

Civil Service LEADER

America's Largest Weekly for Public Employees

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Biographies Of Candidates In Election

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

See Page 8

Two Nominated by Petition In the Association Election

O'Brien Is Named for 4th Vice President And Sullivan for Audit and Control Post

Matteawan Staff Praised for Devotion To Duty in a Crisis

BEACON, Sept. 21 — Attendants at Matteawan State Hospital experienced a hectic week of long hours and constant alertness during the widespread search for three escaped inmates recently.

The uniformed personnel of the institution performed their important duties in a courteous, aggressive and smooth-functioning manner, without a sign of dissension or complaint.

Many of the attendants worked 12 to 16 hours a day in desolate areas to provide a widespread dragnet, under the supervision of Deputy Commissioner of Correction Paul McGinnis.

An outstanding contribution toward the capture of the escapees was the heroism displayed by Philip DelVescovia, criminal hospital attendant, who, though unarmed, directly assisted Patrolman Puff of the Fishkill Village police in taking the first escapee into custody. The courage and diligence shown by Attendant DelVescovia impressed his superiors.

Praise from Dr. McNeill
Dr. John F. McNeill, superintendent of the hospital, stated:

"I wish to express my sincere appreciation for the efforts made by the personnel of the Hospital during the recent search for our escaped patients. I also wish to commend you on the able manner in which you conducted the search and also your personal conduct, which has received much favorable comment from the general public."

Chief Attendant Joseph Nameth said:

"I wish to express my deep and sincere appreciation to the employees of Matteawan State Hospital for their wholehearted cooperation and untiring efforts in our recent emergency."

The Fishkill Rotary Club, on behalf of the community, in a statement said:

"The perseverance, patience and courage shown in the search by the personnel of the hospital indicated your continued high regard of community service."

All agreed that the Matteawan State Hospital attendants did an exceptionally fine job at a time when their services were most needed.

ALBANY, Sept. 21 — Two candidates were nominated by independent petition, in the election of the Civil Service Employees Association to be held on Tuesday, October 13 at the annual meeting in the De Witt Clinton Hotel, Albany. They are:

4th vice president — John D. O'Brien of Middletown State Hospital.

Representative, Department of Audit and Control — William A. Sullivan of Albany.

Mr. O'Brien, who was named by the Association nominating committee for 3rd vice president, along with Robert L. Soper of Wassac State School, withdrew as

candidate for the 3rd vice presidency, leaving Mr. Soper unopposed.

Amendment Proposed

There is no provision in the constitution and by-laws for any substitution by the nominating committee, whose powers cease 60 days before the election. A move to amend the constitution and by-laws, to authorize substitution in case of withdrawals, has been started.

The constitution requires the nominating committee to name at least two candidates for each officer post, but if two are named, and one withdraws, the other automatically becomes the sole candidate.

Officer Candidates

The final list of 46 candidates, revised to conform to withdrawal and independent nominations, follows:

President—John F. Powers and Theodore C. Wenzl.

1st vice president — Joseph F. Felly and Noel F. McDonald.

2nd vice president — John P. Quinn, J. Allyn Stearns and Vernon A. Trapper.

3rd vice president — Robert L. Soper.

4th vice president — Helen B. Musto, John D. O'Brien and Dr. David M. Schneider.

5th vice president — Mildred M. Lauder and Celeste Rosenkranz.

Secretary—Mrs. Dorris B. Blust and Charlotte M. Clapper.

Treasurer—Vernon R. Davis and Harry G. Fox.

MR. AND MRS. HOLLISTER VISIT SON IN GERMANY

ALBANY, Sept. 21 — Laurence Hollister, field representative of the Civil Service Employees Association, and Mrs. Hollister, are leaving for Germany on Tuesday, September 22, to visit their son, Laurence Jr., a Pfc. in the Army. They plan to tour Switzerland and other areas of Europe.

DR. J. C. MORRISON TAKES NYC EDUCATION JOB

Dr. J. Cayce Morrison, Assistant Commissioner, State Education Department, will start work for the NYC Board of Education on October 1, directing a program to improve instruction given to Puerto Rican children.

Departmental Slate

The list of candidates of departmental representatives for membership on the State Executive Committee follows:

Agriculture & Markets—William F. Kuehn, Albany.

Audit & Control — Joseph Osborn, Albany, and William A. Sullivan, Albany.

Banking — Frank C. Maher, Albany.

Civil Service — Lawrence W. Kerwin, Albany.

Commerce — Mrs. Mildred O. Meskil, Albany.

Conservation — Noel F. McDonald, Red House.

Correction — Charles E. Lamb, Ossining, and Kenneth E. Ward, Auburn.

Education — Hazel G. Abrams, Albany.

Executive—Clifford G. Asmuth, Rochester.

Health—Dr. William Siegal, Albany.

Insurance — Solomon Bendet, New York City.

Labor — Joseph P. Redling, Albany, and Henry Shemin, New York City.

Law—Francis C. Maher, Albany.

Mental Hygiene — John E. Graveline, Ogdensburg; Paul Hayes, Middletown, and Michael J. Murphy, Brooklyn.

Public Service — Edith Fruchthender, New York City, and Margaret A. Mahoney, Albany.

Public Works — Charles J. Hall, Albany.

Social Welfare — Charles H. Davis, New Hampton, and James C. Young, Industry.

State — Edward L. Gilchrist, Albany.

Taxation & Finance—Alfred A. Castellano, Albany, and Samuel Emmett, New York City.

Judiciary — William F. Sullivan, Brooklyn.

Legislative — William S. King, Albany.

Committee Recommendations

The committee on constitution and by-laws, of which Paul McCann is chairman, recommended to the board of directors a change in the constitution.

The proposed new subdivision, as it will be submitted to the annual meeting, reads:

"(d) No member shall serve concurrently on the board of directors in more than one of the following offices, viz.: officer, representative of a State department, regional conference or county chapter. No member shall be nominated for more than one office or as an officer and as a representative of a State department on the same ballot."

The new subdivision would be added to section 4 of article IV of the Constitution.

Mailing of Ballots

The board of directors consists of the officers, the two executive committees and the Conference chairmen.

The official ballots will be mailed to members on Tuesday, September 22 or Wednesday, September 23, said Joseph D. Lochner, executive secretary of the Association.

Not only will the names of those independently nominated appear on the ballot, but there will be room for a write-in vote for each office and each post of representative.

John A. Cromie is chairman of the Association's nominating committee.

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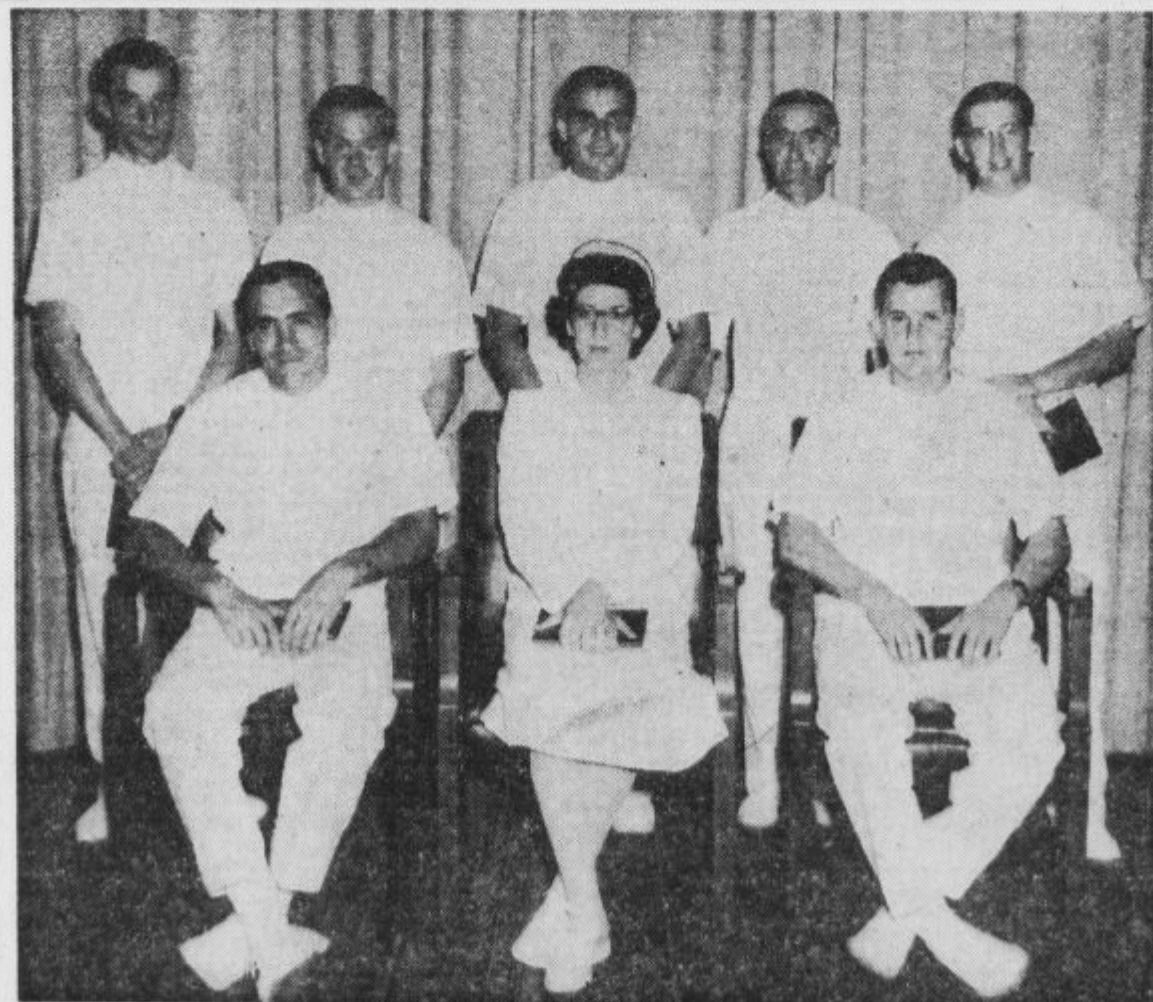
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And remember, readers of The LEADER get the special bonus Dutch lamp FREE with their subscription.

See full details on Page 7.



Graduates of the Gowanda State Hospital School of Nursing are, from left, seated, Thomas Massar, Filomena Bartolomei and William Holocinski; standing, Thomas D. Welch, Robert Harper, Robert Snell, Clarence Bolender and Charles Messenger.

New Pay Survey May Equal Feld-Hamilton Law in Its Effect, CSEA Board Is Told

ALBANY, Sept. 21 — A survey now being made on Governor Dewey's orders may be as important — salary wise — as the original Feld-Hamilton law was to State employees. This startling prediction came in the course of a report by Davis L. Shultes, chairman of the Civil Service Employees Association salary committee, to the CSEA Board of Directors on Thursday, September 24.

Mr. Shultes sees this as being an important year for State salaries. Ten years of "temporary" and emergency raises have distorted the salary structure, he said. A series of conferences have indicated the need for "orderly, objective procedures for adjusting salaries."

The Governor's order to survey the entire salary picture is being taken so seriously by the Classification and Compensation Division, Mr. Shultes revealed, that employees have been working overtime to complete it in time for negotiations.

Correcting Inequities
The survey assumes importance for additional reasons. Budget Director Hurd last year said that no further general raises or freez-

would be granted until existing inequities within the State salary structure are corrected. In the course of negotiations, Mr. Shultes told the Association leaders, Mr. Hurd stated that a previous survey wasn't comprehensive enough. That survey showed that State employees were about 6.7 percent deficient in pay.

New Pay Grades Possible
Mr. Shultes said he sees the possibility of new salary grades and the chance of a new mechanism for orderly pay adjustments arising out of the present study. He added that the study would probably not have been undertaken in time if the Association had not so effectively appealed to the Governor.

CSEA Case 'Strong'
The CSEA case today is stronger than it was a year ago, the salary committee chairman said.

Since then, pay in private industry has risen an additional 3 to 4 percent. By the time of negotiations, it may be up 5 percent.

The administration's own study a year ago, showed that State aides were nearly 7 percent behind then.

Based on a parity year of 1940 or 1946, the Association last year

claimed a 10 percent increase — including 2 percent for "national efficiency," that is, an increase in the standard of living.

All in all, Mr. Shultes felt that the Association in its negotiations this year can support an upward revision of at least 12 percent in pay.

Much of the underbrush in negotiation has been cleared away. There is now agreement between the administration and the employee's organization on what indexes should be used. But there is little agreement on exactly how to compute what has happened to State salaries, or what year and month should constitute "parity."

Mr. Shultes asked that the negotiating committee be allowed greater flexibility than it has had in past years.

MAYOR'S SUPPORT ASKED ON INCREMENTS

Otto A. Hauber, chairman of the Civil Service Forum's salary and wage adjustment committee, has called upon NYC Mayor Vincent R. Impellitteri to back the Treulich Mandatory Increment Bill, now in the Council.

3-Point Plan Cited as 'Must': Better Pay, Better Grievance Machinery, Improved Service

BUFFALO, Sept. 21—"We must pinpoint our efforts to get a fair salary increase," Theodore Wenzl, speaking at a special meeting of the Western Conference, made this his theme. Dr. Wenzl, a candidate for the presidency of the Civil Service Employees Association, traced the history of 1952-53 salary negotiations. He reminded his audience that the administration refused a pay increase last year because it claimed to be "holding the line" against inflation. "But," Dr. Wenzl pointed out, "your cost-of-living is at an all-time pay. In private industry pay has continued to go up. There was little enough reason for the way we were left stranded on the pay issue last year. There is even less reason now."

Grievance Plan
Two other matters need active attention now, the speaker told his audience. One is grievance machinery that works. "The breakdown of the Public Employees La-

bor Relations Board shows that it is necessary to set up a workable plan by law." Dr. Wenzl called the absence of proper labor relations machinery a "dark spot" on the relations of employees and administration.

Efficient Service
His third point was the necessity of finding ways to give the public the best possible service. "This is in our own interest," he said. "People are quick to respond to efficient work by public employees, and that response will reflect itself in a good attitude when we are asking higher pay and better working conditions."

Hillery Presides
Grace Hillery, chairman of the Western Conference, presided. The meeting was held at the Guards Clubhouse in Attica, N. Y. A clamor was part of the proceedings.

Full details of the meeting were not received by press-time. It is understood that a number of CSEA functionaries attended. A full report will appear in next week's LEADER.

Federal Scene

SOON THE U. S. Civil Service Commission will have to do something to make "indefinite" employees feel that they are an important part of the Federal Government. As it is, they're out on a limb, not knowing where they stand, or possibly knowing that they don't stand anywhere in particular at present. The Commission wants to complete its job-turnover program before dealing with the "indefinites."

In a recent speech in St. Louis, U. S. Civil Service Commissioner George M. Moore said: "One result could be the possible conversion of over 200,000 indefinites to probational or permanent appointments, provided they have passed a competitive examination and were, when appointed, within reach on civil service registers in accordance with the Veteran Preference Act. This action would not add in any way to Federal employment totals, nor affect future reductions in force."

JOSEPH GERBASIO, of Naval Supply Activities, Brooklyn, has received \$535 in two years for economy and efficiency suggestions that saved the Navy \$17,000. Seems the Navy's really getting the breaks.

THE ONLY agency to which Congress experimentally granted the right of unconditional firing—the Foreign Operations Administration, headed by Harold Stassen—hasn't convinced two Congressional committees that the authority should be continued in the FOA, or extended to other agencies. The grant even bypasses the Veteran Preference Law. Employee and veteran groups would be relieved to see Administrator Stassen relieved of his extraordinary power.

90-Day Respite For Job-Losers

WASHINGTON, Sept. 21—Federal employees may be retained on the rolls beyond 90 days after receiving reduction-in-force notices, to permit them to use currently accrued annual leave before separation, the U. S. Civil Service Commission said.

Leave during the 90-day period is discretionary with agencies, and the privilege may not be offered to one employee if not offered to another with a higher retention standing during the same reduction-in-force, the Commission ruled.

The ruling was made in conformance with a recent decision by the Comptroller General, at their discretion, to permit employees to take currently accrued annual leave before separation rather than forfeit it. Under previous regulations of the Commission, an employee on active duty 90 days after receiving a reduction-in-force notice could be placed on annual leave only if the original notice was rescinded and a new one issued. The Commission action makes the Comptroller General's decision applicable to this group.

PENALTY STANDS FOR SKIPPING FUNERAL

SYRACUSE, Sept. 21 — The office Mayor Thomas J. Corcoran said Police Chief John A. Kinney was within his rights when he penalized more than 50 off-duty policemen for failure to attend the funeral of a fellow-officer, after being ordered to do so. The men were penalized eight hours' time.

ELECTRICIAN ELIGIBLES TO GET PRATICAL TEST

Calls to the performance test have been sent by the NYC Civil Service Commission to the 136 passing candidates in the written test for electrician. Of the 630 who took the test last June, 136 passed and 494 failed.

HALT TO PERMANENT POSTAL JOBS PROTESTED

Permanent appointments are reported stopped, in the New York, N. Y. Post Office, pending a job study being made by the Post Office Department. Ephriam Handman, president of Local 10, New York Federation of Post Office Clerks, protests the move on the ground that substitute clerks have waited years in the hope of attaining permanency.

Ray-X Glasses Again Obtainable

Ray-X glasses are again obtainable by readers of the Civil Service LEADER, through the LEADER'S premium plan. Numerous requests have come to the circulation department, asking for a renewal of the special offer on the purchase of Ray-X glasses.

These specially developed glasses are designed to take the glare out of headlights of approaching cars. They were widely acclaimed by LEADER readers when they were first offered last year.

Ray-X glasses are obtainable by readers of The LEADER. Two special coupons and \$2.00, plus 10 cents for postage and handling are required. See page 9.

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The Pay Window

By F. HENRY GALPIN

Salary Research Analyst, Civil Service Employees Association

In the August issue of the "Survey of Current Business," a monthly publication of the Office of Business Economics, U.S. Department of Commerce, there is included an analysis of income payments to individuals by States, which includes some interesting data relative to per capita income. For the country as a whole, per capita income in 1952 amounted to \$1,639, an increase of 4 percent over 1951. Generally speaking, regional changes in per capita income paralleled those of natural income. Except in a limited number of cases, the differences by States, and the rate of change per capita income, were relatively small.

While there is interesting information relative to total income payments to individuals for various States, it is felt that income payments are considerably more significant for our immediate purposes, since New State is the most populous State in the union, and therefore total income payment would not reflect the State's economic standing from viewpoint of living standards by various areas, as well as per capita income.

The Lucky Thirteen

There are 13 States whose per capita income in 1952 exceeded \$1,800. New York ranks fourth in the nation in per capita income. It is exceeded only by Connecticut, Delaware, and Nevada. California does not lag far behind New York, with a per capita income of \$2,032 as against New York's \$2,260. New Jersey has a per capita income of \$1,959.

To measure the adequacy of a pay scale is needed a highly complex matter and requires consideration of many factors. No one figure or set of figures will provide the answer.

One of the factors is the consideration of any pay adjustment or relative wage level is the "ability to pay." With an average income of \$2,038, based on every man, woman and child who works lawfully, it follows that the ability to pay for adequate high quality governmental service should be relatively high. In government service, the ability to pay is reflected in the tax structure.

Equality in State Employees

There is a further corollary. Since the standard of living as reflected by the per capita income in the State of New York is the highest in the nation, and since State employees are dependent on the revenues obtained from New York State residents, these same State employees should be on an equal plane from viewpoint of per capita income per State worker with their employer, which is, in the last analysis, the taxpayer.

While salaries of State employees are relatively high compared to those in other States, it is generally conceded that both the Federal Government and California are the pacemakers. Yes, per capita income in the State of California is \$1,969, as against \$2,038 in New York State. California ranks sixth in the nation in per capita income.

Raise Can and Should be Granted

While the relationship of per capita income to State salaries is only one of the many facets that should be considered in determining the pay scale on the basis of this consideration only, the per capita criterion indicates that a substantial upward adjustment is needed in State salaries, and can be granted.



Milton O. Loysen, executive director of the Division of Employment, is wondering if his Division is sponsoring the Yankees of the New York State Softball League, or if the Motor Vehicle team is going to edge the Employment Club out of that ranking. In the past two years, the Motor Vehicle group and the Employment group have swapped top honors. This photograph shows, left to right, Gene Munsell, manager of the Employment Division team; Mr. Loysen; and Joseph F. Feily, of Taxation and Finance, who is president of the Softball League.

Court Holds Maintenance Is Subject to U. S. Tax

ALBANY, Sept. 21 — The suit brought by the Civil Service Employees Association, to have maintenance excluded from U. S. income taxation, was decided against the employees by Judge Stephen W. Brennan in U. S. District Court. In an opinion the Judge said that Federal law is broad enough to include maintenance as compensation, and that even New York State law defines maintenance as is specified as part of salary. He noted that maintenance is figured is included

as part of compensation for purposes of contributions to the State retirement systems.

Association's Argument

The Association's argument is that under Federal law maintenance is excludable from taxation when such maintenance is for the convenience of the employer.

Most of those affected in the test case are employed in the State Department of Mental Hygiene.

The plaintiff was Dr. Oscar K. Diamond, a supervising psychia-

trist at Willard State Hospital. The Association showed that he was compelled by law to live on the hospital grounds, and argued that this showed that such compulsion was for the convenience of the employer, since the doctor, if he had a choice, would live elsewhere, and taxation on maintenance therefore does not apply.

In another case, brought simultaneously by the Association, in the name of Walter Sturr, the Court also dismissed the complaint.

TAXES SHRINK \$307,500 PRIZE TO 'ONLY' \$70,000

Herbert J. Idle, junior engineer in the Chicago Water Department, \$420 a month, has returned to work after winning \$307,500 in a puzzle contest. Mr. Idle, a City employee for 32 years, will keep only \$70,000, after taxes. . . .

Sept. 26 Tests

ALBANY, Sept. 21 — Harry G. Fox, director of office administration, State Department of Civil Service, has submitted to William J. Murray, administrative director, the list of 53 exams the State will conduct on Saturday, September 26, with the number of candidates in each. The total number of candidates is 704.

The exams:

STATE PROMOTION

- Chief account clerk, Audit & Control, Employees Retirement System, 6.
- Chief account clerk, Public Works, 10.
- Head account clerk, Audit & Control, Employees Retirement System, 7.
- Associate accountant, Executive, Division of Housing, 18.
- Senior accountant, Executive, Division of Housing, 4.
- Principal clerk (vital statistics), Health, 14.
- Statistician, Labor, New York Office, 3.
- Associate building construction engineer, Public Works, 12.
- Principal building construction engineer, Public Works, 9.
- Institution fireman, Mental Hygiene, 35.
- Hydro-electric operator, Public Works, 4.
- Calendar clerk, grade 6, Surrogate's Court, Kings County, 1.
- Chief court attendant, grade 6, Surrogate's Court, Kings County, 1.
- Assistant guardian accounting clerk, grade 6, Surrogate's Court, Kings County, 1.

STATE

OPEN-COMPETITIVE

- Secretary - stenographer, Supreme Court, Appellate Division 2nd Judicial District, 138.
- Stenographer - typist, Supreme Court, Appellate Division, 2nd Judicial District, 96.
- Senior building construction engineer, State departments, 45.
- Hydro-electric operator, Public Works, 7.
- Institution fireman, Mental Hygiene institutions, 28.

STATE

OPEN-COMPETITIVE

- (Continuous Recruitment)
- Bath attendant (nation-wide); no written test, 1.

Dental hygienist; no written test; 38.

Director of clinical laboratories (nationwide); no written test; 4.

District health officer (nation-wide), 6.

Assistant district health officer (nation-wide), 2.

Instructor of nursing (nation-wide), 7.

Laboratory worker, 57.

Associate pathologist (nation-wide); no written test; 3.

Senior pathologist (nation-wide); no written test; 4.

Senior public health physician (communicable disease control), (nationwide), 2.

COUNTY PROMOTION

Assistant civil engineer, Westchester, 9.

Junior civil engineer, Westchester, 4.

Senior civil engineer, Erie, 1.

Junior engineer, Sullivan, 3.

COUNTY

OPEN-COMPETITIVE

Assistant civil engineer, Westchester (nation-wide), 29.

Junior civil engineer, Westchester (nation-wide), 24.

Junior engineer, Sullivan, 2.

Junior engineer, Wyoming, 1.

Senior engineer, Sullivan, 1.

Engineer assistant, Erie, 2.

Principal engineer assistant, Erie, 11.

Principal engineer assistant, Erie, Town of Amherst, 2.

Senior engineer assistant, Erie, 4.

Engineering aide, Chautauqua, 5.

Engineering aide, Sullivan, 3.

Junior engineering aide, Westchester, 4.

Senior engineering aide, Westchester, 6.

Engineering inspector, Westchester, 6.

Engineering inspector, Westchester, 2.

Fire driver, Chautauqua, City of Fredonia, 2.

Fire driver, Erie, Village of Kenmore, 4.

Fireman, Westchester, Hartsdale Fire District, 13.

Fireman, Westchester, Village of Larchmont, 1.

Fireman, Orleans, Village of Medina, 3.

Assistant print developer, Erie, 5.

Association Exhibit A Hit



An exhibit of the Civil Service Employees Association is presented at a tri-county fair. Left to right: Laurence J. Hollister, field representative of the CSEA; Walter S. Mason, Department of Agriculture and Markets; Joan Battin, a student; Theodore C. Wenzl, chairman of the Capital District Conference. The exhibit was a Tri-County Fair held in Altamont, representing the counties of Albany, Schenectady and Green. Staff members of the Civil Service Employees Association and of the Conference manned the booth

Activities of Employees in New York State

Middletown State Hospital

MRS. LAURA STOUT, John O'Brien and Paul Hayes attended a meeting of the Southern Conference at Westfield State Farm. They met with officers of the Conference and learned that John O'Brien has signatures to make him a candidate for CSEA 4th vice president.

Dr. Walter A. Schmitz, senior director, has returned from a week's vacation. Ed Little, Main Building receptionist, and his wife are on a month's vacation in California. Charlie Klingman, telephone operator, has returned after a two-week vacation, the greater part of which was spent fishing. Jess Babb and family went on a fishing trip to Indian Lake. Steve Morse, patrolman, is back on duty after his vacation, which included a tour of the State. Francis Klingman, patrolman, and Mary Apostle of the business office are also on vacation.

Get-well cards are in order for Bill Van Shaik of the greenhouse and Everett House of the laundry. The Nursing School held graduation exercises last Thursday evening.

When the board of visitors met at the hospital, Dr. Moody presided in Dr. Schmitz's absence.

Laura Stout's son Carl is en-

tering Delhi to study building construction.

Bea Baylor has transferred to Hudson River State Hospital. Her husband is a draftsman at IBM, Poughkeepsie.

Dannemora

ARTHUR S. LEFEVE, senior business officer at the Dannemora State Hospital, retired on September 1 after a half-century of service with the State Department of Correction. He was tendered a retirement party, which more than 300 persons attended. The function was the first to be held in the new assembly hall at the institution.

Those present included Correction Commissioner Edward J. Donovan, Deputy Commissioner William E. Leonard, and Floyd Dunn of the State Department of Farms and Markets, all of Albany; Dr. Francis C. Shaw, hospital director; Dr. Ross E. Harold, assistant director; Warden J. V. Jackson of Clinton Prison; and the three chaplains at Clinton and Dannemora, Rev. John F. McNamara, Rev. Fenwick H. Wheeler and Rabbi Sol Oster. Many of Mr. LeFeve's long-time associates at Dannemora State Hospital also joined in paying him tribute.

Present also were off-duty attendants and their wives. During the farewell reception, Dr. Harold,

on behalf of the assemblage, presented Mr. LeFeve with a substantial purse.

Music for dancing was provided by the Lynn King orchestra.

Mr. LeFeve was appointed an attendant at Dannemora in 1903. He later was promoted to storekeeper, bookkeeper and steward. For 12 years he has been senior business officer.

Mr. LeFeve has been a lifelong resident of the Rand Hill section of Altona, where he was born in 1884. In December, 1905 he married Eva LaPorte of Altona. They have four children, Bernard LeFeve, director of highway planning, State Department of Public Works; Mrs. Esther Lynch of Rochester; Leonard W. LeFeve of Richmond, Va., and Lionel LeFeve of Dannemora. All except Leonard attended the retirement party.

Mr. LeFeve, an ardent hunter and fisherman, hopes to spend much time on field and stream in what he termed "a chance to catch up on some of that sport that I have neglected for some years."

St. Lawrence State Hospital

THE PLACARDS advertising the employees' picnic at Eel Weir State Park said, "The Association does it again," and reports of those

attending proved the placard was right.

Robert Kinch, chairman of the committee in charge, was complimented for the expert job. Corn was furnished by the local chapter, and the kettles were kept boiling till after dark. Round and square dancing was enjoyed in the pavilion.

The committee, in addition to Mr. Kinch, consisted of Pete Baker, John MacNamara, Stan Hobbs, Fred Kotz and Fred Erwin.

The chapter thanks Edgar Davis, superintendent of Eel Weir Park, for his cooperation during the season.

The two hospital bowling leagues began competition at the recreation center in the city September 16, with eight women's and eight men's teams. League officers are: Women, Agatha Rivers, president; Mrs. Helen Dilcox, vice president, and Geraldine Lesperance, secretary-treasurer; men, James Robinson, president; George Sovie, secretary, and Michael Leonard, treasurer.

Monroe County

THE NEW president of Monroe chapter, Stanley White, called a meeting of the officers and board of directors at Powers Hotel September 14, to work out a program of activity for the chapter and to designate committees. The following committees were appointed: Membership: William Hudson,

Lawrence Cook, Claude Berlin, Ray Goodridge, Remington Ellis, John Shafer, Andrew Hoffman, Anne Dalzell, Jean Lipsett, Rosamond Muhs, Snyder, Jean Pasquale, Esther Whall, Virginia Dannahe, William Hiller, Catherine Beachner, Francis Imo and Thomas Pender.

Publicity: Dorothy Compson and Ray Goodridge.

Entertainment: Jean Lipsett and William Hudson.

Salary and Personnel Relations: Stanley White, Mary Crilly, Ray Goodridge and Edward Green.

The chapter hopes to have a busy and productive year.

Stanley White, Mary Crilly, Dorothy Compson and Remington Ellis will attend the annual meeting in Albany October 12, 13 and 14.

The first fall meeting of the chapter will be held in the City Court Building on October 20, at which time it is expected that the delegates to the annual meeting will make their reports.

President Stan White would be glad at any time to receive suggestions or criticism—just so it's constructive!

District No. 10, Public Works

PRESIDENT Carl J. Hamann of District 10, Public Works chapter, has announced that John F. Powers, 1st vice president of the Association and candidate for president, will be a guest at the chapter's quarterly meeting on Friday, September 25.

The meeting, which will be held in the District office at Babylon at 8 P.M., was called specifically to instruct delegates to the State meeting in Albany on October 13 and 14. They are President Hamann, Alfred W. Downs and William A. Greenauer.

The president congratulated the membership committee, under the chairmanship of Stanley Karpinski, for its excellent start on the membership campaign. The committee is concentrating on non-members, with results that already indicate a new membership high for the coming year.

All employees of the District and their families and the district engineer and assistant district engineer have been invited to attend the September 25 meeting. Chapter officers will present an objective program that will interest all employees.

Rome State School

NEWS of the Fort Stanwix chapter, Rome State School:

Leroy Tuttle and Rita Hand were married during the summer. Richard Curtis and Betty Williamson were married in Booneville and are living in Verona.

Mrs. Irma German and Ruth Stedman attend the Central Conference executive meeting at the home of Charles Methe. Mrs. German and Lennea Swansen attend the membership dinner at the Monarch Club, New York Mills, the first of the month.

Sympathy to Hazel Evans in the loss of her mother, and to Mrs. Eleanor Ahern in the loss of her husband David, who was a State employee for 20 years.

"It costs us about 19¢ a day to keep house electrically!"

says Mrs. William Stewart, Manhattan (5 IN FAMILY)



What the Stewarts get for about 19¢ a day

-  Refrigeration (6 cu. ft.)—24 hours a day
-  Automatic Washer—2½ hrs. a week
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-  TV (17" set)—4½ hours a day
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-  Lighting for a 4-room apartment

"My family of five—including my two sons and little girl, Maureen—keeps me plenty busy, but electricity helps me do the housework quicker and much easier," says Mrs. Stewart.

"And when I think of the number of appliances we use for about 19¢ a day—I am truly amazed!"

You'll be amazed, too, when you divide your average Con Edison electric bill by 60—and find out how little Con Edison electricity costs you each day.

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Tue., Wed., & Thurs. 8:30 to 6:30
Sat. 9 to 2

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Activities of Employees in New York State

Gowanda State Hospital

THE SCHOOL of Nursing of the Gowanda State Homeopathic Hospital held its annual graduation exercises at the hospital on September 3.

Dr. Duncan Whitehead, director dressed the graduates, who were addressed the graduates, who were Thomas Massar, Filomena Bartolomei, William Holocinski, Thomas D. Welch, Robert Harper, Robert Snell, Clarence Bolender and Charles Messenger.

Rev. J. Vincent Growney, vice president of the hospital board of visitors, presented the diplomas, and the class pins were presented by Mrs. Irene Moss, principal of the School of Nursing.

An award donated by the medical and dental staff was presented to Thomas D. Welch, who maintained an average of 92.5 per cent for the course. Filomena Bartolomei received an award donated by the nursing service as the ideal bedside nurse. The nursing service award for outstanding interest in psychiatric nursing was given to Thomas Massar. Charles Messenger received the Civil Service Employees award as the best all-around student. Clarence Bolender received the board of visitors' award for putting forth the greatest effort.

A reception was held, and refreshments were served. A majority of the graduates will remain at the hospital to fill staff nurse positions.

New York City

THE first fall delegates' meeting of the New York City chapter, CSEA, will be held at 6 P.M. on September 24 at Willys Restaurant. All members of the executive board are urged to be present. Many candidates for CSEA office will attend. This will be an opportunity to get acquainted with them. Representatives of Ter Bush & Powell will discuss the health and accident policy available to all Association members.

Notice to all New York City chapter members: Shortly, you will receive bills for dues from the Association. Please make payments to the New York City chapter office, Room 905, 80 Centre Street, NYC. This is especially important to employment interviewers in the Division of Employment, in order that they may indisputably retain membership in the NYC chapter.

Lots of luck to Helen M. Passaretti, secretary to the Commanding Officer, State Arsenal, Brooklyn, who resigned to reside in Florida. Miss Passaretti was presented with a diamond watch and a handbag by her co-workers.

Kings Park State Hospital

THE METROPOLITAN Conference will meet at York Hall on Saturday, September 26 at 1:30 P.M. Dr. Buckman, through the Kings Park chapter, extended the invitation to Thomas H. Conkling, Conference chairman.

After the meeting, dinner will be served in Building 93.

State Insurance Fund

AL GREENBERG, chairman of the Metropolitan Conference bowling committee, has called a special committee meeting to organize a bowling league in the metropolitan area. The meeting will be held in York Hall, at Kings Park State Hospital, Saturday, September 26 at 12:30 P.M. All chapters are urged to have a representative present. Refreshments will be served.

LEADER's interesting new column, Civil Service Newsletter? You'll find it on page 6. Make it **MUST**

Brooklyn State Hospital

THE BROOKLYN State Hospital Psychiatric Forum will resume its regular series of free public lectures for the coming season when Dr. Sandor Lorand, internationally known psychoanalyst, will give the opening lecture on Thursday, October 1 at 8:30 P.M. Dr. Lorand's topic will be "Variations in Psychoanalytic Approach and Methods with Special Reference to Psychoanalytic Psychotherapy." Dr. Lorand is a prominent psychoanalyst in NYC and serves as clinical professor of psychiatry and director of the Psychoanalytic Institute of the State University Medical Center of New York. He is the author of several books, and is managing editor of the Yearbook of Psychoanalysis. The public is invited to attend these talks by experts in the field of psychiatry and mental health. Meetings are held the first Thursday of each month from October through May, at 8:30 P.M. in the auditorium.

The chapter takes this opportunity to wish Sylvia Sears many years of happiness in her retirement, after many years of service in the occupational therapy department.

Good luck to Delia O'Dowd and Isaac Howard, who are going on educational leaves to study at New York University.

Congratulations to Mrs. Mary Laughlin, who has been appointed supervisor of female reception service.

Brooklyn State Hospital golfers express their thanks and appreciation to the Hudson River State Hospital Golfing Association, who were hosts at a recent tournament. A pleasant time was had by everyone.

Good luck to Andrea Charles, who recently resigned to accept employment at the Veterans Hospital, Northport. Other employees who have resigned are Richard McSorley, Mary Morales Rues and Jean Williams. The chapter wishes them success in their new endeavors.

Congratulations to Mr. and Mrs. Chester Whalen on the birth of a girl. Mrs. Whalen is the former Catherine Kelly of Building 10. Congratulations also to Mrs. Lily Nash, who became a grandmother for the second time when a girl

was born to Mrs. Nash's daughter, Mrs. Virginia Gilligan.

Welcome back to duty toatherine McNamara, who has been visiting in her native Ireland for some time.

Welcome to the following new employees: Morris Abramowitz, Robert L. Smith, Austin Carter, Evan O'Bryant, Bettie Land, Emma Williams, Edgar Ross, John Pascocella and John Weigand.

Antoinette Demicoli and her mother are on an extended tour of Italy. Cards have been received from Mary Mabon, who is enjoying a sojourn with her family in Elre.

Mr. and Mrs. Innes Martinez are motoring through the South; Mrs. Blanche Baker is visiting in Utica; Mr. and Mrs. Son Davis are enjoying sunny California; Mary McAllister is upstate; Edward Boyle is in Washington, D. C.; Cora Brown is visiting in the West; Durward White is in the Mid-west, and Henry Conway is vacationing in Madison, Ohio.

Other employees enjoying early fall vacations are: Julia Brown, Mr. and Mrs. Shamus Murphy, Florence Giles, Pauline Albrecht, Mr. and Mrs. John O'Malley, Mary G. Kelly, Mrs. Theresa Confessore, Madge Labonte, Alberta Wilson, Margaret McKinsey and Clara Marley.

The following employees are making good recoveries from illnesses: Mae Tansey, Nora McKinsey, Marion Kinney, Lottie Houston, Minnie Byrd, Tina Rose, Mrs. Margaret Cyrus and Mrs. Tillie Jaffee.

Sincere sympathy to Mrs. Ethel Farrell on the recent death of her brother; to Mr. and Mrs. George Fyfe on the death of Mr. Fyfe's mother, and to James O'Sullivan, whose brother recently died in Ireland. Condolences are also offered to the family of Mabel Hayes who recently passed away. Miss Hayes is a former graduate of the Brooklyn State Hospital School of Nursing.

Laboratories and Research

KARL VETTER, chairman of the social committee, reminds all members of the Laboratory staff of the Health Department steak roast on Wednesday, September 23. The main course will be served at 5 P.M.

Anne Bergen and Pat Tyler, who

resigned from the Laboratory staff last year to accept positions in Texas, are in Albany visiting family and friends. Both are engaged to marry Texans.

Birth announcements: Mr. and Mrs. George Schleicher, a son, Daniel, on August 15; Dr. and Mrs. Victor Tompkins, a daughter, Amy, on August 31.

During this month ballots will be mailed to all CSEA members for the annual election of officers. Please make your selection of candidates and return your ballot quickly. Watch the bulletin board

for previews of the candidates. The success of the Association depends upon the active participation of every member. Be an active member—vote. Remember the name of Ted Wenzel for president, whom the officers of the chapter regard as very capable.

MAINTAINER'S HELPER FAILURES NOTIFIED

Failure notices have been sent out by the NYC Civil Service Commission to 152 candidates in the Maintainer's Helper, Group A, open-competitive examination.

IMPORTANT MESSAGE FOR

Applicants for **CLERK** —Grade 2

ONLY 29% PASSED THE LAST EXAM!

Most persons, particularly older ones who are not called upon daily to use their knowledge of office practice, arithmetic, grammar, vocabulary, City government, taxes and associated subjects, become "rusty" and are seriously handicapped when required to take a written examination.

Attend one of our lectures and observe how all subjects of the examination are thoroughly covered.

Be Our Guest At a Class Session

CLASSES MEET IN MANHATTAN AND JAMAICA:
Manhattan: **TUES. & THURS.** at 1.15, 5.45 or 7.45 P.M.
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3. Earlier appointment and thus quicker promotion.

THE FEE MAY BE PAID IN INSTALLMENTS

NOTE: Applications Must Be Filed By 4 P.M., Thurs., Sept. 24

AIR CONDITIONED CLASSROOMS

PATROLMAN

Applications Will Be Open Nov. 4 to 20

Young men interested in this position should start preparation without delay

BE OUR GUEST AT A CLASS LECTURE

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JAMAICA: TUESDAY at 5:45 OR 7:45 P.M.

No Age Limit For Veterans For Following Exams.!

TRANSIT PATROLMAN

APPLICATIONS WILL OPEN OCTOBER 14th

The salary and other benefits are practically the same as for Patrolman. But Minimum Height IS ONLY 5' 7 1/2", while maximum age is 32 years. N. Y. City Residence is NOT REQUIRED for eligibility.

Class Meets **MONDAY** at 1:15, 5:45 or 7:45 P.M.

APPLICATIONS MUST BE FILED BY SEPT. 24th

For Either of These Positions

CORRECTION OFFICER — MEN

This examination should appeal to men who are still UNDER 35, and with vision not poorer than 20/40.

CORRECTION OFFICER — WOMEN

Women 22 years old but not yet 35, and at least 5' 2" are eligible.

Classes for Both Meet **WED. and FRI.** at 1:15 or 7:30 PM

SPECIAL SPEED DICTATION CLASSES

for Approaching Examinations for Promotion to

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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

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Tuesday, September 22, 1953

Democracy in Action In an Employee Group

THE ANNUAL election of the Civil Service Employees Association is an excellent example of democracy in action.

The nominating committee proposed a slate. Independent nominations are authorized by the constitution and by-laws. The committee did not rest on the assumption that every member of the Association knew that. It publicized and emphasized the right of nomination by petition, in fact, almost seemed to encourage it, if there were any popular ideas on nominees contrary to those held by the committee. Two nominations have been made independently.

For each officer post the committee named at least two candidates, as required by the constitution and by-laws. The Association is now considering a proposed amendment to permit the committee, in the future, to make substitution for a candidate who withdraws, to insure competition for every office.

Roots of Democracy

The committee no doubt realizes, as all must who study the operations of organized groups, that competition for office is a sure sign of members' interest and even enthusiasm, and to a degree portends the future of a group. To vie for office is not only stimulating to the candidates, but creates an added interest among the membership. And if the competition is on a high level, without acrimony, and with one side respecting the other not less, but more, because of the competition, as in the CSEA, then the purposes of democracy are well served. Not only in government itself must the democratic principle be enshrined, but in every walk of life, in every undertaking, and on every occasion. Unless the ingredients of the democratic compound are in our everyday life, we can not have or deserve real democracy. The blessing must stem from the people upward, and can not merely be filtered by the government downward.

Thanks for Thanks, And Pardon Our Blushing!

THE LEADER is deeply grateful to the Police Conference and the Association of Fire Fighters, both statewide groups, for commending us for valuable service and help to public employees. Gratitude is easier to take than to earn. We hope our efforts for public employees have been all that we intended. Perhaps we can best implement our sense of gratitude by resolving to do an even bigger and better job for public employees.

Much remains to be done by and for public employees. They do not have the full freedom of action nor recourse to urgent means enjoyed by employees in private industry, neither ease of approach nor established methods for redress of grievances, nor modern labor relations generally. This lag behind employees of private industry is regrettable, but not beyond remedy.

One of The LEADER's resolves for the future is to fight for the establishment of standard grievance "machinery," which in private industry has proved valuable both to employer and employee.

Limitations

The uniformed forces are in a unique position because they enforce the police power. Here "police" means not only the police force, but other departments engaged in duties involving public safety, like fire, health and sanitation departments. Their agency is even more public than many another, and for that reason they are all the more restricted in their efforts at improvement of pay, hours and working conditions. But they have

Question, Please

AS I WORK in an office in which there is no higher title in my promotion line than the title I occupy, I wonder how I can get promoted through competitive examinations. Also, as I work for one of the counties in NYC, and am paid by the City, could I not get the benefit of promotion opportunities in the NYC government? L.J.C.

Answer — Your only recourse would be through an interdepartmental exam, which could result in your promotion to another department, unless a budget line is created in your own department to which job you could be promoted on passing an exam. As a county employee the exams you take are under the jurisdiction of the State Civil Service Commission, with the local administration is under a County Civil Service Commission. You are ineligible to take a NYC promotion exam as, for civil service purposes, you are a State employee, not a NYC employee, even though NYC pays your salary.

WHAT ARE the minimum and maximum salaries in Grades 1, 2 and 3 of the General Schedule, U. S. Civil Service? P.L.

Answer—Grade 1, \$2,500 to \$2,900; Grade 2, \$2,750 to \$3,150; Grade 3, \$2,950 to \$3,350. There is an overlap between grades, i.e., top of Grade 1 is \$150 higher than (Continued on Page 13)

Comment

BETTER LEGISLATIVE PROCESS URGED

Editor, The LEADER:

I commend The LEADER for its comprehensive editorial in the September 15 issue on the scope of possible new State legislation, and the need of public employees fully and promptly submitting all facts to the Legislators in support of their legislative programs.

Did I note a deliberate understatement, in reference to the hectic scenes that attend the closing days of each session, and the worthy legislation that must necessarily fall by the wayside, in the turmoil? It is certainly true that bills should be more carefully drawn, even if it's too much to expect that all of them can be equally carefully considered by the Legislature.

Another committee might be appointed to recommend a reform of the legislative process.

But the Legislature does a good job, at that, considering what it's up against.

CONRAD WARREN FOLD
Poughkeepsie, N. Y.

LOYALTY TEST ASKED IN MUNICIPALITIES, TOO

Editor, The LEADER:

The two letters from readers published in your August 18 issue, one favoring "strength to resist present-day hysteria" in loyalty tests, the other calling for a stiff policy, give municipalities food for thought.

The writer who signed himself "State Employee" is most generous in advocating forgiveness. I wonder, however, if he is not paying the way for leniency should he himself be called. His excuses make one think.

The other reader, B. C. E., is absolutely correct in his recommendation of rigid investigation. But why stop with State employees? Why not go into the municipalities, where subversives enjoyed the pleasure of surveys and created much unrest, dissension and many, many inequalities.

If there is nothing to hide in these municipalities, hurrah for our side, but if the unrest and dissension are caused by ignoring the merit system, then let us not be too tolerant, too much hush hush, on the whole subject. As a matter of self-protection of the public service, we must all be alert to the absolute need for unquestionable loyalty.

J. C. D.

never been known to be fazed by difficulty, and it is to be hoped that the deserving improvements that they seek will not be much longer delayed.

Certainly employee groups can be assured that The LEADER is behind them to the hilt.

Again, deep thanks!

CIVIL SERVICE

NEWS Letter

ONE OF THE DIFFICULTIES in establishing an objective and popular service rating system is that when a bid is made for suggestions, the plans submitted are at such great variance. It becomes exceedingly difficult—to date, one might say, nearly impossible—to get unanimity.

Not only the Federal Government but State and local governments are facing this difficulty. New York State is extending an experimental plan, and making progress. But, as always, the problem of assuring objectivity, or absence of bias by the rating supervisor, remains one of the most vexing imponderables. For instance, a Congressional subcommittee has found these deviations from prescribed practice: Grade promotions given to otherwise unqualified personnel; the standing of an employee on the retention register raised to protect him from reduction-in-force; some supervisors allow the employee to rate himself, and supervisors use ratings as a punishment or threat.

The National Association of Postal Supervisors says that both employees and supervisors dislike the present U. S. system of performance rating, seek a complete revision, and would rather have none than have the present system.

POST OFFICE CLERKS, carriers, mail handlers and the like, who would be qualified to take the first competitive promotion exams for supervisor in the history of the Post Office Department, are dubious that any such exam will be held. One can understand the reason for the doubt, because of what has gone on in the department in the past, but the exams will be held. First, they will be tried on an experimental basis in one area or just a few cases. The Second Regional Office of the U. S. Civil Service Commission (New York and Northern New Jersey) would be only too glad to be the first guinea pig.

BY THE WAY, present supervisors do not share the doubt at all. They know that the department and the Civil Service Commission have about completed the plan under which exams will be held at (Continued on Page 15)

Statewide Police And Fire Groups Praise LEADER

Editor, The LEADER:

At the 28th annual convention of the POLICE CONFERENCE, representing 40,000 policemen, held in NYC on September 3, 1953, our delegates passed a resolution directing me to extend to you their appreciation for the consideration you extended to policemen during the past year.

We fully appreciate the role of the newspaper in presenting our problems to the public, and in this respect, you have done an excellent job.

If a high standard of police service is to be maintained, and the best interest of our policemen is to be served, it is essential that the people have full knowledge of our endeavors, for we feel confident that they will support any reasonable measure to gain these ends, if they know the facts.

We are grateful for your coverage of our last convention, and particularly the review on the founding of the Conference. The delegates enjoyed your issue on this subject.

I am sure that your local policemen also appreciate your cooperation and I am pleased to have this opportunity to extend my personal thanks to you.

PETER KERESMAN,

Secretary, Police Conference of the State of New York.

The following resolution, introduced for the NYC Uniformed Firemen's Association by James R. King, UFA treasurer, was adopted by the New York State Fire Fighters Association at its annual convention last week at Long Beach:

Whereas, civil service employees of the city and State of New York have found an energetic champion for the betterment of their working and living conditions through the medium of the "Civil Service Leader"; and

Whereas, the Civil Service LEADER has consistently and vigorously espoused the cause of civil service employees generally, and the firemen in particular, since its inception in September, 1939;

Now, Therefore, Be It

Resolved, that in appreciation of those efforts, and the tireless support of the aims of the civil service employees by the publisher and the editorial staff of the Civil Service LEADER, which have contributed so much to the welfare of those employees, the New York State Fire Fighters Association in convention assembled at Long Beach, goes on record as commending the said Civil Service LEADER for its unflinching good will and unselfish services; and, be it

Further Resolved, that a copy of this resolution be inserted in the minutes of this convention, and made a part thereof.

SEPT. 30 DEADLINE FOR VET SENIORITY

Wednesday, September 30 is the last day for veterans in City employment, appointed or promoted before January 1, 1953, to apply for retroactive seniority rights. The deadline is set down in Section 243 of the State Military Law.

YOURS—WITH THE COMPLIMENTS OF THE

CIVIL SERVICE LEADER

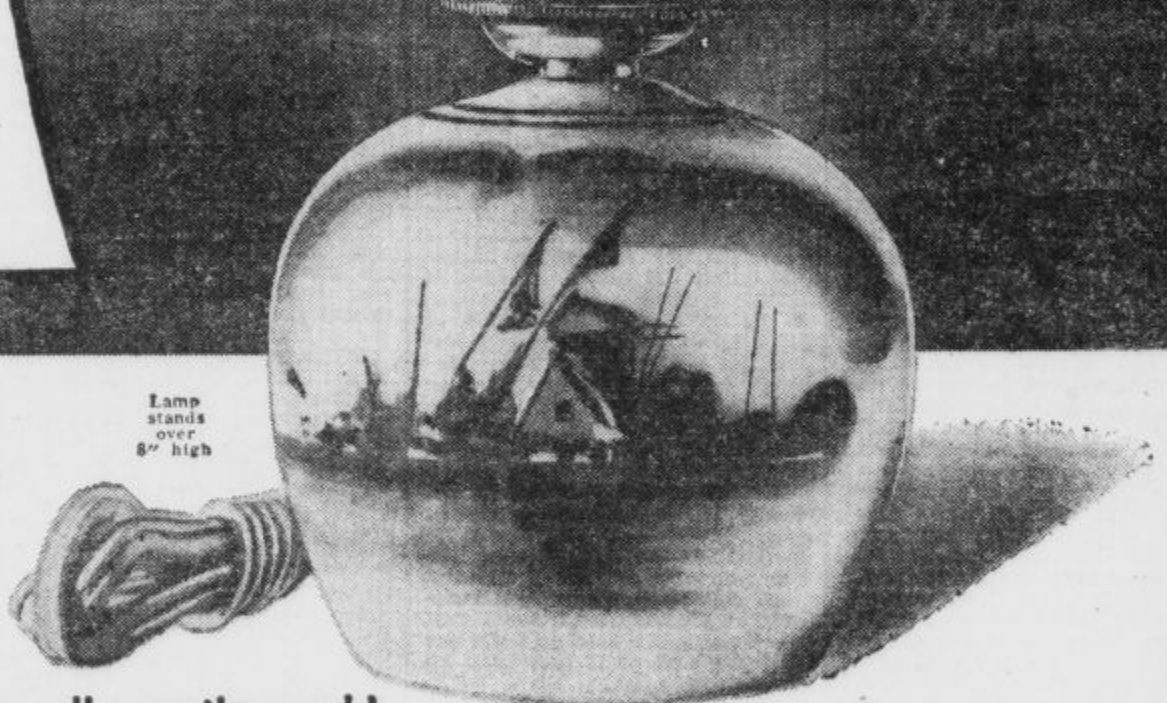
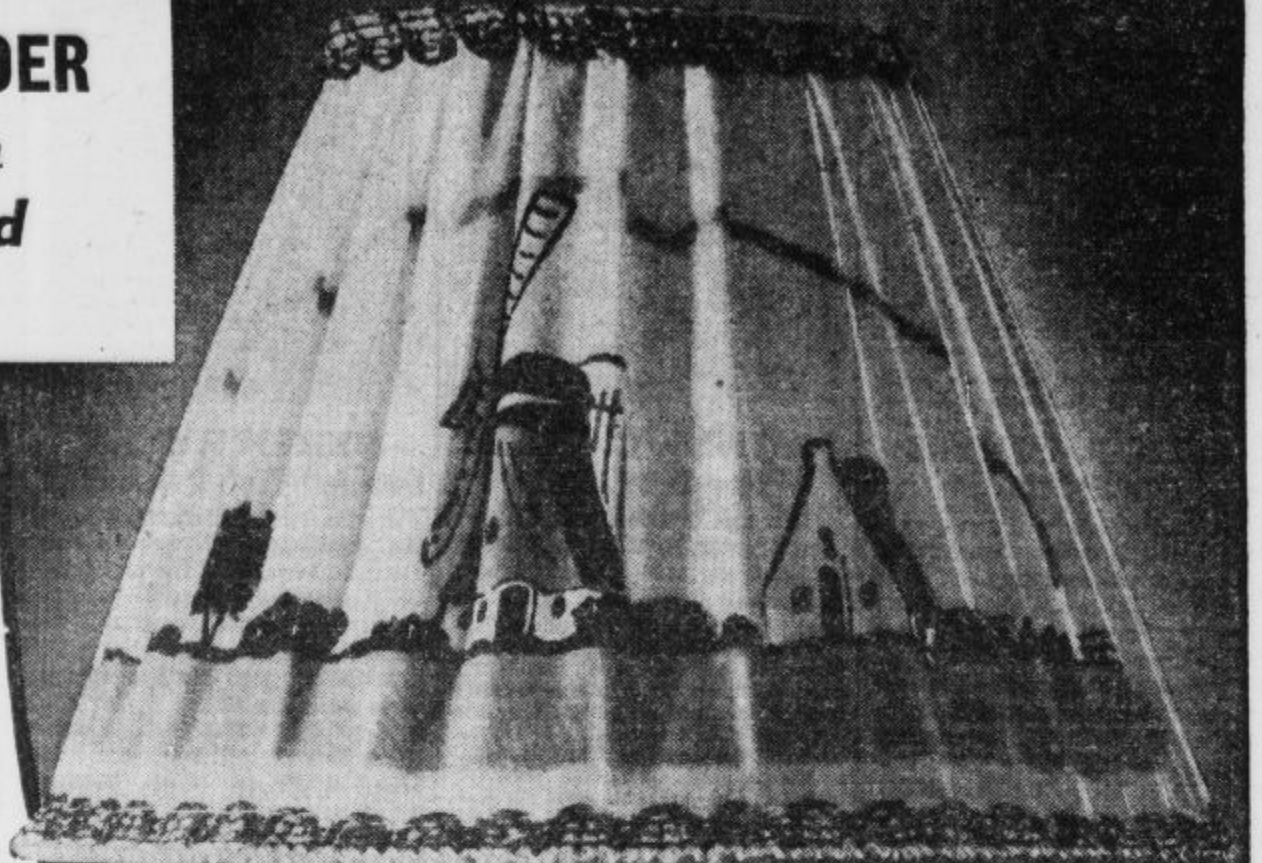
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To introduce you to the thrills and enjoyment of shopping abroad, let us send you this beautiful Dutch Twilight Lamp without charge! Then, as a member of the Around-the-World Shoppers Club, each month you will receive a surprise package sent to you direct from the country of origin — and with it will come a colorful brochure telling all about your gift!

When you actually see the articles you receive for just \$2.00 each, you'll wonder how the Club can offer such tremendous bargains even from abroad! The secret, of

course, is that foreign nations need U. S. dollars to support native industry, and offer the Club unheard-of values in exchange. Members thus benefit and help improve world conditions at the same time.

Join Today by Mailing the Coupon

So — come aboard our magic carpet and let's set out on our shopping trip! You may join on the 3 months plan (3 consecutive shipments for \$6.00), the 6 months plan (6 consecutive shipments for \$11.50) or the 12 months plan (12 consecutive shipments for \$22.00). When your gift packages begin arriving, covered with fascinating stamps from distant lands, you'll be delighted you joined the Club! However, if you become displeased in any way, simply resign membership and your unused payment will be refunded. Furthermore, if you are not delighted with the first selection sent to your home, keep it, as well as the Twilight Lamp and receive a full refund. Mail coupon now while these gift lamps from Holland are being offered without extra charge!



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12 Months..... 22.00

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AROUND-THE-WORLD SHOPPERS CLUB

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Candidates for Officer Posts in CSEA Election



JOHN F. POWERS For President

If the best informed persons are the most outspoken then John F. Powers is an exception.

Since 1925, when he entered State service, he has been a student of all phases of pay, hours and working conditions in the State.

Headed New York City Chapter He was a president of the New York City chapter of the CSEA.

Mr. Powers has contributed much to the advance of the Association and of State employees generally.

He has been a director of the State Employees' Federal Credit Union, in NYC, and has held other important posts.

He was co-chairman of the CSEA labor relations committee, and is chairman of the legislative committee.



DR. THEO. C. WENZL For President

Theodore C. Wenzl was born in Port Chester, N. Y., in 1907. He is a graduate civil engineer from Rensselaer Polytechnic Institute.

Dr. Wenzl advanced through competitive examinations to his present position as chief of the Bureau of Apportionment, State Education Department.

Active in civic affairs, Dr. Wenzl serves on various school committees. He is president of the Delmar Public Library.

Wide Civil Service Activities Some of his principal civil service activities in recent years include: chairman, for two years, of the Capital District Conference.

In his professional work, Dr. Wenzl is an active member in numerous Federal and State organizations and served on the Education Department forms and administrative management committees.

He is a member of the State Teachers Association, and is alternate to the group's house of delegates.

Dr. Wenzl is married and has three children.



JOSEPH F. FEILY For 1st Vice President

Joseph F. Feily, chief clerk in the Department of Taxation and Finance, Division of the Treasury.

Active in civil service affairs since 1938, he helped found the Tax chapter in 1946 and has served as vice president for one and president for two terms.

Mr. Feily's interest in civic affairs is evidenced by his participation in numerous organizations and activities.

He is past president of the Salamanca Rotary Club; former member of the board of directors of the Salamanca District Hospital.

Before entering the Army during World War II, he was secretary to the Rensselaer Defense Council and chairman of the City's Rationing Board.

Mr. Feily received a B.A. degree from Holy Cross College and is currently writing a thesis for an M.A. in public administration from New York University.



NOEL F. McDONALD For 1st Vice President

Noel F. McDonald, candidate for 1st vice president of the Civil Service Employees Association, has worked for the past 18 years for the Allegheny State Park Commission.

Mr. McDonald has taken great interest in Association matters, having been a special representative since 1935; founder of the Southwestern chapter and its president from 1946 to 1951.

He possesses the qualities of leadership, experience and initiative necessary to complete successfully the projects which he undertakes.

Active in Civic Affairs He is past president of the Salamanca Rotary Club.

The annual dinner and meeting which have heretofore been held in September will be held in the spring, as provided by an amendment to the by-laws.

All members are urged to attend this social affair. Tickets are \$2 each, and may be obtained from members of the membership and social committees.

Mr. Feily received a B.A. degree from Holy Cross College and is currently writing a thesis for an M.A. in public administration from New York University.

Western New York Conference of which she is now 2nd vice president and chairman of the State Special Division of Employment committee, CSEA; member of the resolutions committee.

Miss Rosenkranz attended Oberlin and Middlebury Colleges and the University of Buffalo, receiving her Bachelor of Arts degree from the University of Buffalo in 1936.

Among her other activities, Miss Rosenkranz is president of the Buffalo Club of the Business and Professional Women, the New York State Federation of Business and Professional Women.

John J. DeLury, president of Local 831, International Brotherhood of Teamsters, AFL, has urged an early meeting date for the NYC committee to study for City employees.

JOHN P. QUINN For 2nd Vice President

John P. Quinn of Buffalo, employed by the Buffalo Sewer Authority as an assistant civil engineer, has been active in civil service work for more than 25 years.

One of the organizers of the Competitive Civil Service Employees Association, an organization of city employees which grew to 1,200 members, Mr. Quinn was instrumental in bringing this group into the CSEA.

In 1943 Mr. Quinn was elected to the Legislature from the 4th Assembly District of Erie County. During his four years in the Legislature he served as a member of its civil service committee.

Mr. Quinn's photograph was not received by press time, but will be run as early as possible.



J. ALLYN STEARNS For 2nd Vice President

John Allyn Stearns is now 3rd vice president of the Civil Service Employees Association and was previously 4th vice president.

Mr. Stearns is supervisor of tolls and assistant right-of-way engineer for the Westchester County Park Commission.

He began his career as civil engineering draftsman and computer, ran field surveys and was toll coordinator.

Mr. Stearns is executive secretary of the American Bridge, Tunnel and Turnpike Association.

Mr. Soper is past president of the State Special Division of Employment committee, CSEA.

Mr. Soper entered State employment in 1932 at Newark State School as an attendant.

Mr. Soper attended Newark State School as an attendant, was promoted to special attendant in 1933, to occupational therapist in 1940 and to provisional senior occupational therapist in 1943.

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VERNON A. TAPPER For 2nd Vice President

Vernon A. Tapper was born in Syracuse and was graduated from North High School and Central City Business School.

He was an organizer and first president of the Onondaga chapter, CSEA, and after serving three terms as president became chapter representative.

He is currently chairman of the charter committee, co-chairman of the membership committee.

He has spent most of his free time, including a good share of his vacation each year, on Association business.

He is very active in Boy Scout work, having been in scouting for the last 41 years.

Enrollment in the general insurance course conducted by Browne's Business School will continue until October 15.

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HELEN B. MUSTO For 4th Vice President

Helen B. Musto has been nominated for 4th vice president of the Civil Service Employees Association.

Miss Musto served as president of the Cornell State College chapter from 1947 to 1950.

On Board of Directors During the past year Miss Musto has been a member of the board of directors of the statewide Association.

Enrollment in the general insurance course conducted by Browne's Business School will continue until October 15.

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JOHN D. O'BRIEN For 4th Vice President

John D. O'Brien was born and has lived at Amenia, Dutchess County all his life.

Previous to entering State service, Mr. O'Brien was managing editor of the Harlem Valley Times, a weekly publication at Amenia.

Mr. O'Brien is past Master of Amenia, Orange, 698, a former treasurer of Amenia Fire Company.

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DR. D. M. SCHNEIDER For 4th Vice President

Dr. David M. Schneider has been concerned with the welfare of labor for more than a quarter century.

During his 23 years in State service, he has devoted much of his personal time to building and improving the civil service movement in the State.

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Employee Activities St. Lawrence

WELTHIA B. KIP, president of the St. Lawrence chapter, County Division, CSEA, has announced a membership dinner at the Grand View Restaurant, Ogdensburg.

All members are urged to attend this social affair. Tickets are \$2 each, and may be obtained from members of the membership and social committees.

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CELESTE ROSENKRANZ For 5th Vice President

Celeste Rosenkranz, a native Buffalonian, is employed as an employment interviewer in the Division of Employment.

FAST ACTION ON PENSIONS IS SOUGHT BY DeLURY

John J. DeLury, president of Local 831, International Brotherhood of Teamsters, AFL, has urged an early meeting date for the NYC committee to study for City employees.

A WORD ABOUT THE BIOGRAPHIES

Herewith are short biographical sketches and photographs of candidates for 1953-54 office in the Civil Service Employees Association.

The biographical sketches were prepared by candidates or their co-workers, and are run here as received. Next week The LEADER will carry material about candidates for representatives on the State executive committee of the Association.

Ballots are going out to all CSEA members this week, and the results of the election will be announced at the Association annual meeting in October.

The photographs and biographical sketches are printed in alphabetic order for each office, the way they appear on the ballot.

1933, and they are the parents of a daughter and three sons.

He attended the public schools in Newark and was graduated from the University of Notre Dame in 1930.

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Assn. Gives Helps on Insurance

ALBANY, Sept. 14 — If you go off the payroll for any reason, write to the Civil Service Employees Association, 8 Elk Street, Albany, New York, concerning your accident sickness insurance or group life insurance.

Pay your premiums for group life insurance, while you are off the State or local government payroll, direct to the Association, and for accident-sickness insurance, to Ter Bush and Powell, Inc., 148 Clinton Street, Schenectady, N. Y.

Excelsior Lodge of B'nai B'rith, composed exclusively of State employees, conducted its first meeting of the fall on Thursday, September 17, at Rappaport's Restaurant, Second Avenue, between Fifth and Sixth Streets, NYC, at 7:30 P.M.

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More biographies on Page 16

EXCELSIOR B'NAI BRITH LODGE TO HOLD PICNIC

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MILDRED M. LAUDER For 5th Vice President

Mildred M. Lauder, associate statistician in the Division of Employment, has been engaged in the compilation of employment statistics for the State Department of

State Exams Now Open

The following are among the state exams now open to the public:

8160. JUNIOR GRAPHIC STATISTICIAN. \$3,571 to \$4,372. One vacancy in the Dept. of Commerce

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK
ANTONIO OTERO, Plaintiff, against MALINA OTERO, Defendant. Action to annul a marriage. Summons.

To the above named defendant:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within twenty days after the service of this summons, exclusive of the date of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

DATED: New York, N. Y. April 1, 1953.
MARC HERMELIN,
Attorney for Plaintiff.
Office & Post Office Address, 128 East 65th Street, Borough of Manhattan, New York 21, N. Y.

To MALINA OTERO:
The foregoing Summons is served upon you by publication pursuant to an order of Hon. S. SAMUEL DI FALCO, a Justice of the Supreme Court of the State of New York, dated August 24, 1953, and filed with the complaint in the Office of the Clerk of the County of New York, at the County Court House, No. 60 Centre Street, Borough of Manhattan, City, County and State of New York.
DATED: August 24, 1953.
MARC HERMELIN,
Attorney for Plaintiff.

at Albany. Requirements: (1) College graduation; AND (2) either (a) one year of professional statistical experience including graphic and/or cartographic representation of statistical data, or (b) an undergraduate major in economics, statistics or related fields, including or supplemented by a course in drafting or the

graphic presentation of statistics, or (c) a satisfactory equivalent. Fee \$3. (Friday, October 16).

8159. JUNIOR HEATING AND VENTILATING ENGINEER. \$4,033 to \$4,889. Four vacancies in the Dept. of Public Works at Albany. Requirements: (1) high school graduation or equivalency diploma; AND (2) either (a) a bachelor's degree in mechanical engineering plus one year of experience assisting in the design of heating and ventilating systems, or (b) a master's degree in mechanical engineering, or (c) one year of above experience plus 4 years of experience assisting in mechanical engineering work, or (d) a satisfactory equivalent. Fee \$3. (Friday, October 16).

8158. ASSISTANT HEATING AND VENTILATING ENGINEER. \$4,964 to \$6,088. Five vacancies in the Dept. of Public Works at Albany. Requirements: same as those for No. 8159. Junior Heating and Ventilating Engineer, PLUS 2 more years of satisfactory experience, including at least one year of professional engineering experience in the design of heating and ventilating systems. Fee \$4. (Friday, October 16).

8153. ASSISTANT DIRECTOR FOR HOSPITAL CONSTRUCTION. \$6,801 to \$8,231. One vacancy in the Joint Hospital Survey and Planning Commission in Albany. Requirements: (1) 3 years of experience in a supervisory or administrative capacity in fiscal management of a planning and construction program or a governmental activity concerned therewith; AND (2) either (a) 7 years of progressively responsible administrative accounting or auditing experience and high school graduation or equivalency diploma, or (b) 4 years of such experience and college graduation, or (c) a satisfactory equivalent. Fee \$5. (Friday, October 16).

8154. EXAMINER OF MUNICIPAL AFFAIRS.

8155. ASSISTANT ACCOUNTANT.

8156. ASSISTANT ACCOUNTANT (PUBLIC SERVICE). Salary: \$4,053 to \$4,889. Present vacancies:

8154, several in Upstate areas. No probability of appointments in New York City area.
8155, two in Albany, in Dept. of Social Welfare and Dept. of State.
8156, one in Dept. of Public Service at Buffalo, four at Albany and one at NYC.

General Requirements: (1) one year of accounting or auditing experience involving maintenance or audit of general books of a business (or public utility for 8156) and preparation or audit of balance sheets and profit and loss statements or corporate or business income tax returns; AND (2) either (a) 3 more years of accounting or auditing experience including one year of specialized experience appropriate to title as specified under (1), or (b) college graduation and one more year of the appropriate specialized experience, or (c) college graduation including or supplemented by 24 credit hours in accounting, or (d) a satisfactory equivalent.

*Alternate requirements: 8154, either (a) one year of governmental accounting or auditing experience in preparation of budgets or maintenance or audit of general books of account or (b) one year of experience in teaching accounting, will also qualify under (1).
8155, One year of governmental accounting or auditing experience in preparation of budgets or maintenance or audit of general books of account will also qualify under (1). Fee, \$3.
NOTE: The list resulting from No. 8155 will also be used for filling MILK ACCOUNTS EXAMINER positions. There are vacancies for Milk Accounts Examiner in Albany, Buffalo and Rochester. Qualified candidates may compete in more than one of these examinations. A separate application and fee must be filed for each. (Friday, October 16).

EXTRA-MONEY OPPORTUNITY
Philip's Neckwear is offering men and women the opportunity to earn extra money in their spare time by selling top-quality ties direct from the manufacturer. Write to Philip's neckwear, 20 West 22nd Street, Dept. 288, New York 10, N. Y. for free catalog.

Have you been reading the LEADER's interesting new column, Civil Service Newsletter? You'll find it on page 6. Make it MUST reading every week.

HOUSING OFFICER

New York City Housing Authority

To patrol Public Housing Projects—3,400 per annum, increases to \$4,200—must be U. S. citizen, New York State resident, 5 ft. 6 in., age 20 to 35. Promotion opportunities after permanent Civil Service appointment. Written, physical and medical examination will be held on Oct. 17, 1953.

If you qualify and are interested in provisional appointment as Housing Officer, send in coupon below.

N.Y.C. HOUSING AUTHORITY
63 PARK ROW, N.Y.C.
Please send application and information about Housing Officer position to me.

NAME

ADDRESS

CITY

HATTIE SNOW HALF SIZE UNIFORMS

FOR
**N. Y. S. HOSPITAL
ATTENDANTS
DINING ROOM
SEWING ROOM
HOUSEKEEPERS**

SIZES 12½ thru 24½

If your dealer does not stock, write to:

RANGLES MFG. CO.
Dept. H.5, Ogdensburg, N.Y.



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

ANCHOR RADIO CORP.
ONE GREENWICH ST.
1 Cor. Battery Place, N. Y.
TEL. Whitehall 3-4280
Lobby Entrance — One 8 way Bldg.
(OPPOSITE CUSTOM HOUSE)

READER'S SERVICE GUIDE

Mr. Fixit

PANTS OR SKIRTS
To match your jackets, 300,000 patterns Lawson Tailoring & Weaving Co., 105 Fulton St., corner Broadway N.Y.C. 41 Eight apt. WOR 2-2517-8

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For Civil Service Exams
We do Deliver to the Examination Rooms
All Makes — Easy Terms
ADDING MACHINES MINOGRAPHES
INTERNATIONAL TYPEWRITER CO.
240 E. 86th St. RE 4-1200
N. Y. C. Open 10:30 a.m.

Household Necessities

FURNITURE - RUGS
AT PRICES YOU CAN AFFORD
Furniture, appliances, gifts, clothing, etc. (at real savings) Municipal Employees Service, Room 428, 15 Park Row, CO 7-5390

Rate high on your next Civil Service Test. Get a Study Book at The Leader Book Store, 97 Duane Street, New York 7 N. Y.

Pass High to
Get the Job
Get

CLERK-GRADE 2 Study Book \$2.50

at
Leader Book Store
97 Duane Street • N. Y. C. 7

Noel McDonald Sees Hardship For Employees

ATTICA, Sept. 21 — Noel McDonald, of Allegany State Park, called upon the State administration to abandon "its attitude of truculence" in the pay question. Mr. McDonald, speaking before the Western Conference on Saturday, September 19, cited instances of real hardship which he said State employees feel as the result of the squeeze between status pay and higher cost-of-living. Mr. McDonald, a member of the CSEA Board of Directors, said that as he interprets the present mood of employees, nothing less than a substantial pay raise will satisfy them. Mr. McDonald spoke at a meeting of the Western Conference on Saturday.

LONG ISLAND

RICHMOND HILL VICINITY — \$11,250
4 bedrooms, this beautiful large home, with 7 sun filled rooms on an oversized plot. Oil heat, garage, and many extras is being sacrificed. Will you be the lucky one? Hurry and bring deposit.

BAISLEY PARK \$9,990
A price that can't be beat a home to be proud of. Here you have an immaculate 5 1/2 room house on a huge 60x100. Garden of Eden plot in a private and exclusive section of Baisley Park. To appreciate value and location you must see this house, with its stunning value. Reasonable terms.

A large selection of other choice homes in all price ranges
OPEN 7 DAYS A WEEK
Mortgage and Terms Arranged
DIPPEL
115 - 43 Sutphin Blvd.
OLympic 9-8561

FOR THE BEST BUYS IN QUEENS
ST. ALBANS \$12,500 ea.
LIVE RENT FREE
2 — 2 Family Homes

Featuring 16 large rooms, 4 modern colored tile baths, 4 modern kitchens, center hall entrance, oil heat, garage, large plot. Good for 2 GI's or 2 related families. A better buy you'll never find. Small cash.

S. OZONE PK. \$10,800
1 family, detached, 6 1/2 large rooms, modern tile bath, parquet floors, oil heat, garage, other features. Small cash.

ST. ALBANS \$11,990
1 family, detached, 6 rooms and sun porch, modern tile bath, oil—steam, garage, Venetian blinds, storm windows and screens. Other features. Small cash.

HILLSIDE GARDENS \$13,900
Live Rent Free plus a good income. 2 family brick, semi-detached 1-5, 1-4. Plus 4 finished rooms in basement. 1 apartment rents for \$160 per month. Act pickly. Small cash.

MALCOLM BROKERAGE
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Jamaica 5, N. Y.
RE. 9-0645 — JA. 9-2254

BAISLEY PARK \$11,500
ALL NEW HOME
Completely detached with private driveway on 40x100 double plot these fine new homes with 2 bedrooms, large living room, scientific kitchen, modern tile bath, steam by oil and only 39 minutes from NY. Subway and bus to door.
Low Down Payment—TERMS
Call owner at
VI 3-4387
OR
Wm. M. Jackson, agt
AU 3-9649

For that extra help you need to rank high on the list get a special study book and prepare for the examination you plan to take. Duane St., NYC.

REAL ESTATE BROOKLYN

FOR SALE EVERYONE A GOOD INVESTMENT

DEAN ST. NR. NEVINS ST.
3 story & basement, brownstone legal rooming house—12 rooms, all vacant. Price \$13,750. Cash \$2,750.

ADELPHI ST. NR. PARK AVE.
3 story brick and shingle, 10 rooms, 2 baths, steam, oil. All vacant. Price \$11,750. Cash \$1,500.

UNION ST., NR. NOSTRAND AVE.
1 family limestone, 4 bedrooms, 1 1/2 baths, gas heat, parquet floors. All vacant. Price \$16,000. Cash \$4,000.

L. A. BEST
Glenmore 5-0575
36 Ralph Ave. (near Gates Ave.), Brooklyn

HOME BUYERS

Your family deserves the best. Investigate these exceptional buys.

DECATUR ST. (Stuyvesant)
3 story brick, 14 rooms, 2 baths. Parquet. Oil. Possession. Price \$14,000.
(UOJSJUM) 'LS TIOHVO
1 family, 4 bedrooms, Parquet. Oil. Vacant. Terms arranged.

STERLING PL. (Troy)
2 family brick, 11 rooms. Parquet. Oil. Excellent condition. Vacant. Cash \$3,000.

QUINCY ST. Two family,
vacant. Newly decorated, new fixtures. Price \$10,500.

UNION ST. (Troy) 8 Family,
brick, good income—Call for price and terms.

Many SPECIALS available to GI's. DON'T WAIT. ACT TO DAY

CUMMINS REALTY
19 MacDougal St. Brooklyn
PR. 4-6611
Open Sundays 11 to 4

ALL GOOD BUYS INVESTIGATE — COMPARE

CROWN HEIGHTS
3 family, brownstone, oil, parquet floors near Underhill Ave. \$3,500 down.

CROWN HEIGHTS
2 family, newly decorated, parquet throughout, modern baths, patio, terms arranged.

DECATUR ST. (Nr. Ralph)
2 story and basement, oil burner, brownstone, all vacant, \$12,000. Small cash.

MACON ST. (Nr. Patchen)
2 story and basement, 2 baths, brick, semi detached. Immediate occupancy, \$12,500.

Many more select homes to choose from

L. HOWARD MYRICK
350 REID AVENUE
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NOW RENTING, BEAUTIFULLY FURNISHED ONE AND TWO ROOM APARTMENTS, KITCHENETTES, BATH ROOMS, GAS, ELECTRICITY, ELEVATOR, YEARLY, MONTHLY, WEEKLY, ADULTS ONLY. SEEN 9 TO 5. KISMET ARMS HOTEL APTS. 57 HERKIMER ST., BROOKLYN, BETWEEN BEDFORD AND NOSTRAND AVE.

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BUY YOUR HOME!
Consult me and I will show you how. Only a small deposit will start you.
Halsey St. — 2 family
President St. — 1 family
UNION ST. — 1 family. Good buy — Small cash.
KENT AVE. — 3 story, basement, new oil burner. Vacant. Small cash.
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ST. JOHN'S PL. — 1 family, steam heat, oil burner, improved.

Many Other Good Buys
All Improvements
RUFUS MURRAY
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IF YOU HAVE A HOUSE FOR SALE OR RENT CALL BE 3-6010



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LONG ISLAND

FURNISHED APTS. MANHATTAN
137th ST, 303 WEST
 New 2 Room
KITCHENETTE APARTMENT
 Beautifully Furnished and
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 Free Laundromat
 On Premises
REFERENCES REQUIRED
 See Mr. Hiss, 305 W. 137th

SOUTH OZONE PARK \$8,400
NEW OIL UNIT
 Detached 5 room home, 1 car garage, nice condition, located on safe street, for the kiddies, located near everything. Item No. 514.
CASH GI \$290
 On our Exclusive Lay Away Plan

JAMAICA PARK \$9,700
CORNER STUCCO
 Here is a truly fine 6 room home, 3 large bedrooms, tile bath, large living room, full dining room, step-saver-kitchen, parquet-floor-throughout, oil steam-heat, 1 car garage, overhead aluminum door, Venetian blinds, screens-storm windows, located in a countrified area. Item No. 543.
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From Queen's Well Known Realtor
THE HOUSE OF HEYDORN

JAMAICA
 Detached corner plot 40 x 100. 6 large rooms, enclosed sun-porch, parquet floors throughout, tiled bath, steam heat, fully excavated basement, detached new cement and cinder block garage. Cash \$1,000. G.I. mortgage \$9,500.
Price \$10,500

SOUTH OZONE PARK
 2-story solid brick, 1 family dwelling, 7 large rooms, bedrooms, parquet floors throughout, modern tile bath, steam heat, oil burner, 1 car brick garage. Cash for veteran \$1,000.
Price \$10,000

SOUTH OZONE PARK
 New detached brick veneer 2 family dwelling, 2 large 4 1/2 room apartments, 2 modern colored tiled baths, 2 new table-top gas ranges, formica-top kitchen cabinets, select oak floors throughout, venetian blinds, screens and storm windows, large full basement, steam heat, oil burner, fully insulated, near schools, churches, shopping and transportation. Corner plot 50x100. Cash \$6,490. Mortgage \$14,000. Terms arranged. Price.
Price \$20,490

SOUTH OZONE PARK
 New detached bungalows, brick and frame, 5 large sun-filled rooms, full poured concrete basement, Hollywood colored tile bath, steam heat, oil burner, oak floors throughout. Ample closets, knotty pine kitchen cabinet, formica top, venetian blinds, landscaping and shrubbery. Cash for veterans \$690. Civilian reasonable down payment.
Price \$11,990 up

UNIONDALE
 Near Hempstead
 Detached 1 family brick and frame bungalow, 4 large sun-filled rooms, hardwood floors, modern colored tiled bath, steam heat, oil burner, complete combination screens, storm windows and doors, in excellent physical condition. A real desirable home for small family, built 3 years ago. Cash for veteran \$990.00.
Reduced Price \$10,990

IMMEDIATE POSSESSION OF ABOVE HOMES MORTGAGES ARRANGED
 For These and Other Good Buys
 You Can Call With Confidence

HUGO R. HEYDORN

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Office Hours: 9 AM-7 PM Mon. to Sat.—Sun. 12 Noon to 6 PM

HARKEN YE!

Moderate
Price Homes

COMPARE

SO. OZONE PARK \$1,500 DOWN

Time to get your home for the winter. 6 large rooms of stucco in an exceptional neighborhood and within easy reach of transportation with 2 1/2 baths and finished basement. Every modern improvement on lovely plot, oil heat, gleaming hardwood floors, garage, loads of extras, a good buy, a lovely home.
Price \$11,500

GOOD NEWS!

ST. ALBANS \$2,000 DOWN

Two family. Now you can own a real money maker to help defray running expenses. On a large plot, 9 large rooms of beautiful stucco with 2 baths, 2 kitchens, 2 garages, finished basement, oil heat, in excellent condition. Nice neighborhood, with loads of extras. Hurry, this will not last. Bring deposit. We will arrange the terms.
\$11,200

TWICE THE VALUE

SPRINGFIELD GARDENS

Here is a lovely 2 family house that will help you defray your expenses. Situated in a nice neighborhood you can own this home for a fraction of its cost. One four and a three room apt. that you can easily rent for \$65 or \$75 monthly. With modern and up to date settings. This sacrifice is due to owner's return. Huge plot 40 x 135 with loads of extras.
\$11,000

Arthur Watts, Jr.

112-52 175 Place, St. Albans
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9 AM to 7 PM—Sun. 11 to 6 PM

2 FINE HOMES

SOUTH OZONE PK. \$12,500

Detached 1 family dwelling in excellent condition on lovely residential street of 6 1/2 large rooms and Hollywood tile bath, modern kitchen, 3 large bedrooms, steam heat by oil and garage, plenty of closet space, solid brick foundation—a real residence—owner must sacrifice—very reasonable down payment and terms. All extras included.

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Seven large rooms, 1 1/2 tile baths, oversized plot 40x100. Three large bedrooms, dining room, large modern kitchen, finished basement, modern brick and shingle, automatic oil heat, one car garage, loads of closets and many extras. A sacrifice sale with every luxury. Bring deposit — liberal terms. We have many homes in the luxury class from \$15,000 to \$35,000

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ST ALBANS: 6 1/2 rooms, corner property, large living room, wood-burning fireplace, private rear dining porch, plot 47x157x125, 2 car garage, beautifully landscaped. **\$13,650**
Price

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DO YOU DRIVE YOUR CAR AFTER DARK? Do you know that 4 out of 5 fatal smash-ups are caused at night... to SAFE, careful drivers who are trapped, blinded... and killed by the headlights of another man's car?

Here is the first full story of how you can completely avoid that blinding headlight glare... avoid those night driving accidents... how you can actually drive at night with almost full daylight safety!

How many times this month have you been completely blinded by the headlights of another car? How many times have you been blinded when you were driving 30-40-50-miles an hour... when you were in the middle of a dangerous intersection... when you were turning a sharp curve or corner? Yes, how many times this month have you been forced to trust your life—and the lives of your family—to a driver who doesn't even have the sense to dim his headlights?

These Accidents Can Be Avoided

Do you know that now you can avoid all these risks? Do you know that during the last five years over 70,000 drivers have found a new way to protect themselves against this headlight blindness? That these drivers have tested and proved an optical instrument that actually makes the brightest headlights as easy to take as dim light? Here is that amazing story:

Five years ago, three of the country's top optical experts decided to tackle this problem of headlight glare. They immediately discovered that all of the common remedies were either useless or actually dangerous. These experts discovered that there was only one sure way to protect yourself against this blinding night glare—a piece of optically colored glass worn by you, yourself—that filters out the glare from these headlights in exactly the same way that a pair of sunglasses filters out the glare of the sun.

These experts discovered that scientists had developed such a glass—that many of the leading automobile manufacturers, such as Buick, Cadillac, Oldsmobile, Lincoln and Chrysler—were equipping their special deluxe models with special glare-resistant windshields. However, the cost of this glass on these special cars was necessarily \$20-\$50.

To avoid these costs these experts took this special glare-resistant glass and built it into a pair of Night Driving Glasses that could be worn by any driver. Since they eliminated all rays of glare, the experts called them RAYEX Night Driving Glasses. Here are some of the amazing results they discovered when they tested them.

This Is How Night Driving Should Be

1. WITH THESE RAYEX Night Driving GLASSES, you can look directly into the brightest headlights. You will see the headlights as pale amber discs—but you will

not see the glare. You could pass an entire line of fifty cars, and not even squint.

2. WITH THESE RAYEX Night Driving GLASSES your eyes will be protected against any intrusion of glare. They will not have to adjust themselves to constant flashes of light. You will actually be able to see better... clearer... and farther with them on than you could see without them. You will see dark objects more quickly. You will react more quickly to the pedestrian who darts out of a side street... to the dark bumps in the road that ruin your tires.

3. SINCE THESE RAYEX Night Driving GLASSES PROTECT YOUR EYES AGAINST STRAIN, you will not suffer from dangerous night driving headaches. You will be able to drive as much as 400 miles in a single night without feeling the slightest strain. You will not be tired after short rides. And, above all, tired, strained eyes will not cause you to fall asleep at the wheel. You may make even the longest trips with absolute confidence. ORDER TODAY! Use coupon below!

Proven By Over 70,000 Drivers

Before these glasses were advertised in this paper, they were distributed to over 70,000 drivers... volunteers who tested them under every possible sort of night driving condition. Here are the actual reactions of these drivers—their own, unsolicited experiences with these glasses. Perhaps they will help solve your night driving problems.

DO YOU EVER DRIVE ON THE OPEN HIGHWAY?
"On my trip to Denver last week, I must have passed at least 50 cars. Not one dimmed down his lights. If I hadn't had your glasses, I would have had to pull over to the shoulder, and wait till they passed by. As it was, I didn't even squint."—Mr. F. M. F., Bremerton, Wash.

DO CHILDREN RIDE IN YOUR CAR?
"I drive my little girl home from a country school during the twilight hours. I was always afraid—either of the blinding lights from the other cars at that hour—or of hitting one of the other little girls in the street. Now, thank God, I know I can see them. I wouldn't take \$100 for these glasses."—Mrs. L. G. Forest Hills, New York.

DO YOU GET NIGHT-DRIVING SLEEPINESS?
"Drove 112 miles after midnight without the slightest strain. Never felt so relaxed and confident in my life. Thanks."—Mr. D. F., San Antonio, Texas.

DO YOU HAVE WEAK EYES?
"My husband has a cataract on his left eye and could never enjoy driving before."

PROVE IT YOURSELF! MAKE THIS CONVINCING "LIGHT-BULB" TEST

When your RAYEX NIGHT GLASSES arrive put them on. Look directly into the strongest electric light in your home. You see the light... the glare is gone! Then test them again in your car. Look at street lights, headlights, under every sort of difficult night driving condition. If they do not do



GONE FOREVER! Blinding Headlight Glare—the number one cause of traffic accidents in New York today! Read this amazing story of how science conquered this "one unpreventable" accident!

He thinks your glasses are wonderful—says they're also good for protection against the sun."—Mrs. L. E., Ellsworth, North Dakota. (NOTE: We do not recommend the use of these glasses as sun glasses. They are as different as night and day. They have only one purpose—to protect you after dark.)

And here is the one fact that all of these drivers agreed upon... this is the way they would affect your night driving.

The very first moment you put on RAYEX Night Driving Glasses you enter into an entirely new world of night driving. There is no more blinding glare. Instead, the headlights of every car... every street light... every window you pass, are a soft amber yellow.

You'll notice immediately, that you are more relaxed... more confident about your driving, because you can actually see better and farther. Test these glasses against the first two or three cars you pass. Prove to yourself that you can see their lights... but there is no blinding glare. After that you will be able to totally disregard the headlights of any car coming toward you on the highway. You will be able to sit back and relax—enjoy your night driving as much as you do in the day.

Mr. Car Owner Study These Pictures

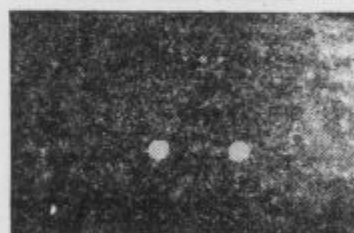
See if You Can Spot the HIDDEN ACCIDENT in Each of Them... Before It Could Happen to You!

WHAT YOU SEE WITHOUT PROTECTION FOR YOUR EYES



Blinding headlights completely blind you... set you up for an accident.

WHAT YOU WOULD SEE WITH RAYEX NIGHT GLASSES



RAYEX eliminates blinding glare... you see lights only as pale amber discs.



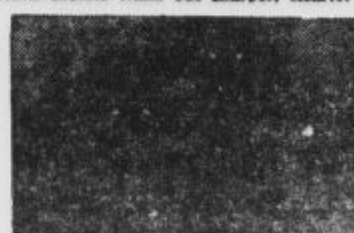
Can you see the pedestrians stepping out of the grey shadows of this dark street?



RAYEX cuts out grey shadows... makes black objects stand out sharper, clearer.



For... snow... street... all hide enormous cars... till they're right on top of you.



With RAYEX you see through for glare with almost perfect daylight vision.

Eliminate Blinding HEADLIGHT GLARE! See What You Have to See After Dark! Do it with RAYEX Night Driving Glasses! Use Coupons to Order them today!

NOW! A Special Offer To Readers Of The CIVIL SERVICE LEADER

By special arrangement—with the manufacturer, the Civil Service LEADER can now make available to its readers a set of Rayex Glasses for the approximately-wholesale price of \$2.00 a pair. If you are not a subscriber, your remittance must be accompanied by two coupons, each from a different issue of The LEADER. If you are already a subscriber, just enclose your name-and-address sticker from your copy of any issue of The LEADER. (If you want to become a subscriber, look for the coupon on page 14.) These Rayex Glasses have recently been advertised at a substantially higher price. Act today! Send the guarantee now!

RAYEX COUPON
SEPT. 22, 1953

ACT TODAY! SEND THIS GUARANTEE COUPON NOW
BOX 333, CIVIL SERVICE LEADER, 97 Duane St., New York 7, N. Y.
Please send me _____ pairs of RAYEX night glasses at \$2.00 a pair, plus 10 cents per pair for postage. () I enclose two coupons, each from a different issue of The LEADER. () I am a subscriber, and enclose the name-and-address sticker from my copy of The LEADER. Please add 3% for NYC sales tax if your address is NYC.
The type of glasses I want is MEN'S REGULAR () WOMEN'S REGULAR () MEN'S CLIP-ON () WOMEN'S CLIP-ON () (for those who wear glasses). Also send me Absolutely FREE a handsome simulated alligator carrying case, mine to keep FREE whether or not I keep the RAYEX Night Driving Glasses. I understand that I am to try these glasses at your risk for one full week. I understand that these glasses must:
1) Eliminate blinding headlight glare.
2) Actually help me see better... farther... clearer after dark.
3) Eliminate night driving headaches and sleepiness caused by blinding glare.
If these glasses do not accomplish all three of these claims... if I am not thoroughly delighted then I may return them, and will receive my full purchase price.
NAME _____
ADDRESS _____
CITY _____ ZONE _____ STATE _____

Question, Please

(Continued from Page 6)
the bottom of Grade 2, and the top of Grade 2 is \$200 higher than the bottom of Grade 3.

WHAT IS MEANT by "objectivity" in weighing answers in a civil service exam? J.J.O.R.

Answer—Objectivity means a reliable standard of judgment of the correctness or incorrectness of the answer. The test for objectivity is that qualified persons of equal intellectual, educational and experience standing would arrive at substantially the same judgment.

WHEN an oral exam is held, isn't it possible for the examiner to render judgments based on his personal opinion? C. K.

Answer—Yes. That is also true of any other form of exam, in more or less degree. An oral exam can serve purposes which no other type of test can equal, for instance, in regard to manner, appearance, pronunciation, and the like, important in tests for jobs in which the appointee has to deal directly with the public, or with groups.

DOES ONE'S conditional admission to an exam signify that the Civil Service Commission has decided he meets the minimum experience and training requirements? C.E.P.

Answer—No. It means that, though there may be some doubt about meeting the requirements, the candidate is not excluded from taking the exam, so that if he proves he meets the requirements, his paper is rated. If the experience interview, held after the written or other parts of the examination, discloses that the candidate lacks the requisite experience or education, he may be disqualified or given less than a passing rating for experience.

WHAT IS the critical date for meeting minimum requirements in a NYC exam? C.E.

Answer—Applicants must possess the minimum requirements on or before the last date for the receipt of applications. No supplementary statements of any kind will be accepted from applicants after the last date for the receipt of applications, except as herein-after provided. Whenever experience in an examination is a qualifying test only, candidates who do not on the basis of the statements made meet the minimum requirements will be afforded an opportunity to supplement their experi-

ence applications. The submission of supplementary experience statements must be made in person within a period of ten days following the date upon which the Commission transmitted the notice of failure to meet the minimum requirements of an examination to the candidate. Any correction of the eligible list based upon the acceptance of such supplementary experience statement shall be made without prejudice to the status of any person previously appointed as a result of the examination. To be satisfactory, the experience prescribed, in addition to covering the period fixed hereinafter, must also be of such a nature and quality as to warrant the inference that the candidate is fit to perform the duties of the position. The initial experience rating, therefore, is not necessarily final. If investigation or inquiry discloses that the candidate's experience is not of the nature or quality desired, then he may be either rerated or failed in experience. Mere admission to the examination in any test thereof is not conclusive on the Commission as to the qualifications of any candidate.

DID ANY ONE lose annual leave under the new U. S. law, because of failure to use, by June 30, 1953, leave earned in 1952? C.L.E.

Answer—No. But the new law restricts future accumulations of annual leave to 30 days. Those who carried more than 30 days into 1953 may carry that excess until it is used, or paid as terminal leave. Accumulations of more than 30 days can not be further increased, nor any accumulations newly brought beyond 30 days, therefore those who carried 30 days or more into 1953 must use all leave earned during 1953 by December 31, 1953 or it will be lost. Those retiring after August 31, 1953, who carried more than 30 days' annual leave into the year in which separation occurs, can not be paid terminal leave for any leave earned during that year, but they must use their leave earned for that year up to separation date before they retire, or it will be lost. Employees in the General Accounting Office must bring their annual leave accumulations down to the new 30-day maximum by June 30, 1957, by departmental ruling, and the U. S. Civil Service Commission makes its own employees with accumulations over 30 days use six days more than they earn each year, beginning with January 1, 1954, to reduce accumulation to 30 days over a period of years. There is, however, a growing tendency to provide a 10-year period for exhaustion of earned leave in excess of 30 days, and even the GAO may eventually go along with this idea.

Opportunity Excellent For NYC Clerk Jobs

Thursday, September 24 is the last day to apply in the NYC exam for hundreds of clerk, grade 2, jobs, \$2,110 a year to start. Pay is \$2,355 after one year, \$2,600 after two years, \$2,720 after three years, and \$2,840 after four years of service. Clerks, grade 2, are also eligible to merit increases to bring annual pay to \$3,200 a year total.

There are no minimum education or experience requirements in the exam, and no specific age limits. That means that the maximum hiring age will be 70, mandatory retirement age for City employees. The minimum age limit will be 18, according to the State law, except that high school graduates less than 18 are also eligible to apply.

Exams for Jobs Outside of State

The U.S. Civil Service Commission lists the following exams now open for jobs mostly outside of New York State:

Corrective therapist, Veterans Administration in the U.S. and Puerto Rico, \$3,410 to \$5,000 a year. Apply to Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

Engineering aide, physical science aide and other, Severn River Naval Command, Annapolis, Md. The aide job pays \$2,500 to \$4,205 a year, or \$1.52 to \$1.71 an hour. Apply to Board of U. S. Civil Service Examiners at the Naval Command.

Typist and stenographer at the U. S. Naval Air Station, Patuxent River, Md., and at Piney Point Annex, Naval Gun Factory, Piney Point, Md., \$2,750 to \$3,175. Apply to Board of U. S. Civil Service Examiners at Patuxent River.

Cabinetmaker, box maker and carpenter at Fort Belvoir, Va., \$1.47 to \$2.21 an hour. Apply to Board of U. S. Civil Service Examiners at Fort Belvoir.

The exam is open to both men and women.

Final standing on the clerk eligible list is determined entirely by the score on the written test which is expected to be held some day during Christmas week, probably Saturday, December 26.

Opportunity of appointment for eligibles has soared as a result of the unusually small response. At the close of business last Friday, the Commission had received only 4,444 applications. There still remain several days — until 4 P.M. Thursday, September 24 — for prospective clerks to apply. Those who will file before then, as well as persons from whom applications have already been received, may consider their prospects of City employment as excellent, if they pass the test.

Last Thursday the Board of Estimate approved promotion of 694 clerks, including 448 to grade 3, at \$3,386 a year to start, and 246 to grade 4, \$4,016 to start. Promotion of these clerical employees creates new vacancies in the lower clerk title.

Present List Spent

The present eligible list is practically exhausted. It is expected that provisional employees — persons who have passed no civil service exam before their appointment — may have to be hired temporarily until a new list is readied. But jobs held by provisionals are considered as vacancies and, according to law, must be filled by eligibles. As soon as the new list is established, provisionals in clerk jobs will have to give way to eligibles, unless they themselves become eligibles. Present provisionals should apply in the current test as their only means of gaining permanent status.

The small number of applicants thus far contrasts sharply with response the last time. Applications were received in November, 1949, and 34,056 persons applied. The

eligible list consisted of 9,814 names. The shrinkage arose from the following factors: 25 percent didn't show up for the test, a much smaller percentage didn't go through with the remainder, after passing the written test, and the others failed the written test. Thus the number of failures in that test was large, which points up the need for study.

Study Material
The LEADER began publication of clerk study material in the September 1 issue, and will continue to present questions serially every week. The questions and answers are the official ones from the 1950 NYC clerk test.

30. A clerk who is familiar with the organization and activities of the United Nations should know that, of the following statements, the most accurate one is that (A) the permanent headquarters of the United Nations will be in Geneva, Switzerland; (B) devaluation of the currency of a member nation must be approved by the United Nations General Assembly; (C) there are five permanent members on the United Nations Security Council; (D) the Economic Cooperation Administration (ECA) is under the jurisdiction of the United National Secretary General.

31. In anticipation of a seasonal increase in the amount of work to be performed by his division, a division chief prepared the following list of additional temporary employees needed by his division and the amount of time they would be employed: 26 cashiers, each at \$2,400 a year, for 2 months; 15 laborers, each at \$8.50 a day, for 50 days; 6 clerks, each at \$2,100 a

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Popular NYC Exam For Attendant Open From Oct. 6 to 22

The NYC Civil Service Commission will receive applications from Tuesday, October 6 to Thursday, October 22, for jobs as attendant (male), grade 1, at \$2,110 a year to start, or \$40.60 a week.

An attendant exam for women will open later. The dates have not been set yet.

There are no education or experience minimum requirements for the male attendant jobs, nor are there any specific age limits. That means that the maximum appointment age is 70 years, minimum 18. High school graduates less than 18 may also be appointed, and persons who are 17 may apply.

Written Test

A written test to evaluate general knowledge and intelligence and ability to follow directions will be held. Scores on the written test will determine standing on the eligible list. The pass mark is expected to be 70 percent, as was the case in the last exam. Non-disabled veterans who pass get 5 points extra, disabled veterans, 10.

The date of the written test hasn't been set.

A qualifying medical-physical exam will also be held.

In previous exams, the Commission has had two sets of medical standards, one for work involving

light physical effort and another for strenuous duties. A single medical standard probably will cover all eligibles in the present test.

Attendants clean and patrol public buildings and structures; assist in the maintenance and operation of City property; deliver messages and papers; give information to the public; collect small fees for use of City property; perform incidental clerical work, and perform other related work.

In addition to attendant jobs,

eligibles will also be certified to jobs as caretaker, grade 1; gate-man, grade 1; messenger, grade 1; process server, grade 1; watchman, grade 1; ticket agent, grade 2, and bridge tender, as well as for other "appropriate" titles.

Persons in grade 1 of the Attendance Service are eligible for promotion to titles in grade 2 of that service, at increased rate of pay.

The attendant exam has always proved a popular one.

NYC Clerk Study Aid

(Continued from Page 13)

year, for 3 months. The total approximate cost for this additional personnel would be most nearly (A) \$20,000; (B) \$25,000; (C) \$50,000; (D) \$60,000.

32. A calculating machine company offered to sell a city agency 4 calculating machines at a discount of 15% from the list price, and to allow the agency \$85 for each of its two old machines. The list price of the new machines is \$635 per machine. If the city agency accepts this offer, the amount of money it will have to provide for the purchase of these 4 machines is (A) \$1,785; (B) \$2,295; (C) \$1,955; (D) \$1,836.

33. A stationery buyer was offered bond paper at the following price scale: \$1.43 per ream for the first 1000 reams, \$1.30 per ream for the next 4000 reams, \$1.20 per ream for each additional ream beyond 5000 reams. If the buyer ordered 10,000 reams of paper, the average cost per ream, computed to the nearest cent, was (A) \$1.24; (B) \$1.26; (C) \$1.31; (D) \$1.35.

KEY ANSWERS

30. C; 31. A; 32. C; 33. B.

Key Answers

NYC TENTATIVE BUS MAINTAINER, GROUP B (Prom.), Transit Authority (Held Saturday, September 12)

1. C; 2. C; 3. A; 4. B; 5. B; 6. B; 7. D; 8. C; 9. A; 10. A; 11. A; 12. D; 13. A; 14. C; 15. C; 16. A; 17. B; 18. D; 19. A; 20. B; 21. D; 22. C; 23. B; 24. A; 25. D.

26. B; 27. D; 28. C; 29. B; 30. A; 31. ; 32. C; 33. B; 34. D; 35. D; 36. B; 37. B; 38. D; 39. B; 40. A; 41. B; 42. D; 43. A; 44. C; 45. C; 46. A; 47. B; 48. D; 49. A; 50. C; 51. C; 52. C; 53. B; 54. A; 55. D; 56. B; 57. D; 58. C; 59. B; 60. A; 61. D; 62. D; 63. A; 4. A; 65. C; 66. A; 67. C; 68. C; 69. A; 70. C; 71. B; 72. D; 73. A; 74. B; 75. C; 76. A; 77. C; 78. D; 79. A; 80. B.

Last day for candidates to file protests with the NYC Civil Service Commission is Friday, October 2.

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'We Muddled Question,' NYC Admits; Two Flunked Candidates Deny It

In the NYC exam for promotion to clerk, grade 4, the wording of Question 51 was "defective and tended to prevent candidates, through no fault of their own, from properly interpreting the question," the NYC Civil Service Commission admits. So it struck out the question.

Two candidates, who would have passed had the tentative key answer been made final, and the question retained, flunked when the question was stricken out. The candidates, Jacob L. Goldberg and Charles Fischer, say the question was clear to them. So they've brought suit in the New York County Supreme Court to compel the Commission to reinstate the question and answer. Their attorneys are Newman and Neumann of 276 Fifth Avenue, NYC.

The Crucial Question

The question:
"By December 31, 1951, over 503 million dollars of State funds had been earmarked for sixty-five low-rent housing projects for 162,870 persons in various cities. Of these 65 projects, projects housing 87,996 persons and costing 232 million dollars had been completed and were fully occupied by December 31, 1951. The remaining projects were in various stages of planning and construction." According to this quotation, it is most accurate to state that

"(A) at the end of 1951, more than half the money earmarked for the 65 low-rent housing projects had been spent on projects which had been completed and were fully occupied (B) 32 of the low-rent housing projects, capable of housing 74,874 persons, were yet to be completed and

occupied fully by the end of 1951 (C) the cost of planning the 65 housing projects is borne by the cities, whereas the cost of constructing these projects is borne by the State (D) in 1951, the State constructed 33 low-rent projects housing 87,996 individuals and costing 232 million dollars."

Some Protested Question

The Commission gave "B" as the correct tentative key answer. Protests caused the deletion of the question. That's the answer Messrs. Goldberg and Fischer gave in their exam paper, said and they say that striking out the question caused them to lose "credit for a question which did not confuse them, which they properly interpreted, and for which a correct answer was obtained."

The exam was given on May 24, 1952, and the eligible lists have been established.

Law Cases

Sidney M. Stern's report to the NYC Civil Service Commission last week, on court proceedings instituted, follows:

"Williams v. Brennan. Petitioner was under age on the last date for filing for Patrolman, P.D. and consequently was marked Not Qualified on the list. He seeks an order compelling his certification and appointment to the Police Department, contending that the Commission's establishment of a minimum age is arbitrary and illegal."

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

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reviews and final check-up exams to determine when you are ready to take the State test... and when you do take it, the chances are you'll pass with flying colors... because you've had expert help in preparing for it! And then you'll be the proud possessor of a High School Equivalency Diploma... a diploma fully recognized by Federal, State and Local Civil Service Commissions, by private employers, trade and vocational schools, colleges, etc. Think of it! Just a few hours of your spare time now may actually mean thousands of dollars to you in the near future!

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NEWSLETTER

(Continued from Page 6)

first class offices, open to clerks and carriers of Grade 7 and above, to establish registers from which postmasters will have to make selections for promotions to supervisory positions of clerk in charge, whether the postmasters like it or not. Some do like the idea.

The procedure will not affect the filling of higher supervisory positions.

The plan will allow credit for years of service and experience. Knowledge of the contents of the Post Office Manual will prove remarkably helpful to candidates.

A PRELIMINARY REPORT by the Kaplan Committee, on proposed liberalization of the U. S. retirement systems, is expected in January. Heading the committee is H. Eliot Kaplan, former Deputy New York State Comptroller in charge of the retirement division.

CONGRESS gave little consideration to retirement measures at the last session, and practically none to pay increases. It is expected that consideration of the many pending retirement bills will begin early in the next session. Hope for some favorable action on pay continues.

POST OFFICE EMPLOYEES have been requested by Postmaster General Arthur Summerfield to co-operate in making a success of the 16th annual National Letter-Writing Week, October 4 to 10. More than 25,000 post offices will work again to "sell" the idea of using first-class mail for personal messages as "the least expensive, the most intimate, and the most socially sound system of communication."

No need to send any such requests to the telephone and telegraph companies.

CHALK UP another victory for the Point Four Program. That's the one, you'll recall, under which the U. S. aids foreign countries to achieve goals of democracy, whether by U. S. contributions of money, food, or technical assistance.

Now it's Costa Rica, which has not only adopted a merit system, but one based on competitive exams for entering public service and getting promoted, and with a personnel administrator, plus a reviewing and rule-making Commission, much as is provided under the law New York State adopted last year.

The Costa Rican law provides for a single administrator responsible directly to the Commission President. Provision is made for a Civil Service Tribunal to hear appeals, with a limited right of further appeal to the Labor Courts. The law gives civil service administration responsibility for recruitment, and selection, classification, promotions and transfers, and service ratings. It also gives civil service responsibility for promoting a modern personnel system and for affording training, particularly in the field of management. The law deals at length with the rights and obligations of employees, disciplinary matters, and dismissals. The civil service administration is given the responsibility, in collaboration with the Budget Office, for developing a salary law based on the classification plan.

"One of the transition provisions allows Civil Service several years in which to put the full program into effect," says the Civil Service Assembly of the U. S. and Canada.

Welcome, Costa Rica!

The National Civil Service League and the National Municipal League have published a Model State Civil Service Law (75 cents) as a guide in adopting sound principles of personnel administration. The model will also serve as an aid for revising laws. The new edition also contains a model State merit system constitutional provision, a section describing the essentials of a modern civil service system, a discussion of veteran preference, and alternate plans for appointing civil service commissioners. Address the Assembly at 1313 East 60th Street, Chicago 37, Ill.

THE DEPARTMENT OF JUSTICE is at odds with the U. S. Civil Service Commission over interpretation of the Veteran Preference Law. Attorney General Herbert Brownell Jr. holds that the law does not apply to veterans, if they're in Schedule A jobs. Such jobs are outside of civil service. The Commission says the law does cover Schedule A employees, of whom there are 250,000, not all veterans, of course.

Also, the Department of Justice holds that lawyers and some others are not covered by removal protection, even though veterans, and says the National Civil Service League agrees. The department fired a veteran from his law job in the Criminal Division when he refused to resign on request. The Commission is backing the veteran's demand for reinstatement.

The whole issue is headed for the courts.

150 More Police Jobs in NYC Oct. 1

One hundred fifty men on the present NYC policeman (P.D.) eligible list will be appointed on October 1 if a departmental request for budget authorization is approved. There are 180 restored names on the old roster. The list to be established next week will contain 1,340 names.

WOMAN SUES TO GET TEACHER'S LICENSE

Dr. Anna C. Sullivan, principal of P. S. 401, Brooklyn, and candidate for a license as director of education of physically handicapped children, called the denial by the NYC Board of Education's board of examiners of a license, after one personal interview, "arbitrary and unreasonable." She cites her educational and experience background and the fact she passed the written test.

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Candidates For CSEA Office



DORRIS P. BLUST For Secretary

Mrs. Dorris P. Blust, senior stenographer at Marcy State Hospital, has been nominated for secretary of the Civil Service Employees Association.

She has been secretary of the Marcy State Hospital chapter, CSEA for nine years. In 1946 Mrs. Blust was chapter vice president and served as acting president, also. She has been a member of the social and nominating committees. Prior to the formation of the Marcy chapter, she was on the executive board of the Marcy Employees Association.

Mrs. Blust has been secretary of the Mental Hygiene Employees Association for the past eight years. She has been a member of that association's executive board and has served on the committee to meet with the Mental Hygiene Commissioner regarding such improvements as payment for unused sick leave upon retirement or termination of State employment; 37½-hour week for office personnel; meal tickets, and abolition of compulsory meals for food service personnel; hazardous and arduous pay for such services; 5-day 40-hour week for institution personnel now working 44 and 48 hours; day allowed for holidays falling on Saturday for personnel working 40 and 44-hour weeks; rest periods for institution personnel.

Interested in Recreation Work
Mrs. Blust has been secretary of the Marcy Recreation Club since its inception in 1940.

She has represented office employees at hearings in Albany on reclassification of titles and compensation.

Mrs. Blust is the former Dorris M. Peck of Copenhagen, N. Y. She is a graduate of Lowville Academy and Ulica School of Commerce. Prior to entering State service, she was secretary to the Assemblyman of Lewis County, in the Assembly Chamber in Albany. Since 1943 Mrs. Blust has been secretary to the business officer at Marcy. She is married to George E. Blust. They reside in Whitesboro.

Mrs. Blust has been active in Association affairs for the past 15 years and has contributed much toward improvements for State employees.

Other biographies, Page 8.

Dewey Lauds CSEA Exhibit

ALBANY, Sept. 21 — Governor Thomas E. Dewey praised the exhibit of the State Civil Service Employees Association at the State Fair in Syracuse, calling it "very attractive." The exhibit was on view from September 5th through 12th, and was viewed by approximately 300,000 people.

The exhibit was manned during the week by Larry Hollister of the Association staff, and also the following representatives from the chapters in the Syracuse area: Darleen R. Downes Doris LeFever, Margaret L. Whitmore, Katherine Powers Ethel Chapman and Ida Meltzer of the Syracuse Chapter; Elizabeth Morse, Steuben Chapter; Mabel King, Ada K. Perry, Arlene Brady and Laura Gurniak, of the Onondaga Chapter; Allen D. Van Fleet, George D. Snyder, Thomas Osborne, and Kathryn Cunningham of the Syracuse State School Chapter; Georgena Elliott, Ivan Stoodley, and Alice Selbank of the Onondaga Sanitarium Chapter.



CHARLOTTE M. CLAPPER For Secretary

Charlotte M. Clapper is the present secretary of the Civil Service Employees Association and is a candidate for re-election.

Charlotte M. Clapper has spent 26 years in State service, serving as secretary to the assistant director of the Division of Laboratories and Research; to the director of the Division of Communicable Diseases, and to the assistant commissioner of Local Health Services. Since 1940 she has been secretary to the Commissioner of Health.

Until a few years ago, Miss Clapper was a resident of Columbia County, where she was active in fraternal, social and religious organizations.

For the past four years, Miss Clapper has been secretary of the Association, and for three years previous, she served on the board of directors, representing the State Department of Health.

Helped Organize Chapter
She was instrumental in organizing the James E. Christian Memorial chapter of that department and has contributed much to the advancement of this chapter by her continuous participation in all of its many activities. She has also served on many committees of the Association and is an ardent advocate of better working conditions and promotional opportunities for State employees.



VERNON R. DAVIS For Treasurer

Vernon R. Davis entered State service in 1936, and except for three years of military service, has been continuously employed in the State Comptroller's Office. Mr. Davis, now a head audit clerk, is in charge of the Travel Audit Section. Previous to this assignment he worked as coordinator of audits in the Comptroller's Payroll Unit. Previous experience in cost accounting together with years of experience in handling accounts of the State provide a wealth of experience for the satisfactory performance of the office he seeks. A graduate of Bryant College, Mr. Davis holds a degree of Bachelor of Science in Business Administration.

With Armed Forces Overseas
As a delegate to the Capitol District Conference and a representative on the board of directors, CSEA, Mr. Davis actively participated in many floor debates on controversial issues, and recalls with pride his part in fighting for the adoption of the "two candidate for every office" amendment. He also served on the budget committee and the special legal services committee, as well as in many special activities in the Audit and Control chapter.

His military service included 18 months overseas with the Third and Ninth Armies. During this time he had charge of the orientation and educational program of his unit. He is married and has a daughter.



HARRY G. FOX For Treasurer

Harry G. Fox is the incumbent treasurer of the Civil Service Employees Association, and is a candidate for re-election.

The extensive work experience which Mr. Fox has had in various phases of fiscal management during his years of State employment has been augmented by the specialized knowledge gained while serving the Association as treasurer. In that office, he has been expert guidance to the financial affairs of the organization, and has demonstrated an enterprising interest in other Association matters by his participation in the work of several special committees, and by his visits to Association chapters throughout the State.

24 Years in State Service
Harry is a native of Troy, and resides now in Loudonville. He has had 24 years' experience as State employee, interrupted only by his Army service with the 95th Infantry Division in World War II. He has advanced through various accounting jobs to the responsible position he now holds as director of office administration for the State Department of Civil Service.

STENO PERFORMANCE TEST SET FOR OCT. 3
Stenographer, grade 2, performance tests will be held at Washington Irving High School, Manhattan, on Saturday, October 3, for 499 candidates.

Assn. and Troy YMCA To Conduct Pension Panel

ALBANY, Sept. 21 — Public employees and other adults are invited to the fall adult education program on "Preparing For Retirement," to be given in Troy at the YMCA Central Branch, 10 First Street, starting Tuesday, October 6.

The program will be under the joint sponsorship of the Civil Service Employees Association and the Troy YMCA.

A series of eight weekly discussions on Tuesday nights will cover retirement from the public service, life insurance, mental attitudes towards retirement; recreation, Social Security, hobbies, and medical problems of aging.

The first four sessions will be

moderated by Harold J. Marshall, executive vice president of the Manufacturers National Bank, Troy, and the last four by Dr. Arvie Eldred, executive secretary of the State Parent-Teachers Association, and a former superintendent of schools in Troy.

Sessions Start 7:30 P.M.
The sessions will begin at 7:30 P.M. and continue until 9:30. There will be a one-hour presentation of the problem by the discussion leader, and a question and answer period.

All information relative to this program can be obtained through the offices of the Civil Service Employees Association, 8 Elk Street, in Albany 1, N. N., Asso-

ciation member at the Troy YMCA.

The session which would have been held on Tuesday, November 3, Election Day, will be held at another time, in accordance with the wishes of the group.

MAINTAINER'S HELPER MEDICALS START SEPT. 29
The 522 candidates who passed the June 27 written test for maintainer's helper, group A, jobs will be examined medically on Monday, September 28 and Tuesday, September 29, at the NYC Civil Service Commission's offices, 299 Broadway, NYC.

Metropolitan Conference Issues Call to Meeting

Notices for the first fall meeting of the Metropolitan New York Conference's meeting, at Kings Park State Hospital on Saturday, September 26 at 1:30 P.M., have been sent to all CSEA chapter presidents. It is urgently requested that all chapter presidents notify Edith Fruchthender, the Conference secretary, who their delegates will be, said Chairman Thomas H. Conkling. The Kings Park State hospital chapter will be host.

Proposed revisions of the constitution and by-laws of the Conference, to be acted on at the Conference meeting, were sent to all chapter presidents along with notification of the meeting.

Notices have gone out to the members of the Metropolitan Conference Bowling League to attend a special meeting of the bowling committee at the same place and date, at 12:30 P.M. It is important that all persons on this committee attend the committee meeting so that the bowling league may be set up as soon as possible, Mr. Conkling said.

Committee Members
The members of the bowling committee are: Al Greenberg, State Insurance Fund, chairman; Robert Magee and George Shanks, Manhattan State Hospital; Bernard T. Kennedy, Metropolitan Public Service; Henry Clark, Arm-

ory Employees; Sam Emmett, New York City chapter; Harold Schroll, Psychiatric Institute; Frank Cole, Brooklyn State Hospital; Charles Mallia, and Bert Profeta, State Insurance Fund; Peter Pearson, Central Islip; Ada Miller, Willowbrook State School; A. E. LoDuca and Neil McErland, Kings Park; Charles Lull, District 10, Public Works and John Schoonover, Pilgrim State Hospital.

The Conference invited as special guests John F. Powers, 1st vice president of the CSEA; Harold Herzstein, assistant counsel; Charles B. Culyer, field representative, and Maxwell Lehman, editor of The LEADER.

Specifications For State Jobs

KEY PUNCH OPERATOR SERIES
Office Machine Operator (Key Punch), Grade 2.

Senior Office Machine Operator (Key Punch), Grade 6.

Principal Office Machine Operator (Key Punch), Grade 10.

These employees operate or supervise the operation of alphabetic, numeric, printing, or dual type electric key punch machines in the punching of data into tabulating cards, or of key verifiers to check the correctness of the punched data.

Office machine operator (key punch, grade 2) operates the above machines punching data into tabulating cards either in complete copy form or summarized according to established codes, and verifying the correctness of the punched data; repunches incorrect or damaged cards; performs routine coding incidental to the mechanical recording of data; files punch cards and pulls cards from files to punch changes; may occasionally operate sorters or other tabulating equipment. This work is performed under close supervision from a supervisory operator who makes assignments, answers questions, reviews quality and volume of work, and advises on methods of improvement. Qualifications: Examinations are open to all, with no specific minimum qualification requirements, but candidates are tested for ability to operate key punch machines.

Senior office machine operator (key punch), grade 6 works with and supervises a group of employees operating the above equipment, with responsibility for the efficient flow of work and quality of the finished product; assigns and review work; maintains production control schedules, daily production reports, and similar records; inspect punched cards, locates errors and has corrections made; may operate key punch equipment; instructs in the application of difficult codes and punching procedures; may occasionally operate tabulating equipment. This work usually follows prescribed codes and procedures. In a large unit, an employee in this class is assistant to a Principal Office Machine Operator (Key Punch) or supervisor over a group of employees under a Principal Operator, while in a smaller unit a Senior Operator is in charge of the key punch and verification work and is supervised by the head of the tabulating unit. Qualifications: One year of permanent service in an office position allocated to Grade 2 or higher. Although candidates for promotion are not required to have had key punch experience, the examination tests for knowledge of key punch work.

Principal office machine operator (key punch), grade 10 plans and supervises the work of a large group of employees engaged in the operation of key punch or verification machines; assigns and reviews work; establishes and maintains a production procedure to assure a high level of accurate output and a smooth flow of work; arranges schedules and plans work to meet deadlines; keeps overall and individual production records; investigates instances of unstandard production ascertaining the cause and recommending corrective changes in procedure, training or assignment of personnel; familiarizes Seniors and Operators with the work program; trains or supervises training of Operators; participates in development of key punch procedure, advising on card forms, codes, and personnel necessary for new projects. This work is usually performed under general administrative supervision except in very large units where a high level technical supervisor gives general supervision to the incumbent. Qualifications: One year of permanent service as Senior Office Machine Operator (Key Punch) or Senior Office Machine Operator (Tabulating).

WURF WANTS RAISE VOTED WITHOUT DELAY

Jerry Wurf, general representative of the American Federation of State, County and Municipal Employees, AFL, has appealed to Mayor Vincent R. Impellitteri and the NYC Board of Estimate not to shelve relief measures for City employees.

Citing the need for wage increases, reduction of working hours, freezing-in of the bonus, certification of promotion lists and extension of Social Security, Mr. Wurf urged immediate attention to redress of employee grievances.