

# Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 16

## Wide Differences Seen in Federal, State Pay Scene

ALBANY, Dec. 31 — Recently the Federal Civil Service Commission reported that the average salary of 1,004,624 government workers was \$3,954 a year. This figure includes the recent increase granted federal employees of \$358 a year. This increase had been made retroactive to July, even though it had not been granted until late fall.

From the "Survey of Current Business," federal salaries were reported at \$3,552 in 1950. This is an increase of 88% over 1940. This last increase given federal employees shows an increase of 108% since 1940. This is a substantially larger percentage increase than has been granted State workers.

An analysis of figures published by the U. S. Department of Commerce of average annual earnings per full-time employee by industry shows clearly that, without exception, each group represented has had the purchasing power of the dollar maintained by wage increases that have equalled or

exceeded the increase in the Consumers Price Index.

The following table shows the percentage increases granted the major wage earning groups between 1940 and 1950:

Group	Percent Increase
All industry—total	131.5%
Mining	147.5
Contract Construction	152.5
Manufacturing	130.6
Wholesale Trade	112.6
Retail trade and auto services	126.0
Finance, Insurance and real estate	86.9
Transportation	110.0
Communications & public utilities	93.1
Services	133.2
Government and government enterprise	125.7
Federal-Civilian except work relief	87.6
All private industry	132.8

Source: U. S. Dept. of Commerce — National Income — 1951 edition (Supplement—Survey of Current Business).

The Consumers Price Index has risen over 87% between 1940 and 1950. It is interesting to note, that, relative to this index, all of the above groups have at least had their standard of living maintained, and nearly all of the groups have secured percentage increases greater than the percentage rise in the cost of living as measured by the Consumers Price Index.

The Civil Service Employees Association has already pointed out that salaries for State workers not only have not kept pace with the increase in the cost of living, but they have fallen even further behind in relation to those increases granted other groups of wage earners.

In relation to the consumer price index, the most reliable single index for measuring the cost of living, State workers' real salaries have shrunk. The Association is endeavoring through its current negotiations to reestablish the purchasing power of the dollar for State workers as measured by this index.

## State Pay Rise Negotiations Continuing

ALBANY, Dec. 31—The salary negotiating committees of State employees and the State administration met Friday afternoon, December 21st, in the offices of the Budget Director, T. Norman Hurd, at the State Capitol, to continue discussions over the 15% salary increase request made by the Civil Service Employees Association. Much of the time, so far, has been spent in attempting to reach an agreement as to what constitutes "parity" for State salaries.

There has now been an exchange of salary data which is receiving careful study and analysis by both sides. The next meeting has been scheduled for the afternoon of Friday, January 4, 1952.

### The Representatives

Representing the Association were: Davis L. Shultes, Chairman of the Salary Committee; Jesse B. McFarland, Association President; Henry Galpin, Salary Research Analyst; John T. DeGraff, Counsel; and John J. Kelly, Jr. and John Holt-Harris, Assistant Counsel.

Representing the Administration were: T. Norman Hurd, Director of the Budget; Everett M. Mulvey, Deputy Director of the Budget; J. Edward Conway, President of the State Civil Service Commission; J. Earl Kelly, Director of Classification and Compensation; David Price, Principal Personnel Technician, Civil Service Department; Philip E. Haggerty, Director of Personnel Research; and Miss June Martin, Associate Research Analyst, Budget Dept.

## Dubuar Defends Pensioners

ALBANY, Dec. 31 — In an open letter to H. Elliot Kaplan, Deputy State Comptroller in charge of the Retirement System, Charles C. Dubuar asked for broader interpretation of the new amendment which permits the establishment of a "floor" to pensions. Mr. Dubuar is chairman of the Civil Service Employees Association Pension Committee. He referred in his letter to statements emanating out of the State Retirement System.

### The Letter

Mr. Dubuar's letter follows: Dear Mr. Kaplan: "I have noticed statements appearing in the December 25 issue of the LEADER to the effect that the intent of the constitutional change voted as amendment No. 3 in last month's general election is to 'aid the needy who have no other source of income or nobody who is legally responsible for their support and able to support them.' It is also stated that any other interpretation of the amendment is a misconstruction.

"In my opinion the statements are untrue. It would be most unfortunate if the amendment is made to apply only to those qualifying for relief. Every retired employee has seen the real value of his pension disappear with the diminished purchasing power of the dollar. I am sure you are familiar with the long list of national employers who have felt obligated to adjust the pensions of their retired employees. The general pattern in industry has been a percentage increase for all retired employees or at least a graded percentage increase according to the size of the pension. The Federal Employees Retirement System, for instance, was amended in 1948 to provide an increase of 25 percent, with a ceiling, for all retired employees. "I appreciate that the most

## The Public Employee

By Jesse B. McFarland  
President, The Civil Service Employees Association



### LOOKING AHEAD INTO 1952

TO ALL the members of the Civil Service Employees Association I sincerely wish a Happy New Year, one that will bring happiness and security.

May happiness and peace reign throughout the new year, and for the years to come, so that life for all of us can be made more enjoyable and secure.

### Objectives for the New Year

For the new year, the Association has solid plans for the betterment of the welfare of its members. A salary increase is being sought, through negotiations now under way, so that their income may have the purchasing power that it should have. Liberalization of the pension system is another major objective dealing directly with the economic welfare and security of State and local employees. Improvement in labor relations, so that grievances may be satisfactorily remedied, is also high on the Association's agenda.

Paramount objectives include pressing with renewed energy for the upward reallocation of titles in which State employees are obviously underpaid, including intensive aid in appeals from denials by the Classification and Compensation Division of the Civil Service Department, and its Appeals Board, of which we have had some recent examples that require our most alert and aggressive co-operative attention. We hope to add these appeals to the long list of upward reallocations in which the Association has been successful.

These are matters that concern the pocket-book and of job satisfaction. Members can be assured that the Association is bending every effort toward the achievement of such vital goals.

On the cultural side, the Association hopes to expand its activities beyond anything ever attempted before. Encouraged by the success of its first art show, held in Albany for those in surrounding counties, it plans to hold art shows in other localities. In addition, dramatic and choral activities will be begun or extended.

### The County Division

The members of the County Division of the Association, many of whom have equally serious pay, job grievance and grading problems, will have the full support of the Association officers and headquarters staff toward obtaining remedial action. In the State Division the problems are often statewide; in the County Division they are localized; but in both instances the Association is fully equipped to cope with the problems, and is equally intent on gaining for County and local members the rights and privileges that are properly theirs.

The advancement of employee benefits is not confined to geographical limits. No victory for the one group fails to hold promise for the other group.

It is through unity that we have achieved our goals in the past. Through unity we shall achieve them in the future. Let 1952 be the year of maximum unity and it may well be the year of maximum achievement.

needy retired employees who have served the State or municipalities for long years should receive initial attention and should have first call on any public funds available. However, the many thousands of other equally deserving retired public servants should not be overlooked, who in varying degree are suffering the impact of inflation. I know that you will consider this matter carefully."

### CREDIT UNION MEETS JAN. 8

ALBANY, Dec. 31—A meeting of the State Employees Federal Credit Union will be held on Tuesday, January 8, 7:30 p.m., in hearing room 6, State Office Building, Albany. Directors and other officers will be elected. A passbook is the ticket of admission. President of the group is Charles Messina.

## Refresher For Stenos In Albany

ALBANY, Dec. 31—The next stenographic refresher training course for State employees in Albany begins January 7 at Albany High School.

These courses, conducted by the State Training Division in cooperation with the Albany Board of Education, are repeated throughout the school year. Two-hour classes are held four afternoons a week for four weeks.

January 3 is the last date to enroll.

Nominations of State employees for the course will be accepted through the personnel offices of the various State departments.

Complete information concerning these and other courses may be secured from the Civil Service Department Training Division, 40 Steffen Street, Albany.

## Strong Effort to Be Put Forth By Western Conference On Getting New Laws Passed

BATAVIA, Dec. 31—The presidents of 16 civil service groups in the western part of New York State, meeting here on December 17, resolved to put forward the strongest effort ever made to obtain passage of legislative objectives formulated by the Civil Service Employees Association. The group, a segment of the Western Regional Conference, met to consider problems of salary, retirement, legislation, internal organization, and other matters evoking the interest of State employees. Noel F. McDonald, president of the Conference, chaired the meeting of the legislative committee in the absence of Denton VanderPoel, of Thomas Indian School, who was unable to attend because of heavy snowstorms. Mr. McDonald described the "the enthusiasm and willingness to do a lot of work" as inspiring.

### Favors Present Voting Setup

The Conference went on record as favoring the present voting procedure, with each chapter, regardless of its membership rolls, having the same vote. There has been consideration of a proposi-

tion that voting be in proportion to chapter membership. The majority felt that larger chapters ought not be able to outvote smaller ones on controversial matters.

### Experimental Course

The Conference voted also to cooperate with the State School of Industrial and Labor Relations at Cornell and with the CSEA in an experimental course in labor relations to be offered Conference and chapter officers. As discussed, the courses would be given in Buffalo and Rochester, beginning in February 1952.

### Health Insurance Plan

The question of hospitalization and health insurance was not officially on the agenda, but talk among the delegates indicated high interest in the prospect. There seems little question that a plan similar to the Health Insurance Plan which functions in New York City would find a welcome in the western part of the State. The problem may receive fuller discussion at the next meeting of the Conference, scheduled to be held in Buffalo on Saturday, January 26, 1952, with the Buffalo State Hospital chapter as host.

# 18 Barge Canal Operators Had \$1000 Extra for Xmas

ALBANY, Dec. 31—Eighteen employees engaged in the operation and maintenance of three locks on the Barge Canal had more money for Christmas shopping this year as a result of their efforts in bringing distinction to their locks.

Continuing an annual custom, the New York State Department of Public Works awarded nearly \$1,000 in cash bonuses to these workers for their efforts which resulted in having their respective locks chosen as Prize Locks for 1951.

First prize went to Lock 12 on the Erie Canal located near Tribes Hill for a score of 99.5734%.

Second prize was awarded to Lock 9 on the Champlain Canal, located at Smiths Basin for a score of 99.5564%.

Third prize went to Lock 24 of the Erie Canal, situated near Baldwinsville with a score of 99.3941.

Bertram D. Tallamy, Superintendent of Public Works, in extending his congratulations to the award winners, said that the general efficiency of operation of the canal is reflected in the scores for the 55 locks on the canal system. Eighteen locks had scores above 98%; 43 were above 95%; while

none were below 90%. These records are appreciably higher than those established in 1950.

Individuals sharing in the awards and total award for respective locks were as follows:

Lock 12, near Tribes Hill, \$480.00; Russell O. Richter, Chief Lock Operator, \$120.00; Oscar P. Schwartz, Canal Structure Operator, \$96.00; Chauncey H. Getman, Canal Structure Operator, \$96.00; John P. Miller, Canal Structure Operator, \$48.00; Frank R. Hodge, Canal Helper, \$40.00; William Hovey, Canal Helper, \$40.00; William A. Becker, Canal Helper, \$40.00.

Lock 9, near Smith's Basin, \$276.00; A. S. Bailey, Chief Lock Operator, \$96.00; Howard Gurnee, Canal Structure Operator, \$72.00; Clarence Humiston, Canal Structure Operator, \$6.00; William Sheehan, Canal Structure Operator, \$36.00; Walter Elliott, Chief Lock Operator, \$6.00.

Lock 24, near Baldwinsville, \$201.00; Walter Chapman, Chief Lock Operator, \$72.00; Alphonse J. Elmiller, Canal Structure Operator, \$48.00; Ulyses S. Burton, Canal Structure Operator, \$24.00; Arthur Fischette, Canal Structure Operator, \$22.00; Leon G. Russell, Canal Structure Operator, \$28.00;

Wilfred E. Mignault, Jr., Canal Helper, \$7.00.

These annual rewards are based on frequent inspections of the locks by a special committee headed by Fred R. Lindsey, Assistant Superintendent of Maintenance and Operation of the State Department of Public Works. In reporting their findings to Superintendent Tallamy, Mr. Lindsey said, "The committee found all locks in excellent condition. The State of New York and this department are very fortunate in having loyal and efficient personnel to maintain and operate the locks, which have been kept in an exceptionally fine condition for the past thirty-five years."

**Honorable Mention**

In addition to the cash awards, Honorable Mention was also made of the next highest ten locks which were as follows:

Lock 2, Oswego, near Fulton; Lock 10, Erie, near Cranesville; Lock 3, Oswego, near Fulton; Lock 22, Erie, near New London; Lock 5, Champlain, near Northumberland; Lock 15, Erie, near Fort Plain; (Cayuga and Seneca) Lock 4, C & S, near Waterloo; Lock 13, Erie, Yosts; Lock 5, Oswego, Minetto; Lock 18, Erie, Jacksonburgh.

## WHAT EMPLOYEES SHOULD KNOW

BY THEODORE BECKER

### HOW ELIGIBLES MAY LOSE ELIGIBILITY

**YOU KNOW** that if you obtain a place on a civil service eligible list as the result of fraud or deception, the Civil Service Commission which has been defrauded may remove your name from the list. Even if you have received an appointment, the Commission may rescind its certification (and thus your appointment) if it finds that you obtained or attempted to obtain your eligibility through deception or fraud.

Assuming, you're on the list legitimately, may your name be removed other than by permanent appointment?

**Keeping Up Eligibility**

An eligible list contains the names of persons found qualified by the Commission and who therefore may be certified to fill appropriate jobs. Eligibles may remain on lists for periods ranging from one day to four years, an individual who was eligible when the list was established may lose such eligibility. For example, he may have been found guilty of a serious crime, or committed a notoriously disgraceful act, or become physically unable to perform the duties of the job. These, among others, are reasons specified in Section 14 (4) of the Civil Service Law as justifying the removal of an eligible's name from the list. The conditions would have justified the Commission in refusing to include the name on the list in the first place. To continue being eligible for appointment, a person must keep himself eligible.

**Misstatement Cited**

But there is another instance in which an eligible's name may be removed, even though he has lost none of his otherwise eligible qualities. This type of case was recently highlighted in a proceeding brought by an eligible, on NYC lists for patrolman and fireman.

When asked whether or not he "had ever been treated at or confined to a mental hospital" he had

answered "no", although he had concededly been confined in a mental institution in Texas for more than two and a half months.

When this fact was brought to the attention of the NYC Commission, it disqualified him from both lists pursuant to the provisions of Section 14 of the Civil Service Law.

**What Law Provides**

The ex-eligible brought suit in the Supreme Court in New York County, seeking to annul this determination. The Court, however, found that the Commission had acted properly. The Court cited subdivision 4 of Section 14. This provides that a Commission may refuse to certify as eligible one "who has intentionally made a false statement of any material fact or practiced, or attempted to practise, any deception or fraud \*\*\* in securing his appointment."

### Elevator Operator Key Final Without Change

The tentative key in the NYC tests for elevator operator (men) and elevator operator (women) was validated as the final one by NYC Civil Service Commission. The exams were given on November 17. Three letters protesting tentative key answers were received. They related to 10 questions.

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Here's a scene that was repeated many times last week in various government offices. The gentleman on the left is J. Raymond McGovern, State Comptroller; and at the right are two of his civil service employees, Asita Fitzpatrick and Jane Breen of the Department of Audit and Control, putting finishing touches on the department's tree.

## New Accident, Sickness Insurance Benefits in Effect For Association Members

ALBANY, Dec. 31 — On November 1, 1949, the Group Plan of Accident and Sickness Insurance sponsored by the Civil Service Employees Association, was amended to provide for even greater protection to its policyholders. Included were several extra indemnities for all policyholders and reduction of rates for those under age forty.

These liberalizations were made possible as a result of the savings obtained from the efficient administration of the plan and from the favorable loss experience turned in over the preceding five years of its operation.

At that time it was agreed by representatives of the Association of Ter Bush & Powell, Inc., who administer the plan and Commercial Insurance Company of Newark, who underwrite the plan, that these liberalizations would be run for a temporary period up to and including October 31, 1951. It was also agreed that close to the end of that two-year period of time another review of the loss experience would be made and that the complete elimination, partial reduction or the complete continuation of the liberalizations would depend upon how the experience since November 1, 1949, compared with the experience prior to November 1, 1949.

With these ideas in mind then, the Association, Ter Bush & Powell and the Company held several meetings during the summer of 1951 to discuss the question of what could be done in regard to the plan and the extra indemnities on November 1 of this year.

As a result of these meetings, not only will all the above mentioned liberalizations be continued in full for the additional year (up to and including October 31, 1952) but, and in addition, further increases in both the Accident and Sickness Indemnities, at no extra cost to the policy holders, also are now effective.

These are the liberalizations that will continue in force:

- (1) Increase in all Principal Sums from \$500 to \$1000.
- (2) Increase in the maximum limit of payment of the Non-Occupational Accident Indemnity from five to ten years.
- (3) Increase in the Indemnity for Medical Treatment of Minor Injuries from 25% of the regular Monthly Indemnity to a full 100% of the regular Monthly Indemnity.
- (4) Increase in the Sickness Indemnity to provide an additional 10% of the regular Monthly Indemnity on all policies in force for at least one year, provided that

the sickness claim originates prior to age sixty.

(5) Reduction in rates for all policyholders under age 40, amounting to about 20% on males and 10% on females.

**New Liberalizations**  
These are the liberalizations that went into force for the first time on November 1, 1951, and are now in effect.

(1) A further increase on the Sickness Indemnity to provide an additional 5% of the regular monthly indemnity which, when combined with number 4 above, will make a total of 15% of the regular monthly indemnity that will be added on to all sickness claims that originate prior to age sixty on all policies in force for at least one year.

(2) An increase in the amount of Non-Occupational Accident Indemnity to provide a similar total

of 15% of the regular monthly indemnity that will be added to all non-occupational accident claims originating prior to age sixty on all policies in force for at least one year. When combined with number 2 above this will mean that 15% more than the regular monthly indemnity will be paid for ten instead of five years on all such claims.

**No Extra Cost**  
Not the least important part of all this, is the fact that these improvements are being made at absolutely no extra cost to our policy holders.

Readers wishing to take advantage of these facilities are advised to communicate with Ter Bush & Powell, at 148 Clinton Street, Schenectady, N. Y., and write if they have any questions or would like any further information on this plan of insurance.

## Westchester Research Jobs Open to Any Qualified Citizens in United States

ALBANY, Dec. 31.—Nine government research positions are among the jobs to be filled through New York State civil service examinations scheduled for February 16. The Civil Service Department is accepting applications for the examinations until January 12.

Examinations for three of the jobs, which are in White Plains with the Westchester County Department of Planning, are open to any qualified citizen of the United States. The examinations for the other six positions, which are in offices of New York State agencies, are open only to residents of New York State.

**Housing, Planning**  
The jobs in Westchester County involve research work in connection with such elements of community planning as housing, employment, transportation, and land use. The openings are for planning aid (research), senior planner (research), and associate planner (research). Starting salaries are \$3,045, \$4,005, and \$4,545 respectively, and maximum salaries of \$3,645, \$4,965, and \$5,505 are reached through five annual increases.

Five of the other six job openings are for research assistant, economist (tax research), research assistant (mental health), and research assistant (veterans

affairs). The salaries for these positions range from \$3,846 to \$4,639 in five annual increases. Vacancies exist in Syracuse, Albany and New York City. The sixth opening is for senior research analyst (veterans' affairs) in New York City at a salary ranging from \$5,774 to \$7,037.

Future openings in these fields may also be filled through these examinations.

**Most Require College**  
College graduation is required for all the examinations except the one for planning aid (research) in Westchester County. Appropriate work experience or graduate study is also required for most of the positions. Full information concerning these examinations, and application blanks, may be secured by writing the Department of Civil Service, State Office Building, Albany, New York.

### MILITARY MAN CAN'T VOTE BY PROXY

A member of a housing authority, absent on military duty, cannot be authorized by law to vote by proxy, Attorney General Nathaniel L. Goldstein has ruled in a formal opinion. Such a member is on leave of absence, his office is considered temporarily vacant, and the vacancy may be filled if the public interest so requires, he added.

## LOCAL GOVERNMENT

This column deals with public administration — practical day-to-day problems and activities of states and local communities. Among items covered: New products useful to government departments; new ideas and practices in local agencies; new ways of performing public jobs; local government needs of all kinds. The cooperation of local government officials is invited. Are you using some piece of equipment in a new, more efficient way? Has a new program been found workable in a local agency? What are your purchasing needs? Are you managing to get the materials and equipment you need? What problems are you up against? This column invites communications from local government officials, and hopes to be a clearing house for many types of information. Civil service employees will find the material useful. Address all communications to Editor, Civil Service LEADER, 97 Duane Street, New York City 7.

### SALVAGE OPERATIONS PAY REFUSE DISPOSAL COSTS

Miami's extensive salvage program is financing the city's refuse disposal operation.

According to the American Public Works Association, the city's division of municipal wastes is making money out of practically everything that is collected by the refuse trucks. A bonus, paid over and above their regular salaries, is used as an incentive to encourage collection crews to pick out rags, cans, rubber and metal before incineration. Bonus rates are 2c per pound for rags, 1c per can for containers one gallon capacity or over and 2c per pound for metals. Weekly bonus checks average \$15.00 and the city nets around \$60,000 per year from sale of this scrap.

Tin cans and metal burned in the incinerators are salvaged by a clever and inexpensive method. Ashes are elevated by a conveyor belt which runs over a truck equipped with a magnetic pulley at one end. Burned tin cans and other metals are discharged into the truck by means of this magnetic device and the remaining ash goes on to another truck to be used as fill. Yearly income from this burned metal is about \$50,000.

The collection equipment is cleaned daily by steam produced from the heat of the incinerators and steam is also sold to a nearby municipal hospital for their laundry and heating system. Remaining steam generated is used to drive turbine pumps which pump about 80 per cent of the municipal high pressure water supply.

The entire cost of refuse disposal in Miami is paid for by income from sale of salvage materials. Cost of collection of refuse, however, is paid from general city tax income.

### CITIES SURVEY INSURANCE COVERAGE

A growing number of cities are re-evaluating their insurance programs to determine if adequate coverage is being provided at lowest possible costs.

The International City Managers' Association reports that three California cities have recently made extensive surveys of their insurance coverage. In Berkeley, all phases of the insurance program were reviewed with particular emphasis on fire, public liability and property damage coverage. As a result of the survey, plans for self-insurance of some city-owned buildings have been drafted for fire loss. Public liability insurance will be placed through a bid procedure. Berkeley officials report that the changes already made have resulted in broader coverage and reduced premiums.

Savings made in premiums as a result of a study of insurance needs of Woodland, Cal., will more than pay for the cost of the survey by a firm of insurance consultants. As an outgrowth of the study, the number of policies carried by the city was reduced, coverages were broadened — in many cases at no extra cost to the city, longer term policies were written, and all employees were covered in a blanket bond. When its liability policy expires, the city proposes to advertise for bids.

In Salinas, a study of the city's insurance showed that 124 policies written by 21 local agents and brokers were in effect. Now, however, the city is preparing to purchase its insurance on a competitive basis from fewer companies.

### MORE CITIES BAN BILLBOARDS

BILLBOARDS are being banished from view of motorists along miles of city expressways.

The American Society of Planning Officials reports that Atlanta and Los Angeles have recently joined the ranks of cities banning billboards and signs along their freeways.

In Atlanta, a six-lane, high-speed, limited access highway is being constructed through the city limits. In an effort to cut accidents along the route caused by eye-catching advertising signs which distract the driver, the city council has adopted an ordinance making it unlawful for any billboards or signs which face the highway to be built or used within 300 feet of the road. The New Jersey Turnpike will have no billboards.

A recent amendment to Los Angeles' ordinances provides that no advertising signs may be erected or maintained either on the ground or on buildings if the advertising is primarily designed to be viewed from the city's expressways. Certain exceptions are permitted: Signs are allowed on buildings if they are limited to the name of the building, the name of the occupying firm and the type of business conducted and the name of the product manufactured.

Under the ordinance, all existing signs which conflict with these provisions must be removed or relocated within three years from the date of the ordinance or from the date the freeway is opened to public travel.

Enforcement of the new ordinance is divided between the public works board, which has responsibility for determining if all outdoor signs are designed primarily to attract attention from the freeway, and the building board, which makes a similar determination with respect to signs on buildings.

### CALIFORNIA CITIES DISCONTINUE MOTORCYCLE PATROLS

Motorcycles as mounts for policemen may soon be as outmoded as the horse in California cities.

The International City Managers' Association reports that at least five California cities have recently abandoned use of two-wheel motorcycles. Typical is Salinas where the last six of the two-wheelers have been disposed of. Primary reason for discontinuance is the high operation cost of \$8,000 per year for one motorcycle. This cost results from the higher salary paid a motorcycle officer; higher workman's compensation rates due to hazards of the job; cost of the equipment and its maintenance and lost-time accidents.

Other California cities that have discontinued use of motorcycles are Berkeley, Hayward, Pasadena and Richmond.

### DON'T MAIL YOUR LETTERS IN TRASH BOXES

Pen pals of people in Phoenix, Ariz., may be missing out on some of their letters.

There, according to the American Municipal Association, an increasing number of people are mistaking trash cans for mailboxes and dropping their letters in them at night. Recently, as many as 40 letters have been found in one night when emptying the cans. In an attempt to reverse this trend, cans are being equipped with luminous scotch-light signs reading "Trash Only."

# Activities of Civil Service Employees Assn. Chapters

## Brooklyn State Hospital

A GENERAL membership meeting of the Brooklyn State Hospital chapter is being planned for January 9. Proposed changes in the constitution, CSEA, which have been approved by the Board of Directors, will be presented to the membership at large for final ratification before taking effect.

The Metropolitan Conference Chapter presidents held a dinner meeting on the 13th in the Community Store. The salary questions was one of the main topics. Another was the attendants appeal in the Mental Hygiene Group asking for a 2 grade reallocation. Brooklyn State Hospital Chapter, through its president, Arnold Moses, submitted the attendant appeal to the Metropolitan Conference, which in turn will go to Headquarters in Albany. The Mental Hygiene Committee in this conference all concurred on this appeal.

Congratulations to Mr. Francis Bazan who was recently assigned Recreational Instructor.

A recent note finds Cpl. Dominick Catalano stationed in Hawaii. He wishes to be remembered to all his fellow workers and friends at the hospital.

Mr. & Mrs. Patrick Milano are the proud parents of a future movie starlet. Congratulations.

Mrs. Hunt & Mr. Timothy Leonard are making good recoveries in the Sick Bay.

Deepest sympathy to the family of Mr. Irving Spiegel a recent retired employee of the hospital. His sudden demise shocked his many friends and co-workers. Mrs. Mary Allen a retired employee of the hospital, died recently in New York City. Sympathy to Mrs.

Allen's family. Deepest regrets to Mr. Richard Dabney on the demise of his sister.

## Kings Park State Hospital

A CHRISTMAS Party was given to laundry patents at the Kings Park State Hospital laundry on Saturday, December 15. More than 200 patients and 35 employees attended. A wonderful meal was served, consisting of boiled ham, potatoes, salad, cold slaw, pickles, parker house rolls, coffee cake, apples, oranges, and cigarettes.

Dinner was followed by two hours of dancing, to the music of the Hospital band. There was a singing contest among the patients. CSEA chapter president Elwood DeGraw played the part of Santa Claus. All said they had a wonderful time; and, since this was the first party of its kind, they expressed hope that there would be more. This party, held in the laundry, was but one of many held in different parts of the Hospital.

Credit for the party's success is being extended to Rowald Gloyzga, Sr., laundry supervisor, and his employees. Among the guests were Dr. Arthur E. Soper, senior director; Frederick T. Lawson, senior business officer, and John J. McCauley, chief account clerk.

The Kings Park chapter takes this opportunity to wish all its members and its friends a Happy New Year.

## Fort Stanwix

MORE than one hundred people attended the Rome State School

Employees Club annual election of officers, at a dinner-meeting held Dec. 12 in the clubrooms. Elected were: Armand Gaudin, president; Frank Socia, vice-president; Mary Premo, secretary; Earl Hyatt, treasurer. Distribution of gifts, and dancing rounded out a real old time evening of fun.

Another arrow from Cupid's quiver found its mark. Mary Jane Smith of X-building and Amo Bandrosky of the chauffeurs were married Dec. 6. They are happily established in M-building. Congratulations.

The Rome State basketball team is still leading in the Tri-Hospital League, by defeating the Greenwood ACs, 98 to 45. With one of their mainstays sidelined by illness, Bob Nugent, they went on, in their good form of teamwork passing and artful basket shooting. The second game on the bill, was the Ruskeys vs: Scholls, with the Ruskeys running up a score of 97 to Scholls 66.

Association membership in Fort Stanwix chapter is increasing. Chairman Ruth Stedman and her membership committee are to be commended for their excellent work of solicitations, and the handling of so many applications and membership cards.

Fort Stanwix Chapter extends the best of wishes for the holiday season to every one, every where.

## Sing Sing

SING SING Officers Post, American Legion, held a dinner-dance in honor of Past Commander Fred Wallace at Bertrand's. Genial Bill Taylor was toastmaster and should be given a big hand. Fred Beigner and his committee

had arrangements in perfect order.

School daze are back at Sing Sing for many of the boys in blue. An in-service course was started last week under the direction of Sgt. Treanor and Cliff Decker. This is a unique school having many bars and grills right on the campus.

Congratulations to Clem Ferling, an ex Sing Singer, on his promotion to Ass't. Director at the Elmira Reception Center.

Sympathy to the family of Louis Nelson on his sudden death. Also Mrs. Collard, Matron, on the death of her husband.

The new Commissioner, Edward J. Donovan, is right at home in the Correction Department, being a former "Dep" under the late Commissioner John A. Lyons. He has been a familiar figure around our portals at Sing Sing for many years, being a close neighbor at nearby Mount Kisco.

The membership drive is in full swing and the committee hopes to contact each employee... personally. You guys and gals would make them very happy with your support.

Rudy Folts and Bruno Tautenhan made a swap with stripes involved. Rudy became Sgt. Folts at Green Haven, "Congrats Rudy." Sgt. Tautenhan came back home to Sing Sing. Won't be long before "Goldie" comes a-knocking at our door.

Charlie Lamb was appointed to a negotiation committee in Albany by Pres. Jesse McFarland.

See Al Barton back on the job after a siege with the medics.

Among the recent additions to the guard force were George Goldfuss, Andy McKee and Tom Klipper from Green Haven. Good luck, boys.

Have you noticed ex Sgt. Topolski doing the cake walk with those shiny Lt. bars on his shoulders!! Couldn't happen to a nicer guy.

Bill Cribbins gave up his roost on the scenic Hudson and retired. Many years of health and happiness, Bill.

It seems as if Ass't. P. K. J. Sullivan and P. K. L. Kelly of Green Haven and Sing Sing respectively, have finally settled down from their nomadic wanderings throughout the state.

Some of the younger officers

overheard comment on the eagles on the P. K.'s shoulders — one said he still preferred a chicken on his knee.

Julia Lamb and Johnnie Joyce have received permanent appointments in their new positions.

The boys say: "Sorry to see Lt. Lefty Hembt return to Woodbourne but, our loss is their gain. See you at the clam-bake Lefty."

Angelo Polesel, X-ray Technician, is the newest addition to the Hospital Staff. Dave Sendroff should have a new candidate soon.

Heard via the grape-vine that the ex-pug from the Brush Shop, namely Jimmie Walsh, is getting his boxing gloves shined up as he contemplates leaving his usual haunts shortly.

The hello gals up front were certainly on edge prior to taking their exams. Keep the trunks open gals—that's where the info comes in.

Lt. Phil O'Connell, formerly of Auburn, is with us now. You can't commute, Lt. — you know how late that train was coming in last week.

A big hello to Frances Mafrice and Bess Schuman, new stenos up front in the Record Office and Accounting Office respectively.

Don't forget the New Years Eve Party. For ticket reservations see Cliff Decker.

Lt. Al Myers, the crack shot on the revolver team, has returned to his Alma Mater at Elmira.

Any tidbits of news would be appreciated by the writer and THE LEADER. Drop them in the "Cing Cing Courier" box at the front entrance.

(Continued on page 5)

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### LEGAL NOTICE

SUPREME COURT, COUNTY OF BRONX. New York Lien Corp., plaintiff, against Silrex Realty Co., Inc., Max Marx, Judet A. Wilson, Esther Kinberg, Hans Jensen, Thomas McTighe, "Mrs. Thomas McTighe", said name being fictitious, true name unknown to plaintiff, person intended being the wife, if any, of Thomas McTighe and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, lienors and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants", defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated: New York, October 6th, 1951.

HARRY HAUSKNECHT, Attorney for Plaintiff.

Office and P. O. Address, 135 Broadway, New York, New York.

Plaintiff's address is 135 Broadway, New York, New York. Plaintiff designates Bronx County as the place of trial.

To the above named defendants: The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. S. Samuel DeFalco, Justice, of the Supreme Court of the State of New York, dated December 6, 1951, and filed with the amended complaint in the office of the Clerk of Bronx County, 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the First, Fifth, Eighth and Thirteenth Causes of Action of the amended complaint, which are for the foreclosure of the following liens: Bronx Lien No. 63273, in the sum of \$2,716.96 with interest at 12% per annum from March 5, 1940, affecting Section 16, Block 4457, Lot 59 on the Tax Map of Bronx County; Bronx Lien No. 63855, in the sum of \$1,667.54 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4220, Lot 4 on the Tax Map of Bronx County; Bronx Lien No. 65849, in the sum of \$940.64 with interest at 12% per annum from July 27, 1943, affecting Section 17, Block 4981, Lot 1 on the Tax Map of Bronx County; and Bronx Lien No. 55193, in the sum of \$1,047.28 with interest at 12% per annum from July 2, 1940, affecting Section 16, Block 4704, Lot 55 on the Tax Map of Bronx County.

Dated: New York, December 13, 1951. HARRY HAUSKNECHT, Attorney for Plaintiff. Office and P. O. Address, 135 Broadway, New York, New York.

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# Activities of Assn. Chapters

## State Insurance Fund

**THE OFFICERS** and Board of Directors of the State Insurance Fund chapter, CSEA, extend sincerest best wishes to all employees of the State Fund for a merry Christmas and a happy New Year. The following employees are welcomed to the chapter:

Eugenia Potalsky, Collections; Mildred Taylor, Claims; Rose Ross, Underwriting; Norman Eiger, Payroll Audit; Milton Goodman, Claims.

The membership contest which will end December 31, has been highly successful. The Chapter has acquired 49 new members since October 1. Leaders in the contest are: Al Greenberg, Underwriting, 12 new members; Helen Loos, Payroll Audit, 7 new members.

Suitable prizes will be presented to all chapter members who bring in three or more new members.

Joseph Christy, Jr., of the Safety Service Department, picked up an envelope containing a large sum of money, in a local New York bank. He turned over the envelope with its contents, to the surprised vice president of the bank, who learned it held two weeks' salary of an employee who works for Peck & Peck. Thanks to Mr. Christy, Jr.'s honesty, everyone was happy.

Bert Zimmerman, of Underwriting, will graduate from Walter Hevey Junior College on January 13. He was elected to the honorary scholastic society, Phi Theta, (which requires an average of 3.2 (B) or better of that college. Good luck, Bert.

The State Fund Bowling League

standings, as of December 11, follow:

	Won	Lost	Pts
Orphans	23	10	33
Claims, Soph	20	13	27
Medical	17	15	23
Claims Sr.	18	15	22
Payroll	16	17	21
Personnel	15	15	20
Safety	16	17	20
Accounts	14	19	19
Policyholders	13	20	19
Underwriters	12	21	15

Individual high for the night went to Bockino, with a score of 227. Team high for the night went to:

Safety	860	1st game
Safety	871	2nd game
Orphans	853	3rd game

## Marcy State Hospital

**THE MARCY STATE** Hospital chapter, CSEA, held its Christmas dance in the Assembly Hall on Thursday, December 20, dancing to Lawrence Luizzi's orchestra. Arthur B. Phillips was dance chairman, assisted by members of the Recreation Department as his committee, Warren Palmiter, Madelon Cole, Priscilla Ireland, and Arthur B. Cole of the store department.

It was also a farewell party for Arthur Phillips, who leaves Marcy to take up his new duties at Willard State Hospital as recreation supervisor. The party was a complete surprise to him. Charles Methe, Mental Hygiene representative on the CSEA Board of Directors, presented him with a purse. The farewell party committee was headed by Warren Pal-

miter. Buffet lunch was served by Madelon Cole. . .

A meeting has been called for January 7 at Utica Hospital, to be presided over by Margaret M. Fenk, chapter president at that institution, to formulate plans for an Oneida County dinner, an annual affair of all CSEA in the county.

The committee appointment for Marcy to attend the meeting are: Stuart E. Coultrip, Dominick Rocco, Roger Eurich, George Humphrey, Terence J. Lynam, Kenneth Hawken, Frank Pizer, Sam Scampone, Jr., Joan Mason, Margaret Coyne, Evelyn Huss, Fannie Abaled, Allie Coyne, Frances V. Amo, Eleanor Soltys, Helen Owens, Olive Jones.

## J. N. Adam Memorial Hospital

**J. N. ADAM** Memorial Hospital chapter, CSEA, held its annual election of officers during its Christmas party. Newly elected officers are: President, Edith Kimmel; vice president, Frank Tourville; secretary, Miss Barrett; treasurer, Lillian Meyers; and sergeant-at-arms, Edward Perrin.

At the party Christmas carols, games and square dancing composed the evenings entertainment. Bob DeNoon emceed for a full four hours. Anna and Mary, Pete Birach's daughters, sang a duet.

Remember! Membership enrollment is not yet over. Enroll now or get your friends to enroll too.

## Madison County

**MORE** than 50 persons attended the annual dinner meeting of the Madison County Civil Service Employees Association at the Elks Lodge, and heard County Attorney Donald J. Cassidy of Oneida propose a county sales tax as a possible solution to the rising cost of county government.

President William Brophy presided at the meeting at which Oneida Mayor-elect Victor P. Tarry and Lawrence Hollister, field representative of the State Association, also spoke.

Cassidy told the employees that taxpayers are demanding more and more services from their county government, and that costs are also steadily rising.

He then offered a county sales tax as a means of alleviating the high costs and increased services of county government.

"Monroe County and several other counties have adopted sales taxes," the county attorney explained. He told the Association members that the measure would be discussed at a meeting of the County Officers Association in Albany in February.

"It is the only solution I see," Cassidy said.

Mayor-elect Tarry congratulated the group on its good start in the county. He said that as an organization they would be able to present their job problems collectively and help prevent any personal political influence. He said he believed that appointments and promotions should be made on merit and fitness as they are in the Civil Service system.

Hollister spoke on the place of the State Civil Service Employees Association in helping government and in the community. He tried to correct the idea that Civil Service

(Continued on page 16)

# Employees Laud Marcy State Minstrel Show

**MARCY, Dec. 31**—The minstrel show seems to be coming back. Certainly among State employees, it is making a big hit.

At Marcy State Hospital, a minstrel show of rare quality was put on by local talent, complete with old-time interlocutor (Donald S. Graves, M.D.), tap dances, and songs, and the rest of the stylized traditional performance.

Three performances were given, one to patients, two to employees and their friends.

The hospital band, made up of resident patients, played during intermission. Claude Hubley, formerly a member of the famed John Philip Sousa Band, was bandmaster.

## Humphrey, Dempsey Lead It

The play was directed by James Dempsey, who won high praise from the employees for the job. Mr. Dempsey is a student of dramatics, having studied in New York, and is now a member of the Utica School System. Overall direction of the show was exercised by George Humphrey, executive committee chairman, sponsorship was by the Marcy State Hospital chapter of the Civil Service Employees Association.

The program of the show included the following specialties:

### PART I

#### "MINSTREL"

Interlocutor: Donald S. Graves, M. D.

Opening Medley: Entire Company.

Solo—"The Loveliest Night of the Year": Eleanor Soltys.

Tap Dance—"Bye Bye Blues": Hazel Peters.

End Song—"Dearie": Warren Palmiter and Arthur Phillips.

Instrumental Solo: Elwood Phillips and Michael Prendergast.

End Song—"Copper Colored Gal": James Dempsey.

Solo—"Because of You": Bernard Maloy.

Barbershop Numbers: Del Capes, James Dempsey, Chris Zampardi and Bernard Maloy.

Novelty Act: Linda Lee Thomas.

Solo—"Pennies From Heaven": Fannie Abaled.

End Men Number—"Dark Town Strutters Ball": End Men.

Solo—"That's My Desire": Leo Carville.

Chorus Selection—"Moonlight Bay": Entire Company.

End Number—"Is You Is Or Is You Ain't My Baby?": Sam Scampone.

Solo—"Orange Colored Sky": Maudy Carville.

Tap Dance—"Old Folks At Home": Pete Boxall.

End Song—"Ida": Frank Costello.

Solo—"Alice Blue Gown": Roger Eurich.

End Song—"Tuck Me To Sleep In My Old Tucky Home": Joe Acee.

Solo—"Mr. and Mississippi": Donald S. Graves, M.D.

Closing Medley: Entire Company.

The committees which made the show a success consisted of:

Executive Committee Chairman, George Humphrey; Co-Chairman, Frank Pizer; Secretaries, Joan

Mason and Margaret Coyne; Ticket Chairman, Betty Cahill; Program and Publicity Chairman, Betty Small; Stage and Properties, Del Capes and Arthur Phillips; Lighting, George Bohanna, Dominick Rocco and Don Green; Costumes, Frank Costello; Director, James Dempsey; Production Committee Chairman, Sheen Moshaty; Music Committee Chairman, Claude Hubley; Talent Committee Chairman, Roger Eurich; Finance Committee Chairman, Edwin Roberts.

Advisory Panel: G. L. Warner, M.D.; H. C. Mason, T. J. Lynam, J. A. Howard, M.D., C. Methe, A. Squires.

Ticket Committee: Betty Cahill, Chairman; Evelyn Huss, Co-Chairman; Madeline Cole, Helen Young-hanz, Jack Owens, Curtis Small, Katherine Murphy, Grace Swanson, Velma Whitton.

Executive Committee: George Humphrey, Chairman; Frank Pizer, Co-Chairman; Mrs. Amo, Fannie Abaled, Secretary, Joan Mason; Assistant, Margaret Coyne.

Musical Committee: Mr. Claude Hubley, Chairman; Douglas Younghanz, Co-Chairman; Eleanor Soltys, Michael Prendergast, Bernard Maloy.

Finance Committee: Edwin Roberts Jr., Chairman; Margaret Dempsey, Co-Chairman; Dominick Rocco, Jean Cole.

Production Committee: Sheen Moshaty, Chairman; Del Capes, Marianna Hansen, Arthur Phillips, George Bohanna, Anna Newman, Allie Copen, Secretary.

The cast included: Sam Scampone, Arthur Phillips, Warren Palmiter, Mary Hackett, Barbara Wise, Jean Poderis, Rosalind Lieber, Peggy Dempsey, Joan Hanno, Marian Dohr, Marie Thomas, Helen Owens, Mary P. Nolan, Katherine Murphy, Hazel Peters, Thelma Timperlake, Joyce K. Beers, Donald S. Graves, M.D., Fannie Abaled, Margaret Coyne, Allie Coyne, Eleanor Soltys, Joan Mason, Pete Boxall, Stark Mallory, Larry Worden, Bernard Maloy, Hugh L. Jones, Philip J. Gualillo, Michael J. Prendergast, Elwood G. Phillips, C. R. Owens, Roger Eurich, Del Capes, Charles Splain, Fred Jakubowski, Chris Zampardi, Doc Younghanz, Joe Acee, Linda Lee Thomas, Ruby Young, Frank Costello, Sheen Moshaty, Harry Moshaty, Frank Di Naro, James Dempsey and Diane Mullen.

## CALVIN HEADS U. S. EMPLOYEE ORGANIZATION

James T. Calvin was reelected president of Lodge 1289, General Services Administration and Public Buildings Administration, Custodial. The lodge is an affiliate of the American Federation of Government Employees, AFL. Also reelected were Joseph L. Manzli, vice president, and Gilbert R. Belle, secretary-treasurer.

The lodge is backing the moves for optional U. S. retirement after 30 years' service, independent boards of appeal, unemployment insurance for Federal employees and improved personnel policies.

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# Civil Service LEADER

ELEVENTH YEAR

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19

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TUESDAY, JANUARY 1, 1952

## Achievement by Public Servants

A report issued last week that the Capital District chapter of the American Society for Public Administration plans to present awards for outstanding contributions to the field of public service, is good news.

The publicity entailed in awards such as these will do its bit to offset in the public mind the daily shocking dose of corruption in government. These awards will help correct the miasmatic distortions about government service which are now so prevalent. Great and good works are performed in government agencies every day, usually unsung. If the American Public Administration Society helps, in whatever small measure, to bring these deeds before the people, they will be performing a desirable service.

The Civil Service LEADER, which itself presents two groups of such awards annually, welcomes this additional effort by the Capital District chapter of the American Society for Public Administration. For many years now, The LEADER has presented its Harold Fisher Memorial Award, to those State employees best exemplifying, by performance and achievement, the spirit of the merit system. In 1951, The LEADER added 25 awards to individuals in private industry who made notable contributions to the improvement of government. The Albany group of the ASPA apparently plans to seek nominations from among Federal, State and local agencies. We think it's a fine idea. We hope to see it followed by other chapters over the country.

## Comment

### CALLS SHORTHAND EXAM TOO DIFFICULT

Editor, The LEADER:

Enclosed herewith his copy of letter which I recently sent to the U. S. Civil Service Commission, which is self-explanatory.

It is the feeling of the writer that through its publication in your periodical, pressure may be brought to bear on the Civil Service Commission to undo a wrong which has persisted for many years, and that a test that was unfair and outmoded many years ago, is so more wrong and unjust today.

"Gentlemen:

"The writer was one of the applicants for a position which was recently open in the Federal service as a Shorthand Reporter, GS-7, and presented himself, along with others to take the written examination therefor.

"Said examination consisted of a dictation take at 175 words per minute in an article which was of such high syllabic intensity that even persons who were capable of writing 200 words per minute were unable to satisfactorily transcribe this take. It is the humble opinion of the writer that a test such as this is highly unfair, inasmuch as it consists of material which is more difficult and stranger in its character than the applicant will ever be expected to perform upon any position to which he might be appointed, unless he should happen to be a secretary to an author who would be dictating a manuscript, and to the knowledge of the writer, no such position exists in the Federal service.

"It is my impression that shorthand reporters are expected to take testimony dictation and conferences in two or more voices, not

solid material of the type or syllabic intensity of the material which has been used by your Commission for many years to test shorthand reporters. Incidentally, the writer understands that out of approximately 400 applicants for the said position of shorthand reporter in the New York area at the last test, only 70 or so passed, which should be proof enough that the test is not a fair one. I trust that this suggestion will merit the Commission's consideration and that subject matter which is more nearly suitable to the requirements of the position will be used in the future to test applicants for the position of Federal shorthand reporter."

MARTIN L. BLOCH.  
New York City

### Pensioner Awaits Action in Albany

Editor, the LEADER:

I am one of your weekly readers and am much pleased to see that you are interested in the retired employee.

I hope and trust you will keep us informed and follow through on what Albany will accomplish for us. I am sure if you will keep alive the dire need to up our pensions in your paper, and if we all get busy and write the legislators, some good will come from it.

I only hope that the boys who only put in about ten years or so, I mean the elected ones, will not get the best of us.

In my opinion, anyone who is retired and receiving more than \$300 per month should not be considered in this pension increase.

Please keep up your good work and advise us on this matter.

With the best of luck and wishes to you and your weekly paper, I beg to remain  
JOHN BURUS.

## Civil Service RIGHTS



Morris Weissberg

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

By MORRIS WEISSBERG

**COST OF LIVING BONUSES IN RECENT YEARS**, the compensation of large groups of public employees has been increased by so-called cost of living bonuses. The granting of such cost of living bonuses to employees has been accompanied by several special conditions, exceptions or waivers which are intended to distinguish between the basic annual salary and the bonus, by excluding the bonus in determining the employee's rights in several respects.

### Purpose of Bonus

The purpose of a cost of living bonus is to make up to the employee for the loss of purchasing power of his regular salary or wages, by giving him an additional sum of money for his services, to enable him, in part, to buy as many goods or services for his work, as he could have bought before prices rose and the purchasing power of his regular salary or wages declined. While this is the obvious economic purpose, nevertheless the bonus is granted either as a flat increase in current salary, or as a percentage increase in current salary; it is not regulated by or adjusted to the cost of living needs of individual employees.

### Not A Gift

A cost of living bonus is not a gift of public money to civil service employees, since the State Constitution prohibits gifts of public money. Rather, it is essentially compensation for services rendered. The courts have held that the cost of living bonus is payable at an annual rate for each day of actual service only, and that for any period of absence on leave without pay, an employee has no right to either the basic salary or to any part of the cost of living bonus. As compensation for services rendered, a cost of living bonus is not a pension or a welfare allowance, but income, taxable as such.

### Part of Salary

Since a cost of living bonus is compensation for services rendered, it must be included as a part of the civilian salary of any employee, in computing the "military differential pay" or excess of civilian over military pay, due to those public employees who are ordered to active military duty because of their membership in the National Guard or in the Reserve forces. This was decided in a recent case in an appellate court, which is of especial interest to war veterans in the civil service.

Similarly, when an employee is entitled to back pay because he was paid less than the salary due him, the cost of living bonus may not be set off against or deducted from the amount of salary due him, but, instead, it must be added. In other words, the employees are entitled to receive the regular salary plus the cost of living bonus, in figuring back pay, as well as current pay.

### It's Temporary

Statutes and resolutions granting a cost of living bonus often provide that such bonus shall be temporary, or that it shall terminate upon a specified expiration date. Such provisions are unnecessary with respect to employees whose compensation is not fixed by any statute, since the compensation of such employees may be changed or reduced at any time by the salary fixing authorities. As to employees having a statutory salary, an expiration date for a cost of living bonus has the effect of keeping the bonus separate from the regular salary and preventing the merger of the bonus into the salary. However, as a practical matter, discontinuance of a cost of living bonus or reduction of salary or wages is unlikely, as well as economically unjustified, while prices and cost of living remain high.

### Discriminations

While cost of living bonuses to employees of the City of New

## Income Tax Guide For Public Employees

By HERMAN BERNARD

Following is the third weekly article written for The LEADER on the U. S. income tax. Last week exemptions were discussed. This week's article deals with deductions.

The subtractions that may be made from income, other than those arising from exemption claims, are called deductions and are of various basic types. The deductions discussed in this article must be itemized on Page 3 of Long Form 1040.

This group of deductions is in six classes: contributions, interest, taxes, losses from fire, storm or other casualty, or theft; medical, surgical, dental expenses, and miscellaneous.

### CONTRIBUTIONS

Gifts to religious, charitable, educational, literary and similar organizations, as well as organizations for the prevention of cruelty to children or animals, are deductible, provided those activities are not operated for personal profits, to conduct propaganda or to influence legislation. Gifts to veterans' organizations and their auxiliaries, or to a governmental agency, U. S., State or local, for a public purpose, also are deductible.

Contributions need not be in money. If in property, claim the fair market value at the time of contribution.

Dues and membership fees paid to such organizations are not deductible; for instance, dues or fees to the Young Men's Christian Association.

The organizations must have been organized or created in the U. S. or its possessions, or under our law.

In itemizing these deductions, state the name of the organization and the amount contributed. Hold on to any receipts for contributions. Under some circumstances, such as money put in the collection baskets in church, no receipt is given. The law does not require the impossible.

### Percentage and Absolute Limits

Deductions are limited in principal ways:

1. To 15 per cent of income (Line 1, Page 4 and Item 4, Page 1 of the 1040, this being an identical amount);
2. (a) To \$1,250, if you claim only one exemption; (b), to \$2,500 if you are a single person, or are married and file a separate return, and in either case claim two exemptions; (c), in joint returns of husband and wife, to \$2,500 if two exemptions are claimed; \$3,750 for three exemptions, \$5,000 for four or more.

Deductions must be claimed for the year in which made.

### Allowable Deductions

Church, temples and religious schools, Red Cross, Community Chest, American Legion, Veterans of Foreign Wars, Disabled American Veterans, Boy Scouts, Girl Scouts, Daughters of the American Revolution, Sons of the American Revolution, American Cancer Society, American Heart Association, Damon Runyon Cancer Fund, tuberculosis societies (Christmas seals), American Women's Voluntary Services, Jewish Welfare Board, United Jewish Appeal, Salvation Army, Infantile Paralysis Fund; Federation of Churches of Christ in America; United Palestine Appeal; religious schools; League of Women's Voters, American Library Association, National Tax Asso-

York are given under a general plan, yet there are numerous discriminations in individual cases. Some employees are given a lesser amount of bonus than others, and some employees are not given any bonus whatever. It is argued that a cost of living bonus is entirely voluntary and discretionary, and therefore the authorities have absolute power or discretion to give or withhold a cost of living bonus to employees in any amount whatever. While the question has never been clearly decided, in my opinion, it is doubtful whether the authorities can arbitrarily discriminate between employees in granting cost of living bonuses. They certainly could not do so, in my opinion, on the basis of the employee's sex, color or religion.

(TO BE CONTINUED)

ciation, Rotary Foundation and the Citizens Committee on the Control of Crime in New York. There are many others.

### These Not Allowed

No deductions may be claimed for contributions to political parties or candidates or to relatives, friends or other individuals or to the Knights of Columbus, Free and Accepted Masons, Federation of American Zionists, social clubs, labor unions or chambers of commerce. Nor will they be deductible if made to a school or hospital operated for profit, even personal services rendered by the taxpayer, but if he has contributed use of his car for a charitable or religious purpose, the cost of gasoline, oil and grease may be deducted, and, if the use is for any considerable period, the depreciation during that time. If the use of premises is donated, no deduction may be made, but for the gift of premises a deduction would stand up.

Contributions to groups listed as subversive are not deductible.

### Problems

Several problems arise. Suppose one's total income is wholly from capital gains, such as the sale of stocks and bonds. May one deduct up to 15 per cent of such total gains? Not if the gains were derived over a period of more than six months, because they are then long-term capital gains, only 50 per cent of which are taxed, hence 15 per cent of half the capital gains constitutes the limit of contribution claims, provided also that the absolute dollar limits on the basis of exemption claims are not exceeded.

Where income consists of capital gains and ordinary income such as wages, salary or commissions, the same rule applies to the capital gains part only; 15 per cent of the remainder is added to 15 per cent of half the capital gains.

No matter whether one is on the cash or the accrual basis, the contribution deduction may be claimed only in the year the payment is made. Cash basis means receipts are debited when received and disbursements credited when made; accrual basis means that receipts are debited when earned and disbursements credited when the obligation arises, regardless of payment dates. The payment rule applies to calendar year or fiscal year. A fiscal year is one ending on other than December 30.

There may not be enough room on the 1040 to list all the contributions. If not, put them on a separate sheet, transfer the result to the 1040, under Contributions, write in that space "See Attached" and attach the sheet to the form.

If the contributions exceed 15 per cent or the absolute dollar limits, show their exact total, but claim only 15 per cent or the absolute limits, whichever is lower, in the right-hand column of the 1040.

Usually contributions do not exceed 10 per cent.

### INTEREST

The taxpayer may deduct interest paid on personal debts, as on bank loans and home mortgages. In the case of mortgage interest, be sure to claim the interest deduction only, not any amount paid in reduction of the mortgage, or for insurance.

If the taxpayer owns a one-family house, Page 3, under Interest, is the place to claim the mortgage interest.

Interest paid on business debts goes on a separate form, Schedule C, and the amount is written on Page 2 of the 1040, under Schedule C Summary, Line 1.

On margin accounts with stock brokers, the deduction is allowable only when the interest is actually paid, as when it has been charged against cash receipts, such as dividends not simply by charging the customer's stock or bond account.

Interest on tax delinquencies is deductible. So is interest on installment contracts — time payments — including finance charges in automobile purchases. The interest must be specifically charged. If the interest fact is hidden, no deduction may be allowed, even if interest is paid. It used to be (Continued on page 12)

# Where Does the Public Get Its Ideas About Public Servants?

Many comments have come in to the LEADER office about the series of editorials "What the Public Thinks of Civil Service." Reprinted below is a letter from one reader, Mr. Irving Rowe, and includes his own correspondence with a nationally-known radio broadcaster. The letters indicate one of the ways in which erroneous impressions of civil employees are created, and contain some interesting answers.

The Editor,  
Civil Service Leader,  
97 Duane Street,  
New York 7, New York

Dear Sir:  
I have read with great interest your editorial in the November 20, 1951 issue of the Civil Service Leader, "What the Public Thinks of the Public Servant."

As a career employee in the Federal Civil Service, with more than 15 years of continuous employment, I am deeply interested in this problem, and I feel very strongly about it. I believe that the picture you paint of what the public thinks about civil servants is correct. In my opinion, these publicly held views are to a large extent manufactured and continuously maintained by a certain group of newspaper editorial writers and radio news commentators. Your article asks, "Can anything be done about this situation? Can the viewpoint of the people be changed?" I believe that it can be changed by sending a barrage of protests and complaints to these publicists whenever they indulge in this popular sport of baiting the civil servant. If properly done, this action by the friends of civil service might change the attitudes of these writers and broadcasters, and might induce them to give us more favorable types of comments and publicity, which would in turn result in improving the opinions of the public.

For example, a few weeks ago, when Congress finally, after long delays, approved a pay increase for the Federal employees, one radio news reporter who broadcasts every evening on a nationwide hookup for the National Broadcasting Company labeled this "an insult to the American taxpayer!" I immediately wrote to him (let us call him Mr. A.B.) and pointed out that civil servants are taxpayers too, and called on him to apologize to the civil servants for insulting them, and the public for misleading them. Mr. A. B. replied in the enclosed copy of his letter dated November 1. I think your readers will be interested in my rejoinder to him, dated November 7.

Some of the arguments presented in my enclosed letter could be used by your readers and their friends in similar protests to those who malign the public servant unjustly.

Sincerely yours,  
IRVING ROWE,  
Brooklyn, N. Y.

National Broadcasting Company  
Washington, D. C.

Dear Mr. Rowe:  
I find your letter most interesting. When you suggest that top-grade civil service pays only a fraction of the money paid in private industry, you are exactly right.

Frankly, since the exposure of the tax collectors (and there are many more of these to come), as a reporter, I have wondered about the attitude of government employees, protected as they are by iron-clad rules.

Are you quite sure that a government employee is at a disadvantage in relation to industry?

I, for one, work on the basis of thirteen weeks' contracts. I have no insurance, except what my own money buys, no protection of any kind for the future. And when I buy insurance individually, as I do, and pay nearly half my net income to the government in taxes, I am not able to pile up even a semblance of future security.

Yet every government employee has iron-clad guarantees of at least a minimum of security for all of his life and the life of his youngster up to adulthood.

Have you ever thought of that?  
Sincerely,  
(Signed) A. B.

Irving Rowe,  
594 East 93rd Street,  
Brooklyn 13, New York.

Mr. A. B.  
N. B. C.  
Washington, D. C.  
Dear Mr. A. B.

Thank you for your letter of November 1 replying to my criticism of your attitude on a pay raise for Government employees.

Your letter is marked by a complete lack of logic—surprising in some one who is supposed to be a top-notch reporter. Instead of justifying your position with respect to salary increases, you ignore that point completely and swing off on a wholly new set of charges. Obviously your letter is intended only to draw a red herring across the trail. I am surprised that you haven't made it a red herring, with a capital R. That seems to be quite the fashion now among critics of the Government.

Although you have gotten away from the subject, I shall answer your amazingly illogical points. You discuss your own financial condition, apparently to arouse sympathy. Instead you arouse only envy. I should count myself indeed fortunate if I earned enough for the Government to take 50% of my net income in taxes. As long as I continue to work for the Government, I am sure that I will never be in an income tax bracket that will require me to pay more than about 20% or 25% of my net income.

I don't understand why buying insurance individually should prevent you from obtaining a semblance of future security. Perhaps you patronize the wrong insurance agents. Incidentally, I am sure you are covered by Social Security benefits, so you have at least something to look forward to (thanks to the Government).

You write that you work on the basis of 13-week contracts. Apparently, that is not a serious handicap, because I have listened to your news broadcasts for many times that number of weeks (Always enjoyed them, too, until you waxed sarcastic on this topic). However, if you should lose your contracts, you are probably entitled to unemployment benefits. Federal employees do not share that benefit.

You ask whether the government employee is at a disadvantage with respect to industry, partially at least because you believe Government employees get free insurance. This is untrue. I get no free insurance. I do have a retirement plan, but I pay 6% of my gross salary for this—a healthy bite. Commercial and industrial employees pay only 1½% of their first \$3,600 of earnings for Social Security. Certainly my retirement plan is more liberal than Social Security, but I pay proportionately more for it. I enclose a clipping from the Help Wanted columns of the New York Times. Obviously many industrial employees are getting free life insurance, accident insurance and hospitalization insurance. And of course, you know that many corporation executives get really fantastic retirement pensions without paying a penny. I pay cash for these things.

You refer to the exposure of the tax collectors. Mr. A. B. how could you? As a top-flight news broadcaster, you should know that the recently-removed tax collectors were not in Civil Service. Those in Civil Service who are found guilty of crimes will not be "protected by iron-clad rules."

The reference to "iron-clad guarantees" and "security for all of his life" is another popular misconception, which you, as an expert observer of the Washington scene, should correct rather than perpetuate. While the Federal employee does have a nominal security in his position which is somewhat better than that of the industrial worker, it is by no means an absolute security. His position is subject to the whim of Congress, to a sudden "economy" move (often inspired by malicious, uninformed emotional rabble-rousers), perhaps by a decision to move an agency from one part of the country to another, or by the end of a particular program of activity. I, myself, was given a notice of discharge just before Korea because lack of funds required the abolition of my job. This was after more than 13 years of continuous employment by the Defense Department, with efficiency ratings of "Very Good" and "Excellent." Obviously your picture of security is exaggerated.

As I said before, those points

are not germane to the issue I raised in my first letter to you. I have answered them at length because I feel that the attitude you have expressed can do much harm to the Government worker. This in turn will react adversely on the Government itself, by lowering morale and efficiency and by continuing to drive good people out of the Civil Service. This can result in incalculable damage to the Nation. Only a short time ago, the newspapers carried reports of the high rate of turnover of Government employees and the difficulties in retaining these workers. For a graphic picture of what your attitude tends to achieve, you really must read the very short but excellent article by Thurman Arnold in the September 1951 issue of the Atlantic Monthly.

Instead of continually criticizing and ridiculing Government service and Government employees, which is the habit of many publicists in this country, our leaders of public opinion should try to build up proper respect for Government service, as is the case in England. Only by the establishment of a career Civil Service which has the respect of the people can this Nation obtain the high quality of public service which is so essential in a complex society.

Coming back to the original issue—are Government employees entitled to a pay increase at this time? You know perfectly well that the cost of living has risen sharply since the Korean crisis began. Every group in the economy has received increases in salaries and other benefits. This includes industrial workers, commercial workers, Social Security and Railroad Retirement pensioners, radio announcers, and last but not least, Dagmar. At the same time, Federal Civil Service employees have been handed what amounts to two pay cuts—a reduction of annual leave and a reduction in sick leave. Not to have given them a pay increase now would be in effect another pay cut—one which few persons could afford to accept today. What reason can be offered for such a discrimination against one segment of the population? Incidentally, the reporting of the amount of the pay increase bill recently passed is not in agreement with the facts. The statement that all employees earning between \$3,000 and \$8,000 will get a 10% increase is inaccurate. The amount is 10% of the so-called base-pay. Thus, employees who have been with the Government for some time and have earned within-grade increases because of length of service, get only about 8% increase. This is much less than the recent rise in the cost of living. Furthermore, the increase is not retroactive to July 1, as has been reported, but only to July 8.

I hope that this discussion will help to change your attitude toward the Civil Servant, and that you will help your large audience get a fairer and cleaner picture of the conditions under which Government people work.

IRVING ROWE.

### LEGAL NOTICE

**CITATION**  
THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent To: JULIETTE KING, LYDIA SEMICH SMITH (referred to in the Will of Frieda Jaekel as "Lydia Semich"), RENATA SEMICH COOK (referred to in the said Will as "Renata Semich"), DR. SERAFINE BERN (referred to in the said Will as "Dr. Serafine Fried"), HEDY NEUMANN, MARTHA SNELL (referred to in the said Will as "Martha Schnepf"), being the persons interested as creditors, legatees, beneficiaries or otherwise in the estate of Frieda Jaekel, deceased, who at the time of her death was a resident of the City, County and State of New York.  
SEND GREETINGS:

Upon the petition of Eleanor Semich residing at 258 Riverside Drive in the City, County and State of New York and Merrill M. Manning residing at 209-05 35th Avenue, Bayside, County of Queens, City and State of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York to be held at the Hall of Records in the County of New York on the 29th day of January, 1952 at half-past ten o'clock in the forenoon of that day why the final account of proceedings of the said Eleanor Semich and Merrill M. Manning as Executors of the Will of Frieda Jaekel, deceased, should not be judicially settled.

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

WITNESS HONORABLE GEORGE FRANKENTHALER, a Surrogate of our said County, sitting in New York the 20th day of December in the year of our Lord one thousand nine hundred and fifty-one.

PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court.  
(New York Surrogate's Seal)

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### LEGAL NOTICE

**SUPREME COURT, BRONX COUNTY** — Max Donner, plaintiff, against Anna Douberman, wife of Max Douberman, Nunzio Campo, Margaret Campo, his wife, Ida Vallese, "John" Saracena and "Jane" Saracena, said first names "John" and "Jane" being fictitious, true first names being unknown to plaintiff, persons intended being the unknown heirs-at-law, if any, of Anthony C. Saracena, deceased and all of the above, if living, and if any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives widows, lienors and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, lienors, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants", defendants.

To the above named defendant:  
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, November 13, 1951.  
HARRY HAUSEKNECHT,  
Attorney for Plaintiff.  
Office & P. O. Address, 135 Broadway, New York, New York.

Plaintiff's address is 370 East 149th Street, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants:  
The foregoing second supplemental summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rabin, Justice of the Supreme Court of the State of New York, dated November 21, 1951, and filed with the second amended complaint in the office of the Clerk of Bronx County, at 141st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the Fourth and Sixth Causes of Action, which are for the foreclosure of the following liens: Bronx Lien No. 71208, in the sum of \$104.98 with interest at 12% per annum from November 9, 1943, affecting Section 16, Block 4698; Lot 48 on the Tax Map of Bronx County, and Bronx Lien No. 73972; in the sum of \$952.59 with interest at 12% per annum from April 17, 1945, affecting Section 16, Block 4698, Lot 53 on the Tax Map of Bronx County.

Dated: New York, November 27, 1951.  
HARRY HAUSEKNECHT,  
Attorney for Plaintiff.  
Office & P. O. Address, 135 Broadway, New York, New York.

**STATE OF NEW YORK, DEPARTMENT OF STATE: SS.**  
I DO HEREBY CERTIFY that a certificate of dissolution of INTRATEX CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.  
GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this tenth day of December, one thousand nine hundred and fifty-one.  
THOMAS J. CURRAN,  
Secretary of State.  
By SIDNEY B. GORDON,  
Deputy Secretary of State.

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# Federal, State and Local Positions Now Open

## U. S. Jobs

Following is a complete listing of Federal exams open nationwide. Full information about these exams may be obtained by writing the U. S. Civil Service Commission, Washington 25, D. C.

### AGRICULTURAL

**Agricultural Marketing Specialist, Fishery Marketing Specialist, \$3,825 to \$8,800; Dairy and Poultry Products Inspector and Grader, Fresh Fruits and Vegetables Inspector, Agricultural Commodity Market Reporter, \$3,825 to \$6,400.**—Jobs are country-wide. Requirements: Experience. Announcement 257 amended.

**Agricultural Research Scientist, \$3,825 to \$8,800.**—Jobs are country-wide. Requirements: Education and experience. Announcement 109 amended.

**Agriculturist, \$3,825 to \$10,000.**—Jobs are country-wide; a few outside the U. S. Requirements: Education and/or experience. Announcement 202 amended.

**Poultry Coordinator — Veterinary Coordinator, \$5,400 and \$6,400.**—For duty country-wide. Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners, Agricultural Research Center, Beltsville, Md. Announcement 4-69-2 (1948) amended.

**BUSINESS AND ECONOMICS**  
**Accountant (Comprehensive Audits), \$3,825 to \$6,400.**—Jobs are in the General Accounting Office in Washington, D. C., and a few throughout the country. Requirements: Experience or experience and education. Announcement 295.

**Accountant and Auditor (Trainee), \$3,100 and \$3,450; Accounting and Auditing Clerk, \$2,875.**—Requirements: For all positions, written test. For Accountant and Auditor (Trainee), experience or education. Announcement 291.

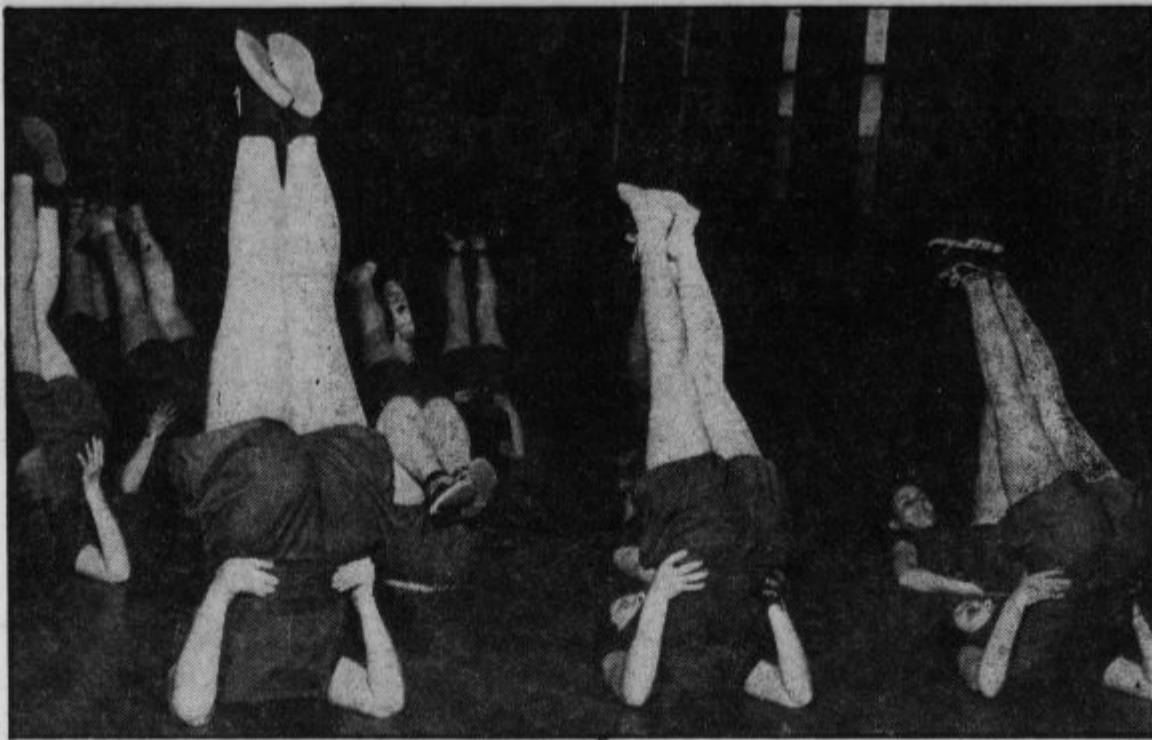
**Business Analyst — Commodity-Industry Analyst — Industrial Specialist, \$3,450 to \$6,400.**—Requirements: Experience. No maximum age limit. Announcement 259 amended.

**Commodity - Industry Analyst (Minerals), \$3,450 to \$6,400.**—Jobs are country-wide. Requirements: Experience. Announcement 255 amended.

**Economist, \$3,825 to \$6,400.**—Requirements: Experience in research or analysis. Announcement 209 amended.

**Loan Appraiser (Telephone Facilities), \$4,600 to \$6,400; Auditor (Telephone), \$5,400.**—Jobs are country-wide. Requirements: Experience. Announcement 246 amended.

**ENGINEERING & SCIENTIFIC**  
**Aeronautical Research Intern (Scientific and Engineering), \$3,100; Aeronautical Research Scientist, \$3,825 to \$10,000.**—Jobs are in field establishments of the National Advisory Committee for Aeronautics. Requirements: Education or education and experience. For places to apply, see An-



Before an eligible is appointed as a policewoman in NYC, the Police Department must be satisfied that she's physically fit. Even after she's appointed the department helps her to keep in trim. A group of newly appointed policewomen is shown going through physical paces at an armory.

nouncement 4-31-1 (51) amended, and Announcement 47 amended.

**Architect, \$3,825 to \$5,400.**—Requirements: Education and experience or experience only. Announcement 244 amended.

**Astronomer, \$3,100 to \$8,800.**Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of PRNC, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-1 (1951) amended.

**Bacteriologist — Biochemist — Serologist, \$3,825 to \$6,400.**—Jobs are country-wide and in Puerto Rico. Requirements: Education or education and experience. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 236 amended.

**Cartographic Aid, \$2,450 to \$3,825.**—Most jobs are in Washington and vicinity; a few country-wide. Requirements: Experience or education. Minimum age limits: 17 for D.C. area residents; 18 for others. Announcement 253 amended.

**Chemist — Metallurgist — Physicist, \$4,600 to \$10,000; Electronic Scientist — Mathematician, \$3,825 to \$10,000.**Requirements: Education and experience or experience only. Apply to U. S. Civil Service Committee of Expert Examiners, National Bureau of Standards, Washington 25, D. C. Announcement 226 amended.

**Chemist — Metallurgist — Physicist, \$4,600 to \$10,000; Mathematician, \$3,825 to \$6,400.**—For duty in Potomac River Naval Command activities in Washington and vicinity and the Engineer Center, Fort Belvoir, Va. Requirements:

Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of PRNC, Building 37, Naval Research Laboratory, Washington, D. C. Announcement 4-34-4 (1950) amended.

**Chemist — Physicist, \$4,600 to \$10,000; Meteorologist, \$3,825 to \$10,000.**—Jobs are in Cambridge, Mass. Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners, Air Force Cambridge Research Laboratories, 230 Albany Street, Cambridge 39, Mass. Announcement 1-12-1 (50) amended.

**Electronic Engineer — Physicist, \$4,600 to \$8,800.**—Jobs are in Mass. and Conn. Requirements: Education and experience or experience only. Apply to a laboratory listed in Announcement 1-34 (1947) amended.

**Electronic Scientist, \$3,825 to \$10,000.**—Jobs are in Washington, D. C., and in Md., N. C., Va., and W. Va. Requirements: Education and experience or experience only. Apply to the Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the PRNC, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-4 (1949) amended. For other Electronic Scientist positions, see Announcement 226 amended.

**Electronic Specialist, \$3,825 to \$4,200.**—Jobs are in the Signal Corps throughout the country. Requirements: Experience or experience and education. Apply to Board of Civil Service Examiners, Signal Corps, 2800 South 20th St., Philadelphia, Pa. Announcement 3-40-2 (1951).

**Engineer, \$3,100 to \$10,000.**—Jobs are in Washington and vicinity; Sanitary Engineer jobs, country-wide. Requirements: Education and/or experience. Maximum age for \$3,100 jobs, 35; no maximum age for higher-paying jobs. Announcement 301.

**Engineer, \$4,600 and \$5,400.**—Jobs are in Dayton, Ohio. Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners, Wright-Patterson Air Force Base (MCACXB), Dayton, Ohio. Announcement 6-42-7 (1950) amended.

**Engineer, \$3,100 to \$5,400.**—Jobs are in West and Midwest. Requirements: Education and/or experience. Maximum age limit: For \$3,100 jobs, 35; for all other jobs, 62. Apply to Central Board of U. S. Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo. Announcements 13-1-3 (50) amended and 13-1-3 (51).

**Engineer (Aeronautical, Electrical, Electronics, and Mechanical) — Physicist, \$4,600 to \$7,600.**—Jobs are at Johnsville, Pa. Requirements: Education or education and experience. Apply to Board of U. S. Civil Service Examiners, Naval Air Development Center, Johnsville, Pa. Announcement 3-39-1 (51).

**Engineering, Cartographic, and Statistical Draftsman, \$2,450 to \$3,825.**—Requirements: Sample of work and experience or educa-

tion. Announcement 254 amended.

**Field Representative (Electrical Utility Management); Rural Electrification Engineer (Distribution and Transmission, Electric Power Generation, Farm Electrification), \$4,600 to \$5,400.**—Positions of Field Representative and Rural Electrification Engineer (Farm Electrification) are country-wide only; others are in Washington and country-wide. Requirements: Education and/or experience. Apply to Board of U. S. Civil Service Examiners for Department of Agriculture, Agricultural Research Center, Beltsville, Md. Announcement 4-69-1 (1950) amended.

**Geographer, \$3,825 to \$10,000.**—Requirements: Education and/or experience. Announcement 290.

**Geologist, \$4,600 to \$7,600.**—Jobs are country-wide. Requirements: Education and experience. No maximum age. Announcement 287 amended.

**Highway Engineer, Highway Bridge Engineer, \$4,600 and \$5,400.**—Jobs are country-wide; a few outside United States. Requirements: Education and experience or experience only. Announcement 148 amended.

**Junior Scientist (Chemist, Physicist, Metallurgist), \$3,100 and \$3,825; (Mathematician, Electronic Scientist), \$3,100.**—Requirements: Education or education and experience. Age limits: For \$3,100 jobs, 18 to 35 years; for \$3,825 jobs, 18 to 62. Announcement 276 amended.

**Meteorologist, \$3,100 and \$3,825.**—Jobs are throughout the United States and its Territories; a few in United States possessions and in foreign countries. Requirements: Education and/or experience. Maximum age for \$3,100 jobs: 35. Announcement 298.

**Navigation Specialist (Air), \$3,825 to \$6,400.**—Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the PRNC, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-5 (51).

**Oceanographer, \$3,825 to \$10,000.**—Requirements: Education and experience or experience only. Apply to Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of PRNC, Building 37, Naval Research Laboratory, Washington 25, D. C. Announcement 4-34-3 (1950) amended.

**Physical Science Aid — Engineering Aid, \$2,650 to \$3,825.**—Requirements: Experience and/or education. Announcement 289.

**Physicist, Chemical Engineer, Mathematician, Chemist, \$4,600 to \$7,600.**—Jobs are in Bureau of Mines, Pittsburgh or Bruceton, Pa. Requirements: Education and experience. Apply to Board of U. S. Civil Service Examiners, Bureau of Mines, 4800 Forbes St., Pittsburgh, Pa. Announcement 3-35-1 (1950).

**Radar Instructor, \$3,825; Radar Instructor (Trainee), \$3,100.**—Jobs are in Biloxi, Miss. Requirements: Experience or education. Apply to Board of U. S. Civil Service Examiners for Keesler Air Force Base, Department of the Air Force, Biloxi, Miss. Announce-

ment 10-8-4 (1950) amended.  
**Research and Development Meteorologist, \$4,600 to \$6,400.**—Jobs are throughout the United States and its Territories; a few in United States possessions and in foreign countries. Requirements: Education and/or experience. Announcement 297.

**Telephone Engineer, \$4,600 to \$6,400.**—Jobs are country-wide. Requirements: Education and experience or experience only. Announcement 246 amended.

### MEDICAL

**Dental Officer (Intern), \$2,200.**—Requirements: Applicants must be fourth-year students in an approved dental school. Maximum age: 35. Apply to Committee of U. S. Civil Service Examiners, St. Elizabeths Hospital, Washington 25, D. C. Announcement 252.

**Exercise Therapist, \$3,100.**—Jobs are country-wide. Requirements: Education or education and experience. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 299.

**Medical Officer, \$5,400 and \$6,400.**—For duty country-wide and in Alaska and Panama. Requirements: Graduation from medical school; current medical and surgical license. For lower grade, full internship; for higher grade, professional medical experience. Maximum age: Panama Canal Service, 45; Indian Service, 50; other agencies, 62. Announcement 217 amended.

**Medical Officer — Rotating Intern, \$2,200; Psychiatric Resident, \$3,400 to \$4,200; Surgical Resident, \$4,200 to \$4,700; General Practice Resident, \$3,400 to \$3,800.**—For duty in St. Elizabeths Hospital, Washington, D. C. Requirements: Appropriate education. Approved internship also required for psychiatric, surgical, and general practice resident, and an additional 2 years as resident-in-training in surgery for surgical resident. No written test. Maximum age limit: 35. Apply to Committee of Expert Examiners, St. Elizabeths Hospital, Washington 25, D. C. Announcement 300.

**Nursing Consultant, \$4,600 to \$7,600.**—Positions are country-wide. Requirements: Education in public health nursing and specialized experience; current registration as graduate professional nurse. Announcement 171 amended.

**Occupational Therapist — Physical Therapist, \$3,100 to \$4,600.**—Jobs are country-wide and in Puerto Rico. Requirements: Education. Experience required for jobs paying \$3,825 and \$4,600. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 233 amended.

**Physical Therapist, \$3,100 and \$3,825.**—Jobs are country-wide and in Puerto Rico. Requirements: Education. Experience required for jobs paying \$3,825 and \$4,600. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 233 amended.

**Physical Therapist, \$3,100 and \$3,825.**—Jobs are country-wide and in Puerto Rico and the Virgin Islands. Requirements: Education and/or experience. Announcement 169 amended.

**Public Health Nurse, \$3,825.**—Jobs are with the Bureau of Indian Affairs on reservations west of the Mississippi River and in Alaska. Requirements: Nursing education and experience. Maximum age limit: 40. Announcement 243.

**Staff Nurse, \$3,100; Head Nurse, \$3,825.**—For duty in the Indian Service west of the Mississippi River and in Alaska. Requirements: Nursing education or education and experience. Maximum age for staff nurse: 40. Announcement 211 amended.

**Staff Nurse, \$3,100; Psychiatric Head Nurse, \$3,825.**—For duty in Washington and vicinity and in Panama Canal Zone. Requirements: Current registration as a professional nurse; appropriate education or education and experience. Maximum age limits: For Panama Canal Service, 35; for other agencies, 62. Announcement 267 amended.

**Veterinarian, \$3,825.**—Jobs are country-wide. Requirements: Completion of college course in veterinary medicine plus additional study or experience. Announcement 143 amended.

### MISCELLANEOUS

**Correctional Officer, \$3,125.**—For duty in Bureau of Prisons

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# 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., and Room 302, State Office Building, Buffalo 2, N. Y. Hours 9:30 to 5, excepting Saturdays, 9 to 12. 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.

throughout the country. Requirements: Written test; excellent personal attributes, character, and physical condition. Age limits: 21 to 45. Apply to Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kans. Announcement 9-14-1 (1950).

**Inspector of Locomotives, \$5,400.** — Positions are country-wide in the Interstate Commerce Commission. Requirements: Written test. Experience. Age limits: 28 to 53. Announcement 284.

**Intelligence Research Specialist — Military intelligence Research Specialist — Foreign Affairs Officer, \$3,825 to \$6,400.** — Requirements: Education and/or experience; knowledge of a foreign country or area. Announcement 258 amended.

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

**Librarian, \$3,100.** — Requirements: Written test. Education and/or experience. Announcement 119 amended.

**Mathematical, Analytical, and Survey Statistician, \$3,825 to \$5,400.** — Requirements: Experience and/or education. Announcement 275.

**Office Appliance Repairman, \$2,450 to \$3,125.** — Requirements: Experience. Announcement 293.

**Organization and Methods Examiner — Budget Examiner, \$3,825 to \$6,400.** — Requirements: Written test. Experience and/or education. Announcement 270.

**Patent Examiner, \$3,100 and \$3,825.** — Requirements: Written test plus education and/or experience. Maximum age for \$3,100 jobs: 35. Announcement 274 amended.

**Pharmacist, \$3,100 to \$4,600.** — Jobs are country-wide and in Puerto Rico. Requirements: Education and current registration as a pharmacist. Professional experience for \$4,600 jobs. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 232 amended.

**Pharmacologist, \$3,825 to \$10,000.** — Requirements: Education and experience. Announcement 131 amended.

**Photographer, Microphotographer, Photostat Operator, Blueprint Operator, Blueprint and Photostat Operator, Photo-Reproduction Trainee, various rates from \$2,200 to \$3,100.** Requirements: Written test, and for \$2,650 jobs and above, experience. Minimum age limits: 16 for D. C. area residents; 18 for others. Announcement 294 amended.

**SOCIAL AND EDUCATIONAL**  
**Clinical Psychologist, \$5,400 to \$10,000.** — Jobs are country-wide

and in Puerto Rico. Requirements: Education and experience. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 247 amended.

**Elementary Teacher, \$3,100.** — For duty in the Bureau of Indian Affairs in various States and in Alaska. Requirements: Education. Maximum age limit: 40. For places to apply, see Announcement 231 amended.

**Military Training Instructor, \$3,100 to \$4,600.** — Jobs are in Fort Monmouth, N. J. Requirements: Experience and/or education. For jobs paying \$3,825 and above, experience as an instructor. Send applications to Board of U. S. Civil Service Examiners, Headquarters, Signal Corps Center and Fort Monmouth, Fort Monmouth, N. J. Announcement 2-21-1 (1951).

**Public Health Educator, \$4,600 to \$7,600.** — Jobs are country-wide. Requirements: Public health education plus experience. Announcement 190 amended.

**Research Psychologist (Psychophysics), \$3,825 and \$4,600.** — For duty in New London, Conn. Requirements: Education and/or experience. Apply to Board of U. S. Civil Service Examiners, U. S. Naval Submarine Base, New London, Conn. Announcement 1-6-1 (50) amended.

**Social Worker, \$3,825 to \$5,400.** — Jobs are country-wide and in Puerto Rico. Requirements: Education or education and experience. Apply to Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Announcement 256 amended.

**Training Instructor (Communications-Radio Equipment Maintenance), \$3,100 and \$3,825.** — For duty at Scott Air Force Base, Ill. Requirements: Experience and/or training. Send applications to Board of U. S. Civil Service Examiners, Department of the Air Force, Scott Air Force Base, Ill. Announcement 7-46-4 (51).

**STENOGRAPHY AND TYPING**  
**Stenographer - Typist, \$2,450 to \$2,875 (most jobs start at \$2,650).** — Requirements: Written test. No maximum age limit. Minimum age limits: 17 for D. C. area residents; 18 for others. Announcement 272 amended.

### TRADES

**Automobile Mechanic, \$2,450 to \$2,900.** — Requirements: Experience or training. Announcement 286.

**Boiler Fireman, \$2,252 to \$2,674.** — Requirements: Experience. Announcement 281.

**Bookbinder (Hand Work), Bookbinder (Machine Operations), \$2.43 an hour; Cylinder Pressman, \$2.52 an hour; Printerhand Composer, \$2.54 an hour; Electrotyper (Finisher) and (Molder), Stereotyper, \$2.75 an hour.** — Requirements: Appropriate experience which may have included

apprenticeship. Announcement 296.

**Lithographic Draftsman, \$1.41 to \$2.17 an hour.** — Requirements: Experience. Announcement 282.

**Lithographic Offset Pressman (Also Foreman), \$1.27 to \$2.63 an hour.** Requirements: Experience or apprenticeship training. Announcement 280 amended.

**Operating Engineer, \$2,450 to \$3,400.** — Requirements: Experience. Announcement 283.

**Plate Printer, Established Piece-Work Rates of Pay.** — For duty in the Bureau of Engraving and Printing, Washington, D. C. Positions in map-reproduction agencies paying \$1.90 an hour may also be filled. Requirements: Training and/or experience. Announcement 205 amended.

**Printer (Monotype Keyboard Operator and Slug Machine Operator), \$2.54 an hour.** — Requirements: Five years of experience. Announcement 100 amended.

**Printer-Proofreader, \$2.54 an hour.** Requirements: Written test plus experience. Announcement 145 amended.

# State Jobs

ALBANY, Dec. 31 — A large series of State examinations, offering opportunities in many occupations, has just been announced for February 16, the test date. Applications may be sent in until January 11. Applications for these State examinations are available at the following addresses: State Office Building, Albany; State Civil Service Department, 270 Broadway, NYC; State Office Building, Room 302, Buffalo; and at offices of the State Employment Service.

A number of the examinations listed below are open to out-of-state residents. Non-New Yorkers interested in any of the prospects should therefore secure the full examination announcements.

### 4326. ASSOCIATE IN HOME ECONOMICS EDUCATION

**Present vacancies:** One in Education Dept. Albany. Salary: From \$5,774 to \$7,037 in 5 annual salary increases. Requirements: (1) A certificate to teach home economics in New York State; (2) 30 graduate semester hours in home economics education; (3) 3 years' full-time paid experience in teaching home economics, of which 2 years must have been in a supervisory capacity; (4) either (a) 2 more years of the above experience, or (b) completion of all requirements for a doctorate in home economics, or an equivalent combination of such training and experience. Application Fee: \$5.

### 4329. PUBLICITY AGENT

**Present vacancies:** 5 in Albany offices of the Departments of Commerce, Public Works, and Correction and in the Youth Commission. Salary: From \$4,136 to \$4,923 in 5 annual salary increases. Requirements: (1) high school; (2) 2 years experience in editorial, publicity, or advertising copy-writing and lay-out work, including the origination and execution of publicity projects, and (3) either (a) 3 more years of the above experience, or (b) a bachelor's degree with specialization in English or journalism, or (c) an equivalent combination. Application Fee: \$3.

### 4327. SENIOR SCIENTIST (PALEONTOLOGY)

**Present vacancies:** One in State Museum, Albany. Salary: From \$5,774 to \$7,037 in 5 annual salary increases. Requirements: (1) degree with specialization in geology, including 6 semester hours in historic geology and/or stratigraphy; (2) 3 years of experience in paleontology and stratigraphy, of which 2 years must have been devoted to significant research; (3) either (a) 3 more years of experience in paleontology and stratigraphy, or (b) completion of all requirements for a doctorate with specialization in paleontology and stratigraphy, or (c) an equivalent combination of such graduate training and experience. Application Fee: \$5. This examination is open to residents and non-residents of New York State.

### 4328. SENIOR PUBLICITY AGENT

**Present vacancies:** One in the New York Office of the Civil Defense Commission and 3 in the New York Office of the Dept. of Labor. Two are anticipated in the Dept. of Commerce. Salary: From \$4,710 to \$5,774 in 5 annual salary increases. Requirements: the same as those for No. 4329 Publicity Agent plus 2 more years of the required experience. Application Fee: \$4.

(Continued on page 10)

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# Federal, State and Local Positions Now Open

## State Jobs

(Continued from page 9)

### 4597. SENIOR PLANNER (PLANNING), Westchester County.

Present vacancies: One. Salary range: \$4,005 to \$4,965. Requirements: (1) bachelor's degree in city planning, landscape architecture, or civil engineering; (2) 2 years planning experience; and (3) either (a) 2 more years of experience or related work; or (b) a satisfactory equivalent. Application Fee: \$3. Open to residents and non-residents of New York State.

### 4595. ASSISTANT PLANNER (PLANNING), Dept. of Planning, Westchester County

Present vacancies: One. Salary range: \$3,585 to \$4,305. Requirements: (1) bachelor's degree in city planning, landscape architecture, or civil engineering; (2) one year's planning experience; and (3) either (a) one more year of experience or of related work, or (b) a satisfactory equivalent. Application Fee: \$3. Open to residents and non-residents of New York State.

### 4596. PLANNING AID (PLANNING), Westchester County.

Present vacancies: One. Salary range: \$3,045 to \$3,645. Requirements: Any one of the following: (a) bachelor's degree with specialization in city planning; or (b) one year of experience in the field of state, county, municipal or other governmental planning and a bachelor's degree with specialization in landscape architecture or civil engineering; or (c) 4 years of experience in the field of state, county, and municipal planning and high school graduation; or (d) an equivalent combination of the foregoing. Application Fee: \$2. Open to residents and non-residents of New York State.

### 4257. SENIOR PUBLIC HEALTH EDUCATOR

Present vacancies: 3 in the Health Department, Albany. Others may occur in Albany and in some regional offices. Salary: From \$4,710 to \$5,774 in 5 annual salary increases. Requirements: (1) master's degree in public health; (2) 2 years public health education experience in approved agency of which one year must have been in closely supervised field experience; (3) either (a) one more year of public health education experience, or (b) 2 years of satisfactory related experience, or (c) an equivalent combination. Application Fee: \$4.

### 4535. PUBLIC HEALTH EDUCATOR, Erie County.

Present vacancies: One in Erie County Department of Health. Salary: \$4,000 plus \$700 cost-of-living adjustment. Requirements: (1) master's degree in public health; (2) either (a) 2 years of satisfactory health education experience in an approved agency, or (b) one year of closely supervised field experience in health education in an approved agency, or (c) an equivalent combination. Application Fee: \$3. Open to residents and non-residents of New York State.

### 4258. PUBLIC HEALTH EDUCATOR,

Present vacancies: One in the Health Department in Albany. Salary: From \$3,846 to \$4,639 in 5 annual salary increases. Requirements: (1) master's degree in public health; (2) one year of closely supervised field experience in public health education in an approved agency. Application Fee: \$3.

### 4320. CONSULTANT PUBLIC HEALTH NURSE (Communicable Disease)

Present vacancies: One in Albany. Salary: From \$4,710 to \$5,774 in 5 annual salary increases. Requirements: (1) license to practice as a registered professional nurse in New York State; (2) graduation from school of nursing and completion of the "Public Health Nurse for Supervision" qualifications; (3) bachelor's degree with 30 credit hours in public health nursing; (4) 5 years of public health nursing experience, of which 2 years must have involved a major emphasis in the treatment of communicable diseases. Application Fee: \$4.

4312. CONSULTANT PUBLIC HEALTH NURSE (Mental Health) Present vacancies: One each in New York City and Syracuse. Salary: From \$4,710 to \$5,774 in 5 annual salary increases. Re-

quirements: (1) license to practice as a registered professional nurse in New York State; (2) graduation from school of nursing and completion of the "Public Health Nurse for Direction" qualifications of the N.Y.S. Dept. of Health; (3) bachelor's degree with 30 credit hours in public health nursing; (4) 5 years of public health nursing experience, of which 2 years must have included experience in community mental health programs or psychiatric nursing. Application Fee: \$4.

### 4598. INSTRUCTOR OF PUBLIC HEALTH EDUCATION, Westchester County.

Present vacancies: One. Salary range: \$3,585 to \$4,305. Requirements: (1) master's degree in public health with major in public health education; (2) either (a) 2 years of health education experience in a public or private agency, or (b) a satisfactory equivalent. Application Fee: \$3.

### 4169. PRINCIPAL PUBLIC HEALTH EDUCATOR (Mental Health).

Present vacancies: One in the Mental Health Commission, Albany. Salary: From \$7,352 to \$8,905 in 5 annual salary increases. Requirements: (1) completion of 30 graduate semester hours in education or public health education; (2) 6 years experience in teaching or in public health, of which 3 years must have included responsibility for planning and administering a large health or community education program, and of which 2 years must have included experience in the planning and administration of conferences, seminars and workshops in mental health or community education; (3) either (a) one more year of experience in teaching or in public health, or (b) 30 additional graduate semester hours in community organization, adult education, human relations, or mental health education, or (c) an equivalent combination of such graduate training and experience. Application Fee: \$5.

### 4319. SUPERVISING PUBLIC HEALTH EDUCATOR (Mental Health).

Present vacancies: One in the Mental Health Commission, Albany. Salary: From \$5,774 to \$7,037 in 5 annual salary increases. Requirements: (1) college graduation; (2) 4 years experience in health or community education, of which one year must have been the specialized experience described under (2) in the requirements for No. 4169, Principal Public Health Educator and one year must have included experience in the planning and administration of conferences, seminars, and work shops in mental health or community education; (3) either (a) 2 more years of experience in health or community education, or (b) 60 graduate semester hours in public health education, community organization, adult education, human relations, mental health education, psychology, or sociology, or (c) an equivalent combination of such graduate training and experience. Application Fee: \$5.

### 4170. COORDINATOR OF COMMUNITY MENTAL HEALTH SERVICES.

Present vacancies: One in the Mental Health Commission, Albany. Salary: From \$6,901 to \$8,255 in 5 annual salary increases. Requirements: (1) master's degree in psychology, education, social work, or related fields, (2) 5 years experience in public health or public welfare administration, mental health education, or in a child guidance or other outpatient clinic, of which (a) 2 years must have been in a responsible supervisory capacity in a psychiatric clinic or in a consultant capacity; and (3) either (a) one more year of the above experience, or (b) completion of 30 additional graduate semester hours in psychology, education, social work, or related fields, or (c) an equivalent combination of such graduate training and experience. Application Fee: \$5.

### 4318. ASSISTANT COORDINATOR OF COMMUNITY MENTAL HEALTH SERVICES.

Present vacancies: One in the Mental Health Commission, Albany. Salary: From \$5,348 to \$6,412 in 5 annual salary increases. Requirements: (1) college graduation; (2) 3 years of professional experience in public health or public welfare administration, community organization and education, or in an outpatient mental hygiene facility, of which (a) one year must have been in a supervisory or consultant capacity in a

psychiatric clinic or in a large, intensive health or community education program; (3) either (a) 2 more years of the above experience, or (b) completion of 60 graduate semester hours in psychology, education, social work, or related fields, or (c) an equivalent combination of such graduate training and experience. Application Fee: \$4.

### 4322. SUPERVISOR OF SOCIAL WORK (Child Welfare).

Present vacancies: One each in Albany and New York. Salary: From \$4,425 to \$5,313 in 5 annual salary increases. Requirements: (1) one full year of graduate work in an approved school of social work and (2) either (a) 5 years of experience, within the past 10 years, in child welfare work in a public or private agency adhering to acceptable standards, of which 3 years must have been in a supervisory capacity, or (b) a satisfactory equivalent in training and experience. Application Fee: \$3.

### 4323. SENIOR SOCIAL WORKER (Child Welfare).

Present vacancies: 6 in Albany and New York City. Salary: From \$3,991 to \$4,781 in 5 annual salary increases. Requirements: (1) one full year of graduate work in an approved school of social work and (2) either (a) 3 years of experience, within the past 10 years, in child welfare work in a public or private agency adhering to acceptable standards, of which 2 years must have been in a supervisory capacity, or (b) a satisfactory equivalent of such experience. Application Fee: \$3.

### 4321. ASSOCIATE WELFARE CONSULTANT (Child Welfare).

Present vacancies: One in Albany and New York City. Salary: From \$5,774 to \$7,037 in 5 annual salary increases. Requirements: (1) completion of 2 years of graduate study, preferably with specialization in child welfare, (2) one year of administrative, supervisory, or consultative experience, involving major responsibility for planning and execution of a child welfare social work program; (3) either (a) 5 years of experience within the past 10 years in child welfare, work in a public or private agency adhering to acceptable standards, of which 3 years must have been in an administrative, supervisory, or consultative capacity, or (b) an equivalent combination of the foregoing experience. Application Fee: \$5.

### 4324. SENIOR CHEMICAL ENGINEER.

Present vacancies: One at Syracuse. Salary: From \$5,774 to \$7,037 in 5 annual salary increases. Requirements: (1) license to practice professional engineering in New York State; (2) high school graduation or an equivalency diploma; (3) 4 years of professional experience in chemical engineering; and (4) one of the following: (a) one more year of the above experience plus either a bachelor's degree in chemical engineering or 8 years of experience in chemistry, or (b) 5 more years of the above experience, or (c) an equivalent combination of such training and experience. Application Fee: \$5.

### 4069. JUNIOR HYDRO-ELECTRIC OPERATOR.

Present vacancies: One in District 1 of the Dept. of Public Works. Salary: From \$2,508 to \$3,237 in 5 annual salary increases. Requirements: (1) 2 years of experience in the installation, operation, or maintenance of mechanical and electrical machinery and (2) either (a) completion of the 8th grade in school, or (b) an equivalent combination of training and experience. Application Fee: \$2.

### 4592. PLANNING DRAFTSMAN, Westchester County.

Present vacancies: One. Salary

range: \$3,060 to \$3,780 plus an emergency compensation of \$195. Requirements: (a) a bachelor's degree with specialization in city planning, landscape architecture or other fine art, or (b) 4 years of experience in drafting in the office of a city planner, landscape architect or architect and high school graduation with a course in drafting, or (c) a satisfactory equivalent of such training and experience. Application Fee: \$3.

### 4325. GENERAL INDUSTRIAL FOREMAN (TEXTILES)

Present vacancies: One in woolen textiles at Auburn Prison and one in cotton textiles at Greenhaven Prison. Salary: From \$4,136 to \$4,923 in 5 annual salary increases. Requirements: 7 years of satisfactory apprentice and journeyman experience in either a woolen or cotton textile industry, of which 4 years must have been in a responsible supervisory capacity, including one year in supervising two or more manufacturing operations such as carding, spinning, or weaving. Application Fee: \$3. Unwritten Test.

### 4330. PRINCIPAL STORES CLERK.

Present vacancies: One in Education Dept., Cohoes, N. Y. Salary: From \$3,541 to \$4,300 in 5 annual salary increases. Requirements: 4 years of progressively responsible experience in the work of a warehouse or storehouse handling food supplies and/or other varied merchandise, of which one year must have involved supervision over subordinate employees in the work of a warehouse or storehouse. Application Fee: \$3.

### RESEARCH

4589. Associate Planner (Research) Westchester County. \$4,-

545 to \$5,595. In White Plains, \$4.

4591. Planning Aid (Research), Westchester County, \$3,045 to \$3,645. In White Plains, \$2.

4593. Senior Planner (Research), Westchester County, \$4,005 to \$4,965. In White Plains, \$3.

4313. Senior Research Analyst (Veterans' Affairs), \$5,774 to \$7,037. In New York City, \$5.

4314. Research Assistant, \$3,846 to \$4,639. In Albany and New York City, \$3.

4315. Research Assistant, Veterans Affairs, \$3,846 to \$4,639. In New York City, \$3.

4316. Research Assistant (Mental Health), \$3,846 to \$4,639. In Syracuse, \$3.

4317. Economist (Tax Research), \$3,846 to \$4,639. In Albany, \$3.

Requirements: College graduation is required for all the examinations except the one for Planning Aid (Research) in Westchester County which requires a high school education. Additional requirements are as follows:

Associate Planner (Research): undergraduate specialization\* and one full year of graduate work and 5 years of experience in research work and statistical surveys and analysis, of which one year must have been in an administrative or supervisory capacity.

Planning Aid (Research): 4 years of experience in research or statistical surveys or a bachelor's degree\*.

Senior Planner (Research): undergraduate specialization\* and one full year of graduate work\* and 4 years of experience in research work and statistical surveys and analysis.

\*Specialization must have been in city planning, statistics, engi-

(Continued on page 11)

## SCHOOL DIRECTORY

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# Public Job Opportunities

## State Jobs

(Continued from page 10)  
neering, public administration or other appropriate fields.

Senior Research Analyst (Veteran's Affairs): Completion of requirements for a Ph.D. degree and 2 years of experience in research work in education, guidance or counseling, psychology, economics, history, or sociology.

Economist (Tax Research) and Research Assistants (4314-4316): one full year of graduate work in a field appropriate to the position.

NOTE: Satisfactory experience in research work may be substituted for graduate work in all of the above titles, usually on the basis of 2 years of experience for one year of graduate work. Complete information on the requirements for each of the above positions may be obtained by writing to the Department of Civil Service for detailed announcements. When writing for announcements please specify the number and title of the examination in which you are interested.

### Competition in more than one Examination

If qualified, you may compete in any number or combination of the above examinations that you wish. You must, however, submit a separate application and fee for each title.

### OTHER EXAMINATIONS SCHEDULED FOR THIS DATE.

An examination for the position of Resource Assistant will also be held on February 16 to fill vacancies in several local departments of welfare, including Warren and Madison Counties and the City of Poughkeepsie. The duties of the Resource Assistant involve the clearance of the resources of the applicants and recipients of public assistance, such as life insurance, savings accounts, and real estate. Requirements for this position are two years of full-time recent specialized business experience and high school graduation. County residence is also usually required. Persons interested in applying for this position should contact their local civil service commissions.

Probation Officer examinations will be held in several counties, including Cayuga, Chautauqua, Chemung, Chenango, Niagara, Rockland Counties and the cities of Lackawanna and Rochester on the same date. It is expected that other counties will also participate in this examination series. Probation Officer positions are begin-

ning social work positions. County residence is usually required. Those interested should direct inquiries to their local civil service commissions.

## NYC Jobs

The following exams are in the January series of the NYC Civil Service Commission. If more exams are added, they will be reported in next week's LEADER. There are three different application periods. The opening and closing dates appear at the end of each notice. Open competitive exams are open to the general public; promotion exams are restricted to qualified present NYC employees.

### OPEN COMPETITIVE

6409. Psychiatrist, Grade 4, \$6,650. Open to all qualified citizens of the U. S. There are 26 vacancies in the Department of Hospitals. The list will be certified also for Alienist, Grade 4. Acceptance of such appointment will remove candidate from eligible list. Applications must be filed, in person or by mail, on forms furnished by the NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y., and must be notarized. If application is by mail, enclose 6 cent stamped, addressed, 9-inch envelope. Fee \$4. Candidates must have: (a) an M. D. degree; (b) one year as an intern in a general hospital; and (c) four years of psychiatric training in a hospital. At investigation, candidates must present a New York State license to practice medicine. Candidates must also be registered in accordance with Section 19 of the Mental Hygiene Law. Written test, weight 40, 75% required; training and experience, weight 30, 70% required, oral, weight 30, 70% required. (Open January 8 to 23, inclusive).

6429. Psychiatric Social Worker, \$3,780 total. There are 37 vacancies in the Department of Hospitals, four in the Department of Welfare, and five in the Youth Board. Fee \$3. Candidates must have the following or a satisfactory equivalent: (a) a baccalaureate degree, and (b) must have been graduated from a graduate school of social work with field work in psychiatric social work, or been graduated from a graduate school of social work and in addition have six months experience in psychiatric social work in an agency. Written test, weight 40, 70% required; training and experience, weight 30, 70% required.

ed; oral, weight 30, 70% required. (Open January 8 to 23, inclusive).

6437. Property Manager, \$3,300 total. Three vacancies in the Board of Estimate, Bureau of Real Estate. Fee \$3. Property managers are eligible for promotion to senior property manager, \$4,621. Candidates must have three years of experience managing real estate properties, including both renting and operating; or a satisfactory equivalent. Written test, weight 40, 70% required; experience, weight 40, 70% required; oral, weight 20, 70% required. (Open January 8 to 23, inclusive).

6444. Junior Chemical Engineer, \$3,550 total. Four vacancies in the Fire Department. Fee \$3. Junior chemical engineers are eligible for promotion to assistant chemical engineer, \$4,141 to \$5,160. Candidates must have a baccalaureate degree in engineering or a satisfactory experience equivalent. Persons who expect to be graduated by December 31, 1952 will be admitted. Written test, weight 100, 75% required. (Open January 8 to 23, inclusive).

6479. Historian (Medical Records), \$2,890. Twelve vacancies in the Department of Hospitals. Fee \$2. Candidates must have one of the following or a satisfactory equivalent: (a) a registered nurse's license in New York, or (b) one year of experience as a medical historian in a hospital, or (c) college graduation and six months of experience as a medical historian in a hospital, or (d) graduation from an approved school for medical historians requiring at least one year of attendance. Written test, weight 100, 70% required. (Open January 8 to 23, inclusive).

6541. Junior Civil Engineer, \$3,550. Second filing period. More than 300 vacancies. Fee \$3. Written test held April 1. Successive examinations for the position were scheduled to be given on October 18 and December 3, and will result in separate eligible lists. The establishment of each new eligible list may limit the life of the preceding eligible list to one year. The application period for the subsequent examinations will be announced later. Junior civil engineers are eligible for promotion to assistant civil engineer. Candidates must have a baccalaureate degree in engineering or a satisfactory experience equivalent. Persons who expect to be graduated by February 29, will be admitted. Written test, weight 100, 75% required. (Open until further notice). (Continued on page 12)

## Up to \$100 a Week Pay For Shorthand Reporters

Applications will be received for the U. S. exam for filling jobs as shorthand reporter until further notice.

Eligibles on a previous shorthand reporter list, (exam no. 268) need not apply, as they will be continued on the new register, (exam no. 317).

The jobs are in Washington, D. C. and vicinity.

Candidates will take dictation at 175 words a minute in the written test. Machine shorthand is acceptable, also any other method

of noiseless recording. The pass mark is 70 per cent.

The U. S. Civil Service Commission announces it will try to give exams at points most convenient to the competitors.

For GS-6, \$3,795, there are no experience requirements.

For GS-7, \$4,205, the experience required is one year, GS-8, \$4,620, two years; GS-9, \$5,060, three years.

The age limits are 18 and 62. Applications are available at offices of the U. S. Civil Service Commission, 641 Washington St., NYC.

## 5 Employees Win \$50,000 In Back Pay

Five division supervisors, NYC Board of Education, will receive \$50,000 in back pay, also pay raises of \$1,950. The Board voted funds to settle a suit over back pay to March 1, 1944.

The five started suit two years ago through Attorney A. Mark Levien. They cited a Court of Appeals decision which they said, held that district supervisors, under the law, were entitled to the same pay as assistants to principals.

Supreme Court Justice Henry Clay Greenberg agreed with them, but refused their plea for back pay on the ground of excessive delay in bringing the action. The Appellate Division held that the petitioners were entitled to both the salary increase and its retroactive effect.

The five petitioners and the amounts they'll receive in back pay: James E. McGuire, Katherine E. Manning and Hiram L. Donnelly, \$12,477.89 each; Eugene F. Gaiser, \$8,540.89, and Clement Javete, \$4,667.19. Mr. Javete's pay goes up to \$9,100, that of the others to \$9,750.

### CHRISTMAS FLORAL DISPLAY

The NYC Department of Parks Christmas exhibit of flowers will be opened to the public in the greenhouse, Prospect Park West and Ninth Street, Brooklyn, beginning December 20, every day from 10 a. m. to 4 p. m.

### NEW RANCH HOMES AND BUNGALOW

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## Non-Operating Transit Aides Await Raise

Clerical, engineering and other non-operating employees of the Board of Transportation, who have been patiently awaiting merit increases since July, 1950, will have their cases weighed by the Board soon after the New Year's.

The employees in these groups had been hoping that the increases would come along last July 1, but as none did, and no encouraging word was received, they grew extremely restless.

The operating employees were getting reduced hours and actual or equivalent increases, so the clerical-engineering group felt that their own members were being neglected. However, the Board explained that the transition to a 44-hour week and in some cases 40 hours already was such a huge operation that until the 48-hour week was ended in the operating division it would be impossible to sift the pay of the 5,000 others.

Supervisors have been receiving complaints constantly from clerical employees and were not unwilling to report to the Board that their employees' morale is low.

# U. S. Seeks Intelligence, Foreign Affairs Officers; Pays Up to \$7,040 a Year

The minimum requirements for U. S. jobs as intelligence research specialist, military intelligence research specialist and foreign affairs officer, at salaries from \$4,205 to \$7,040 a year, have been broadened. The exam, No. 258, remains open until further notice.

Persons desiring early consideration should file their applications not later than Thursday, January 3. A postmark of that date does not suffice. The application must actually be in the office of the Commission by that date.

### Requirements

Education in social psychology will be acceptable for intelligence research specialist jobs, all grades, a new provision. Applicants for the GS-9 grade \$5,060, will be accepted if they've completed all work up to a doctoral degree, including dissertation, in foreign languages, with a minimum of 30 semester hours in any of the other fields listed originally in the requirements. These others were military science, mathematics, physics, engineering, chemistry, biology, bacteriology, geology, geography, statistics, international relations, international law, political science, economics, history, sociology, and social or cultural anthropology.

### May Apply for Several

Candidates may apply for more than one of the positions but must make a separate application for each. The statement on the original announcement that only one set of forms will be required should be disregarded. Each se-

parate application should be clearly marked with the title of the test for which it is intended.

Applicants for all positions must submit with their application forms 57 a detailed list of their undergraduate and graduate college courses they believe to be qualifying, showing title of the course, a brief description of the content, semester hours or equivalent credit received, and date completed or to be completed.

College graduation is required, but applications will be accepted from graduate college students currently enrolled in the required courses of study and who expect to complete these courses not later than six months after the date of filing application. Persons who apply under this provision and who meet the qualifications requirements in all other respects will be placed on the list of eligibles. Such persons may receive provisional appointments before they complete the requirements but they may not enter on duty until they furnish proof of successful completion of all college work required to meet the terms of the announcement.

The jobs are in and near Washington, D. C. They are for Grades GS-7, 9, 11 and 12 in all three titles. The pay for the grades: GS-7, \$4,205-\$4,955; GS-9, \$5,060-\$5,810; GS-11, \$5,940-\$6,940; GS-12, \$7,040-\$8,040. The lower pay is the starting pay; the higher is pay after six annual increments.

Apply in person, by representa-

tion or by mail to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Ask for as many applications as the number of titles for which you intend to apply.

### LEGAL NOTICE

SCHMIEDER, MAX MORITZ.—CITATION.—P 3435, 1951.—The People of the State of New York, By the Grace of God Free and Independent, To MARTHA HILLER, FRIEDEL FROMBSDORF, PAUL SCHMIEDER, RICHARD SCHMIEDER, WALTER SCHMIEDER, LISELOTTE THRON, THAUDEL BRATSCHKE, HEINZ ARENDT, RUDOLF ARENDT AND WERNER SACHSE the next of kin and heirs at law of MAX MORITZ SCHMIEDER, deceased, send greeting:

Whereas, IDA EISSIGMAN, who resides at No. 71-13 52nd Drive, Maspeth, Borough of Queens, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated June 19, 1951 relating to both real and personal property, duly proved as the last will and testament of MAX MORITZ SCHMIEDER, deceased, who was at the time of his death a resident of No. 242 East 51st Street, Borough of Manhattan, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 21st day of January, one thousand nine hundred and fifty-two, of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler [Seal] Surrogate of our said County of New York, at said county, the 11th day of December in the year of our Lord one thousand nine hundred and fifty-one. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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## Income Tax Guide

(Continued from page 6)  
required that the interest be separately stated.

Interest payments to a member of one's family to whom one is validly indebted are deductible, but the evidence should be clear.

When interest on a loan is discounted by the lender at the time the loan is made — the interest amount deducted from the loan amount, so that the borrower is given that much less right away — the interest is not deductible until the loan is paid. The mere extension of a loan is not such payment. But extinction of the loan

diffuses, even if a new loan is obtained.

Some interest payments are not deductible. One of them is interest paid by a U. S. employee reinstated in the U. S. Civil Service.

Interest paid on money borrowed to buy tax-exempt securities, or life insurance or endowment policies fully payable in a single premium is not deductible, nor is interest on a gambling debt or other unenforceable obligation.

(NEXT WEEK: Deductions for taxes, casualty losses on theft, medical expenses and miscellaneous).

## YOU CAN'T BE TOTALLY BALD

# New Physical Standards Set for NYC Firemen, Cops

New medical standards have been adopted by the NYC Civil Service Commission for its patrolman (P.D.) and fireman (F.D.) exams. This is the first revision since 1945. The physical standards remain unchanged.

The medical standards for both jobs are the same, except for height and missing toes. The minimum height for patrolman is 5 feet, 8 inches and for fireman, 5 feet 6½ inches. Absence of a large toe, or a second toe or a third toe eliminates a candidate for the patrolman job, while the absence of a large toe or any two toes on one foot eliminates a fireman candidate.

Some of the new matter consists of formal inclusion of practices that have been followed in recent years, especially regarding disposition of cases of veterans who suffered war injuries. Now the Commission will be able to point to some provision covering nearly all cases that arise.

### Bald Men Rejected

One of the practices, that of rejecting candidates who are totally bald, has been included in the standards, and rejection is the written rule now. Such rejected candidates have no hair, not even eyebrows.

Also candidates who had lumbago of the back area, or weakness or lameness in that area, or a history showing recurrence, will be eliminated.

Birth marks or noticeable facial disfigurement also eliminates a candidate. The use of cosmetics to hide the effect is of itself disqualifying. These provisions concerning disfigurements spare the candidate the delayed disappointment of being rejected by the department after he has passed all the other tests.

### Elimination Doubts

Some of the changes are intended to eliminate doubts about test decisions. For instance, though the blood pressure test is the same as previously, this part is new: "Two confirmations of an adverse finding eliminate." In 80 per cent of cases the finding of rejection previously had been deferred until the departmental examination, which comes after the candidate has passed all the other tests. The Fire Department wanted rejection to apply after one adverse determination, but the Commission voted for two. Previously the number of adverse determinations could vary, and ran up to five, or six or even more.

### Height

The final official measurement for the height requirement shall be the qualifying medical test. This is given by the Commission, before the physical. A man's height, close to the minimum, might vary slightly. If the candidate passes the Commission's test for height, he can't be rejected for height thereafter by the department, except in cases of manifest error. Such an error, for instance, would exist where a man is obviously well under the minimum height, and some mistake in earlier measurement had been made. The difference would have to be ample. In the other cases, the differences range around one-eighth of an inch. Candidates sometimes lie abed, take stretching exercises, ride to the test in a car, always avoiding standing up, until taking the test, and manage to gain the fractional inch necessary to attain the minimum. If they succeed at the Commission

height test they're in, and won't be eliminated in a departmental height test later. The department, however, may measure the man's height, and report what it actually is, but without adversely affecting his chances of appointment thereby.

### Mental Disorder

A mere history of dementia praecox eliminates. This is a serious mental disorder.

4-F draft classification for any form of nervousness is presumptive evidence of unfitness. This presumption may be rebutted, hence the rejection is only conditional. The candidate would have to prove that he has completely recovered from the nervousness. Many type of activity or work, engaged in since the classification, would be the primary disproof of the assumption, rather than a private doctor's certificate of fitness. For instance, if a man since served in the armed forces, the National Guard, the State Police, or as a guard in private industry or public employ, or as a professional athlete that would tend to operate in his favor. Work as an artist, actor, editor or singer would not. The criterion would be temperamental fitness, and the final decision would be up to the Commission's psychiatrist, subject to ratification by the Commission. A bad case against the candidate would exist if, for instance, he had 35 different jobs in two years, as one candidate did in the last patrolman test.

### In Case of Doubt

However, in case of doubt, the Commission might see fit to subject a candidate to an outside test, sending him to Kings County, Bellevue or other hospital. A new provision states that the candidate's failure to submit to medical, clinical or hospital test is cause for rejection. Thus the candidate would be rejected not for some medical condition of which he is suspected, but for refusing to submit to a test to determine whether that condition exists. The candidate therefore should take the ordered test, as he might pass, whereas if he refuses the test, he's out.

Narcolepsy (sleeping sickness) is now a formal ground for rejection. In fact, mere history of the ailment eliminates the candidate. The same is true of schizophrenia (split personality). The mere presence of an artificial plate in the head also eliminates the candidate, as does temperamental unfitness. In the category of temperamental unfitness would be, for instance, refusal of a soldier to eat at regular mess hours or obey orders, with subsequent discharge for these causes.

Regarding disabled veterans, the new standards make clear that veteran preference claims relate to a candidate's standing on a list, not to his medical fitness for a job. Some war incurred disabilities are disqualifying. For instance, loss of an eye; while others like a well healed gunshot wound, are not. Deafness in one ear alone disqualifies, while amputation of the fifth finger of one hand will not.

### Veteran Preference

Veterans who don't claim veteran preference, or who claim it but withdraw the claim, will have to answer truthfully about their disabilities, nevertheless. The fact that a preference claim isn't made or pressed is not to spare any candidate the necessity of telling the Commission all about

# Quill Says He'll Step Up Organizing of NYC Cops

Michael J. Quill, international president of the Transport Workers Union, CIO, has some aides making all preparations for resumption of attempts to unionize the uniformed members of the NYC Police Department, should the courts uphold the CIO.

When Mr. Quill's aides were claiming that they had a majority of the policemen signed up, a court action was begun by NYC, contesting the legality of attempts to unionize police. A decision by

Supreme Court Justice Charles D. Breitel on a corollary motion contained citations of court cases that were of no comfort to Mr. Quill. But the TWU president is confident he'll win. Meanwhile there's an agreed organizational truce.

"It looked at first as if we were up against it in the injunction case, but see what happened there," Mr. Quill said, referring to an injunction against a bus strike on privately-run lines, issued by a Federal Judge in NYC, but reversed by the District Court of Appeals.

### Police Drive to Continue

Mr. Quill claims that soon after he started his organizational drive in the Police Department last spring, the TWU was successful in forcing the City Administration to meet the TWU's first demand — revision of the pension system for policemen and firemen. Of course, this contention is stoutly denied by the uniformed men's organizations, who point to their efforts in getting this accomplished.

"The TWU," Quill avowed, "will continue its efforts to organize the Police Department. The miserable wages that policemen and firemen receive, their deplorable working conditions and their long hours are a millstone around the necks of NYC transit workers."

He was referring to employees of the Board of Transportation, and explained the connections as follows:

"We in the TWU can not go forward unless we also help to improve the lot of other NYC employees. NYC is the employer of policemen, firemen, teachers, sanitation men and others, as well as of transit workers. It is the job of the TWU to help bring these other workers up to the standards that have been achieved for the transit workers."

This was his first intimation of any intention of attempting to bring the teachers into the TWU.

### Calls It Tops

The transit standards, he stated, were a 40-hour week, at not a cent's reduction in take-home pay, despite reduction from 48 hours, and with overtime provisions re-

maining in force. He called this TWU's top achievement of 1951.

The transition is scheduled for completion by July 1, 1952. Already no more 48-hour week prevails; 44 hours are the maximum. The transit police, nearing their transition, are the only general exception, with 538 affected out of 40,147.

Now the office workers in the Board of Transportation are seeking pay increases, no merit increases having been accorded since July, 1950. The Board has indicated that it will go into this phase this month. The TWU has some membership among the office employees, but is not relatively as strong in that field as among operating employees. The office forces, who include engineers and others, total 5,000 employees.

Two factors were seen in labor circles as possibly influencing the organizing of NYC patrolmen. The first was the "runout" (as it was called by firemen surrounding City Hall last week) of the Patrolmen's Benevolent Association from the strong salary measures taken by the firemen's organizations.

The second was scuttlebut that Quill had agreed to allow the American Federation of Labor to organize the patrolmen. The AFL has police locals in 64 cities.

## Columbus Tech Offers Drafting Aptitude Tests

Job hunters who have been impressed with the current opportunities in the field of drafting, may have their aptitude tested.

W. F. Cole, registrar of Columbus Technical School, 130 West 20th Street, NYC, offers the test. Contact Mr. Cole either by phone, letter or a visit.

## FIRE HOLY NAME GIVES XMAS PARTY TO CHILDREN

The NYC Fire Department Holy Name Society, Brooklyn and Queens, gave a Christmas party for the crippled children at St. Charles Hospital, Brooklyn, December 20. Santa Claus gave each child a stocking filled with toys, and other gifts. Clowns, musicians and animal acts entertained.

# Public Job Opportunities

## NYC Jobs

(Continued from Page 11)

6523. Railroad Clerk, NYC Transit System, \$1.44 to and including \$1.62 an hour for a 40-hour work week. There are 400 immediate vacancies; others occur. Fee \$3. The written test will be held March 22 (tentative). Male and female railroad clerks are eligible for promotion to assistant station supervisor, \$3,961 to \$4,540; male employees, to assistant train dispatcher, \$3,961 to \$4,540, collecting agent, \$1.74 to \$1.86 an hour, conductor (minimum height 5 feet 6 inches), \$1.50 to \$1.77 an hour. Since the higher titles are generally filled by promotion, persons desiring to enter the service of the Transit System should apply. At the date of filing application, candidates must be citizens of the U. S. and residents of the State of New York. At appointment, candidates must be a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence. No age limits; but no eligible will be appointed who is less than 21. Candidates must be acceptable for bonding. Written test, weight 100, 70% required. The written test will evaluate the candidate's general intelligence and ability to understand written orders and directions. All candidates who pass the written test will be required to pass the qualifying medical and physical tests prior to certification. The qualifying physical will test the candidate's strength and agility. Male candidates will be required to do a broad jump of not less than four feet and lift in succession a 35-pound dumbbell with one hand and a 30-pound dumbbell with the other a full arm's length above the head; female candidates will be required to do a broad jump of not less than three feet and lift in suc-

cession a 25-pound dumbbell with one hand and a 20-pound dumbbell with the other a full arm's length above the head. (Open January 15 to 30, inclusive).

6555. Technician (X-Ray), \$2,650 total. Third filing period. Seventy vacancies. Fee \$2. Candidates must have one year of experience as an X-Ray technician, including dark room work in a hospital or with a roentgenologist; or graduation from a school of nursing, plus six months of such experience. Performance test only. (Open January 3 to 16, inclusive).

### PROMOTION

6425. Superintendent of Repairs to Distribution, Grade 4, (Prom.), \$4,021 up. Open only to employees of the Bureau of Water Supply, Department of Water Supply, Gas and Electricity. Vacancies from time to time. Fee \$4. Written test will be February 27. Candidates must be permanently employed in the title of foreman of laborers, Grade 4 for not less than six months in the department prior to the exam date. Certification will be limited to employees who have served permanently for not less than two years, except that when open-competitive and promotion lists for the same title coexist, the period may be one year. Record and seniority, weight 50, 70% required; written, weight 50, 70% required. (Open January 8 to 23).

6449. Inspector of Fuel and Supplies, Grade 4, (Prom.), \$4,021 up. Open only to employees of the Department of Education. Vacancies from time to time. Fee \$4. Candidates must be permanently employed in the title of inspector of fuel, Grade 3, or inspector of fuel and supplies, Grade 3 for not less than six months in the department prior to the exam date. Certification will be limited to employees who have served permanently for not less than two years, except that when open-competitive and promotion lists for the same title coexist, the period may be one year. Record and seniority, weight

50, 70% required; written, weight 50, 70% required. (Open January 8 to 23).

6521. Motorman, (Prom.), NYC Transit System, \$1.86 to \$2.04 an hour for a 40-hour work week. Open only to employees of the Transit System. A single list will be used throughout the transit system. There are 350 vacancies now and many others are expected. Written test will be March 1. Candidates must be permanently employed in the title of conductor, towerman, or surface line operator for one year in the department prior to the exam date. Record and seniority, weight 50, 70% required; written test, weight 50, 70% required. All candidates who pass the written test will be required to pass a qualifying performance test. Candidates for the performance test will be required to operate a test train on an operating line of the transit system. No second opportunity will be given to any candidate who fails or is absent from this qualifying performance test. Eligibles are required to pass a medical and physical examination immediately prior to appointment. Those requirements: candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision (beyond 20/30, each eye tested separately, eye-glasses allowed); defective color vision; heart and lung diseases; hernia; third degree or disabling varicose veins; hypertension or hypotension; paralysis; and defective hearing (each ear tested separately). Candidates must be free from physical or personal abnormalities or deformities of speech or appearance. Candidates may be tested for agility by a jump test to clear a rope at 2 feet 6 inches in height and for strength by lifting in succession a 40-pound dumbbell with one hand and a 35-pound dumbbell with the other a full arm's length above the head. (Open January 8 to 23, inclusive).

# New Opportunities In Investigation

An exam to fill U. S. investigator jobs in New York and New Jersey is now open, and closes on Thursday, January 10. Positions will be filled in Grade GS-7, \$4,205-\$4,955, and GS-9, \$5,060 to \$5,810. The lower pay in received at start, the higher pay after six \$125 annual increments.

This is the exam in which a new experiment will be made in testing candidates for good citizenship, along lines proposed by U. S. Civil Service Commissioner Frances Perkins (described in last week's LEADER). It is therefore considered advisable for candidates to read up on Federal civics particularly, and to read thoroughly the constitution of the U. S., as well as text books on citizenship, its responsibilities, obligations and advantages, and on the history and development of the constitution.

**Will Check Loyalty**  
The investigators, it is expected, will have a considerable number of assignments in checking the loyalty of U. S. employees, although they will also perform the regular duties of investigators in connection with candidates' experience claims, educational records and character generally.

The Hoover Commission wanted the U. S. Civil Service Commission to conduct all the loyalty investigations, and Congressional sentiment was in sympathy with that recommendation, hence the investigators nationwide will have loyalty probing to do. All the other regions are opening the investigator test at about the same time.

**Requirements:**  
GS-7 either admission to the bar or four years of successful study in a residence school above the high school level or three years of investigating experience or a combination of such study and experience. One school year counts as nine months experience.

The investigating experience must have been in connection with military service, civil service, criminal investigation, or for U. S., state, county or city government or in connection with legal work involving public contacts, or casualty or insurance claims, or work for a national detective agency, or in news reporting.

GS-9 the minimum requirements for G-S 7 must be met and in addition one year of actual investigating experience must be shown of the type outlined above. Do not count the same experience twice. Six months of this additional experience must have been at a level comparable to the next lowest grade in U. S. service (GS-8) or, if on a level comparable to the second lower grade (GS-7), the experience must

have been on that level for the full year.  
The Commission will decide the level on the basis of the candidates experience.

## McFarland Urges Action On Prison Pay

ALBANY, Dec. 1 — President Jesse B. McFarland of the Civil Service Employees Association last week urged the State Division of Classification and Compensation to make prompt and favorable decision on the long-standing appeals for prison guard pay scales by matrons at Albion and Bedford Hills State prisons and reformatories for women.

"This matter has dragged seriously over the years," Mr. McFarland said. "The women involved have asked that they be granted the same pay scales as men doing prison work. They have proved their case completely."

**Disappointed**  
In renewing his active participation on behalf of the matrons Mr. McFarland quoted from a letter he sent to the State Classification and Compensation Division on November 19 in which he stated:

"We are greatly disappointed with the failure of the Classification and Compensation Division to act in the matter of matrons at Albion and Westfield (Westfield State Farm, Bedford Hills)."

"As you know, the question of evaluation of this position, and allocation to proper salary grade, has been before the State Salary Board and the Classification and Compensation Divisions for all the years of existence of these two bodies. The inadequacy of the pay scales which has ruled in these institutions, for custodial employees, is an outstanding wrong, a continuation of which is unjustifiable."

## Chapter Activities

### Education, Albany

**THIS STORY** came in just at deadline. It sounds interesting, and we run the letter just as we received it from Theodore Wenzl, president of the Education Department chapter, CSEA.

"We had a very outstanding Christmas Sing and social hour in the State Education Department this year and it occurs to me that perhaps you would be willing to have a write-up about it in the Civil Service Leader. The setting: lobby and grand staircase in the Education Building. I am enclosing two pictures, an invitation card and a song sheet which provide some of the detail. As you will observe, the program was built around the children of the members of the Department this year. Some of the people in the program were (a) Commissioner Lewis A. Wilson who gave a talk with greetings; (b) Dr. Joseph G. Saetveit, the State Music Supervisor who led the group singing and gave a solo performance on a rare electronic instrument called a Theremin; (c) Mrs. Helen Maynes, accompanied by Miss Mary Murphy at the piano, sang a number of Christmas songs; (d) we had a Santa Claus (Mr. Donald Walling) and five children attired as elves who distributed gifts; (e) your truly was the MC. "Wishing you the Season's Greetings and a Happy New Year, I remain, — Ted Wenzl."

Next week we'll run a photo, Ted. — Editor.

### PRISON OFFICERS POLLED ON JOINING AFSCME

The Correction Officers Benevolent Association, claiming representation of nearly 1000 prison officers in New York City, is polling its members on the question of joining the American Federation of State, County and Municipal Employees, AFL.

## Park Men Protest Examination

Employees in the Forestry and Gardening Division of the NYC Parks Department have protested eligibility requirements in a forthcoming examination for arboriculturist issued by the Municipal Civil Service Commission.

The protest is based upon limitation of the participants in the examination to the titles of General Park Foreman and Foreman, "with no regard for the necessary knowledge and experience which should be a prerequisite for the position . . ."

The men signing the protest allege that many of the general foremen "have had little or no experience or training in the culture and maintenance of trees and shrubs. Their supervisory experience is limited to seeing that walks, lawn areas and comfort stations are kept clean, etc . . ."

They allege also that many of those in the Forestry Division have spent years studying the culture and maintenance of plants. They urge that all qualified employees in their Division, and any others qualified, be permitted to participate in the examination.

## UFOA Asks Fire Sirens Resumption

The move for the resumption of fire sirens in NYC has the support of the Uniformed Fire Officers Association, of which Battalion Chief Gilbert X. Byrne is president.

Civilian Defense officials ruled out the siren in NYC, said the UFOA, adding that "the rest of the nation still continues its use on emergency vehicles."

Some newspaper editorials in various parts of the country praised the silencing of the sirens as beneficial to the departments and the public.

"Nothing has been farther from the truth," says the UFOA. "The percentage increase in accidents since the banning of sirens has been 27.3 per cent. Time required to reach the scene of a fire has likewise increased. Return of the sirens would increase efficiency and safety."

## EXAM STUDY BOOKS

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the application bureau of the NYC Civil Service Commission.

The books include ones for railroad clerk, motorman, police sergeant, policewoman, clerks, grades 3, 4 and 5, and other popular tests, as well as tests in technical, professional and scientific specialties. See advertisement, Page 15.

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## Metro Conference Plans Art Show

The first art show by any of the five Conferences of the Civil Service Employees Association will be held in NYC in the spring by the Metropolitan Conference, of which Sidney Alexander is chairman. Mr. Alexander has appointed Henry Shemin of the DPUI as chairman of the committee in charge. Mr. Shemin is being assisted by Philip Wechsler, president of the Public Service Commission chapter of the Association. Other committee members will be named by Mr. Shemin.

Preliminary discussions dealt with the scope of the show and the possible places of exhibition. Since there are more than 10,000 State employees in the territory covered by the Metropolitan Conference, including all of NYC and Long Island to Brentwood and Central Islip, the present idea is to limit the contestants to State employees.

**Big Showing Expected**  
One of the problems confronting the committee is to get a place large enough to contain the exhibits. It is expected that the showing will include more paintings, sculptures, and other works of art even than the highly successful art show held by the Association in Albany last October. Not only was this the first art show held by the Association but the first one ever held by a civil service employee organization in the United States, so far as could be learned. The attendance records at the Albany Museum of History and Art were broken. The Metropolitan Conference hopes to break records, too, even though the show may be held in one of the large armories.

**Project Is Growing**  
Whether or not photographs

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## LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, \* 1000-1608 SEDDON STREET, INC., Plaintiff, against THOMAS F. MCGUINNESS, also known as THOMAS F. MCGINNIS, if living and if dead, his heirs at law, next of kin, devisees, distributees, grantees, lienors, successors in interest, and all persons having or claiming from, under, by or through any of them, and the husbands, wives or co-tenants of any of them and the descendants of any of them, by purchase, inheritance, lien or otherwise, and generally all persons claiming any right, title, interest, lien, dower or incchoate dower in the premises described in the amended and supplemental complaint, all of whom and whose names are unknown to the plaintiff, et al.; Defendants. Plaintiff resides in Bronx County and designates Bronx County as the place of trial.—Summons.

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

Dated, New York, December 10th, 1951.  
A. ROBERT CAPLAN, Attorney for Plaintiff.

Dflee and P. O. Address, No. 384 East 149th Street, Borough of the Bronx, 65, City of New York.

TO THE ABOVE-NAMED DEFENDANTS IN THIS ACTION:

The foregoing amended and supplemental summons is served upon you by publication pursuant to an order of Hon. S. Samuel DiFaleo, Justice of the Supreme Court of the State of New York dated the 19th day of December, 1951, and filed with the amended and supplemental complaint in the office of the Clerk of the County of Bronx at No. 851 Grand Concourse, Bronx, New York. The object of this action is to foreclose a certain transfer of tax lien Bronx No. 42734 affecting real property known as lot 40 in block 8992, section 15, on the Tax Map of the City of New York for the Borough of the Bronx.

Dated: December 30th, 1951.  
B. ROBERT CAPLAN, Attorney for Plaintiff.



# Kogel, NYCH Hospital Head, Bitterly Lashes Budget and Civil Service Board

Each time we ask for a mechanic, if we are successful in getting a critical need, we receive instead a maintenance man whose qualifications, thanks to the Civil Service Commission, are those of a porter."

"Complementing the ponderous operations of the budget office is an archaic civil service organization which, through run by sincere, well trained and well intentioned people, has the final result of really hamstringing our work."

"We are handicapped by the regulations of the Civil Service Commission."

These are quotations from the report submitted by Dr. Marcus D. Kogel, Commissioner, NYC Department of Hospitals, in commenting on the critical findings of Booz, Allen & Hamilton, who surveyed the department on behalf of the Mayor's Committee on Management Survey.

### Complaints of Obstruction

Commissioner Kogel found that the Civil Service Commission, despite good intentions, was more obstructive than helpful, and that the dominance of the Budget Director's office, particularly the examiner assigned to the Department of Hospitals budget, hampered the rendering of necessary services and the introduction of economies and improvements.

The Commissioner said that he wasn't finding fault with individuals but with a system. He doesn't like the line budget idea at all, saying that it handcuffs the administrator, but that if it had to be followed, he thought that at least somebody should pass on budget requests who knew something about the technical, scientific and professional problems involved, and not just any employee whose title was budget examiner.

### Pay Far Too Low

Low salaries are the root of many of the department's troubles, added the Commissioner, and he was sorry that the survey report didn't recognize this fact fully. He mentioned the Bureau of Engineering and Maintenance from which one-third of the staff resigned since January, 1951.

Dr. Kogel quoted from a letter he received from Dr. Carl B. Braestrup, senior physicist, reporting on the troubles of the physics laboratory which he heads. Dr. Braestrup said that there was no difficulty in filling jobs in the lower levels, but after these employees have been on the job a year, and expected to be compensated on the basis of their responsibilities, since the department can't pay them what they're worth, they get jobs elsewhere. Hence the value to the City of the training it afforded them is lost.

Dr. Braestrup also complained about the slowness in receiving permission to fill vacancies and

cited instances of requests for senior physicist (isotopes), physicist (isotopes) and electrical engineer (electronics) budget certificates, made July 19, 1951 and not granted until October 25.

### Pay Differences Cited

Dr. Braestrup commented on the Civil Service Commission as follows:

"Instead of acting as the per-

## High School Annex Heads Win \$30,000

A settlement has been reached between 10 former high school annex heads in the NYC Board of Education who had been designated and paid as senior teachers, whereby they will receive \$30,000 back pay. The ten started suit in 1948, claiming they were entitled to the \$1,188 higher annual rate of annex heads.

The settlement was for 70 per cent of the pay difference, starting no earlier than September 1, 1942, and excluding periods barred by the statute of limitations. Interest and costs were waived by the plaintiffs.

The settlements, with names of plaintiffs and their high schools: Thomas E. Croake, Newton, \$3,662.50; Benjamin Korn, Westinghouse, \$4,493.41; Louis Weiss, Metropolitan, \$4,784.07; William H. Corbett, Walton, \$1,530.20; Paul F. Frabbito, Haaren, \$795.56; Genevieve A. Hayes, Julia Richmond, \$831.60; Christian R. Stevenson, Richmond Hill, \$3,662.50; C. Leslie Jaynes, Jamaica, \$3,320.86; Herbert D. Harper, Woodrow Wilson, \$4,981.84; Mildred K. Bentley, Prospect Heights, \$1,970.43.

The last five on the list are retired and will also get an increased retirement allowance.

A. Mark Leven is attorney for the plaintiffs.

## Fleming Heads NYC Transit Police

David F. Fleming has been re-elected president of the NYC Transit Police Patrolmen's Benevolent Association. The other officers re-elected are Carl P. Benson, 1st vice president; Peter F. Nash, treasurer; Julius W. Pieper, financial secretary, and John R. Martin, delegate-at-large. New officers are Leonard Alston, 2nd vice president; William Otterbeck, recording secretary, and John A. Spadora, corresponding secretary.

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sonnel department of the city, aiding the Department of Hospitals in obtaining the best qualified people, they order us to discharge employees who are carrying out important work in a field where no other eligibles are available.

"A recent example is the position of physicist (isotopes). The field of radioisotopes is new and we have, therefore, to employ a person for this job with limited experience; yet, he is the only person available and is carrying out the job in a competent manner.

"The Civil Service Commission is at present spending a lot of time setting up examinations for the Physics Service. Yet any informed person should know that you cannot get qualified senior physicists for \$5,250 when the Federal Service pays \$8,000 to \$9,000 and industry more than \$10,000. To lower the entrance qualification would mean only that the City would be permanently handicapped by inferior scientific personnel."

### LEGAL NOTICE

SUPREME COURT, BRONX COUNTY — Max Donner, plaintiff, against Baptist Nino, Mary Nino, his wife; Hans Sward, Emelia Sward, sued herein as Emilia Sward, his wife, Anna Dumesnil, also known as Anna S. Dumesnil, Hilda Christianson, "Mrs. Calogero Artale", said name being fictitious, true name unknown to the plaintiff, person intended being the wife, if any, of Calogero Artale, Thomas L. Fletcher, "Mrs. Thomas L. Fletcher" said name being fictitious, true name unknown to plaintiff, person intended being the wife, if any, of Thomas L. Fletcher, Mary Kenny, Bridget Leary, Jessie Brower, Mary Ruane, "John" Kramer and "Mary" Kramer, said names "John" and "Mary" being fictitious, true names unknown to plaintiff, persons intended being the heirs-at-law of Julius Kramer, deceased, only two of whom are named but it being intended to sue all of the unknown heirs of the said Julius Kramer; deceased as a class of "unknown defendants", Judith Cecilia Kampe, Yvonne Kampe, Ake Kampe, Vira Lennborn and Ellen Lennborn, as Executrices of the Estate of Mathilda Lindahl Anderson, deceased, John Anderson and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law; devisees, distributees, next-of-kin, executors, wives, widows, legatees and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, legatees, executors, administrators and successors in interest, all of whom whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants", defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, July 16, 1951.  
HARRY HAUSKNECHT,  
Attorney for Plaintiff.  
Office & P. O. Address, 135 Broadway, New York, New York.  
Plaintiff's address is 370 East 149th Street, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of Hon. Benjamin J. Rabin, Justice of the Supreme Court of the State of New York, dated November 21, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the First, Second, Third, Sixth, Seventh, Ninth, Tenth, Eleventh and Twelfth Causes of Action, which are for the foreclosure of the following liens: Bronx Lien No. 63836, in the sum of \$985.31 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4218, Lot 35 on the Tax Map of Bronx County; Bronx Lien No. 63860, in the sum of \$534.40 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4220, Lot 19 on the Tax Map of Bronx County; Bronx Lien No. 63862, in the sum of \$724.69 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4220, Lot 21 on the Tax Map of Bronx County; Bronx Lien No. 63880, in the sum of \$1,207.52 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, Lot 18 on the Tax Map of Bronx County; Bronx Lien No. 63900, in the sum of \$1,279.76 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, Lot 66 on the Tax Map of Bronx County; Bronx Lien No. 63912, in the sum of \$2,129.64 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 84 on the Tax Map of Bronx County; Bronx Lien No. 63913, in the sum of \$852.31 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4221, Lot 21 on the Tax Map of Bronx County; Bronx Lien No. 63921, in the sum of \$2,722.29 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 106 on the Tax Map of Bronx County, and Bronx Lien No. 63920, in the sum of \$2,060.41 with interest at 12% per annum from March 23, 1943, affecting Section 15, Block 4222, Lot 104 on the Tax Map of Bronx County.

Dated: New York, November 27, 1951.  
HARRY HAUSKNECHT,  
Attorney for Plaintiff.  
Office & P. O. Address, 135 Broadway, New York, New York.

## U. S. Career Development Program

WASHINGTON, Dec. 31—Panel members will interview nominees for the U. S. Government's career development program for selected employees, from January 7 to 11. The candidates were nominated by U. S. departments because they were considered outstanding prospects for promotion "in areas of general administration."

The participants will be selected on January 18 and three days later their first meeting takes place. After some intermediate steps, work assignments start on March 3 and the program ends on June 27. The deadline for submission of names was December 20.

### Evidence of Initiative

The opportunity was open only to those U. S. employees in Grades GS-9 through 12, or equivalent, who gave "evidence of initiative, personal integrity, good health, stamina, leadership ability, and other aptitudes and personal qualities fitting them for higher level administrative positions" and whose work records indicate their fitness for more responsible duties.

### Must Write Thesis

Participants will decide their own career objectives, while agency advisers will help in the planning of course and assignments. Each employee taking the course will have to write a thesis on a broad aspect of administrative and management problems. There is no commitment by the

## U.S. Aides Set Objectives For 1952

WASHINGTON, Dec. 31 — The more than 20 American Federation of Labor unions of Federal employees, comprising the Government Employees Council, will seek increased retirement allowances, recognition from U. S. Government agencies for negotiation and representation purposes, and unemployment insurance for Federal workers.

The pension increase plan will call for a larger pension, the part paid by the Government, with no increase in the contributions made from salary by the employees toward their annuity account. The retirement allowance consists of the sum of the pension and the annuity.

Other objectives include: Government to pay for all uniforms employees are required to wear; pay increases for the 65,000 employees who got nothing from the recent pay raise law; promotion in the Post Office Department on a merit basis, and Government payment of the cost where an employee is required to be bonded.

Government on any specific job benefit to result from the course but the U. S. Civil Service Commission, under whose auspices the training program is being conducted, says that it is expected that agencies will make full use of the newly acquired knowledge of the trainees.

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# THE FINE ART OF GUESSING

## Guide to Passing Civil Service Exams

Many thousands of candidates early in 1952 will be taking their first examination for public jobs. The Federal and State tests, for college seniors and others, to fill junior management assistant jobs will be followed during the year by the popular NYC railroad test.

In competition for all of these jobs, and many others, not only will written tests be held, but they will be the sole determining factor, except for any additional points gained through veteran preference. In New York State and its localities the candidate must pass the written test without the aid of the veteran preference points; these are added only to the scores of eligibles. In the Federal exams the preference points count toward the passing grade.

With the written test, the one on which the candidate stands or falls, it is important to know some of the recognized aids to passing such a test.

### Try This Question

Nearly all tests for popular exams for entrance into public service are of the multiple choice type. A question is asked and, say, five optional answers are given. The candidate selects the one answer he considers correct. He doesn't have to write any essay.

Take the following question as an example:

The Egyptian Wing represents (A), the design of a bongo's wing, found on many Egyptian pyramids; (B), a branch of the Middle East Atlantic Pact Air Command (MEAPAC in news dispatches); (C), a faction in the United Nations supporting Abdel Fattah Amr Pasha in his opposition to the abrogation of the 1936 Anglo-Egyptian Treaty; (D), the symbol of Cleopatra's reign; (E), a part of a museum, devoted to relics of the highly developed culture of ancient Egypt.

The question is only of a type that may be expected on some of the exams for professional positions.

### The Guess Has Its Place

The question, like any other, appears to offer the candidate the usual choices: 1, ignore it, because it is over one's head; 2, answer it, because the candidate feels he does know the answer; 3, skip it for possible attention later, because the candidate feels he might be able to answer it, but must first answer all questions which he thinks he can answer correctly, and then, if any time is left, return to the doubtful ones.

### It Isn't Wrong

The candidate possibly feels that there's something wrong about trying to guess at the answer. But when there's nothing else left, a guess is to be encouraged. A question not answered is counted as a wrong answer, so what has the candidate to lose by guessing? Nothing, provided guessing is in order.

The answer could be reasoned. If not, and should the question appear hopeless, take a stab at any optional answer. If there are five optional answers, you have a 20 per cent chance of hitting on the right one. That would be an outright guess. But there's another kind of guess—the shrewd guess—that depends pretty much on skill, or some information or facts on the subject, even though not nearly enough to make the candidate feel sure that he really knows the correct answer.

### No Time to Spare

You have to decide fast whether or not you know the answer or whether or not you may be able to figure out the answer. You're being tested for speed, as well as for accuracy, although the emphasis is on accuracy.

So the question has three other questions superimposed on it. The fourth option—to ignore the question—is something that the wise candidate never exercises.

### Question Analyzed

The case of the pure guess needs no further discussion, but if the question offers what seems to be the possibilities of a correct answer, return to it after you have answered all the questions of which you're "sure." On such return you might analyze our sample question as follows.

(A)—A bird's wing could possibly have been cut on some of the pyramids of Egypt, but you never heard of such a thing. You might even happen to know that a bongo is not a bird but an African antelope. At any rate, there

is no impelling reason to pick (A) as the answer.

(B)—There is no MEAPAC.

(C)—The Egyptian Ambassador to London would be perhaps the last man to oppose abrogation of the treaty, since he was recently recalled to Egypt because of his own country's strong stand in favor of abrogating the treaty.

(D)—Never heard of such a symbol for Cleopatra's reign.

(E)—Egyptian Wing, as part of a museum, makes sense. A notable Egyptian Wing is the one in the Metropolitan Museum of Art in NYC.

Therefore the correct answer is (E).

A well-read person could answer the question correctly from his own knowledge, yet the correct answer is also obtainable by shrewd guessing. Guesswork has to enter in this instance because of the dubious status of answers (A) and (D).

### A Matching Question

Let's take another question that could be answered either through full knowledge or shrewd guessing, or in certain types of tests, would justify an outright guess. This is a matching question. Full credit for a correct answer will be given if two of the 25 possibilities are answered correctly:

The subject is Writing.

1. "To be good, it ought to have a tendency to benefit the reader, by improving his virtue or his knowledge; . . . it should proceed regularly from things known to things unknown, distinctly and clearly without confusion. The words should be the most expressive that the language affords, provided that they are the most understood . . . Nothing should be expressed in two words that can be expressed in one."

2. "The secret of writing well is to know thoroughly what one writes about, and not to be affected."

3. "Never think of mending what you write. Let it go. No patching; no after-pointing."

4. "The first law of writing, the law to which all other laws are subordinate, is this: that words employed shall convey to the reader the meaning of the writer."

5. "If I'd a knowed what a trouble it is to make a book I wouldn't a tackled it, and ain't agoing to no more."

Match the quotation with the author:

(A), Thomas Babington Macaulay; (B), Benjamin Franklin; (C), William Cobbett; (D), Mark

Twain; (E), Alexander Pope.

The easiest one is 5 (D), obviously Mark Twain's Huckleberry Finn speaking.

### Finding the Second One

Of the four other authors, only the name of William Cobbett is strange. He wrote a grammar published in 1823. Standard authors are known to go in for revising, deleting and augmenting their text. So the strange device of letting everything go just as you write it at first could, by analysis, be ascribed to the only non-standard author on the list. That would give you the second correct answer, 3 (C), and full credit on the question.

The correct matching of the three remaining questions perhaps may not be accomplished so readily. However, there are clues left. The only author to advise economy of words could be assumed to be the same one who inveighed against waste in "Poor Richard's Almanack." Certainly any one preaching economy of words would not have written the No. 4 quotation, in which there are nine expendable words of emphasis. The first law of writing must necessarily be "the law to which all other laws are subordinate".

The correct pairing of the remaining three: 1,(B); 2,(E); 4, (A).

### Board's Comment

"Most candidates," says the College Entrance Examination Board, "wonder whether or not to guess the answers to questions about which they are not certain. In general, it is best for the candidate to answer all questions about which he has any knowledge at all, because a shrewd guess is more often right than wrong."

In some exams wrong answers are penalized somewhat more than right answers are rewarded. Candidates will not know that in advance, if ever, and should not be discouraged from guessing because of the unequal scoring possibility.

Study books for Apprenticeship Intern, Clerk, Typist, Steno File Clerk, Housing Asst. and other popular exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y. two blocks north of City Hall, just west of Broadway.

# Chapter Activities

(Continued from page 5)

groups were strictly out for themselves, and stated that the Association works with government and often offers many beneficial suggestions.

Many Madison County supervisors were present at the meeting. Arrangements were in charge of the County Association's social committee, with Miss Helen Tierney, Chittenango, chairman.

## Craig Colony

THE CHRISTMAS spirit settled over Craig Colony last week with a combination of caroling, gifts, decorations and parties.

The pre-clinical students of the school of nursing went caroling December 21, visiting all of the divisions at Craig Colony. Day-rooms, sick wards, dining-rooms, took on the hue of green and red, with the conventional Christmas wreaths being hung at windows and doorways.

Christmas parties for employees and patients were held in most divisions, some of these being the Laundry, Veeder, Hospital, Village Green Murphy, Schuyler, Occupational Therapy Department, Spratling Hall, and the School of Nursing. . . .

Congratulations are in order for Mr. and Mrs. Robert Evans, to whom a baby was born December 20, 1951. Bob Evans is employed in the West Group. . . .

Mrs. Mabel Ray, principal of the School of Nursing, spoke before the weekly meeting of the Mount Morris Rotary club, December 11, on the subject of recruiting of young women into the nursing profession. Mrs. Ray and Mr. J. Julien, instructor in the School of Nursing, were representatives for the nursing profession at the "Career Day" held recently at Livonia and Geneseo, for high school students. . . .

Anthony Barone, employee at the West House, and his wife, spent the Christmas holidays in Malone, N. Y. The snow was deep up that a-way.

Tentative plans have been set up for organizing the male nurses. It is hoped that the tentative organization will be admitted to the Second District of the American Nurses Association, of New York State.

## Brockport

A REGULAR monthly meeting of the Brockport State Teachers College chapter, CSEA, will be

held in January. Guest speaker will be Mr. Smith, well-known archer and big game hunter. The social committee will serve refreshments.

December 18 was the date of Brockport annual Christmas. A turkey dinner and all the trimmings were served by candlelight. Boyce of the Rochester chapter was a guest, as was Raymond L. Monroe, second CSEA vice-president. Mr. Monroe spoke on what each member can do to help get a salary increase. After the party the group went to the college gym to watch the Brockport-Fredonia basketball game. The social committee, with Tom Gartyly, Bill Adriance and Pat Penders, organized the party.

One highlight of the evening was the passing around of the first copies of the B.S.T.C. Civil Service News Letter. This letter is to be published monthly and will contain chapter news, feature articles about employees, the minutes of the monthly meetings, dates and places of social events, and a special feature, the question box. This box will answer questions on civil service. If the editors do not have the information handy, they will do all they can to find the facts.

Chapter tidbits . . . Sorry to see Margie Rudman leave, but wish her and George happiness in their home in Leroy. . . . Miss Orts is back at work again after a stay in the hospital. . . . Dean Drake looks good since his return from a much needed vacation. . . . Mechanic Pat Penders attended an engineers meeting in New York City recently. . . . Mrs. Mary Diltz, former secretary of the Health Center is the mother of a son, Steven Lyle.

## Division of Laboratories and Research, Albany

A CHRISTMAS dinner was held on December 20 by the State Division of Laboratories and Research, with more than 325 persons attending. After the dinner many of the groups exchanged presents. Others did so at private parties at members homes.

This year the Division has a Christmas tree in the front hall near the entrance. Each employee brought in one ornament to help decorate it. There were also many small trees in the various rooms.

After a pleasant Christmas, the chapter is looking forward to a happy and prosperous New Year.

## Industry

MILFORD L. TENNITY, Principal Stationery Engineer at the State Agricultural and Industrial School for six years, has resigned to go into business for himself in Rochester. Mr. Francis J. Clapsad, stationary engineer, is filling the vacancy at present.

Mr. and Mrs. A. Sumner and Mrs. Carlton Lester, houseparents, have also resigned.

Recently retired: William Goodberlet and Edward Burke, Boy Supervisors. Farewell receptions were held in their honor at Cayuga Cottage.

Mrs. Irene Kohls has succeeded Miss Lorine Ostrom as Head Housekeeper.

Among the recent additions to the staff are Mrs. Helen Gumaer, telephone operator; Mrs. Beatrice Bagley, Accountant Clerk; Mr. Anthony Annunziata and Mr. John Crosson, Boy Supervisors; Mr. Morton Bortner, Psychological Intern.

Dr. Burger Sjoden, Swedish psychiatrist, visiting this country under auspices of the United Nations, visited the School this fall; also Miss Dorothy Snyder, of Geneseo State Teachers' College; Mr. Staples of the National Recreation Association; and groups of students from Wells College and Alfred University.

John Letts, painting instructor, is convalescing at his home in Greece following his operation. Mrs. Dorothy Chapin, housemother at Iroquois Cottage, has recently undergone surgery and is now at her home in Avon.

Leland Gardner, instructor, has organized a Photography Club for those boys interested in this hobby as an extra curricular activity at the Academic School.

Deepest sympathy goes to Mr. Clarence Bacon, whose wife passed away recently, also to Mr. Clifford Mix on the loss of his father, and Mr. Herbert Spence on his father's death.



Dr. H. Brill, left, Director of Craig Colony, receives a check for \$392.32 from Lawrence Andrews, president of the Craig Colony chapter, Civil Service Employees Association. The check was a donation by the chapter for purchase of a television set for Craig Colony patients.