

LAURENCE J. HOLLISTER
41-A PICOTIE DR.
ALBANY 5 N.Y.

See Page 2

Civil Service Employees Association Requests Study of Merit System Weaknesses, Exam Delays, Training Plan, Vetoes of Upgradings



William F. McDonough, executive assistant to the president, Civil Service Employees Association, has proposed a code of ethics for public employees. Janet MacFarlane, chairman of the Association's social committee, has been appointed aide to Allen S. Hubbard, Jr., chairman of the Personnel Relations Board, and will act as employee adviser in that agency. Charles T. Klein, director of public employee training, State Civil Service Department, is devising some extensive programs for the fall.

State Trooper Slain, Assn. Offers \$250 Reward for Capture of His Slayer

ALBANY, June 25—The Civil Service Employees Association has announced the offer of a \$250 reward for the apprehension and conviction of the slayer of Corporal Arthur M. Diffendale of the New York State Police. Corporal Diffendale was slain near Oneonta on Thursday, June 14 while engaged in patrol duty. He was a member of the Association.

Jesse B. McFarland, President of the Association, stated: "This was one of the most cold-blooded killings of a public servant in broad daylight that has ever occurred. The people of the entire state are shocked at

the audacity of major and petty criminals who with complete disregard of human life make extremely hazardous the day to day work of men and women serving in various police and inspectional public services.

"Corporal Diffendale was one of thousands who perform duties which place them in constant conflict with every type of criminal. They risk their lives so willingly that the general public accepts such unselfish service as a matter of course and is inclined to overlook the risk and sacrifices incident to good government.

"It is hoped that this reward

may excite the interest of citizens everywhere to a practical cooperation with law enforcing agencies in the apprehension of murderers whether they slay the faithful public servants in line of duty or any citizen anywhere, and that it may aid in bringing to light evidence which will result in the early capture and conviction of the man who defied all laws in the fatal shooting of Corporal Diffendale."

Art Show Prize Group Is Chosen

ALBANY, June 25—A three-man Prize Committee in the art show of the Civil Service Employees Association has been selected by the Art Show Committee. The committee: Robert Wheeler, Director, Albany Institute of History and Art; Joseph Rothman, Bureau of Rights and Ways, Law Department; Charles Sheridan, Budget. A report of the Committee will appear in The LEADER shortly.

So great is the interest in this art show that a second printing of posters has been necessary.

John J. Farrell Named To Construction Post

ALBANY, June 25 — The appointment of John J. Farrell of Troy to the position of General Supervisor of Building Construction in the office of the State Architect has been announced by Bertram D. Tallamy, State Superintendent of Public Works. Mr. Farrell succeeds Matthew J. Chryst, who retired from the \$11,303 post.

279 State Employees Finish Supervision Course; Program to Be Continued

ALBANY, June 25—279 State employees have participated in supervisory training programs since the beginning of this year, the State Civil Service Commission has announced.

Training programs in administrative supervision were held for high-level officials in the Department of Audit and Control and the Civil Service Department. Other supervisory courses were given in Albany, New York City, Buffalo, Rochester, Troy, and Rockland County.

Helps Officials

The training in administrative supervision was designed to help top officials carry out more effectively their responsibilities in administering public agencies. The 35-hour course was held under the direction of Vernon Morrison of the staff of the Civil Service Department's Training Division. Similar courses have been conducted

prior to this year for five other State agencies.

Five 32-hour courses in fundamentals of supervision were held during regular working hours for employees in Albany, Buffalo, and Rochester. The Extension Division of the New York State School of Industrial and Labor Relations cooperated with the Training Division in presenting these programs.

Evening courses in fundamentals of supervision were conducted in New York City, Buffalo, Troy, Albany, and Rockland County in conjunction with local boards of education. A special program in case studies in supervision was conducted in Albany.

A total of 970 employees has participated in supervisory training since January, 1949, according to Dr. Charles T. Klein, Director of Public Employee Training for the Civil Service Department. The program will be continued in September, Dr. Klein said.

ALBANY, June 25—"The will to go the whole way in applying merit and fitness to public office is lacking for selfish reasons or because of apparent lack of realization of the importance of good personnel management to good government."

This is one of the highlights in a sizzling letter of suggestions which went last week to State Senator Walter J. Mahoney, chairman of a committee investigating civil service. The letter, a tightly-knit group of specific suggestions, came from the Civil Service Em-

ployees Association and was signed by its president, Jesse B. McFarland.

Five 'Weak' Areas

The weakness in five major areas of civil service were outlined: the merit system, examinations, personnel administrators, the classification and pay plan, and in-service training.

Taking a human approach to the problems of civil service, Mr. McFarland said: "A human being may not be dealt with as an iron bridge or a mile of concrete highway."

Only 70% Competitive

The letter charged only 70 percent of the State's employees are chosen by means of competitive tests, and suggested that cause be shown why any of the present non-policy making exempt and non-competitive positions should not be included in the competitive class.

The section on examinations reveals these complaints: (1) delays in holding exams; (2) the character of examinations; (3) settlement of appeals is long-drawn out.

Need for trained personnel technicians is wide, the letter suggests, but such persons should not be political appointees.

Vetoes

A major section of the letter deals with the classification and pay plan. A basically sound, effective plan, it is charged, has been "practically nullified" by the many vetoes of the Budget Director.

Adequate funds for an enlarged program of in-service training was also requested.

"We believe that good government is the most important business of civilization," the letter concluded, "and that good government depends upon the integrity and ability of public servants. Obviously, personnel management and administration is outstandingly important . . ."

The full text of this important statement appears on page 3.

Big Clambake Planned in Onondaga Cy

SYRACUSE, June 25—A big, sociable clambake is in the making for public employees living in Onondaga County. Although the date is Saturday, September 21, the announcement was made early, in the expectation that the biggest turnout of all time would be on hand.

Norma Scott, chairman of the membership committee, Onondaga Chapter, CSEA, urges all employees to reserve tickets now. For employees holding 1951 membership cards in the Association, tickets are \$3 until August 20th (that's limit 1). After that date, all tickets will be \$5. So—send in your reservations fast. The clambake will be held at Storto's, in Jamesville.

The clambake committee consists of: Thomas Jackson, County Highway, chairman; Vernon Tapper, co-chairman, county membership committee, CSEA; and Miss Scott.

CODE OF ETHICS IDEA MAKES PROGRESS

A code of ethics for government? The idea, suggested independently by the Civil Service LEADER, by U. S. Senator Paul Douglas and by U. S. Senator William J. Fulbright, is catching hold.

The LEADER had proposed a plan which is now being seriously debated in Washington—that a committee consisting of topflight men, drawn from the various sectors of society, and sensitive to the deep complexities of our time, examine the problem and come up with a code, or codes, of conduct for government service.

The same plan is being studied by a Senate subcommittee dealing with the problem of ethical standards in government. Lindsay C. Warren, Comptroller General of the United States, proposed—almost in the precise language used by The LEADER—that a commission of distinguished citizens be set up to find methods of improving the "moral level" of government. He included Congress. We include, in addition to the Federal corps, the full complement of State and local employees and officials. Honesty, decency and moral standards are all-pervading.

Wide Response to LEADER Plan

Here is the response of a number of distinguished Americans to The LEADER'S plan, in letters to us:

From Senator Fulbright: "I think this is an excellent project and I hope you carry it through to success."

(Continued on page 6)

Civil Service Law Changes Suggested by Local Officials

NIAGARA FALLS, June 25—On June 15th, a report and discussion on the work of the Temporary State Commission on Revision of the Civil Service Law (Preller Commission) was presented to the delegates of the New York State Association of Civil Service Commissioners at their annual meeting in conjunction with the New York State Conference of Mayors at Niagara Falls.

The report was given by a member of the Preller Commission, William D. McCallum, Commissioner of the Niagara County Civil Service Commission, and by Morris Weissberg, an Assistant Counsel of the Commission.

They told the delegates about the organization of the Preller Commission, the plans it has made, the studies now in progress, and those planned for the future. The Preller Commission is currently concentrating its studies on the subject of local civil service administration. It plans to hold its next meeting at Saranac Inn, on September 13-15, in conjunction with the annual meeting of the New York State Association of County and Town Officers.

They Make Suggestions
The delegates were invited to submit suggestions as to changes or amendments to the Civil Service Law. They suggested, among other things, the abolition of term appointments to positions in the competitive class in the town and village services, criticized the labor registration system as unworkable, requested broader provisions for transfer of professional employees between cities and counties, requested broader discretion in fixing age limits and in approving the non-competitive

appointment of experts for specific tasks.

Provisionals
Commissioner Paul M. Brennan, of New York City's Civil Service Commission, participated in the conference and discussed the efforts of his Commission to reduce the number of provisionals, and the difficulties experienced in getting sufficient eligibles to accept appointment in the civil service at the salaries offered.

Municipal Men Participate
Henry McFarland, Director of the Municipal Service Division of the State Civil Service Commission,

took a leading part in the conference, together with his field supervisors, Joseph Watkins, Irving Gold and William Livingston.

Dr. Joseph L. Guzzetta was re-elected President of the New York State Association of City Civil Service Commissioners.

The conference was followed by a banquet Friday evening, at which Lieutenant Governor Moore spoke on problems in public administration. He stressed the importance of creating and training effective civil defense organizations in every community.

Assn. Nominating Committee Named

ALBANY, June 25 — With the annual elections of the Civil Service Employees Association drawing closer, the organization's Board of Directors acted at its meeting of June 21 to set up a nominating committee. The Association's requirements call for the creation of the nominating body at least sixty days before the annual meeting in October. The nominating committee selects candidates for State-wide office in the Association. Choices of the nominating committee may, under the Association's Constitution and by-laws, be supplemented by independently-chosen candidates.

The nominating committee consists of: James V. Kavanaugh, chairman, Ivan S. Flood, Francis C. Maher, Vernon A. Tapper, Kenneth A. Valentine, Charles J. Hall,

Sidney Alexander, William F. Kuehn, Mrs. Mildred C. Meskil, Charles D. Methe, and Lawrence Kerwin.

State Executives
The nominating committee for the State executive committee selects candidates for the Board of Directors in the 21 State departments. It contains the same members as the previous-mentioned committee with the exception of Ivan S. Flood and Vernon A. Tapper. In addition, six of the living past presidents of the Association are on this committee: John Cromie, Charles A. Brind, Jr., Mrs. Beulah Baily Thull, Clifford C. Shoro, Dr. Frank L. Tolman, and Robert Hainer.

Canvassers
The following were elected to the board of canvassers, who count the ballots and see that the election is conducted properly: Leonard F. Requa, George W. Hayes, Isabelle O'Hagan, Mildred O. Meskil, and Margaret Sayre.

The Board of Directors and State executive committee also passed a resolution that the constitutions of all State and county division chapters be amended to incorporate therein the following provisions: "The chapter treasurer shall be bonded at the expense of the Association or by the chapter in an amount fixed and a form approved by the president of the Association, which bond shall be kept on file with the Secretary of the Association, and shall be payable to the President of the Association in trust for such chapter. In the event the chapter is dissolved by the Association, all books, papers, funds, and property of such chapter shall forthwith be delegated to the president of the association to be held in escrow for the period of one year for the purpose of reorganizing the chapter. If such chapter is not reorganized within one year, such books, papers, and property shall become the property of the Association, and the funds of the chapter shall then be refunded pro-rata to the persons who were members of such chapter at the time of its dissolution."

Chenango Cy. Aides Will Meet July 2

NORWICH, June 25—A general meeting of all public employees of Chenango County, City, township, town, and village non-teaching school employees within the confines of Chenango County, will be held on Monday evening, July 2, 7:30 p.m. in the Chenango County Court House, Norwich.

Purpose of the meeting: Discussion of the Civil Service Employees Association background, aims, service it renders to public employees; discussing the New York State Employees Retirement system will be: Walter W. Stokes, State Senator, 44th District; Mrs. Jeannette Hill Gordon, Member of N. Y. State Assembly, Chenango County; Walter Vadney, Superintendent WRC Home, Oxford; Mrs. Lulu Williams, President of the Broome Chapter, CSEA; Lawrence J. Hollister, Field Representative, CSEA.

\$100 School Bonus Pay

ALBANY, June 25—New York State's \$100 cost of living bonus for school teachers was paid on June 14 to the several thousand local school districts.

State Comptroller J. Raymond McGovern said the bonus payment, which had been recommended by Lieutenant Governor Moore's Committee on Teachers Salaries and authorized by the Legislature, totals \$8,291,300.

New York City receives \$3,498,700; other cities and villages, a total of \$2,569,300; and the supervisory school districts, a total of \$2,223,300.

How It's Paid
State law provides that it must be used to give teachers \$100 more pay for the period April, May and June of this year than they would have received under terms of salaries in effect prior to September 1, 1950. Districts which have increased the pay of teachers since that date

may withhold a proportionate amount of the \$100, if they desire.

This money is in addition to the \$20.5 million annual increase in State aid for education that the Legislature approved to carry out the teachers salary increase program recommended by the Moore Committee.

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McFARLAND'S LETTER TO SEN. W. J. MAHONEY

About The Letter That Follows

ALBANY, June 25 — Following is the letter of the Civil Service Employees Association asking that five specific areas of civil service in New York State be probed. The document, outlining basic policy views, was written to Senator Walter J. Mahoney by Jesse B. McFarland, president of the Civil Service Employees Association. It is, in our opinion, a significant document, and should be read not only by the employees and members of Senator Mahoney's Committee, but by all State executive and legislative officers.

Hon. Walter J. Mahoney, Chair- man, Commission on Coordination of State Activities, State Capitol, Albany, New York.

Dear Senator Mahoney:

Some time ago, you kindly invited cooperation with your Commission in its survey of personnel management in the civil service of the State. I am hopeful that out of the 40 years' experience of this Association of 50,000 civil servants, all of which years were spent in maintaining and promoting efficiency in public service and in upholding and extending the principle of merit and fitness in public employment, we may be able to contribute some observations and some recommendations helpful to your committee in dealing with public personnel administration. I shall review a few points very briefly with the understanding that our representatives will be available to your Commission at any time.

We believe that energetic efforts are needed to revitalize merit system principles and to assure continuous adherence to a thoroughly sound progressive and businesslike administration of public personnel in this State.

The Human Side

We believe that personnel administration has a human side which it is not possible to fairly ignore, and that this fact adds to the definite need for the solution of personnel problems in a well administered, single state department wholly dedicated to personnel administration. In other words, personnel is a distinct and definite problem of government and must be divorced from political and from strictly budget considerations; a human being may not be dealt with as an iron bridge or a mile of concrete highway. We believe that the vital character of public personnel administration indicates clearly the need for adequate appropriations to assure the complete and efficient functioning of the Civil Service Department.

THE MERIT SYSTEM: We call attention to the constitutional provision that appointments and promotions in the civil service of the State and its civil divisions shall be made according to merit and fitness to be ascertained as far as practicable by competitive tests. After 57 years, this mandate is only partially followed. The vital role which the merit system was designed to play in making democratic government successful is just as definitely present today as it was when the great statesmen authors of the system secured its adoption. The dynamic will to go the whole way in applying merit and fitness to public office is lacking for selfish reasons or because of apparent lack of realization of the importance of good personnel management to good government. Statistically, the most recent report of the State Civil Service Commission shows that only 70% of the employees of the State are chosen by means of competitive tests. In the civil divisions of the State, less than 50% are in the competitive class.

Justification of exemption from competitive tests in the case of heads of departments charged

with policy making, is easily recognized.

Destructive of Initiative

Failure to fill non-policy forming positions in the merit system way is destructive of initiative and accomplishment on the part of civil servants. Many men and women of fine capacity, who aspire to careers in public service are denied the positions of responsibility and trust to which they naturally gravitate by reason of the filling of these positions on other than the merit system plan.

It is vital that the competitive classification be immediately extended to include all positions envisioned by the Constitution and which impartial judgment would decide are properly in the competitive class.

We suggest that interested parties be invited to show cause why any of the present exempt and non-competitive positions should not be included in the competitive class and that public hearings be held for this purpose. This should be a first step of the Civil Service Commission to improve the public service and after the jobs are once placed in the competitive class, the Commission should be continuously vigilant to restrict non-merit plan appointments in the public service.

Extension of Merit

We believe that the public hearing process with reference to extension of the merit system would arouse public interest in the vitally important job of keeping the now exceedingly large body of public servants free of partisan political or other efficiency limiting influences, would serve to gain respect for the constitutional provision that the best fitted among citizens be recruited for the particular jobs of government, and would increase the efficiency and the economy of public service.

EXAMINATIONS: Appropriateness of examinations for the positions to be filled and a carefully devised examination plan is indispensable in the operation of a successful merit system.

The appointing officer must have ready at hand lists of eligible candidates whenever vacancies exist. Lacking these, positions must be filled by appointment of temporary or provisional employees. This practice is not desirable from the standpoint of obtaining efficient interested workers, nor does it serve the State well in maintaining its operations at the highest possible point of efficiency.

Earned Positions

Earned promotions constitute the main incentive in a true merit system. Where examinations for promotion purposes are not held promptly or are denied to employees in lower grades, the employees are quick to feel the injustice present in such practices. Delays in examinations are a serious matter and inimical to the service.

Character of Tests

The character of each examination is important. There is frequent criticism as to the appropriateness of examinations to the positions involved and that the examinations are too idealistic and experimental in their scope. Academic requirements are frequently too strenuously insisted upon as against adequate scientific training and experience present in the potential employment field. We have come to feel that such delays are against the public interest and benefit only temporary or political appointees.

Appeals from examination ratings or entrance requirements are frequent. The settlement of these appeals is so long drawn out that hardship results for the individual and undeserved discredit is brought upon the merit system.

PERSONNEL ADMINISTRATORS: In business and industry generally, the science of personnel administration has advanced remarkably because of its value to the economy of operation of business and industry. Some strides have been made in civil service administration. The technique of personnel administration has not been carried from the top downward across the various levels of government.

A distinct and immediate need in the personnel administration of the State is the placing of a trained personnel technician at the head of personnel administration in each department, institution and large division office. Unfortunately, the personnel officer in many departments may be an exempt appointee more familiar with partisan political intrigue than with even the simplest technical aspects of personnel administration.

Valuable Service

The personnel officer in each department can render very valuable service and effect true economy. Such an official would maintain a continuous intelligent liaison with the State Civil Service Department.

CLASSIFICATION AND PAY PLAN: In 1937 and 1938, laws were adopted to establish a fair and efficient pay policy applying to State employees. These laws provided for the classification of each position in State service upon the basis of duties and responsibilities of the job and the attributes necessary to incumbents, and the maintaining of such classification plan at full efficiency throughout the years. The laws also provided for the salary evaluation of each position and its worth to the State. Authority to classify and to allocate was placed in a special division of the Civil Service Department. This plan of assuring to the people of the State the maximum of care and thought to the various public services was sorely needed, was inherently sound and was acclaimed by all students of sound personnel administration. One of the provisions of the law preserved the right of the executive to protect the overall expenses of government from administrative waste of excesses in expenditures.

(Continued on Page 8)

25 Private Citizens Cited For Contributions to Better Government; Awards July 9

Here they are! The twenty-five men and women in private life who have done most in the past twelve months for the public service in New York, as nominated by readers of The LEADER and others familiar with the workings of government:

Frank S. Abrams, Chairman of Board, Standard Oil Company of New Jersey;

Frederick H. Allen, Harrison, Ballard and Allen;

Dr. George Baehr, President and Medical Director, Health Insurance Plan of Greater New York;

Dr. Clifford V. Beardsley, Vice President (retired), Consolidated Edison Company of New York;

Milton M. Bergerman, President, Citizens Union;

Henry Bruere, Chairman of Board, Bowery Savings Bank;

Harold S. Buttenheim, Editor, The American City;

Robert K. Christenberry, President, Broadway Association;

Howard S. Cullman, Chairman, Port Authority of New York;

Robert W. Dowling, Chairman, Citizens Budget Commission;

William Dean Embree, Chair-

man, Civil Service Reform Association;

Marion B. Folsom, Treasurer, Eastman Kodak Company;

Bernard F. Gimbel, Chairman of Board, Gimbel Brothers, Inc.;

Neil F. Harmon, Civil Defense Planning Coordinator, Electronics Department, General Electric Company;

Phillip S. Harris, President, S. Klein;

Walter Hoving, President, The Hoving Corporation;

Mrs. David M. Levy, President, Citizens Committee on Children of New York City;

Alexander M. Lewyt, President, The Lewyt Corporation;

Michael J. Merkin, President, M. J. Merkin Paint Co., Inc.;

Mrs. Walter Neale, Past President, League of Women Voters;

Ira S. Robbins, Executive Vice President, Citizens' Housing and Planning Council of New York;

Dr. William J. Ronan, Director, Graduate Division of Public Service, New York University;

Maurice Rosenfeld, President, Equitable Paper Bag Co., Inc.;

Gen. David Sarnoff, Chairman of Board, Radio Corporation of America;

Joel W. Schenker, President, Gregory Roth-Schenker, Inc.

These twenty-five are winners of the first series of what is to be an annual competition. The purpose is to stimulate these and other private citizens to contribute to governmental service.

Scrolls are to be presented to them at ceremonies Monday, July 9, at 12 Noon, in room 2301 of the State Office Building, 270 Broadway, corner Chambers Street, New York City. Making the awards will be Harold Keller, Commissioner of Commerce of New York State, who will informally discuss just what industry and commerce can and does do for the successful operation of government in New York.

On hand also will be Alexander A. Falb, State Civil Service Commissioner, who will discuss the contributions of private citizens to government service from the standpoint of the public employee.

Full Citations Next Week

Next week the full citations for accomplishment by these twenty-five winners will be published in The LEADER. Among the winners are a man who has developed the outstanding health insurance plan for public workers, a woman who stimulated the greatest survey of governmental operation in New York City, a man who is directing outstanding courses of instruction for governmental administrators, and others who have done equally as much in many phases of public service.

Senators Favor Cut In U. S. Vacations

WASHINGTON, June 25 — The U. S. Senate in a rampage of cutting the Federal payroll, has accepted an amendment to cut the annual vacations of 2,000,000 employees from 26 to 20 days.



At a dinner-meeting of Dannemora State Hospital: Left to right: William F. McDonough, Assistant to the President of the Civil Service Employees Association; Dr. Hyman Abrahamer, Assistant Director at Dannemora, who acted as toastmaster; Mrs. James A. Fitzpatrick; Assemblyman Fitzpatrick, who was honored; Mrs. Ross E. Herold, and Father Hyland, Catholic chaplain at Clinton Prison and Dannemora State Hospital.

Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Cattaraugus

GROWTH of the Civil Service Employees Association and its county chapters was described by Charles R. Culyer, field representative, at Little Valley on Monday, June 11.

The occasion was a dinner of the Association's Cattaraugus Chapter, held in the Rocky City Hotel, Little Valley. Guests included:

Dr. Harold G. Miles, County Health Commissioner; Hazard E. Robinson, Machias, County Welfare Commissioner; Frank Eaton, Portville; Michael W. Scheiterle, President of the Olean Common Council, and Mrs. Scheiterle; Thomas Carty, State Association representative, Albany; and Noel McDonald, Buffalo, President of the Southwestern Chapter of the Association. John Panado, Olean, President, presided at the dinner and meeting.

Mr. McDonald explained the benefits of the State Employees Retirement System. He told of the new 55-year law, extending additional monthly pension allowances to retiring public employees.

Problems of the civil service workers during the present economic situation were described by Mr. Culyer. He pointed out what could be accomplished by united action for improvement.

Dinner was served under the direction of Emil Wollenberger, Olean, Chairman; William Bennett, Olean; Mrs. Beatrice Stokes, Ellicottville; Isabel Walters, Olean and Vera Beckwith, Little Valley. Approximately 80 persons were in attendance.

New York City

THE OFFICES of the NYC chapter, CSEA, are closed during July and August. However, employees needing service can get it

from chapter treasurer Joseph Byrnes, who'll be at his stand at 80 Center Street, available for conferences, collection of dues, etc., 9:30 to 10:30 and 1:30 to 2:30 every day.

Joe, incidentally, has returned home from serving as a juror in the State Supreme Court. They got a good man on that jury!

Employees are congratulating one of the newer members, assistant chief building guard Anthony Vericella, who guarded the Attorney General during the narcotics investigation hearings, held in the State Office Building. His picture appeared in lots of papers, and he also made movie and television camera highlights. Hey Hollywood—did you glimmer that snazzy Vericella profile?

Erie

THE executive committee meeting of Erie Chapter, CSEA, was held at the Elks Club and attended by 35 committee members. President Arthur Brodbeck conducted the meeting. Reports were presented by the treasurer, Clarence Britton. Alexius C. Nowicki acted as secretary because of the illness of Helen Murray.

The problems of county employees in the Meyer Memorial Hospital, Highway and Parks Department, and the Town of Amherst were discussed and plans made for action to adjust the situations.

Charles R. Culyer, Field Representative of the Association, addressed the meeting and presented to the following units their certificates of membership in Erie Chapter: Erie County Home and Infirmary, Highway and Parks Department Association, Town of Cheektowaga Employees Association, City of Tonawanda Employees Association, Erie County Penitentiary Employees Association, Town of Amherst Employees

Association, Meyer Memorial Hospital Association.

Next regular meeting of the Erie chapter will be held in September.

A reception in honor of Miss Mary C. McKinney, Head Nurse at Erie County Home and Infirmary at Wende, who is retiring on June 30, was held recently at the Alden Hotel. Miss McKinney has been 31 years in the county's employ. Her early training started as a Nurse in 1920 in the old Erie County Hospital. She was promoted to Charge Nurse in 1935 and Head Nurse in 1941.

The dinner was attended by a large group of her friends and fellow employees and at the din-



Mary Anne Zmek, widely-known and liked State employee, in her wedding gown, as she married William Anthony Greenauer, equally well-known and liked State employee, in Ludlowville, on Saturday, June 9. The best wishes of a great host of public servants go to these two gentle people, and The LEADER's, too. The story appeared in last week's LEADER.

ner Miss McKinney was presented with a \$25 Savings Bond by Fred Paul, President of the Erie County Home and Infirmary Unit of Erie.

Central Islip

THE CENTRAL ISLIP State Hospital chapter, CSEA, has elected the following officers to serve for the coming year: president, Thomas Purtell; vice-president, Herman Harjes; treasurer, Elizabeth Kleinmeier; secretary, Michael J. Murphy.

Motor Vehicle

MICHAEL LESTER has been re-elected president of the Motor Vehicle chapter CSEA. Elected with him were: Charles Lawrenson, vice president; Alice R. Walsh, secretary; Mary Devine, treasurer. Delegates are Joseph Ryan, Alfred Castellano, Monroe D. Walsh, and Cora Cronin.

Members of the chapter's executive council include: Rose Anichino, Executive Section; Marguerite Duval, Statistics & Tab.; Gladys Martin, Central Typing; Margaret Foster, Sec. & Search; Al Weissbard, First Aid, Review and S&R; Marie Trivison, Follow-Up, Section 1; Elizabeth Benson, SR-49 & Pending; Marie Hickey, Pub. Cont., SR-22, Acc. Sec.; Mary Keefe, Mail, Printing & Supply; Grace Mack, Saf. Rec. (Sect. 2 & 3); Freda O'Connor, Reference; Genevieve Reilly, Finance; George Eddy, Evaluation; Alice Bowers General Files-Coding; Mildred Rodrigues, Filing Section; Katharin McManus, Hearing & Complaint; Mary J. Carroll, Registration; Thomas Donahue, Inspection Div.; Betty Langenbach, Albany Distr. Office; Mary Doyle, Photo Copy-Personnel-Tel Oper.

Binghamton

MRS. MARVEL SHERWOOD, a member of the Binghamton chapter, CSEA, was awarded a service pin in recognition of 20 years of service with the State. She is employed in the Division of Placement and Unemployment Insurance. The award was presented by Industrial Commissioner Edward Corsi. Participating in the pre-

(Continued on page 5)

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Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from page 4)
 sentation were Arnold F. Mitchell, Assistant Industrial Commissioner; Edward A. Nyegaard, Deputy Industrial Commissioner; and George E. Merrell, District Employment Security Superintendent.

Biggs Memorial Hospital

THE BIGGS MEMORIAL Hospital Chapter, CSEA, has elected the following officers to serve for the coming year: President, James O'Brien; vice-president, James Anacelle; treasurer, Mildred Van Alstyne; secretary, Helen Benning; delegate, Marie Bolger; alternate, Margaret O'Connor.

Green Haven Prison

GREEN HAVEN Prison Chapter, CSEA held its annual election of officers on June 4. Charles Fisher was elected president, William Robin, vice-president; Patrick P. McNamara, treasurer; and Frank L'Amoreaux, secretary. President Fisher appointed Nathan Satz, Patrick McEelligot and Cornelius Rush to the Membership Committee. Tom McMorrow is to be in charge of publicity. Leonard McGlynn, Chapter delegate, reported on the recent Commissioner's Conference at Albany. Retiring President Bill Meehan thanked the members for their cooperation during the past year. All agree that Bill did a superb job during his term as president. Refreshments were served.

Next meeting of the chapter will be held July 2, at Fritz' Inn, Rout 55. All members are urged to attend.

The Green Haven Prison softball team is now tied for first place in the Poughkeepsie Industrial League. Any institution teams wishing to challenge the team should contact Ed Collins.

Congratulation and all the best to Don White and Eileen Rogan of Elmira who were married in that city.

Wallace "Woody" Woodruff is making steady progress following an automobile accident. Wally is now recuperating at Beacon Hospital. Why not drop him a line there? Following a month's illness, Sgt. Godfarb has returned to light duty. Rayner Rose has successfully recovered from a painful back injury and

is back with us again. . . . On July 1st Joseph Knyz and Gus Westphal will be transferred to Sing Sing; Peter Tyra to Cox-sackie and John Wiecjorek to Attica. Good luck man! . . .

The population of Green Haven is increasing: Mr. and Mrs. Arthur Connolly moved in from Poughkeepsie around June 1; Bill Pringle and his Mother changed their address from Auburn around the same time. Good luck and many happy days in your new homes, folks! . . .

Patrick McNamara and Wally Delaney are two of the many men now enjoying a vacation. . . . Sgt. John O'Reilly has returned to duty following his discharge from the U. S. Army. Glad to see you back, John! . . .

On June 2, Don Purdy graduated from Syracuse University and has returned to his duties at Green Haven. . . .

Congratulations and best of luck to Sergeant Ed Cayca on his recent appointment! Hope you like it at Great Meadow Ed.

Conservation

CONSERVATION DAY, an annual picnic and dinner of the State Conservation Department, will be held on Tuesday, June 26, at Saratoga Spa. One of the features will be the presentation of The LEADER's Harold J. Fisher Memorial Award to Everett J. Ellason, one of this year's two winners. He is an employee of the Conservation Department, and works at Saratoga Trees.

A luncheon was held at Keelers Restaurant in Albany on June 20 in honor of Helen R. Haines, head clerk in the Conservation Department, upon her retirement after 35 years in State service. She plans to spend her leisure in California. The luncheon was attended by 84 co-workers and friends. Letters of congratulations reached the retiring State employee from Henry Morgenthau, Jr., who had headed the Conservation Department before going into Federal service, and former Department secretary W. F. Carpenter. The messages were read by Deputy Commissioner Skiff. The Haines retirement was under the 55-year plan. Good luck, Helen.

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Civil Service LEADER

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TUESDAY, JUNE 26, 1951

CODE OF ETHICS IDEA MAKES PROGRESS

(Continued from Page 1)

From Senator Irving M. Ives: "I am glad to cooperate in this connection. I commend you highly on so worthy an undertaking. I hope that it meets with the all-out success to which it is entitled."

From Dr. William J. Ronan, Director of the Graduate Division of Public Service, New York University: "I believe that the time has arrived when such a code would be well received by public servants and by the general public alike."

From Dr. Ralph J. Bunche, Director, Department of Trusteeship, United Nations: "I am most appreciative . . . I recognize fully the importance of what you wish to do."

Dr. Paul H. Appleby, Dean, Maxwell Graduate School of Citizenship and Public Affairs, Syracuse University: "My own inclination is to feel that the most important gains are to be had in educational efforts which will enable citizens and officials to get fuller and clearer pictures of their responsibilities so that they may be enabled thereby to exercise more moral and more responsible judgments."

Supreme Court Justice Charles Breitel and Lieutenant Governor Frank C. Moore have both expressed interest in the LEADER'S proposal. Both feel, however, that before intensive work is undertaken to develop a code of ethics in government, it should be determined whether a single code or a multiplicity of codes would best serve the purpose, and primarily what that purpose is to be.

Agreement on Essentials

Acceptance of The LEADER'S plan has been wholehearted and enthusiastic. There seems to be wide agreement on certain essentials, among them being these:

A public servant must be responsible to all the people, not to any special interests;

There must be no peddling or bartering of public jobs;

A public servant must be prepared to challenge and expose misdeeds, no matter what the consequences;

A public servant must realize that he is in government not for his own benefit but advances on the basis of the quality of the work he performs;

A public servant must never accept a reward of any kind from any source for any service rendered.

These are not all the items that ought to go into a code of conduct; and there is agreement that the code—if it is to be effective—must be stated in far greater detail than these generalities. But the good will, the intelligence, and the interest in relation to the project are present; it is everywhere; and it may be hoped that out of the work now being done may come something of real value.

Senate Subcommittee on the Job

However, The LEADER feels its own efforts should be held temporarily in abeyance, except in an advisory capacity, while a subcommittee of the Senate Labor and Public Welfare Committee continues its work. Senator Herbert H. Lehman has correctly pointed out to us that this committee is designed "to carry on substantially the same work which you propose." The subcommittee is headed by Senator Paul H. Douglas. Senator Lehman is a committee member. Counsel is Philip Willkie, son of the late presidential candidate. The task is in good hands.

Meanwhile, The LEADER, which has already submitted material to the Senate committee, will be glad to transmit any additional useful ideas which might originate with our readers.

WHAT EVERY EMPLOYEE SHOULD KNOW

By THEODORE BECKER

HOW SOON MUST YOU SUE FOR BACK PAY?

IF YOU are improperly removed from your job, the Civil Service Law gives you the right to obtain reinstatement under Article 78 of the Civil Service Practice Act. Under this statute you must start your law suit for reinstatement within four months after your discharge. In this proceeding, if you are successful, you can also recover any back pay that you would have earned, less any pay you actually earned during the period of your ouster.

But suppose you do not institute any law suit within four months and are nevertheless reinstated. Could you, thereafter, sue for the loss in pay during the period of your improper ouster?

Improperly Laid Off

This was the issue raised before the Court of Appeals in 1949 in an action for unpaid salary brought by the widow of a New York City employee. Dropped from the city payrolls on the basis of a revised budget, later declared by the courts to be illegal, he was voluntarily restored to his job by the City. However, the City placed a condition upon this restoration. The employee had to take a cut in pay "and consent to a leave of absence without pay from March 1 to November 30, 1938, the period of his illegal ouster."

Widow Sued Years Later

Following the employee's death a few years later, his widow as administratrix of his estate, brought an action for the unpaid salary during the ouster period. The City countered with the argument that the action for this relief could only have been commenced under Article 78 and only

within four months after the ouster took place.

Fire Without Cause

The Court of Appeals noted that when the City restored the em-

Nostrim Society Marks Its First Year

The Nostrim Society of Westchester County, a civil service fraternal order of members of the Jewish faith, celebrated its first anniversary at the Mount Vernon Y.M.H.A.

Patrolman Samuel Rubin of the Ossining Police Department, the group's first president, stated that more than 100 persons attended the spring dance and entertainment. Communities represented included Ossining, White Plains, New Rochelle, Mount Vernon, Mamaroneck and Rye.

Samuel Rabinowitz, City Judge, White Plains, program chairman of the society, arranged the event. Sam Ross furnished the professional entertainers. The refreshments were arranged for by Mrs. Miriam Wittstein, of the Mount Vernon Police Department.

The program chairman was assisted also by Fred Mayo of the Yonkers office of the New York State Employment Service, Irving Libenson of the Corporation Counsel's office, Mount Vernon, Cecil Moskowitz, Acting Postmaster, City of New Rochelle, membership chairman, and Mrs. Erna W. Adler of the New Rochelle Civil Service Commission.

ployee, it did no more than it was obligated to do. Anything which a mandamus (an Article 78) proceeding could have accomplished was therefore voluntarily done. The imposition of a condition that he take a leave without pay for the period of the ouster was accordingly unwarranted "and must be deemed to have coerced Toscano (the employee) onto refraining from pressing his claim during his lifetime." Said the Court: "The clear result of the City's action was to fine Toscano nine months' salary without cause. It may not now be heard, in avoidance of its obligation, to challenge the timeliness of the within suit by asserting that article 78 provides an exclusive remedy."

Inasmuch as the City of New York is a municipal corporation, rather than an independent administrative board (as to which the courts have held that mandamus is the only remedy for recovering monetary claims), the Court decided that the action was properly brought. Therefore, the widow was entitled to a judgment for the unpaid nine months of salary. (Toscano v. McGoldrick, 300 N.Y. 156)

Employee Could Have Sued

It should be noted that while in this case Toscano's widow sued on behalf of his estate, Toscano himself could have brought a similar action, within the same time, in his own behalf.

It should also be remembered that in the Toscano Case, reinstatement took place without court action. If a court action had been required, then the issue of back pay would have to be raised at the same time or not at all.

Civil Service Rights

By MORRIS WEISSBERG



Mr. Weissberg, former Deputy Assistant NYC Corporation Counsel and author of the book "Civil Service Rights," contributes frequently to the Civil Service LEADER.

PROCEDURE AT DISCIPLINARY HEARINGS

HEARINGS of charges against employees may be presided over by the department head himself, or by a committee, deputy or person designated by him. The person presiding at the hearing has power to preserve order, administer oaths to witnesses, issue subpoenas, and rule on questions of evidence and procedure. At the conclusion of the hearing, the designee must certify the transcript of the record, with the exhibits, to the department head for his decision. Usually this certificate is accompanied by a report of the presiding officer containing his recommendations as to the findings and the punishment. However, such report and recommendations are advisory only and may be accepted, rejected or modified by the department head. An officer or person who presides at a hearing in place of the department head may not make the final decision himself, and if he assumes to do so, his action is void because it exceeds his power.

Entitled to Notice

The accused is entitled to such notice of the time and place of the hearing as will afford him reasonable opportunity to prepare and make his defense. Where departmental rules specify two days' notice of hearing, the hearing may not be held sooner over objection of the accused.

Adjournments may be granted in the discretion of the presiding officer for reasonable cause, such as the illness of the accused or of his attorney, or where more time is needed to obtain documents or locate a witness. Where criminal prosecution is pending against the accused upon the same fact as in the departmental charges, he is entitled to an adjournment of departmental hear-

ing until the criminal charges are disposed of.

Bill of Particulars

The accused may be granted a bill of particulars of such items of the charges as the particular acts relied on, the text of any regulations, by-laws or instructions allegedly violated, the time or place of the act or violation, etc.

The accused is entitled to be represented at the hearing by counsel of his own choosing, but at his expense.

Cross-Examination

Cross-examination of witnesses must be allowed to a reasonable extent. The accused or his counsel may challenge the credibility of witnesses by questioning their personal knowledge of the facts, their powers of observation or recollection, their interest, bias or prejudice. He may confront them with any prior contradictory statements. He may question them as to prior criminal convictions and as to actions reflecting on their character or reputation, provided he has evidence, but not otherwise. For example, upon cross-examination of a female investigator who testified that the accused had agreed to perform an illegal abortion, it was held that questions as to whether the witness had ever sought an abortion herself were properly excluded where there was no evidence of such action of the witness, and the sole effect of the question was to scandalize and embarrass the witness.

Proving the Charges

The prosecution has the burden of proving the charges by a preponderance of the evidence, but such proof need not be beyond a reasonable doubt. While the rules of evidence in judicial proceedings need not be followed strictly yet hearsay testimony alone is not sufficient, and there must be substantial competent evidence to support the charges. The presiding officer may not act upon statements made to him in private in the absence of the accused, nor may he disregard the sworn testimony of eye witnesses and assert that he personally knows the contrary to be true. Witnesses should be sworn before they testify, as no conviction may be had upon unsworn testimony.

Comment

EQUAL PAY EDITORIAL PRAISED

Editor, The LEADER: Your timely editorial, "Equal Pay for Equal Work," at last gives some publicity to a deserving group of faithful civil service employees. It is unfortunate that employees "protected" by a so-called policy of equal pay for equal work (as embodied in Section 37 of the Civil Service Law) are unable to obtain proper consideration on salaries and grades. How can civil servants employed by NYC ever hope to receive equal treatment on salaries when they do not have the advantage of the dubious protection afforded by Section 37 of the Civil Service Law? That they are not so protected is due perhaps to lack of foresight or interest by legislators representing NYC.

For example, court reporters employed by NYC receive as low as \$4,150, whereas court reporters employed by the various State and county courts within the jurisdiction of this City receive (from NYC) to \$7,600. Both groups perform exactly the same duties, have the same responsibilities, and are paid from the same City treasury. Both the Municipal Civil Service Commission and the State Department of Civil Service have approved transfers to State and county courts, at the higher salaries, from the NYC courts.

No doubt there are many other inequities in the civil service setup which should be brought to light and corrected and we, therefore, would like to commend the Civil Service Leader for giving publicity to these glaring salary inequities.

PAUL SIMONE,
President, Association of Official Court Reporters of the City of New York

THANKS FROM THE MATRONS EDITOR, THE LEADER:

Your timely editorial in behalf of the matrons was a beautiful job. I personally want to thank you for the interest you have displayed and the support you have given us.

KAY RANDOLPH
Westfield State Farms

Low on the Totem Pole

A survey by the graduating class of Hunter College revealed that the New York City civil service was the least attractive of all civil service jurisdictions, with the Police Department getting the lowest rating.

Chapter Activities

Taxation and Finance

IN ONE of the finest affairs of its kind, the Taxation and Finance chapter of the Civil Service Employees Association enjoyed a day-long picnic and dinner-dance on Tuesday, June 19, at White Sulphur Springs, Saratoga Lake.

The event, attended by more than 200 employees and guests, was highlighted by a variety of sports, including swimming, volley ball, rowing, dancing, lounging, singing, eating—and oh yes, that beauty contest.

By common consent, peppery, lively little Susanne Long, chapter president, had done a bang-up job.

The three beauty contest winners were: Julia O'Brien, Betty Griessel, and Helen Matson, in that order. The awards were \$12.50, \$10, and \$7.50, a take-off on the 12%, 10%, and 7½% pay increases won by State employees this year.

The judges in the beauty contest were Jesse B. McFarland, president of the Civil Service Employees Association; Joseph Lochner, executive secretary; Maxwell Lehman, LEADER Editor; and Helen Nolan Neil, former LEADER Albany correspondent. The judging and the details of the manner of judging provided much hilarity.

Sitting at the dais, in addition to the four judges, were the following: Herbert F. O'Malley, Secretary of the State Tax Commission; Sue Long; Mr. and Mrs. Bernard Schmah (he acted as toastmaster); Don McCullough, 2nd vice president of the chapter; Florence Winter, secretary; Joseph Felly, 5th vice president of the Civil Service Employees Association. Agnes Russell, a chapter functionary, was absent.

One of the interesting features of the evening was the revelation that a deep reservoir of talent lies hidden in the Department of Taxation and Finance. The impromptu piano playing of Fanny Hayes, and the singing of Gerane Snyder and Kay DeMare, held the audience delighted. Maybe it might be a good idea to take an inventory of such talents.

Olsego County

A MEETING of the Olsego County Public Works Chapter, CSEA, was held in Oneonta on June 14, at which time a membership report was given. A discussion led by Larry J. Hollister, field Representative, CSEA, was held on "How To Bring In New Members".

President Gaffney reported on the meeting held in Albany on May 21, and a committee was appointed to make arrangements for charter presentation and installation of officers.

The committee consists of the following: Alton Trask, Clifford Sisson, Maurice Gardner.

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LEGAL NOTICE

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Sealed proposals for Remodeling Camel, New York Naval Militia Armory (U.S.S. Prairie State), West 136th Street and Hudson River, N. Y., in accordance with Specification No. 16707 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Executive Department, Division of Military and Naval Affairs, until 2:00 o'clock P. M. (Advanced Standard Time), which is 1:00 o'clock P. M. Eastern Standard, on Wednesday, June 27, 1951, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawing and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
- State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y.
- District Engineer, 109 No. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Montauk Highway at Little East Neck Road, Babylon, N. Y.
- Office in Charge, U. S. S. Prairie State, 136th St & Hudson R. N. Y., N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Gov. A. E. Smith State Office Bldg., Albany, New York, and making deposit of \$5.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Gov. A. E. Smith State Office Bldg., Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: June 14, 1951 MFM:omk



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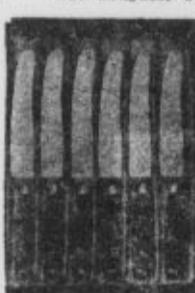


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Sheet Music to satisfy your every desire! RODA MUSIC SHOPS, have a full line of popular, classical, Schirmer, Carl Fischer, etc. Victor, Columbia, Decca, Capitol records, and every type of musical accessory. I was amazed at their display of reconditioned television sets. All types and models, from \$25.00 up. Call in person or order by mail. Send for free catalogue to RODA MUSIC SHOPS, 1304 Castle Hill Ave., N. Y. C. 61, N. Y.—Alice

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Illustrated here, is the best buy in Sun Glasses, and I ought to know, because I own a pair. Its lenses are of amber yellow "Rock-glas," hard as a rock unbreakable and guaranteed for a lifetime. Optically ground and polished, approved by the W. S. Bureau of Standards (No. C-S-79-40) for night driving, they have the added advantage of being ideal for the sun and television. The frames are 24 Kt. gold plated with adjustable cable temples and pearl-oid brow rest. Each pair in attractive leatherette case that can be attached to belt. Available in "Clip-on's" if desired. These glasses, nationally advertised for \$4.50, are specially priced for Civil Service Employees at only \$1.98 postpaid. Immediate delivery. No C.O.D.'s. Agents wanted. My advice to you is, send your check or M.O. today to IRVING H. BERGMAN, 155 East 123rd St., N. Y. 35, N. Y.—John

STATE ELIGIBLES

- SENIOR PERSONNEL TECHNICIAN (RESEARCH), (Prom.), Department of Civil Service
1. Quigley, James S., Glenmont . . . 85857
 2. Haskell, Roy T., Albany . . . 82127
 - CANAL ELECTRICAL SUPERVISOR, (Prom.), Department of Public Works
 1. McCarthy, James T., Rochester 90074
 2. Niekelco, Ralph L., Ft. Plain 88569
 3. Griffin, John L., Rome . . . 87474
 4. Grove, Alton E., Pennell . . . 87384
 5. Brossman, Harold G., Palatine 87274
 6. Junger, Roland B., Waterford 87101
 7. Goodwill, Edw. H., Waterford 86528
 8. Gillespie, James W., Waterford 86184
 9. Clark, John B., Rochester . . . 85227
 10. Elliott, Walter W., Waterford 84973
 11. Henrick, Warren H., Solway . . . 83700

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McFarland Proposes Civil Service Reforms

(Continued from page 3)
It permitted the vetoing of changes in classification of positions or salary rates as determi-

ned by the Classification and Compensation Agency by the State Director of the Budget. It was thoroughly understood by the em-

ployees and by officials at the time that this was not intended to interfere with the routine classification or allocation of positions

by the established civil service agency, as such agency functioned to maintain an efficient civil service personnel. This was satisfactory to all interested employees as well as officers of government because it was thoroughly understood that such overall power would not interfere with the administrative authority of the Classification and Compensation Agency in maintaining sound pay and promotion practices in State service.

The Veto Power

Today, and for some years now, the veto power exercised by the Budget Director has practically nullified the work of job classification and salary allocation. It has done this because of the Budget Division policy of over-riding decisions of the Classification and Compensation Agency. The uncertainty of approval of carefully studied classifications and salary allocations has brought dismay and discontent to employees generally. Today the Budget Division is practically duplicating the classification and salary allocation work of the Civil Service Department. Such duplication is not only wasteful but results in complete loss of confidence of the civil service employees in the Civil Service Department classification and salary allocation functioning.

Plan Is Adequate

For years the State service suffered in efficiency and economy from lack of sound classification and salary plans; today, with adequate plans written into the law. It suffers because classification and salary determinations have been largely taken out of the sphere of scientific adjustment into an atmosphere where wise and just determinations must be made subservient to pure budgetary considerations and in the opinion of those truly familiar with personnel problems, are dictated by considerations foreign to the real and valuable purpose of careful classification and salary attention. Any attention to good administration on the part of the State Civil Service Department calls for respect for the determinations of that Department with

regard to position classification and salary rates for State employees and of the Classification and Compensation Division of the Civil Service Department.

So serious has the superseding of civil service functions by the Budget become that the delegates to the last annual meeting of the Association urged that legal checks be placed upon the veto power of the Director of the Budget, and bills to implement this were introduced in the Legislature.

IN-SERVICE TRAINING: We feel that the in service training program now being developed in the Civil Service Department is particularly vital work, and we urge that such recommendations as are possible will be made to insure that adequate funds to enable its extension to all needed branches of the service are provided.

The Municipal Service Division of the Department of Civil Service is endeavoring to do a job essential to efficiency and economy in the operation of the governments in the civil divisions of the State. It is not sufficiently manned to give the aid that is needed to extend the merit system. This handicap should be removed in the best interests of good local government.

In closing, let me state that the Association feels there are fundamental weaknesses in the present civil service administration along the lines indicated, and that these weaknesses should be eliminated, and that there is the gravest need for elevating the science of personnel administration to the full dignity inherent in the merit system, and that this should be done very promptly.

Govt. Important Business

We believe that good government is the most important business of civilization and that good government depends upon the integrity and ability of public servants. Obviously, personnel management and administration is outstandingly important in these days of big governmental operations and tremendous governmental costs.

JESSE B. MCFARLAND,
President, Civil Service Employees Association.

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do you have a dear wife or a work horse?

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EXAMS NOW OPEN

ALBANY, June 25—State examinations will be given for the positions of Gas Tester, Motor Carrier Investigator, Gas Meter Tester.

Applications will be accepted for the positions until August 3. The tests themselves will be held on September 8. The applications may be obtained at the Civil Service Commission offices, the following addresses: Room 2301, 271 Broadway (Chambers St.), New York City; State Office Building, Albany; State Office Building, Buffalo.

Requirements Announced

Details about the examinations follow:

4162. Motor Carrier Investigator, Public Service Commission. Vacancies: one field position. Salary: From \$3,541 to \$4,300 in 5 annual salary increases. Requirements: high school graduation or an equivalency diploma and 2 years of progressively responsible experience in the field of transportation with either common carrier, shipper or regulatory agency, plus: a bachelor's degree; or 2 more years of the above experience; or

an equivalent combination of such training and experience. Application Fee: \$3.

4160. Gas Tester, Public Service Commission. Vacancies: one in Albany. Salary: From \$2,934 to \$3,693 in 5 annual salary increases. Requirement: high school graduation or an equivalency diploma plus: a bachelor's degree in mechanical or chemical engineering; or 2 years of experience in the engineering or commercial department of a gas company including some experience in testing of gas for heating value and chemical constituents, operation and adjustment of recording calorimeters, use of monoxide detecting devices, and related chemical laboratory work; or an equivalent combination of such training and experience. Application Fee: \$2.

4161. Gas Meter Tester, Public Service Commission. Vacancies: one expected in New York City. Salary: From \$2,784 to \$3,541 in 5 annual salary increases. Requirements: 2 years of satisfactory experience in the construction, repair, or testing of gas meters. Application Fee: \$2.

Briskman Is Host to 200 Boys at Baseball Game For Impellitteri Trophy

Two hundred boys were the guests of Sam Briskman, president of the Pinking Shears Corporation, 102 Prince Street, NYC, at the game between the Yankees and the Dodgers at Yankee Stadium Monday night, the annual event held for the benefit of Sand Lot Baseball in the Metropolitan Area of NYC. This is a joint charity of the two ball teams. The winner received the trophy, consisting of a baseball figure on a pedestal, donated by Mayor Vincent R. Impellitteri.

Mr. Briskman, as a friend of the Mayor, and also as another act of goodwill toward children of the neighborhood in which his factory is located, gladly rendered the double assistance.

The lads met at the Mercer Street police station, where they were welcomed by Mr. Briskman and Police Captain Henry Krantz, and taken to the ball park in chartered buses. They were fed, their thirsts slaked, and were brought back to the station house, from which the police saw them home.

Other Briskman Charities

Mr. Briskman has made a practice of befriending the children of the neighborhood, both boys and girls. Each July for the past five years he's held a picnic for 500 to 600 of them, on Staten Island, where they feast and frolic.

Each Christmas Day neighborhood children receive handsome gifts at a Christmas party at the station house.



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with a brand-new Crosley Shelvador—awarded the Fashion Academy Gold Medal for the second successive year for excellence in styling and design!



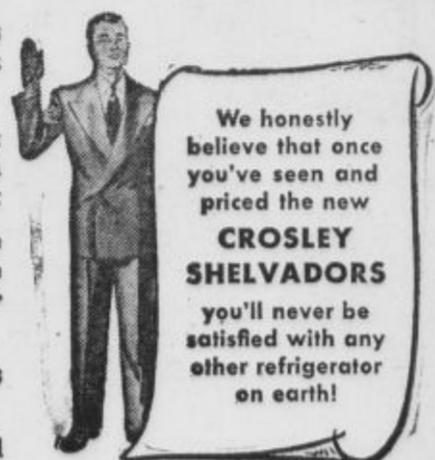
Forget Defrosting Drudgery! With this great new Shelvador there's nothing to turn on or off, nothing to watch, nothing to empty. It defrosts itself—completely—in 2 to 10 minutes, while you're asleep!

Twice As Much Food Where You Want It—in front, in sight, in reach : all space at the "convenience level." Crosley's Worksaver Design gives you extra space in the door, not on the door. Shelves are completely recessed.

Full-Width Freezer holds up to 50 pounds of frozen foods : : : loads of ice cubes . . . a *ButterSafe* automatically keeps butter or margarine at the consistency you like . . . big transparent "*crispers*" : : : giant *meat holder* : : : adjustable shelves for easy, systematic storage.

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U. S. GAZETTE

"THE POSTMAN'S PRAYER" was written by Postman Julius Chalif of Brooklyn. It follows: Please give us this day our daily bread.

Oh guide us from temptation that lies ahead,
Save us from evil, lest misconduct befall

The daily rounds that serve us all.
May the Good Lord provide us daily too

All courage, wisdom and fortitude
Neath this shield we fourthright meet
Serving all in country, lane and street.

Please give us this day strength to bear

Righteously, without despair
All peoples, all creeds, black or white,

Yea, all that comes within our sight.

Exemplify us by your kind grace
Right to a living . . . without disgrace.

TWENTY - ONE TOTALLY BLIND or totally deaf persons have recently been placed in Federal jobs in the Washington, D. C., area, including a blind conference reporter in one of the offices of the U. S. Civil Service Commission. Robert Ramspeck, chairman of the commission, estimates that about 110,000 seriously impaired persons now work for the Government.

MORE POSITIONS have been added by the Civil Service Commission to the list of those in the competitive class for which probational appointments may be made. Among them are several technician jobs: medical, histopathology, medical X-ray, medical and X-ray, electrocardiograph, electroencephalograph, and dental; and hospital attendant (mental), adjudicator trainee, medical photographer, and dietetic intern (unclassified).

LIMITED VETERANS PREFERENCE during layoffs in Government service is provided in a new bill introduced by Representative Victor L. Anfuso. Titled HR-3700, it was prepared on behalf of the National Association of Federal

Career Employees at the suggestion of the New York chapter. Inquiries on the bill, which would modify the Veterans Preference Act of 1944, are directed to Theodore J. Savath, president of the New York City chapter, at 1456-58th Street, Brooklyn, N. Y.

JAMES WHITTEN, Mississippi Congressman known to Federal officials and employees as author of the controversial law that puts employees on a temporary basis, offered a few personnel suggestions at a recent meeting in Washington of the Society for the Advancement of Management: Congress to make an annual investigation of each department's activities; each agency to report annually to Congress on the number of its employees and their average salary; Civil Service Commission check on all new jobs submitted, to see if they are necessary; each agency set up a reviewing staff to see if all activities are necessary.

SUMMER HEAT, which is just around the corner, will find most Federal employees sticking close to the office, under policies revealed by the Federal Personnel Council. The problem is to be tackled on an individual basis, with those becoming ill or fearing for their health entitled to sick leave, while those who wish time off to prevent general discomfort will get annual leave.

JUDGE Walter M. Bastian, United States Federal District Judge, Washington, D. C., has denied the application of the Government for a rehearing in the Priestly case.

Priestly, a disabled veteran, was

SO FEW CITIZENS THAT NON-CITIZENS ACCEPT

A local law exempting nurses and interns from the requirement of U. S. citizenship and NYC residence for another year was signed by Mayor Vincent R. Impellitteri last week. The Mayor explained that the dearth of such recruitment supply for those titles made the extension necessary. The exemption applies to the Departments of Hospitals, Health and Correction.

dismissed by the Civil Service Commission after one year of service as a clerk in the Post Office, because of an alleged fraudulent statement. He started an action to vacate the dismissal on the ground that since Priestly acquired status after one year of continuous service, he could not be removed, except in compliance with the Veterans Preference Act. The Government claimed that the agency had eighteen months within which it could dismiss.

SEVERAL THOUSAND postal representatives, including hundreds from the Joint Conference of Affiliated Postal Employees of Greater New York and Vicinity, gathered in Washington to acquaint every member of Congress with the economic plight of postal workers and to work for the postal pay bills, S. 355 and H.R. 244. They are participating in a three-day mass legislative rally sponsored by the Government Employees' Council, an AFL affiliate representing more than 1,500,000 Federal employees. The pending bills would eliminate certain low grades of pay, upgrade employees in the present lower brackets, and provide a general pay increase of 17 per cent.

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Key Answers, NYC Transit Promotion

The key answers to the NYC promotion examination entitled Promotion to Foreman (Signals), NYC Transit System, follows below. The answers are for Part I of the test, held on June 9.

Candidates who wish to file protests against these tentative key answers have until June 29, 1951 to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted after June 29.

- 1, D; 2, B; 3, A; 4, D; 5, B; 6, C; 7, C; 8, D; 9, A; 10, A; 11, C; 12, A; 13, A; 14, D; 15, A; 16, B; 17, C; 18, C; 19, B; 20, D; 21, A; 22, B; 23, B; 24, B; 25, D; 26, C; 27, B; 28, C; 29, D; 30, D; 31, C; 32, A; 33, B; 34, D; 35, C; 36, D; 37, B; 38, B; 39, C; 40, D.

STEARNS HEADS

WHITE PLAINS, June 25—J. Allyn Stearns, 3rd vice-president of the Civil Service Employees Association, was installed as president of the White Plains Lions Club on Thursday, June 21. He had served in that office since April, when the former president returned to the armed forces. Mr. Stearns had been 1st vice-president, director, program chairman, and convention chairman of the White Plains club.

Housing Managers Bitterly Protest Their Wage Deal

One hundred and fifty managers, assistant managers, superintendents and assistant superintendents of the NYC Housing Authority at a meeting protested the action of the Authority and the NYC Budget Director in not granting the regular annual salary

increase for the year 1951. A resolution, addressed to Authority pressed "profound dissatisfaction" sider the denial of Vlugratn-PhtES and asked that he "refuse to consider the denial of our increases by the Budget Director as a final answer."

Board Named to Effect Gulick Management Improvements

A Board of Management Improvement, with Corporation Counsel John P. McGrath as chairman, was appointed by Mayor Vincent R. Impellitteri. Its purpose is to eliminate the lag between recommendation and accomplishment of efficiency and economy.

The Mayor wants the new Board to carry out whatever recommendations of the Mayor's Committee on Management Survey are accepted. Comptroller Lazarus Joseph is chairman and Dr. Luther Gulick executive director of the survey committee.

The Division of Analysis will be the working arm of the new Board, the Mayor said, and that Division's recommendations are to be expedited into practice by the new Board. Abraham D. Beame, Deputy Budget Director, heads the Division.

The new Board is to obtain cooperation from City departments, and keep the public informed of how the management program is getting along and what benefits it is producing.

The Mayor will use the new Board to help him solve administrative problems, he said.

The members, besides Chairman McGrath, are Deputy Mayor

Charles Horowitz, Thomas J. Patterson, the Director of the NYC Budget; Deputy Budget Director Beame, and Solomon A. Klein, executive assistant to the Deputy Mayor.

Seeks Employee on Board Joseph Regan, Jr., president of the Police Lieutenants Benevolent Association, has informed Mayor Impellitteri and Dr. Gulick that a representative of the employees should be on the Board of Management Improvement.

Prices of Eye Glasses In Drastic Cut

Nearly 1,200,000 New Yorkers are in need of glasses, it has been reported. The major obstacle which has been holding many people back from buying the glasses they need to save and preserve their eyesight, it has been said is the question of prices. Two local shops which have been solving the price problem is S. W. Layton, Inc. and Powell Opticians. These firms are operated in connection with a wholesale establishment that has made it possible for a Civil Service Worker to purchase such wonderful eye-glasses at a price that is beyond comparison. A complete eye examination is given, and there are many styles of frames to choose from. S. W. Layton is at 130 E. 59th Street (near Lexington), PL 5-0498, and Powell Opticians, 2109 Broadway, N. Y. C. between 73rd and 74th Streets, SU 7-4325.

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The New York State Employment Service revised the list of job openings in private industry throughout the State. It is advisable to apply immediately.

Applications or requests for information should be made only in person.

Residents of NYC who seek jobs listed by any NYC employment office should apply at that office.

Residents of NYC who seek any job outside the city should go to the NYC office indicated by the following key letters appearing after the out-of-town jobs:

(a) Industrial Offices: 87 Madison Ave., Manhattan; (for Manhattan and Bronx residents); 205 Schermerhorn St., Brooklyn; Bank of Manhattan Building, Queens Plaza, L. I. City.

(b) Commercial-Professional Office, 1 East 19th Street, Manhattan.

(c) Needle Trades Office, 225 West 34th Street, Manhattan.

(d) Service Industries Office, 40 East 59th Street, Manhattan.

(e) Nurse Counselling and Placement Office, 119 West 57th Street.

(f) Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn.

(g) Sales Office, 44 East 23 St., Manhattan.

Upstate residents should apply for any job, local or out-of-town, at their nearest Employment Service office.

The title is given first, the pay next, then the number of vacancies and finally the special type of work or comment, and the key letter, if any:

NYC

Manhattan Industrial Office, 87 Madison Avenue

Job Setter, \$1.60 hr. up, 8, screw machines.

Machinist, \$1.60-\$2.00 hr., 39.

Tool and Die Maker, \$1.75-\$2.50 hr., 16.

Die Maker, \$1.75-\$2.50 hr., 20.

Coper Machine Operator, \$1.50 hr. start, 1.

Coil Machine Operator, \$1.75 hr. & up, 2.

Nurse Counselling and Placement Office, 119 West 57th Street

Occupational Therapist, \$175-\$205 month, 2.

Nurse, Supervising, \$225-\$300 month, 25, registered.

Nurse, Staff, \$200-\$220 month, 100, Grad., licensed or pending license.

Nurse, Public Health, \$3,000 yr., 15, registered, 1 yr. grad. study pub. health nursing.

Physical Therapist, \$160-\$300 month, 10, various parts of US.

Camp Nurse, \$300-\$350 plus maint. for 2 mo. season, 50, New York & Eastern States.

Commercial-Professional Office, 1 East 19th Street

Mining Engineer, \$350-\$400 mo. & up, Doe, 1.

Mining Engineer, \$3100-\$6400 yr., 25.

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Radio Operator, Marine, \$3,892-\$5,076 yr., 25, aboard ship, Tel. license.

Cost Accountant, \$4,600-\$5,400 yr. plus living exp. & overseas bonus, 2 plus.

Government Auditor, \$3,825-\$5,400 yr. plus living exp. & overseas bonus, 6.

Metallurgist, \$75 wk., 1.

Structural Designers, \$95-\$120 wk., 1 plus.

Electronic Engineer, \$5,000 yr., 1 plus.

Electrical Engineer, \$5,000 yr., 2.

Mechanical Engineer, \$60-\$120 wk., 2 plus.

Geologist, \$3,100-\$6,400 yr., 25.

Mechanical Draftsman, \$60-\$100 wk., 2.

Mechanical Design Draftsman, to \$3.00 hr., 1.

Instrument Man, \$3,825 yr., 4, citizen, Casablanca.

Construction Inspector, \$4,200 yr., 1, citizen, Casablanca.

Manhattan Needle Trades Office, 225 West 34 Street.

Clothing Inspector, \$3,825 yr. plus subsist., 400.

Service Industries Office, 40 East 59 Street.

Manager, Production (Laundry & Dry Cleaning), \$5,200-\$6,500 yr., 4, Germany & Guam.

Layout & Methods Man (Laundry & Dry Cleaning), \$5,400-\$6,400 yr., 3, Ohio.

BROOKLYN

Brooklyn Industrial Office, 205 Schermerhorn St.

Machinist, \$1.25-\$1.90 hr., 200.

Bench Machinist, \$1.25-\$1.75 hr., 14.

Instrument Maker, \$14.96 day, 10.

Job Setter, \$1.50-\$1.90 hr., 11.

Tool & Die Maker, \$1.75-\$2.25 hr., 38.

Die Maker, \$1.75-\$2.25 hr., 20.

Molder, Foundry, \$14.48 day, 2.

Drop Hammer Operator, \$14.00 day, 3.

ALBANY

Airport Engineer, \$3,825 yr., 1.

Loom Fixer, \$1.84 hr. plus OT, 2.

Machinist (Machine Shop), \$1.15-\$1.85 hr., 3, own tools.

Tool & Die Maker, \$1.52 1/2-\$1.85 hr., 1, own tools.

Tool Maker (Machine Shop), \$1.52 1/2-\$1.85 hr., 3, own tools.

Engine Lathe Operator (Machine Shop), \$.95-\$1.75 hr., 2, own tools.

Carpenter, \$1.50 hr., 1, own tools.

BINGHAMTON

Radio Operator (Transmitter Technician), \$60 wk. min. plus OT, 1.

Electronic Lab Technician, \$55-\$76 wk., 1.

BUFFALO

Accountant, \$100 wk., 1.

CORTLAND

Pharmacist, \$75 wk., 1.

LEGAL NOTICE

SUPREME COURT: BRONX COUNTY

LEO M. SCHLANGER, Plaintiff,

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

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

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

Dated, New York, May 7, 1951.

HAROLD H. GOLDBERG, Attorney for Plaintiff,

Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

TO: SALLY COHEN, OSCAR KIER, ANNA KIER.

The foregoing summons is served upon you by publication pursuant to an order of HON. KENNETH O'BRIEN, a justice of the Supreme Court of the State of New York, dated the 15th day of June, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at the Courthouse Borough of Bronx, State of New York. The object of this action is to foreclose a Transfer of Tax Lien 50985 and Number 71977, issued to the City of New York on the 20th day of May, 1941 and on the 1st day of August 1944, respectively, which were duly assigned to the plaintiff upon the following property:

NEW DESCRIPTION

Lien No. Section Block Lot

6985 10 2734 5

71977 10 2734 5

OLD DESCRIPTION

Section Block Lot

10 2734 618

Dated, New York, May 7, 1951.

HAROLD H. GOLDBERG, Attorney for Plaintiff,

Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

Electrician - Powerhouse, \$14.48 day, 14.

Electrical Instrument Repairman, \$14.96 day, 2.

Shipbuilding Trades Office, 165 Joralemon St.

Able Seamen, \$248 mo. plus OT, 20, seaman papers.

Marine Foreman, \$248 mo. plus OT, 20, seaman papers.

Marine Oilers, \$248 mo. plus OT, 20, seaman papers.

QUEENS

Queens Industrial Office, 29-27 41 Ave., Long Island City

Machinist, \$1.80-\$2.00 hr., 10.

Bench Machinist, \$1.50-\$1.65 hr., 29.

Tool & Die Maker, \$1.75-\$2.00 hr., 3.

Toolmaker, \$1.75-\$2.00 hr., 6.

Engine Lathe Operator, \$1.79-\$1.90 hr., 10.

Turret Lathe Operator, \$1.67-\$1.87 hr., 5.

Milling Machine Operator, \$1.67-\$1.87 hr., 15.

Jig Borer Operator, \$1.75-\$2.10 hr., 4.

Centerless Grinder Operator, \$1.20-\$1.40 hr., 3.

Inspector-Machine Shop, \$1.67-\$1.87 hr., 10.

Sheet Metal Worker, \$1.50-\$2.00 hr., 6.

Bench Molder, \$1.60 up, 2.

Coremaker, \$1.60 hr., 1.

Combination Welder, \$1.50-\$1.75 hr., 4.

Outside NYC

ALBANY

Airport Engineer, \$3,825 yr., 1.

Loom Fixer, \$1.84 hr. plus OT, 2.

Machinist (Machine Shop), \$1.15-\$1.85 hr., 3, own tools.

Tool & Die Maker, \$1.52 1/2-\$1.85 hr., 1, own tools.

Tool Maker (Machine Shop), \$1.52 1/2-\$1.85 hr., 3, own tools.

Engine Lathe Operator (Machine Shop), \$.95-\$1.75 hr., 2, own tools.

Carpenter, \$1.50 hr., 1, own tools.

BINGHAMTON

Radio Operator (Transmitter Technician), \$60 wk. min. plus OT, 1.

Electronic Lab Technician, \$55-\$76 wk., 1.

BUFFALO

Accountant, \$100 wk., 1.

CORTLAND

Pharmacist, \$75 wk., 1.

LEGAL NOTICE

SUPREME COURT: BRONX COUNTY

LEO M. SCHLANGER, Plaintiff,

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

Dated, New York, May 7, 1951.

HAROLD H. GOLDBERG, Attorney for Plaintiff,

Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

TO: SALLY COHEN, OSCAR KIER, ANNA KIER.

The foregoing summons is served upon you by publication pursuant to an order of HON. KENNETH O'BRIEN, a justice of the Supreme Court of the State of New York, dated the 15th day of June, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at the Courthouse Borough of Bronx, State of New York. The object of this action is to foreclose a Transfer of Tax Lien 50985 and Number 71977, issued to the City of New York on the 20th day of May, 1941 and on the 1st day of August 1944, respectively, which were duly assigned to the plaintiff upon the following property:

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Section Block Lot

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Dated, New York, May 7, 1951.

HAROLD H. GOLDBERG, Attorney for Plaintiff,

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Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

TO: SALLY COHEN, OSCAR KIER, ANNA KIER.

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Office & P. O. Address, 55 West 42nd Street, Borough of Manhattan, City of New York.

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Statewide Industrial Jobs

(Continued from page 12)
Time Study Man, \$55-\$75 wk., start, 1. (b)
Mechanical Engineer, \$55-\$75 wk. start, 1. (b)

GLEN COVE
 Foreman, Plastic, \$60-\$80 wk., 1. Supv. 15 workers. (a)
 Refrigeration Engineer, \$6,000 yr., 1, ME degree, 3 yrs. exp. in line. (b)

HEMPSTEAD
 Tool Designer, \$70-\$90 wk., 30. (a)
 Methods Engineer, \$60-\$85 wk., 30. (b)
 Electrical Engineer, \$325-\$600 mo., 290. (b)

ITHACA
 Architect, \$5,300 yr., 1. (b)
 Civil Engineer, \$5,300 yr. plus car allow., 1. (b)

KINGSTON
 Foreman, Heat Treat, \$400 mo., 1. (a)
 Foreman, Grinding Dept., \$400 mo., 1. (a)
 Beauty Operator, \$30-\$35 wk. plus tips, 1. (d)
 Auto Body Repairman, \$60 wk. up, 3. (a)
 Dark Room Man, \$40-\$45 wk., 1. (a)

LITTLE FALLS
 Tool Designer, \$60-\$75 wk., 1. (b)
 Foreman or Forelady (Parachute mfg.), \$345 mo. start, 4. (a)

MIDDLETOWN
 Dental Hygienist, \$2,410 yr. plus cost of living bonus, 1. (b)

NEWBURGH
 Electrical Engineer, \$5,400 yr., 1. (b)
 Draftsman, Comm., \$60 wk., 1. (b)
 Airport Engineer (Planning), \$4,200 yr.-\$5,400 yr., 3, citizen. (b)
 Clerk-Typist, \$2,450 yr., 1. (b)

LEGAL NOTICE

Supreme Court of the State of New York, County of Bronx, Vartkes Mozin, Plaintiff, against Florence Hope Fitzgerald, also known as Florence Fitzgerald Joseph AV Fitzgerald, and all of the above, if living, and if they or any of them be dead, their heirs-at-law, widows, widowers, next of kin, executors, administrators, assigns, trustees, legatees, grantees, creditors, lienors and any and all persons claiming any title, lien or interest upon the real property affected by this action, all of whom and whose names and places of residence are unknown to the plaintiff, defendant, Plaintiff resides at 819 NW 1st Street, Miami, Florida; Plaintiff designates Bronx County as the place of trial. To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated April 10, 1951.

Haig Haygooni, Attorney for Plaintiff, Office & P. O. Address: 67 Wall Street, Borough of Manhattan, City of New York (5).

To the above named defendants except Florence Fitzgerald:
 The foregoing summons is served upon you by publication pursuant to the order of Hon. Morris Eder, Justice of the Supreme Court of the State of New York, dated May 2, 1951, and filed with the complaint in the Office of the Clerk of the Bronx County at 111st Street and Grand Concourse in the Borough of Bronx, City of New York.

This action is brought to foreclose a transfer of tax lien sold by The City of New York to Evelyn Cadway which transfer of tax lien was thereafter duly assigned by the said Evelyn Cadway to the plaintiff. You are interested in the cause of action which is to foreclose the following tax lien: Bronx Lien No. 68494 in the sum of \$1,785.70 with interest at 12% per annum from January 11, 1944, affecting Section 18, Block 5417, Lot 174 on the Tax Map of Bronx County which said premises consists of vacant and situated on the west side of Bayshore Avenue, 301.22 feet south of Wait Avenue, 50 feet in width by 100 feet in depth. Dated, May 8, 1951.

Haig Haygooni, Attorney for Plaintiff, Office & P. O. Address: 67 Wall Street, Borough of Manhattan, New York 5, N. Y.

Supreme Court of the State of New York, County of Bronx, MARGARET BYRNE, Plaintiff, against THOMAS FRANCIS BYRNE, Defendant. Plaintiff designates Bronx County as the place of trial. Action for a separation. 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 day 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. The plaintiff is a resident of Bronx County. Dated, May 9, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, Office and Post Office Address: 8 West 40th Street, Borough of Manhattan, New York City.

TO: THOMAS FRANCIS BYRNE:
 The foregoing summons is served upon you by publication, pursuant to an order of Hon. AARON J. LEVY, a Justice of the Supreme Court of the State of New York, dated the 11th day of May, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, City of New York, State of New York. Dated, May 15, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, Office & Post Office Address: 8 West 40th Street, Borough of Manhattan, New York City.

TO: THOMAS FRANCIS BYRNE:
 The foregoing summons is served upon you by publication, pursuant to an order of Hon. AARON J. LEVY, a Justice of the Supreme Court of the State of New York, dated the 11th day of May, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, City of New York, State of New York. Dated, May 15, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, Office & Post Office Address: 8 West 40th Street, Borough of Manhattan, New York City.

TO: THOMAS FRANCIS BYRNE:
 The foregoing summons is served upon you by publication, pursuant to an order of Hon. AARON J. LEVY, a Justice of the Supreme Court of the State of New York, dated the 11th day of May, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, City of New York, State of New York. Dated, May 15, 1951.

ARTHUR ROSENBERG, Attorney for Plaintiff, Office & Post Office Address: 8 West 40th Street, Borough of Manhattan, New York City.

TO: THOMAS FRANCIS BYRNE:
 The foregoing summons is served upon you by publication, pursuant to an order of Hon. AARON J. LEVY, a Justice of the Supreme Court of the State of New York, dated the 11th day of May, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, City of New York, State of New York. Dated, May 15, 1951.

NIAGARA FALLS
 Meter Repairman, \$1.73-\$1.84 hr., 2. (a)
 Bricklayer, \$2.75 hr., 2. (a)

NORWICH
 Tool Designer, \$75-\$100 wk., 1. (b)
 Auto Mechanic, \$60 wk. min. start, 1. (a)
 Tool & Die Maker, \$1.65 up per hour plus OT, 2. (a)

NYACK
 Mechanical Engineer, \$400 mo., 1. (b)
 Biological Chemist, \$62.50 wk., 2. (b)
 Chemical Engineer, \$62.50 wk., 11. (b)
 Mechanical Engineer, \$62.50 wk., 1. (b)
 Veterinarian, \$3,200 yr., 1. (b)
 Biologist, \$250-\$325 mo., 2. (b)
 Structural Draftsman, \$55.10 wk., 1. (b)

PLATTSBURG
 Office Machine Serviceman, \$50-\$65 wk., 1. (a)

PORT JARVIS
 Draftsman, Mechanical, \$50 wk., 1. (b)

ROCHESTER
 Office Machine Serviceman, \$240 mo., 1. (a)
 Pattern Maker, Wood, \$2.00 hr. min., 5. (a)
 Cost Accountant, \$5,400 yr., plus per diem exp., 3. (b)
 Turret Lathe Operator, \$1.28½-\$1.53½ hr. plus 15% nite shift plus bonus, 26. (a)

ROME
 Electronics Engr., \$3,100-\$5,400 yr., 15. (b)
 Radio Repairman, \$1.66 hr., 20. (a)
 Tool & Die Maker, \$1.89 hr., start, 3. (a)
 Structural Steel Worker, \$1.63-\$1.89 hr., 3, citizen. (a)
 Bricklayer, \$3.00 hr., 35. (a)

SCHENECTADY
 Machinist, \$1.72-\$1.88 hr., plus 10% shift, 60. (a)
 Radial Drill Press Operator, \$1.72 hr. av. plus shift diff., 6. (a)
 Coremaker, \$1.66½-\$1.83 hr. plus OT, 5. (a)
 Jig-Boring Machine Operator, \$1.77½-\$1.93 hr. plus shift diff., 9. (a)
 Vertical Boring-Mill Operator, \$2.04½ hr. plus shift diff., 30. (a)
 Milling Machine Operator, \$1.72-\$1.83 hr. plus shift diff., 50. (a)
 Turret Lathe Operator, \$1.72-\$1.88 hr., plus shift diff., 26. (a)
 Engine Lathe Operator, \$1.72-\$1.83 hr. plus shift diff., 60. (a)
 Toolmaker, \$1.88-\$2.04½ hr. plus shift diff., 75. (a)
 Lay-Out Man, \$1.77-\$2.00 hr., 5. (a)

SYRACUSE
 Draftsman, Mechanical, to \$300 mo., 6. (b)
 Stenographer, \$40.20 start, \$42 if BS grad, 40. (b)
 Typist, \$40.20 start, 25. (b)
 Machinist, \$1.50 plus hr., 10. (a)
 Die Maker, \$1.80 hr., 2. (a)
 Toolmaker, \$1.50 plus hr., 5. (a)
 Turret Lathe Operator, \$1.25 plus hr., 5. (a)
 Inspector (Aircraft Engine Parts), \$1.75-\$2.00 hr., 1. (a)
 Molder, Floor, Bench, Squeeze, \$1.07-\$1.45 hr. plus pce. wk., 5. (a)
 Coremaker, \$1.07-\$1.45 hr. plus pce. wk., 10. (a)
 Arc Welder, \$1.30 plus hr., many. (a)
 Carpenter, \$1.65 hr., 20. (a)

Carpenter, Finish, \$1.75-\$2.25 hr., 10. (a)

TROY
 Metallurgist, Physical, to \$4,800 yr., 1. (b)
 Foreman, Foundry, to \$4,800 yr. 1. (a)

WATERTOWN
 Precision Lens Grinder, \$60 wk. plus OT, 1. (a)

WARSAW
 Ass't Foreman (Foundry), \$350 mo., 1. (a)

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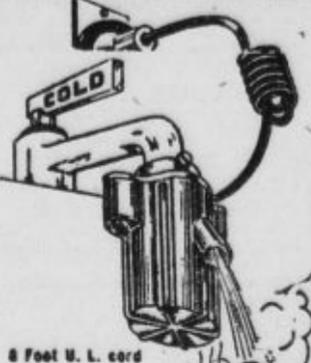
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It is almost too good to be true! You just must see for yourself the steaming hot water running continuously from a COLD WATER FAUCET. With this dependable JET INSTANT HOT WATER HEATER—you can get water from lukewarm to Red Hot—when you want it! No WAITING—No FUSSING WITH FIRES or BOILERS—No TANKS or GAUGES to watch!

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 A turn of the faucet gives you water of ANY DESIRED TEMPERATURE from Lukewarm to HOT! No further adjustments are necessary. Attaches itself to most any faucet easily—without the need of tools—just turn three set screws to hold firmly in place. No diagrams or special charts needed. ANYONE CAN ATTACH IT TO A COLD WATER FAUCET!

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SEND NO MONEY! Do Not Delay—No longer need you wish and hope for the convenience of HOT WATER—when you want it. For only \$4.98 you can enjoy the benefits and instant use of HOT WATER. No expensive equipment or installation is necessary. SEND YOUR NAME AND ADDRESS. Enclose \$3.98 and we will ship your JET prepaid or if you prefer, pay postman on delivery plus few cents postage and C.O.D. charges.

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 Send JET INSTANT HOT WATER HEATER. I enclose \$3.98.
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G. E. AUTOMATIC IRON SANDWICH & WAFFLE COMBINATION	\$12.95	\$ 9.27
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SUNBEAM MIXER	\$15.95	\$10.49
TOASTER	\$46.50	\$31.70
SHAVEMASTER DORMEYER MIXER	\$26.50	\$17.95
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2. Hoyer, Frank M., Cassadaga 77400
Clinton County
1. Vaughn, Allen E., Morrisonville 77500
Columbia County
1. Wheeler, Arthur A., Hudson 76450
Erie County
1. Pilger, Warren R., Golden 80350
2. Endress, Leo W., E. Concord 78500
3. Kio, Mathias J., Eden 77000
Essex County
1. Brown, S. L., Elizabethtown 78450
2. McDowell, J. M., Elizabethtown 76900
Hamilton County
1. Williams, Clarence, Piseco 79600
Herkimer County
1. Chapin, Fred R., Bridgewater 83400
2. Mosher, Donald, Mohawk 82600
Lewis County
1. Grandjean, Lester, Martinsburg 81400
2. Young, Virgil R., Lowville 77000
Livingston County
1. Waide, Fred, Geneseo 78450
Madison County
1. Washburn, Russell, Poolville 78700
2. Simonson, Howard A., Oneida 77050
Monroe County
1. Fletcher, Charles, Churchville 80800
Oneida County
1. Dobbins, Henry A., Bridgewater 82050
Orange County
1. Lancaster, Leroy E., Otisville 89700
2. Decker, T. E., Washingtonville 78150
Orleans County
1. Nenni, Joseph V., Albion 83000
Oswego County
1. Martin, Robert E., Fulton 83000
Rensselaer County
1. Weeden, Willard J., Petersburg 79150
Schoharie County
1. McGlynn, Donald J., Kanona 82450
2. Davis, Green, Wayland 78950
3. McMinda, W. P., Troupsburg 78050
Suffolk County
1. Karpinski, Stanley, Patchogue 80600
2. Wright, William A., E. Quogue 84100
3. Punda, James S., Speonk 83150
4. Burke, Harold E., Babylon 81250
Tioga County
1. Hills, Austin R., Candor 83600
Ulster County
1. Blumensauer, Oscar, Ellenville 79600
2. Shore, Louis, Ellenville 78600
3. Dubois, Robert A., Ashokan 77500
Washington County
1. Bearor, Keith N., Ft Ann 88000
Westchester County
1. Deems, Robert L., Millwood 84200
Yates County
1. Arthur, Earl C., Dundee 81450
2. Matthews, Gilbert G., Starkey 77500

- BUSINESS CONSULTANT, Department of Commerce
1. Bove, Walter A., NYC 91132
2. Picard, John J., W. Albany 88732
3. Savage, George J., Albany 86600
4. Banoff, Hiram L., Bronxville 85532
5. Fox, Carl T., Albany 84200
6. Haren, Merle E., Syracuse 82600

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Allstate Fire Insurance Company, Chicago, Illinois is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition:
Total Admitted Assets, \$10,161,605.85; Total Liabilities, \$7,367,708.50; Capital paid-up, \$300,000.00; Surplus and Voluntary reserves, \$2,493,897.29; Surplus as regards policyholders, \$2,793,897.29; Income for the year, \$7,988,714.70; Disbursements for the year, \$5,964,442.17.

STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the American Motorists Fire Insurance Company, Chicago, Illinois is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition:
Total Admitted Assets, \$71,841,782.24; Total Liabilities, \$83,844,131.47; Capital paid-up, \$1,500,000.00; Surplus and Voluntary reserves, \$16,497,650.77; Surplus as regards policyholders, \$17,997,650.77; Income for the year, \$80,994,455.47; Disbursements for the year, \$42,133,721.45.

STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the American Motorists Fire Insurance Company, Chicago, Illinois is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition:
TOTAL Admitted Assets, \$887,989.18; Total Liabilities, \$387,989.18; Capital paid-up, \$400,000.00; Surplus and Voluntary reserves, \$100,000.00; Surplus as regards policyholders, \$500,000.00; Income for the year, \$529,672.42; Disbursements for the year, \$529,470.80.

STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Benefit Association of Railway Employees, Chicago, Illinois is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition:
Total Admitted Assets, \$9,202,940.43; Total Liabilities, \$6,015,807.94; Surplus as regards policyholders, \$3,247,132.49; Income for the year, \$15,124,707.62; Disbursements for the year, \$13,751,113.43.

STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Old Republic Credit Life Insurance Company, Chicago, Illinois is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition:
Total Admitted Assets, \$4,515,955.90; Total Liabilities, \$2,948,898.90; Capital paid-up, \$712,800.00; Surplus and Voluntary reserves, \$854,347.00; Surplus as regards policyholders, \$1,567,147.00; Income for the year, \$6,559,602.16; Disbursements for the year, \$6,471,890.09.

- 7. Estes, David H., Astoria 83468
8. Haley, Thomas F., Mt. Vernon 80732
9. Vadaia, Michael P., Syracuse 80600
10. Wolf, Milton, NYC 80132
11. Kegan, Stephen D., Gloversville 80000
12. O'Reilly, William T., Albany 79600
13. Krausz, Marcus, Bronx 79400
14. Nyman, Benjamin, Albany 78532
15. Greenfield, Elliot, NYC 77400

COURT STENOGRAPHER, Supreme and County Courts, First, Second, and Tenth Judicial Districts
1. Hammer, Paul D., Bronx 104374
2. Sandell, M. M., Cambra Hgt 101702
3. Poltys, Alex, NYC 100994
4. Foy, Raymond F., NYC 100329

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THE COLONIAL Yulan, N. York; excellent food; all modern; all amuse. showers; accom. 80. \$35 to \$42. Write for Booklet C.
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- 5. Simone, Paul, NYC 100077
6. Barron, Edward A., NYC 99925
7. Collin, Jerome, Flushing 99769
(Continued on page 15)

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- GLEN FALLS HOUSE Round Top, N. York. Excell food, hot & cold water in all rooms, mod. impts. all sports, natural pool, all churches. Write for Booklet C.
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KNAPP HOUSE; Hurleyville, N. Y., small informal, homelike atmosphere, all modern impts. Phone 81M Mrs. J. Maxwell Knapp.
"LA CASCADE" Haines Falls, N. York, 2800 ft. elev., Excell. French Cuisine, sports, showers, baths, mod. impts. Children's play ground (counsellor). Rates from \$45. Write Lucienne - Paul Dumas, owners.
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MAPLE GROVE Farm, Barryville, N. York. Excell Table. All sports, swimming, pool, all churches, write booklet. Open May till Oct.
MAPLEWOOD FARM Greenville 5, Gr. Co., N. Y. All amusements, Concrete excell home cooking. All mod. impts. Special June-September rates. all churches. Write for Booklet F. Jack Welter, Prop.
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OAKWOOD Palenville, N. York; mod. house, De Lux cabins, excell. food, sports, churches, \$35 up wkly. Write K. Groneman, Tel Palenville 3838.
OSBORN HOUSE Windham, N. Y. Where your comfort & Pleasure is our obligation, modern impts. Swimming pool, cocktail lounge, Amuse., all churches. Write or phone Windham 364-365.
PALENVILLE MANOR Palenville, N. Y. All mod. Italian-American, Excell. food. 50 x 100 pool, dancing nightly, own orch. all sports, churches. Write for Booklet.
PALM INN, East Durham, N. Y. Tel. Freehold 7408. Congenial atmosphere for a pleasant vacation. Concrete swimming pool, 40 x 80. Recreation facilities. Excell table Rates \$35 wkly. Special Rates June & Sept Write J. Tarperly
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BUTTERNUT FARM Freehold, N. Y. Excell. food, own farm products. Modern impts. Airy rooms. Amuse, swim on premises. Write for Booklet
CATSKILL VIEW HOUSE Palenville, N. York. Excell. food, baths, showers, all amuse, all churches, \$35-\$40. Write J. Paratore, Prop.
DEAN'S COTTAGE Leeds N. York. Excell food; airy rooms; amuse near; swimming; all churches; \$5 daily; \$32.00 wkly. Write for booklet E. W. HOBART, Prop.
ELM GROVE HOUSE Greenville, N. York, Excell food, new concrete pool, all mod. impts., all sports, showers, hot-cold water in all rooms, churches for Bklt. Anton Fursatz.
ELM REST HOUSE East Durham, N. Y. Tel. Oak Hill 2-2361. Modern, delicious meals, home baking; swimming, dancing, all sports. Near churches. Adults only. \$30 to \$35 includes everything. Bklt. Mrs. H. Field.
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4 LEAF CLOVER HOUSE Athens, N. Y. Ger.-Amer; excell food; all mod. impts; showers baths; churches; \$39 up. Write L. J. FOX.

Professional Assistant Eligible List Issued

(Continued from page 14)

Table listing professional assistants with names, addresses, and identification numbers. Includes names like Foster, Charles G., Shaw, Irwin T., Hochberg, Henry, etc.

Table listing professional assistants under 'Option C, Chemistry'. Includes names like Schulz, Herman, Abrahams, Albert, Moer, A. Leo, etc.

Table listing professional assistants under 'Option D, Mathematics'. Includes names like Abrahams, Albert P., Finkel, Daniel, Kadish, Abraham S., etc.

Table listing professional assistants under 'Option E, Economics'. Includes names like Wehler, Mark L., Weinberg, Rubin, Landow, Henry R., etc.

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LEGAL NOTICE

CITATION—P 401, 1951, The People of the State of New York, by the Grace of God Free and Independent, TO: The Public Administrator of the County of New York, and to EARL BENEDICT, JOHN L. CHADDOCK, CHARLOTTE ELDRIDGE, FLORENCE MILLER, ALVIN SAYERS, GLENN SAYERS, CARL SAYERS, LEE SAYERS, EVA SHUBINSKI, GRACE WAGNER, and if Carl Sayers and Lee Sayers died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all heirs at law, next of kin, and distributees of Bernice Maud Marquis the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise, in the Estate of Bernice Maud Marquis, deceased, who, at the time of her death was a resident of the Hotel Irving, 26 Gramercy Park, New York City.

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Report on Recent State Pay Appeals on Classification

The report below had been previously carried in The LEADER. It is repeated because the absence of a single paragraph gave an erroneous connotation to some of the material.

In a previous report Mr. Kelly listed 18 new titles created, 16 salary appeals denied and 22 he recommended but which were turned down by the Budget Director.

18 New Titles Listed

Mr. Kelly's report listed 18 new titles:

- Associate Economic Research Editor, G-25, \$5,232-\$6,407.
- Chief Aircraft Pilot, G-25, \$5,232-\$6,407.
- Chief Rent Examiner, G-32, \$6,700-\$8,145.
- Civil Service District Representative, G-14, \$3,451-\$4,176.
- Director of Housing Project Development, G-42, \$9,325-\$10,900.
- General Manager of Allegany Parks, G-27, \$5,650-\$6,910.
- Histology Technician, G-6, \$2,346-\$3,036.
- Junior Rent Examiner, G-9, \$2,760-\$3,450.
- Principal Rent Examiner, G-25, \$5,232-\$6,407.
- Printing Shop Assistant Superintendent, G-18, \$3,978-\$4,803.
- Printing Shop Superintendent, G-22, \$4,638-\$5,628.
- Regents Printer, G-14, \$3,451-\$4,176.
- Rent Examiner, G-14, \$3,451-\$4,176.
- Rent Inspector, G-10, \$2,898-\$3,588.
- Senior Mechanical Engineer, G-25, \$5,232-\$6,407.

Senior Pharmacy Inspector, G-19, \$4,110-\$5,100.
Senior Rent Examiner, G-18, \$3,978-\$4,803.
Senior Rent Inspector, G-14, \$3,451-\$4,176.

16 Appeals Denied

Applications for salary increases for titles were denied, as follows, which corrects an error in The LEADER:

Administrative Supervisor of Title Abstracts, G-30.
Assistant Compensation Claims Examiner, G-12.
Assistant Director of Miscellaneous Taxes, G-31.
Assistant Tax Valuation Engineer, G-20.
Assistant Underwriter, G-12, Associate Compensation Claims Examiner, G-22.
Director of Housing Research and Statistics, G-34.
Director of Tax Research and Statistics, G-34.
Kitchenkeeper, G-15.
Pharmacy Inspector, G-14.
Principal Compensation Claims Examiner, G-27.
Senior Clerk (Underwriting), G-6.
Senior Underwriter, G118.
Special Agent, Department of Mental Hygiene, G-17.
Supervising License Inspector, G-20.
Supervising Special Agent, Department of Mental Hygiene, G-20.

22 Rejections by Budget Office
The Director of Classification and Compensation recommended the following salary reallocations which were disapproved by the Director of the Budget.

Asbestos Worker, G-8, \$2,622-\$3,312, to G-9.
Assistant Locomotive Inspector, G-7, \$2,484-\$3,174, to G-10.
Blacksmith, G-8, \$2,622-\$3,312 to G-9.
Bracemaker, G-8, \$2,622-\$3,312, to G-9.
Bracemaker Foreman, G-11, \$3,036-\$3,726, to G-12.
Carpenter, G-8, \$2,622-\$3,312, to G-9.
Carpenter Foreman, G-11, \$3,036-\$3,726, to G-12.
Director of Civil Service Examinations, G-39, \$8,538-\$10,113, to G-42.
Director of Municipal Service (Civil Service), G-36, \$7,750-\$9,325, to G-39.
Locksmith, G-8, \$2,622-\$3,312, to G-9.
Maintenance Foreman, G-11, \$3,036-\$3,726, to G-12.
Motor Carrier Referee, G-22, \$4,638-\$5,628, to G-25.
Motor Equipment Repairman, G-8, \$2,622-\$3,312, to G-9.
Motor Vehicle Operator, G-4, \$2,070-\$2,760, to G-5.
Motor Vehicle Referee, G-23, \$4,836-\$5,826, to G-25.
Painter, G-6, \$2,622-\$3,312, to G-9.
Painter Foreman, G-11, \$3,036-\$3,726, to G-12.
Rigger, G-8, \$2,622-\$3,312, to G-9.
Roofer and Tinsmith, G-8, \$2,622-\$3,312, to G-9.
Sheet Metal Worker, G-8, \$2,622-\$3,312, to G-9.
Supervising Motor Vehicle Referee, G-26, \$5,430-\$6,605, to G-28.
Welder, G-8, \$2,622-\$3,312, to G-9.

Two DPUI Promotion Tests Open

State promotion examinations have been opened in the following titles:

Senior Administrative Assistant, Division of Placement and Unemployment Insurance, \$5,774 to \$7,037. Open to Principal Account Clerk. Application fee: \$5. File by June 30. Exam will be held on July 14.

Head Account Clerk, Division of Placement and Unemployment Insurance. \$4,710 to \$5,774. Application fee: \$4. Open to Principal Account Clerks. Application fee, \$4. File by June 30. Exam will be held July 14.

Picnic Is Enjoyed By Assn. Staff

ALBANY, June 25—The staff of the Civil Service Employees Association was entertained at a picnic at the Schenectady Road home of Dorothy MacTavish, stenographer.

A bountiful repast was enjoyed.

Jackie McDowell made a hit in her brief shorts and halter. Roy Fisher turned out to be an expert horseshoe pitcher. Hank Rivet was the champion dart thrower and Jesse McFarland, Bill McDonough and Harry Fox surprised all with their poker skill. Jake Harris roasted the hot dogs.

Girls Outshone Men

The girls outshone the men in badminton. Betty Rivet, Barbara Foster, Jean O'Hagan and Jane Fisher proved crackerjacks. Jane now has a lame arm.

Paula Jorgensen was honored on her approaching marriage. A birthday cake was lighted for Joe Lechner and Dot Sheehy, whose birthdays fell during the week.

A song session around the fire brought the evening to a close. Jessie Napierski and Dot MacTavish harmonized.

U. S. Exams Open

209. Economist, \$3,825 to \$6,400. — Requirements: Experience in economic research or analysis plus experience in one of the specialized fields of economics. College study may be credited toward the required experience. No written test.

246. Loan Appraiser. (Telephone Facilities), \$4,600 to \$6,400; Telephone Specialist, \$3,825 and \$4,600; Auditor (Telephone), \$5,400. —Jobs are country-wide. Requirements: Appropriate experience. Some substitution of education and training allowed. No written test.

Chapter Activities

Monroe County

MONROE Chapter, CSEA, Rochester, N. Y., has a new president and a change in the Board of Directors.

At a special meeting of the Board of Directors held June 12, Harold B. McElwain was elected to President to complete the unexpired term of Remington Ellis, who retired on advice of his physician. Mr. Ellis was elected to the Board of Directors to replace Mary Karpiak who resigned because she felt she could not devote enough time to the Chapter.

The first annual meeting of the chapter was held June 19, and delegates were elected to the annual meeting of the Association. They are Elmer Conrad and Mary Crilly, alternate. All new officers were installed by Raymond Munroe, 2nd vice-president of the Association. Ray gave an interesting talk on the Association, the functions of the Board of Directors, and the activities at the Annual meeting.

A report of the Citizens' Salary Committee, which is now before the Council, was discussed at length and the Committee was commended for its work in presenting a comprehensive report, a big step forward. However, it was brought to the attention of the meeting that there were inequalities in the report which may be adjusted later. There was also a feeling that the positions in the lower brackets should have received greater salary increases.

Miss Jean Lipsett reported for the Social Committee that a joint picnic of the Rochester, Industry, State Hospital, and Monroe Chapters had been arranged for July 25 at Mendon Ponds Park. The chapter is looking forward to this picnic with anticipation.

State Insurance Fund

THE membership campaign of the State Insurance Fund, CSEA, will continue throughout the summer. Al Greenberg, membership committee chairman, reports 75 new members. The chapter is only a few short of its goal—500 members.

Louis Buffler, underwriting director, and Raymond J. Oakley, assistant underwriting director, have presented service emblem awards to the following employees of the Underwriting Department, for longevity of service.

Gold Service Emblems: Carle H. Kummer, James F. Mahoney, Margaret F. Milliot, Raymond J. Oakley, Mary M. Olphin, John F.

Powers, Sarah Selden, Irene W. Sealy, Pauline Sherman, Lillian Waller.

Silver Service Emblems: Louis Buffler, Hannah Arnowitz, Marion Berkowitz, Moe Brown, Louis DeVivo, Paul R. Fleckner, Charlotte Frisenda, William A. Johnston, Lillian Lerner, Isadore Mandel, Robert G. Molter, Anthony A. Palladino, Irving Reisberg, John Robertson, Pauline Schenkler, Gertrude Seilenfreund, Louis G. Stubenvoll, Esther Trontz, Matthew Viggiani, Abraham Wolfe.

Victor Leschkowitz, of Underwriting, is recovering from a fractured heel.

Oneida County

THE ONEIDA County Chapter, CSEA, held its annual meeting and election of officers in Oneida County Court House Tuesday, June 19.

The following officers were installed by Larry J. Hollister, field representative:

President: Winnifred Phalan, City of Rome Hospital; 1st vice-president: H. Lee Spinning, Bd. of Water Supply; 2nd vice-president: Marcella Jones, Oneida County Welfare Dept.; 3rd vice-president: Walter Dambkowski, Boonville; Record. secy.: Ellen R. Schuderer, Bd. of Water Supply; Corresp. secy.: Marilla Racha, City of Rome Hospital; Treasurer: Rosalie M. Sarmie, Bureau of Motor Vehicles; Sgt. at Arms: Dominick Salce, Bureau of Motor Vehicles; Chapter Rep.: Ferd H. Koenig, Oneida County Hospital; Delegates: Harry A. Scott, Oneida County Hospital; Leo Aiello, Bd. of Water Supply, Utica; Manual Graziano, Bureau of Motor Vehicles; Alternates: Fred A. Roser, Bd. of Water Supply, Utica; Rudolph Regetz, Bd. of Education, Rome.

of Education, Rome and Dominick Salce, Bureau of Motor Vehicles. Arrangements are being made for a general picnic for all employees and their families and friends.

Rev. Burroughs Appointed To Utica State Hospital

ALBANY, June 25—Governor Dewey has appointed the Reverend George W. Burroughs, of Utica, New York, as a member of the Board of Visitors of Utica State Hospital. Reverend Burroughs fills the vacancy caused by the resignation of Dr. Lowell R. Ditzen, of Utica. Reverend Burroughs' term runs until December 31, 1953.



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400 Fulton St., B'klyn † Jamaica: 165-07 Jamaica Ave.* Newark: 146-148 Market
Jersey City: 12 Journal Sq.* Paterson: 154 Market St. †

ALBANY: 74-76 State Street * SCHENECTADY: State Street at Erie Blvd.
BUFFALO: Main & Eagle * SYRACUSE: 320-324 South Salina Street
ROCHESTER: Downtown: 133 E. Main Street
At the Factory: 1400 N. Goodman