

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. VIII — No. 28

Tuesday, April 1, 1952

Price Five Cents

Bill
Pension is Called
Unconstitutional

See Page 10

What the Legislature Did— And Didn't Do—For Public Employees, Civil Service

ALBANY, March 31.—Of more than 400 measures introduced in the 1952 Legislature of particular importance to civil servants, most met defeat.

The gains made by employees are described on Page 3.

Some of those few which did pass both houses already have received final action at the hands of Governor Dewey, as related in another story. What happened to the remainder?

Most of them died in legislative committees.

Some of them passed one house only to be bottled up in a committee of the other house for the remainder of the session.

Some reached final reading only to be recommitted and killed.

Let's look at a few of the measures which did not pass the 1952 Legislature.

Senator Hatfield introduced a five-day, 40-hour week measure

with time and one-half for overtime. It was reported out of the Senate Labor Committee and reached third reading in that house. A companion measure introduced by Assemblyman Van Duzer never was reported out of the Assembly Ways and Means Committee.

Senators Panken and DeOptatis introduced similar measures intended to grant permanent status to State and municipal employees with at least 10 years employment including war service. Both bills died in the Senate Civil Service Committee to which they were originally referred.

Identical bills calling for a five-man commission to recommend an improved retirement system for State and local employees, using the federal old age and survivors insurance system as a base, were introduced by Senator Van Wiggeren and Assemblyman Drumm. They died in the Senate Finance and Assembly Ways and Means committees respectively.

Senator Wachtel introduced a measure which would have made the decisions and rulings of the Director of Classification and Compensation in the Department of Civil Service absolute except as modified by appeals. This would have removed, in effect, the veto power over such decisions now held by the Director of the Budget. The bill was referred to the Senate Civil Service Committee where it died without further action. The question of the Budget Director's veto power is now in the court.

(Continued on page 7)

State Grants Time Off for Coming Religious Holidays

ALBANY, March 31.—J. Edward Conway, president of the State Civil Service Commission, has issued rules concerning observance of the forthcoming Christian and Jewish holidays. The memorandum, allowing time off for religious observances, follows in full:

"To all State departments and agencies (including institutional employees of departments of correction, health, mental hygiene and social welfare.

"This year both Christian and Jewish holidays coincide. When allocating the extent to which leave can be granted for religious observances, departments and agencies must first make certain that the demands of the public are met and that the functions of government are maintained.

Recommended Schedule
"Within these limits and solely to provide the necessary time for those who desire to actually attend religious services, it is recommended that the schedule hereinafter set forth be adopted by State departments provided such action does not result in serious impairment of essential public service.

"Those of the Christian faith may absent themselves on Thurs-

day, April 10 until 1 p. m., and on Friday, April 11, at 11 a. m. for the remainder of the day.

"Those of the Jewish faith may absent themselves on Thursday, April 10 and Friday, April 11.

"And in addition, all who require time for travel to attend religious service at home may be granted such additional time on Wednesday, April 9, as is necessary for that purpose, but not to exceed three hours.

Without Loss of Pay

"The time so granted for religious observances shall be without loss of pay, vacation, accumulated overtime, or any other right or privilege. Such allowances, however, are specifically to provide for religious observances and are not otherwise to be allowed as holidays.

"It is expected that employees will cooperate in working out reasonable plans so that all agencies will so arrange their staffs as to insure the maintenance of operation of each unit during these absences.

"Departments which operate institutions will be expected to comply with the spirit of this memo as far as practicable."

Veto Urged On Pension Time Limits

ALBANY, March 31.—The Civil Service Employees Association has asked the Governor to veto a bill (Senate Intro. 2064, Pr. 2197) which requires that an employee must have served for six months continuously immediately prior to the effective date of his retirement, or prior to attaining age 55 or 60, as the case may be.

The CSEA argues that this bill places in jeopardy the employee's retirement right if, through no fault of his own, he may have been ill or on leave of absence, or off the payroll for some other reason, immediately prior to his retirement. Moreover, if an employee should be under the same type of disability during the six months before he plans to retire, he would be similarly prejudiced.

No Sound Reason

The Association told the governor: "We know of no sound reason why the privilege of retirement should be circumscribed by such arbitrary and wholly coincidental requirements. It is not clear to us what would happen if an employee falls to meet these requirements. If an employee has intermittent illnesses after attaining retirement age, is he to be forever barred from retiring?"

If the purpose of the bill is to prohibit an employee from remaining off the payroll for a period and then jumping on again for a few days just prior to retiring, the Association suggests that there are other ways of meeting the objective.

CSEA Plans Another Art Show

ALBANY, March 31.—Jesse B. McFarland, president of the Civil Service Employees Association, announced that a second fall Art Show open to public employees would be held in Albany this year. He asked Mr. Charles B. Sheridan, Chairman of last year's Art Show Committee, to convene a meeting of the Committee on Thursday, April 3, at Association headquarters. In commenting upon the Art Show, Mr. McFarland said, "Last year's show met with such favorable response that the Association is prompted to hold another. I am told that the attendance at the exhibit, which was hung in the galleries of the Institute of History and Art, in Albany, was counted at more than 3,500. The critical reviews were also favorable, one writer calling the show one 'of exceptionally high quality.'"

New Outlets

"The Art Show is not a gimmick but an earnest effort on the part of the Association to serve its members and all civil servants. It is part of the Association's responsibility to furnish outlets for the creative efforts of the public employees. I am hoping that the Association can, in the near future, develop other programs for those who wish to exhibit their talents in other fields than painting. It is my belief that good leisure time activities make good workers and good citizens."



This, boys, is demure Ruth Rich. She is a popular nurse at Willowbrook State School, Staten Island. Statistics: age, 27; height 5' 2"; weight, 107; hair, brown; eyes, blue. Her colleagues say she should properly be titled a "civil service beauty." How about some more pictures of beauties? Don't keep saying I'll send that picture in tomorrow. Do it now! Address Editor, Civil Service LEADER, 97 Duane Street, NYC.

Mental Hygiene Attendants Build Strong Case for Rise In Scale of Grade and Pay

ALBANY, March 31.—The task of caring for and seeking to rehabilitate the over 100,000 mentally ill patients in the 27 hospitals and schools under the jurisdiction of the Mental Hygiene Department, located throughout the State, was never more thoroughly revealed than at the hearing on the salary appeal of employees in the Attendant group of the institutions before J. Earl Kelly, state director of Classification and Compensation, on March 21 in the State Office Building at Albany, as reported upon briefly in the LEADER of last week.

A committee of three represented nearly fifteen thousand workers in the attendant classifications. The committee was composed of John E. Graveline, St. Lawrence State Hospital; Arnold Moses, Brooklyn State Hospital, and Frank Smith, Middletown State Hospital. William F. McDonough and Henry Galpin of the Civil Service Employees Association staff buttressed their efforts, assisted by a large group of institutional representatives. A logically worked-out appeal was made for true recognition of the importance of the service rendered by the attendant group and for the establishment of fair pay scales for the titles in this group. The committee praised the assistance in the preparation of the appeal furnished by Ralph M. Henchman, of Newark State School, who was unable to be present.

The following institution representatives were among those present and taking part in the hearing:

James P. Bonney, Jr., Middletown State Hospital; Frank Smith, Middletown State Hos-

pital; Alfred T. Whitaker, Middletown State Hospital; Arnold Moses, Brooklyn State Hospital; John E. Graveline, St. Lawrence State Hospital; Lewis G. Fearon, Ft. Stanwix Chapter, Rome State School; Owen W. Jones, Ft. Stanwix Chapter, Rome State School; Laura Stout, Middletown State Hospital; Margaret Smith, Syracuse State School; Charles Eker, Syracuse State School; Clarence B. Jackson, Syracuse State School; Harvey Coloney, Binghamton State Hospital; F. J. Krumman, Syracuse State School; G. Carille, Harlem Valley State Hospital; Robert Soper, Wassaic State School; Mrs. Ethel West, Wassaic State School; Miss Nellie Davis, Hudson River State Hospital; Louis Garrison, Hudson River State Hospital.

McFarland Urges Adjustment
The speakers were introduced

Accidental Disability Bill Vetoed

ALBANY, March 31.—Governor Dewey on March 25 vetoed a bill providing a change in the law that a member of the State Retirement System would be entitled to accidental retirement allowance if he is physically or mentally incapacitated for the performance of his duties as the result of an accident not caused by his own willful negligence. The words now in the law, "under age 60" were removed from the measure, introduced by Senator Manning and Assemblyman Caffery.

by Mr. McDonough, Jessie B. McFarland, president of the Civil Service Employees Association, urged strongly that a fair salary adjustment be made on the basis of the importance of the part played by the attendant group in the broad program dealing with mental illness and the rehabilitation of the thousands of patients in the State hospitals and schools.

Mr. Alfred T. Whitaker, of Middletown State Hospital, outlined the basis of the appeal, stating:

Whitaker's Statement

"The facts indicate plainly that present salary allocation of the attendant does not recognize the importance or extent of the duties and responsibilities of this position. It is obvious that with due recognition of the vital part which attendants and those in the attendant series have in attaining the objectives of the State's plan for dealing with the mentally ill, there must be an upward allocation as to salary grade. The competition for men and women possessing the characteristics and experience and training needed in these positions mandates that the State pay salaries, establish sound hours of work, and provide every fair employment practice conducive to attracting and holding in the service the men and women needed in the institutions involved. A true recognition of the place of the attendant in the scheme of rehabilitation of the mentally ill will at once justify the attention to classification and compensation urged in this appeal.

"It will be immediately apparent from the analysis of the duties and responsibilities that the men and women recruited by the State must be especially dependable.

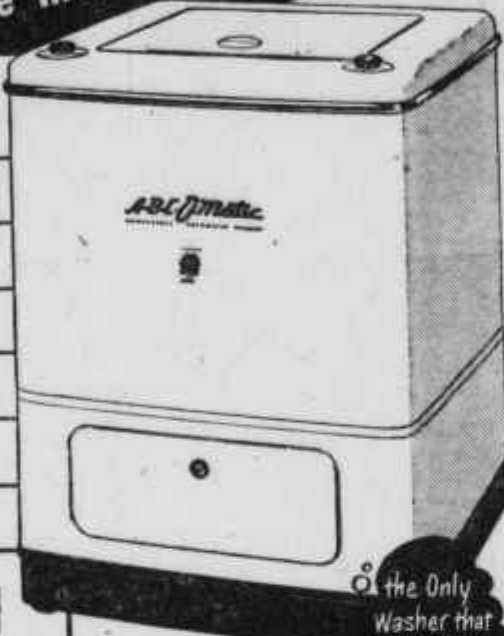
(Continued on page 16)



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Leadership Development Pilot Program Showing Excellent Potentialities

ALBANY, March 31—Jesse B. McFarland, president of the Civil Service Employees Association, expressed gratification at the progress report of the Leadership Development Program, which the Association is conducting in conjunction with the Cornell University School of Industrial and Labor Relations.

"The two courses," said Mr. McFarland, "which are being held in Buffalo and Rochester, are pilot projects. Both the Association and the University want to approach this new endeavor slowly. There are problems of subject matter and administration which will take a little time and experience to work out."

The Course
The Leadership Development Program is held every Friday night for a six-week period from 7 to 8:30 P.M. In Buffalo the class meets in the State Office Building and in Rochester the meetings are held in the Auditorium of the Rochester State Hospital. The course, which is the same for both cities, is divided into three parts of two lectures each as follows:

- (1) The Growing Importance of the Civil Servant in New York State.
- (2) Responsibilities of Civil Service Employees Association officers; Organization of Chapter Meetings; Building Community Relationships.
- (3) Employee Relations in the State Service.

The faculty for these courses is

furnished by Cornell University. In Buffalo, Robert Stern, Ph. D., Professor of Government in the University of Buffalo, is giving the first part and Mr. Thomas C. Murphy, Engineer, City of Lackawanna and Instructor in the Diocesan Labor School, is giving the second and third parts. In Rochester, Edward Lutz, Ph. D., Professor of Economics, Cornell University, Ithaca, is giving the first part and Mr. Robert Risely, Administrative Assistant to the Dean of the School of Industrial and Labor Relations, Cornell University, is giving the second and third parts.

38 Attending
Fifteen officers of Association chapters in the Buffalo area are attending the sessions given in that city and twenty-three officers of the Association chapters in the Rochester area are attending the Rochester sessions. The University will award certificates of merit and attendance to all those who fulfill the University's requirements.

Mr. McFarland reveals that other areas in the State are already negotiating with the University. He adds:

"Good organization demands good leadership and good leadership is generally the result of training. This idea is not new. We hope, by these programs, to assist the chapter officers and potential officers in obtaining the fundamentals essential to effective chapter activities. We also realize that a strong organization such as ours has a great responsibility and obligation to the citizens of the State. That is the reason we are emphasizing in these courses, not only the technique of leadership, but also our need to build good citizen and community relationships."

Southern Conference Group Named

MIDDLETOWN, March 31.—Francis A. MacDonald, president of the Southern Conference, has announced appointment of the following nominating committee: Mrs. Nellie Davis, chairman; Mrs. Julia Johnson, Roland Schoonmaker, Ray Johnson and Edward O'Keefe.

The committee will accept suggestions as to candidates for Conference officers. The election will be held in June.

The Conference will meet at Harlem Valley State Hospital on April 26. Details will be announced later.

Conference officers are: Francis A. MacDonald, president; Louis I. Garrison, first vice-president; Charles E. Lamb, second vice-president; Ralph Swalm, third vice-president; Mrs. Dorothy Browning, fourth vice-president; Robert L. Soper, treasurer; Mrs. Laura Stout, secretary, and Charles Scully, sergeant-at-arms.

BARGE CANAL EMPLOYEES READY SEASON OPENING

ALBANY, March 31 — State Barge Canal employees are busily preparing for opening of the 1952 season, scheduled for 8 p.m. Monday, April 7. All operating facilities are reported in good condition.

PAVIS, RAY, APPOINTED AS WILLOWBROOK VISITORS

ALBANY, March 31—Frank A. Pavis, of St. George, Staten Island, has been reappointed a member of the Board of Visitors for Willowbrook State School. John H. Ray has also been named a visitor to the institution.

DR. STECKEL APPOINTED TO CRAIG COLONY POST

ALBANY, March 31—Dr. Harry A. Steckel, of Syracuse, has been appointed a member of the Board of Visitors at Craig Colony, Sonoma.

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
LEADER ENTERPRISES, INC.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6010
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.
Subscription Price \$2.50 Per Year. Individual copies, 5c.

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 7. Ratigan, John F., Lk. Placid 81400
 8. Finkel, Jacob, Bklyn 81100
 9. Sorokin, Alfred, Bklyn 80440
 10. Gutcho, Carol F., Bklyn 88000
 11. Califano, Edward, N. Hyde Pk. 87400
 12. Josephson, Meyer, Bklyn 87280
 13. Rinaldi, Alfred E., College Pt. 86800
 14. Pazienza, Joseph P., Albany 86800
 15. Wolk, Frank, Bklyn 86120
 16. Ebelson, Irving, Bklyn 86800
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 19. Zetter, David, Bronx 84820
 20. Metzger, Robert W., Bklyn 84700
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 23. Boxer, Irving, Bklyn 83040
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 26. Paikoff, Sidney, Kingston 81300
 27. Krause, George W., Wantagh 80840
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 29. Langenspacher, J., Bronx 79500
 30. Stravina, Edward F., Albany 78500
 31. Shapiro, Isidore, Ozone Pk. 77900
 32. Whitcomb, William, Rochester 77900
 33. Brooks, Charles W., Syracuse 77000
 34. Berenson, Morris, Kew Gardens 77000

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 3. Finkel, Jacob, Bklyn 85079
 4. Mesgley, Gordon H., Jefferson 83830
 5. Feldman, Zigmund L., Bklyn 82800
 6. Houghtaling, W. W., Albany 82670
 7. George, George M., Albany 80830
 8. Rinaldi, Alfred E., College Pt. 80100
 9. Moak, Frank H., Worcester 80300
 10. Sherman, Eugene D., Troy 88830
 11. Gutcho, Carol F., Bklyn 88800
 12. Gurguzola, Frank, Bronx 87700
 13. Rich, Howard B., Lowville 87130
 14. Sorgen, Howard, Richmond Hl. 87100
 15. Chius, Joseph C., Bethpage 86900
 16. Ascarello, Joseph, Bronx 86900
 17. Grifo, Vincent C., Middletown 86030
 18. Rubenstein, Robert, Albany 86330
 19. Langenspacher, J., Bronx 85079
 20. Boxer, Irving, Bklyn 85030
 21. Heeder, Caryl E., Hampton Nur. 84800
 22. Handler, Paul S., Bronx 84300
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 24. Genco, Victor A., Bklyn 83030
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 26. Arak, Philip, Bklyn 81470
 27. Krause, George W., Wantagh 81300
 28. Schweitzer, Raymond, Bklyn 80900
 29. Vidro, Mary M., Albany 80530
 30. Shubiak, Cornelius, Blue Pl. 80330
 31. Borg, William L., Bklyn 80330
 32. Merow, William J., Holmdel 79200
 33. Downs, Eleanor M., Albany 78070
 34. Foley, Francis E., Amenia 78170
 35. Cervo, Frank, Bklyn 76930

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Left to right: Mrs. Josephine Davidson, social worker; Dr. Paul G. Edgar, Director of Mental Hygiene Child Guidance Clinic in Mineola, L. I.; Edythe Deiches, social worker; and Mrs. Mildred Stockler, secretary. The photo was taken when the Clinic moved to larger quarters. The clinic serves Nassau County residents. Dr. Donald W. Cohen is chief psychiatrist and Murray Barsky is clinical psychologist.

Breakdown of Legislation—Bills Passed and Defeated

ALBANY, March 31.—The following legislative report was prepared by the Civil Service Employees Association.

Legislature convened January 9, 1952.

Legislature adjourned March 20, 1952.

Number of bills introduced—6314.

Number of bills passed both houses—1049.

Bills supported by the Association, introduced—78.

Bills supported by the Association, passed both houses—30.

Bills supported by the Association, passed one house—8.

This session of the Legislature was one of the shortest in recent years and generally rather quiet. There were few controversial measures this year, perhaps in view of the fact that it is a Presidential election year. A few exceptions to the otherwise quiet tenor of the session included the violent debate on the animal experimentation bill and the flurry of excitement brought on in the closing days of the session by the Mahoney Bill to abolish the Civil Service Commission which was finally re-committed on the day before the session ended.

Generally, with the exception of the civil servant, the session was unproductive of gains for labor. Although the civil servant by no means obtained all that he sought, he still fared comparatively well at the hands of the Legislature.

An administration-sponsored bill was passed to increase pensions of retired employees. Although the measure is much less liberal than the association-sponsored bill, it is a step in the right direction and will be of invaluable assistance to many retired employees.

For the second year in a row, the State employee will receive additional emergency compensation. The emergency compensation which existed during 1951-52 will be continued during the next year as well as an additional 6% increase over base salary.

The Preller Commission to revise the Civil Service Law was continued for another year, as was the Mahoney Commission on co-ordination of State activities.

An important gain was made by State employees in the passage of a measure which would give per diem and seasonal public employees coverage under the Unemployment Insurance Law and eliminate the necessity for one year's continuous service by public employees immediately prior to their application for unemployment insurance benefits. This bill would place State employees on the same basis as employees in private industry for unemployment insurance purposes.

Another measure of particular interest to institutional employees was the passage of the Graves Bill, which would give "TB" pay to all State employees in institutions or wards for the care of tubercular patients.

The following bills have passed both houses. Given below are (a) name of introducer in Senate and Assembly; (b) introductory number of bill, which identifies it; (c) print number, which further identifies it. Where the bill has already been signed by the Governor, the chapter number is given.

Salary and Increment

1. EXISTING EMERGENCY COMPENSATION WITHOUT MINIMUM
 - Senate, Mahoney, W. J., 1016, 1046 (State), Chapter 111.
 - Senate, Williamson, 2048, 2181 (Judiciary), Chapter 109.
 - Senate, Mahoney, W. J., 2279, 2431 (Legislative), Chapter 107.
 - Assembly, Stephens, 1301, 1320 (State).
 - Assembly, Stephens, 2326, 2424 (Judiciary).
 - Assembly, Stephens, 2365, 2464. (Legislative).

This bill would continue the 1951 emergency compensation for another year, i.e. 12½% on the first \$2,000, 10% on the next \$2,000 and 7½% on the balance of basic salaries with a maximum of \$1,000.

2. 6% PAY INCREASE

- Senate, Mahoney, 1015, 1045 (State), Chapter 105.
- Senate, Williamson, 2047, 2180 (Judiciary), Chapter 110.
- Senate, Mahoney, W. J., 2278, 2430 (Legislative), Chapter 108.
- Assembly, Stephens, 1302, 1321 (State).
- Assembly, Stephens, 2327, 2425

(Judiciary).

Assembly, Stephens, 2364, 2463 (Legislative).

Provides 6% increase over base pay in addition to existing emergency compensation.

3. INCREMENT CREDIT—TEMPORARY AND PROVISIONAL SERVICE

Senate, Erwin, 1674, 1772.

Assembly, Taylor, 2259, 2348.

Provides that increment credit earned through service in a temporary or a provisional capacity shall be retained if the employee is permanently appointed to the same or similar position. The present law expires April 1, 1952. This bill extends the provisions of the Lupton Law to April 1, 1953.

4. SALARY SCHEDULES SCHOOL DISTRICTS

Senate, Van Wiggeren, 1508, 1586.

Assembly, Milroe, 1612, 1646.

Requires school districts to file salary schedules with the Education Department for non-teaching school employees.

5. SALARY INCREASES—TUBERCULOSIS SERVICE

Senate, Graves, 1144, 1198.

Assembly, Main, 1385, 1405.

Provides tuberculosis service pay for all employees in hospitals in the Health Department maintained solely for the care and treatment of tubercular patients. Provides such increases for employees in institutions in other departments who are directly connected with the care, treatment or service of tubercular persons in such institutions.

Retirement Legislation

6. INCREASED RETIREMENT ALLOWANCE RETIRED EMPLOYEES

Senate, Rules Committee, 2937, 3415.

Assembly, Rules Committee, 3288, 3695.

Authorizes increased retirement allowance for retired employees. Formula provides \$40.00 a year for each year of service with the total increase over present retirement allowances to be not more than \$300.00.

7. RETIREMENT SYSTEM BORROWING

Senate, Erwin, 2474, 3284.

Assembly, Noonan, 3183, 3328.

The present law does not permit borrowing from Retirement System persons over age 60. This bill would raise the limit to age 70.

8. INCREASED EARNINGS—RETIRED EMPLOYEES

Senate, Erwin, 1039, 1069.

Assembly, Brown, 1209, 1226.

Permits employees retired at less than \$2,500 to earn up to \$1,500 in public employment without penalty against retirement allowance.

9. REOPEN 55-YEAR PLAN

Senate, Halpern, 1989, 2122.

Assembly, Rabin, 2278, 2372.

Reopens 55-Year Bill from April 1, 1952, to September 30, 1952. Would require contributions from April 1, 1952. Vetoed by Governor.

10. REOPEN 55-YEAR PLAN

Senate, Campbell, 848, 861, Chapter 246.

Assembly, Campbell, 1079, 1093.

This bill is identical with above except that it requires contributions from October 1, 1951.

11. ADDITIONAL CONTRIBUTIONS

Senate, Campbell, 2134, 2286.

Assembly, Noonan, 2320, 2418.

Continues to July 1, 1953, provision permitting additional annuity contribution of 50%.

12. ACCIDENTAL DISABILITY RETIREMENT EXTEND AGE LIMIT

Senate, Manning, 774, 1498.

Assembly, Caffery, 1248, 1267.

Repeals provisions of present law prohibiting accidental disability retirement after age 60. Both bills are before Governor, the Senate bill having been amended.

13. INCREASED EARNINGS—RETIRED EMPLOYEES

Senate, Campbell, 1929, 2054.

Assembly, Noonan, 2322, 2426.

Extends date of present law permitting retired employees to earn \$750 in public employment if retirement allowance does not exceed \$1,500.

13. OUTSIDE EARNINGS ACCIDENTAL DISABILITY PENSIONERS

Senate, Neddo, 2094, 2297.

Assembly, Noonan, 2321, 2419.

Continues to July 1, 1953, the provision that accidental disability pensioner may earn the difference between the retirement allowance and the present salary of the posi-

tion from which he retired without reduction of retirement benefits.

14. DEATH BENEFIT—REINSTATEMENT AFTER RETIREMENT

Senate, Bauer, 2101, 2253.

Assembly, Noonan, 2323, 2421.

Permits member once retired and later reinstated to count toward the ordinary death benefit service before the first retirement as well as time after reinstatement.

15. MILITARY SERVICE—LEAVES OF ABSENCE, DIFFERENTIAL PAY, ETC.

Senate, Brydges, 1026, 1056.

Assembly, Younglove, 1300, 1319.

Clarifies rights of persons absent in military duty and rights with respect to differential pay, leaves of absence and pension rights.

Veterans Legislation

16. MILITARY SERVICE—BORROWING

Senate, Hultis, 2254, 2406.

Assembly, Noonan, 2317, 2415.

Continues to July 1, 1953, provision permitting members of the Retirement System absent in military service to borrow from their accumulated contributions.

Feld-Hamilton Amendments

17. VACATION, SICK LEAVE—MUNICIPAL EMPLOYEES

Senate, Van Wiggeren, 1563, 1641.

Assembly, Demo, 1902, 1965.

Gives local legislative body the power to fix vacations and sick leaves. Removes present restriction limiting vacations for per diem to aggregate of three weeks, including holidays.

Civil Service Amendments

18. COMMISSION TO STUDY CIVIL SERVICE LAW

Senate, Mahoney, F. J., 346, 348, Chapter 12.

Assembly, Preller, 207, 207.

Extends to March 15, 1952, the time within which the present Legislative Commission has to study the Civil Service Law and report to the Legislature.

19. CONTINUE COMMISSION TO STUDY CIVIL SERVICE

Senate, Mahoney, F. J., 1698, 3431.

Assembly, Preller, 1934, 3675.

Continues to March 15, 1953, the Commission created to revise Civil Service Laws.

Hours of Work

20. PER DIEM EMPLOYEES PAID HOLIDAYS

Senate, Campbell, 244, 246.

Assembly, Fitzpatrick, T., 580, 581.

Permits per diem or hourly employees in State Departments of Public Works legal holidays with pay or time off in lieu thereof.

Miscellaneous

21. EXTENDED UNEMPLOYMENT INSURANCE

Senate, Hatfield, 1393, 1455.

Assembly, Fitzpatrick, J. A., 942, 950.

Amends present law to broaden unemployment insurance coverage for public employees, extending such coverage to per diem employees and those employed less than one year.

22. SALARY CHECK DEDUCTIONS

Senate, Campbell, 246, 824.

Requires officers and employees of municipalities to receive statement of deductions from basic salary.

23. SALARY INCREASE

Senate, Hughes, 902, 1687, Chapter 106.

Assembly, Rullison, 1069, 1719.

Increase salaries of State Police. The following bills passed one house and so are dead.

The following bills passed one house and so are dead.

Retirement Legislation

24. ELIMINATE 30-DAY WAITING PERIOD

Senate, Bauer, 2103, 2255; passed.

Assembly, Noonan, 2919, 3064.

Provides that retirement shall be effective on date of filing of application. Removes necessary 30-day waiting period under present law.

25. 5-DAY WAITING PERIOD

Senate, Bauer, 2104, 2256; passed.

Assembly, Noonan, 2830, 2975.

Provides that effective date of retirement shall be not less than 5 or more than 30 days subsequent

(Continued on page 14)

Metro Conference to Delve Into Employee Prospects

How State employees stand now, and what prospects are for the future will form the main theme of a one-day meeting of the Metropolitan Regional Conference, CSEA, scheduled for Saturday, April 5, at Central Islip State Hospital.

A full attendance of delegates is expected from the seven-county 12,000 membership of the Conference. On the agenda will be a report of the legislative session, with an analysis of bills passed and an exploration of the reasons for failure of other bills.

Guests Sidney Alexander, Conference chairman, will preside. Invited guests include William F. McDonough, executive assistant to the president of the Civil Service Employees Association; Dr. David M. Schneider, former CSEA vice-president; Vernon Tapper, co-chairman of the CSEA membership committee; John F. Powers, first vice-president; Harold Herz-

stein, regional counsel, and Maxwell Lehman, LEADER editor.

A buffet luncheon will be served at 12:30 in the lounge room, Robbins Hall. The business meeting will occupy the entire afternoon.

How to Go There

Delegates going by train are advised to take the 10:14 a. m. Long Island Railroad train at Pennsylvania Station to Central Islip. The train arrives at 11:45 a. m. For those leaving from the Flatbush Avenue Station of the Long Island Railroad, there is a 10:12 a. m. train arriving at Central Islip at 11:45 a. m. Cars will meet delegates at incoming trains.

Persons going by car are advised to take Southern State Parkway or Grand Central Parkway. Southern State Parkway travelers will go to Sunrise Highway on to Route 111. Grand Central Parkway travelers will go to Jericho Turnpike on to Memorial Parkway and Route 111.

The Central Islip State Hospital chapter is acting as host.

High-Pay Jobs Available for Trained Men

ALBANY, March 31—A principal transportation engineer is needed to direct the inspection and regulatory activities of the Railroad Bureau of the State Public Service Commission in New York City. Salary ranges from \$9-\$40 to \$11,628.

This position is one of several engineering jobs to be filled through State Civil Service examinations scheduled for May 24. Applications will be accepted until April 18.

Heating, Ventilating

Fifteen jobs at various levels are open in the field of heating and ventilating engineering and six in building electrical engineering, all in the Department of Public Works in Albany. They pay starting salaries of \$4,053 to \$6,088.

One opening exists in the State Department of Health in Albany for an associate sanitary engineer (training) to plan and supervise the training of public health engineers, sanitarians and other environmental sanitation personnel. The salary ranges from \$7,754 to \$9,394.

Two jobs in Albany and one in New York City are available for junior valuation engineers in the Department of Public Service to do engineering work in connection with investigations of public utilities. These jobs pay salaries ranging from \$4,053 to \$4,889.

Complete information may be obtained by writing to the State Department of Civil Service, State Office Building, Albany or 270 Broadway, NYC.

New DPUI Proposals Considered

ALBANY, March 31—A new proposal for dealing with the problem of altering work-loads and dismissals in the DPUI is under consideration. A committee of employees in the Division of Placement and Unemployment Insurance met in Albany last Friday to discuss the far-reaching plan. No conclusions were reached, and the committee asks DPUI employee to give their comments. Communications may be addressed to the chairman of the DPUI committee, Harry Spodak, care of Civil Service Employees Association, 8 Elk Street, Albany, N. Y. Details will be given in next week's LEADER.

APRIL 4 FINAL DATE FOR PLUMBING JOBS

ALBANY, March 31. — Four openings for plumbing engineers with the State Department of Public Works will be filled through a civil service examination to be held May 10. Applications must be filed with the State Department of Civil Service no later than April 4. All the present vacancies are in Albany.

Three of the jobs are for assistant plumbing engineers at a salary ranging from \$4,170 to \$5,774.

One opening is for a junior plumbing engineer at a salary of from \$3,846 to \$4,639. These salaries will be increased as of April 1.

Full information on the examinations may be obtained by writing the State Department of Civil Service, State Office Building, Albany.

Activities of Civil Service Employees in N.Y. State

State Insurance

THE TICKET SALE for the Dance and Entertainment of State Insurance chapter, CSEA, to be held April 25, is progressing well. This will be THE event of the Spring Season. The occasion is the installation of the newly-elected officers. Featured will be square-dancing led by an expert caller. A good time is guaranteed. Admission is only 75c for the men and 50c for the ladies. Members and their friends should see their departmental representatives without delay to obtain their tickets to this splendid affair. The place: 165th Regiment Armory, 25th Street and Lexington Ave., NYC. Make arrangements now!

This is a busy month, with election of officers to be held and with the numerous activities going along full steam. Ed O'Donnell, chairman of the Blood Bank Committee, is formulating plans for the Red Cross Blood Bank drive. A wholesale response is expected.

The membership drive is still on full swing. The following new members have been welcomed into the chapter: Robert Dunn, Payroll Audit; Renee Hartshorn, Underwriting; Louis A. Levitov and Alice McKanic of Claims; and Susan Gruber, Actuarial. All departmental representatives have a supply of application blanks. Get them signed, sealed and delivered by more new members!

The State Fund Bowling League produced an interesting phenomenon at its March 18th meeting when the top four teams each won three points from their respective opponents, thus retaining the same relative positions in the

first division. This contest is getting as interesting to Fundites as the National League Baseball pennant race. Individual high score honors for the evening went to Pirk of Payroll Audit with 232. Team high score honors went to Accounts, 851; Safety, 888; and Personnel, 897.

Team standings at the conclusion of this meeting are-as follows:

Team	Won	Lost	Pts.
Orphans	40½	25½	56½
Accounts	37	29	51
Claims Srs.	38	28	49
Claims Sophs.	34	32	46
Medical	32½	33½	43½
Safety	33	33	42
Payroll	31	35	41
Personnel	30½	35½	39½
Policyholders	25½	40½	36½
Underwriters	28	38	35

Erie County

THE COMPETITIVE Civil Service Employees Association of Western New York, Inc., unit of the Erie chapter, CSEA, met Thursday, March 20, at Daily Post in Buffalo. Frank E. McDade presided.

John P. Quinn, delegate to the Albany CSEA dinner, gave a report. The pros and cons of various insurance plans were debated. Unit vice-president Clarence S. Wertheimer explained the changes in the CSEA constitution.

Laurence J. Hollister, field representative, introduced the new permanent representative for Buffalo, Jack M. Kurtzman.

A resolution requesting Governor Dewey to veto the bill freezing in some 500 temporary employees, was passed. Another reso-

lution requested the Commissioner of Public Works to furnish a sitting room for charwomen of the City Hall where they can rest before going to work.

Prior to this meeting, Mr. McDade, Mr. Wertheimer, George Fischle, Joseph McKenzie, George Hoffman and Bryon Robbins attended the Erie chapter meeting held March 12.

Besides this unit, Erie chapter has Tonawanda, Erie Co. Home and Infirmary, Amherst, E. J. Meyer, Highways and Parks, Health Department, Penitentiary, and Cheektowaga units.

Binghamton

FROM BINGHAMTON: A few of the chapter's winter vacationers in the sunny south are Mr. and Mrs. Arthur Smith, Mr. and Mrs. Steve O'Brien, Mr. and Mrs. Winfred Bush and Dr. and Mrs. Leonard Mauro. Stuart Anderson and son are resting in the balmy air of Florida.

On the sick list: Mrs. Louise Cavanaugh, Joe Cavanaugh, Robert Fitzgerald and Dave Daebly. Hats off to our telephone operators. "Nice contacts girls, keep the line pluggin'."

The Binghamton group will try to make the Oneonta chapter dinner a big success. Be there, folks, for a good time and fun.

Attendants in all hospital institutions sure do rate a higher grade of pay. One of the hospital nurses, Mrs. Edith Geckle, has a son-in-law who won a \$1,000 bowling tournament game. "How about a saw-buck, mom, to hold me over till my \$1,000 check is cashed."

Kings Park

OVER TWO HUNDRED friends and employees at Kings Park State Hospital attended a testimonial dinner given to Dr. Arthur E. Soper, senior director, who is retiring from State service tomorrow, April 1, by the Kings Park Hospital chapter, CSEA.

Elwood DeGraw, chapter president; Margaret Lyons, Clarissa Ostrander, Mary Harris and Rosario Spacico formed the committee in charge of arrangements. The dinner was served in the staff dining hall. Thanks are extended to the waitresses and kitchen staff.

Luke Anderson toastmastered, and with him at the head table were Dr. and Mrs. Soper, Pompe Milice, assistant clinical director; Fred Lawson, business officer; Dr. Tradeau, associate dentist; John McCawley, assistant business officer; Thomas Purtell, Central Islip Hospital chapter president; Paul Hammond, D.P.W. District No. 10 chapter president; William F. McDonough, assistant to the CSEA president; and Charles R. Culyer, Association field representative. Madge Ash, Dr. Soper's secretary, who composed special words to a song for the occasion, was present to take a bow.

Greetings were brought from Jesse B. McFarland, Civil Service Employees Association president, by Mr. McDonough, and a letter of congratulations from Dr. Newton Bigelow, director of the State Department of Mental Hygiene, was read.

Mr. McDonough gave a short address. Entertainment was provided by Priscilla Dixon, soprano, and Violet Kamp, Charles Hutchinson and Emil Doworkos, who made the music.

Dr. Soper was presented with a library desk and chair by the employees. President DeGraw made the presentation.

Mr. Anderson traced Dr. Soper's State service history. In 1906 Dr. Soper became an attendant at Kings Park, and after graduation from the College of Physicians and Surgeons, Columbia, N. C., in June, 1907, he became an intern at Kings Park. From October of 1907 until March, 1909, he did general hospital work and post graduate studies, and in March he joined Manhattan State Hospital. There he remained until November of that year, when he left State service to continue his post graduate studies. In September, 1911, he became junior assistant

physician at Manhattan State Hospital, and in 1919 transferred to Brooklyn State Hospital until 1932, April 1, 1932, Dr. Soper transferred to Pilgrim State Hospital as first assistant physician, and from there in 1942 to Kings Park as superintendent. He was reclassified in 1943 as director, and then, senior director. He served a total of 42 years, and 1 month in State service.

Dr. and Mrs. Soper will now reside in their home in Northport.

(We hope we got most of the names spelled right. But who can be sure, from Charley Culyer's handwriting, which we spent all night trying to decipher. It's almost as bad as ours.—Editor.)

Barge Canal East Central Unit

A DINNER was held on March 19 at Kanen Tavern on Route 5S, between Herkimer and Little Falls, by the East Central Unit of the Barge Canal Chapter, CSEA. This was the annual get-together meeting before the canal opening of the unit. The dinner was attended by more than fifty members, all of whom enjoyed the excellent roast beef.

Lester Krick, assistant engineer of the district, was the main speaker. Carl Trowbridge, unit president, acted as master of ceremonies; M. B. Atkinson, secretary and treasurer, gave a short talk concerning unit business.

As an honored member retiring from public service, Jack Dalton invited all hands to visit him at his Florida estate. Other outstanding employees present were, R. Dennison, Sr., R. Dennison, Jr., both civil engineers with the Canal Division; Mr. Ladd, dredge captain; C. Humphrey, captain of the tug Roosevelt; Leo Decker, Sr., civil engineering aid of the Herkimer office. The success of the dinner is due to the committee chairman, Dewey Drummy, and his committee, comprised of C. Humphrey, Mr. Wiekert, George Greene, George Kane, B. Ladd and Leon Malarkarski. The president of the unit wishes to congratulate the committee for their excellent achievement in making this dinner a possibility.



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2. Clapp, Leonard P., Mamaroneck 86400
3. Burola, Joseph A., Mamaroneck 80000

CHIEF LABORATORY TECHNICIAN (SEROLOGY), Department of Laboratories and Research, Westchester County.

1. Rowe, Charlotte, N. Rochelle ... 80340

STOCK CLERK, Town of Harrison, Westchester County.

1. Salamone, Dominic, Harrison 78000

PHYSICAL THERAPIST, Health Department, Nanuet, N.Y.

1. Barta, Augusta A., Nanuet ... 7411
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Activities of Employees

State Training School

Hudson
STATE TRAINING School chapter, CSEA, held a St. Patrick's day celebration last March 18.

At their last regular meeting Mr. Beebe and chapter president Julia Johnson gave a report on the Southern Conference meeting held at Rockland State School. A motion was passed for the chapter to make a contribution toward the John M. Harris memorial plaque. Germa Adducchio and Mrs. Mabel Eveline attended the annual CSEA dinner and meeting in Albany.

Classes for employees in sociology have been started under the direction of Dr. Howard A. Lane from New York University.

Harriett L. Goldman, assistant superintendent, is vacationing in Florida. . . . Mary Crowley, case supervisor will soon be visiting that state too.

The chapter welcomes back vocational director Leona Montebana after a serious illness. . . . Currently on the sick list is Mrs. Margaret Crouse.

Back from vacation in Texas is Prudence Burchard.

Latest staff addition is Mrs. Myrtle West of NYC, as transfer agent.

Willowbrook State School

WILLOWBROOK STATE School chapter, CSEA, held its first St. Patrick's day party Wednesday, March 19, at the Plaza Casino, Staten Island, with an attendance of over 200. The Downbeaters, including Joseph Speranza, a Willowbrook electrician, and Sam Lombardi, Willowbrook's bandmaster, supplied the music. At 12 o'clock midnight, chapter president Mrs. Dorothy Ziel and her husband, William, were congratulated on their 20th wedding anniversary.

The entertainment committee was: Chairman, Margaret Desiderato, Eugene Perry, Mrs. Kempe, Valentino Falco, Ann Greco, Margaret Gaffney and Gloria Cichese.

Current vacationers: Eva LaFrance, Florence Ross, Ida Watkins, Lorraine Jackson, Jerry McNeely, Angelina Buzzalini, Gus Pape, Louis Rubino, Domenic Setaro, Peggy Gallicchio, Emily Trineer and Martha Skorney.

Returned from vacation is Jim Malone.

Belated birthday wishes to Eva Cunningham and Herbert Randall. Glad to hear that Fred Salfelder's young heir is well on the road to recovery.

Happy riding to Mr. and Mrs. Vantine in their new jalopy. . . . Also the Jim Malones.

The Neubaumers are staying up nights washing baby clothes for the new master of the house.

The chapter's congratulations to all who passed their civil service exams.

Brooklyn State Hospital

NEXT MEETING of the Board of Directors, Brooklyn State Hospital chapter, CSEA, will be held on April 2, at 8 p. m. Charles Culyer, field representative, will be present to answer inquiries. The social committee will also meet. Serving on the social committee are chairman, Mrs. Marie Conforti; Catherine Sullivan, Frank Cole, Mary Bussing, Jacob Ramseur, Dr. Theodore Neumann, Rudy Rauch, Camille Paleski, Mildred Patterson, Clara Straker, Carrie McCourt.

The Brooklyn State Hospital Nurses Alumni were hosts for the District 14, New York State Nurses Association March 24, 1952.

Congratulations to Mr. Alexander Marshall, O. T. Department, on the birth of a boy.

Back on duty after a short illness is one of our popular dining room girls, Angie Abate. . . . Francis L. Wilson convalescing at home.

Sorry to report on the death of a recent former employee, Mrs. Arthur Carroll; also the death of a former graduate nurse, Mr. Philip Livingston.

James E. Christian Memorial

THE ANNUAL DINNER and installation of officers for 1952-53 will take place at the Aurania Club, Thursday, April 24. A turkey

dinner with all the fixin's will get under way promptly at 6:30 p. m., with a guest speaker highlighting the entertainment. Dancing will be enjoyed following the installation of officers and the business meeting. Dr. William Siegel, chapter president, will preside, assisted by Paul Robinson, social committee chairman and Irving Goldberg, entertainment committee chairman. Tickets for the dinner are now on sale and may be purchased from your social committee member in your department, at \$2.75 for members and \$3.50 for guests.

Members of our chapter extend their sincere sympathy to Mrs. Madge Davis, in the passing of her husband recently.

Buffalo

THE MARCH meeting of the Buffalo CSEA chapter executive council was held March 19 at University Post VFW. A dinner preceded the meeting. Celeste Rosenkranz, president was in the chair. Larry Hollister, senior CSEA field representative, was the principal speaker, discussing items of interest regarding the association with the delegates in an open question and answer period. He introduced the new field representative for Western New York area, Jack Kurtzman, a former member of the Buffalo chapter. Joseph Dunn, membership chairman, awarded the certificates of membership to the following departments:

Department of Taxation and Finance, Frank Leavers and Ethel Drew, delegates; Inspectors, 90; Cashiers, 100; Mail Room, 100; Referees, 100; Income Tax, 100; Safety Responsibility, 100; Corporation Tax, 100; Commodity Tax, 80; Truck Mileage, 90.

Women's Compensation, Anna Paperniak, delegate; Executive Department, 100; Hearing Section, 100; Examination Unit, 100.

Agriculture and Markets, Virginia Sobkowiak, delegate; Office, 100; Field, 100; Niagara, Frontier Milk Market Area, Joseph Dunn, delegate, 100; Labor Department, Mediation Board, Helen Ronewden, delegate, 100; Health Department of Audit and Control 90; Mental Hygiene Department, Chester Ballerik, delegate, 80; Department of Audia and Control, Jack Sperling, delegate, 80; Division of Parole, Geraldine Miller, delegate, 90; Erie County A.B.C. Board, Catherine Butler, delegate, 80; Conservation Department, Ariene Holser, delegate, 100.

Al Killian reported that the spring party will be an informal one, at the 65th Armory, Best and Masten Streets, Buffalo, on May 1, the cost of admission to defray cost of refreshments—\$1.00 per person. This will be known as "new members night" and new members will be admitted free. Post card notices, will be mailed to all members. Check the date, May 1.

Buffalo chapter has become a member of the Buffalo and Erie County Planning Association.

The April meeting is scheduled for April 16 at the University Post, VFW.

Audit & Control

A QUARTERLY meeting of the Audit & Control chapter, CSEA, was held in Hearing Room 3, State Office Building, Albany, on March 18.

All officers and 150 members were present. President Joseph L. Cranney called the group to order at 3 p. m. Secretary Jane M. Kilduff read the minutes and Treasurer Jessie B. Varian reported. A final report of the committee appointed to revise the constitution and amend the by-laws was made by Robert J. Leonard its chairman. The chapter voted to accept the report, subject to approval of the CSEA board of di-

BLACKFRIARS' THEATRE RESUMES ON APRIL 14

The Blackfriars' Guild, New York's only Catholic experimental theatre, will resume its production activities on Monday, April 14, with the presentation of a new play on the life of Saint Augustine, "The Restless Flame," by Louis de Wohl.

Tickets may be purchased by writing to the Blackfriars' Guild, 316 West 57th Street, New York 19, New York, or by calling Circle 7-0236, between 11 A. M. and 9 P. M. Prices are: Balcony, \$1.75; orchestra, \$2.75 and \$2.25. There are special rates for groups of 25 or more.

rectors. The committee, consisting of Mr. Leonard, payroll unit; James P. Fahey, administration; J. Howard Morin, land bureau, and Michael Petruska, local assistance, was given a rising vote of thanks.

Representative Vernon R. Davis reported on the board of directors meetings and on salary negotiations. Delegates Frank Conley, past president, and Michael Petruska reported on Capital District Conference meetings and on the annual CSEA meeting of March. Eleanor Bedics of the local Assistance Division, chairman of the social committee, reported that the chapter will sponsor a roast beef dinner-dance on April 24 at the Scully Post in Albany. Dinner will be at 6 p. m., and the event will be open both to members and non-members. Membership committee chairman Betty Warrell of the General Audit Section, submitted an interim membership report. It was announced that the Executive Council and the officers had agreed on new time regulations after conferences with the Bureau Directors' committee. A new system of handling lateness and weather condition problems will also be effected.

President Cranney notified the members that he had submitted the final report of the promotion unit committee to Deputy Comptroller Dougherty.

The chapter, through its executive council and membership committee, had conducted the March of Dimes campaign in the department, and had handled the distribution of tickets in the benefit basketball game for the polo fund. The game was played between employees of Audit & Control and employees of Tax & Finance. Leo P. Mullen, former departmental representative, was general chairman for the basketball game, which was won by the Department of Audit & Control.

It was announced that ballot and election committees would be appointed by the Executive Council, and that election of officers will be held in June. Results will be announced at the annual chapter meeting in June.

Broadacres

THE BROADACRES chapter held a dinner at the Adrian Post American Legion on March 18, after which the regular bi-monthly meeting was held.

The meeting was conducted by William Barrett, president of the chapter. Mrs. Gertrude White gave an extensive report on the activities of the CSEA at the meeting held at Albany on March 6. Mrs. White and Mrs. Ann LeVine attended as delegates.

We are sorry to report that Mr. Valentine is still on the sick list. Gladys Bowen had a bad fall on the ice, but we are glad to see her on duty again. Mrs. Clara McGlory is progressing nicely after having an operation. Jane Tomalino is slowly recovering from a skiing accident which she suffered at Turin. Leonard Largett is recovering nicely after an operation.

In the vacation department: Dr. Zoltan Mann enjoyed a Florida vacation and is now back on duty. Mrs. Sarah Schmidt is planning on a trip to Washington. Ruby Bevins is on vacation at home in Vermont. Mary Marcy is in NYC. Joe Fairbrother, seeing a robin, promptly took a vacation to open his camp at Oneida Lake.

Celestine Latus and Genevieve Bissell attended a dinner of the Utica Dietetic Association at the Hotel Utica.

Doris Miller, daughter of John Miller, principal engineer, is to be married to Robert Springer, USN, on April 5. Nancy Riebennacht, laboratory employee, daughter of Mrs. LeVine, is to be married to Francis T. Martin, Jr., on April 19.

DEAD LINE NEARS FOR SANITARY ENGINEERS

ALBANY, March 31.—Openings for engineers in the field of sanitary and public health engineering will be filled through a New York State Civil Service examination, for which applications will be accepted until April 4.

The examination is open to any qualified resident of the U.S. College seniors who have specialized in sanitary or public health engineering may qualify.

Complete details can be secured by writing the State Civil Service Department, State Office Building, Albany. The written test will be held on May 10.

Many CSEA Chapter Units Reach 100% Membership

ALBANY, March 31.—The statewide membership drive of the Civil Service Employees Association is going strong, says CSEA Executive Secretary Joe Lochner. As this issue goes to press, paid CSEA memberships exceed 50,000 and the momentum of the drive indicates a substantial growth over the 53,000 of last year before the present membership year ends.

All CSEA chapters are concentrating on gaining new members. Announcements made by all chapters advise that new members can now join the CSEA for the year ending September 30, 1952 for one-half of the regular yearly dues.

100% CHAPTERS

Many CSEA chapters have attained 100% membership. They include: Capital District Armory Employees Chapter, Cobleskill Chapter, Morrisville Chapter; and Western N. Y. Armory Employees Chapter.

Over Last Year's Top

The CSEA chapters in the conference areas of the State Division and the County Division which have already this year exceeded their total membership of last year include:

Capital District Area: Dept. of Education, Albany; Public Service, Albany; Great Meadows Prison; Health Department, Albany; Dept. of Labor, Albany; Insurance Department, Albany; Retirement System, Dept. of Commerce; Social Welfare, Albany; Tax Department, Albany; Saratoga Springs Authority; Liquor Authority Chapter.

Central Conference Area: Cortland Teachers College, Public Service Motor Vehicle Inspectors, Auburn Prison, Otsego Co. Public Works; Elmira, and Mid-State Amory Employees.

Southern Conference Area: Middletown State Hospital, Forest Protection, Sing Sing Prison and Columbia Co. Public Works.

Metropolitan Conference Area:

Psychiatric Institute and State Insurance Fund Chapters.

Western Conference Area: Albion State Training School, State School for Blind; Barge Canal Chapter, Hamburg Chapter and Hornell Chapter.

County Division: Chenango Chapter, Erie Chapter, Madison, Monroe, Niagara, Oswego, St. Lawrence, Suffolk and Tompkins.

CSEA headquarters is now preparing a membership report showing the percentage standing of all its chapters, and this report will be received by all chapters for posting.

Many units of CSEA chapters have attained 100% membership and have been awarded certificates attesting their perfect record. Many units have been awarded 90% and 80% membership certificates. A listing of these high-percentage units will be carried in the next issue of the LEADER. The membership certificates can be obtained from CSEA Headquarters or through any of its field representatives.

LAW LIBRARIANS MEET IN ALBANY

The New York State Law Library was host to Law Librarians from all parts of the State at a conference called by Dr. Charles F. Gosnell, State Librarian, held on Friday, March 28, in Albany, New York.

Purpose of the conference was to consider the use of microcard reproduction of appeal records and briefs, to acquaint law librarians in the State with the facilities and resources of the New York State Law Library and how it can aid the law librarians in rendering service to the bench and bar and the interchange of ideas and problems of mutual interest to the group.

After a luncheon at the University Club, the group was taken on a conducted tour of the State Capitol and the Court of Appeals.

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BEekman 3-6010

Jerry Finkelstein, Publisher

Maxwell Lehman, Editor and Co-Publisher

H. J. Bernard, Executive Editor Morton Yarnon, General Manager

19

N. H. Mager, Business Manager

Subscription Price \$2.50 per Annum

TUESDAY, APRIL 1, 1952

These Bills Deserve Governor's Signature

WE urge the Governor to approve a bill now before him which would give consideration to employees who are engaged in the caring for TB patients. The measure (Graves Senate Intro. 1144, Pr. 1178) extends certain protective provisions to all those in State institutions who nurse, assist, or handle the food and clothing of TB patients.

As things now stand, only a relatively few are assigned to so-called "T.B. positions" in hospitals exclusively devoted to the care of tuberculosis patients. There are, however, large numbers of tuberculosis sufferers in other hospitals and institutions, and the employees feel strongly that all in direct contact with such patients, or with food or clothing used by them, are exposed to the same dangers.

Per Diem Legal Holidays.

Another bill deserving the Governor's signature is Assembly Intro. 580, Pr. 581, which permits per diem employees in certain divisions of the State Public Works Department to observe legal holidays with pay or to get compensatory time off.

The Firemen's Heart Bill.

Still a third bill that ought to win approval is the "heart bill," which firemen from all parts of the State fought hard to get passed through the Legislature. The bill provides in essence that when a firefighter comes down with heart disease or respiratory T. B., it shall be presumptive evidence that the ailment was gotten on the job. Those who have worked closely with firemen, who know the tightened-up feeling that comes every time the bells ring, penetrating even the deepest sleep; who have knowledge of the great quantities of smoke breathed by firemen in the course of their work; and who learn of the fact that the incidence of heart disease actually is higher among them than among other segments of the population, will recommend that this humane legislation become law. Incidentally, both Senator Halpern and Senator Erwin deserve praise for helping to get this measure enacted.

Unemployment Insurance.

Another bill passed by the Legislature extends unemployment insurance coverage to all State employees except those engaged in part-time work. Unemployment insurance now exists, but not for all State employees. This bill would achieve extension to two groups now excluded, per diem employees and those who have been on the job less than a year. The realities are that the very people who need this protection most are excluded by present law. The one-year rule has created a particular hardship because employees who may have worked for the State four or five years, are excluded from coverage if they have not served for a continuous year immediately prior to their separation. This bill does nothing more than to place State employees on a par with private employees in the matter of unemployment insurance.

(Incidentally, isn't it time that local units of government, New York City, and the Federal Government took constructive action on the issue of unemployment insurance? Few, other than State employees, are now covered. Yet the hazards of unemployment hit all alike).

The measures listed here are not major earth-shaking proposals, but they are all decent improvements, affecting groups of employees who need the assistance provided in them.

Newton Bigelow—A Psychiatrist With Ability, Humor, and a French Horn



NEWTON BIGELOW: STATE MENTAL HYGIENE COMMISSIONER

LATE-WORKERS in the Governor Alfred E. Smith State Office Building, Albany, have often been startled or entertained, depending on their interests, by sounds of a french-horn solo emanating from an eighteenth-floor office.

Source of the music is Dr. Newton Bigelow, Commissioner of Mental Hygiene, who in addition to being a recognized top-flight psychiatrist is also a musician of symphony orchestra caliber.

Head of the State's largest department, Dr. Bigelow is also the largest department head, standing better than six-feet, six-inches in his shoes.

Born into a Canadian family with a decidedly musical tradition, the Commissioner became interested in that art form at an early age.

Edited Psychiatric Journal Following medical study in Canada and internship in London, England, Dr. Bigelow specialized in the field of psychiatry and also spent considerable time with the Psychiatric Quarterly, a journal which he finally came to edit.

Married and the father of three girls, the doctor spends what he terms a "nomadic existence" commuting between his home at Marcy State Hospital, his Albany office and the other 26 Mental Hygiene institutions.

With all his departmental work and the required institutional visits which the Commissioner of Mental Hygiene must make in a year, he still finds sufficient energy to take an active role with the Utica Symphony Orchestra. Other pursuits include a deepening interest in the manipulation of a fly rod and a strong desire to improve his self-termed "wretched" golf.

His Children

He is proud that his eldest daughter, Ann, is now attending

nursing school. She seems to be genuinely interested in following that calling.

His other children are Barbara and Charlotte, age 15 and 9 respectively, and the doctor hopes that at least one of them will become a musician of concert grade.

Running the Department

Quiet, reserved, Dr. Bigelow speaks freely of his own interests or of departmental problems with the air of a man to whom surmounting problems is an interesting challenge.

Regarding his own problems of administering a department comprised of some 25,000 employees, he most regrets the shortage of skilled professional men in his service.

Short 150 Psychiatrists

"We have about 150 vacancies for psychiatrists," he told *The LEADER*, "and we are constantly competing with the attractions of lush private practices for good men of intelligence and high training."

He feels the employees at lower levels have developed an esprit de corps which is not found in some other agencies, and he traces it to the team spirit fostered in the 27 institutions.

"We are proud of the doctor-nurse-attendant team idea," he explained, indicating also that such a team is a basis for good personnel relations. That, plus the fact that the head of each institution is a practicing psychiatrist, keeps personnel administration on a good level, he believes.

Those who associate with the commissioner in daily routine like him as much for his dry, ready humor as for his intense interest in everything he or his department does. The first psychiatrist to use a comic book to tell a mental health story, he is not one to stick to old methods for fear of trying something new.

Civil Service RIGHTS



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

Morris Weissberg

By MORRIS WEISSBERG

A STANDING grievance of civil service employees is that they are required to work out of title. Department heads, on the other hand, insist they must have discretion in assigning duties to their employees to meet special conditions.

There are several different types of out-of-title work, and different methods of dealing with them. Sometimes a clerk is assigned to do legal work on the basis of his personal qualifications, because he happens to be a lawyer and can do the work. On the same basis, a laboratory assistant sometimes is assigned to do a chemist's work. A detail or assignment as acting supervisor or acting foreman of employees in the same title may be made for a temporary period during the temporary absence of the regular incumbent, or for an indefinite period, usually until a permanent appointment can be made from an appropriate eligible list. A person who works out of title has no permanent tenure in his out-of-title job, and his assignment may be terminated at any time, whereupon he returns to his permanent title and duties.

Indefinite Assignment

However, an indefinite assignment to a position with different duties is sometimes made by means of a provisional appointment thereto, with a leave of absence without pay from his permanent position. This enables the employee to receive the higher compensation applicable to the position whose duties he is performing and, in effect, gives him a provisional promotion until he is replaced by a person appointed from the promotion eligible list. For example, in the absence of an eligible list, and with the approval of the civil service commission, a social investigator may be appointed as a provisional assistant supervisor, and receive the pay of an assistant supervisor until he is replaced by a person appointed from a promotion list for assistant supervisor.

A variation of this procedure exists in the New York City Police Department, where lieutenants may be appointed as provisional acting captains at a salary above that of a lieutenant but below that of a captain. Such appointees, too, are replaced by permanent appointees from the promotion eligible list for police captain.

Still another variation exists in the New York City Board of Education where, without any examination, teachers are detailed or assigned to duty as administrative assistants, or as teachers in charge of annexes, at salaries higher than those fixed for teachers. Such assignments are for periods up to one year. Although such assignments may be terminated at any time, they also may be and frequently are renewed year after year. The legality of such indefinite assignments to higher positions, without any examination, has been challenged in a case appealed to the State Commissioner of Education.

How They Feel About It

While employees have no great objection to working out of title where they receive the pay applicable to the work they actually do, they strenuously object when compelled to do work which calls for higher pay, at the lesser compensation applicable to their permanent civil service position and title. Applicants whose names appear upon eligible lists for civil service jobs, on the other hand, are opposed to out-of-title work entirely, since such work eliminates the necessity for filling positions by permanent appointment from appropriate eligible lists.

TO BE CONTINUED

The Federal Employee

WASHINGTON, March 31 —

The House has approved a bill introduced by Representative Albert Thomas of Texas to limit Federal annual leave to what was earned during a calendar year. Thus accumulated leave could not be used beyond the time a next fiscal year begins, on July 1. This same provision was in the law for 15 months but was repealed last October.

Chairman Robert Ramspeck of the U. S. Civil Service Commission interprets the bill as requiring that all leave earned in 1951, and not used by June 30, 1952, would expire, should the bill be

enacted before June 30.

Representative Thomas denied it was the intent of the bill to make employees forfeit leave previously accumulated.

A MORE DRASTIC form of the Jensen amendment, which sets a ceiling on the number of employees, was also voted by the House. Under the new version, beginning July 1 next, agencies would be allowed to fill only one vacancy out of four until the rolls dropped to 90 per cent of the June 30, 1951 figure. VA medical and hospital employees would be exempted, as would Grade 1, 2 and 3 employees of the Crafts, Protective and Custodial Services.

State Photogs Win 6-Grade Pay Increase

ALBANY, March 31—Two clinical photographer positions, one at the State University Medical Center in Syracuse and one at Roswell Park Memorial Institute in Buffalo, have been reclassified to new titles with a six-grade increase in salary. The announcement was made by J. Earl Kelly, Director of Classification and Compensation.

They were among 22 photographer positions at various levels in six State departments surveyed by the Classification and Compensation Division with the assistance of an outside technical consultant who conducted informal hearings.

New Pay
Pay for the clinical photographer title is now \$3,238-\$3,997. The new title assigned is senior photographer which pays \$4,137-\$4,923.

Two other clinical photographer positions were reclassified to the title of photographer with a one-grade increase to \$3,390-\$4,149. Changes in title without changes in salary were made for 12 other positions.

The reclassifications will become effective if they are approved by the Director of the Budget.

The salaries given do not include the new temporary emergency compensation which becomes effective April 1.

Raye Conrad To Address Conference

RED HOUSE, March 31.—Noel McDonald, president of Western Regional Conference, announces that the main speaker of the afternoon meeting of the Conference to be held at Brockport State Teachers College on Saturday, April 26, will be Raye Conrad, coordinator of field services at the college. Mr. Conrad, during his five years as coordinator at the college, has been in demand as an effective speaker.

Graduated from the New York State Teachers College at Buffalo in 1937 with the B. S. degree, Mr. Conrad received his M. A. from Niagara Pennsylvania State College.

Last month announcement was made by Donald Tower, president of the Brockport College, of Mr. Conrad's promotion to the newly created position of Dean of Student Personnel, effective September, 1952.

Mr. Conrad's teaching experience includes teaching in the rural schools at Lewiston, New York, and in the junior-senior high schools of Lewiston and Glens Falls. Prior to his appointment as coordinator of field services, Mr. Conrad was a member of the Education Department staff at Brockport.

Legislative Production Line Killed Most Civil Service Bills

(Continued from page 1)

Companion measures calling for a five-day, 40-hour week with straight time pay in cash for overtime were introduced by Senator Halpern and Assemblyman J. A. Fitzpatrick. Senator Halpern's bill was reported from the Civil Service Committee twice, amended each time and recommitted. The Assembly measure was reported out of Ways and Means Committee once, amended and recommitted, killing it for this session.

An idea of the intricacies through which measures may go is gained from studying the history of bills by Senator Halpern and Assemblyman Preller designed to guarantee persons promoted at least the same pay they received in the job from which they were promoted.

Each bill was first referred to the Civil Service Committee of its respective house. The Senate measure was amended and recommitted Feb. 4, reported out Feb. 13, read for the third time Feb. 18, passed Feb. 19, sent to Assembly Civil Service Committee Feb. 20, discharged and given third reading by Feb. 27, and finally

sent to Rules Committee March 20.

The Assembly bill was reported Feb. 6, given third reading Feb. 7, and stricken from the calendar Feb. 27 in favor of the Senate measure.

Labor Relations Bills
A total of fourteen bills were introduced relating to strikes by public employes. One would have established a three-man board on labor relations and the other 13 were designed to remove the present restriction against such actions. None of them got past committees to which they were first committed.

Of course, some of the measures introduced were by-passed by other similar legislation. Among these measures were the pay bills and retirement and pension measures sponsored by the Civil Service Employees Association. These were stopped along the legislative production line and action was taken

on administration-backed measures which brought decidedly less money and fewer benefits to workers and retired workers alike.

It isn't always possible to know how a bill will fare on the legislative production line. For example, not until the last minute was the fate known of the Mahoney bill to abolish the State Civil Service Commission. The bill had been introduced, pronounced "dead," amended, re-amended, revived, issued by the Senate Civil Service Committee for action, read the required number of times and when both sides squared off for a fight on the measure—only then did its sponsor, Senator Walter J. Mahoney, say that he was recommitting the bill to the Finance Committee. At that late date, recommitment meant the bill was killed for this session. It also meant that no vote had to be taken, which took several legislators "off the hook."

Armory Employees Plan 2-Day Conference in May

The annual conference of Armory Employees, State of New York, will be held May 8 and 9 at Newburgh.

The Hudson Valley chapter, Armory Employees, of which Frank W. Aldrich is president, will be host of the conference. Robert Minerley, chairman of the committee of arrangements, is putting forth every effort to make this the outstanding gathering of Armory Employees ever held in the State. Various city officials and members of the Civil Service Employees Association will attend. Conference chapters throughout the State have been requested to send the names of the delegates and alternates to the Conference

secretary Frank E. Wallace, not later than April 15. Each chapter is entitled to three delegates and two alternates.

The conference is open to all Armory employees of the State. Those who find it possible are invited to spend the two days in Hudson Valley with their workers, helping them to adjudicate employee problems. Clifford Asmuth is Conference president.

Non-Fire Calls No Longer 'Unnecessary'

MEMBERS of the uniformed force of the NYC Fire Department have been disturbed for years over the fact that both the official report forms and the Rules and Regulations of the department referred to calls to handle non-fire conditions as "unnecessary."

The argument was that the trips were indeed necessary, since sometimes the firemen and their officers had to cope with exposed gasoline, presenting fire hazards of a higher order, and even an occasional bomb.

No more will the offensive term be used. It's been stricken from the form and the Rules. The announcement was made on Wednesday night, March 26, at a meeting of the Uniformed Fire Officers Association, held at the Hotel Martinique.

Henceforth such calls will be referred to as "emergency." The other non-fire condition is a false alarm. That term stands. There never was any objection to that.

Visiting Chiefs Honored
North Carolina visiting fire chiefs, attending the Fire College of NYC, were guests of the UFOA. They were introduced by President Gilbert W. Byrne.

The UFOA members discussed the possibility of joining with the Uniformed Firemen's Association in a public relations campaign. The UFA is considering hiring the firm of Art Flynn & Associates, and the UFOA may join them. Both the UFOA and the UFA worked closely together at the session of the State Legislature just ended, and have had joint salary and pension committees.

The report of the experts who proposed reforms in the Fire Department was informally discussed by members. The general sentiment was that there was much in the report worthy of adoption, but the proposed reduction in the number of fire houses met with unanimous opposition. Some of the recommendations in the report are for reforms for which the UFOA has been striving.

Higher Levels Asked for Instructors

ALBANY, March 31.—J. Earl Kelly, State Director of Classification and Compensation, has recommended salary increases of one grade for a total of 179 positions as institution teacher and institution vocational instructor in the departments of Mental Hygiene, Social Welfare and Health.

Institution teachers and institution vocational instructors now are paid \$3,086-\$3,845. Mr. Kelly's recommendation is that they be raised to \$3,238-\$3,997. The recommended raise for institution teachers in the Health Department's TB service is from \$3,390-\$4,149 to \$3,541-\$4,300.

A pay increase from \$2,370-\$3,086 to \$2,646-\$3,390 has been recommended for matrons at Albion State Training School and Westfield State Farm; from \$3,693-\$3,541 to \$3,086-\$3,845 for charge matrons; from \$3,238-\$3,997 to \$2,784-\$4,452 for supervising matrons, and from \$3,846-\$4,639 to \$4,426-\$5,313 for head matrons.

No action has yet been taken on these recommendations by the director of the budget.

The salaries do not include the new temporary emergency compensation which becomes effective April 1.

MRS. B. THOMPSON NAMED TO NEWARK STATE SCHOOL
ALBANY, March 31—Governor Dewey today has appointed Mrs. Benjamin T. Thompson, of Rochester, a member of the Board of Visitors of the Newark State School.

BURTON COOPER NAMED TO WILLARD STATE HOSPITAL
ALBANY, March 31—Burton Cooper, of Penn Yan, has been named by Governor Dewey as a member of the Board of Visitors at Willard State Hospital.

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AGRICULTURAL

Agricultural Marketing Specialist, Fishery Marketing Specialist, \$4,205 to \$9,600; Dairy and Poultry Products Inspector and Grader, Fresh Fruits and Vegetables Inspector, Agricultural Commodity Market Reporter, \$4,205 to \$7,040. Jobs are country-wide. Announcement 257 amended.

Agricultural Research Scientist, \$4,205 to \$9,600. Jobs are country-wide. Announcement 109 amended.

Agriculturist, \$4,205 to \$10,800. Jobs are country-wide. Announcement 202 amended.

Cotton Technologist, \$4,205 to \$7,040. Jobs are in Washington and the South and Southwest. Announcement 230 amended.

Tobacco Inspector, \$3,410 to \$5,060.

060. Jobs are in various States. Apply to Board of U. S. Civil Service Examiners, Department of Agriculture, Washington 25, D. C. Closing date: April 1, 1952. Announcement 320.

BUSINESS AND ECONOMICS
Accountant (Comprehensive Audits), \$4,205 to \$7,040. Most jobs are in the General Accounting Office in Washington, D. C. Announcement 295 amended.

Accountant and Auditor, \$3,410 and \$3,795; Accounting and Auditing Clerk, \$3,175. Announcement 291 amended.

Business Analyst — Commodity-Industry Analyst — Industrial Specialist, \$3,795 to \$7,040. No maximum age limit. Announcement 259 amended.

Commodity - Industry Analyst (Minerals), \$3,795 to \$7,040. Jobs are country-wide. Announcement 255 amended.

Economist, \$4,205 to \$7,040. Announcement 209 amended.

Loan Appraiser (Telephone Facilities), \$5,060 to \$7,040; Auditor (Telephone), \$5,940. Jobs are country-wide. Announcement 246 amended.

ENGINEERING AND SCIENTIFIC

Aeronautical Research Intern,

\$3,410; Aeronautical Research Scientist, \$4,205 to \$10,800.—Jobs are country-wide. Age limits for Intern positions: 18 to 35. For places to apply, see Announcements 313 and 314.

Architect, \$4,205 to \$5,940.—Announcement 244.

Astronomer, \$3,410 to \$9,600.—Apply to Board of U. S. Civil Service Examiners, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-1 (1951).

Bacteriologist — Biochemist — Serologist, \$4,205 to \$7,040.—Jobs are country-wide and in Puerto Rico. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 236.

Cartographer, \$5,060 to \$8,360; Cartographic Aid and Cartographic Draftsman, \$2,500 to \$4,205. Minimum age: 17 for D. C. area residents; 18 for others. Announcement 312.

Chemist — Metallurgist — Physicist, \$5,060 to \$10,800; Electronic Scientist — Mathematician, \$4,205 to \$10,800. Apply to Committee of Expert Examiners, National Bureau of Standards, Washington 25, D. C. Announcement 226.

Chemist — Metallurgist — Physicist, \$5,060 to \$10,800; Mathematician, \$4,205 to \$10,800; Engineer, \$5,060 to \$7,040.—Apply to Board of U. S. Civil Service Examiners, Building 37, Naval Research Laboratory, Washington, D. C. Announcement 4-34-4 (1950).

Chemist — Physicist, \$5,060 to \$10,800; Meteorologist, \$4,205 to \$10,800.—Jobs are in Cambridge, Mass. Apply to Board of U. S. Civil Service Examiners, Air Force Cambridge Research Center, 415 Summer Street, Boston 10, Mass. Announcement 1-21-1 (52).

Electronic Engineer — Physicist, \$5,060 to \$9,600.—Jobs are in Mass. and Conn. Apply to a laboratory listed in Announcement 1-34 (1947).

Electronic Scientist, \$4,205 to \$10,800.—Jobs are in Washington, D. C., and in Md., N. C., Va., and W. Va. Apply to the Board of U. S. Civil Service Examiners, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-4 (1949) amended.

Engineer, \$3,410 to \$10,800.—Sanitary Engineer jobs are country-wide. Maximum age for \$3,410 jobs: 35; no maximum age for higher-paying jobs. Announcement 301.

Engineer, \$5,060 and \$5,940.—Jobs are in Dayton, Ohio. Apply to Board of U. S. Civil Service Examiners, Wright-Patterson Air Force Base (MCACXB), Dayton, Ohio. Announcement 6-42-7 (1950).

Engineer, \$3,410 and \$4,205.—Jobs are in West and Midwest. Maximum age limit: For \$3,410 jobs, 35; for others, 62. Apply to Central Board of U. S. Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo. Announcement 13-1-3 (51).

Engineer (Aeronautical, Electrical Electronics, and Mechanical) — Physicist, \$5,060 to \$8,360.—Jobs are at Johnsville, Pa. Apply to Board of U. S. Civil Service Examiners, Naval Air Development Center, Johnsville, Pa. Announcement 3-39-1 (1951).

Engineering and Statistical Draftsman, \$2,750 to \$4,205.—Announcement 254.

Field Representative (Electrical Utility Management); Rural Electrification Engineer (Distribution

and Transmission, Electric Power Generation, Farm Electrification), \$5,060 to \$5,940.—Jobs are country-wide. Apply to Board of U. S. Civil Service Examiners, Agricultural Research Center, Beltsville, Md. Announcement 4-69-1 (1950).

Geographer, \$4,205 to \$10,800.—Announcement 290.

Geologist, \$5,060 to \$8,360.—Jobs are country-wide. No maximum age. Announcement 287.

Highway Engineer — Highway Bridge Engineer, \$4,205 to \$5,940.—Jobs are country-wide. Apply to Board of United States Civil Service Examiners, Bureau of Public Roads, Department of Commerce, Washington 25, D. C. Announcement 323.

Inspector (Communication and Electronic Equipment), \$5,060 and \$5,940.—Jobs are country-wide. Apply to Board of U. S. Civil Service Examiners, Signal Corps, 225 South 18th St., Philadelphia 3, Pa. Announcement 3-40-3 (1952).

Junior Scientist (Chemist, Physicist, Metallurgist), \$3,410 and \$4,205; (Mathematician, Electronic Scientist), \$3,410 — Age limits: For \$3,410 jobs, 18 to 35 years; for \$4,205 jobs, 18 to 62. Announcement 276.

Public Health Nurse, \$4,205.—Jobs are with the Bureau of Indian Affairs on reservations west (Continued on page 9)

NYC Fireman Exam to Open On June 10

The NYC Civil Service Commission expects 35,000 to apply for the Fireman examination. The commission set the dates for receiving applications and worked on the official notice of examination. Such notice contains the basic requirements and states salary, filing fee and age concessions to those who saw military service during war.

The application period will be from Tuesday, June 10 to Wednesday, June 25. The written test will be held in high schools exactly four months after the application period closes.

Present response to popular exams indicates that the number of applicants may be around 25,000. In the recent railroad clerk test 23,000 applied.

New Medical-Physical Rules
The commission recently established a new set of medical-physical rules for policeman and fireman exams. The pertinent ones will be applied for the first time in the coming firemen test. They were digested in The LEADER four months ago, especially by comparison of the new with the old. The exam notice will mention the new medical-physical rules, and state that they must be met, as posted on the commission's bulletin board. However, The LEADER will publish the medical-physical rules in full, starting soon, so there will be no need to consult the commission's bulletin-board or try to hunt up one of the hard-to-get booklets containing these rules.

Many of the provisions for the fireman exam are contained in the Administrative Code, and, besides, the laws giving a "break" on age to those over age 29 who served in the military forces in time of war are in that Administrative Code and the State Military Law. Hence these provisions are pretty much standard in recurrent fireman exam notices.

Exam Notice
The following is the official notice of the last regular fireman exam in NYC, bought up to date by The LEADER.

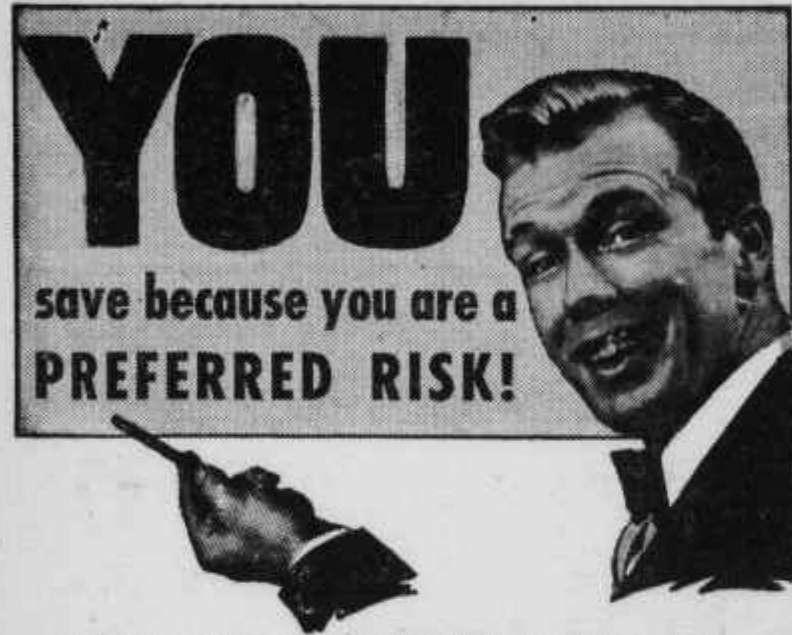
Only those who pass the competitive written test will be given the medical qualifying. Candidates marked Not Qualified in the medical will not be permitted to compete in the competitive physical, unless the medical defect is remediable and the defect is cured in time.

The present fireman list, containing 4,912 names and expires in September 1953. The new list would be ready for issuance as soon as the old one dies. It is expected that 375 will be appointed, leaving 4,537 disappointed.

The fireman job now pays \$64 a week to start and rises after three years to \$84. These salaries are to be increased in the 1952-53 budget, effective July 1, 1952.

The age limits are 20 and 29, but those with military service in time of war may be older, to the extent that their length of service may be subtracted from their actual age. If the resultant "civil service age" falls within the 29 limit, they're not barred by age.

The minimum height is 5 feet, 6 1/2 inches, minimum weight 140 pounds, and minimum vision 20-30 Snellen, no eyeglasses permitted.



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Civilian government employees save up to 30% by placing their automobile insurance with the company organized specifically to give government employees the finest insurance protection at the lowest possible cost.

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Government Employees Insurance Building Washington (5), D. C.

NAME AGE.....
 ADDRESS
 Car Year Make Model
 Type Body..... No. Cyl..... Purchased Used
 Anticipated Mileage Next 12 months
 Age of Youngest Driver in your Household
 Is Car Used For Business Purposes Other Than to and from work () Yes () No
 EMPLOYEE OF FEDERAL () STATE () COUNTY () MUNICIPAL ()

GOVERNMENT EMPLOYEES INSURANCE COMPANY

407 Pass Professional U. S. Tests

A register of 407 successful candidates, who recently competed in the United States Junior Professional Assistant examination for Social Science Analyst and Statistician, has been announced.

This examination, for college seniors and graduates who wish to pursue professional careers in the government, drew 1,678 applicants. Of this number, 472, or 28 per cent, passed the written test. After a review of education and experience qualifications, 59 Statistician and 348 Social Science Analyst eligibles remained.

These eligibles will be certified to federal agencies in New York and New Jersey as vacancies occur. In 1951, 38 appointments were made from such registers in this area. It is expected that this year's register will receive more extensive use.

Where to Apply for Jobs In Government Service

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.; Room 302, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. Same applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) Opposite Civil Service LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIN 4-2800.

NYC Travel Directions
Rapid transit lines that may be used for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

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

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

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs, do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9" or larger envelope. The State accepts postmarks as of the closing date. The U. S. does not, but requires that the mail be in its office by 5 p.m. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 6:30 p.m. to obtain a postmark of that date.

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

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

U.S. Offers Teaching and Foreign Affairs Jobs

(Continued from page 8)
of the Mississippi River and in Alaska. Maximum age limit: 40. Announcement 243.

Staff Nurse, \$3,410; Head Nurse, \$4,205.—For duty in the Indian Service west of the Mississippi River and in Alaska. Maximum age for staff nurse: 40. Announcement 211.

Staff Nurse, \$3,410; Psychiatric Head Nurse, \$4,205.—For duty in Washington and vicinity and in Panama Canal Zone. Maximum age limit for the Panama Canal Service: 35. Announcement 267 amended.

Veterinarian, \$4,205.—Jobs are country-wide. Announcement 143.

MISCELLANEOUS

Correctional Officer, \$3,435.—Jobs are country-wide. Age limits: 21 to 45. Apply to Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kans. Announcement 9-14-1 (1950).

Dietetic Intern, \$1,470.—Courses will be given in Veterans Administration hospitals in Calif., N. Y., Ill., Tenn., and Tex. Age limits: 18 to 35. For places to apply, see Announcement 269.

Dietitian, \$3,410 and \$4,205.—For duty in the Veterans Administration country-wide and in Puerto Rico. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 240.

Dietitian, \$3,410 to \$5,940.—Jobs are country-wide and in Panama. Announcement 52.

Dietitian, \$5,060 and \$5,940.—For duty in the Veterans Administration, country-wide and in Puerto Rico. Apply to Board of United States Civil Service Examiners, Veterans Administration, Washington 25, D. C. Closing date: June 10, 1953. Announcement 322.

Fishery Methods and Equipment Specialist, \$3,410 to \$8,360.—Jobs require sea duty in varying localities, chiefly in the Atlantic and Pacific Oceans. Announcement 310.

Inspector of Locomotives, \$5,940. Positions are country-wide. Age limits: 28 to 53. Announcement 284.

Intelligence Research Specialist—Military Intelligence Research Specialist—Foreign Affairs Officer, \$4,205 to \$7,040.—Announcement 258.

Intern in Hospital Administration, \$1,600.—For duty in the Veterans Administration. Age limits: 18 to 35. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 277.

Librarian, \$3,410.—Announcement 119.

Office Appliance Repairman, \$2,750 to \$3,435.—Announcement 293.

Organization and Methods Examiner—Budget Examiner, \$4,205 to \$7,040.—Announcement 270.

Patent Examiner, \$3,410 and \$4,205.—Maximum age for \$3,410 jobs: 35. Announcement 274.

Pharmacist, \$3,410 and \$4,205.—Jobs are country-wide and in Puerto Rico. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 232.

Pharmacologist, \$4,205 to \$10,800.—Announcement 131.

Photographer, Microphotographer, Photostat Operator, Blueprint

Operator, Blueprint and Photostat Operator, Photo-Reproduction Trainee, various rates from \$2,500 to \$3,410. Minimum age limits: 16 for D. C. area residents; 18 for others. Announcement 294.

Scientific Illustrator (Medical), \$3,410 to \$5,060; Medical Photographer, \$2,950 to \$4,205.—Jobs are country-wide. Apply to Central Board of Civil Service Examiners, Veterans Administration, Washington 25, D. C. Announcement 319.

Statistician (Mathematical, Analytical, Survey), \$4,205 to \$10,800.—Announcements 275 amended, and 321.

SOCIAL AND EDUCATIONAL
Clinical Psychologist, \$5,940 to \$10,800.—Jobs are country-wide and in Puerto Rico. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 247.

Elementary Teacher, \$3,410.—For duty in the Bureau of Indian Affairs in various States and in Alaska. Maximum age limit: 40. For places to apply, see Announcement 231.

Military Training Instructor, \$3,410 to \$5,060.—Jobs are in Fort Monmouth, N. J. Apply to Board of U. S. Civil Service Examiners, Fort Monmouth, N. J. Announcement 2-21-1 (1951).

Public Health Educator, \$5,060 to \$8,360.—Jobs are country-wide. Announcement 190.

Research Psychologist (Psychophysics), \$4,205 and \$5,060.—For duty in New London, Conn. Apply to Board of U. S. Civil Service Examiners, U. S. Naval Submarine Base, New London, Conn. Announcement 1-6-1 (50).

Social Worker, \$4,205 to \$5,940.—Jobs are country-wide and in Puerto Rico. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 256.

Training Instructor (Communications-Radio Equipment Maintenance), \$3,410 and \$4,205.—For duty at Scott Air Force Base, Ill. Send applications to Board of U. S. Civil Service Examiners, Scott Air Force Base, Ill. Announcement 7-46-4 (51).

STENOGRAPHY AND TYPING
Shorthand Reporter, \$3,795 to \$5,060.—Announcement 317.

Stenographer-Typist, \$2,750 to \$3,175 (most jobs start at \$2,950)—No maximum age limit. Minimum age limits: 17 for D. C. area residents; 18 for others. Announcement 272.

TRADES

Automobile Mechanic, \$2,750 to \$3,200.—Announcement 286.

Boiler Fireman, \$2,552 to \$2,974.—Announcement 281.

Bookbinder (Hand Work), Bookbinder (Machine Operations), \$2.43 an hour; Cylinder Pressman, \$2.52 an hour; Printer-Hand Compositor, \$2.54 an hour; Electrotyper (Finisher) and (Molder), Stereotyper, \$2.76 an hour. Announcement 296.

Helper (Trainee), Duplicating, Printing, and Bindery Operations, \$1.06 to \$1.13 an hour. Announcement 307.

Lithographic Draftsman, \$1.41 to \$2.17 an hour.—Announcement 282.

Lithographic Offset Pressman (Also Foreman), \$1.27 to \$2.63 an

hour. Announcement 280.
Offset Duplicating Press Operator, \$1.41 to \$1.76 an hour. Announcement 306.
Operating Engineer, \$2,750 to

\$3,740.—Announcement 283.
Plate Printer, Established Piece-Work Rates of Pay.—Announcement 205.
Printer (Monotype Keyboard

Operator and Slug Machine Operator), \$2.54 an hour.—Announcement 100.
Printer-Proofreader, \$2.54 an hour. Announcement 145.

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CO 7-6411-2-3

Household Supply Headquarters for Civil Service Employees

16 State Exams Remain Open Until May 2

ALBANY, March 31—The State has begun receiving applications for 16 exams. The closing date will be Friday, May 2. Written tests, where applicable, will be held on Saturday, June 7.

The serial numbers, titles and pay at start and after five annual increments follow, except that any raise enacted will be included:

6038. Associate in private trade school administration, \$5,774 to \$7,037.

6047.* Principal clerk (Surrogate), \$3,237 to \$3,996.

6048. Registrar, \$3,237 to \$3,996.

6049.** Industrial foreman (shoe lasting), unwritten, \$3,389 to \$4,923.

6050.** Industrial foreman (tobacco shop), unwritten, \$3,389 to \$4,923.

6051. Assistant hydraulic engineer (design), \$4,710 to \$5,774.

6052. Junior hydraulic engineer (design), \$3,846 to \$4,639.

6053. Junior gas engineer, \$3,846 to \$4,639.

6054. Bridge repair foreman, \$4,136 to \$4,923.

6055. Canal structure operator, \$2,646 to \$3,389.

6056.*** Director of tuberculosis hospital, unwritten, \$10,738 to \$12,950.

6057.*** Director of cancer pathology, unwritten, \$10,738 to \$12,950.

6058.*** Associate cancer urologist, unwritten, \$7,916 to \$9,610.

6059.*** Principal pathologist, unwritten, \$9,610 to \$11,303.

6060.*** Associate pathologist, unwritten, \$7,916 to \$9,610.

6061.*** Senior pathologist, unwritten, \$6,449 to \$7,804.

*Open only to Oneida County residents.

**A man will be appointed, probably.

***Open to residents of the U. S.

****Open to citizens and non-citizens of the U. S.

NYC Employees Seek Three \$200 Annual Increases

Strong arguments in favor of modernizing the NYC increment law, making it cover more employees, and with guaranteed larger amounts, were presented before the Finance Committee of the City Council at a spirited hearing last Thursday afternoon at City Hall. Immediate reason for the hearing was a proposed amendment by Councilman Eric J. Treulich of his bill whereby the increments sought would total the same amount, \$600, but would consist of three at \$200, instead of four at \$150.

Speaking for the Employees Co-ordinating Committee on Increments, Herbert S. Caulfield said: "Our committee felt that \$150 was nothing, under today's conditions, and that the \$50 obtained faster would make a worthwhile difference."

Treulich States Purpose

Mr. Treulich, Queens Democrat, called the present increment system "obsolete." He said increments today were not mandatory but granted as a matter of grace by the City administration. Purpose of his bill, he added, was to make the system mandatory on the basis of present salaries, to provide greater benefits to those in the first three grades, and increase the amount and range of the annual increments.

He said he had promised the co-ordinating committee that he would amend his increment bill to meet their request for a \$5,960 top, instead of \$5,460, and change the proposed scale to \$200. This amendment will be offered in executive session of the Finance Committee, but he asked Chairman Charles J. Keegan of that committee to hear the arguments of the City employees. Mr. Keegan promptly agreed.

Caulfield's Argument

Mr. Caulfield, long active in the Civil Service Forum and one of the originators of the increment bill whereby NYC set the pattern in 1937 for government and industry, was the first speaker. He said the co-ordinating committee was composed of the Government and Civil Employees Organizing Committee, CIO, the AFL-Central Trades & Labor Council, the Transport Workers Union and many independent groups.

"The primary purpose of the bill," said Mr. Caulfield, "is to protect employees in the lower grades who now receive increments of only \$120, under the law, only if grade minimum or the appointment salary is \$1,800 or less, with increments restricted to those receiving less than \$2,400. At the time of adoption these figures had significance, but not now. The mandatory feature became completely eliminated and increments are granted or not as a matter of City administration policy, up to \$3,161 a year pay. Up to that level two increments are granted, instead of four, leaving those getting \$3,661 or more without any formula which assures them of any benefit."

To cover the 22,000 would cost the City about \$1,100,000 more, on the basis of present policy; in the higher grades and at the higher salaries, would cost about \$4,000,000 more, until they reached the top of their grade. Any additional increases for employees reaching this maximum would have to depend on action by the Board of Estimate.

"Employees in the ungraded service, who have no minimum or maximum, were appointed at salaries that varied greatly. Some received four increments, some fewer, many received none. The bill asks for \$200 increments for these.

"Regulated automatic increments are necessary to improve morale and to attract persons into City service."

He submitted a chart showing a breakdown of the cost and the number of employees affected. The number of competitive employees covered would rise from the present 46,000 to 58,000, and extension to higher brackets would include 22,600 more.

Diana Stresses Necessity

Raymond E. Diana, executive secretary of the CIO group, said that Board of Estimate members had admitted that the proposals

were reasonable and that the employees deserved what they were asking, but that the problem was where to get the money.

"The City administration," said Mr. Diana, "has to face the fact that if it wants all public servants permanent, and not 15,000 to 16,000 provisionals year after year, it has to give priority to employee pay and not leave the employees at the tail end of the parade."

"The turnover in many City departments is enormous. In the Welfare Department alone it's 50 a month, and it costs the City \$250 to train each new employee there. Engineers and architects in other departments may take a job, stay a year to get experience, and then leave, because of much better offers from private industry and other branches of government."

Bauch Cites Effects

Herbert S. Bauch, representing Central Trades and Labor Council by designation of Martin T. Lacey, told the Finance Committee that the eyes of all City employees were focused on that committee. He told of the Sanitation Department having received a certification of 525 names from the typist eligible list, and a response from only one eligible. "Even she finally didn't show up," he observed. He pointed to that experience as proof of the need of making City employment more attractive financially.

"You've read of the City employees relief rolls," he went on. "You'd be amazed if you knew how many City employees hold dual jobs. We made a canvass and discovered that 90 per cent of a large group had outside jobs, and of the married men who reported, 80 per cent of them said that their wives had been forced to go to work to make both ends meet."

The last speaker was Robert W. Brady, president of the Civil Service Forum. He said it was an established policy in private industry, and in Federal and State government, to grant automatic increments, and that NYC, which pioneered this gain, should make its own increments more realistic and unquestionably mandatory.

"Some may say that the trouble with the automatic increment method is that it rewards the good and the bad together," he remarked, "but it is not our business, as employees, to administer City departments. We're interested in good performance by employees but if there are employees who don't do an honest and efficient day's work, it's up to the administration to weed them out."

"The American Management Association made a wage and salary study of automatic increments in industry and found that they were of the fullest value in improving employee morale and production."

TWU Backs Bill

Stephen J. Ruddy, chairman of Section 44, TWU, put the TWU on record as fully in favor of the amended Treulich bill amendment.

DE GRAFF SCORES BILL HITTING PENSIONERS

ALBANY, March 31 — In a lashing, biting memo to the Governor's counsel, John T. DeGraff calls for disapproval of a bill which would cancel the pensions of retired public employees under certain circumstances.

Mr. DeGraff, president of the State Board of Law Examiners and counsel to the Civil Service Employees Association, castigated the measure as unconstitutional, unfair, badly drafted, and ridiculous in some of its provisions.

The measure (Assembly Int. 2594, Pr. 2721) has aroused wide opposition among public employees throughout the State. Mr. DeGraff's memo was submitted in his capacity of counsel to the Association.

THE OBJECTIONS

Mr. DeGraff made these points in opposition to the bill:

1. The provisions for cancellation of pensions after retirement are unconstitutional.
2. The provisions which permit determination of criminal conduct in a civil court action are also unconstitutional.
3. The legislation has no reasonable, clear-cut and district limitation which would prevent the denial of pension rights in controversies relating to state and ancient charges.

4. It is claimed that section 12-c liberalizes existing pension law. But the bill is so carelessly drafted in its provisions for "automatic retirement" that it would prejudice the rights of the very employees it is supposed to benefit.

5. The bill is so drafted that employees could lose the optional benefits provided in the present law.

Deadline Near On 3 NYC License Tests

The period for receipt of applications in three popular tests for NYC licenses is drawing to a close.

The last day to apply for a license to install and repair underground storage tanks (gasoline, fuel oil, diesel and other inflammable liquids) is Thursday, April 3. The exam will be held on Saturday, April 26.

The last day in the stationary engineer, second grade, exam is Monday, April 7. The exam will be held on Wednesday, April 30. These dates also apply to the test for a master rigger's license.

Applicants must have a NYC residence or business address. The application fee is \$10.

STENOGRAPHERS TO MEET FRIDAY, APRIL 4

The NYC chapter of the Associated Stenographers of America will meet on Friday, April 4 at 7:30 P. M. in Washington Irving High School. President Samuel C. Goldner will conduct a clinic in preparation for the hearing reporter and federal reporter exams.

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1,100 More Join in Transit HIP

More than 30,000 employees of the NYC Board of Transportation are now members of the Health Insurance Plan. The recent drive produced 1,100 more members, Dr. George Baehr, HIP president, announced.

The Board actively aided the drive.

HIP provides medical care to more than 300,000 men, women and children in the Greater New York area. In return for a single premium, the HIP subscriber receives medical care which ranges from treatment of a simple headache to surgery for a major operation, without extra charges.

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NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimating in Manhattan, 65 W. 42nd Street. LA 4-5929, 214 W. 33rd Street (at 7th Ave.) WA 4-7478, in New Jersey 116 Newark Ave., BERGEN 4-2250.

ELECTROLYSIS

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Isaacs Seeks to Kill 20-Year Retirement Plan for Cops

NYC Councilman Stanley M. Isaacs wants to save money by denying the 20-year retirement plan of the Police Pension Fund to any future appointees. Now the members of the uniformed force may select either the 20-year, 25-year or the age-55 plan, but nearly everybody selects the 20-year plan. That permits retirement at half pay, after 20 years, and if one stays on longer, \$50 a year more for each additional year up to 10 years.

A hearing on the bill was held last Thursday afternoon at City Hall by the Finance Committee of the Council. Ralph L. Van Name, secretary to the NYC employees Retirement System, was asked by Committee Chairman Joseph E. Keegan to give his views.

Van Name Favors Principle
Mr. Van Name said that he was not opposed to the principle but that the reason of hazards of the job that is given to justify a 20-year plan in the Police Department is at least equally applicable to other types of work. He said that the accident disability and accident death rates in the Board of Transportation were higher than those in the Police or Fire Departments.

"To me," said Mr. Van Name, "the unborn cop and fireman is no different than the unborn sewer cleaner, bridge painter or transportation worker. While in the Board of Transportation risks run higher, the Sanitation Department runs a close second to the Police Department in the employment hazards. The argument about special police hazards does not stand up."

As a practical matter, the City of New York disability requirements will reach \$236,000,000 by 1968, and that's not so long off—sixteen years—for those retired since 1940. The Police and Fire Departments would require \$71,000,000 more, for those retired since 1940. These figures are based on present pay, and more if we assume increased pay, as I think we must.

"The city can't afford it (the 20-year plan) at present, but on principle, if you have a 20-year plan in the Police and Fire Pension Funds, and will extend it to include the Board of Transportation, and the Sanitation Department, I'd favor it."

Sees \$5,500,000 Saving
Mr. Isaacs said that the bill, if enacted, would save the City \$5,500,000 a year. He read part of a letter he received from Mrs. Anna M. Rosenberg, Assistant Secretary of Defense, telling of the operation of the armed forces retirement plan, under which retirement after 20 years' service is possible. However, she said it was not an absolute right, but subject to approval by the Secretary of Defense, and that the percentage of those who applied for retirement after 20 years was small.

Mr. Isaacs said that the 20-year provision was unsound and imprudent, especially now that the City pays 75 per cent of the cost and the uniformed members of the Police and Fire Departments 25 per cent. A bill to extend this gain to member of the NYC Employees Retirement System didn't pass the Legislature.

"The pension has a value of \$50,000 for each policeman," said Mr. Isaacs, "and at an average retirement allowance of \$2,075 each man is a \$2,075 man."

leader of the Council, said he saw trouble in "getting men to come in" if the 20-year provision were eliminated.

Police Department First
"I like the idea of saving much money for the city on the new men," he added. "I know the proposed change won't affect the old ones."

Mr. Isaacs was prodded by Mr. Sharkey that only the Police De-

partment would be affected. Mr. Isaacs promised he'd introduce an identical bill concerning the Fire Department. He added with a smile that he selected the Police Department because he knew that there would be much opposition, and he wanted to take on the opposition one department at a time.

The committee will consider the measure in executive session.

Van Name Deluged With Requests to Stay, Offers To Continue Job Part-Time

Ralph L. Van Name, Secretary of the NYC Employees' Retirement System, will retire on June 2 after 38 years of city pension service, issued a statement today (Tuesday) answering requests from city officials, employee groups and many individual members, that he continue to serve. Councilmen Stanley M. Isaacs (Rep.-Lib., Manhattan) and Edward Vogel (D., Brooklyn), were among them.

Mr. Van Name said that he would definitely retire on schedule unless continued on a part-time basis, which he said would mean most of his time, at \$16,700 a year. His city-paid pension of \$6,700 would be suspended under the law, during any such period of employment, and the cost to the city would be \$10,000 a year net for his services, compared to his present \$15,000 salary.

"The loss of Mr. Van Name's services to the city would be irreparable," said Mr. Isaacs. "The members of the system, and the city itself, would reap rich benefit if his services are continued. Mr. Van Name is the model public servant."

Avalanche Heart-Warming.
Mr. Van Name said that the job from which he is retiring is really four jobs—administrator, legal adviser, legislative consultant and public and employee relations director—and that if he continued,

it would be without assuming the administrative work. He suggested that James Butler, an examiner in the Budget Director's Office, formerly of the staff of the retirement system, could fill the administrative position capably.

"Combination of administrative, legal, legislative and public and employee relations work has made the whole task so brutal that I felt myself losing interest in my work, something that never occurred before."

"So far as I can see, the City's alternative is to appoint three persons at considerable added personnel cost, or assign a first-class administrative man with pension, law and accounting background, such as James Butler, if I am to resume the remainder of the work."

Mr. Butler's pay probably will not be over \$9,000, said Mr. Van Name.

"Let City officials work out a better and less costly plan, if they can," continued Mr. Van Name. "They would have to come up with a plan, anyway, by August 19, 1953, when I will attain the age of 70, after which I do not plan to work for the City or any other employer. By then the City, under the less costly plan, could have one more man re-seasoned for the exacting pension jobs."

New Police Pension Bill Considered

The Finance Committee of the NYC Council will consider in executive session a bill that would permit bringing the pensions of policemen retired prior to 1936 up to the level of those presently retired in the same rank. The retirement pay equals half the last salary paid those who retired prior to 1940, while since then retirements are on the basis of the average pay of any five consecutive years.

One of the questions that arise is whether or not the recently enacted State law, setting a pattern for increased pensions, with \$1,200 as the pension limit, and \$300 as the maximum amount of increase, prohibits any larger pension increases by NYC.

There are six police retirement brackets: Two each of one-third pay for partial disability, two for half pay ordinary retirement, and two for three-quarters accident or line-of-duty disability.



Miss Ursula White, retiring from the NYC Sanitation Department after 30 years in its service. She has been an employee of the City for a total of 37 years. A farewell party was attended by 150 of her co-workers.

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5151. ASSISTANT GARDENER. \$2,610 for 302 days. Five hundred vacancies, Parks, Public Works, Hospitals, and the Housing Authority. Housing Authority appointees are exempt from the NYC residence requirements. Fee \$2. Candidates must be under age 55, unless veterans. Tests: written, weight 100, 70% required. Candidates must pass a rigid qualifying physical test. Last day to file: Tuesday, April 8.
6407. TUBERCULOSIS CLINICIAN, GRADE 4, \$5,650. Seven vacancies, Health. Fee \$4. Candidates must have graduated from a school of medicine and have one year as an interne, one year

as a resident in a TB hospital, and two years after the residency in the examination and treatment of patients and interpreting x-ray films in a chest clinic of 3,500 patients annually. They must have a NYS license to practice medicine at the time of investigation. Tests: technical-oral, weight 50, 75% required; experience, weight 50, 70% required. Last day to file: Tuesday, April 8.
6534. STATIONARY FIREMAN. \$11.60 a day. Two hundred forty vacancies. Fee \$50. Candidates must be under age 55 unless veterans. They must have two years experience. Tests: physical, weight 100, 70% required. Last day to file: Tuesday, April 8. Exam date: Tuesday, July 1.

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The Civil Service Committee of the State Assembly, which processed the flood of civil service bills going through at this session. Left to right, seated: Mrs. Fannie Timmerman (secretary to the committee); Mrs. Mary Tillee; Orin S. Wilcox (center) chairman; Floyd Arthur, clerk to committee; Anthony P. Savarese. Standing: Helen E. Jack, Thomas A. Duffy, Andrew J. Schell, Russell Spencer.

Simpler Grievance Process In DPUI; State May Eliminate Worker Panels in Agencies

A simpler way of handling grievances is being set up in the Division of Placement and Unemployment Insurance. No rotating panels of employees are provided. Milton O. Loysen, executive director of the agency, explains that such panels are going to be eliminated in all State agencies by the Personnel Relations Board.

He adds that DPUI employees will be fully protected by the method applied to that Division, which includes the forming of a panel for each separate grievance that is not settled at two supervisory levels.

When Director Gets Case

The memo sets forth: "If an employee feels that he has a grievance, in accordance with the plan he may bring the matter to the attention of his immediate supervisor. If a satisfactory settlement can not be made at the immediate supervisory level, the employee may then request an opportunity to bring the grievance to the attention of the director of his bureau. Should the bureau director be unable to make a determination that is satisfactory, the employee may then request the establishment of an employee committee to hear his grievance. The committee will consist of three Division employees — one

member to be selected by the appellant, the second to be selected by the Administration, and the third to be selected by the two members already chosen.

"Requests for the establishment of a grievance committee should be submitted to the director of personnel in writing."

The application should detail the grievance, state completely the findings of those who already have passed on the subject, the reason for continuing dissatisfaction, and the name and office location of the person selected by the employee for service on the grievance committee.

Progress Reported Toward Solving Problems of State Public Works Employees

ALBANY, March 31.—Progress toward the solution of some of the problems of employees of the State Department of Public Works was reported by the special Public Works committee of the Civil Service Employees Association, after a meeting with Joseph Ronan, executive assistant to Superintendent of Public Works Bertram D. Tallamy.

For the committee, those present were Joseph Corr, Roland Schoonmaker, Stephen Stouter, Paul Hammond, Richard Hammond, Margaret Donohue and Mrs. Ethel

Chapman. William A. Greenauer was unable to attend because of a death in his family.

A list of jobs to be put on an annual basis was submitted to the committee, which found that in some instances the reallocations would not take into account an employee's job performance. Mr. Ronan promised to investigate cases mentioned and have any inequalities corrected.

Overtime and Travel Pay.

A change of title appeared the only solution to raising the pay of sign painters at the Haburg shops. This would apply to at least one man in each district.

Overtime pay for special projects was referred to O. Ostrander.

Travel pay, when it applies, and how to assure receiving it, was also discussed. A travel order should be obtained to insure reimbursement.

Mechanical stores clerks, equipment operators, cranesmen, shovelmen and drill rig operators are to be considered for reallocation soon after the new fiscal year is under way.

Mr. Ronan spoke of reorganizing county operations, which would include hiring additional equipment operators, to replace laborers who run costly equipment.

Higher Substantial Pay.

Subsistence for maintenance men is to go up to \$5 from \$4, said Mr. Ronan, but no decision has yet been reached concerning engineers. He was in sympathy with having the State insure the men's own surveying instruments used in their work.

Improvement in sanitary conditions also was discussed.

Mr. Ronan welcomed suggestions on improving time clock conditions.

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If you cannot qualify, please do not waste our time. If you do meet our requirements and are eager to make some real money, let us talk it over. For personal interview, write, including phone number, to Box 100.

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State Income Tax Guide For Public Employees

By HERMAN BERNARD

TAXPAYERS sometimes confuse the provisions of the U. S. income tax law with those of the New York State income tax law.

DIFFERENCES

The principal requirements under the State law, differing from those of the Federal law, are summarized:

A return must be filed by a resident or non-resident who had New York State income in 1951 at least equalling his exemptions and dependency claims. For a married couple, or the head of a family, the exemption is \$2,500; for others, \$1,000. Dependency credits are \$400 each. A person with gross income and capital gains of \$5,000 or more must file a return.

Armed forces pay is included in figuring whether the amount is large enough to require one to file. The State wants tax-exempt income listed; the U. S. doesn't even want it reported. In the additions, do not count tax-exempt income for tax purposes.

Under U. S. law, each separate exemption is \$600, including dependents. Under State law, a widower supporting his minor son has an exemption of \$2,500 as the head of a family, \$400 for the dependent, total \$2,900, compared to \$1,200 under U. S. law.

Joint Returns

Joint returns by husband and wife are permitted under State law, too, but no income-splitting. In separate returns, total exemptions may be taken by either spouse, or divided any way they see fit. The U. S. permits income-splitting, to apply a lower tax rate to the aggregate income, but doesn't permit splitting an exemption.

Income

Armed forces pay is tax-exempt. Under U. S. law it is taxed, except for combat zones.

Sickness pay is taxable, though the U. S. recently made it tax-free. This is the salary paid by an employer to an employee away from work because of illness.

Any income or loss from business or profession is to be detailed in Schedule A, Page 3 of Form 201, and summarized on Line 25, Page 2. Any gain or loss from rents or royalties would be detailed in Schedule B, and summarized on Line 26, Page 2. These amounts are combined with other ordinary income, but not with capital gains;

and when deductions are taken from the sum, the difference is what the State calls net income. This is entered on Line 37, Page 2, and again on Line 11, Page 1. Net income, under State law, comes "before" exemptions and dependency claims; under U. S. law net income comes "after" the exemptions.

Do the business-profession and the rents-royalty reporting first, if you have any such income. Then enter total earnings before deductions—usually taken from the W-2 withholding statements—and enter the other income to arrive at the total income, Line 30, Page 2.

Deductions

To itemize deductions, use Form 201.

U. S. taxes on admissions (amusements), communications and transportation are deductible, as are club dues, and should be detailed in Schedule 1, Page 2, and the result repeated on Line 31-c.

In Schedule 1, also detail premiums paid on life insurance or endowment policies where the taxpayer himself is insured, or, on a joint return, the husband and wife. It doesn't matter that the wife has no income. The actual amount of the premiums is entered, but not more than \$300 for husband and wife, or head of a family, and not more than \$150 for any individual.

Detail charitable contributions in Schedule 2, Page 2, and write the result on Line 34. These contributions are of the same general type as under Federal law, except that a non-resident is limited to contributions to New York charitable, religious, educational and similar organizations.

There is a limitation to 15 per cent of income as in U. S. practice, but it's 15 per cent of a lower figure, because interest, taxes and other deductions have been made. Under U. S. law the figure to which the 15 per cent limit is applied is "before" deductions.

But a larger part of the medical expenses may be deducted under State law, for the same reason. From actual medical expenses, 5 per cent of income must be deducted; only the expense figure that remains may be claimed. Now the amount excluded is less, because of the deductions taken from income. Both the U. S. and the State have absolute limits as well, the U. S. limits being higher. The State allows no more than \$1,500

Appointments By Dewey

ALBANY, March 31—Recent Dewey appointments:

James P. Moore, of Troy, member of the Veterans Affairs Commission, succeeding Frank L. Calderala . . . Harry J. McClarity, of NYC, member of the Interstate Sanitation Commission . . . Edward A. Atwill, of Eggertsville, re-appointed commissioner of the Niagara State Park Commission . . . Roswell P. Blauvelt, of NYC, to the Board of Visitors at the State Rehabilitation Hospital in West Haverstraw . . . Rev. Norman O. Edwards of Babylon, L. I. member of the Board of Visitors of Central Islip State Hospital . . . Murray A. Magloff, of Yonkers, member of the Board of Visitors at Hudson River State Hospital.

for a man and wife, or head of a family, \$750 for others.

No income taxes are deductible under State law.

SIMILARITIES

Life insurance proceeds on the death of the insured are tax exempt, and so are gifts, bequests and inheritances, Workman's Compensation and State Disability Law benefits and reimbursement for injuries and casualty loss.

Veterans Administration compensation is also tax-exempt. This is an employer-paid pension to veterans for service-connected disability.

Ordinary disability pensions—as where one has to quit work because of arthritis—are taxable; accidental or line-of-duty disability pensions are not. An accidental disability pension would be one, for instance, granted a cleaner disabled when he fell from a window into a yard. A line-of-duty pension would be to the same effect, lacking the accidental aspect, however, like a policeman shot by a burglar he was chasing.

Ordinary retirement also is treated the same way in both jurisdictions. Where there has been contribution by the pensioner, as is true under public employee retirement systems, and under private annuity contracts, the amount to be reported as retirement income is not the total of retirement checks received during the year, but 3 per cent of the employee's total contribution. Year after year this can go on, until the amount forgiven—the difference between the amount reported as income and the actual retirement checks—equals his cost. Then the limited tax exemption stops.

Members of the U. S. Civil Service Retirement System, the NYC Police Pension Fund, the NYC Fire Pension Fund, the State Employees Retirement System, etc., are all governed by this same 3 per cent rule.

There is a mistaken notion that Federal civil service pensions are

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wholly tax-exempt under U. S. and State income tax, probably because Social Security benefits are tax-exempt.

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Alimony is deductible, if paid periodically, not necessarily paid regularly, under a court decree of divorce or separation. If deductible to the payer it is taxable to the recipient. But money specifically ordered paid to the wife for the support of a minor child is not alimony and not deductible; it could be covered by a dependency claim.

Health and accident insurance benefits received are not taxable, but the costs they defray must not be claimed as medical expenses, nor must premiums paid be claimed as such expenses when benefits are received under the insurance. The State disability tax paid by the employee is not deductible. The State and U. S. cigarette tax the employee is not deductible.

After the net income has been determined, and any income from capital gains or unincorporated business, the form may be completed.

Write name and address of your employer or employers on Page 1, also your occupation and Social Security number, and answer the question, bottom of Page 1, on U. S. income tax. Give your wife's

name and address, Item 4-A, Page 1, even on a joint return.

Be sure to address the return to the State Department of Taxation and Finance, either at the Governor Alfred E. Smith State Office Building, Albany, N. Y., or a district office of that department, not to the U. S. Collector of Internal Revenue.

The tax to be paid is 90 per cent of the computation. Payments may be made to the State in installments, if the tax is more than \$5, except that any unincorporated business tax must be paid in full.

The last day is Tuesday, April 15, except for fiscal year returns, which must be in by the 15th day of the fourth month following the close of the fiscal year. Most persons, and all who are on a cash basis, file calendar year returns.

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Bills Passed and Defeated in State Legislature

(Continued from page 3)
to date of application. Shortens the existing waiting period of 30 days.

Veterans Legislation

26. RETIREMENT CREDIT—ALL VETERANS WORLD WAR II
Senate, Mitchell, 1792, 1901.
Assembly, Noonan, 2122, 2204; passed.

At present only veterans who were employed by State or participating employer at time of entry into military service are eligible for credit for service in World War II. This bill provides that all veterans, even though not employed by State or participating employer at time of entry into military service, shall be entitled to credit for service in World War II upon becoming a member of Retirement System provided they were residents of the State at the time of entry into military service.

27. RETIREMENT CREDIT MILITARY SERVICE
Senate, Mahoney, W. J., 202, 202; passed.

Assembly, Morgan, 246, 247; Provides military service credit for members of Retirement System who are on civil service lists at time of entrance into armed forces.

Hours Worked Overtime Pay

28. ELIMINATES SPLIT SHIFT STATE EMPLOYEES
Senate, Hatfield, 1046, 1076; passed.

Assembly, Van Duzer, 1973, 2038. Prohibits split shift in State Institutions. Provides that all work assignments shall be of eight consecutive hours, with appropriate time for meals.

Civil Service Amendments

29. RIGHT TO HEARING AND COUNSEL UPON REMOVAL
Senate, Manning, 507, 510.
Assembly, Fitzpatrick, J. A., 1326, 1345; passed.

Provides that all employees in competitive class shall be entitled to a hearing when charges are preferred with right to counsel and to summon witnesses. Only veterans and Exempt Volunteer Firemen have right to hearing under present law.

Miscellaneous

30. INSTITUTION PATROLMEN PEACE OFFICERS
Senate, Hatfield, 1747, 1856; passed.

Assembly, Knauf, 3020, 3063. Amends Penal Code to empower institution patrolmen to act as peace officers on State-wide basis.

31. ARBITRARY TRANSFERS GAME PROTECTORS
Senate, Van Wiggeren, 2780, 2969; passed.

Repeals power of Conservation Commissioner to transfer Game Protectors at will.

The following bills did not pass either House:

Salary and Increment Legislation

32. 10% INCREASE
Senate, Halpern, 1387, 1449.
Assembly, Wilcox, 1784, 1834.

Provide 10% increase over base pay in addition to existing emergency compensation. The bill is introduced by the Association as a substitute for the emergency 6% bill.

33. EXISTING EMERGENCY INCREASE REINSTATE MINIMUM
Senate, Halpern, 1388, 1450.
Assembly, Preller, 1781, 1831.

This bill would continue the 1951 emergency compensation for another year, i. e., 12½% on the first \$2,000, 10% on the next \$2,000 and 7½% on the balance of base salaries with a minimum of \$300 and a maximum of \$1,000.

34. EXTRA INCREMENTS AFTER SERVICE AT MAXIMUM GRADE
Senate, Hatfield, 1043, 1073.
Assembly, Gans, 1906, 1969.

Provides one extra increment after an employee has been at the maximum of his grade for five years, a second after ten years, a third after fifteen years, and a fourth and final increment after twenty years of such service. Provides ceiling of \$4,453 beyond which salary cannot be increased by these additional increments.

35. INCREMENT CREDIT—EMPLOYEES OF STATE COLLEGES, EXPERIMENT STATION AND INSTITUTIONS
Senate, Hollowell, 2238, 2390.
Assembly, Savarese, 2036, 3081.
Provides for mandatory annual increment for satisfactory service.

Repeals present provisions which made granting of such increment discretionary. Provides for appeal procedure in the event increment is denied for unsatisfactory service.

36. SALARY SCHEDULES—POLITICAL SUBDIVISIONS
Assembly, Austin, 2608, 2735.
Requires that all political subdivisions of the State establish salary plans and title structure for employees in the classified civil service.

Retirement Legislation

37. INCREASED RETIREMENT ALLOWANCE RETIRED EMPLOYEES
Senate, Mahoney, F. J., 2272, 2424.

Assembly, Noonan, 2917, 3062. Allows retired public employees over 60 with more than 10 years of service minimum pension of \$60 a year for each year of service, not exceeding 25. Also provides alternate increase of 25% on first thousand dollars, 10% over one thousand with no increase above two thousand dollars. Increases under this bill limited to \$500 or an amount equal to the present pension. State to bear full cost for state employees and upstate teachers. Localities may participate with one-half the cost borne by the State.

38. RETIREMENT AT AGE 55—HALF PAY
Senate, Halpern, 945, 2120; reported.

Assembly, Noonan, 737, 742. Permits all employees who elect to retire at age 55 or after upon completion of 25 years of service at half pay. Requires extra contributions on the part of the employee. Increases pension part of retirement allowance to 1/100 of final average salary which with employee's increased annuity contribution produces retirement at half pay after 25 years of service.

39. MINIMUM RETIREMENT ALLOWANCE
Senate, Halpern, 948, 978.

Assembly, Noonan, 736, 741. Produces a minimum pension of \$40 per year for each year of service up to 30 years, thus providing a pension part of \$1,200. This credit plus employee's annuity credit assures minimum retirement allowance of 1,500 or more after completion of 30 years of service.

40. VESTED RETIREMENT BENEFITS
Senate, Sorin, 1001, 1031.

Assembly, Werbel, 857, 862. Permits member who leaves service after ten years for any reason except disciplinary action to leave contributions on deposit and have pension credit vested to produce deferred retirement allowance at age 55 or 60 depending on which plan member has elected.

41. 25-YEAR RETIREMENT—CORRECTION INSTITUTIONS
Senate, Metcalf, 1788, 3248; reported.

Assembly, Cusick, 2105, 3451. Provides for retirement at half pay after 25 years of service of custodial forces in institutions in the Department of Correction.

42. 25-YEAR RETIREMENT—MENTAL HYGIENE
Senate, Halpern, 1990, 2123.

Assembly, Rabin, 2280, 2374. Makes same provisions as No. 41 above for employees in institutions in Department of Mental Hygiene.

43. INCREASED DEATH BENEFIT
Senate, Halpern, 946, 976.

Assembly, Noonan, 735, 740. Provides that death benefit shall be computed at one month's salary for each year of service up to 12 years. No benefit may be increased after age 60. Under present law such benefit is computed at one month's salary for each year of service up to six years and is thus limited to one-half year's salary after six years of service. Under this bill after 12 years of service death benefit equals one year's salary.

44. EXEMPT RETIREMENT ALLOWANCE FROM FEDERAL TAX
Senate, Cook, 106.

Assembly, Kellam, 126. This is a resolution which calls upon Congress to exempt from Federal income tax all sums up to \$2,000 per annum received from retirement system by retired members of those systems.

45. LEAVE AND OVERTIME CREDITS ON RETIREMENT OR SEPARATION
Senate, Campbell, 1931, 2056.

Assembly, Fitzpatrick, J. A., 2386, 2497. Provides that unused sick leave, vacation, holidays, pass time and overtime shall be paid in lump sum upon retirement or separa-

tion from service without fault. If member dies before retirement such payment is made to estate.

46. SICK LEAVE CREDIT ONLY ON RETIREMENT OR SEPARATION
Senate, Campbell, 1930, 2055.
Assembly, Fitzpatrick, J. A., 2388, 2499.

Limits the provisions of No. 45 above to sick leave credit.

47. OPTIONS—CLOSED CORRECTION SYSTEM
Senate, Hatfield, 2557, 2724.

Assembly, Fitzpatrick, J. A., 2385, 2496.

Makes available to members of closed Correction Retirement System same options presently available to member of Employees' Retirement System.

48. RETIREMENT CONTRIBUTIONS ONEIDA COUNTY EMPLOYEES
Senate, Rath, 2742, 2931.

Assembly, Alder, 2966, 3111. Permits employees of Oneida County to contribute additional amounts equal to one and one-half times their annual salary immediately prior to the inclusion of maintenance in certain salaries.

49. DISABILITY RETIREMENT OCCUPATIONAL DISEASE
Senate, Wachtel, 193, 193.

Assembly, Graef, 219, 220.
Assembly, Gilbert, 1175, 1191.

Permits member of Retirement System disabled through occupational disease to retire on same allowance as in case of accidental disability.

50. 25-YEAR RETIREMENT
Senate, Halpern, 2537, 2704.

Assembly, Rabin, 2744, 2871. Permits retirement after 25 years of service regardless of age with reduced benefits of under 55 or 60.

51. 30 YEAR RETIREMENT
Senate, Halpern, 2536, 2703.

Assembly, Rabin, 2832, 2977. Permits retirement after 30 years of service regardless of age with reduced benefits if under 55 or 60.

52. RETIREMENT CREDIT PHYSICAL DISABILITY
Senate, Wachtel, 2790, 2979.

Assembly, Bannigan, 3099, 3244. Permits Comptroller and department heads to approve leave of absence without pay for retirement service credit at any time. Under present law, approval must be had before the leave is granted.

Feld-Hamilton Amendments

53. REALLOCATIONS—EFFECTIVE DATE
Senate, Wachtel, 2332, 2484.

Assembly, Austin, 2609, 2736. Provides that reallocation and reclassification shall become effective immediately when made rather than at beginning of next fiscal year.

53b. REALLOCATIONS—EFFECT
Senate, Dalessandro, 2446, 3269.

Assembly, Austin, 2607, 3617. Provides that reallocations shall result in employee moving into same increment step in new salary grade that his years' of service had earned for him at the grade from which he was reallocated.

54. REPEAL BUDGET DIRECTOR'S VETO POWERS
Senate, Dalessandro, 2447, 2614.

Assembly, Austin, 2349, 2439. Provides that veto power of Budget Director in respect to classification and allocation matters shall be repealed and final power vested in Director of Classification and Compensation Division.

55. BUDGET DIRECTORS—REASONS IN WRITING
Senate, Halpern, 1841, 1953.

Assembly, Wilcox, 2166, 2254. Mandates Budget Director to give reasons in writing when he disapproves classification or allocation recommendations of Director of Classification and Compensation Division.

56. SALARY SCALES—DANNEMORA AND MATTEAWAN
Senate, Hatfield, 2556, 2723.

Assembly, Fitzpatrick, J. A., 2387, 2498. Provides that custodial employees at Dannemora and Matteawan shall be allocated to the same grade as custodial employees in other institutions in Correction Department.

57. SALARY SCALES—WESTFIELD AND ALBION
Senate, Hatfield, 2555, 2722.

Assembly, Kellam, 3150, 3295. Makes same provisions as No. 56 above for women in custodial force at Westfield and Albion.

58. PRISON GUARDS ABOLISH DIFFERENTIAL
Senate, Hatfield, 2563, 2730.

Abolishes differential prison guard's pay. Increases maximum salary of all prison guards to level attained by some guards under Chapter 360 of the Laws of 1947.

58b. DEATH BENEFIT—CLOSED HOSPITAL SYSTEM
Senate, Halpern, 1991, 2124.

Assembly, Noonan, 2319, 2417. Provides for ordinary death benefit for members of closed State Hospital Retirement System.

Hours of Work

59. 40-HOUR 5-DAY WEEK AT TIME AND ONE-HALF FOR OVERTIME—STATE EMPLOYEES
Senate, Halpern, 947, 3443.

Assembly, Fitzpatrick, J. A., 940, 3714.

Provides for repeal of discretionary powers of Budget Director regarding overtime. Mandates 40-hour 5-day week for all State employees. Repeals present 48-hour week for institutions under Section 168 of Labor Law. Provides for overtime pay at straight time rates.

60. 40-HOUR 5-DAY WEEK AT TIME AND ONE-HALF FOR OVERTIME—POLITICAL SUBDIVISIONS
Senate, Hatfield, 1392, 1454, 3rd reading.

Assembly, Van Duzer, 1972, 2037. Makes same provision respecting work week and overtime rate as No. 59 above for employees in political subdivisions by adding new Section 168-a to Labor Law.

61. ELIMINATES SPLIT SHIFT ALL PUBLIC EMPLOYEES
Senate, Cooke, 1815, 1927.

Assembly, Van Duzer, 1971, 2036.

Prohibits split shift in public employment of State or any civil division thereof.

62. PER DIEM EMPLOYEES HOLIDAYS
Senate, Cooke, 1813, 1925.

Assembly, Van Duzer, 1970, 2035.

Allows all per diem employees of State and political subdivisions legal holidays with pay or compensatory time off.

Civil Service Amendments

63. APPEALS—POWER TO REINSTATE
Senate, Manning, 508, 511.

Assembly, Fitzpatrick, T., 581, 582.

Empowers Civil Service Commission after hearing an appeal to order reinstatement of dismissed employee to job from which dismissed. Under present law, if appeal sustained, commission can only provide for transfer of employee or preferred list status.

64. CIVIL SERVICE STATUS ALL AUTHORITIES
Senate, Desmond 1944, 2127.

Assembly, Ostrander, 2254, 2343.

Provides for repeal of present limited application of Civil Service Law to employment in State Board and Authorities and provides that such law shall apply to such employment in the same manner as it applies to employment in State Department.

65. CIVIL SERVICE LAW STATE POLICE
Senate, Wachtel, 2796, 2985.

Assembly, Mauhs, 2589, 2716.

Provides that Civil Service Law shall apply to employment in State Police in the same manner as it applies to employment in State Department.

66. FEES ON PROMOTION EXAMINATION
Senate, Hatfield, 1,044, 1,074.

Assembly, Fitzpatrick, J. A., 941, 949.

Repeals provisions requiring payment of fee to take promotion examination.

67. EXTENSION OF COMPETITIVE CLASS
Senate, Cooke, 108.

Assembly, Kellam, 127.

This resolution calls for intensification of effort by Civil Service Department to extend competitive class status to all positions which, by constitutional mandate, shall be so classified.

68. ABOLISH CIVIL SERVICE COMMISSION
Senate, Mahoney, W. J., 2100,

2233, 3199.

Assembly, Ward, 2671, 2798.

Abolishes State Civil Service Commission and creates office of State Personnel Commissioner. This bill was vigorously opposed by the association, and was re-committed by its sponsor.

Miscellaneous

69. UNEMPLOYMENT INSURANCE—POLITICAL SUBDIVISIONS
Assembly, Knauf, 3026, 3171.

Mandates unemployment insurance coverage for employees of political subdivisions. At present such coverage is permissive in localities.

70. UNIFORM ALLOWANCE
Senate, Wachtel, 2890, 2989.

Assembly, Knauf, 3023, 3168.

Provides that State will pay for uniforms required to be worn by employees in performance of duties.

71. ARMORY EMPLOYEES SALARY SCHEDULES
Senate, Brydges, 1923, 2048.

Assembly, Becker, 2168, 2256. Establishes new grades and salary schedules in State Armories for engineers and armorers.

72. RESIGNATION MISDEMEANOR
Assembly, Fitzpatrick, J. A.,

2384, 2495.

Assembly, Mauhs, 2590, 2717.

Amend Section 215 of the Executive Law by removing provision that resignation of a State Trooper shall be a misdemeanor, if without the consent of the superintendent.

73. INCREASE PERSONNEL
Senate, Hughes, 114, 1915.

Assembly, Rullson, 62, 2166.

Increases the personnel in the Division of State Police and change the salary schedules.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, County of New York, on the 20th day of March 1952.

Present: HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the application of HYMAN SILBERSCHNIG, EDITH SILBERSCHNIG and MICHAEL LARRY SILBERSCHNIG for leave to change their names to HYMAN SILBE, EDITH SILBE and MICHAEL LARRY SILBE.

Upon reading and filing the petitions of HYMAN SILBERSCHNIG and EDITH SILBERSCHNIG, and for MICHAEL LARRY SILBERSCHNIG, an infant, and the court being satisfied that the averments contained in the said petitions are true, and that there is no reasonable objection to the change of name proposed.

Now, on motion of HERMAN & MUND, ESQ., the attorneys for the petitioners it is ORDERED, that HYMAN SILBERSCHNIG, EDITH SILBERSCHNIG and MICHAEL LARRY SILBERSCHNIG be and they are hereby authorized to assume the names of HYMAN SILBE, EDITH SILBE and MICHAEL LARRY SILBE, on and after the 20th day of April 1952, upon condition that, they shall comply with the further provisions of this order, and it is further

ORDERED, that this order and the aforementioned petitions be filed within ten days, from the date thereof, in the office of the Clerk of this court; that a copy of this order shall within ten days from the date of entry thereof be published once in the CIVIL SERVICE LEADER, a newspaper published in the City of New York, County of New York; and that within forty days after the making of this order, an affidavit of such publication shall be filed with the Clerk of the City Court of New York, in the County of New York, and it is further

ORDERED, that the following the filing of the petition, and order, as heretofore directed, and the publication of such order, and the filing of the proof of publication thereof, and of service as heretofore directed, on and after the 29th day of April 1952, the petitioners shall be known by the names of HYMAN SILBE, EDITH SILBE and MICHAEL LARRY SILBE, and by no other name.

E N T E R J. A. B. J. C. C.

SUPREME COURT, BRONX COUNTY—RAK WEINSTEIN, Plaintiff, against HERMAN HENRY KAPPENBERG, JUNIOR, PETER S. O'HARA, AGNES PECK, MARGARET ACKERMANN, BARBARA ACKERMAN, and as to each and all of the foregoing named defendants, their respective wives, or widows, if any, and the heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, donees, trustees, executors, administrators and successors in interest of them or any of them who may be dead, as well as to all of the respective successors in interest of any of the aforesaid persons if they or any of them be dead, all of whom and whose names and places of residence are unknown to the plaintiff, and others, Defendants.

Plaintiff resides in Bronx County and 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 (20) days after the service of this summons, exclusive of the day of service, 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: January 2nd, 1952.

DAVID STEIN, Attorney for Plaintiff, Office and P. O. Address, 369 East 149th Street, Borough of the Bronx 65, City of New York.

TO THE ABOVE NAMED DEFENDANTS:

The foregoing summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rabin, Justice of the Supreme Court of the State of New York, dated February 11, 1952, and filed with the complaint in the Office of the Clerk of the County of Bronx at 851 Grand Concourse, Borough of The Bronx, City of New York. This action is brought to foreclose transfers of tax liens Nos. 55509A and 55570, sold by The City of New York and affecting real property in Block 4744, Section 10 respectively Lot 6-6 and 8 on the Tax Map of The City of New York for the Borough of The Bronx.

Dated: February 13th, 1952.

DAVID STEIN, Attorney for Plaintiff, Office and P. O. Address, 369 East 149th Street, Borough of the Bronx 65, City of New York.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss:

I do hereby certify that a certificate of dissolution of MODERN BOY, Inc. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 21st day of March, one thousand nine hundred and fifty-two.

THOMAS J. CURRAN, Secretary of State, By SIDNEY B. GORDON, Deputy Secretary of State.

(Seal)

Confusion Over Two RR Clerk Answers

While the 100 questions in the NYC railroad clerk written test given on March 22 were of about the same order of difficulty as those in the previous test, held in 1947, there was a marked shift in emphasis. Of the 100 questions in each of the tests, half of those asked on March 22 were of the "intelligence" type, compared to 16 per cent previously. Questions on Rules and Regulations, which in 1947 headed the list, comprised only 10 per cent this time.

All questions on Rules and Regulations of the Board of Transportation could have been answered correctly from study material published in The LEADER. A group of questions in the March 22 test dealt with interpretation of supposed "Instructions Regarding Unusual Occurrences." Two of these questions dealt with oral and written reports, and The LEADER finds the key answers to these questions, as given by the Civil Service Commission to be consistent with the two questions, but diametrically opposed to the provisions of the Board of Transportation Rules.

Passage for Interpretation
The passage in the exam reads: "A prompt report of every unusual occurrence will be made by telephone to the station supervisor's office, whether or not a written report is used. The telephone report should include the time, place, and a concise statement of the circumstances and action taken, including the names and addresses of passengers and the names and badge numbers of all employees and police officers involved. Details will be confirmed in a written report when requested. No unusual occurrence is too trivial to report."

The Board's Rule 68 (a) provides: "In the case of accidents or unusual occurrences to persons (whether employees or not) or in the case of damage to property, all employees having knowledge of the accident, whether on duty or not, must make written reports on prescribed forms as soon as it can be done. If the accident is serious an oral report to the Division office must be made by telephone at the time of the accident or occurrence."

The conflict with the actual Rules and Regulations of the Board is that the Board requires that a written report be given in every instance, and not merely when requested. In practice, an oral report is often given, and is required for promptness in serious cases, but that doesn't excuse the necessity of rendering a written report.

21,827 Take Exam
The 1952 exam was taken by 21,827, of whom 19,539 were open-competitive candidates and 288 were seeking promotion to the railroad clerk title. The promotion candidates, as Board employees, were required by their jobs to know the Rules and Regulations of the Board, and if they'd answered the two questions on the basis of the actual Rules and Regulations, instead of on the supposition presented by the Commission, would be marked wrong, if these two tentative key answers remain unchanged in the final key. All candidates have until Thursday, April 10 to protest to the Municipal Civil Service Commission, 299 Broadway, New York 7, N. Y.

The Two Questions
The two questions, with the correct answers, according to the tentative key issued by the Commission, in boldface type, and

NEW APPOINTEE TO ALBION STATE TRAINING SCHOOL

ALBANY, March 31 — Dr. Arden H. Snyder of Holley, N. Y., has been appointed a member of the Board of Visitors of the Albion State Training School. He succeeds Dr. Dorothy O. Cooper, whose term expired.

quotation from the Rules and Regulations follow:

"42. A telephone report of an unusual occurrence should be made by a railroad clerk (A) if no police are present, (B) only if the occurrence is serious, (C) in every case (D) according to his judgment."

The other question:
"43. A railroad clerk must submit a written report of an unusual occurrence (A) so that the supervisor's office need not take the telephone message in writing (B) if the telephone report would be too long (C) to prove that the incident occurred (D) if it is requested."

Actual Rules Inverted
The Board's Rule states that the written report "must" be made "as soon as it can be done," as quoted above, whether the occurrence is serious or otherwise, and only if serious is an oral report required, for quick action.

Since the open-competitive candidates were encouraged to familiarize themselves with the Rules and Regulations, they, too, have an interest in the conflict between the transposed basis presented by the Commission, and the actual basis as found in the Rules of the Board.

Also, Section 69 (b) of the Board's Rules states: "Employees having or learning of information of value to the System in regard to an accident or to a disturbance, must report promptly in writing such information to their department heads."

The Board's Rules put accidents, unusual occurrences and disturbances in the same class, in describing what action an employee should take and in what manner he should report the happening.

Comparison of Exams

Since these two questions deal with a contradictory state of facts, and not on the Board's Rules, and call for an interpretation of an imaginary rule, The LEADER has classed them, in its count, among the intelligence questions. The percentage tally for the 1952 and 1947 exams therefore is:

Type	1952	1947
Intelligence	50	16
Arithmetic	28	14
Rules	10	40
Location	8	5
Travel	4	19
Equipment	0	3
Board organization	0	2
NYC geography	0	1
Totals	100	100

The Big Help

The seven questions that could have been answered correctly from the LEADER'S study material, thus assuring a 7 per cent nest egg to start with, and the tentative key answers, are:

"2. A railroad clerk must telephone notice of his intention to be absent from work at least two hours before his regular reporting time. The most likely reason for this is to (D) permit proper action to cover his tour of duty."

LEADER study material: "Any employee who will be absent must give notice at least two hours in advance, so that a substitute may be provided."

"6. A railroad clerk sees a passenger, apparently ill, fall to the floor during a quiet period. The railroad clerk should (A) immediately close the booth and go to the passenger."

LEADER study material: "Rule 67... THE SAFETY OF PASSENGERS MUST RECEIVE FIRST CONSIDERATION." This sentence was in capital letters in the study material.

"8. Railroad clerks are not allowed to make statements concerning transit accidents except to other employees of the Board of Transportation in the regular course of business. The probable reason for the rule is to (D) prevent unofficial statements from being accepted as official."

LEADER study material: "Rule

70. Accident reports, facts and conditions connected with accidents, and names of witnesses, are confidential information. Employees must not communicate orally or in writing to any person with reference to accidents, except to the proper officials of the System or except, with knowledge of the Board, to the proper authorities entitled to such information." This means that no informal reporting, but only official reporting, may be done by Board employees because accident information, unless official, is confidential.

Newspapers and Addresses
"12. The Board of Transportation rules limit the size of newspaper bundles which a newspaper carrier using his badge may carry into the subway because bundles of unrestricted size would be (C) more likely to interfere with passengers."

LEADER study material: "Rule 109 (j). Railroad clerks will require all newspaper carriers to handle their bundles in such a manner as not to endanger the safety of passengers or interfere with the free movement of passenger traffic."

"54. Employees are required to report promptly to superiors whenever they change their address primarily to (A) permit contacting the employee in time of need."

LEADER study material: This is covered twice. The same study material as applies to Question 2 is valid here, since the Board must know an employee's immediate address, to be able to call on him to substitute for somebody who fails to show up, as well as for other reasons. In addition, the study material specifically stated that the employee must immedi-

ately notify the Board of any change of address.

First Aid and the Rules
"72. Many of the subway employees are instructed in first aid. The most likely reason for this procedure is to (C) provide temporary emergency aid."

LEADER study material: "First aid kits will be used in case of injury to passengers or employees as temporary aid."

"97. A newly appointed railroad clerk should study his book of rules at every opportunity in order to (B) know his job as soon as possible."

LEADER study material: "Employees must not only know the Rules but obey them, and disobedience is punishable, depending on the seriousness of the offense, even by dismissal."

Another question, not directly related to the Rules and Regulations, that could have been answered from The LEADER study material, was:

"99. The principal advantage of having subway employees under civil service is to (D) insure that appointments are made by merit and fitness."

LEADER study material: "The Civil Service Law applies to Board employees. All appointments and promotions, the Rapid Transit Law provides, shall be subject to the Civil Service Law. The foundation of civil service in New York State is a constitutional provision to insure that appointments and promotions are made on the basis of merit and fitness."

On the basis of the percentage

of candidates that passed the 1947 test for railroad clerk, the last regular one held by NYC, the number of eligibles on the list resulting from the March 22, 1952 exam will be 7,770.

In the previous test 40 per cent passed. Thereafter medical and physical qualifying tests had to be passed, too, as in the present case, and some 5 per cent more were eliminated.

In the 1947 test about 18,000 applied, in the present test 23,000. In the 1947 test 14,713 showed up for the written test; in the present instance, 19,539 (excluding promotion candidates).

The list resulting from the 1947 exam was established in September, 1948. The NYC Civil Service Commission expects to bring the new list out faster. The application period in 1947 was in February. This time the exam was held sooner after the closing date for receipt of applications, including a desire to speed up the new list.

The Board of Transportation will have to fill 2,000 vacancies rather fast. Before the list is out the whole operating division will be on a 40-hour week. That requires more men and women, since the work-week will be shortened four hours below the present schedule. Also, before the new list could be four years old, its legal expiration date, there would be, it is expected, 2,000 more jobs. Thus the job opportunities are greater, at present, than they were for the eligibles on the list that expires in September, 1952.

State Eligibles

Promotion

SENIOR PHARMACIST, Institutions of the Department of Mental Hygiene.

1. Demps, Frank J., Marcy \$7200
2. Devito, Anthony W., Bklyn \$7250
3. Orr, George A., Binghamton \$8040
4. Crowell, Everett E., Interlaken 85800

CHIEF, Bureau of Examinations and Testing, Encls. Dept. (Exclusive of the Schools and the State University), Education Department.

1. Mairwood, Peter P., Delmar \$1720

SENIOR OFFICE MACHINE OPERATOR (PRINTING), Dept. of Health (Exclusive of the Institutions and the Div. of Labs. and Research).

1. Bastian, Paul J., Albany \$6740
2. Vadney, Joseph R., Albany \$3440

PRIN. COMPENSATION REVIEWING EXAMINER, Workmen's Compensation Board, Department of Labor.

1. Greenbaum, Marion, L. I. City 92800
2. Brewer, Harry, Bklyn 92480
3. Rokoff, Aaron, Bklyn 92480
4. Messias, Sol, NYC 90700
5. Groy, Arthur, Bklyn 90200
6. Cohen, Harry M., NYC 87810

Open-Competitive

SENIOR PHARMACIST, Institutions of the Department of Mental Hygiene.

1. Zweibel, Martin L., Bklyn 95880
2. Puro, Israel, Westbury 94120
3. Sporn, Bernard, Flushing 91330
4. Morgani, Samuel S., Kings Pk. 90800
5. Kape, David E., Monticello 89790
6. Jaffe, Sidney J., Bklyn 87780
7. Devito, Anthony W., Bklyn 87540
8. Constantine, C. J., Mt. Morris 87080
9. Pacello, Michael, Dannemora 86020
10. Langus, William, Pkessis 86010
11. Green, Alex, Bklyn 85920
12. Sorokin, Alfred, Bklyn 85330
13. Capozzoli, D., Corcoran 85250
14. Finkel, Jacob, Bklyn 85030
15. Fisher, Joseph, Elmhurst 84070
16. Califano, Edward, N. Hyde Pk. 83780
17. Michaels, Jacob, Bronx 81100
18. Armaso John A., NYC 81780
19. Zeller, David, Bronx 81340
20. Wallerich, Sol, Bronx 80760
21. Bozer, Irving, Bklyn 79040
22. Mappert, Roy Wm., Buffalo 79040
23. Reichler, Samuel, Flushing 78020
24. Krause, George W., Wadsworth 77000
25. Squitieri, Amadeo, Bklyn 76000

SENIOR SCIENTIST (PALEONTOLOGY), Center, Kenneth, Cincinnati, O. 94806

ASSOCIATE PUBLIC HEALTH PHYSICIAN (PEDIATRICS), Albany 91000

1. Bocroft, Ruth K., Albany 91000
2. ASSOCIATE PUBLIC HEALTH PHYSICIAN (Venereal Disease, Control), Albany 88000
3. Thomas, Evan W., NYC 82000
4. Lubows, Irwin I., NYC 82000
5. Finch, Henry C., Bronx 80000

DIRECTOR OF PUPIL PERSONNEL SERVICES, Dunsmuir, Clarence, S. Salem 80500

1. Dunsmuir, Clarence, S. Salem 80500
2. Daly, Francis J., S. Bethlehem 85750

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Activities of Civil Service Employees in N. Y. State

New York City

A NUMBER OF DPUI local office members met at New York City chapter headquarters, 80 Centre Street, to discuss with Harry Spodak, chairman of the Association DPUI committee, the results of the meeting with Milton O. Loysen, director of the Division of Placement and Unemployment Insurance, Department of Labor, on the use of new job titles. Attending the meeting were Mr. Spodak, Emily Ostfeld, George Roht, William Tietelbaum, Louis Loft and Charles R. Culyer, Association field representative.

The issue was discussed in detail and points of view of the employees were explored so that members of the committee, which meets Friday at Association headquarters in Albany, can act in shaping policy in this problem.

The chapter held its monthly executive board meeting Thursday, March 27, at Willy's Restaurant, NYC. The board appointed the following DPUI employees to the service rating appeal panels: Unemployment Insurance—William Teitelbaum, 29-28 41st Avenue, Long Island City; Frank Wegman, 147-11 Jamaica Avenue, Jamaica; Martin Duignan, 349 East 148th Street, NYC; Gwendolyn Stevens, 300 West 43rd Street, NYC; George Roht, 300 West 43rd Street, NYC.

Placement—Alfred Rheinhardt, 40 East 59th Street, NYC; Kay Armeby, 1 East 19th Street, NYC; Morris Tuchfeld, 205 Schermerhorn Street, Brooklyn; Murray Tilles, 165 Joralemon Street, Brooklyn; Sylvia Vaughn, 137-02 Northern Boulevard, Flushing.

Metropolitan Armories

BILL MAHER, president, Armory Employees Chapter, CSEA, Metropolitan Area, is grateful for the response to the Membership Drive. Standing of the Blue Chip 100 per cent paid-up Armories:

NYNM, Staten Island; Hq NYNG, Hq Det (less Sep Det) NYNG.

71st Infantry NYNG; 101st Mech. Cavalry (Manhattan).

102d Engineers; 102d Medical; 102d Quartermaster.

Freeport Armory, 106th Infantry, 165th Infantry.

Company I, 165th Inf, 223d AAA Group Headquarters.

244th C.A., 369th AAA and 801 Dean St., Brooklyn.

How about the remaining Armories coming a bit forward and meeting and greeting our chapter's treasurer, Mr. George Fisher, and saying: "We are now 100 per cent paid up, too."

Heartly welcome is extended to a new member, John Connolly, 71st Inf, Manhattan.

Sincerest wishes are extended for a speedy recovery to Mrs. George Fisher, who recently had an operation.

The chapter extends hearty congratulations to William Christensen, newly-appointed superintendent to the 226th F.A. Armory, 171 Clermont Ave., Brooklyn, successor to Bill Court.

Chemung

AT A MEETING of the Chemung County chapter, held on Monday, March 31, a report was presented by delegates who attended the annual Association meeting. Reports were also given on the meetings of the County employee relations committee with the supervisors committee, and a meeting of the City employees committees with a City Council committee. The new slate of officers nominations was also revealed.

The Card Party date has been changed to May 5. It will be held in Trinity Clubhouse. Mrs. Mary Sarcone and Miss Sara Bisbee are co-chairman for the County unit; Anthony Giordano and Edward Lane are co-chairman for the City unit.

Banquet plans are progressing under the following committee: Chairman, Mrs. Hazel Payne; co-chairman, Anthony Giordano; publicity, Mrs. Mary Lou Decker; speakers, Kenneth West; menu, Patricia Varn; decorations, Mrs. Madalon Sanstead; entertainment, Mary Muccigrosso and Mrs. Mary Sarcone. Tickets are being handled by the following: Highway, William Denton; Welfare, Clara Radley; City, Edward Lane and Al DeRenzo; City Hall, Mrs. Mary Thomas; Water Board, Charles Mofte.

The banquet date is May 15. Place: Langwell Hotel.

The Airport has 100 per cent

membership with the signature of Dan Snyder.

The Chemung chapter recently issued this bit of information about its activities:

"What is your chapter? Membership in the Civil Service Employees Association is extended to all persons receiving salaries or wages from public funds. The Association is composed of many individual chapters. The chapters fall into two general classifications, State chapters and County chapters. State chapters are composed of State employees of the various units of the State departments.

"County chapters are composed of all employees within the designated County who are on public payrolls whether they work for the County, City, Townships or a public authority or public benefit corporations, i.e., the Water Board and the Board of Education.

"When the name of 'Chemung Chapter of the Civil Service Employees Association' is applied to the local chapter it does not mean that the chapter is only for County employees.

"From the above, it can readily be seen that the Association is not working solely for any one group of employees, but is interested in the betterment of all employees. The Association will back and work for individual groups, but not to the exclusion of all others.

"The membership of the chapter is therefore composed of employees whose jobs range from department heads, superintendents and foremen to professional workers, clerks, typists, skilled and semi-skilled labor all of whom have their problems and rights."

Gratwick

The following article was written by an employee (who prefers to remain anonymous) about Dr. Louis C. Kress, director of Roswell Park Memorial Institute, who died on March 13. A note accompanying the article, from Virginia Grove, secretary of the Gratwick chapter, CSEA, says that it expresses the sentiment of all the employees there. The article follows:

The tragic loss of the field of cancer research is keenly felt by the employees of the Roswell Park Memorial Institute who loved and revered Dr. Louis C. Kress not only for the great work which he was doing, but for the common ground on which each could meet and talk with him. His cheerful "Hello" as he made his rounds of the hospital was given freely to all. He knew every employee by name and no one escaped his interest and assistance. He was a frequent visitor to the Snack Bar and enjoyed many chats over coffee with doctors, nurses, technicians and many others connected with the Institute. His great love for people and his desire to help them stretched far beyond the realm of medicine and touched him in their personal lives.

Unknown to most, he fought and won numerous battles on behalf of the employees, with no thought of himself. Whenever possible he attended the various employee's parties and picnics and at Christmas made it a point to visit each department and extend his greetings in person.

A Modest Man

His extreme modesty was most apparent when he became the recipient of the University of Buffalo citation for his work in medical science and the American Cancer Society's first annual award. The latter was a complete surprise to him and was perhaps his greatest thrill.

His belief that education was the most important item in combating cancer led him to inaugurate lectures for the doctors, dentists and nurses at the institute.



Mr. Raye Conrad, Coordinator of Field Services at Brockport State Teachers College, will be the main speaker at an afternoon meeting of the Western Regional Conference scheduled for Saturday, April 26.

He was always ready to speak before any group that would listen and almost every evening was taken up with engagements before various groups and organizations.

A man of simple tastes and habits, Dr. Kress took great pleasure in his garden and was proud of his vegetables.

The realization of a dream about to come true occurred when Governor Dewey broke the ground for the new hospital and all the employees of the institute who could leave their posts were on hand at his side to witness it. Like him, they have watched the daily progress of the building and shared with him the hope it holds for the future.

On the day of his funeral the institute operated with a skeleton force while as many employees as could be spared paid their last respects to the man who had been not only their director but their friend. Each feels a strong responsibility to carry on the great work in a manner that would pay tribute to Dr. Kress and justify his great faith in them.

Middletown State Hospital

THE MIDDLETOWN State Hospital Employees' Association held a regular meeting on March 19. Delegates reports were presented by Mrs. Laura Stout, president, and John O'Brien delegate. The next meeting will be held on April 16.

Four members from the Middletown chapter attended the Attendants Salary Hearing in Albany. They were: Mrs. Laura Stout, president; Frank Smith, first vice-president and chairman of the attendants committee; Alfred Whitaker and James Bonney, Jr., committee members.

The chapter will hold a spaghetti and meatball supper on April 24. The supper will be followed by dancing. Harlan Walston is chairman of the entertainment committee and Anthony Dragone is in charge of food preparations.

Syracuse State School

A REGULAR MEETING of the Syracuse chapter, CSEA, was held March 13 at Colony A. About 30 members were present. A complete report of the Albany meeting was given by Albert Bregard, delegate.

One hundred per cent citations have been presented to the Boys' Building and the Laundry. Also, one for 90 per cent was given to the Farm Department. Several

from here are off duty on account of sickness.

Percy Campfield has been appointed as business officer in place of Harold Sawyer, who was transferred to Rome State School. Dr. Charles Hutchings, assistant director, who has been in service with the United States Army for the past year, has returned home.

Matteawan State Hospital

MATTEAWAN State Hospital chapter, CSEA, has determined that next year there will be an all-out campaign for enactment of a 25-year retirement bill. The group heard Charles Lamb describe the Legislature's rejection of 25-year retirement. Mr. Lamb, of Sing Sing, is chairman of the Correction Officers Conference. The chapter resolved, after hearing Mr. Lamb, to try for a 25-

year bill that would cover all State employees.

The group also heard John Scully, who like Mr. Lamb, is an active officer of the Prison Officers Conference.

A report was given by Joseph Dell, chapter president, and Ralph Peattie, concerning a meeting they had with J. Earl Kelly, State director of Compensation and Classification. The impression given was that Mr. Kelly is favorably disposed to boosting the grades of attendants. Mr. Kelly told the two representatives that he would do all he could to complete his action by April 1 and present it to the State Budget Director. (A hearing has been held on the matter of attendant grade and pay.—Editor.)

Refreshments were served after the meeting. It was decided that at the next meeting Nellie Davis, Mrs. Marrone and Agnes Gibney will make up the menu.

Attendants Seek Job Reallocation

(Continued from page 1)

possessed of sound judgment, have the ability to learn methods and techniques of a technical nature, have some skill in practical nursing, have ability to carry out an integrated program of rehabilitation devised by institution authorities and to work with patience, understanding and sympathy with individuals and groups of mentally ill people."

Ferro's Statement

Mr. Whitaker also placed on the record a statement presented by Vito J. Ferro, of Gowanda State Hospital, in which Mr. Ferro stated:

"Having supervised employees in these titles for a number of years we are probably somewhat more objectively concerned about their salary problems and would like to advance the following additional observations and arguments in support of their appeal."

"1. For almost twenty years it has been my observation that the care of our patients is directly related to the economic conditions of the times. During the depression years of the '30's we were able to recruit the highest type of people as attendants and as a result our patients received the best possible care. During the war years our patients suffered along with everyone else being in the additional unfortunate position of not being able to do anything about it. Shortly after the war our recruitment problems eased somewhat and we were again able to recruit and hold good attendants—this coupled with the departments intensified training program for attendants was immediately reflected in vastly improved standards of care for our patients. During the past year or six months, however, the picture is again reversing itself—the attractions of much higher wages and better working conditions in industry are again manifesting themselves. We have no applications for attendant positions and many of the older, experienced attendants are leaving the hospital to seek employment elsewhere. When our ward personnel is depleted the patients suffer and the morale of those remaining is seriously impaired as they find themselves no longer able to maintain the standards of patient care which they have set for themselves. And those who do remain, practically without exception are forced to hold additional, usually part time jobs on the outside, to supplement their meagre income. We expect and demand that our at-

tendants give eight hours of service a day to the State and to their patients but when their energies are exhausted in other employment it's the patients again who must suffer as a result. It is inconceivable that the State is willing to spend and is committed to spend millions upon millions for more bed space and new buildings and yet neglects the fundamental need of good care and treatment by qualified personnel—personnel which cannot be recruited at the present rate of pay. And in making this statement I subscribe to and recognize that the trained attendant is the backbone of the therapeutic team.

Sought for 20 Years

"2. An additional, purely objective, observation concerns the fact that for years our attendants have always sought promotional opportunities outside the ward service. There are too few opportunities for advancement within the present structure of this particular title and the remuneration is generally inadequate as compared with the responsibilities of the several titles. As a result we have the often repeated situation of training an attendant for years and years only to eventually lose him to the maintenance department, the laundry, the powerhouse, the storeroom, or any other departments where the pay is at least the same or more and where the working conditions and opportunities for advancement are much better. So who suffers when those experienced hands cease their ministrations to our ill charges and pick up a hammer or a wrench instead? 'Our patients again.'

"3. Finally, throughout the listing of the attendants' duties, there seems to prevail a general attitude of restraint—almost an attempt to minimize rather than impress one with the great responsibilities that our attendants are actually required to take. Granted, many of these duties should divulge on professional nurses, but when our nursing staff is depleted we must of necessity fall back on our trained attendants to carry on these functions. Many of our attendants (not staff attendants) are called on to take charge of acute admission wards for two shifts out of the three, not only for a day at a time but often for years on those wards where items have never been allowed for either staff attendants or head nurses. The same holds true in our infirmary service wards of 70 to 100 chronic bed patients where only attendants are available to take charge of these wards and care for the patients for two and three shifts.

"The actual starting and day to day operation of most of our ward O.T. classes is another highly technical duty which falls on our attendants and which we expect of them as a matter of course. Administration of medications (which admittedly should be done by the unavailable professional nurse, is another duty which daily falls on our trained attendants.

"In consideration of the arguments already advanced, I certainly feel that the appeal of our attendants for a higher re-allocation is entirely justified."

(More Next Week.)

40-Hour Week Spreads While Overtime Pay Lags

CHICAGO, March 31 — Since the war, many States, like the federal government and private industry, have set a five-day, 40-hour work week for their office employees, says the Public Administration Clearing House.

Office employees in 31 States work a five-day week, in the others, five and a half days. State office employees' normal working

hours range from 35 to 44 hours, the most common being 40.

In a minority of States, the working hours and work weeks have been set by legislative action. Where not determined by law, they usually are set by State personnel boards, civil service commissions or the governor.

Summer hours differ from winter hours in two states. Wisconsin's office employees work from

8 to 5, October 1 through May 1, and change during the summer to 7:45 through 4:30. Similarly, New Jersey's employees normally work from 9 to 5, but summer hours are 9 to 4:30.

Less than a third of the States provide for overtime pay. In most instances, employees working overtime are allowed equivalent time off. Generally, when overtime is paid, it is on a straight time basis.