

Civil Service LEADER

America's Largest Weekly for Public Employees

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Com. Of Sta. Promotion Eligible Lists

See Pages 2 and 15

Assn. Asks Kelly's Early Approval of Raise for Attendants

ALBANY, Aug. 11—The Civil Service Employees Association has appealed to J. Earl Kelly, State Director of Classification and Compensation, to give early and favorable attention to the salary adjustment requested by the Attendant Group in the Mental Hygiene Institutions of the State.

The appeal of this group was submitted to Mr. Kelly at hearing held in Albany on March 21. A special committee of the Association, composed of John E. Graveline, St. Lawrence State Hospital; Arnold Moses, Brooklyn State Hospital, and Frank Smith, Middletown State Hospital, together with other representatives of the attendants throughout the State, presented the case. They stressed the responsibilities and duties involved in the treatment and rehabilitation of the thousands of mentally ill in the many institutions under the jurisdiction of the department. The attendant group comprises more than 13,000 workers.

Full text of the briefs and statements on behalf of the appeal were carried in previous issues of The LEADER.

Letter to Kelly

In a letter to Mr. Kelly on August 5, William F. McDonough, executive assistant to President Jesse B. McFarland, stated:

"The thousands of Attendants in the Mental Hygiene Institutions throughout the State are anxious-

ly awaiting your decision in the matter of their appeal for higher salary reallocation.

"This appeal was well documented with facts and supported by petition signed by many thousands of the workers in this field.

"Since the presentation of the appeal, renewed emphasis has been placed by officials of government on the importance of the service performed by the hospitals for the mentally ill and the protection actually supplied to every home and family in every community.

Especially Capable

"The civil servants performing the tasks within the institutions for the mentally ill in this State are especially capable and as a body are intensely mindful of their responsibilities and loyal to them. The constantly increasing populations of the institutions and the improved and expanded treatment techniques, constitute serious pressure on the Attendant group, the largest and closest to the individual patient and to basic rehabilitation tasks.

"The salary adjustment asked by the Attendants in their formal appeal now before you seems more justified every day. We trust that a favorable decision on this appeal will be forthcoming at an early date and assure you that such a determination will give encouragement beyond measurement to the many workers involved."

250 to Attend Crime Institute, Starting Aug. 17

CANTON, Aug. 11—City, county and federal police officers will be among those attending the Crime and Delinquency Institute at St. Lawrence University from Sunday, August 17 to Saturday, August 23.

Rochester will be represented by Policeman Andrew Sparacino and Sergeant Henry W. Smith. Both are assigned to the Police Athletic League and Rochester Youth Bureau.

One or more men from the Buffalo Police Department will also attend.

Two officers from the Dutchess County Sheriff's office will take the training.

The Army will send three military police from the First Army. The total enrollment for the Institute, including police, social workers and others, is expected to exceed 250.

Assn. Art Show Opens Oct. 16; To Be Big Event

The Civil Service Employees Association is conscious of its responsibility to the cultural interests among the public employees. It has provided an art show as an outlet for those who are seeking "the way of life" through painting, and will promote other cultural endeavors.

The Association's art show this year will be held in Albany from October 16 through November 15. Thus delegates and others attending the Association's annual meeting, October 14 and 15, will be able to see the show, as was the case with the previous one.

Mental Hygiene Divisions in New Albany Quarters

ALBANY, Aug. 11—Several divisions of the Mental Hygiene Department began moving on August 8 from the State Office Building to new offices at 217 Lark Street, Albany. Moving operations were expected to be completed today.

Among the divisions moving are Child Guidance, Reimbursement, Public Relations, Nutritional Services, Occupational Therapy, Recreational Therapy, Nursing Services, Psychological Services, Statistics, and the Supervisor of Safety.

RAMSPECK RESENTS ATTACKS

Condemnation of the U. S. Government and its workers has become a menace to national security and the democratic way of life, and must be checked, Chairman Robert Ramspeck of the U. S. Civil Service Commission told the Veterans of Foreign Wars at Los Angeles.

Ernest L. Conlon Is Appointed ABC Board Commissioner



ERNEST L. CONLON

as an investigator, and in 1937 he was appointed executive officer of that Board and has served in that capacity continuously since.

Mr. Conlon has been acting jointly with Board Member Earl J. Daniels, since Dr. Seymour's death in April, on all applications, in addition to serving as executive officer, and will continue to do so until his resignation as executive officer and appointment as a board member become effective on October 1.

Mr. Conlon was born in Downs-ville, Delaware County, 64 years ago. He was graduated from the Franklin High School. He entered military service in 1917 and upon his discharge in 1919 he worked for a short time as a research assistant at Syracuse Medical College. From 1921 to 1932 Commissioner Conlon was scout executive of Broome County for the Boy Scouts of America.

Has Host of Friends

He has been active in social and civic affairs, as well as in Association projects. He has won a host of admirers and friends because of his ability and amiability and his counsel is highly respected by both his employers and his fellow-employees.

Mr. Conlon married the former Harriet Leonard of Malone, on August 2, 1911.

ACCOUNTANTS, AUDITORS TO \$10,800 WANTED

Accountants and auditors specializing in commercial accounting, manufacturing and processing cost accounting, or public accounting, are needed at several Army installations in Maryland at \$4,205 to \$10,800 a year.

Apply to the Board of U. S. Civil Service Examiners, Army Chemical Center, Maryland, or the Civil Service Commission's Fourth Regional Office, Third and Jefferson Drive, S. W., Washington, D. C.

BINGHAMTON, Aug. 11—Ernest Linwood Conlon, 4th vice president of the Civil Service Employees Association, was appointed a member of the Broome County Alcoholic Beverage Control Board, effective October 1, to fill the vacancy caused by the death of Dr. Charles R. Seymour. John F. O'Connell, chairman of the New York State Liquor Authority made the announcement.

Mr. Conlon has been with the Broome County ABC Board and the State Liquor Authority since 1933, when he became provisional investigator for the Broome County Board.

Fills Joint Job Now

From September, 1933 to March, 1935, he was employed as an investigator by the State Liquor Authority in Buffalo and Albany. In March 1935 he returned to the Broome County ABC Board

State Tightens Vacation Rule; No Exceptions

ALBANY, Aug. 11—The State Civil Service Commission said today that vacations earned by



William J. Murray

State employees before March 31, 1952, must be taken by March 31, 1953. Previously some State departments have not been able to use vacation credit within a period prescribed in the Attendance Rules because of heavy work-loads. The Commission has heretofore waived this rule to allow an additional six months in which earned vacation may be used.

William J. Murray, administrative director of the State Department of Civil Service, said in a memorandum to heads of State departments:

"The purpose of this memorandum is to advise all appointing officers and employees that the Commission does not intend again to waive this rule.

When It May Be Taken
"Vacation earned during the year ending March 31, 1951 may be taken up until September 30, 1952, since the rule has been waived for this year. However, vacation earned during the employment year ending March 31, 1952 must be used by March 31, 1953.

"Your attention is called to this rule now so that each department may make plans to allow its employees to take vacations earned prior to March 31, 1952 not later than March 31, 1953."

Year-Round Training of Employees Proves Success

SAGINAW, Mich., Aug. 11—A year-round program for training its public employees has proved successful in Saginaw.

Most of Saginaw's 700 employees are enrolled in the courses, which include orientation training for all new employees and special training for particular jobs.

Thanks For Tickets!

Policemen and supervisory personnel figure prominently in the courses. Citizens' complaints against the police have decreased. The percentage of cases cleared by arrest has increased.

"Some officers have received commendatory letters from citizens for their courteous manner in giving tickets for traffic violations and in assisting individuals," says the International City Managers Association.

"Training for supervisory personnel has resulted in greatly improved supervision and better working relationships between supervisors and employees. The results have been better employee morale, as well as better morale on the part of supervisors. Too, the training has resulted in better cooperation and greater loyalty from foremen to department heads."

Scope Defined

The program:
New employees—During their first week on the job new employees are informed of the purpose and work of the department to which they are assigned and of the benefits to which they are entitled. During the second week, emphasis is given to their obligation to the city and what is expected of them on the job. Training requires about an hour and a half per day during the first two weeks employees are on the job.
Supervisory personnel—Eighty

supervisors including department and division heads, labor foremen, police command officers and unit supervisors are trained in the techniques of supervision. These employees meet in groups of from 12 to 16 to discuss administrative organization, orientation training and the foundations for good supervisory relations. This training extends over a period of 10 weeks with each group meeting for a two-hour session once a week. In addition to the general supervisory program, police officers hold discussion group training sessions on unique problems confronted in police work.

Patrolmen—Every police recruit attends a four-week school at Michigan State College, which is jointly sponsored by the Michigan Municipal League and the Michigan Association of Police Chiefs. Prior to the recruit being assigned to a beat he goes through a one-week orientation program in the police department. Regular patrolmen are given a basic course which consists of a two-hour session twice a week for seven months. Subjects covered in this program include laws and ordinances, patrol techniques, records and reporting, criminal investigation, traffic control and history of police work. Advanced subjects include psychology, disaster techniques, courtroom procedure, preservation of evidence and scientific aids to investigation.

Firemen—During the seven winter months, classroom instruction is given in such subjects as organization and rules, use and maintenance of equipment, location of fire-fighting facilities, and location of hazardous property. During the remainder of the year, firemen are given outdoor drills and instruction in the handling of hose, ladders and ropes.

Western Conference to Meet Sept. 13 at Indian School

BUFFALO, Aug. 11—The next regular meeting of the Western Conference of the Civil Service Employees Association will be held on Saturday, September 13, at the Thomas Indian School. The afternoon session will start

at 2 p.m. in the gymnasium. The evening session and dinner will be held in the Veterans of Foreign Wars Hall in Gowanda at 6:30 p.m.

Denton R. Vander Poel, of Thomas Indian School, chapter

president, wants to make this meeting of outstanding benefit to all civil service employees. Though the Conference is composed of State workers exclusively, topics of interest to all public employees—county, town and municipal—will be discussed.

Four State Titles Upgraded And Seven Are Added; Four Pay Appeals Denied

ALBANY, Aug. 11—Appeals for upward reallocation were allowed in four State titles, and denied in four others.

Dispositions were announced by J. Earl Kelly, director of Classification and Compensation.

Upward Reallocations
The following applications were granted, the pay given being total, to next lowest dollar, instead of base, for the first time:

Chief construction safety inspector, from G-26, \$6,313-\$7,646, to G-28, \$6,801-\$8,231, effective August 1, 1952.

Chief factory inspector, from G-26, \$6,313-\$7,646, to G-28, \$6,801-\$8,231, effective August 1, 1952.

Chief land claim examiner, from G-27, \$6,562-\$7,992, to G-30, \$7,277-\$8,707, effective July 16, 1952.

Employment security assistant area director, from G-32, \$7,754-\$9,394, to G-35, \$8,638-\$10,436, effective August 1, 1951.

The Four Appeals That Failed
The following appeals were denied:

Assistant examinations editor, G-12, \$3,731-\$4,532.

Examinations editor, G-14, \$4,053-\$4,889.

Housing management supervisor, G-32, \$7,753-\$9,394.

Park ranger, G-5, \$2,611-\$3,411.

A temporary increase in minimum salary was granted statewide to varitype operator, at \$2,771, the third-year step of G-4, effective August 1.

Seven New Titles
The following seven titles have been added:

Administrative assistant, (col-

lege), G-20, \$4,964-\$6,088, effective August 1, 1952.

Chief, bureau of elementary school supervision, G-32, \$7,754-\$9,394, effective August 1, 1952.

Chief, bureau of secondary school supervision, G-32, \$7,754-\$9,394, effective August 1, 1952.

Emergency food supply representative, G-15, \$4,206-\$5,039, effective August 1, 1952.

Landscape aide, G-10, \$3,411-\$4,212, effective July 16, 1952.

Principal office machine operator (offset printing), G-10, \$3,411-\$4,212, effective April 1, 1953.

Principal tax collector, G-25, \$6,088-\$7,421, effective July 1, 1952.

Eliminations Listed
The following titles have been eliminated as no longer in use:

Chief, bureau of instructional supervision (group of classes), G-32, \$7,754-\$9,394.

Chief janitor, G-13, \$3,891-\$4,692.

Supervisor of roadside improvement, G-11, \$3,571-\$4,372.

All remaining positions in the following two titles are in the Exempt Class, not allocated to a statutory salary grade, hence allocations are eliminated:

Resident dentist, G-9, \$3,251-\$4,052.

Resident dentist (TB service), G-11, \$3,571-\$4,372.

Price Index Hits New High, Second Time This Year

ALBANY, Aug. 11—The research staff of the Civil Service Employees Association issued the following price report:

"The Consumers Price Index hit an all-time high for the second time this year and now stands at 189.6.

"U. S. government officials have issued warnings that prices will probably continue to rise in the near future.

"The Wholesale Index still continues to fall, but there is evidence that this trend may be reversed in the near future.

"The Federal Reserve Bank Index for manufacturing workers moved up sharply during the month by 2 percent.

"The U. S. Bureau of Labor

Statistics recently published information that the cost of living for a family of four in large cities of the Middle Atlantic States is now more than \$4,000 a year. To maintain a wife and two children on a 'modest but adequate scale' a man must earn at least \$4,083 if he lives in NYC, and an even larger amount, \$4,127, if he lives in Buffalo.

"It might be some time before the effects of the steel strike settlement, and the substantial wage increase granted steel workers, will be felt in other phases of the economy, but it is clear that it will have a substantial impact."

The staff prepared the accompanying table of basic wage statistics, dated August 4.

BASIC WAGE STATISTICS

Indexes	Month	Latest Month 1952	Preceding Month	% Change From Preceding Month	Year Ago	% Change From Year Ago	Oct. 1951	% Change From Oct. 1951
Consumers Price Index (a)	June	189.6	189.0	+0.3	185.2	+2.4	187.4	+1.2
Purchase Power of Dollar (b)	June	.53	.53	-	.54	-1.9	.53	-
Wholesale Index, - Revised	June	111.3 (p)	111.6	-0.3	115.1	-3.4	113.7	-2.1
F.R. B. Index-Cler. & Prof.	May	205 (p)	206 (p)	-0.5	197 (r)	+4.0	201	+2.0
" " Composite (c)	May	234 (p)	235 (p)	+0.4	224 (r)	+4.5	228	+2.6
" " Mfg. (weekly) (c)	May	283 (p)	278 (p)	+2.0	274	+3.3	272	+4.0
Dollar Earnings								
Hourly - N Y S Mfg. (d)	May	\$ 1.69	\$ 1.68	+0.6	\$ 1.62	+4.3	\$ 1.65	+2.4
Weekly - " " (d)	May	66.70	65.18	+2.3	64.22	+3.9	64.20	4.0
Wholesale Trade (wkly) NYS (d)	May	75.26	74.18	+1.4	71.26	+5.6	73.14	+2.8
Retail Trade (wkly) NYS (d)	May	53.77	52.81	+1.8	52.16	+3.0	54.07	-0.6
Hourly Earnings-U.S.Mfg. (a)	May	1.658 (p)	1.65 (r)	+0.2	1.586	+4.5	1.615	+2.6
Weekly Earnings-U.S.Mfg. (a)	May	71.11 (p)	71.03 (r)	+0.1	69.60	+2.2	65.41	+8.7

Sources:

a - 1935-39 -- U. S. Dept. of Labor, BLS
b - as measured by the Consumers Price Index
c - Federal Reserve Bank of N. Y.

d - NYS Dept. of Labor, DPUI Bureau of Res. and Stat.,
r - Revised
p - Preliminary

Note: Percent changes are to latest available month

Arnold Moses Continues Gain

"Coming along fine and expected to be out of sick bay in two or three weeks," is the latest report on the condition of Arnold Moses, president of the Brooklyn State Hospital chapter, CSEA.

Mr. Moses is recovering from a heart attack and it is expected that he will be back at his post in October. He is in sick bay at the hospital.

STATE LIQUOR AUTHORITY EMPLOYEES JOIN HIP

Employees of the State Liquor Authority, 270 Broadway, NYC, have enrolled with the Health Insurance Plan, Dr. George Baehr, HIP's president and medical director, announced.

HIP is a non-profit community enterprise, operating on the basis of group practice in medicine. It is currently providing comprehensive medical care for more than 340,000 men, women and children in the Greater New York area.

Many in Public Eye Pursue Art as Their Principal Hobby

ALBANY, Aug. 11 — General Dwight D. Eisenhower, when he arrived at his mountain retreat in Colorado recently, personally "supervised" the unloading of his easel and other painting equipment. Such acts are losing their "man-bites-dog" quality. A generation ago such an item would have caused many puzzled inquiries.

The contrast of a General showing personal concern for soft camel hair brushes or tubes of oil paints is symbolic of a change which has come about in one of

20 U. S. Employees Picked for Training

WASHINGTON, Aug. 11 — Twenty government workers of outstanding promise, ages 22 to 35, have been chosen by an interdepartmental committee to receive training under the U. S. Civil Service Commission's fourth annual Junior Management Intern Program beginning on September 8.

Selection followed interviews and written tests. The five-month program includes work assignments in Federal agencies, group discussions, and college study.

Elections are made from lists cops," Captain Otto A. Kafka, Jr.,

our arts. No longer is painting the restricted province of only a few. It has become a boundless field into which many persons from careers are moving in increasing numbers.

Art Show Opens October 16
Generals, Prime Ministers, lawmakers, doctors, lawyers, engineers, as well as clerks, storekeepers, janitors, waiters, all over the world have taken up painting, and many are exhibiting their works in annual shows. Winston Churchill's skill with the brush is well known, and he is an occasional exhibitor.

Trooper Protests Low Score On Loyalty in Promotion Test

ALBANY, Aug. 11—The Police Benevolent Association, State Police, is backing Trooper T. W. DeLuca, of Troop B, by financing his suit for revision of his service record rating in the exam for promotion to corporal, held in December, 1951. This is the first Trooper appeal of its kind on record.

What particularly incensed Trooper DeLuca was that his troop commander, Captain H. T. Muller, who assigned ratings, gave him only 3 out of a possible 10 (or 30 percent) on the score of loyalty. The trooper says that his loyalty is beyond question, as attested by records of the armed forces and various schools, as well as the Division of State Police.

Searle Calls Criticism Vicious

Trooper DeLuca says that a troop commander with such a low opinion of the loyalty of one of his men should have begun disciplinary proceedings against him, seeking his dismissal, and that it is "incomprehensible," that the commander took "no action whatever."

Trooper headquarters denied the application for board hearing and added:

"This is not an appeal but a vicious criticism and insulting demand which is uncalled for and not

worthy of consideration by Division Headquarters."

The reply was signed by Deputy Superintendent George M. Searle.

Cites 'Bill of Rights'

The service rating record score, assigned to Trooper DeLuca by Captain Muller, was 74 percent, the "weight" was 60 under the terms

D. R. HARVEY PROMOTED

WASHINGTON, Aug. 11—Donald R. Harvey has been appointed chief of the recruiting branch of the U. S. Civil Service Commission's examining and placement division, to take office on September 2. Mr. Harvey was formerly personnel officer for the CAA, and replaces Ernest J. Stocking who resigned for reasons of health, and will remain as assistant chief of the branch.

CAPTAIN KAFKA TO RETIRE

One of New York's first "flying submitted by department heads, has filed an application for retirement from the department. Captain Kafka, who had seven years' experience as a police pilot, now is in command of the 15th Precinct.

of the test, so the net figure was 44.4. The written test yielded 36.32 net, so the final average was 80.72, which, with 2½ points for veteran preference, afforded 83.22 total.

Trooper DeLuca cited the "Bill of Rights" of April 14, 1951, which gave the score on what a Trooper could do. He construed that document as entitling him to request the Superintendent to appoint a hearing board. But Deputy Superintendent Searle advised him that he was entitled to no different appeal method than applies in any other civil service test. Competitors may review their papers, and see their other ratings, and protest ratings only for specific reasons, the reply stated.

Says Two Are Old Friends

Other items that Trooper DeLuca felt were unfairly rated were appearance, intelligence and education, personality, initiative, leadership, industry, endurance and adaptability.

The association says that Deputy Superintendent Searle and Captain Muller are old friends and points out that Mr. DeLuca is the Troop B association delegate.

John H. McCadden, association secretary and counsel, is Trooper DeLuca's attorney.

Candidates for Assn. Office To Be Announced Next Week

ALBANY, Aug. 11—The nominating committee of the Civil Service Employees Association will hold its final meeting, prior to presenting its proposal for duplicate slates, on Thursday, August 14 at Association headquarters in Albany.

The committee has to offer duplicate slates because of an amendment to the constitution

which requires that there shall be at least two candidates for each office. This was the first experience under the new provision, and the committee has met the problem.

The list of candidates will be published in next week's LEADER. Mrs. Mildred Meskil of the Commerce Department is chairman of the committee.

Metropolitan Conference To Meet at Creedmoor Sept. 13

The Metropolitan Conference of the Civil Service Employees Association announced that its next meeting will be held on Saturday, September 13, at Creedmoor State Hospital, Queens Village.

Presidents of chapters constituting the Conference met last week at Brooklyn State Hospital and adopted a resolution recom-

mending that whenever any group within a chapter wants to form a chapter of its own, that the proposal should go first before the executive committee of the chapter. The Association's board of directors would pass on the merits only after receiving a report from the chapter. The resolution was forwarded to Jesse B. McFarland, president of the Association.

Sol Bendet, president of the NYC chapter, offered the resolution, which was carried unanimously.

Other Resolutions Adopted

Also adopted were a resolution favoring a 25-service-year retirement plan for employees of the Department of Mental Hygiene, and one favoring a 40-hour week for such employees.

Last Opportunity to Join Liberalized Age-55 Plan

ALBANY, Aug. 11 — Jesse B. McFarland, president of The Civil Service Employees Association, advised all civil servants contemplating changing to the 55-year retirement plan, to do so immediately.

"Governor Dewey," said President McFarland, "has signed a bill extending the time of changing to this plan to September 30, 1952. This is the second extension which the employees of the State have succeeded in obtaining through efforts of the Association. However, this may well be the last extension.

"Those eligible to participate in this plan have had ample time in the past few years to make the change. It is not reasonable to expect the Comptroller to keep open this opportunity for conversion for an unlimited period. Therefore, I strongly advise all those employees who wish to convert to the 55-year plan to do so by September 30, 1952. If they don't do it, they may be sorry."

NASSAU COUNTY NEEDS DRAFTSMEN

(Closing date is at the end). 315. DRAFTSMAN, GRADE 20, Public Works, Nassau County. \$3,675 to \$4,690, plus \$550 additional compensation for 1952. Requirements: Either (a) graduation from high school plus six years of civil engineering drafting experience; or (b) bachelor's degree plus two years of civil engineering drafting experience; or (c) equivalent combination of training and experience. Fee \$3. (Friday, August 29).

List of State Clerk Eligibles

Following is the continuation of the list of names on the State clerk list. Scores attained are indicated. The first 1,000 names were published in last week's LEADER, issue of August 5. Additional names will be published next week in the issued date August 19.

Cox, Eileen C. Caringi, Salvatore Parmerter, Shirley Stillwell, F. G. Pericak, Patricia Corwin, George A. Morin, Mary A. Driver, Naomi A. Montross, Alice M. Pover, Anna N. Marino, Janet L. Byrne, Hugh C. Custard, William R.	Moskowitz, Isidore Baccari, Nicholas Wachtel, Hilda H. Alleyne, Althea W. Tucker, Harry W. Ramroth, Marie G. Gordon, Charlotte Driscoll, Joan M. Sokoloff, Morris L. Rossi, Isabel E. Campbell, Doris B. Menears, Thelma S. Krempa, Jane P.	1001 TO 1050 (89.50-89.00 P.C.) Pieczonka, Mary T. Defreese, Emma S. McIntosh, Carol V. Viola, Loretta M. Johnson, Jean G. Dwyer, Irene M. Caruer, Harriette Smith, James G. Blake, Jane C. Austin, Claudia G. Hesselbarth, Doris Foster, Rhoda J. Walter, Alice M.	Paciocco, Ann R. Eslick, Thomas L. Lucas, Margaret Hotaling, Janet R. Wittmer, Eleanor M. Hammer, Joanne F. Hamilton, Rita M. McDonough, Bridie Landry, Patricia M. Manenti, Joseph Alverson, Theodore
Huntley, Barbara A. Genovese, Carl Conder, Mildred A. Connolly, Harriet Lovell, Jean T. Roesch, Marilyn G. Gregory, May C. Boone, Clara L. Rowan, Gloria C. Rooney, Sarah A. Capella, Stasia M. Vogelsang, Dorothy Ashworth, Margaret	Barnes, Thomas J. Hazzard, Muriel C. Birkbeck, Muriel Niziurski, Joseph Griffin, Ann E. Fishman, Lea Mackey, Anna T. Watts, Algernon C. Matters, Alfred A. Gold, Leslie M. Monkhouse, V. E. Heffner, Myra E. Schenkel, Leah S.	1051 TO 1100 (89.00-88.60 P.C.) Murphy, Thomas P. Jackson, Mary M. Delollo, Concetta Rotondaro, Joseph Coniglio, Anne M. Hayes, Edward P. Morrison, Teresa R. Dimuccio, Ralph Covell, Grace J. Bloom, Jerome Glovanovitch, E. D. George, Mabel O'Brien, Helen G.	Gorman, Arline A. Eisenberg, Lillian Katz, Leonard Gallett, Vivian A. Polanowski, L. M. Wilson, J. McMurry, Mildred A. Montanaro, Joseph Downs, M. Norine Woodyard, Mary E.

(Continued on page 5)

Activities of Employees

Champlain College

PROVOST Frederick A. Morse of Champlain College has been named secretary to the Board of Regents and State Commissioner of Education, effective September 1. No successor to Provost Morse is expected, since the college will shut down next June. Administration of the college will be conducted meanwhile by a three-member executive committee. This committee was named during the sick leave of Provost Morse last spring.

The students, faculty and staff wish Provost Morse the best of luck.

The Air Force plans to take over the college site and convert it into a bomber base. President William S. Carlson stated that every effort will be made to assist students enrolled at Champlain to transfer to institutions in the State University and other colleges for the completion of their courses. The college will help teachers to find new positions.

Letchworth Village

A SPECIAL MEETING of the executive council, Letchworth Village chapter, CSEA, was attended by Hiram Phillips, George Hoover, Ruth Gage, Rebecca Gravelle, James Barr, Milton Decker, Nellie Shippy, Anne DePietro, Paulletta Green, Anthony Dombrowski and Claudia Voit.

A letter was received from J. Earl Kelly, State director of

Classification and Compensation, in response to the petition of clerks for higher pay. Mr. Kelly advised that the clerks await the decision in the stenographers' appeal, before filing their request. It was decided to follow Mr. Kelly's advice.

The chapter president asked for every member's support of the policemen's ball canteen which the chapter will operate on Friday, August 29. Mr. Hommel will be in charge.

Mary O. M. Sullivan, Personnel Head, Dies

Mary O. M. Sullivan, head of the personnel division, Manhattan Borough President's Office, died last week at Lenox Hill Hospital, NYC. Miss Sullivan was a former president of the Municipal Lunch Room; one of the founders of the Helen Cashin Stamp League, and

active in the Catholic church. She is survived by three sisters, Mrs. Lillian Clark; Sister Margaret Miriam of the Sisters of Charity, and Grace Sullivan; also a brother, Walter Sullivan, an engineer in the Borough President's office.

Orleans County

THE FIRST PICNIC of the Orleans County chapter, CSEA, will be held on Saturday, August 23, at 2 P.M. at Boulder Park, Indian Falls. The chapter finds the park an ideal place to bring the family for an afternoon of fun and good-fellowship. There will be entertainment and prizes for all, and five-cent rides for the children. Hot foods, watermelon and liquid refreshments will be provided, and each family is asked to bring a tureen and table service for the family.

The price is 50 cents a family. Members not supplied before August 16, should call Mrs. Virginia Wetherbee at Albion 897 for tickets, the chapter asks. Also, if you need transportation, or have room for riders, the chapter asks those interested please to contact Mrs. Dorothy Durham at Albion 897.

Onondaga Sanatorium

FOLLOWING are the newly elected officers of Onondaga Sanatorium chapter, CSEA: President, Ivan Stoodley; vice president, Mabel Wrench; treasurer, Everett Luther; secretary, Madeline Peets; delegates, Ivan Stoodley and Everett Luther; alternate, Madeline Peets.

The executive council is composed of Don Johnson, Medical Department; Art Willey, Food Preparation; Marie Roddy and Mary Wright, Registered Nurses; Frances Kernie, Business Office; Peter Streiff, Maintenance; Mrs. Curtiss Matterson, Housekeeping; George Auer, "Vard Attendant."

Great Meadow

THE ANNUAL MEETING and election of officers of the Great Meadow Prison chapter, CSEA, was held at the American Legion Home, Fort Ann. The following officers were elected: President, John R. Leahy; vice president, John J. Condon; secretary, Joseph M. Ryan; financial secretary, George T. Ahern; treasurer, D. Robert Leonard; sergeant-at-arms, John H. Mack; delegate, John R. Leahy; alternate, John J. Condon.

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Westchester Pay Plan In Effect on Oct. 1

Month Later Than Expected; Employees Figure They're Losers

With the adoption of two Acts at their regular monthly meeting on August 4, Westchester County's Supervisors made effective October 1 the new salary plan proposed by Barrington Associates, management consultants. The adopted pay plan in the first Act includes revised scales for 22 titles out of a total of about 120 protests reviewed.

The unexpected decision to make the plan effective on October 1, instead of the widely understood date of September 1, came as a disappointment to those employees who stand to get substantial increases under the new pay plan. The new plan was first scheduled to be put into effect on July 1, 1952. The Barrington report was made on July 7 and estimated the cost of putting it into effect as \$254,914. With a postponement of the effective date until October 1, the County should save about \$64,000 if the estimate was accurate, making the total cost probably about \$191,000.

Increased compensation was not included for members of the Board of Supervisors. Town Supervisors were recommended to be increased from \$600 to \$2,775 a year and City Supervisors from \$1,500 to \$2,775. These rates were figured by Barrington on the basis of rates being paid in four selected counties. However, special legislation is necessary to accomplish this and will probably be introduced later.

Emergency Compensation Merged

The second Act adopted continued emergency compensation for County employees at the rate of \$15 a point and established a new basing point of 182 in the Bureau of Labor Statistics Index for the New York Area. As the previous basing point was 168, this had the effect of merging \$210 of emergency compensation into base pay. With the index at 184 on April 15, the new emergency compensation rate for the last half of 1952 is \$30 in addition to base pay.

Statutory Salaries Set

A third Act, adopted and made effective at once, set higher rates for County Clerk, \$12,400, Sheriff, \$12,400 and District Attorney, \$15,900. These rates actually start on January 1, 1953, the beginning of the new terms of office, but had to be adopted more than four months before that date according to law.

Barrington Report Backed

A supplemental report was filed by Barrington Associates answering some of the questions raised by the Westchester County Competitive Civil Service Association and reviewing requested job real-

locations. Only 22 of the more than 120 checked by the Barrington group were recommended for change. The original plan filed by Barrington, with this supplement, was approved by the Board of Supervisors.

It was explained that the titles on which no change was recommended, plus additional titles on which appeals were taken by the Association, are being referred to the Personnel Office for review and report back to the Board by September 15. This would allow time for additional changes by the Board before October 1. The County employees who made the original study and review under Barrington supervision — three from the Personnel Office and one from the Budget Office according to Barrington—will probably do this work as County technicians.

Association Analyzing Data

Salary technicians of the Civil Service Employees Association, parent group of the Westchester County Competitive Civil Service Association, are now reviewing the replies made by Barrington to the Association's Memorandum on Recommendations and analyzing data in the supplemental report filed.

Eligible Lists

INTERMEDIATE STENOGRAPHER, Westchester County

1. Depaul, M. A., White Plains, 95,920
2. Platt, L. D., Chappaqua, 92,884
3. Leuney, Mary F., N. Rochelle, 90,980
4. Anzevino, L. N., Tarrytown, 90,248
5. Rascoe, Gloria S., Ossining, 90,100
6. Kugoff, Helen, White Plains, 89,512
7. Winroth, D. P., Tarrytown, 89,468
8. Hicks, Inez, Yonkers, 89,436
9. Carlucci, C., Pt. Chester, 87,490
10. Filardi, T. E., White Plains, 87,468
11. Haig, Jean, Hartsdale, 87,140
12. Luce, Barbara L., Scarsdale, 86,656
13. Gondelt, M. L., Ossining, 86,132
14. McLoughlin, M. A., Yonkers, 85,732
15. Romani, Anne M., White Plains, 85,296
16. O'Neil, Mary E., White Plains, 85,288
17. Cantore, B., Pt. Chester, 85,184
18. Ackert, A. T., White Plains, 85,092
19. St. George, M. R., Mt. Kisco, 84,868
20. Rollhaus, Barbara, Scarsdale, 84,408
21. Howell, Cleo J., N. Rochelle, 83,836
22. Brown, Viola M., Mt. Kisco, 83,716
23. Festa, Ann M., Elmsford, 83,484
24. Conte, Grace A., Tuckahoe, 82,824
25. Ford, Aylve V., White Plains, 81,160
26. Bordiga, M., Mamaroneck, 80,172
27. Holmes, N. A., Mt. Vernon, 78,900
28. Preisler, Gloria L., White Plains, 78,084

SENIOR SOCIAL CASE WORKER, Public Assistance, Dept. of Family and Child Welfare, Dept. of Public Welfare, Westchester County

1. Williams, Chester, Rye, 84,450
2. Williams, Emma T., Bronx, 79,900

INTERMEDIATE TYPIST, Westchester County

1. Platt, Lillian D., Chappaqua, 90,518
2. Haig, Jean, Hartsdale, 88,160
3. St. George, M. R., Mt. Kisco, 87,014
4. Hooper, Grace F., Ossining, 85,762
5. Phillips, Ruth W., Elmsford, 85,618
6. McGuire, Caroline, White Plains, 85,188
7. Rascoe, Gloria S., Ossining, 85,106
8. Portanova, C. L., Purchase, 81,022
9. Holler, Louise L., Petham Mnr., 80,296
10. Sibilla, Y. A., White Plains, 78,900
11. Bishop, I. J., Briarcliff, Mnr., 78,212
12. Bailey, Janet H., White Plains, 77,494

Text of Pay Brief of Westchester Employees

The following memorandum was submitted to the Committee on Budget and Appropriations, Westchester Board of Supervisors, by the Westchester County Competitive Civil Service Association, regarding the proposed Barrington allocation and salary plan:

1. That the Board of Supervisors should adopt legislation making effective July 1, 1952 the new salary schedule being considered as a part of the Barrington Plan dated July 7, 1952, and including revisions resulting from the present hearings.

As a result of the many objections to the Allocation and Salary Plan of Barrington Associates which the Budget Committee Hearings have disclosed, it appears there may be additional delay before adoption of a new salary schedule, which was originally proposed for July 1, 1952.

No Penalties

So that no one shall be penalized as a result of this delay in the final adoption of the schedule, it is recommended that the Board of Supervisors adopt legislation making the pay scales as finally revised effective as of July 1, 1952. This is what is being done in Connecticut where a new pay plan is similarly under consideration and is to be made effective as of April 1, 1952.

2. That for purposes of salary comparison Westchester should establish a community average line from among the better paying comparable employers.

Westchester County is widely known as one of the outstanding communities in the Nation. It has more automobiles registered than 9 separate states, a greater population than 10 separate states, a larger assessed valuation than 31 out of 48 states, the country's pioneer parkway system, a renowned County welfare plant and County Airport, the highest per capita income in New York State—more than \$550 above the State average, and a property income larger than that of 34 states. The County's entire background is of the "high grade" order and its public services are of the same quality. The maintenance of these services at a high level requires the retention and recruitment of first class personnel.

The In-Between Group

The use, as a basis for County salaries, of a Community Average Line which is pegged between the salaries paid by the good and the poor employers surveyed, can only attract or hold the type of employees towards whom it is aimed, i.e., a group somewhere between poor and good. That is what is proposed by use of the Average Line shown on Charts 2 and 3 of the Barrington Plan. It is apparent that Westchester cannot expect to attract or to retain the best personnel in any field if a pattern is set of salaries which must fall below those being paid by the best

employers. This is a pattern of "mediocrity staffing" injurious to the morale of the entire service as well as to its efficiency and which must eventually lead to dissatisfaction by the taxpayers who properly expect the highest type of services from their governmental organizations.

The selection of the participants in a Community Survey obviously determines in advance the general area in which an Average Line is going to fall. It is contended here that Westchester should survey only the better paying and more progressive comparable organizations, for it is the personnel that these organizations attract for which the County is competing. The use of five private hospitals in a Community Survey, as was done, has a very depressing effect upon all salary averages as such hospitals are notoriously substandard in pay levels and not representative of good employers. Where they are used in studies, the figures are usually "broken out" from the remainder so as not to exert an undue and untrue effect upon the results. The County is not competing for just any type of halfway employee and should level its Community Survey towards the higher type of employee desired and needed.

Within eighteen months the following new firms will be fully established in the central County area: American Telephone & Telegraph, Alexander Smith, All State Insurance, General Foods, Guardian Life, Nestle, Time and Life, Union Carbide and Carbon. They will employ directly about 8,000 persons and cause about that many more jobs in secondary employ-

ment. At least 50% of the employees are expected to be obtained locally. Even at the present time the County is experiencing high personnel turnover and serious recruitment difficulties in various job groups. The County should bulwark itself against the large scale loss of high type employees by establishing its schedules among the levels paid by the better employers and prevent the much more costly and crippling effect of increased personnel turnover in the near future.

Chart 3 in the Barrington Plan shows the Business Only line as being consistently well above that of the County and it is Business with which the County must compete for employees. The establishment of a higher level and more practical Community Average Line can be accomplished within the frame work of the data developed for the Plan.

3. That the lowest County base pay rate should be \$2,400 to meet comparable levels of the better employers.

There is ample evidence of the need to increase the minimum hiring rate to \$2,400 from the Barrington recommended base of \$2,080, without considering the coming impact of a labor shortage.

Chart 2 in the Barrington Plan indicates that the average of the surveyed maxima in the lowest group, is \$325 higher than the Westchester County maximum. Chart 3 indicates that Business Only is substantially above Westchester County in this entrance category and this also seems true in lesser degree of all participating employers. It is probable that the

(Continued on page 10)

List of State Clerk Eligibles

- 1101 TO 1150 (88.60-88.30 P.C.)
- Roccanova, James
 - White, Ruth A.
 - Blasing, Elva S.
 - Stanger, Sheila L.
 - Egan, Patricia A.
 - Chapman, Thomas A.
 - Brand, Faye E.
 - Weselak, Sophie T.
 - Robinson, Helena C.
 - Robertson, Elsa Y.
 - Galvin, Marie T.
 - Kucharska, Adeline
 - Delehanty, V. W.
- 1151 TO 1200 (88.30-88.00 P.C.)
- Sadue, Maureen C.
 - Gaughn, Patricia A.
 - Anderson, Margaret
 - Banks, Gladys D.
 - Stephens, Roger M.
 - Deecher, Nora M.
 - Myers, Judith F.
 - Myers, Charlotte P.
 - Vivone, Rosemary T.
 - Greene, Helene B.
 - Lawlor, Mary E.
 - Aloise, Mildred D.

- 1201 TO 1150 (88.00-87.70 P.C.)
- Bott, Marcia L.
 - Billick, Ruth F.
 - Kiley, Mae V.
 - Omeara, Maurice A.
 - Teetsell, Barbara
 - Kuhn, Mary A.
 - Kline, Virginia H.
 - Smith, Ernestine L.
 - Weinman, Dorothy
 - Mcauley, Sarah
 - Grant, Marian A.
 - Mesick, M. Ruth
 - Rescott, Lorraine

- Enos, Catherine M.
- Thomas, Elizabeth
- McGraw, Edward T.
- Leggiero, Rita M.
- Cohen, Elsie
- Barton, Barbara A.
- Pazio, Rosemary
- Partington, Nancy
- Harry, Thelma A.
- Cerbone, Frank J.
- Lorini, Dolores P.
- Kirchert, Dolores
- Avakian, Alyce M.
- Tramontana, C. L.
- Grady, Helen F.
- Casey, Joseph F.
- Susice, Janet E.
- Isler, Agnes
- Collins, Marlene J.
- Miller, Sally L.
- McMahon, Suzanne T.
- Davis, Lottie H.
- Hunter, Mary C.
- Senick, Dorothy
- Levine, Minnie
- Conti, Clyde

- Dalpe, Marie E.
- McConnell, Carolyn
- Campbell, Myra P.
- Dougherty, John W.
- Sims, Gerald J.
- Converse, Mary A.
- Liefer, Teresa G.
- Mooney, Kathryn A.
- Biolsi, Margaret M.
- Schneider, Nathan
- Schmah, George A.
- Smith, Nettie B.
- Bertelone, Camille

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TUESDAY, AUGUST 12, 1952

A Fine Philanthropy

John D. Rockefeller 3rd is to be commended for giving \$250,000 so that up to 10 outstanding U. S. civilian employees may extend their education in the way they prefer. The choice given to those selected strips the gift of the usual hampering strings. The deserving ones will spend six months to a year in institutions of learning of their own free choice, or in travel, or in similar activities. The inclusion of travel as a part of education is well in keeping with the realities.

The program has been established at Princeton University and an awards committee established. A staff will assist the committee.

The same enlightened philanthropy could include employees of the State and the City in which Mr. Rockefeller's grandfather and father made illustrations contributions to good citizenship and philanthropy. The third John D. in the illustrious line should carefully consider such broadening and the effect of trebling advantage to a public that will benefit, too, from the services of bright employees whose horizons have been broadened.

NYC MAYOR Vincent R. Impellitteri's announcement that the 44-hour week may be installed on October 1, 1952 instead of the previously set date of January 1, 1953 is a move in the right direction. But municipal employees still feel that as the 40-hour week is the accepted standard of labor, it should be granted to NYC workers more quickly than the Mayor's staggered plan of reduced work-week permits.

THE RECENT RULING of the State Department of Education that the NYC Board of Education need not make public its model answers is hardly encouraging to candidates. Too many civil service jurisdictions still fail to take candidates sufficiently into their confidence. But NYC itself is not one of them.

LAFF THIS OFF

By H. J. BERNARD

Observations
SHORT type morning test will be given to clerk-carrier candidates so they can reach the track before the daily double windows close.

Difference between spare time and spare tire is that the one gets you in trouble and the other gets you out.

Jobs checking all paper used for printing money are for women only, probably because women handle money better, when they get all of it.

Compensatory time off, instead of the time-and-a-half that industry must pay, proves not that there is too much government in business but too much government in government, especially when even the compensatory time off doesn't come through.

Definitions
 Manifest error—Wrong answer by a Civil Service Commission to a question the Commission feels any dope can answer right.
 Essay type exam.—Plot by pencil manufacturers to expose how soon a fountain pen runs dry.
 Monitor—Man who can keep his mouth shut, even when dictating in a steno performance test.
 Oral test—Opportunity for examiners to make their prejudices stick.
 Increment—Bag of peanuts you get once a year.
 Sample question—One guaranteed to give you no help in an exam.
 Civil Service Commissioner—Official all hands jump on for the mistakes of his predecessor.

The Transfer Problem
 The boss is strict, the work is hard, I'd like to transfer, if I could; But who would want to swap a job That he considers any good?

Smooth Magnetism
 Sweaters without bristles Draw the most whistles.

Practical Fiancee
 A betrothed couple were trying to set the wedding date. He was for putting it off, she for haste. She—Have you got life insurance?

He—Sure.
 She—Sickness and accident insurance?
 He—Sure.
 She—Then why wait?

Guy That Bright Should Try
 First clerk—Are you taking the promotion exam?
 Second clerk—I couldn't pass it, so I'll pass it up.

One and Only
 Candidates were wearing masks for the first time in an oral test, because so many persons with famous faces were competing.

Examiner—What is the effect of the gold point on international economy?

Candidate—In normal times, to cause gold to move to countries that can best afford to buy it, though they may need it least.

Examiner—At the present rate of dissipation of the sun, on exactly what date will the world come to an end for lack of heat?

Candidate—September 22, 5802.

Examiner—Thank you, Mr. Robert Mises.

Rhyme And Reason

The Big Lift

DIFFICULT duties turn easy to do If only you follow them through With focused attention on ev'ry detail As if what you're doing is only for you.

But when you consider how wide is the world, How others may gain by your work, You get that great impulse of service to man, As Commissioner, steno or clerk. K. L. B.

Vacation Test

IT'S glorious to bathe In sun and water, Turn on the radio For only a quarter. When care isn't there And neither is worry, And no matter what gives You don't have to hurry. But the joy isn't real For any who lack The wholesome desire At last to get back.

DORIS LeFEVER Syracuse

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 Weinberg

Prevailing Rates of Wages for Laborers And Mechanics

By MORRIS WEINBERG

IN 1889, the New York State Legislature enacted a law which provided that the "wages of laborers employed by the State, or any officer thereof, shall not be less than \$2 per day."

The court held that this law fixed a statutory compensation for laborers in State service, and that laborers were entitled to \$2 a day.

In 1894 the Legislature enacted the first prevailing rate of wages law. It provided that laborers, workmen or mechanics in the employ of the State, its civil divisions, or of a contractor upon public works, shall be paid not less than the rate of wages prevailing in local private employ.

Made Part of Labor Law

The 1894 law was incorporated into the Labor Law of 1897, which provided, in part:

"This section applies to work for the State or a municipal corporation, or for a contractor therewith.

"The wages for such public work shall be not less than the prevailing rate for a legal day's work in the same trade or calling in the locality where the work is to be performed."

In 1899 the law was revised, and the provision that it shall apply to "work for the State or a municipal corporation" was eliminated.

Thereupon it was decided by a lower court that the law was changed "for the evident purpose of relieving the State and municipal corporations from the rule relating to prevailing wages."

But this view was rejected in another case, and the rejection was affirmed by the Court of Appeals in 1901.

Appellate Division's View

The Appellate Division had said that the words "wages for such public work" in the second paragraph quoted above, apply "not only to contractors with the State or a municipal corporation, but to all laborers in the classes named, employed either by the State or a municipal corporation, and that the words 'such public work' included the work done by the State or a municipal corporation, as well as that done by a contractor."

The Appellate Division gave the following reasons for its decision: (Continued on page 11)

CIVIL SERVICE

NEWS

Letter

THE ARMY got a dose of its own medicine when Thomas A. Simmons, a civilian employee at Fort Slocum, New Rochelle, in charge of the distribution of Army regulations, was drafted. . . . Civil Service Law obstacles to absorption of the transit police, Board of Transportation, into the NYC Police force, are imaginary. Employees of private companies and hospitals are covered into the Competitive Class regularly, and transit police already are competitive employees. The civil service article of the State Constitution contains no prohibition against such absorption. A statute would come in handy, to remove possible cause of complaint, but even a switch in anticipation of enactment would be no risk. As for pensions, the transit police could remain in the NYC Employees Retirement System, though of course they'd rather have the 20-service-year retirement benefit, at half pay, (with the lower rates) in the Police Pension Fund.

HOT WEATHER produces exam casualties, too. Some candidates for Federal jobs, particularly investigator, showed up for oral tests during the recent hot spell wearing sport shirts, with short sleeves. That might have been unobjectionable, but some of those shirts were awfully dirty. Nobody with a dirty shirt got a passing mark from the examiners. The general mortality in the investigator exam was terrific. . . . NYC Mayor Vincent R. Impellitteri is all steamed up over the demonstration by sanitationmen, marching through the streets hooded, to excite public favor for an immediate 40-hour week. Says that photos of such goings-on, published throughout the country, tend to give NYC a black eye, and that type of demonstration is beneath contempt. . . . The executive director post at the U. S. Civil Service Commission in Washington, top career job at the Commission, has gone to Clarence L. Edwards. When James E. Rossell was new as a U.S. examiner, quarter century ago, assigned to the mid-West, he conducted the oral examination of Mr. Edwards. Soon thereafter the eligible entered U. S. service. Mr. Rossell now directs the Second Regional office of the Commission (New York and New Jersey).

SERVICEMEN whose legal residence is in New York State, and who expect to be outside the State on military service on Election Day should obtain a military ballot, permitting absentee voting. They or others for them should send to the Division for Servicemen's Voting, 164 State Street, Albany 1, N. Y., for the post card application. The serviceman must sign the request. No notarization is required. . . . An expert on insurance and retirement is being sought by Congress to head its committee staff that will study all Federal retirement systems. Looks like an opportunity for Ralph L. Van Name, recently retired as secretary of the NYC Employees Retirement System.

METROPOLITAN postal employees are pulling their hair as a result of the influx of "survey" teams of inspectors. Men working at the mails say that the "efficiency" experts have turned local stations topsy-turvy. The visitors eliminate assignments, and an hour later the clerks have to be put back because the public is stamping its feet over delays. The efficiency and economy drive so far has resulted in more night and midnight work — with the pay differential — and less service to the public.

MARYLAND, which has many Federal agencies, offices and plants within its borders, is attempting to collect State income tax from those who work in the State, but live outside. Under State law, everyone living or working within the State is required to file a State income tax return, even if he pays income tax to another State. So many U. S. workers are faced with triple tax payments. U. S. workers have snubbed the Maryland tax collectors to date, but now the State is threatening criminal proceedings. The situation is important because the triple-tax idea may spread. . . .

OFFICE of Price Stabilization is finding jobs, in the U. S. government and private industry, for employees it must drop because of budget cuts. U. S. Department of Labor is doing likewise. Other agencies similarly affected should follow suit. . . . The Illinois Civil Service Commission is the only such body in the U. S. headed by a woman. She's Maude Myers, a former civil service examiner appointed to her present post by Governor Adlai Stevenson long before he became Democratic candidate for President.

MORRIS PARIS, Assistant Deputy Comptroller, NYC, will resume his lively news discussion broadcasts over WEVD next month. He's been on the air for many a year on Thursdays at 10 p.m., 1330 kilocycles, with S. Stevenson Smith, former assistant editor of Time. . . . Retired State employees go in for hobbies, civic work, boating, photography, music, and travel, but where gainful occupation enters, it's usually part-time.

Question, Please

I AM a disabled veteran interested in obtaining a job in a VA hospital. Will I have to take a written exam? How do I apply?
 E. J. D.

Answer—Apply to the Board of Civil Service Examiners at the Veterans Hospital nearest you. Bring along proof of your honorable discharge and disability rating. Most such hospital jobs are filled without any written test.

I HAVE BEEN at the top of my grade as clerk, grade 3, for more than 10 years. I understand that I may be eligible for an increase because of the long term of satisfactory service.
 M. J. K

Answer—A number of employee organizations are working for legislation to provide an increase for employees who have been at the maximum of their grade for more than five years, but no such law has yet been passed.

I SEE that what they call "appropriate" certifications are made in which a man who takes a test for one job is offered a different type of job at a lower salary. Is this fair?
 R. J. L.

Answer—An eligible offered an "appropriate" position is not required to take it. If he refuses, his name is restored to the eligible list. However, if he takes the job, he is removed from the list.

U. S. Agency Manual Now Obtainable

The 1952-53 edition of the United States Government Organization Manual, which describes the functions and activities of the Federal Government as of July 1, 1952, is now obtainable at \$1 a copy from the Superintendent of Documents, Government Printing Office, Washington 25, D. C.

The 742-page volume is the official organizational handbook of the Federal Government and contains sections on the legislative, judicial, and executive branches, including the emergency agencies established for defense mobilization. Two quasi-official agencies and 25 international organizations also are included.

Activities of Civil Service Employees in N.Y. State

Woodbourne

"SLIM" ROBERTS is talking about retiring again.

The clambake was one of the best. Visitors included Senator Wicks, Assemblyman Mintz, Warden Ed Fay of Greenhaven and 250 employees and friends.

Congratulations to the committee, Mr. Buchanan, Mr. Fairbrother, Mr. Johnson and Mr. Becker.

A dinner, dance and show are set for September 13 at the Hotel Evans, Loch Sheldrake. The Canay orchestra will play. Buddy Walker will be master of ceremonies. Any State employee who wants to have a grand time should write for tickets to Jack Higgins, Woodbourne Prison.

A few of the boys were in the hospital lately — Ross Kelley, O'Neil, Jack Brady. Get well, fellows.

75 Percent Membership Record
Those fish better watch out. Mike Kowalik just bought an outboard motor. Walt McIlveen is helping him "break" it in. "Break" is right. The first time he tried it the boat nearly broke apart.

What beautiful weather for a vacation lucky guys Bribitzer, McClay, Fairbrother, Glover, Leo Kelly, Sergeant McKenzie and Hartman enjoyed!

Lots of activity in Education. Director Allison Worden is always on the go: 75 percent CSEA membership achievement for this year, let's make it 100 percent next year.

Chief Engineer Dean Wright leaving this month. Promoted to a higher job.

Guard Harry Hopkins passed away. Condolences to his family. A squad of 40 men attended services in Middletown.

Place to Live

Woodbourne trimmed Wallkill in a softball game at Wallkill, 7-0, behind the sparkling pitching of Glover. Return game on August 14 at Woodbourne.

To men on the guard list: Plenty of apartments are obtainable in and around Woodbourne.

Kitchen Keeper Mancusi is on vacation.

Lefty Hembt is doing the honors in his place.

Van Nostrand says he is "living." Council elections next month.

Every time we turn around, there's a box of cigars out front. Lots of new babies.

Middletown State Hospital

The fifth annual picnic of the Middletown State Hospital chapter, CSEA, was held on August 7. More than 500 members and guests attended at Fancher-Davidge Park in Middletown. Paul W. Hayes was picnic chairman.

The annual family care picnic for Delaware County boarding-out patients, sponsored by the Social Service Department of the Middletown State Homeopathic Hospital, was held July 29 at Beerston. Among the guests were Dr. Walter A. Schmitz, director of the Hospital; Dr. Percival H. Faivre, family care physician; Mrs. Mabel Kirkpatrick, and Miss Hume, of the Department of Mental Hygiene, and Mrs. Margaret Powers, supervisor of social work at the Hospital.

About 306 patients, houseparents, and guests participated. Activities were arranged by Mrs. Margaret Powers, Mrs. Evelyn Carr, Al Luther, Mrs. Frances Schlitt and Don Benjamin.

Laura Stout and John O'Brien attended the recent meeting of the Mental Hygiene Association in Albany. John O'Brien was elected 1st vice president and Laura Stout was elected to the executive committee.

Saratoga Spa

AT THE ANNUAL meeting of the Adrian L. Dunckel Saratoga Spa chapter, CSEA, held at the Washington Baths, the following officers were elected: President, Joseph Folts; vice president, Marie Van Ness; secretary, Helen Hays; treasurer, Mrs. Marion L. Dunckel. Officers of the Employees' Fund: Trustee, Mrs. Hazel Folts; secretary-treasurer, Elizabeth Murphy. All save Mmes. Dunckel and Folts were reelected.

Delegates chosen were: Helen Hays, Marie Van Ness, Cyril Chapman, Max Logeman, and President Joseph Folts.

Resolutions were recommended

to the annual meeting of the Association, to be held in Albany in October.

Plans were made for a card party to be held August 20 at the Hall of Springs for the benefit of the Employees' Fund. Mrs. Helen Tracy, chairman, urged all members to see that the tables were filled.

Willard State Hospital

BETTE LOU SMITH and Arkie Delong have resigned their positions at the hospital.

Bernard Long has returned from military service in Japan.

Mr. and Mrs. Harold Bellinger have returned from a 10-day vacation in the Adirondacks. Mr. and Mrs. Charles L. Collings are on vacation in Nova Scotia. Also vacationing are Pauline Walker, Mary Mitchener, Bertha Kuleszo, Louis Thomas, Pauline Thomas, Juanita Wicks, Crandall Terry, Barbara Harris, and Eugene Hayes.

Get well wishes to Loretta heat and Herbert Milford!

On Saturday, August 2, the Willard State Hospital softball team journeyed to Gowanda for a doubleheader. Both games were won by Willard, putting them in a tie for first place in the Mental Hygiene League with Gowanda. With the score tied 2 to 2, Willard scored 10 runs in the top of the 8th, helped by two home runs by Howard Smith. Gowanda scored two runs in the last of the 8th. Final score 12 to 4.

Willard also won the second game in 8 innings, 5 to 4. Joe Corcoran pitched the entire 16 innings for Willard.

On August 5, Willard defeated the Sampson Air Force medics, 20 to 3.

Marcy State Hospital

THE FIRST ANNUAL picnic of the Marcy State Hospital chapter, CSEA, for hospital employees, their friends and families, is scheduled for Wednesday, August 20, on the Greenfield Rod and Gun Club grounds. Charles D. Methe, chapter president, has appointed the following committee-men to assist Roger H. Eurich and Stuart E. Coultrip, general chairmen:

Refreshments — Carl W. Robert, Frank Pizer, co-chairmen; Hazel Denny, Frances V. Amo, Glenn T. Brennan, Howard F. Kane, Mr. Coultrip.

Food — Helen Owens, Marion F. Eurich, co-chairmen; Mary H. Methe, William A. Rice, Olga Allwood, Eleanor Fleming, and Messrs. Eurick and Methe.

Sports and entertainment — Albert Cahill, Madelon Cole, co-chairmen; Gordon Crill, Humphrey Jones, Rosalind Lieber.

Prizes — Gertrude K. Rice, Janet Boxall, co-chairmen; Mary Terrel, Olive Jones, Evelyn Huss, Esther Kittredge, George McGuiggan, Kenneth W. Hawken, Arthur B. Cole, William Jackson.

Tickets — Mr. Methe, chairman; Margaret Coyne, Joan Mason, Francis J. Quinlan, Willard K. Jones, Everett Morris, Joseph A. Allwood, Carl W. Robert, Esther Kittredge, Eugene Schmelcher, Mary H. Methe, William Newlands Jr., Rosalind Lieber, Evelyn Huss, Mary Terrel, Janet Boxall, Frances Amo, Mildred Potter, Helen Owens, Gertrude Rice, Warren Palmiter, Harry S. Chapman, Mary Haley, and Messrs. Brennan, Crill, Owens and Rice.

The following donated blood August 7 when the Bloodmobile was at Marcy State Hospital: Sharon Graves, Harry Chapman, Raymond Dominy, Martin Ready, Arthur Cheny, Edwin Goings, Virgil Casler Jr., Earl W. Dann, Dominick De Cristo, Santo A. Carosi, F. M. Baxter, George Shorter, Claribel Neiman, Harriet Jenks, Margaret Sterling, Marion Dohr, Rosemary Zampardi, Betty Watson, Mary Mahoroy, Janet Boxall, Grace Hinds, Anne Phillips, Marion A. Jacks, Joseph A. Poderis, William Pfeiffer, Grant Smith, Alex Magnitsky, James Williams, Charles Rostiser, Willard Jones, Malcolm Gifford, Frank Huson, Richard Haas, Eve Emerson, Isabelle Diamond, Paul Countryman, Bernard Maloy, Teddy Kaminski, Francis J. Quinlan, Thomas J. Martin, Jack J. Boak, Dr. Rudolf Leja, Dolores Powell, Katherine Truax, Leota Williams, Jessie Lewis, Elsie Casler, Florence Mancini, Gertrude Wiggins, Florence Drumm, Helen Gifford, Barbara Hobbe, Lucinda Smithling, Joyce K. Erwin, Beverly Thomas,

Marcy C. Donley, Marjorie C. Ross, Viola Neimitz.

Also Esther Hughes, Laura Allwood, Helen Merithew, Rose Marie Dolan, Marion Majka, Dolores Gwara, Anne Bronson, Nellie Fleming, Angela Carosi, Bernice Daniels, Anne M. Quinlan, Mildred Fletcher, Mary P. Penner, Shirley Keyes, Ruth McCulley, Velma Merritt, Humphrey Jones, Gabriel Faraldo, Grace Branagan, Olive Wright, Sarah Dohr, Irene Bailey, Anna Brady, Ruth Morgan, Clara Quinn, Esther Kittredge, Elva Jones, Howard Allen, Mary Bender, Irene Nichols, Doris Griffith, Capitola Allen, Evelyn Humiston, Josephine Parr, Thelma Hendricks, Alice Castle, Elmer Guild, Marjorie Dominy, Aurora McNally, Rose Countryman, Henry Cuchariale, Dr. George L. Warner, Louise Cox, Mary McGrail, Helen M. Jordan, Monica White, Edward J. Knamm, Arthur Carey, Edward Roth, Sterling Cross, Carl M. Blue Sr., Lula Wise, Winston Davis, Dr. Bernard Pitt, John Hoover, Arthur Peek, Ernest Manly, Beverly Windecker, Mary D. Buck, Silas Kent, Griffith Hughes, Alice Smart, John Dominy, Doris Pisaneschi.

Additional blood donors were Mrs. Kathleen Watson, Mrs. Mary Crill, Della Steifvater, Frank Filler, Fannie Abacid, Helen Joseph, Ray Ciculli, Henry Humphrey, Edna Golden, Elwin Geary, Kenneth Taylor, Louis Coher, Victoria Smolinsky, Albert Asmer, Mary Hoover, Gordon Bridge, Donald Walsh, Robert Brown, William C. Knight, Homer Paquette, Charles Powers, Vernon Moon, Frank Cook, O. Paul Rhodes, Eugene Skorowski, Albertina Villnave, Leonard Jackson, Thelma Balch, Noreen Ketchum, Ella Hughes, Felix Gwara, Marie Pulizzi, Lillian Coe, Shirley Klossner, Dolores Brouillette, Dr. Donald S. Graves, Tracy Merithew, Ronald Means, Roy A. Jones, Willard Balch, John Lesniak, Joseph Mezza, Edward West, Peter Gruber, Stark Mallory, Howard Clute, Daniel Hayes, Albert Cassaw, Harold Dempsey, Helen Dann, Francis Donahue, and Frank Costello.

Craig Colony

LAWRENCE ANDREWS, former president, Craig Colony chapter, CSEA, died recently following a long illness. Two days previously, Harry McGraw died. Mr. McGraw was well known in musical circles. Their fellow-employees will sadly miss these two men.

Dr. Henry Brill has spent a month's vacation following his

Eligibles

STATE PROMOTION
SR. PHARMACY INSPECTOR (Prom.), Education Dept. (exclusive of Schools and State University)

1. Armas, John A., NYC, 83,130

SR. INVESTIGATOR (Prom.), Education Dept., (exclusive of Schools and State University)

1. Pockraas, A. H., Hempstead, 92,430
2. Myers, E. H., Stamford, 88,200
3. McCullough, J., NYC., 86,500
4. Guido, T. J., Bklyn., 84,930
5. Desposito, Alfred, Bklyn., 83,130
6. Milano, T. V., Jackson Ht., 82,530

resignation as director of Craig Colony. He becomes Assistant Commissioner of the Department of Mental Hygiene. Dr. Charles Greenberg of Harlem Valley State Hospital has been appointed director.

Plans are well under way for the annual Craig Colony employ-

ees' annual picnic, to be held at Long Point at Conesus Lake. This is another chapter activity. The picnic will be held August 21 at 6:30 p.m., with a charge of 50 cents for each adult, children 16 years old or under, free. The chapter asks guests to bring their own silverware.

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The New York Naval Shipyard, Naval Base, Brooklyn, is seeking semi-skilled and skilled workers for positions at the naval base and at other naval installations in the five boroughs of NYC.

Appointment will be made to the positions of engineman (hoisting and portable), fireman, gardener, laborer track, sailmaker, toolroom mechanic and welder electric.

Starting salaries range from

\$11.12 to \$14.40 a day. Minimum experience requirements are as follows:

- Engineman (hoisting and portable), six months
- Fireman, one year
- Gardener, one year
- Laborer track, six months
- Sailmaker, four years
- Toolroom mechanic, two years
- Welder (electric), six months

No Written Test

There will be no written exam although a performance test may be required.

Helper boilermaker, helper sheetmetal worker, and helper shipfitter are also being sought by the shipyard. Entrance pay is \$11.36 to \$12.80 a day. Six months' experience as an apprentice or a helper in the trade applied for is required.

Apply to the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.

U.S. Exams Now Open

333. MEDICAL RECORD LIBRARIAN, Grades GS-5 to GS-12, \$3,410 to \$7,040. Requirements for GS-5: either (a) college graduate with 24 semester hours of organized theoretical courses in the medical record library science curriculum combined with practice training; or (b) one year of study in medical record library science, and either (1) three years of college education, or (2) three years'

experience in medical record library work; or (c) four years' experience in medical record library work; or (c) any equivalent combination of (a), (b), and (c) above. Additional experience requirements apply to higher grades. File forms 57 and 5001-ABC with Executive Secretary, Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C. (No closing date).

258. INTELLIGENCE RESEARCH SPECIALIST, Grades 7, 9, 11, and 12, \$3,825 to \$6,400 a year. Requirements for GS-7: Knowledge of a foreign country or area; and either (a) bachelor's degree with specialization in one of the following fields: International relations and international law, political science, economics, history, sociology, or social or cultural anthropology; and one year of graduate study in such field; or (b) five years' experience in one of the above fields, or research in the field of intelligence; or (c) any equivalent combination of (a) and (b). Additional educational and/or experience requirements for higher grades. File forms 57 and 5001-ABC with U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

258. MILITARY INTELLIGENCE RESEARCH SPECIALIST, Grades 7, 9, 11, and 12, \$3,825 to \$6,400 a year. Requirements for GS-7: Knowledge of a foreign country or area, and either (a) bachelor's degree with specialization in one or more of the following fields: Military science, mathematics, physics, engineering, chemistry, biology, bacteriology, geology, geography, statistics, international relations and international law, political science, economics, history, sociology, social or cultural anthropology, or foreign languages; and one year of graduate study in one or more of the above fields; or (b) five years' experience in one or more of the above fields, or in military intelligence research; or (c) any equivalent combination of (a) and (b). Additional educational and experience requirements for higher grades. File forms 57 and 5001-ABC with U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

258. FOREIGN AFFAIRS OFFICER, Grades 7, 9, 11, and 12, \$3,825 to \$6,400 a year. Requirements for GS-7: Knowledge of a foreign country or area; and either (a) bachelor's degree with specialization in one or more of the social sciences including international law and international relations, political science, economics, history, sociology, geography, social or cultural anthropology, law, or statistics; or in the humanities; and one year of graduate study with specialization in one or more of the above fields; or (b) five years' experience in one or more of the above fields; or (c) any equivalent combination of (a) and (b). Additional educational and experience requirements for higher grades. File forms 57 and 5001-ABC with U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

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 Yes No
Please send..... Auto insurance rate inquiry cards for my associates

Auto Enginemen Send Pay Plea to Board

The group of 500 auto enginemen who have lost their court action to gain inclusion under Section 220 of the State Labor Law will appeal to members of the Board of Estimate on moral grounds for "equitable" salaries, according to the Civil Service Forum.

Attorney Leopold V. Rossi, explained the decision of the Court of Appeals. Timothy F. Dinan presided at the meeting, and various other speakers felt that the Board would not disregard the pleas of the chauffeurs.

Six Correction Officer Jobs Being Filled

Six correction officer jobs at New Hampton will be filled by certification from the 1949 NYC Bridge-Tunnel-Transit eligible list.

Police and Firemen Protest Bonus Rule's \$30 'Bite'

The NYC Patrolmen's Benevolent Association and the Uniformed Firemen's Association are joined in protest against a ruling of the Budget Bureau that withholds about \$30 a year from patrolmen and firemen who are advanced in grade during the fiscal year.

The budget office has ruled

that the cost-of-living bonus will remain constant, based on the grade at the fiscal year's start, though a fireman or patrolman is upgraded during the period from July 1, 1952 to June 30, 1953. The uniformed groups contend that the bonus should be recomputed on the pay of the higher grade. The uniformed forces have discussed possible legal action.

NYC Award Plan Starts Aug. 13

After August 13, NYC employees' ideas will be worth money, says John Reed Kilpatrick, chairman of the NYC Suggestion Award Plan. On that day the awaited reward setup for municipal workers will go into effect after a meeting of department heads at City Hall.

Forms to be used by employees in submitting their ideas, manuals of procedure and other equipment to carry out the \$10,000 suggestion-pay program will be distributed at that meeting, according to William Rocker of the Civil Service Commission, executive director of the suggestion board.

U.S. Uses TV To Recruit

Three one-minute TV commercials to spur applicants for Federal jobs have been prepared for the U. S. Civil Service Commission and offered to 108 TV stations in the country.

The films show typical U. S. employee activity to combat misconceptions about government employment.

U. S. PROSECUTOR STAFF IN KINGS JOINS HP

Employees of the U. S. Attorney's Office, Eastern District, have enrolled with the Health Insurance Plan, Dr. George Baehr, HIP's president and medical director, announces.

Start your preparation now for
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Another Sensational Special for Readers of The Leader

AT LAST! SCIENCE SHOWS YOU HOW TO...

Stop Headlight Glare! Actually See After Dark!

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

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

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

These Accidents Can Be Avoided

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

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

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

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

This Is How Night Driving Should Be

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

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

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

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

Proven By Over 70,000 Drivers

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

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

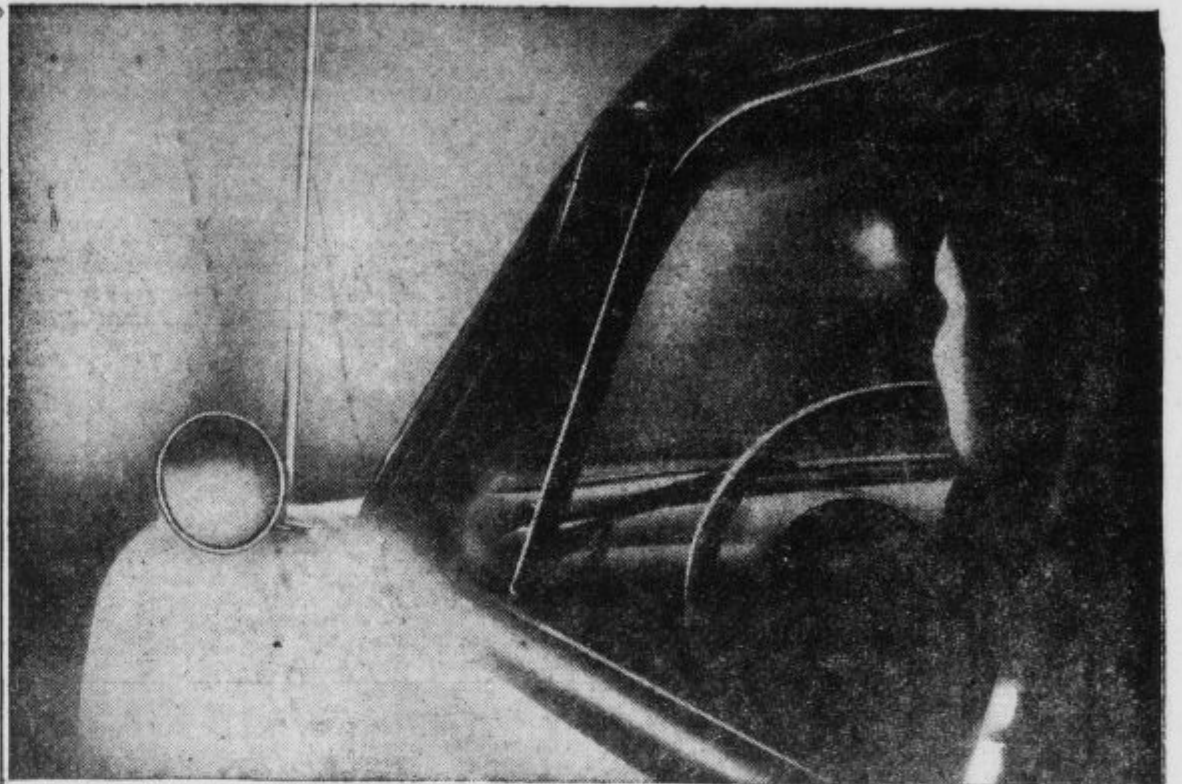
DO CHILDREN RIDE IN YOUR CAR?
"I drive my little girl home from a country school during the twilight hours. I was always afraid—either of the blinding lights from the other cars at that hour—or of hitting one of the other little girls in the street. Now, thank God, I know I can see them. I wouldn't take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

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

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

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

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



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

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

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

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

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

Mr. Car Owner Study These Pictures See If You Can Spot the HIDDEN ACCIDENT in Each of Them... Before It Could Happen to You!

<p>WHAT YOU SEE WITHOUT PROTECTION FOR YOUR EYES</p> <p>Glaring headlights completely blind you... set you up for an accident.</p>	<p>WHAT YOU WOULD SEE WITH RAYEX NIGHT GLASSES</p> <p>RAYEX eliminates blinding glare... you see lights only as pale amber discs.</p>
<p>Can you see the pedestrian stepping out of the grey shadows of this dark street?</p>	<p>RAYEX cuts out grey shadows... makes black objects stand out sharper, clearer.</p>
<p>For... snow... sleet... all hide incoming cars... till they're right on top of you.</p>	<p>With RAYEX you see through fog, glare with almost perfect daylight vision.</p>

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

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

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AUGUST 12, 1952

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By special arrangement with the manufacturer, the Civil Service LEADER can now make available to its readers a set of Rayex Glasses for the approximately-wholesale price of \$2.00 a pair. If you are not a subscriber, your remittance must be accompanied by two coupons, each from a different issue of The LEADER. If you are already a subscriber, just enclose your name-and-address sticker from your copy of any issue of The LEADER. (If you want to become a subscriber, look for the coupon on page 16.) These Rayex Glasses have recently been advertised at a substantially higher price. Act today! Send the guarantee coupon now!

Calls by NYC for Job Interview

The names of persons on the following NYC eligible lists have been submitted to NYC departments for possible appointment. More names are submitted, as a rule, than there are job vacancies, so not all certified are called to job interviews. The title of the position, the number of the last eligible certified, and the department or departments to which certified, are given. "Y" means that the investigation of the eligible has not been completed. "V" means non-disabled veteran and "D", disabled veteran.

- OPEN-COMPETITIVE**
 Assistant bacteriologist, Hospitals; 14.
 Chemist (biochemistry), Health; 3Y.
 Chief marine engineer (Diesel) appropriate, Sanitation; 12.
 Clerk, grade 2, Housing and Building; 8924.
 Clerk, grade 2, Sanitation, Purchase, Transportation, Civil Service Commission; 9814.
 Clerk, grade 2, Fire Department; 8995.
 Clerk, grade 2, Hospitals; 9315.
 Clerk, grade 2, City Magistrates' Courts; 8882.
 Correction officer (women), City Sheriff; 77 Y.
 Correction officer (women), Correction; 75 Y.
 Dental hygienist, Hospitals; 35 (list of February 13); 24 (list of June 10).
 Dietitian, Correction; 28.
 Interpreter (Spanish and Italian), Domestic Relations Court, City Magistrates' Courts; 5 Y.
 Junior assessor, Tax Department; 50 Y.
 Laboratory assistant (chemistry) revised, Public Works; 172.
 Machinist's helper (revised), Sanitation; 170.
 Office appliance operator, grade 2, Finance, Education; 82.
 Patrolman, appropriate, Hospitals; 3925.
 Roentgenologist, grade 4, revised, Hospitals; V 32.
 Social investigator, grade 1, Welfare; 2754.
 Technician (X-ray), 3rd filing period, 1st group, Sanitation; 10 Y.
 Telephone operator, grade 1 (rotating shifts), Hospitals; 345 Y.

- Telephone operator, grade 1, Transportation; 345 Y.
 Telephone operator, grade 1 (men), revised, Sanitation; 15.
 Title examiner, grade 2, appropriate, Finance; V 6.
 Transit patrolman, bridge and tunnel officer, correction officer (men), Correction; V 418 Y.
PROMOTION
 Air brake maintainer, NYCTS; V 18.
 Civil engineer, architectural and engineering unit, Board of Higher Education; 1.
 Foreman, revised, Sanitation; 110.
 Foreman of electricians, Sanitation; V 3.

- Foreman of mechanics (motor vehicles), Sanitation; 24.
SPECIAL PROMOTION
 Clerk, grade 4, NYC Housing Authority; 1.

- SPECIAL MILITARY**
 Cleaner (men) appropriate, Health; VPC 404 Y.
 Clerk, grade 2, City Magistrates' Courts, Hospitals, Fire Department, Sanitation, Purchase, Transportation, Housing and Buildings; V 2650 Y.
 Laborer, Parks, Sanitation; 1629 Y.
 Laborer, Finance, Bronx Borough President; 1844.
 Machinist's helper (revised), Sanitation; 33.
 Maintainer's helper, group A, Transportation; VPC 96.
 Social investigator, grade 1, Welfare; 1781.
 Transit patrolman, bridge and tunnel officer, correction officer (men), Correction; V 344.

- PREFERRED LIST**
 Title examiner, grade 2, appropriate, Finance.
LABOR CLASS
 Cleaner (men) appropriate, Health; 3225 (list of December 5, 1950); 94 Y (list of July 25).
 Cleaner (women), Queens College; 6 Y.
 Cleaner (women), Public Works; 33 Y.
 Cleaner (women), Hunter College; 11 Y.
 Laborer, Finance; 3096.
 Laborer, Sanitation; 3517.
 Laborer, Bronx Borough President; 3337.
 Laborer, Parks; 3549.
 Laborer (outside city), Delaware County, appropriate; 6.
 Laborer (outside city), Ulster County, appropriate; 14.
 Laundry worker (women), Hospitals; 232 Y.

Key Answers

BUS MAINTAINER
 Tentative key answers for the special military exam No. 2 for promotion to bus maintainer, group B, NYCTS, held August 1, have been established by the NYC Civil Service Commission.
 Candidates have until August 22 to submit protests in writing, with the evidence upon which such protests are based.
 The answers are:
 1. B; 2. B; 3. D; 4. C; 5. D; 6. C;
 7. A; 8. A; 9. D; 10. B; 11. C;
 12. A; 13. C; 14. A; 15. C; 16. D;
 17. C; 18. A; 19. C; 20. B; 21. A;
 22. B; 23. B; 24. A; 25. D; 26. D;
 27. C; 28. D; 29. D; 30. D; 31. B;
 32. D; 33. A; 34. C; 35. A; 36. A;
 37. C; 38. C; 39. D; 40. A; 41. F;
 42. E; 43. A; 44. C; 45. B; 46. D;
 47. B; 48. A; 49. A; 50. C; 51. A;
 52. B; 53. C; 54. C; 55. B; 56. D;
 57. C; 58. D; 59. D; 60. B; 61. C;
 62. D; 63. A; 64. B; 65. C; 66. A;
 67. A; 68. D; 69. D; 70. B; 71. D;
 72. A; 73. C; 74. B; 75. D; 76. D;
 77. B; 78. C; 79. B; 80. B.

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.

Employee Memo On Westchester Pay

(Continued from page 5)

average survey minimum, which is shown as being nearly as low as Westchester County, worked out this way because of the depressing effect of the hospital group already mentioned. It should be recognized also, that in business, advancement through these minimum or entrance grades is on the average about 4 times as fast as within the County service so that in one year's time an employee in Business may have passed entirely through the entrance grade.

Other Instances Cited

The recent Barrington study for the Board of Education, City of White Plains, recommended a minimum for that jurisdiction of \$2,400.

The study conducted by Cresap, McCormack & Pagett for the City of White Plains resulted in a recommended minimum of \$2,300.

Exhibit 5 dated January 1, 1952, of the report of Cresap, McCormack & Pagett, shows that the lowest Area Rate for the titles they surveyed was \$2,482 for elevator operator. Next lowest was junior typist, \$2,496.

The State of New York found it necessary to adjust minimum hiring salary for stenographers in Nassau and Westchester Counties and the immediate Metropolitan Area to the amount of \$2,504.

The Federal Government in the Albany area is recruiting stenographers at \$2,750.

The minimum pay scale for clerical employees, generally, in the Federal Government is \$2,500. This is the lowest GS grade in the Federal service.

The City of New Rochelle is hiring junior clerks at \$2,720.

While exact figures are not available on the new wage increase for New York City employees, it is understood that the new hiring minimum in the clerical series will be \$2,498 (Typist, Grade 2).

In May of this year the New York State Department of Labor in its fifteenth Annual Cost of Living survey found that a working woman in New York State—living as a member of a family unit—needs an income of \$45 a week or \$2,340 a year to maintain herself adequately.

(Continued Next Week)

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Drives for Raises Get Early Start

Resolutions for pay raises to keep the salaries of Federal employees in line with the new boost for steel workers and with the increases being granted to "per diem" skilled tradesmen in government service will play a big part on the agendas of public employee organizations' conventions next month.

Most nation-wide public employee groups hold their annual convales in September, and this year they will be loaded with statistics to prove the need and the justice of an increase to the 1,500,000 classified and postal employees.

The increases granted to steel workers came to 16 cents an hour with an additional 5.1 cents an hour valuation of welfare and other "fringe" benefits. The surveys now being conducted by wage boards on per diem wage rates are expected to follow closely the steel formula, as per diem workers in Federal service are entitled by law to the wage rate prevailing in private industry. Representatives of the classified and mail groups were quick to point out the inequity of denying another raise to the other two-thirds of the government payroll, while 700,000 will probably get a good increase.

Back Pay Suits
While the organizations are planning their drive for increases, a series of four law suits in the

U.S. Court of Claims will determine whether 250,000 per diem workers of the U. S. government will receive full back pay for working on holidays during the war. The workers received time-and-a-half for their holiday work, but contend that they are entitled to the premium rate of double time-and-a-half. Comptroller General Lindsley Warren recently approved payment of the premium rate to Printing Office workers who had a written agreement with the Public Printer.

Other craft workers contend they, too, are entitled to the premium payment.

Index Tieup Proposed
It is expected that bills will be introduced in Congress next session providing that classified and postal salaries be geared to the cost-of-living index. Representative Katherine St. George (N.Y.) has indicated that she will reintroduce her bill to provide this tieup, and expects strong support from other legislators. Several public bodies now have such escalator pay plans in effect.

With the index at an all-time high of 189.6, many government workers say that they would benefit greatly under such a salary schedule.

Postal Groups Ask \$600
Postal organizations who say that their pay rates have always lagged behind those of other Federal workers are expected to unite on a plea for an additional straight \$600 increase.

NYC Workers Seek More
NYC workers have ammunition in their more-pay drive with the recently-released Mayor's reports to the Committee on Management Survey. The reports indicated both that municipal salaries were low and that general reclassification of NYC salaries and titles was long overdue.

Other Industry Boosts Due
Other large industries generally base their wage settlements on the steel formula and it is expected that negotiations between unions and managements in the next few weeks will provide more evidence that private industry is going far past government in adjusting wage scales to living costs.

HAVE YOU READ PAGE 11?
For homes and properties, be sure to see the best buys on page 11.

177 NYC Lists Established In Six Months

The NYC Civil Service Commission reports that business has been good during the first six months of 1952. Since January, 177 eligible lists were established, of which 97 were competitive, 77 promotion and three in the Labor Class.

Attendant with 2,697 names was the largest list. Several lists had only one name. Towerman, transit system, headed the promotion lists in size, with 463 eligibles.

Union Aims for Immediate NYC 40-Hour Week

Two-fold demands were made by District Council 37, American Federation of State, County and Municipal Employees, AFL, at a recent meeting.

The group called for immediate institution of a five-day, 40-hour week for all NYC employees, and freezing of the bonus as part of base pay.

Jerry Wurf, general representative of the union, declared that with the large amounts of money now available to the City, the municipal employees will not accept the gradual adoption of a five-day week.

NYC Busy with Medical Tests

NYC Civil Service Commission doctors will have a busy day on Wednesday, August 20, when they examine 277 candidates for municipal posts.

Notices to appear have been sent to candidates on the junior electrical engineer, interpreter, inspector of demolition, grade 4, and public health nurse lists.

Any candidates on these tests who have not received their failure notices or notices to appear for the medical should check with the Commission immediately, at 299 Broadway, New York 7, N. Y.

Paul M. Brennan heads the medical-physical bureau.

Election Contest and Raise Plea To Mark Postal Convention

ST. PAUL, Minn. Aug. 11—An election contest, and a strong resolution for increased pay, are expected to mark the national convention of the AFL postal unions.

Lee E. George, formerly of Chicago, who has been president of the National Federation of Post Office Clerks for 30 years, is to be opposed for re-election by John W. MacKay, president of the Los Angeles local. Mr. MacKay was recently discharged from the Marine Corps. He served in Korea. He is expected to have the backing of the NYC local, the largest one in the clerks' union.

The carriers' president, William C. Doherty, is expected to be nominated for re-election without opposition.

NYC Delegation
The NYC clerk delegation will consist of President Patrick J.

Fitzgerald, Vice Presidents Morris Billey, Nathan Weisburd and Bernard Schwartz, Secretary Frank A. Griffe, Treasurer William Ellenberg, and Henry Berman, David Edelson, Sidney Gross and Joseph Ecker.

Will Seek \$600 Raise
Both clerks and carriers appear agreed that the resolution on pay should call for at least an additional \$600 increase, especially because of the continuing rise in the cost of living. The 1951 increase was about \$450.

Taking the Post Office out of politics, and keeping it out, will be the subject of another resolution, in which a merit system of promotions will be recommended. Now, it is charged, promotions are largely the result of personal or political influence.

7 Transit Promotion Tests on Way

Seven promotion exams for the NYC Transit System will be opened in September and October, and will probably be the only remaining transit promotion tests held this year. The list for motorman has already been established.

September will see the call for assistant foreman (structures, group C), assistant train dispatcher and conductor.

In October assistant foreman (track), foreman (lighting), foreman (structures, group D), and foreman (structures, group C) will be held.

8 NYC Lists Due This Week; 7 Are Promotion

Eight eligible lists with 915 names will be published by the Municipal Civil Service Commission this week if mechanical tasks in connection with the lists are completed in time for the Commission's Tuesday meeting.

The only open-competitive list on the schedule is fire drill expert, with five names. Promotion lists in work are: car maintainer, Group F; bus maintainer, group A; bus maintainer, group B; ventilation and drainage maintainer, bridge operator, Public Works; senior dietitian, Hospitals; assistant civil engineer, all departments.

The Federal Employee

THE OFFICE of Price Stabilization has abolished its NYC district offices and four other district offices in New York and New Jersey, because of 60 per cent budget cuts. Of the 1,004 employees, 434 will remain. The NYC office will be merged with the regional office. District offices in Buffalo, Rochester and Albany will become branch offices. Syracuse, N. Y. and Newark, N. J. will have the only district offices in those States.

PER DIEM employees may not be given heat leave at the Government's expense, Comptroller General Lindsey Warren has ruled. Some have been receiving it in Washington, and there's a problem what will be done about such money already paid out. Office workers receive heat leave at Government expense, at least in Washington, D. C. formally, and in some other locations informally. The White House is opposed to granting the concession to one group while being unable to grant it to the other, hence all heat leave is likely to wind up as being at the expense of employees who take it.

SEVERANCE PAY for U. S. employees now seems a more likely prospect than ever. The White House is said to be behind it, provided the maximum is pay for 75 days, and applies only to those who have at least 90 days' continuous Federal service. Two bills would give employees a day's pay for each month of service.

Hearings will begin next month before the Senate Post Office and Civil Service Committee, of which Olin D. Johnston (D., N. C.), is chairman. The Thomas amendment that eliminated an accumulation of annual leave gives a strong basis for some legislation to restore a "cushion" to rified U. S. workers.

THE NATIONAL Civil Service League has caused quite a stir in the U. S. Civil Service Commission by raising doubts that a patronage-ridden agency like the Bureau of Internal Revenue would be likely source from which to obtain persons for the top jobs created under the new law. (The characterization is the League's.) More than half of the newly created posts are being filled by non-competitive promotion, but the Commission is proud of the record, talent and standing of those thus promoted, including the filling of the NYC jobs, and resents the inference that high-class incumbents do not exist in sufficient numbers in the Bureau to warrant the present practice. James R. Watson, League executive director, wrote Chairman Robert Rampack's Commission, asking that open-competitive exams be held throughout. Some were being held; Mr. Watson wants all the jobs filled that way.

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

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Requirements and Rules For Postal Clerk-Carrier Test Are Nearly Completed

WASHINGTON, Aug. 11 — A draft of the clerk-carrier exam requirements is being completed by the U. S. Civil Service Commission. Regional directors' views were asked and the draft will embody some of their suggestions.

The nature of the test is also being decided.

The test will be of the short type. Present temporary employees will be entitled to compete, as an opportunity to gain permanency, as well as the general public.

The exam announcement, containing the requirements, will be uniform throughout the country. Some few regions have held such a test. Others, like the Second Region (New York and New Jersey) soon will do so. The future tests will be more formal.

No Pushover

Any idea that the exam will be made so easy that it would practically amount to covering in present temporaries was pooh-poohed by a Commission spokesman. The test will be reasonably difficult, it was intimated, even though some candidates probably could get a higher score than if the regular four-hour test were given. This, it was explained, would arise from the different nature of the tests, not because one type is necessarily easier, in general, than the other.

The type difference was not explained, but it is believed that the short test will probe more particularly for innate intelligence, rather than for reaction to symbols and ideas. The reaction type

test is more difficult for older candidates because their response to intellectual impulse is slower, even though their intelligence may be higher.

Unions Take a Hand

Employee organizations, interested in protecting the welfare of their members, have been sending protests and suggestions to the Commission regarding the rules the Commission is about to issue. It remains almost certain that the eligibles on 1949 and later clerk-carrier lists will be consolidated, in the respective post offices, with the eligibles produced by the new test. Thus all prior lists will die and there will be only one list for each post office.

Disabled veterans would be entitled to first appointments to permanent jobs, as they go to the head of the new list, as they are to any prior clerk-carrier list on which their names appear.

The disabled veteran advantage, it is expected, will be of small effect, if any, if the local list is small, but if the list is large, non-veterans would find disabled veterans considerably slowing down possibility of permanent appointment of non-veterans particularly.

Post Office to Co-Operate

In explaining that the present temporaries by no means would be blanketed in, the Commission cited the executive order issued by President Truman. This provides that the eligible must have been within reach for appointment during his career, and not off the payroll for 90 days. Seniority would be established as of August 17, 1952.

The Commission and its regional offices are facing a huge task of determining which eligibles were within reach at some time during their career. In this work the Post Office Department itself will lend a hand.

The question has not been finally decided whether those who passed a previous clerk-carrier exam, 1949 or subsequently, and who get a higher rating in the new test, should become entitled to the higher rating. This is one of the advantages that the unions want present temporaries, who are on a list, to enjoy. The Commission concedes that it is not quite the case of an aspirant for permanency being given two opportunities, where those who did not take the previous exam had only one fling at the brass ring of permanency.

Limited Application

The higher score in the new exam could not be used for determining whether or not an eligible

could have been reached for possible appointment in the past. The controlling factor is the score as it existed at the time that the appointment certificates were issued by the Commission. Hence a present eligible's higher score in the new test would operate only against those members of the general public who were competing, as distinguished from present temporaries.

It is possible that the Commission therefore will allow temporaries who are on an acceptable list to compete, if they earn a higher score this time, to get a higher place on the list for future permanent appointments. Such eligibles would be denied retroactive benefit of the higher score, which score would not determine whether they could have been permanently appointed previously, had the law then permitted. As it is, the new law allows permanent appointments up to the number that existed in September, 1950.

What 'Within Reach' Means

Being "within reach" means that the eligible was close enough to the top of the list of names sent to the postmaster to get a permanent appointment. The veteran preference law figures in this determination, too, since no non-veteran could have been legally appointed had there been a veteran who had an equal score, and who was willing and ready to accept. This is another factor that complicates the determination of who were legally within reach for possible permanent appointment during their career.

NYC Fireman Exam Reopens Sept. 9 to 20; Written Test Oct. 25

There will be another opportunity for men to apply in the NYC fireman exam in September. Samuel H. Galston, director of examinations for the NYC Civil Service Commission, announced application dates: September 9 to 20.

In addition, any men who were in military service between June 10 and 25, 1952 may file for the test any time until October 1.

The written exam has been scheduled for October 25, and candidates will receive notices by mail where to appear for the test. There will be no change in the date of the written test.

Starting salaries are \$3,650, increasing to \$4,650.

Men between 20 and 29 on the date of filing applications are eligible, and veterans may subtract the time spent in service from their actual age.

Filled-out applications must be filed in person at the office of the Municipal Civil Service Commission, 96 Duane Street, between 9 A.M. and 4 P.M. on days when the filing period is open.

There are no formal educational requirements. Candidates will be required to take written, medical and physical tests.

At the time of applying, candidates are advised to obtain a copy of the medical requirements and make certain that they meet these. Minimum height is 5 feet, 6 1/2 inches.

Sanitation Protest March Goes on as Masks Come Off

A group of black-hooded men parading around the NYC Sanitation Department dock on 21st Street, didn't mean that the KKK was against street cleaning.

The hooded men were pickets of Local 831, AFL Sanitationmen's Association, and spokesmen explain that the hoods were worn to "prevent reprisals." Police informed the hooded men that wearing disguises without a permit was against the law, and off came the hoods. Sanitationmen are trying for an eight-hour day

and a 40-hour week now.

Meanwhile the Correction Officers Benevolent Association said that being peace officers, they couldn't strike, but that they were 100 per cent behind the white-wings in the 40-hour week drive.

Mayor Vincent R. Impellitteri has announced that on October 1, 55,000 police, fire, sanitation and other long-hour workers will go on a 44-hour week, and cited lack of funds as making it impossible to put all employees on a 40-hour week now.

Quick Hospital Jobs for Those Who Get on Clerk List NYC Will Receive Applications in October

Applications will be received in October for an exam to fill 350 clerk jobs in the NYC Department of Hospitals. The list will not be used for filling any clerk or other jobs in other departments. However, when the citywide clerk exam opens later, candidates may compete in that, even though they are also seeking the hospital jobs.

A separate application would have to be made. The citywide test may open early next year.

The hospital clerk pay is the same as that for clerk, grade 2, jobs at start, \$2,110. In the second year the pay is \$2,355, and in the third, \$2,600, or \$50 a week.

No Experience Needed

Samuel H. Galston, director of examinations, said that the hospital exam was given precedence over the regular clerk test because of the urgent need of filling clerk jobs in the Department of Hospitals. Also, Mr. Galston added, the exam offers an excellent opportunity to those beyond the age limit of private industry, which for men is 40 and for women even less. The City limits are 18 and 70.

There will be no educational or experience requirements.

The Commission will make the written test as easy as is consistent with hiring acceptable workers. There were some difficult questions in NYC clerk exams in the past, but it is not expected there will be any in the exam for filling the jobs in hospitals.

Large Response Expected

The Commission expects that women, particularly those in their forties or over, will be especially attracted to the exam, although it will be open to both men and women.

The exam will be the largest one to be newly added to the 1952 list, Mr. Galston expected. The written test may be held as early as December, so the likelihood of quick hiring is strong.

The application fee for the clerk (hospitals only) exam will be \$2.

Wurf Continues Pay Raise Drives

Inclusion of NYC auto engineers under Section 220 of the State Labor Law, which would grant them prevailing rate status, has been announced as one of the current goals of the American Federation of State, County and Municipal Workers, AFL.

General Representative Jerry Wurf of AFSCME also announced that the union group is working on the processing of claims of City laborers for back pay and current increases.

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Three Promoted Downward Sue Transportation Board

Three employees of the Board of Transportation, who formerly held titles in the Transportation Service, and passed promotion test to cashier, which is now in the Clerical Service, have brought an action in the Supreme Court, New York County, to get back into the Transportation Service, and have their salaries raised.

Joseph Dugan and John F. Kenny were railroad clerks and William R. Kahn was a station agent. Through their attorneys,

Zelman & Zelman, the three say that the Board and the Civil Service Commission acted illegally in giving them salaries in their promotion jobs less than what they got in the jobs from which they were promoted, and complain of the loss of other benefits. The three add that they perform the same duties as surface line dispatchers who act as receipt dispatchers, hence are entitled to dispatcher pay.

Another grievance is that they have accumulated 300 hours of overtime for which they've not been compensated. They want comparable time off or the money.

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Complete List of State Exams

Open-Competitive

6138. ASSISTANT ENGINEER, \$4,964 to \$6,088. Vacancies, 31 in Albany, Syracuse, Buffalo, Hornell, Poughkeepsie, Binghamton, and Babylon in Public Works, Commerce and Conservation. Requirements: (1) high school graduation or an equivalency diploma; (2) two years' field experience in civil engineering; (3) either (a) a bachelor's degree in civil engineering plus one more year of the above experience, or (b) eight years of engineering experience plus one year of the above experience or (c) five years of the above experience, or (d) an equivalent combination of such training and experience. Fee \$4. (Friday, September 19)

6139. JUNIOR CIVIL ENGINEER, \$4,053 to \$4,889. Vacancies, 166 in Public Works in Albany, Babylon, Binghamton, Buffalo, Hornell, Poughkeepsie, Rochester and Watertown. Requirements: (1) high school graduation or an equivalency diploma; and (2) either (a) a bachelor's degree in civil engineering plus a year of experience in civil engineering or a master's degree in civil engineering or (b) eight years of engineering experience plus one year of civil engineering experience, or (c) five years of civil engineering experience, or (d) an equivalent combination of such training and experience. Fee \$3. Open to all qualified citizens of the U. S. (Friday, September 19)

6140. SENIOR ENGINEERING AIDE, \$3,411 to \$4,212. Vacancies, 132 in Public Works at Albany, Syracuse, Rochester, Poughkeepsie, Binghamton and Babylon and one in Tax and Finance, Albany. Requirements: (1) high school graduation or an equivalency diploma; and (2) either (a) four years of civil engineering experience, or (b) a bachelor's degree in engineering, or (c) an equivalent combination of such training and experience. Open to all qualified citizens of the U. S. Fee \$2. (Friday, September 19)

6141. JUNIOR ENGINEERING AIDE, \$2,451 to \$3,251. Vacancies, 152 in Public Works in Albany, Utica, Syracuse, Watertown, Binghamton, Rochester, Hornell, Buffalo, Poughkeepsie, and Babylon and one in Conservation at Genesee State Park. Requirements: (1) high school graduation or an

equivalency diploma; and (2) either (a) one year of experience in civil engineering or (b) completion of a year college course in civil engineering, or (c) an equivalent combination of such training and experience. Fee \$2. (Friday, September 19)

6144. HOME ECONOMIST, \$4,053 to \$4,889. One vacancy in Social Welfare, Albany. A second vacancy is expected. Requirements: either (a) a bachelor's degree in home economics and three years' experience in the field of home economics in a social agency, in extension work or in home economics teaching which includes home management and home project work; or (b) a master's degree in home economics with a field of special interest in family life, food and nutrition, home management and child development, or clothing and textiles and two years of the above experience; or (c) an equivalent combination of such training and experience.

6143. ASSOCIATE IN EDUCATION OF SPEECH HANDICAPPED, \$6,088 to \$7,421. Vacancies, one in Education, Albany. Requirements: (1) master's degree with specialization in the education of the speech handicapped; (2) three years' experience in the education of speech handicapped persons; and (3) either (a) two more years of experience in education, or (b) completion of all requirements for a doctoral degree in education, or (c) an equivalent combination of training and experience. Fee \$5. (Friday, September 12)

6142. ASSOCIATE IN HIGHER EDUCATION, \$6,088 to \$7,421. One vacancy in Education, Albany. Requirements: (1) completion of 30 graduate credit hours; (2) three years' experience in higher education; and (3) either (a) two more years of such experience, or (b) completion of all requirements for a doctoral degree, or (c) an equivalent combination of training and experience. Fee \$5. (Friday, September 12)

6150. SENIOR STORES CLERK, \$2,931 to \$3,731. Two vacancies in Oneonta and West Coxsackie. Requirements: two years of warehouse or storeroom work. Fee \$2. (Friday, September 12)

6151. LAUNDRY SUPERVISOR, \$2,931 to \$3,731. One vacancy at Letchworth Village, Thiells. Requirements: two years of commercial or institution laundry work including one year in supervisory capacity. Fee \$2. (Friday, September 12) Note: It is expected that a woman will be appointed to existing vacancy.

6152. BUSINESS CONSULTANT, \$4,814 to \$5,938. Nine vacancies in Albany, Buffalo, Syracuse, Rochester, and Washington, D. C. Requirements: high school graduation and six years of appropriate responsible business experience or satisfactory equivalent of appropriate college education and experience. Fee \$4. (Friday, September 12)

6153. SENIOR ACTUARIAL CLERK, \$2,931 to \$3,731. One vacancy in NYC. Requirements: one year of insurance work in actuarial computations or six college math credits or equivalent training and experience. Fee \$2. (Friday, September 12)

6154. VARI-TYPE OPERATOR, \$2,451 to \$3,251 (appointment may be at \$2,771). Eleven vacancies in NYC, Albany, and Buffalo. Requirements: training or experience in vari-type operation. Fee \$2. (Friday, September 12)

6150. PHYSICAL THERAPIST FOR FIELD SERVICES, \$3,300 to \$4,020. One vacancy in Westchester County. Requirements: license to practice physical therapy in New York or eligibility plus a bachelor's degree in physical education or a science, including instruction in physical therapy. Fee \$3. (Friday, September 12)

6145. CYTOLOGIST, \$4,053 to \$4,889. One vacancy at Roswell Park Memorial Institute, Buffalo. Requirements: college graduation with specialization in biological sciences and one year's training or experience in laboratory work in cytology or histology or equivalent of appropriate education and experience. Fee \$3. (Friday, September 12)

6146. X-RAY MACHINE OPERATOR, \$2,451 to \$3,251. One vacancy at Roswell Park Memorial Institute, Buffalo. Requirements: high school graduation with one year course in physics or six months' experience operating x-ray apparatus or satisfactory equivalent. Fee \$2. (Friday, September 12)

6147. SENIOR MAINTENANCE SUPERVISOR, \$4,359 to \$5,189. One vacancy in Rochester. Requirements: three years supervisory experience in building construction field. Fee \$3. (Friday, September 12)

6148. SENIOR MECHANICAL STORES CLERK, \$2,931 to \$3,731. One vacancy at State Medical Center, NYC. Requirements: high school education in manual trades and one year of mechanical stores experience or satisfactory equivalent. Fee \$2. (Friday, September 12)

6149. MECHANICAL STORES CLERK, \$2,180 to \$2,984. Nine vacancies in Manhattan State Hospital, Letchworth Village, Mt. McGregor, Albany, Syracuse, Rochester and Babylon. Requirements: manual trades education or equiv-

alent desirable. Fee \$2. (Friday, September 12)

6134. PRINCIPAL, SCHOOL OF NURSING, \$4,964 to \$6,088. One vacancy each at Gowanda and Harlem Valley State Hospitals. Requirements: (1) a bachelor's degree, 30 earned credit hours in nursing education; (2) five years of graduate nursing experience, including one year of teaching experience, one year in a supervisory or administrative capacity in an educational program in nursing, and one year of supervisory experience with mental patients. Fee \$4. (Friday, September 12)

6135. ASSISTANT PRINCIPAL, SCHOOL OF NURSING, \$4,053 to \$4,889. One vacancy each at Craig Colony and at Creedmoor and Harlem Valley State Hospitals. Requirements: (1) same as No. 6134; (2) three years of graduate nursing experience, including one year of teaching experience and one year in the care and treatment of mental patients. Fee \$3. (Friday, September 12)

6136. ASSISTANT DIRECTOR OF NURSING (PSYCHIATRIC), \$4,053 to \$4,889. One vacancy at Psychiatric Institute, NYC. Requirements: (1) 30 credit hours in nursing courses; (2) two years of graduate nursing experience as either a supervisor of psychiatric nurses or a teacher of psychiatric nursing; (3) either a B.S. in nursing or a satisfactory equivalent. Fee \$3. (Friday, September 12)

6137. INSTRUCTOR OF NURSING, \$3,571 to \$4,372. Forty-five vacancies in various State Mental Hygiene Institutions. Requirements: (1) same as No. 6136; (2) one year of graduate nursing or teaching experience including experience in teaching student nurses or in supervision; (3) either one more year of such experience or college graduation or satisfactory equivalent. Fee \$3. (Friday, September 12)

STATE Promotion

Salary is given at start and after five annual increments. The last day to apply appears at the end of each item.

5005. SENIOR CIVIL ENGINEER, (Prom.), Public Works, (reissued), \$6,088 to \$7,421. One vacancy at Syracuse. Requirements: Two years' experience as assistant civil engineer, or assistant civil engineer (group of classes), or assistant soils engineer; and State professional engineering license. Fee \$5. (Friday, August 22)

COUNTY AND VILLAGE Open-Competitive

6507. VILLAGE ENGINEER, Larchmont, Westchester County, \$7,500 to \$8,500. One vacancy. Requirements: (1) possession of, or eligibility for, a license to practice professional engineering in the State of New York; (2) high school graduation or an equivalency diploma; (3) eight years of engineering and designing experience, some of which must have been in the direction of major public work construction; and (4) either (a) a bachelor's degree in

engineering, or (b) four more years of experience, or (c) an equivalent combination of such training and experience. Fee \$5. Open to residents of N.Y., N.J. and Conn. (Friday, September 12)

6519. ASSISTANT DIRECTOR OF NURSING, PSYCHIATRY, Westchester County, \$4,200 to \$5,920. Requirements: (1) a bachelor's degree with major in nursing education and supervision; (2) either (a) five years of hospital nursing experience, of which three years must have been in a psychiatric hospital or in the psychiatric division (200 beds or more) of a general hospital and must have included responsibility for direction of patients' care and supervision of workers, or (b) a satisfactory equivalent of such training and experience which may have included the three years of psychiatric experience. One vacancy in Westchester County Department of Public Welfare. Fee \$3. (Friday, September 12)

The Nassau County Civil Service Commission has announced the following open competitive exams for legal residents of Nassau County. Apply to Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola, N. Y. Include a 3 1/2" x 9" or larger self-addressed envelope bearing six cents postage. The last day to apply is given in parenthesis.

312. DRAFTSMAN, GRADE 9, Public Works, Nassau County, \$2,970 to \$3,936 total. Requirements: Either (a) graduation from high school plus one year of civil engineering drafting experience; or (b) completion of one year of college course leading to bachelor's degree in civil engineering; or (c) equivalent combination of training and experience wherein candidate without high school may substitute an additional year of experience. Fee \$2. (Friday, August 29)

313. DRAFTSMAN, GRADE 12, Public Works, Nassau County, \$2,830 to \$3,796, plus \$550 additional compensation for 1952. Requirements: Either (a) graduation from high school plus three years of civil engineering drafting experience; or (b) completion of three years of college course leading to bachelor's degree in civil engineering; or (c) equivalent combination of training and experience. Fee \$2. (Friday, August 29)

314. DRAFTSMAN, GRADE 17, Public Works, Nassau County, \$3,420 to \$4,386, plus \$550 additional compensation for 1952. Requirements: Either (a) graduation from high school plus four years of civil engineering drafting experience; or (b) bachelor's degree in civil engineering; or (c) equivalent combination of training and experience. Fee \$3. (Friday, August 29)

INTERBORO INSTITUTE IS 64 YEARS OLD

Interboro Institute recently celebrated its sixty-fourth anniversary and the official opening of its new quarters at 24 West 74th Street, NYC.

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200 Jobs Open in Navy Yard; Ages, 18 Minimum, No Maximum

Eight different types of shipyard workers are being sought by the Brooklyn Navy Yard in connection with the expanded ship construction and conversion program. Some of the 200 jobs require only three months' experience in the trade, and pay ranges from \$12.80 to \$16.24 a day.

Men must be at least 18 to qualify for these jobs and there is no maximum age limit, although applicants below 62 years of age will get preference.

No written test is required, although a performance test may be required in the particular trade skills.

List of Trades

Following is a list of the trades and the experience requirements, with daily pay offered:

Calker and chipper, iron, six months, \$15.76

Driller, six months, \$15.76

Gas cutter or burner, six months, \$15.44

Puncher and shearer, six months, \$14.96

Riveter, six months, \$15.76

Rivet heater, three months, \$12.80

Welder, combination, four years, \$16.24

Welder, gas, two years, \$16.00

Duties Defined

The duties to be performed are:

Calker and Chipper, Iron—To chip and calk all kinds of rivets and plates, shapes, castings, etc., to cut out loose rivets and metals. Use portable grinding machines and perform related duties.

Driller—To drill, ream, bolt-up, countersink, and tap holes in plates, bars, angle and channel iron, steel and other materials and to perform related work as required.

Gas Cutter or Burner—To cut plates and structural shapes accurately to size and templates with acetylene and oxygen gas and to perform related duties as required.

Puncher and Shearer—To punch and shear plates, channels, bars and angles, using all kinds of punches and shears and to perform related duties.

Riveter—To drive all types of rivets in constructing and repairing ships, using power riveters as well as hand tools, and to perform related duties.

Rivet Heater—To take charge of rivet heating apparatus, to heat

rivets and to pass them to the Holder-on; and to perform related duties.

Welder, Combination—To perform all types of welding work, (gas, electric, etc.) in the production or repair of castings, forgings, pressure vessels, tanks, ship or boat construction, piping, machinery, etc. Welding work may be performed on shipside, in close spaces, on steel structures at varying heights, etc., as well as in shops.

Welder, Gas—To weld by the oxy-acetylene process or other similar gas combination, plates, shapes, and fittings of different metals and to perform related duties.

Where to Apply

Apply to first- and second-class post offices in New York; U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.

Applications will be received until all the positions have been filled.

(For other Navy Yard jobs, see Page 8)