New York, should not be construed to grant power and authority to the petitioner, as administrator with the Will annexed, to convert the real property of the decedent, Julia Bondy, into personalty and to distribute the proceeds thereof as personally to the distributees entitled thereto, and why the petitioner should not have such other and further relief regarding the construction and interpretation of the said Last Will and Testament as may be proper in the premises.

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

WITNESS, HONORABLE George Frankenthaler a Surrogate of our said County, at the County of New York the 6th day of August, in the year of our Lord one thousand nine hundred and fifty-one. Philip A. Donahue, Clerk of the Surrogate's Court.

BONDY, JULIA.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: Fritz Porges, individually and as administrator of the estate of Paul Porgesova, also known as Paula Porges; Hanna Bell; Jan Holzer, an infant over fourteen years of age; Paul Porges; Marie Porges; Henrietta Lillienfeld; Olga Winternitz; Lee Holzer; Arnost Holzer; Joseph Furth, also known as Joseph Fuerth; Josef Furth and Josef Fuerth; Hedvika Porgesova; Jirina Furth, also known as Jirina Fuerth; Irene Furth, also known as Irene Fuerth; Arthur Porges; Olga Klein; Jiri Klein; Karel Klein; Otto Porges; Ernest Kuechler; Heinrich Porges; Joseph Porges; Marie Holzer; Eduard Porges; Regina Furth, also known as Regina Fuerth; Gustav Porges; Pauline Kuechler; Arnost Furth, also known as Arnost Fuerth; Francis Furth also known as Francis Fuerth; and the heirs at law, next of kin, distributees and legal representatives of any of the aforementioned persons who may be dead; and any person not hereinbefore named who may be an heir at law, distributee or legal representative of said Julia Bondy, deceased; and any other person who may be interested in this proceeding.

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

WITNESS, HONORABLE George Frankenthaler, a Surrogate of our said County, at the County of New York, the 6th day of August, in the year of our Lord one thousand nine hundred and fifty-one. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

37 State Jobs For Dentists and Dental Hygienists

ALBANY, Aug. 20—The State Department of Civil Service is accepting applications for exams to fill 37 jobs as dentists and dental hygienists in hospitals and schools throughout the State.

There are a dozen vacancies for dentists. The starting salary is \$4,710, and there are five annual increases to \$5,774. Applicants must have, or be eligible for, a license to practice dentistry in New York State, and must also have a year's experience. Applications must be in the mail by September 14. The written examination will be held October 20.

Twenty-five vacancies exist for dental hygienists in 16 institutions of the Department of Mental Hygiene. The salary is from \$2,784 to \$3,541 in five annual increases. Candidates must have, or be eligible for, a license to practice as dental hygienists in New York State. No written test will be held for these positions, but candidates will be rated on their training and experience. Applications for this unwritten examination will be accepted up to October 20.

The vacancies for dentists are: one each at Central Islip Hospital, Harlem Valley Hospital at Wingdale, Middletown Hospital, Willard Hospital, Rome State School, Training School for Boys at Warwick; two each at Hudson River Hospital at Poughkeepsie, Pilgrim Hospital at Brentwood and Wassaic State School.

The dental hygienist vacancies are: three each at Central Islip Hospital, and Pilgrim Hospital at Brentwood; two each at Creedmoor Hospital at Queens Village, Harlem Valley Hospital at Wingdale, Kings Park Hospital, Letchworth Village State School at Thiells, and Wassaic State School; one each at Rome State School, Willowbrook State School at Staten Island; Psychiatric Institute at New York City; and one vacancy at each of the following hospitals: Brooklyn, Hudson River at Poughkeepsie, Manhattan, Middletown, Rochester, and Rockland at Orangeburg.

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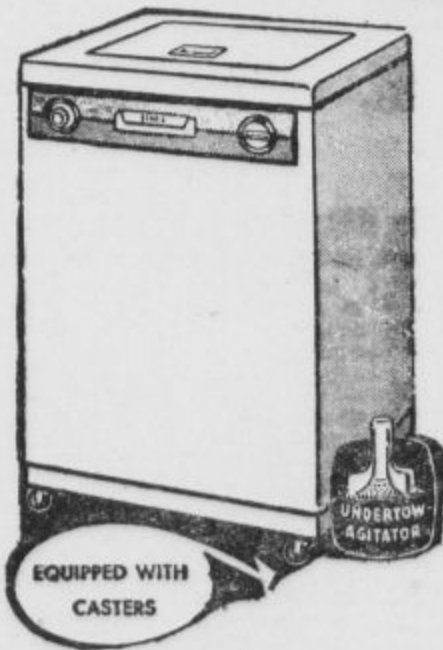


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Latest NYC Certifications

The title of the position, the list standing of the last eligible certified, and the NYC department or departments to which certification was made, are given. "Y" means that the investigation of the eligible has not been completed.

LABOR CLASS

Baker; 8my (Correction).
Cleaner, men; 2298 (Hunter College, Public Works, Health, Marine and Aviation).
Hostler; 42 (Police).

PROMOTIONS

Architect; 1 (Marine and Aviation).
Assistant Civil Engineer; 8 (President, Borough of Brooklyn).
Assistant Station Supervisor; 1 (Bd. of Trans.).
Chlorinator Operator; 4 (Water Supply, Gas and Electricity, Catskill Division).
Chlorinator Operator; 19 (Water Supply, Gas and Electricity, Croton Division).
Foreman, Grade 2; 6 (President, Borough of Manhattan).
Foreman of Porters, Grade 2; V90 (Housing Authority).
Park Foreman, Grade 2, men only; V30 (Parks).
Power Maintainer, Group A; 14 (Bd. of Trans.).
Senior Housekeeper, Grade 2; 4 (Hospitals).
Telephone Operator, Grade 2; 28 (Hospitals).

OPEN-COMPETITIVE

Alphabetic Key Punch Operator, Remington Rand, Grade 2; 6y (Comptroller).
Asphalt Steam Roller Engineer; 3 (President, Borough of Manhattan).
Assistant Civil Engineer; 30.4y (City Planning Commission).
Assistant Electrical Engineer; 24y (Water Supply, Bd. of Ed., Water Supply, Gas and Electricity, Housing Authority, Municipal Broadcasting System).
Assistant Superintendent of School Buildings Design and Construction; 3 (Bd. of Ed.).
Assistant Television Camera-man; Vly (Municipal Broadcasting System).
Attendant, Grade 1, female; 943 (Hospitals, Parks).
Attendant, Grade 1, male; 171.5 (President, Borough of Brooklyn, President, Borough of Manhattan, Welfare).
Auto Engineman; V310 (Marine and Aviation, City College, Parks, Traffic Engineering, Civil Defense, Youth Board, President, Borough of Manhattan, President, Borough of Queens, President, Borough of Richmond, President, Borough of Bronx, Public Works, Finance, Bd. of Ed., Hospitals).
Auto Mechanic; V34 (President, Borough of Queens, Police, Sanitation, Hospitals).
Burroughs 7200 Operator, Grade 2; 15y (Water Supply, Gas and Electricity, Bd. of Higher Ed., Teachers' Retirement System, Bd. of Estimate, Bd. of Trans., Bd. of Ed.).
Cashier, Grade 3; 19y (Finance).
Chemist; V4 (Bd. of Ed.).
Clerk, Grade 2; V4829 (Hospitals, Youth Board, Welfare, Bd. of Ed., Triborough Bridge and Tunnel Authority, City Magistrates Court, Chief Medical Examiner, Marine and Aviation, Correction, Parks, President, Borough of Manhattan, Water Supply, Gas and Electricity, Traffic, Bd. of Trans.).
Comptometer Operator, Grade 2; 76 (Bd. of Trans.).
Consultant, nursery education; 11y (Health, Welfare).
Dental Assistant; 56y (Welfare).
Dentist, part time; V100 (Hospitals).
Director of Dental Service, part time; V2 (Welfare).
First Assistant Marine Engineer, diesel; 6 (Public Works).

Three Sanitation Unions Wage Fight For Members as DeLury Group Returns to Teamsters Union, Also AFL

An undercurrent of conflict that had been smouldering for months exploded last week when the Uniformed Sanitation Men's Association, Local 308, American Federation of State, County and Municipal Employees, AFL, switched its affiliation, to resume with the Teamsters Union, also AFL. The Sanitation group had been affiliated with the Teamsters Union before World War I.

Local 308 is headed by John L. DeLury, long an influential power in Sanitation union affairs. Its membership jurisdiction covers Brooklyn, Bronx and Queens. The

two other borough jurisdictions, Manhattan and Richmond, are under Local 111, AFSCME. The president of Local 111 is Peter Russo. In his new affiliation, Mr. DeLury will operate citywide, he said.

Glad to Be Back

"We feel that in returning to the Teamsters Union we'll be in the best possible position to go forward, united in the strongest organization of the American Federation of Labor," explained Mr. DeLury. "In this way we expect to achieve our program of raising the wages of the men, reducing their hours and improving their working conditions."

Another influential AFL union of Sanitation Men is Local 111-A, affiliated now with the Building Service Employees International Union, also AFL. Local 111-A broke off from Local 111, used the same numerical designation, adding the "A". The president of 111-A is Stanley B. Krasowski.

The three groups have been contesting for membership and all claim that they have made excellent headway.

Mr. Krasowski told The LEADER that his per capita tax for July covered 7,683 members. This is the standard method of accounting for membership.

"Many Stick With Us," Says Wurf
Jerry Wurf, general representative of the AFSCME, said that there remained a core of about 4,000 in Local 111, and that after the announcement of the defection of Mr. DeLury's union he received hundreds of letters, telegrams and phone calls, pledging loyalty to the AFSCME.

Mr. Krasowski said that he had won over so many members from Mr. DeLury's union that Mr. DeLury had to shift to some union that had strong industrial support. Local 111-A itself has such support, Mr. Krasowski said, from the Building Service Employees Union.

The CIO, which watched the situation carefully, stated, through a spokesman of its Government and Civic Employees Organizing Committee, that it deplored the raid tactics of industrial unions practised upon organizations of public employees. The CIO felt that the public employee labor movement was set back 50 years thereby.

Results Count

Both Mr. DeLury and Mr. Kra-

LEGAL NOTICE

At Special Term Part II of the City Court of the City of New York, County of New York, 52 Chambers Street, City of New York, New York, on the 13 day of August, 1951.
PRESENT:
HON. ARTHUR MARKEWICH Justice.
In the Matter of the Application of GLORIA VALBORG SCHULTZ For Leave to Change Her Name To GLORIA VALBORG
On reading and filing the petition of GLORIA VALBORG SCHULTZ verified the 7th day of August, 1951, praying for a change of name of the petitioner it being requested that she be permitted to assume the name of GLORIA VALBORG and the court being satisfied that the said petition is true and it appearing from the said petition and the court being satisfied that there is no reasonable objection to the name proposed and it further duly appearing that the said applicant was born on January 22nd, 1924 at Santa Ana, California and that the certificate of her birth issued by the Department of Public Health, City of Santa Ana, State of California, filed January 24, 1924; and it further duly appearing that the applicant is not registered and not required to be registered under the provisions of the United States Selective Service Act.
NOW on motion of LEONARD HOLLAND, Esq., attorney for the said petitioner, it is
ORDERED, that the said GLORIA VALBORG SCHULTZ born on January 24th, 1924, at Santa Ana, California with birth certificate issued by the Department of Public Health, City of Santa Ana, State of California, be and she hereby is authorized to assume the name of GLORIA VALBORG on and after September 22, 1951 in the place and stead of her present name upon complying with the provisions of Article VI of the Civil Rights Law and on this order, namely,
That this order be entered and the said petition upon which it was granted to be filed within ten days from the date hereof in the Office of the Clerk of this Court in the County of New York; that within ten days from entry herein a copy of this order shall be published in the Civil Service Leader a newspaper in the County of New York; and that within forty days after the making of this order proof of such publication by an affidavit shall be filed with the Clerk of the City Court in the County of New York.
That, following the due filing of the said petition and entry of said order as hereinbefore directed the publication of such order, filing of proof of publication thereof, on and after the 22nd day of September 1951 the petitioner shall be known as and by the name of GLORIA VALBORG which she is hereby authorized to assume and by no other name.

sowski said, separately, that connection with industrial unions was a long step toward achieving objectives.

"To achieve for the employees what they justly deserve is a service of great importance," said Mr. Krasowski. "Theories don't matter."

"We're going places in the Teamsters Union," commented Mr. DeLury.

Nation-Wide Activities

The clash which came into the open in NYC was only part of nationwide hostilities that have caused considerable uneasiness in the ranks of both the AFL and the CIO. The Teamsters Union has been raiding the AFSCME, an AFL spokesman admitted, and the AFSCME has been raiding the Teamsters Union. Indications of possible interecine raids within the CIO stimulated CIO interest, besides the upholding of the principle of separate unions.

"We're constantly receiving

pledges of loyalty," said Mr. Wurf. "Most of our members realize that the objective of those leaders who shift to another union is to shield their own shortcomings. More has been accomplished for the Sanitation Men through the AFSCME than by any other means, and more will be accomplished through the same organization in the future, including the five-day week and decent hours and working conditions."

Broader NYC Program

The Teamsters Union announced that it will not stop at reclaiming the Sanitation Union that once was its affiliate but will spread out to all other jobs connected with ground mobile work in NYC, including auto enginemen, tractor operators and cranimen. In the same category would be operating employees of the Board of Transportation, such as bus drivers and motormen, but the Transport Workers Union, CIO, has these and other Board of Transportation operating employees well organized, and no specific mention was made by the Teamsters Union of attempting to organize men in the Board of Transportation titles, though no denial was made, either.

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TWU Police Union Suit Argued

Justice Charles D. Breitler reserved decision in the New York County Supreme Court after hearing arguments on the application of the Transport Workers Union for an order restraining Police Commissioner George P. Monaghan from prohibiting policemen joining the TWU. The rule did not mention the TWU, but the City Administration admits that the TWU was meant.

Michael J. Quill, TWU president, is organizing a police union.

John F. O'Donnell, attorney for the TWU, argued that the three policemen bringing the suit would be irreparably damaged, if they were denied the right to join a union of their choice. He emphasized that under the constitution they have such right and that Commissioner Monaghan is simply telling the police, without legal authority, that they mustn't join any union with which Mr. Quill is connected.

Corporation Counsel John P. McGrath declared that Commissioner Monaghan's amendment of the Police Department rules did not prohibit membership in unions generally. Policemen give up certain rights when they join the force, he added, such as engaging in politics, borrowing money without departmental permission and holding outside jobs, and that joining a union in which their loyalty might be divided could irreparably injure the public interest, was against public policy, and was constitutional.

Quill Reports On Meeting with State Troopers

State troopers, and the police of four upstate cities, have expressed a desire to become affiliated with the Transport Workers Union, CIO, said Michael J. Quill, its president, on his return to NYC from Albany. He said that he had spoken to members of the State Troopers Benevolent Association and to four other policemen, evidently meaning one each from the police force of the four cities. The conference took place in Albany, he reported, but added that a meeting with a larger number of upstate policemen will be held at Lake Placid during the CIO State convention, which opens there on Thursday, September 6.

Mr. Quill said that all the men he spoke to at Albany were delegates to the State Police Conference, then in session in White Plains.

Council and Board Approve Police-Fire Pension Bills

With only one dissenting vote, that of Councilman Stanley M. Isaacs, as against 23 in favor, the Council voted amended bills to reduce the pension contributions of policemen and firemen who joined the force since July 1, 1940, to 25 per cent, from 45 per cent. The Council voted the same rates last October, with Mr. Isaacs again as the lone dissenter, but Corporation Counsel John P. McGrath felt that the measure might be construed as retroactive. The amendment took precautions against that.

The Board of Estimate approved the bills, which will be the subject of a public hearing by Mayor Vincent R. Impellitteri. He is expected to sign them five days later. He sent an emergency message to the Council, urging adoption of the amendment, after having announced that the City would grant the reduction. The police and fire line organizations had been waging a strong campaign for it.

New Ratio, 75 to 25

This was the pension improvement that Michael J. Quill, president of the Transport Workers Union, claimed was granted solely as the result of his own activities in forming a police local of the TWU, and as an attempt to deprive him of some ammunition. But the Patrolmen's Benevolent Association and the Uniformed Firemen's Association pointed to their long efforts, and recent conferences with an appearance before the Board, to prove that they, and not Mr. Quill, had brought about the improvement.

The ratio, City to employee, is now 55 to 45 and will become 75 to 25. Thus the men will contribute 20 per cent less, the City 20 per cent more. The amount freed from pension contributions comes to men as a lift free of added U. S. income tax.

The bills will become effective 45 days after Mayor Impellitteri signs them.

Isaacs Angers Uniformed Forces
Mr. Isaacs said that the Council members who voted for the bills would have to be consistent and vote for bills bound to be introduced that would give other City employees equivalent pension liberalization. The total cost to the City then would be \$23,000,000 a year more at once, and \$70,000,000 to \$80,000,000 a year eventually, he added.

The policemen and firemen were angry at Mr. Isaacs because of his stand. They recited the hardships that they are enduring, under the load of heavy contributions toward their annuities, taken from their low salaries. They said that the City was at last taking a forward step it should have taken long ago and that the pension con-

tribution reduction was by no means enough to enable the policemen and firemen properly to support their families and themselves.

Sharkey and Keegan Speak

Joseph T. Sharkey, Acting President of the Council, said that the men held dangerous jobs and that the passage of the bills was nothing more than an honest and decent recognition of the men's needs.

Majority Leader Charles E. Keegan, who had just been elevated to Brigadier General in the Army Organized Reserves, pointed out that policemen and firemen don't enjoy as high benefits as other City employees. The uniformed forces' vacations are shorter, sick leave rules stricter, and they have to pay for their own uniforms, he pointed out.

Lacey Protests to Mayor

The Central Trades and Labor Council, AFL, was really responsible for obtaining the pension relief, Martin T. Lacey, its presi-

dent, told Mayor Impellitteri, injecting the subject at a City Hall ceremony attending the proclamation of September 2 to 8 as Union Label Week.

The union president told the Mayor he should have let the AFL announce the City's decision to grant the pension liberalization, as issuing the announcement from City Hall gave Quill the opportunity to claim that his organizing of a police local in the TWU had brought about the pension improvement.

"Nobody but the Board of Estimate had anything to do with granting the pension relief to the policemen and firemen," the Mayor insisted emphatically.

Hearing Before Mayor Aug. 29

Mayor Impellitteri announced that he will hold a public hearing on the bills at City Hall on Wednesday, August 29.

Transit Police To Join State Conference

WHITE PLAINS, Aug. 20—The Police Conference of New York State, of which John B. Carton is president, approved the application of 500 transit policemen of NYC, employees of the Board of Transportation, for membership in the Conference.

The action was taken at the annual convention of the Conference at the Roger Smith Hotel.

The membership of the Conference, acting through its delegates, effectuated the resolution of admission.

At the convention were 600 representatives of police benevolent associations in the State, including the Patrolmen's Benevolent Association of NYC, of which Mr. Carton is also president.

20,350 Members in NYC

The transit employees reported to the Conference, through a delegation they sent here, that they didn't want to have anything to do with the Transport Workers Union, of which Michael J. Quill is president. Mr. Quill is organizing a NYC Police Department local of the TWU.

The transit police work closely with the conductors, motormen, railroad clerks and others who are members of the TWU. The Conference made no effort to conceal its delight in being able to bring into its ranks employees who otherwise might have joined Mr. Quill's union. Mr. Carton himself was especially delighted. He's had a longstanding difference with Mr. Quill.

With the transit police in the Conference, the membership in NYC would be 20,350. Mr. Carton said, as it would consist of 19,000 members of the NYC Police Department, 850 Port Authority policemen and 500 transit police.

Carton Re-elected

The Conference elected Mr. Carton as president, for the third time.

POCONO MTS. RESORT COMPLETES \$150,000 RECREATION HALL

Owners To Keep "The Fernwood" Open Until December 1st

A new \$150,000 recreation hall has been completed in "The Fernwood", a 150-guest resort in Bushkill, Pennsylvania, according to Robert and Harry Ahnert, proprietors.

The Ahnerts also announced that they will keep the resort open until December 1.

Chief Life Guard Test Is Reopened Until Aug. 30

The Chief Life Guard exam for temporary service has been reopened by NYC. The last day to apply is Thursday, August 30. The pay is \$3.80 a day. The application fee is 50 cents.

At least three seasons' full-time paid experience on a surf beach as life guard, of which one year must have been in a supervisory capacity; or a satisfactory equivalent, are required.

Seventy-five days during a calendar year constitutes a season.

Training or experience relevant to the position, acquired while on military duty or while engaged in a veteran's training or rehabilitation program will receive credit.

The exam is open only to persons who shall not have passed their 35th birthday on the first date for the receipt of applications. Age concessions are made to veterans.

At the time of investigation, applicants will be required to present proof of date of birth. Any wilful misstatement will be cause for disqualification.

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY
LEO M. SCHLANGER Plaintiff,
against SALLY COHEN, THE PEOPLE OF THE STATE OF NEW YORK, THE CITY OF NEW YORK, OSCAR KIER and ANNA KIER, his wife, and their heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators, and successors in interest of said defendants. If they or any of them be dead, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators, and successors in interest, of the aforesaid classes of persons, if they or any of them be dead, and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, Defendants.

SUMMONS—PLAINTIFF'S ADDRESS: 1695 Grand Avenue, Bronx, N. Y. FORECLOSURE OF TRANSFER OF TAX LIENS. TRAIL DESIRED IN BRONX COUNTY.

TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service; and in case of your failure to appear or answer, judgment will be taken against you for the relief demanded in the complaint.

Dated, New York, May 7, 1951.
HAROLD H. GOLDBERG, Attorney for Plaintiff, Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

TO: SALLY COHEN, OSCAR KIER, ANNA KIER.
The foregoing summons is served upon you by obligation pursuant to an order of HON. KENNETH O'BRIEN, a Justice of the Supreme Court of the State of New York, dated the 15th day of June, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at the Courthouse, Borough of Bronx, State of New York. The object of this action is to foreclose a Transfer of Tax Lien 56985 and Number 71977, issued to the City of New York on the 20th day of May, 1941 and on the 1st day of August, 1944, respectively, which were duly assigned to the plaintiff upon the following property:

Len No.	Section	Block	Lot
56985	10	2734	6
71977	10	2734	5

SECTION	Block	Lot
10	2734	616

Dated, New York, May 7, 1951.
HAROLD H. GOLDBERG, Attorney for Plaintiff, Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

Tests will be: performance, weight 100, 70% required. The factors to be covered in the performance test will include knowledge of resuscitating devices, lines and all life saving equipment, tides, first aid, supervisory and organizing abilities and such other matters as are pertinent to the duties of life guards and chief life guards. There will be no written test. The exam is No. 6411.

STATE INSTITUTE TRAINS AIR FORCE DENTAL STUDENTS

The Institute of Applied Arts and Sciences, 300 Pearl Street, Brooklyn, which is under the State University of New York, is training dental laboratory technicians for the Air Force. Captain M. P. Clark announced that 60 airmen are now in training. Dr. Otto Klitgord, director of the institute, said that the course is difficult and the men study day and night.

LAST DAY TO APPLY

The U. S. Civil Service Commission announced that today (Tuesday) is the last day for applying for two of the options in the Agriculturalist exam. The options are Food Preservation Specialist and Home Economist (Group Food Preparation and Distribution). The exam is No. 202.

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JOE'S MT. VIEW FARM Catskill, N. Y. P. O. Box 61. Excellent Italian American Cuisine. Excellent home cooking. All sports. Write for bklet. Rates \$35-\$38.

KNAPP HOUSE: Hurleyville, N. Y., small informal, homelike atmosphere, all modern impts. Phone 81M Mrs. J. Maxwell Knapp.

Pocono Mountains, Pa.

RIP VAN WINKLE House, East Stroudsburg, Pa. R. D. 1, all sports, Excell food. Modern. Write for booklet.

BLONDIE by CHIC YOUNG



Don't sprinkle your lawn with booby traps. This is the first of a series of State Division of Safety posters. Large copies obtainable from the Division, 103 Washington Avenue, Albany, N. Y.

NYC Fire Officers Weigh Joining TWU

A special membership meeting of the NYC Uniformed Fire Officers Association, held on Thursday night at the Hotel Martinique and attended by 200, voted 93 to 90 to table a resolution for a poll of the full membership on whether or not to affiliate with the Transport Workers Union, CIO. Michael J. Quill is president of the TWU. A motion to ask him to address a meeting of the UFOA was lost by a voice vote.

The UFOA is an affiliate of the American Federation of Labor and a member of the International Association of Firefighters, AFL.

Higher Pay Sought

The special meeting was called principally to discuss more pay. The officers complain that they

have not received increases anywhere comparable with the rise in the cost of living and that those small increases that were granted were not on a percentage basis and shrank the pay differentials between ranks. One member interpreted the City Administration's stand as denying separate raises for the uniformed fire force independent of general raises for City employees.

Freedom of Discussion

Various members spoke from the floor. One of them favored united action with other employee groups, so that a general pay raise could be accomplished, through State legislation, if necessary. A referendum at the polls for such legislation was proposed, but no action taken.

Another complaint was that members of the fire force get no extra pay for extra hours of work. A comparison with the pending pay scales in the Board of Transportation was made, showing that a Deputy Chief would get less for rendering emergency duty than a porter in the subways when the 40-hour week in the Board of Transportation, negotiated by Mr. Quill, begins on October 1. Members of the Fire Patrol receive overtime pay, the meeting was reminded.

Increases Listed

The UFOA members heard a

report on raises granted and not granted. From 1940 to 1943 there were no increases for them. The subsequent years' record whether of base pay or bonus, was submitted as follows:

1944 ...	\$420	1948 ...	\$250
1945 ...	0	1950 ...	0
1946 ...	\$ 80	1949 ...	0
1947 ...	\$400	1951 ...	\$250

The figure for 1951 for Deputy Chiefs was \$50, instead of \$250, the report noted.

Shrinkage of Span

The flat amounts granted since 1944 meant that the percentage of differential between the various ranks was reduced as follows, the report continued:

	1939	1951	Drop
Lieutenant	30%	20%	10%
Captain	50%	34%	16%
Battal'n Chief	77%	52%	25%
Deputy Chief	110%	70%	40%

The pay of most employees in private industry has been doubled since 1940, the meeting was informed. By comparison with the increased cost of living the following result was shown for fire officers in NYC:

Title	Increase	Lag
Chief of Department	8.7	80.9
Deputy Chief	19.0	70.0
Battalion Chief	26.0	62.0
Captain	31.0	57.0
Lieutenant	36.0	52.0

Question Left Open

The tabling of the resolution

to poll the membership on possible TWU affiliation ended the discussion on that subject at the special meeting but did not preclude the members from bringing it up again at a future meeting, the members were informed. Meanwhile some members declared that Mr. Quill should be consulted as to whether he would accept the UFOA in the TWU, since he had said on a television program that there was an anti-raiding agreement between the CIO and the AFL.

Another member said that, should the UFOA first withdraw from the AFL, there then would be no question that the UFOA could become affiliated with the TWU.

It was generally agreed, among

spokesmen for the both sides in the debate, that the possibilities should be studied, a factual report rendered to all the members and that they be given a future opportunity to vote directly on the question of affiliation.

Job Action Proposed

One of the means proposed for achieving results was to take some form of "job action," such as refusing to do clerical work, and staying away from fires in Port Authority property, on the ground that the Authority pays not a cent for NYC fire protection. Instead, said one member, the Authority should give 2 cents out of each toll it collects, to the department to help defray the cost of salary increases. No vote was taken on these matters.

NYC Tests Open On Sept. 13

The September exam series of NYC will open on Thursday, September 13 and close on Friday, September 28.

Of the exams announced for opening during that period, the most popular one is for filling jobs as Junior Assessor.

While clerks in the Department of Taxes wanted a promotion test, with provisions making them eligible, the NYC Civil Service Commission rejected the request. It did, however, provide that in the test, open to the public, the clerks could compete if they had two years' related experience, such as their work in the department may have provided. Some of the clerks have been doing the work of junior assessors.

Minimum Requirements

The salary is \$3,421, the exam number is 6251, and the fee is \$3.

All will depend on the written test, in which 70 per cent will be the pass mark.

Here are the minimum requirements:

"Two years of satisfactory experience in the field of real estate, architecture, building construction, engineering or other acceptable field; or two years satisfactory experience in a governmental agency, the principal function of which is the assessment of real estate; or the satisfactory completion of two years of full time attendance at a college or school in a course of study in real estate, architecture, building construction, engineering or other acceptable field; or a satisfactory equivalent or combination of the foregoing."

Vacancies occur from time to time.

Other Exams in the Series

Other exams in the September series, all open to the public:

6326. Electrical Engineer, \$5,160. Fee \$5. One vacancy in the Department of Hospitals.

6369. Captain (Engineer), \$6,260. Fee \$5. Two vacancies in the Department of Sanitation.

6392. Electrician (X-Ray), \$12 a day for 250 days. One vacancy in the Department of Hospitals. Fee 50 cents.

6393. Inspector of Fuel, Grade 3, \$4,571. Fee \$3. Five vacancies in the Comptroller's Office.

6395. Low Pressure Fireman, \$2,280; two \$120 annual increments and one of \$60. Fee \$2. Eighty vacancies in NYC Housing Authority. NYC residence not required.

6399. Pathologist, \$5,150. Fee \$4. One vacancy on Staten Island, one in the Bronx.

6319. Radio Operator, Grade 1, \$3,420, except in Fire Department, where it is \$2,711. Two permanent, five temporary vacancies, Municipal Broadcasting System. Fee \$2.

6374. Sewage Treatment Worker, \$2,530. Fee \$2. Forty-nine vacancies in the Department of Public Works.

Promotion

The following promotion exams are in the series:

Air Brake Maintainer (Transit) Assessor (Tax).
Car Maintainer, Grade A.
Car Maintainer, Grade B.
Car Maintainer, Grade E.
Car Maintainer, Grade F.
Sanitation Man, Class C.
Storekeeper (Purchase, Education, Hospitals).
Ventilation and Drainage Maintainer.

2,881 Eligibles Are on Steno and Typist Lists

ALBANY, Aug. 20 — The State Civil Service Commission said today that 1,411 stenographers and 1,470 typists have qualified for permanent State positions through open-competitive examinations.

About 1,400 stenographer positions in State departments and agencies are now either filled by temporary appointees or vacant. Some 400 of these are in Albany, 300 in NYC, and the remainder in other locations throughout the State, said the Commission. There are more than 500 typist

jobs to be filled, of which about 200 are in Albany and 150 in NYC.

Stenographers get \$2,140 to start, except in NYC and in Nassau and Westchester counties, where the entrance salary was raised temporarily, by two annual increments, to \$2,416 last June because of the difficulty of recruiting. The starting salary for typists is \$2,140.

Highest on the stenographer list is G. V. Podlesny of Babylon, with 97.135 per cent.

Firefighters, Stenos, Typists, Mechanics, Launderers Wanted

WASHINGTON, Aug. 20 — Exams for eight kinds of jobs were announced by the Board of U. S. Civil Service Examiners, Ft. Belvoir, Va., where the positions are located.

Positions to be filled and the beginning salaries are:

Firefighter (general), \$2,900 to \$3,400.

Typist, \$2,200 to \$2,650.

Stenographer, \$2,450 to \$2,875.

Automobile mechanic, \$1.28 to \$1.37 an hour.

Engineering equipment mechanic, \$1.50 to \$1.94 an hour.

Warehousemen (men only), \$1.24 an hour.

Packer (men only), \$1.24 and \$1.37 an hour.

Laundry extractorman (men only), \$.89 to \$1.06 an hour.

Only applicants for typist and stenographer will take written tests.

Applications will be accepted by the Executive Secretary of the Board, until further notice. Complete information may be obtained from the office of the Board.

Postal Pythians Entertain 100 Boys At Baseball Game

The Pythian Club of the New York Post Office recently entertained 100 boys at the ball game between the Yankees and the St. Louis Browns at Yankee Stadium.

All post office employees who are members of the Pythian Order are eligible for membership in the Post Office Pythian Club, said Sol Riegler, chairman of the membership committee. He works in the Outgoing Mails Section, General Post Office.

Officers of the Pythian Club are: President, Irving Tremper; 1st vice president, Louis Blumberg; 2nd vice president, Sol Riegler; financial secretary, Harry Lutwin; recording secretary, Morris Raphael; treasurer, Irving Solomon, and sergeant-at-arms, Arthur

McLAUGHLIN SEEKS TEACHERS' PENSION JOB
Albert J. McLaughlin, NYC pension lawyer, is one of the candidates for executive secretary of the NYC Teachers Retirement System. The vacancy occurred through the retirement of Louis Taylor.



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Correction Officers List Their 6 Major Grievances

The Correction Officers Benevolent Association, which claims to be the oldest prison officers organization in the United States, representing nearly 1,000 prison officers in NYC, is watching with great interest the newly formed police local of the Transport Workers Union under Michael J. Quill.

The COBO formed a committee to negotiate with the TWU, but no negotiations have begun yet. Another CIO union for Correction employees exists in the Government and Civic Employees Organizing Committee, which warned Mr. Quill that one "sister union" should not raid another.

The COBO gives six reasons for considering TWU application:

1. Correction Officers work the longest work week of any of the uniformed forces. Federal prison guards and State prison guards work a 40-hour week.

2. Correction Officers are the lowest paid of any of the uniformed forces, \$150 less than Police, Fire and Transit Police. Fed-

eral prison guards and State prison guards receive as much as \$600 more than Correction Officers.

3. Correction Officers injured in the line of duty are placed on compensation at \$32 per week. Police and Fire have indefinite sick leave by law, and they receive full pay when injured in the line of duty.

4. Correction officers have to work as long as 35 years to receive half pay pension. Police and Fire can retire in 20 years. Federal prison officers can retire in 20 years.

5. Correction Officers have to wait five years for maximum pay. Police and Fire receive maximum pay in three years.

6. Correction Officers receive no holidays. Federal prison officers and State prison guards receive eleven holidays or the equivalent. Prison officers in Buffalo, Rochester, Syracuse, Westchester and in numerous other cities throughout the State receive 11 paid holidays a year.

WONDERFUL NEW ARCO COURSES

HERE IS A LISTING OF ARCO COURSES FOR PENDING EXAMINATIONS
INQUIRE ABOUT OTHER COURSES

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<input type="checkbox"/> Ass't Foreman (Sanitation)\$2.50	<input type="checkbox"/> Jr. Professional Asst.\$2.50
<input type="checkbox"/> Asst. Gardener\$2.00	<input type="checkbox"/> Law & Court Steno\$2.50
<input type="checkbox"/> Attendant\$2.00	<input type="checkbox"/> Mechanical Engr.\$2.50
<input type="checkbox"/> Bookkeeper\$2.50	<input type="checkbox"/> Misc. Office Machine Oper.\$2.00
<input type="checkbox"/> Bus Maintainer\$2.50	<input type="checkbox"/> Patrolman (P.D.)\$2.50
<input type="checkbox"/> Civil Engineer\$2.50	<input type="checkbox"/> Playground Director\$2.50
<input type="checkbox"/> Clerk, CAF 1-4\$2.50	<input type="checkbox"/> Policewoman\$2.00
<input type="checkbox"/> Clerk, 3-4-5\$2.50	<input type="checkbox"/> Power Maintainer\$2.50
<input type="checkbox"/> NYS Clerk-Typist Stenographer\$2.50	<input type="checkbox"/> Real Estate Broker\$3.00
<input type="checkbox"/> Correction Officer U.S.\$2.00	<input type="checkbox"/> School Clerk\$2.00
<input type="checkbox"/> Correction Officer (women)\$2.50	<input type="checkbox"/> Social Investigator\$2.50
<input type="checkbox"/> Dietitian\$2.50	<input type="checkbox"/> Social Worker\$2.50
<input type="checkbox"/> Electrical Engineer\$2.50	<input type="checkbox"/> Sr. Surface Line Dispatcher\$2.50
<input type="checkbox"/> Elevator Operator\$2.00	<input type="checkbox"/> Stationary Engineer & Fireman\$2.50
<input type="checkbox"/> Engineering Tests\$2.50	<input type="checkbox"/> Steno-Typist (Practical)\$1.50
<input type="checkbox"/> Fireman (F.D.)\$2.50	<input type="checkbox"/> Steno Typist (CAF-1-7) ..\$2.00
<input type="checkbox"/> Fire Lieutenant\$2.50	<input type="checkbox"/> Structure Maintainer\$2.50
<input type="checkbox"/> General Test Guide\$2.00	<input type="checkbox"/> Train Dispatcher\$2.50
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Moses Hailed for Stand on Raise; Opposed on Farming Out Jobs

Employee organizations hailed the stand taken by Robert Moses, City Construction Coordinator, in favor of general salary increases for City employees, but opposed his suggestion for farming out to private concerns engineering and architectural work now performed by City staffs.

In a letter to Comptroller Lazarus Joseph, chairman of the Mayor's Committee on Management Survey, Mr. Moses listed among costs that the City must be prepared to bear, pay increases totalling \$100,000,000 a year, effective with the next budget, July 1, 1952. Employee groups insisted that the raises must come sooner, and some said they must be larger, but the general position on pay taken by Mr. Moses, as the first ranking City official to give such open recognition, met with widespread favor.

Comment by Brueck

The proposed raises, listed in last week's LEADER, would include \$40,000,000 for teachers, \$25,000,000 for transit employees, \$16,000,000 for police and \$9,000,000 for the fire force. He had the Parks employees down for \$1,500,000. He's Commissioner of Parks.

The Civil Service Technical Guild, CIO, attacked the farming-out idea, which Mr. Moses advanced as a money-saving method. Philip E. Brueck, Guild president, said that actually the City technical staffs save the municipality money, especially as private firms want only the big jobs, and City employees handle both a large number of small ones and help out the private firms on big ones. Mr. Brueck wanted the City staffs to undertake all the work and praised their ability to do an outstanding job.

CBC Backs Committee

In his letter Mr. Moses also said that the Mayor's Committee on Management Survey, of which he is a member, wouldn't come up with any suggestions for really

substantial economies, compared to the greatly expanding costs that future budgets will have to bear, not only because of salary increases but the growth of the City and its activities.

Harold Riegelman, counsel to the Citizens Budget Commission, praised the work of the Committee on Management Survey, of which Dr. Luther B. Gulick is executive director. Mr. Riegelman wrote Comptroller Joseph:

"Mr. Moses has swept aside the whole concept of modern management methods and has focused his attack primarily on obtaining more revenues to keep up with increased demands for money. The result is a gross over-simplification of the problem."

Titles Sent to Mayor

The Citizens Union, through its president, Milton Bergerman, wrote to Mayor Vincent R. Impellitteri, attacking Mr. Moses for his criticism of fiscal studies being made by the committee. The committee is getting ready a report suggesting realistic and practical help for the City, said Mr. Bergerman, calling Mr. Moses' minimizing the value of the committee's work was "derogatory guesswork."

A list of proposed titles has been submitted to the Mayor by the committee and copies of it have been sent to the heads of some departments.

Strategy Seen

Although Mr. Moses cast doubt on the qualifications of the committee's leadership to cope with the real problems, he did suggest that the committee, instead of dealing with the topics that now largely engage its attention, should come up with suggestions of legislation necessary to finance the greatly increased future costs. Some newspaper editorials pointed to this as an inconsistency, but friends of Mr. Moses remarked that inviting suggestions for legislation was another way of encouraging the committee to stick its neck out.

Complaint Against Commission
Mr. Riegelman, in his letter, complained that the Citizens Budget Commission wasn't getting co-

operation from the NYC Civil Service Commission. Mr. Riegelman charged that the Civil Service Commission was withholding from it information on the qualification of exempt employees. Also denied to the CBC was information on the number of provisionals retained after the six-months statutory limit, said Mr. Riegelman. Mr. Moses, in his letter, had referred to the 532 exempt positions, citing the small percentage

of the total number of City employees that they represented. Mr. Riegelman emphasized that these were the highest-paid and key administrative and policy-making positions.

Mayor's Comment

Mayor Impellitteri, asked to comment on Mr. Moses' letter, said that Mr. Moses had done an excellent job of pointing up the City's needs. The Mayor did not discuss the proposed pay increases.

Closing Date Extended by State For Narcotics Prober Test

The last day for receipt of applications for the Narcotics Investigator exam, originally set by the State as August 31, has been extended to Friday, September 7. The exam date, Saturday, October 6, remains unchanged.

The exam is No. 4200. The pay is \$4,281 to \$5,064 in five annual increments.

For requirements, see listing under State open-competitive exams.

NYC Stricter on Eligibility For Promotions, Taking Cue from Appeals Court

The decision in the case of Alexander Murray and others, against NYC Civil Service Commission, in which the Court of Appeals held, 4 to 3, that promotions could not be made from the Labor Class to the Competitive Class, has caused the Commission to tighten its policy on promotion eligibility. Because of that court decision, the rule that promotions must be made from the next lower grade will be rigidly enforced, despite any apparent leeway to the contrary, found in the NYC Commission's own Rules. As a result, clerks who wanted to be made eligible for promotion to junior appraiser jobs in the Tax Department will have to compete in the open-competitive test.

Close Question

The Court of Appeals decided a close question, as the vote indicates. Judge Charles W. Froessel, in the majority opinion, cited Section 16 of the Civil Service Law, which provides that "vacancies in positions in the competitive class shall be filled, as far as practicable, by promotion from among persons holding positions in a lower grade in the department in which the vacancy exists"

He reasoned that this meant that, Labor Class employees not being either in the graded service or in the Competitive Class, could not be promoted to a position in the Competitive Class. Another part of Section 16, also cited by him, provides that there shall be no transfers or promotions involving essentially different tests or qualifications than those for the position held by the person seeking promotion, unless he has passed an exam to render him eligible.

Judge Fuld's Dissenting Opinion

The dissenting opinion, written by Judge Stanley H. Fuld, pointed out that persons in the ungraded service of the Competitive Class

are allowed to take exams for promotions to graded competitive positions. He added that, as salary determines grade, and not merely a promotion ladder established by the Commission, and as the laborers admitted to the rammer promotion exam received less pay than rammers, they were substantially in a lower grade. Also, an exception, that if the State Civil Service Commission approves, there may be promotion from one class to another, was met in this case, Judge Fuld held, by the resolution of the NYC Commission, approved by the State Commission, specifically making the laborers eligible.

Partly Graded Jobs

Judge Fuld also noted that even in the graded service of the Competitive Class, the top grade sometimes has no maximum salary, e.g., "\$4,000 and over," hence even this grade is 50 per cent ungraded, because limited as to the floor but not the ceiling. Yet the Court of Appeals has approved eligibility to promotion exams even in such a case, he recalled, and also noted that the laborers in question, who work in the Borough Presidents' offices in NYC, act as helpers to rammers, hence it can't be said that there was no relationship between their Labor Class work and the duties of the promotion job of rammer.

But It's All Over Now

Nevertheless, the court decided, by majority vote, that "promotion exams may be held only where the persons sought to be promoted have passed an open-competitive examination for a lower grade in the type of work involved in the position in which it is sought to promote them."

The rammer list was therefore voided, as the petitioners requested, and the paver open-competitive paver list declared appropriate for filling rammer jobs, until a legal rammer list is established.



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