

# Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, July 28, 1953

Price Ten Cents

## State Filling

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

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month

See Page 3

## Assn. Members Are Asked To Suggest Nominations For Office by Aug. 4

ALBANY, July 27 — John A. Cromie, chairman of the nominating committee of the Civil Service Employees Association, reminds Association members that there remains opportunity for individuals or groups to recommend nominees for election to offices of the Association.

The committee must file its slate of candidates with the secretary of the Association 60 days prior to the annual election date. The election this year takes place on Tuesday, October 13.

Recommendations can be accepted from individuals and groups of members not only as to the

main offices of the Association, but as to the representatives of the various State departments on the State executive committee of the Association.

**Prompt Action Required**

The final meeting of the committees will be held on Friday, August 7.

Recommendations should be addressed to John A. Cromie, Chairman, Nominating Committee, Civil Service Employees Association, 8 Elk Street, Albany, N. Y., and should be marked "confidential."

Such recommendations should be received at CSEA Headquarters by Tuesday, August 4.

## First Instalment Issued Of New Specifications For State Positions

The first instalment of the revised specifications for State positions has been issued.

"We plan to publish these revised specifications serially over the next three years," said J. Earl Kelly, Director of Classification and Compensation, State Department of Civil Service.

The first instalment deals with 83 occupational series, or titles:

Baker, barber, beautician, bedding inspection, beverage control executive officer, beverage control investigation, billing clerk.

Billing machine operator, bridge operation & maintenance, building management, canning plant operator, clerk, billing, clerk, editorial, clerk, mail and supply.

Clerk, underwriting, coffee roaster, commodities tax examiner, compensation claims examiner, comp. insurance sales repr., comp. reviewing examiner, construction superintendent.

Cook; correction, sec'y of comm. of; custodian of buildings and grounds, damages evaluator, dictating machine transcriber, dining room attendant, editorial clerk.

Elevator operator, exec. officer, beverage control, food prep. and service, miscellaneous, food service advisor, instructor, manager, foreman, bridge repair, foreman, highway maintenance, forest fire control.

Forest ranger, helper, baker, helper, bridge, helper, kitchen, helper, mail and supply, highway maintenance foreman, inspector, bedding, inspector, kosher food.

Inspector, locomotive, inspector, meat, inspector, penal institutions, inspector, weights and measures, inspector, welfare institutions, institution inspection, instructor, food service.

Insurance sales representative, investigator, beverage control, investigator, narcotics, key punch operator, kitchen helper, kosher food inspection, laboratory secretary.

Laundry, locomotive inspector, mail and supply clerk, meat cutter, meat inspection, narcotics investigation, office machine operator (billing).

Office machine operator (key punch), office machine operator (tabulating), pari-mutuel examiner, park patrolman, pasteurization plant operator, police, park patrol, proofreader.

Safety service representative, secretary of commissioner of correction, secretary, laboratory, stock transfer tax examiner, tabulating machine operator, tax examiner, commodities, tax examiner, pari-mutuel, tax examiner, stock transfer.

Tax examiner, truck mileage, telephone operator, tree pruner, truck mileage tax examiner, typist, typist, machine transcription, underwriter and weights and measures inspection.

The LEADER this week begins the weekly serial publication of the first instalment, covering insurance jobs.

### INSURANCE SALES REPRESENTATIVE SERIES

Insurance Sales Representative, Grade 18

Senior Insurance Sales Representative, Grade 22

Associate Insurance Sales Representative, Grade 24

Assistant Insurance Sales Director, Grade 31

Insurance Sales Director, Grade 42

Positions in this series are concerned with the acquisition of new and the retention of existing business for the State Insurance Fund. Duties require a thorough knowledge of the New York State Workmen's Compensation and Disability Law and of the rules, regulations, and various rating plans of the State Insurance Fund and of the Workmen's Compensation and Employers Liability

Insurance Manual. Levels within the series are based primarily on supervisory responsibility and the handling of difficult cases requiring skilled salesmanship and policy servicing.

**Insurance Sales Representative, Grade 18** sells workmen's compensation insurance and disability benefits insurance in a specified sales territory either in the Metropolitan Area or in an up-state area. He is not limited in the size of risks he solicits although he may be accompanied by a Senior Insurance Sales Representative in the more difficult larger risks. He investigates complaints and suggests corrective measures; explains rate differentials, new or different coverage plans, and various services such as safety inspection, payroll audit, and claims processing; addresses group meetings of employers and explains the advantages of the various plans of insurance of the State Insurance Fund; confers with risks contemplating transfer of insurance to another carrier to preclude such action where desirable. **QUALIFICATION:** Two years of experience in the field of selling insurance and either (a) high school graduation and two more years of sales experience or (b) bachelor's degree.

**Senior Insurance Sales Representative, Grade 22** supervises a Policyholder's Service Unit in the Metropolitan Division of the Policyholder's Service Department, The State Insurance Fund; is responsible for effective service to policyholders, for the promoting of good will, and for the development of new business in his area; assigns work to Insurance Sales Representatives and office employees in his unit; assists policyholders with their workmen's compensation and disability benefits insurance problems; investigates complaints from policyholders and makes suggestions to effectuate improvements; trains Insurance Sales Representatives. **QUALIFICATIONS:** One year of permanent service as Insurance Sales Representative.

**Associate Insurance Sales Representative, Grade 24** supervises the sale of workmen's compensation and disability benefits insurance in the Metropolitan Area; is responsible for the development of new business and effective service to policyholders, and the retention of present desirable business; supervises the training of new field men and accompanies them on field trips to large existing and prospective policyholders; analyzes the reports of Insurance Sales Representatives relative to new business, cancellations, rate differentials, and service calls and takes corrective measures as required; assists large policyholders with problems in connection with their workmen's compensation and disability benefits insurance; reports to the Assistant Insurance Sales Director suggestions and criticisms made by policyholders relative to other departments of The State Insurance Fund; addresses groups of policyholders, brokers, and other to publicize the State Insurance Fund and explain its various plans of insurance. **QUALIFICATIONS:** One year of permanent service as Senior Insurance Sales Representative.

**Assistant Insurance Sales Director, Grade 31** is immediate assistant to the Insurance Sales Director in planning and directing the operation of the Policyholder's Service Department, The State Insurance Fund; is in direct charge of the Department in the absence of the Director, who spends considerable time in the field; assists in planning the activities of the Department; defines lines of authority and responsibility of all employees in the Department; assists in staffing the Department with the proper number and qual-

ity of personnel and in maintaining favorable working conditions; supervises the preparation of sales and operating records; calls on difficult or large policyholders and prospective customers; arranges agenda for and presides at meetings of Insurance Sales Representatives; determines the percentage of business The State Insurance Fund should secure from each territory and compares with business secured; sets quotas for field men and compares with actual sales; analyzes selling costs with a view toward their reduction; plans and supervises preparation of various statistical exhibits and reports for use by the Insurance Sales Director when planning the activities of the Department. **QUALIFICATIONS:** One year of permanent service as Associate Insurance Sales Representative.

**Insurance Sales Director, Grade 42** is responsible for directing and coordinating the work of the Policyholder's Service Department, The State Insurance Fund, to attain the best volume of sales consistent with effective service to policyholders. His position corresponds to that of Sales Manager in a private insurance carrier. He plans the activities of the Policyholder's Service Department throughout the State; works out in broad outline the means of gaining the objectives established for The State Insurance Fund and the Policyholder's Service Department; is responsible for organizing the structure of authority within the Department and defining responsibility of all employees in the Department; exercises general supervision over the training of employees; has general supervision over the preparation of the sales and operating manual; travels within and outside the State to render service to large premium policy holders and to write the business of large prospective customers, usually involving premiums of \$50,000 or over; coordinates the various activities of the Policyholder's Service Department in keeping with the policies and objectives of The State Insurance Fund; controls the activities of the Department throughout the State by means of field trips and review of reports and statistics; analyzes reports and directs necessary corrective measures. **QUALIFICATIONS:** One year of permanent service as Assistant Insurance Sales Director.

## Assn. Gains Pay Victory In Buffalo

BUFFALO, July 27 — The Civil Service Employees Association can be credited with a victory in the recent adoption of a job classification plan for the employees of the Sewer Authority of the City of Buffalo. The Board of Managers of the Authority adopted the new plan July 1.

Part of the plan calls for salary increments for the employees and the incorporation into the base pay of the cost-of-living bonus previously paid. It also provides for the "reallocation of certain positions common to the City and the Authority." The reallocation will provide upward adjustments for some of the employees of the Authority.

Jack Kurtzman, Western field representative of the Association, appeared before several meetings of the Board of Managers and stressed the salary needs of the employees. Incorporation of the cost-of-living bonus as a permanent part of the pay plan and the reallocation of certain positions upward were requested by Mr. Kurtzman.

## Provisions of New Bill for Income Tax Exemption

WASHINGTON, July 27 — The bill introduced by Representative Noah M. Mason (R., Ill.), for U. S. income tax exemption of retirement allowances, is getting backing from more and more employee organizations, and legislators are taking kindly toward it. The bill would affect pensioners generally, not only those retired from public employee systems.

The summarized provisions of the measure, H.R. 5180, are:

1. Federal income tax exemption of \$125 a month, or \$1,500 a year, of retirement income for all persons who reached 65 or who were retired at less than 65 under an established retirement system.

2. The new exemption would be in addition to standard deductions of \$600 personal, \$1,200 if one is blind or over 65, \$1,800 for persons over 65 who are blind, and \$600 for each allowable dependent.

3. Income up to but not including \$75 a month or \$900 a year, earned or received by a pensioner, above his retirement allowance, would be permitted, with no forfeiture of any part of the new exemption. Excess over \$900 a year would be deducted from the \$1,500 exemption.

**Benefits Listed**

The National Education Association lists possible benefits un-

der the bill as follows, for persons with no retirement income presently exempt:

Annual total income	Present tax	Tax under HR 5180
\$1400	\$ 14	none
2000	122	none
2600	230	none
3200	341	\$ 68
3800	453	176

Single person retired under age 65, if income additional to retirement allowance does not exceed \$900 a year.

Annual total income	Present tax	Tax under HR 5180
\$ 675	\$ 4	none
1200	98	none
1800	206	none
2400	314	\$ 44
3000	427	152
4000	625	332

**Indorsed by CSEA**

The present 100 percent tax exemption of Social Security and Railroad Retirement benefits would not be affected at all by the new bill.

One of the many organizations that have indorsed the measure is the Civil Service Employees Association of New York State.

## Rochester Holds Softball Lead

Rochester State Hospital's softball team maintained its lead in the Mental Hygiene Softball League with a 4-to-1 victory over Buffalo State Hospital on July 18. In another contest on that day, Gowanda outscored Craig Colony, 20 to 16.

The previous week Willard State Hospital defeated the Gowanda team, 15 to 7.

Standings as of July 20 were:

Team	Won	Lost
Rochester	4	1
Willard	3	2
Newark	3	2
Buffalo	3	3
Gowanda	2	4
Craig Colony	1	4

## STERN AND BURKE STAY ON WELFARE BOARD

ALBANY, July 27 — Governor Dewey reappointed Henry Root Stern, of New Hyde Park, and Adrian Burke, of NYC, to the State Board of Social Welfare, and re-designated Mr. Stern as Chairman of the 15-member body.

Members of the Board are appointed for 5-year terms, and they are paid \$40 for each day's attendance at board and committee meetings, not to exceed \$1,000 per year.

## Pension Group Meets July 30

ALBANY, July 27 — Sol Bendet has notified Charles C. Dubuar, chairman of the Civil Service Employees Association's pension committee, that he will be unable to attend a meeting of the committee at Association headquarters, Albany, on July 30. Mr. Bendet recently underwent an operation and said it would be physically impossible to attend. Mr. Bendet is president of the New York City chapter of the CSEA.

The committee will discuss proposals for the improvement of the State Retirement System and recommendations for resolutions to be submitted to the annual meeting of the Association in October.

The other members of the committee are Davis L. Shultes, Albany; John Mullaney, Auburn; Charles D. Methe, Marcy; Philip L. White, Ogdensburg; Mrs. Ann LeVine, Utica; Grace Hillery, Buffalo, and J. Allyn Stearns, White Plains.

## SECURITY POST FILLED

WASHINGTON, July 20 — Raymond E. Greenfield, former Naval intelligence officer and civil service investigator, has been appointed personnel security officer of the Civil Service Commission.

# 26 New Exams to Fill Judges' Senior Steno, Recreation and Other Jobs

Twenty-six exams will be opened by the State on Monday, August 10, and, if a written test is to be given, close on Friday, September 11. Unless otherwise stated, there will be a written test. It will be held on Saturday, October 17. Where no written test is held, candidates are rated on their training and experience, and may apply until October 17.

Unless otherwise informed, candidates for State jobs must be State residents, and for county jobs, county residents, and for senior stenographer to judges, a resident of the judicial district.

Aspirants should not attempt to apply for any of the tests before August 10.

### Exams Listed

The exams, with starting pay and maximum obtained by annual increments:

Associate research scientist (micro-morphology), \$8,350 to \$10,138.  
Junior laboratory technician, Tompkins County, open nationally \$2,550 to \$3,050.

Senior pharmacist, \$4,964 to \$6,088.

Pharmacist, \$4,053 to \$4,889.

Director of public health nursing, Tompkins County, open nationally, \$5,000 to \$5,500.

Recreation supervisor, \$4,206 to \$5,039.

Recreation instructor, \$3,951 to \$4,052.

Assistant recreation instructor, \$2,611 to \$3,411.

Institution education director, \$4,964 to \$6,088.

Consultant on child detention care, open nationally, \$4,964 to \$6,088.

Principal stationary engineer, \$4,359 to \$5,189.

Senior stationary engineer, \$3,891 to \$4,692.

Stationary engineer, \$3,251 to \$4,052.

Junior architect, \$4,053 to \$4,889.

Factory inspector, \$3,731 to \$4,532.

Correction institution vocational instructor (machine shop), no written test, \$3,411 to \$4,212.

Gas tester, \$3,091 to \$3,891.

Marine fisheries protector, \$2,771 to \$3,571.

Junior insurance examiner, open nationally, \$4,512 to \$5,339.

Senior stenographer (law), \$2,771 to \$3,571.

Senior stenographer, 4th Judicial District, counties of Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, St. Lawrence, Saratoga, Schenectady, Warren and Washington, \$2,771 to \$3,571.

Senior stenographer, 5th Judicial District, counties of Herkimer, Jefferson, Lewis, Oneida, Onondaga and Oswego, \$2,771 to \$3,571.

Senior stenographer, 6th Judicial District, counties of Broome, Chemung, Chenango, Cortland, Delaware, Madison, Otsego, Schuy-

ler, Tioga and Tompkins, \$2,771 to \$3,571.

Senior stenographer, 7th Judicial District, counties of Cayuga, Livingston, Monroe, Ontario, Seneca, Steuben, Wayne and Yates, \$2,771 to \$3,571.

Senior stenographer, 8th Judicial District, counties of Allegany, Cattaraugus, Chautauqua, Erie,

Genesee, Niagara, Orleans and Wyoming, \$2,771 to \$3,571.

Office machine operator (calculating-key drive), no written test (performance test October 24), \$2,180 to \$2,984.

When minimum requirements are announced, they will be promptly published in The LEADER.

## Engineering And Marine Jobs Offered

The New York District, Corps of Engineers, needs construction engineers, \$4,205 a year, for which a civil engineering degree and six months' experience in specifications and estimates are required.

There are openings also for assistant engineer (diesel and steam), at \$2.19 an hour, less \$396 a year for subsistence and quarters on U.S. patrol boats. Candidates must have diesel and steam experience and an engineer's license of 250 tons upward.

The Corps also needs mates (tug) at \$2.19 an hour, less \$396 a year for subsistence and quarters on U.S. patrol boats. Mate and pilot experience on oil burning steam-propelled and diesel propelled vessels, and a pilot's license issued by the Coast Guard, are required.

Apply to Mr. Pagliaro, personnel branch, Corps of Engineers, 80 Lafayette Street, New York 13, N. Y., until further notice.

## Queries Answered On Upheaval In U. S. Jobs

WASHINGTON, July 27 — Interpretations of the recent executive order by President Eisenhower, affecting removal protection of Federal employees serving in Schedule A positions outside the competitive civil service, were issued by the U. S. Civil Service Commission in question-and-answer form. About 134,000 full-time Federal employees are in Schedule A. The LEADER published installments the last two weeks. This week the publication is completed.

Q. What requirements will these attorneys have to meet in order to retain protection from removal?

A. They must have been in attorney positions with civil service status as attorneys on May 1, 1947, the date attorney positions were put in Schedule A, and they must have continued serving in attorney positions without a break in service since that date. The fact that they may have been promoted, or have been transferred from one bureau to another or one agency to another, will not affect them, one way or another, so long as all the positions involved were attorney positions.

Q. Will permanent employees who have received indefinite promotions or who have been reinstated on an indefinite basis be displaced in order to place separated career employees? — A. No.

## Ray-X Glasses Again Obtainable

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

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

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

## Last Call for Postal Jobs on Staten Island

The last day to apply for substitute clerk-carrier jobs in the Staten Island post office is Tuesday, July 28.

Starting pay is \$1.61½ cents an hour.

Applicants must live within the delivery area of the Staten Island post office, or be patrons or present employees of the office.

No education or experience is required.

A written exam will be held to test aptitude for learning and performing clerk and carrier duties. Candidates will be quizzed on address checking and ability to follow instructions.

There is no maximum age limit. Lists to Be Combined

The eligible list from this exam will be combined with rosters from exams No. 2-40 (52), 2-21 (52), 2-27 (51) and 2-50 (49). Persons on those lists do not have to file in the present exam.

Application forms are obtainable at the Staten Island post office or from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Filled-out forms must be filed with the Commission not later than Tuesday, July 28.

## NEW DISMISSAL RULE

WASHINGTON, July 27 — The Veterans of Foreign Wars, Maine Department, has protested against the new procedures for veterans appealing dismissal from Federal service. The group accused the U. S. Civil Service Commission's Board of Appeals and Review of arbitrariness in refusing to hear many appeals against rulings of Commission regional officials. The VFW wants the liberal appeal method, as it existed under the former procedures, restored.

## EXAM FOR MAP JOBS OPEN INDEFINITELY

The U. S. Civil Service Commission is seeking, until further notice, cartographers, \$2,750 to \$10,800 a year for jobs in Washington, D. C. and throughout the country.

A bachelor's degree and four years' experience is required for \$3,410 jobs as cartographer. Additional education and experience is needed for higher-paying positions.

One year's experience is needed

for cartographic aid and cartographic draftsman jobs, \$2,750 a year to start. Jobs to \$4,205 a year require additional experience and education.

Minimum age for Washington area residents is 17, for others 18. There is no maximum age limit for most of the positions.

Apply to the U. S. Civil Service Commission, Washington 25, D. C., until further notice.

## Barry Re-Elected President of UFA

Howard P. Barry was re-elected president of the NYC Uniformed Firemen's Association as a runoff election in which five Association officers were chosen. He received 4,056 votes, his opponent, Anthony J. Tini, 3,855.

The other results:

Clinton J. Charles, Hook & Ladder 24, financial and recording secretary, 3,952; Michael C. Donohue, H. & L. 26, 3,931.

Harry Garrison, H. & L. 35,

4,067, sergeant-at-arms; James P. McKenna, Engine Company 316, 3,665.

Bernard F. McWeeny, H. & L. 83, Richmond trustee, 255; Aloysius Campbell, Eng. 164, 244.

Ronald Walker, Limited Service Squad 1, Manhattan trustee, 1,233; Timothy F. Barrett, Eng. 80, 1,085.

The runoffs became necessary when no candidate for the five offices received a majority of the ballots in each contest.

## Dr. F. W. Reynolds Appointed As Spa's Medical Director

SARATOGA SPRINGS, July 27 — Dr. Frank W. Reynolds, an authority on internal and preventive medicine and public health, and medical officer of the World Health Organization at Geneva, Switzerland, will become medical director of the Spa at Saratoga Springs in September, Pierrepont B. Noyes, president of the Saratoga Springs Authority, announced. The pay is about \$13,000 a year.

Dr. Reynolds succeeds Dr. Walter S. McClellan who retired.

Dr. Reynolds is in Geneva. He will visit British Spas and then proceed to NYC and Saratoga Springs. He is studying Spas in France, Belgium and western Germany.

Dr. Reynolds was born in NYC in 1912. He got his M.D. degree at the School of Medicine, University of Rochester.

## Two Nurses Dined On Their Retirement From Central Islip

A farewell dinner was given by the Central Islip Nurses Association at Friedes' Inn for Mrs. Helen Power and Mrs. May Rooney who retired.

More than 70 friends wished them good health and happiness. The dinner was arranged by Mrs. Loretta Ende, Andrew Morrow, Mrs. Helen Nevins, Mrs. Mebel Gilmartin and Mrs. Alma Galdeczka.

Music was provided by Mrs. Robert Scott and Paul Doane.

The guest speaker was Dr. Francis J. O'Neill, director of the hospital. He paid tribute to both supervisors for their devoted service.

Mrs. Dorothy McLaughlin, director of nurses, was mistress of ceremonies. Mrs. McLaughlin won the Harold J. Fisher Award, sponsored by The LEADER, a few years ago, for her distinguished contribution to nurse training.

A chaise lounge and a corsage were presented to both women by the association.

PHOTO by Con Edison



**Serenade in Brass.** This photo shows young New Yorkers being serenaded by Johnny Long's orchestra at one of Con Edison's free community dances last year. This summer Con Edison is sponsoring 54 more of these evening dances—with name bands—in New York City parks. During the past 11 years, thousands have enjoyed them—why don't you? For complete schedule, write Con Edison, Room 632, 4 Irving Place, New York 3, New York.

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# The Pay Window

By F. HENRY GALPIN  
Salary Research Analyst, Civil Service Employees Association

## State Continuous Recruitment Program Expanded

Recently, the State Civil Service Department issued a news release announcing the expansion of its continuous recruitment program to include health service occupations in State service. It was stated that the new procedures were intended to overcome the shortage of qualified personnel in mental and tubercular hospitals, laboratories, and other State units. "The new procedures are necessary to make sure that our state hospitals and other health agencies are staffed with the best available personnel in the current labor market," the department said. "Serious shortages of personnel in these fields have threatened to decrease the high quality of our state government's health services."

At present, eight health titles are included, but it is expected that the program will be expanded to include such positions as physician, associate nutritionist, occupational instructor, criminal hospital attendant, bath attendant, and others.

### Staying Power Important

The department cited the results of the State's continuous recruitment program to overcome the shortage of stenographers and typists as indicative of what success the continuous application method can achieve. Since the inception of this recruitment method 18 months ago, more than 2,900 stenographers and typists have been hired. It is not at all clear to anyone interested in the field of personnel that the ability to hire is in any way indicative of the success of any personnel program. The criterion is not only the ability to place people on the payroll, but the ability to keep people on the payroll.

It is understood that when the continuous recruitment program was started, that while it provided a means of luring eligibles, employees were leaving the service at a more rapid rate, regardless of the recruitment method.

While the Civil Service Employees Association has never taken a position for or against the continuous recruitment program, it is clear that any sound personnel practice that is for the betterment of the service would receive the blessing of the Association. If, however, the utilization or expansion of a continuous recruitment program is used to cloak an inadequate salary level at the expense of the incumbents in State service, to that extent it is an undesirable personnel technique.

### Large Turnover

There are about 4,800 stenographers and typists working for New York State, and about 6,200 employed in these two fields in State service when the senior, principal and related positions are included. The State Administration has pointed with pride to the fact that the State has hired 2,900 stenographers within the last 18 months. It is not at all clear that this pride is well founded. It needs analysis. It does not seem that any administration can point with pride when it is necessary to hire 40 percent or nearly half of a working force during a year, to maintain people on the payroll.

An analysis of turnover rates was recently made by the Civil Service Commission of the State of Illinois. It was found that the turnover rate of certified employees in that State was 22 percent, or approximately half of New York State for the positions of stenographer and typists.

### Hiring Costs Money, Too

The cost of hiring new employees has been variously estimated, depending upon what is included as a cost of hiring. In Illinois, Commission President Maud Myers, states: "We used the very conservative figure of \$200 per employee, which agencies generally agree does not cover the cost of developing staff members, or of including lower efficiency resulting from inexperienced workers, but only the actual cost of recruiting, testing, and hiring new workers." Two hundred dollars times 2,900 stenographers and typists produces the tidy sum of \$580,000. At that rate the State would have spent more than \$500,000 to break in stenographers and typists. A drain on the taxpayer of more than \$500,000 for two titles out of 2,700 in the last 18 months is not good management.

### Present Pay Inadequate

No one would take the position that it is not necessary continually to replace employees because they are always leaving, whether for retirement, better promotional opportunities, more pay, or whatever the reason. But it is incumbent on any sound personnel plan that the wage level be such that the needs to recruit because of inadequate salary level be kept at an absolute minimum.

The Civil Service Department itself recommended the upgrading of the position of stenographer. This determination has not been acted on at this writing.

The expansion of the continuous recruitment program into other fields is a further indication of the present inadequacy of the salary level for State employees, which should be adjusted upward in the interest of good personnel management.

### MORE U.S. JOBS SLATED FOR CIVIL SERVICE STATUS

WASHINGTON, July 27—More than the present 86 percent of Federal employees will be under civil service coverage a year from now, U.S. Civil Service Commissioner George M. Moore told the American Federation of Government Employees.

Of the Federal employees affected by reductions in force since January, Mr. Moore added, fewer than 1,000 career employees have not been placed through the Commission's job-aid program, and it is expected nearly all of these will be placed within the next 60 days.

### U.S. JOB INSURANCE DRIVE IS RENEWED

WASHINGTON, July 27—Lay-offs in Federal civil service and restrictions on annual leave have prompted the Government Employees Council, AFL, to renew its campaign to obtain unemployment insurance benefits for U.S. employees.

### R. J. EASTON RETIRES

ALBANY, July 27—Roland J. Easton, counselor in the State Division of Veterans Affairs, retired after 25 years of service. He ran for Mayor of Albany on the Republican ticket in 1929.

## \$470 Awards For Idea Won By Employee

ALBANY, July 27 — Chairman Frank L. Tolman of the New York State Employees' Merit Award Board announced an award of \$470 and a Certificate of Merit to Michael Jackson, a senior office machine operator. Mr. Jackson is employed in the photocopy section, Albany office of the Bureau of Motor Vehicles, Department of Taxation and Finance.

Mr. Jackson proposed modifying the photocopy machine to make three copies of motor vehicle accident reports instead of two, on one sheet of photocopy paper. His suggestion has been enthusiastically accepted by the Bureau as a valuable aid in helping the Bureau keep pace with the steadily increasing demands for such copies.

It is reported that Mr. Jackson's idea will save more than \$4,000 alone on present production figures, in permitting the use of a narrower width photocopy paper.



Michael Jackson, of the Albany office of the Bureau of Motor Vehicles, demonstrates how his suggestion to modify photocopy machine will permit copying three documents simultaneously instead of two.

## Employee Groups Cast Critical Eye on Unified Pension Plan

NYC employee organizations expressed opposition to a suggestion by the Citizens Budget Commission for consolidation of NYC retirement systems. The Commission, an unofficial body of citizens, cited \$147,000,000 as the present annual appropriation for pensions.

The Commission also recommended that the number of City employees be limited to those actually necessary.

John J. De Lury, of the AFL Teamsters Union, said City pay is far too low, pensions must be liberalized, and attempts to whittle down pension benefits for future employees must be strongly opposed. The State Constitution provides that no existing pension benefit shall be diminished or impaired.

Mr. De Lury added that others cite 16 existing pension systems in NYC, but fail to note that 10 of them are closed to new entrants.

Most employee organizations, pending a study of the Citizens Budget Commission report, withheld formal comment, but leaders said unofficially that the report didn't augur well for employees.

### 30-DAY PENSION BILL DISAPPROVED BY BOARD

The NYC Board of Estimate unanimously disapproved a City Council bill to allow pension benefits to beneficiaries of City employees who die within 30 days of application for retirement.

The measure, introduced by Councilman Stanley M. Isaacs and endorsed by employee organizations, was passed recently by the Council.

Death within the 30-day period entitles the beneficiary to the member's annuity contributions, plus interest.



Sol Bendet, president of the NYC chapter, Civil Service Employees Association, had no idea he was heading for a hospital when Joseph Feily, CSEA 4th vice president, gave him a playful lift at the Jones Beach party of the Metropolitan Conference. A week later Mr. Bendet underwent a dual operation. Mr. Bendet is now at home, in Brooklyn, recovering fast, and about to leave for his vacation.

## State Filling 1,000 Permanent Jobs a Month

ALBANY, July 27 — J. Edward Conway, President of the State Civil Service Commission, reported that the Civil Service Department is holding an average of about 200 exams for some 6,000 applicants a month, and processing permanent appointments at the rate of about 1,000 a month.

He said that 1,203 exams were held in the first six months of 1953. This is higher by 207 than the figure for the same period in 1952, a year that broke all previous records.

### Applications Rise 5,130

The number of applications filed for examinations up to July 1 was 35,356, which exceeds by 5,130 the figure for the same period last year, he said.

Nearly three-quarters of the exams held by the department were for counties, cities and other local units of government, he added.

The department processed 5,971 permanent competitive class appointments up to July 1. All but 500 of these were appointments to State positions. The others were to positions in localities whose civil service is directly under State administration. Appointments processed in the same period in 1952 numbered 6,616.

Processing of veterans claims for extra credits in examinations jumped from 6,915 in the first half of 1952 to 7,658 in 1953.

### PUBLICATION WRITER JOB MADE APPOINTIVE

WASHINGTON, July 27 — Publication writers in the U.S. Department of Health, Education and Welfare have been taken out of career classification and placed in Schedule C. Jobs in Schedule C are defined as policy-making or confidential.

## \$5,000 Minimum Asked for Police

KINGSTON, July 27 — A minimum salary of \$5,000 a year for all policemen was recommended to halt resignations and attract needed men to police departments.

A statewide survey of pay and working hours as of July 1 was sent to presidents of the 199 affiliated organizations of the Police Conference of the State of New York by Executive Secretary Peter Keresman of Kingston. He said that only 53 municipalities are paying their policemen \$4,000 a year or more. He termed such pay "scandalously low."

Urging that police organization heads present to municipal offi-

cial a new request for "a living wage," Mr. Keresman stated that the economic condition of the policeman is critical and claimed that this has produced the highest turnover of men in the history of police departments.

"How absurd it is," Mr. Keresman said, "to present a policeman with the badge and authority of the law of the city, State and nation, and then pay him a salary which seems to imply that his services are not taken seriously."

John E. Carton, president of the NYC Police Benevolent Association, is president of the Conference.

## LISTING OF MORE STATE JOBS ASKED UNDER SECURITY LAW

ALBANY, July 27 — Seven State agencies requested the State Civil Service Commission to designate all or some of their positions as security jobs under provisions of the Security Risk Law of 1951.

The five units which would be entirely covered by the Law, if the Commission approves their requests, are: Public Service Commission; Division of Safety; Defense Welfare Services, Department of Social Welfare; and Division of Military and Naval Affairs and Division of Standards and Purchases, both in the Executive Department.

In addition, positions in two

agencies for which security designation is asked, are:

Department of Health: Director of medical defense, medical defense hospital consultant; medical defense training supervisor; associate director of laboratories and research, assistant director of medical defense, medical defense representative, and medical defense supply supervisor.

State Insurance Fund: Payroll auditor, senior payroll auditor, associate service representative, senior safety service representative, associate safety service representative, claims investigator, and insurance field investigator.

# Activities of Civil Service Employees in N. Y. State

## Westchester

**THE ANNUAL** Grasslands picnic of the Westchester County Competitive Civil Service Association was held at the Warden's Grove on the grounds of Grasslands Hospital, Valhalla, and was an outstanding success. There were 325 members in attendance.

The picnic was revived for the first time in three years under the leadership of newly elected president Richard A. Flinn. Children's Court, who presided at the festivities.

The Association members were extended a warm welcome by Public Welfare Commissioner S. M. Strawson, who expressed the hope that the Grasslands picnic would again be instituted as an annual affair. There was distribution of prizes under the direction of J. Allyn Stearns, 3rd vice president of the Civil Service Employees Association, assisted by John J. Kelly, Jr., asst. counsel of the CSEA, who was a visitor from Albany Headquarters. Another guest introduced was Lester J. Bradshaw, representative of Ter Bush & Powell.

The meal, living up to the high standards of other years, was prepared under the direction of Theresa Smith, County Home dietitian, who received many congratulations on its excellence.

General chairman of the picnic was John J. Breen, Public Administrator's, and serving with him on the committee were: Tickets, Alex J. Ligay, Child Welfare, assisted by

Sol Leider, Grasslands; general arrangements, Elizabeth M. Holmes, Thomas McNulty and Michael Dei Vecchio, all of Grasslands.

Many others earned the thanks of those present for their good work, including Ivan S. Flood, past president of Westchester chapter, who helped supervise at the hamburger and frankfurter ranges.

## Kings Park

**THE KINGS PARK** chapter, CSEA, will hold its first annual picnic on Wednesday evening, August 19 at Sunken Meadow State Park. The social committee promises plenty of good food. All members and their families are invited to attend.

Tickets are \$1 for adults, 50 cents for children, and may be obtained from all supervisors and members of the social committee, who are Mrs. Sparacino, Mr. Mason, Mr. Fitzgerald, Mr. Link, Mr. Higgins, Miss McKenna and Mrs. Mulligan.

Wednesday and Thursday, July 8 and 9 were the dates of the art show and concert at York Hall. It was held at 1 P.M. both afternoons for the patients and 8 P.M. Thursday evening for the general public.

There were over 150 exhibits done by patients. It was a fine collection. Most people were delightfully surprised at the creative and artistic talent displayed.

Guests also heard a musical program presented by the patients' chorus, the employees' trio and soloists. Refreshments were served. Dr. Charles Buckman, senior

director, was present to praise and encourage the patients in their efforts.

Jewish patients at Kings Park were presented with a Holy Scroll (Torah), prayer books and prayer shawls by B'nai B'rith, in the first such ceremony in a State Mental Hygiene institution. The ark was made by hospital patients, carrying out the idea of patient participation.

Attending the ceremony were Dr. Buckman, all the members of the board of visitors, and hospital chaplains of the various faiths. The spirit of brotherhood was the keynote of the event.

All the guests were invited to Dr. Buckman's home for dinner. The warm and friendly gesture typified the spirit of the occasion and the attitude of all at Kings Park Hospital.

Sympathy is extended to the family of Muriel Moten, whose funeral was attended by many employees with whom she worked during 35 years' service. She was supervising nurse on various female services of the hospital.

Congratulations to Dr. and Mrs. Owens on the birth of a son.

Welcome to Dr. Paul Juris, latest addition to the medical staff. Mr. and Mrs. William McWilliams are vacationing in Canada.

## Hornell

**HORNELL** chapter members participated in the mass gamma globulin inoculations of Steuben County youngsters recently. State and local health workers

distributed supplies to the county's 16 clinics, under the supervision of Dr. Joseph P. Garen of Rochester, regional health director, and Dr. Milton Tully, district State health officer. Hazel Stewart, district supervising nurse, and Edna Moorhouse, Rochester regional director, supervised recruitment of public health nurses, aided by Mrs. Alice Tanner and Mrs. Elsie McChesney, Hornell public health nurses.

Hornell district State health stenographers, clerks and sanitation department employees also participated in the operation.

## Brooklyn State Hospital

**CONGRATULATIONS** to Mr. and Mrs. Wilfred DePeyster who recently celebrated their 22nd wedding anniversary. Best wishes for many more years of wedded bliss.

Good luck to Angelina Rubino, staff nurse, who recently resigned.

Congratulations to Mr. and Mrs. Charles Reynolds on their new little tax deduction, a boy.

Cards have been received from Dr. Bertolini, who is vacationing in Haiti.

The following employees have been enjoying vacations: Mr. and Mrs. Harry Miller in Charleston, S.C.; Mr. and Mrs. Frank Cole in Ovid; Harry Glasgow, in Oswego; Mr. and Mrs. Anthony Contento in Utica; David Carey in Leeds, N. Y.; Joseph Farsetta and family in upstate New York, and Harold McCumiskey on Long Island. Alfred Wolber is spending his vacation painting his daughter's house.

Other employees vacationing are: Alice Hall, Bernard Connelly, Edna Winston, Catherine Donohue, Gennaro Bucci, Anna Mardorf, Della Ray, Anthony Trapanotto and Gilda Trapanotto, Margaret Johnson, Harry Karass, Helen Tierney, Mattie Payne, Sarah Brodie, Anna Rodgers, Kathleen Barrett, Helen Rogers, Eva Levenberg, Florida McDermott, Mr. and Mrs. John Magerl, Mrs. Mary Manfredi, Nina LoSardo, Frank Cullilo and Renee Gottlieb.

Welcome to James Hourigan, a new employee at the hospital.

"Joe" Puma, one of the local policemen, is making a good recovery from his illness, at St. Catherine's Hospital; also, Mrs. Cecelia Milligan, who has been hospitalized at Long Island College Hospital.

Sincere sympathy to Bill Miner of the powerhouse, on the recent loss of his wife.

## Mt. Morris

**NEWS ITEMS** from Mt. Morris Hospital chapter, CSEA:

Bernice Tansey was honored at a shower party, given by Miss Kocher. About 30 guests were present. Miss Tansey was given many gifts which she will use in her new home, in Bradford, N. H.

Mrs. Howard E. Williams entertained guests from Pittsburgh, Pa., last week.

Many of the employees enjoyed a clambake which was engineered under Frank Nicastro's capable guidance.

Mrs. Russell Ace has returned to her duties after a two-week vacation. She and Mr. Ace motored through Ontario, Canada, visiting places of interest.

Can't be that Jane Bryant has read the circulars posted on all the bulletin boards. She came back from her vacation suffering from poison ivy.

Howard Andress is back on the first floor after his vacation.

The hospital baseball team has closed its season. Manager John Passamonte says they made a fine showing considering the late entry into the league. They won five of eight games and Mr. Passamonte is hoping they can cover more territory next year.

The 3S Club attended a picnic at the home of Dr. and Mrs. Riley in Holley. Dr. Riley was a member of the medical staff for several years.

Mr. and Mrs. Nicholas Tennant are back after vacationing in NYC.

Lee Gazel went fishing while vacationing in the Thousand Islands. She caught a 27-inch northern pike.

Back from vacations are William Gilmartin, Matt Nicols, Sara Loudin, Margaret Fancher, Susan Keenan and Evelyn Rider.

Hazel Houston and Miss Johnson visited the nursing department concerning the affiliating student

program. Miss Houston is assistant in nursing education for the State Education Department.

Several of the nurses assisted at the gamma globulin clinics. They were Mrs. Alice Ace, Mrs. Anne Lutz, Mrs. Florence Matteson, R.N.'s and Mrs. Mary Miceli, P.N. Gnanamanie Paulrat of Kolar Town, South India, visited the hospital.

Visiting at the hospital for two weeks is Dr. LeDu, from French Indo-China.

Matt Nichols and family motored to Lake George, Lake Placid and the North Pole while he was vacationing.

Warning! Miss Pruner and Miss Schwier are driving (?) new cars.

## Pilgrim State Hospital

**PILGRIM** State Hospital news: Congratulations to Olga Hubbard, R.N., on her promotion to supervisor of Buildings 12 and 15.

Get well wishes to Catherine Richards, Mary Munster, Nancy Sassaman, Frances Engleau, Phyllis De Meo, Mrs. Herbert Zeinecke, M. J. Vreeland, Edna Grell and Marjorie Graziano.

Mr. and Mrs. James Bolton of Building 76 retired on July 1 after 20 years' service. Their friends presented them with an electric toaster. They will be missed by their co-workers in 76 and their friends throughout the hospital.

The employees of Buildings 12 and 15 extend their sincere sympathy to Walter Schilling on the loss of his wife. Mrs. Schilling will long be remembered by employees and friends.

Vacationing: Laila Leibers, Bill Wurster; Don Bellefeuille and family in Vermont.

Mr. and Mrs. Harry Johnson recently returned from vacation.

## Newark State School

**DR. JACOB COHEN**, associate director of Central Islip State Hospital, formerly assistant director at Newark State School, visited the school while vacationing in the area.

Mrs. Ora Cutting, Mrs. Elva Rumsey, Mrs. Bernice McCaffrey, Mrs. Mary Moorehead and Mrs. Francis Greene, registered nurses, attended lectures at Syracuse University.

Mr. and Mrs. W. H. Gabury spent last weekend at their cottage on Port Bay. Billie caught a 5-pound pickerel.

## New York City

**JOSEPH F. BYRNES**, treasurer of the New York City chapter, Civil Service Employees Association, will be at the chapter's office from 11:30 a.m. to 12:30 p.m. and from 3:30 p.m. to 4:30 p.m. daily to answer questions of members. The office is at 80 Centre Street, NYC.

Except for these hours, the office remains closed through August.

## GAO Sets Pattern On Annual Leave

WASHINGTON, July 27 — The General Accounting Office, which interprets provisions of law affecting fiscal policies, has made a ruling regarding annual leave in its own office. All requests for annual leave will be granted, unless injurious to the public service to grant them in particular cases. Employees who have accumulated more than 30 days' annual leave must use up at least some of the excess in each calendar year, and all of it within four and a half years.

Other agencies are likely to follow the GAO pattern, in administering annual leave, now that the Thomas amendment has been repealed.

## HOOVER HEADS NEW INQUIRY

WASHINGTON, July 27 — Former President Herbert Hoover, 79, will head a new twelve-man commission to complete the work and broaden the scope of the original "Hoover Commission" which studied functions of the Federal Government and recommended reorganization, much of which has been accomplished.

Interim reports are to be submitted to Congress and a final report not later than May 31, 1955.

The study will concentrate on whether the Federal Government is properly entrusted with certain duties or whether these might better be entrusted to State or local governments.

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# State and County Exams Now Open

Applications remain open continuously in the following State open-competitive exams.

Candidates must be U. S. citizens and residents of New York State for one year, unless otherwise stated.

Written tests will be held, unless otherwise stated.

Apply in person or by representative to the State Civil Service Department, State Office Building or 39 Columbia Street, Albany; or Room 2301 at 270 Broadway, NYC; or Room 212, State Office Building, Buffalo. Application

forms are obtainable by mail at 39 Columbia Street, Albany. Mention exact number and title of exam and enclose a large self-addressed return envelope with six cents in postage.

**The exams:**  
**100. LABORATORY WORKER,** \$2,316 to \$3,118; four vacancies in Syracuse and eight in Brooklyn in the Education Department; two vacancies in Albany in the Department of Health Labs. Requirements: one year's experience in a scientific laboratory engaged in large scale operations plus high

school graduation or equivalency diploma; or equivalent. (No closing date).

**101. SENIOR PATHOLOGIST,** \$6,801 to \$8,231; one vacancy each at Manhattan, Willard and St. Lawrence State Hospitals and Rome State School, Department of Mental Hygiene; two vacancies in Department of Health Labs, Albany. Open nationwide. No written test. Requirements: (1) graduation from medical school, completion of internship and State license to practice medicine; and (2) two years' training and experience in pathology, chemistry, bacteriology and allied subjects subsequent to medical school graduation. (No closing date).

**102. ASSOCIATE PATHOLOGIST,** \$8,350 to \$10,138; one vacancy each at Ray Brook and Mt. Morris TB Hospitals, Onondaga Sanatorium and J. N. Adam Memorial Hospital, Department of Health; and one vacancy at Matteawan State Hospital, Department of Correction. No written tests. Open nationwide. Requirements: (1) same as (1) for senior pathologist, above, and (2) four years' training and experience in pathological work, including diag-

nosis of neo-plastic diseases, which meets standards of State Public Health Council. (No closing date).

**103. ASSISTANT DISTRICT HEALTH OFFICER,** \$7,373 to \$8,231; openings in district health offices of Health Department. Open nation-wide. Requirements: (1) same as (1) for senior pathologist, above; and (2) either (a) three years' medical experience, including two years' public health experience with a public health department, or (b) M.P.H. degree and six months' public health experience. (No closing date).

**104. DISTRICT HEALTH OFFICER,** \$8,350 to \$10,138; openings in district health offices of Health Department. Open nationwide. Requirements: (1) same as (1) for senior pathologist; and (2) either (a) five years' medical experience, including three years' public health experience with a public health department, or (b) M.P.H. degree and two and one half years' public health experience. (No closing date).

**105. SENIOR PUBLIC HEALTH PHYSICIAN (COMMUNICABLE DISEASE CONTROL),** \$7,373 to \$8,231; jobs in Albany office of Health Department. Open nationwide. Requirements: Same as No. 103, assistant district health officer. (No closing date).

**106. DIRECTOR OF CLINICAL LABORATORIES,** \$10,138 to \$11,825; jobs in Mental Hygiene institutions. Open nationwide. Requirements: Same as (1) for

senior pathologist; and (2) either (a) four years' training and experience in pathological and bacteriological work approved by State Public Health Council, including one year in diagnosis of neoplastic diseases, or (b) equivalent. (No closing date).

**107. DENTAL HYGIENIST,** \$3,251 to \$3,731; jobs in institutions throughout the State. No written test. Requirements: State license as dental hygienist. (No closing date).

**111. BATH ATTENDANT,** \$160 to \$192 a month, depending on type of treatment administered. Seasonal positions at Saratoga Springs Reservation, Department of Conservation. Open nation-wide. No written test. Requirements: three full seasons' experience at bath establishment in administration or assisting in the administration of various types of treatment. (No closing date).

**112. INSTRUCTOR OF NURSING,** \$3,571 to \$4,372; 41 vacancies in institutions of Department of Mental Hygiene. No written tests. Requirements: (1) nursing school graduation, State license as professional nurse, and 30 college credit hours leading to degree in nursing education; and (2) one year of graduate nursing or teaching experience, including experience in teaching student nurses or in supervision; and (3) either (a) one more year's experience, or (b) bachelor's degree, or (c) equivalent. (No closing date).

## County Exams Now Open

The following exams for jobs with counties and villages in New York State are now open for receipt of applications. Last day to apply, Friday, August 7, is repeated at the end of each notice.

Applicants must be residents of the State and of the county mentioned, unless otherwise stated.

Apply to the State Civil Service Department, State Office Building or 39 Columbia Street, Albany; Room 2301, 270 Broadway, NYC; or Room 212, State Office Building, Buffalo, by August 7.

### COUNTY AND VILLAGE Open-Competitive

**8566. ASSISTANT CIVIL ENGINEER,** Westchester County, \$4,640 to \$6,080; 10 vacancies in Department of Public Works. Appointments expected at \$5,000. Open nation-wide. (Friday, August 21).

**371. TRAINING SUPERVISOR,** Department of Public Welfare, Nassau County, \$5,310 to \$6,696. (Friday, August 14).

**8511. REGISTERED PROFESSIONAL NURSE,** Chautauqua County, \$2,899 to \$3,449. (Friday, August 7).

**8527. POLICE PATROLMAN,** Village of Brocton, Chautauqua County, \$225 a month. (Friday, August 7).

**8528. POLICE PATROLMAN,** Police Department, Town of Elliott, Chautauqua County, \$3,640. (Friday, August 7).

**8529. POLICE PATROLMAN,** Village of Westfield, Chautauqua County, \$3,000. (Friday, August 7).

**8530. SENIOR TYPIST,** Chautauqua County, \$2,759 to \$3,122. (Friday, August 7).

**8431. STENOGRAPHER,** Chautauqua County, \$2,263 to \$2,626. (Friday, August 7).

**8533. LABORATORY TECHNICIAN,** Erie County, \$3,350 to \$3,650. Open statewide. (Friday, August 7).

**8536. VETERINARIAN (MILK CONTROL),** Department of Health Erie County, \$5,950. (Friday, August 7).

**8543. STREET AND WATER SUPERINTENDENT,** Village of Trumansburg, Tompkins County, \$44 a week. (Friday, August 7).

**8544. GUARD,** Westchester County Penitentiary, Department of Public Welfare, Westchester County, \$3,140 to \$3,860. (Friday, August 7).

**8545. SUPERINTENDENT OF ALARMS,** Utility Department, Village of Mamaroneck, Westchester County, \$4,375. (Friday, August 7).

**8547. TYPIST,** Wyoming County, \$1,560 to \$1,920. (Friday, August 7).

**8536. TRIMMER AND BINDER,** County Clerk's Office, Erie County, \$2,750 to \$3,050. (Friday, August 7).

**8540. WATER PLANT OPERATOR,** Village of Medina, Orleans County, \$2,950. (Friday, August 7).

**8541. GENERAL HIGHWAY FOREMAN,** Department of Highways, Sullivan County, \$1.90 to \$2.10 an hour. (Friday, August 7).

**8542. POLICE PATROLMAN,** Sullivan County, \$3,120 to \$3,900, depending on locality. (Friday, August 7).

### STATE Promotion

**7103. SUPERINTENDENT OF FOREST FIRE CONTROL (Prom.),** Conservation Department (exclusive of the Division of Parks and the Division of Saratoga Springs Reservation), \$6,088 to \$7,421. One temporary vacancy in Albany. One year as supervising district forest ranger or two years as district ranger. (Friday, August 7).

**7104. SENIOR SANITARY ENGINEER (Prom.),** Department of Health (exclusive of the Division of Laboratories and Research and the institutions), \$6,088 to \$7,421. One year as assistant sanitary engineer; State license to practice engineering by August 7, 1953. (Friday, August 7).

**7107. SENIOR INDUSTRIAL ENGINEER (Prom.),** Department of Labor (exclusive of the State Insurance Fund, Division of Employment, Workmen's Compensation Board and Labor Relations Board), \$6,088 to \$7,421. One year as industrial engineer; State license to practice engineering by August 7, 1953. (Friday, August 7).

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**OPPORTUNITIES FOR OTHER MEN**  
 Who Are Older, Not Tall Enough or with Poorer Vision

## TRANSIT PATROLMAN

APPLICATIONS WILL OPEN OCTOBER 14th  
 The salary and other benefits are practically the same as for Patrolman. Minimum Height IS ONLY 5' 7 1/2", while maximum age is 32 years.  
**Class Meets MONDAY at 1:15, 5:45 or 7:45 P.M.**

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### CORRECTION OFFICER — MEN

APPLICATIONS WILL OPEN SEPT. 9th  
 This examination should appeal to men who are still UNDER 35, and with vision not poorer than 20/40.

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### CORRECTION OFFICER — WOMEN

Women 22 years old but not yet 35, and at least 5' 2" are eligible.  
**Classes for Men & Women Meet WED. at 7:30 P.M.**

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Preparation for Approaching Promotional Exam. for

### POSTAL CLERK-IN-CHARGE

CLASSES TUESDAYS AT 1:30 P.M. OR 5:30 P.M.

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### CLERK — Grade 2

APPLICATIONS WILL OPEN SEPT. 9th  
 While minimum age is only 17, this is a splendid opportunity for Men and Women of middle-age and over to obtain permanent positions with all the advantages of Civil Service security.  
**CLASS MEETS THURSDAY at 6 P.M.**

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# Civil Service LEADER

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TUESDAY, JULY 28, 1953

## Prospects Rise for Pension Tax Exemption

PROSPECTS of gaining U. S. income tax exemption for retirement allowances are rising. Employee organizations appear to be uniting at last on one bill. This would eliminate the fatal conflicts of the past when Congress was besieged with so many different versions that lack of unity among proponents was alone enough to kill all the measures.

This time a much more inclusive measure eliminates the main reason some legislators gave for opposing such exemption—class legislation.

### Unity Can Produce Success

The well-supported bill, HR 5180, introduced in the House by Noah M. Mason (R., Ill.) would provide tax exemption on \$125 a month, \$1,500 a year, of retirement income, applicable not only to public employees, but to the public generally. More and more Representatives have been saying that they could go along with such a bill.

The National Education Association is promoting employee organization unity. The bill has the hearty endorsement of the Civil Service Employees Association.

It's a fine bill and should be enacted, and if employee groups act in unison, it will be, judging from present indications. Social Security and Railroad Retirement system benefits are 100 percent tax-exempt. There is every reason to stop the discrimination by granting some exemption, as proposed, to pensioners at large.

## Prompt and Fine Service From U. S. Commission

WHATEVER quarrel anybody may have with any of the announced reforms of the new U. S. Civil Service Commission, at least everybody interested must have noticed how freely the Commission takes the public into its confidence. This democratic policy—small "d", Mr. Printer, please!—has marked the Commission for decades, but never before has it been carried out so fully and so thoroughly. As soon as an executive order is issued or new rule adopted the usual prompt barrage of questions is laid down, and the Commission issues an armful of question-and-answer elucidation.

### Example to Follow

It's good public relations, good service, and good civil service. It shows that the Commission not only has a fast ball but goes out of its way to set the world and his wife straight, on the perplexities that arise.

The Commission not only elucidates what has happened but also gives a full and open account of what aims it seeks to achieve, particularly laws it wants Congress to pass.

On such scores it is the most informative, and also the most accessible, of Commissions. The New York State and NYC Civil Service Commissions would do well to abandon their judges-chambers policies, and follow the Federal pattern of elucidation.

## State and Local Employees Rally To Halt Rise In Polio Cases

ALBANY, July 27 — A team of 21 physicians and 30 nurses from State, county and city health departments went into Chemung and Steuben counties to work with Dr. Milton Tully, the State district health officer, in an attempt to halt the polio outbreak. All private physicians were invited to volunteer.

The State got 225,000 cubic centimeters of gamma globulin from the U. S. Government. The National Foundation for Infantile

Paralysis furnished syringes, needles and other equipment.

There have been 23 cases in Chemung and 28 in Steuben.

All children nine years of age and under received injections. Clinic centers were set up in the two counties to give the gamma globulin to 35,000 children.

While gamma globulin is not considered the final answer to the polio problem, experience has shown it will reduce the attack rate.

## Comment

### DISLIKES EXCEPTIONS TO 'RULE OF THREE'

Editor, The LEADER:

I am in a State civil service position and have passed exams for promotion in several departments. In some exams I have appeared high enough to warrant being chosen. But eligibles below me, 20 and 30 names down, are picked, instead. According to law, the choice must be made from among the first three; declinations introduce more names. With pressure by the hiring heads, certain individuals may be persuaded to drop out.

It seems this is a weakness in State service. Not only does such practice discourage men in the service, but it keeps good men out.

I was jostled out of a position near home. I am still trying to get back at that location. Positions open up but local men are hired. Owning a home in a particular location, and having part of one's family there, while one works many miles away, makes one become discouraged. I would like to see equal rights in competitive procedures in the State.

VETERAN

### DEMENTIA PRAECOX, THOUGH CURED, BARS HIM

Editor, The LEADER:

I recently have read in The LEADER that the mere history of dementia praecox will automatically reject a man from joining the NYC police force. This ruling leaves quite a few men who have conquered this condition unable to obtain a job as a patrolman.

During the last war I was a member of the 82nd Airborne Division. I fought all the way from Sicily to Belgium. During the Battle of the Bulge I was wounded and sent back to the States. While I was in the States I suffered dementia praecox and was discharged from the service. A year later I re-enlisted in the Army. The condition had completely disappeared. Now I have been discharged from the Army again, and entertain the hope of joining the police force.

DISAPPOINTED

## CIVIL SERVICE

# NEWS Letter

MOVES TO ENABLE annual leave benefits to survive an employee who earns them, so that his family benefits, will be one of the important, if less spectacular, activities of employee organizations in the fall.

As the law now stands, the law officers and comptrollers are satisfied that it is impossible to grant survivors the personal benefits of annual leave, at least if earned during the year of death. The White House is reported to favor removing this restriction.

Federal leave policy, newly established, requires some elucidation, and the Comptroller General's office is working on the problem. For instance, an employee received a 30-days' reduction-in-force notice. Is he entitled to use up his annual leave to the full, provided it does not exceed 30 days? The intent of Congress appears to be that the employee should have that right, but the benefit won't actually be granted unless the Comptroller General confirms it. Agencies may not take actions contrary to the rulings of the Comptroller General in such matters, and, in the absence of a ruling, are in peril if they attempt to decide for themselves.

ANOTHER QUESTION: An employee has 30 days' earned annual leave. He accumulates currently 20 more days. He receives a reduction-in-force notice.—Does he lose the 20 days earned in the year in which he is laid off?

What about the 20 days' leave, should he die? Would his family benefit? As for the previously earned leave, the U.S. would make a lump-sum payment.

This is one instance in which even those legislators who favor liberalization of the leave interpretations say that the 20 days' benefit is forfeited.

THAT IS ONE of the provisions that the White House wants stricken out. Other aspects of leave liberalization are expected to be recommended by the White House, on the basis of advice from Philip Young, Chairman of the U.S. Civil Service Commission and the President's personnel liaison officer for all departments and agencies.

IN NEW YORK STATE, Nathaniel L. Goldstein, Attorney General, recently ruled in an informal opinion, that a village may not pay the widow of one of its police officers any money in lieu of the vacation to which the officer would have been entitled had he lived.

MRS. KATHARINE S. GEORGE (R., N.Y.) is one of the Representatives trying hard to move the postal union recognition bill through Congress.

## Question, Please

IS THERE any difference between the NYC Employees Retirement System and the Police and Fire pension funds regarding inclusion of bonus in computation of retirement allowance? L.O.

Answer — Yes. Under the NYCERS, by authority of a law enacted a few years ago, bonus may be included in establishing the final average salary on which the retirement allowance is based. The final average period is five consecutive years — any five — but since pay has been higher in recent years, and bonuses themselves are a relatively recent addition, the last five years are usually chosen. The retiring employee has to put up in lump sum the amount of money representing his own matching contribution toward his annuity account, covering the bonus total for the number of years, up to five, that he received a bonus. This may result in an average additional \$200 or so retirement allowance, although sometimes less, depending on the circumstances. In the Police and Fire Departments, NYC requires that agreements be signed by members of the uniformed forces, not to claim any pension benefit based on bonus. There is no final average period in those cases, since final salary alone is controlling. Therefore, with \$630 bonus, and half pay for 20 years service, the retirement allowance increase would be \$315, if the bonus were figured in. Legislation would be required, to authorize such inclusion.

PLEASE EXPLAIN the method by which selective certification works in NYC. B.T.L.

Answer — At the request of a department head or upon its own initiative, the Commission may make selective certification of a list resulting from an examination to similar or related positions which require additional or special qualifications not tested specifically by the examination. Such selective certification, except where made on the basis of age or additional or special physical or medical qualifications, will be made only upon due notice to all eligibles affected on this list, and only to obtain eligibles who possess such special qualifications or abilities as can be evidenced by experience record, or by the possession of a license, or by the possession of specified paraphernalia, passing of a qualifying test. Eligibles who pass a non-competitive test administered by the Commission to ascertain the possession of such special qualifications will be certified to such similar or related positions in the order of their standing on the original list.

other person to personate him, in connection with any examination or registration, or application or request to be examined or registered for each offense be deemed guilty of a misdemeanor.

IN THE EDITORIAL 'The LEADER published in the issue of July 21, in which the case of a man 74 who lost his job because of impersonation, was discussed, and the Mayor was praised for effecting his restoration, no mention was made of the law on impersonation. Wouldn't it be a good thing to state what that law provides? L.P.O.R.

Answer — The effect of the law was briefly stated in the editorial, e.g., that impersonation bars a candidate, but the burden of the editorial was that in the interest of justice, one may overlook the letter of the law in dealing with an employee of 45 years' service. However, Section 24 of the Civil Service Law provides that any person who shall wilfully by himself or in cooperation with others, defeat, receive or obstruct any person in respect of his or her right of examination, registration, certification, appointment, promotion or reinstatement, according to any rules or regulations prescribed pursuant to the provisions of this chapter, or who shall wilfully and falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this chapter, or aid in so doing, or who shall wilfully make any false representations concerning the same, or concerning the person examined, or who shall wilfully furnish to any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined, registered or certified, or to be examined, registered or certified, or who shall personate any other person, or permit or aid in any manner any

other person to personate him, in connection with any examination or registration, or application or request to be examined or registered for each offense be deemed guilty of a misdemeanor.

I HAVE been employed in private industry for three years and have made contributions for Social Security benefits. I passed a State civil service exam and was notified that I would soon be appointed. What happens to the Social Security benefits I have paid for, if and when I take the civil service position? Do I lose all I paid into the system?

Answer — The benefits you paid for remain to your credit, useful if you return to covered employment, but not if you remain in State service, unless the U.S. law is changed. Such change is beginning to show promise of achievement, but no such amendment would be passed until next year, at the earliest.

DOES the U.S. Government still classify jobs under the Crafts, Protective and Custodial (CPC) grouping? L.P.

Answer — Yes. But there is a bill in Congress to do away with this grouping, and have the per diem laborers', semi-skilled mechanics', and mechanics' pay decided by local wage boards. Others, like messengers, would then be put under the General Schedule (GS).

WHEN will the NYC patrolman (P.D.) physicals be held, and where?

Answer — From August 17 to 28, according to present plans, and in Van Cortlandt Park. Rain would cause extension beyond August 28. The medicals are now in progress and will end on or about August 4, except for permitted re-examinations, all of which will take place on August 13.

ARE the laborer medical and physical tests separate in NYC? G.W.T.

Answer — No. They are combined. The dates are August 6, 7, 19 and 22, then resumption on August 31, September 1 and 2.

## Postal Employees Air Grievances at Conference

Management and employee service organizations of the New York, N. Y. post office held their first joint meeting to discuss matters pertaining to business efficiency and employee facilities at postal stations. A report of the conversations was distributed, so that benefit of the conference might be as widespread as possible.

Cooperation of neighboring banks is being sought in the cashing of postal employees' pay checks. Arrangements are being made also to cash checks at postal stations where sufficient money is available.

A change of pay dates was discussed. Any such change would be taken up with service organization beforehand, said Acting Postmaster Harold Riegelman, who presided.

Other subjects discussed. Other employee matters which came up for discussion were:

Modernization of the refrigerated water system in the General Post Office and completion in August.

Modernization of swing rooms, including GPO outgoing mails section.

Installation of "piped" music, or a public address system, to eliminate confusion caused by many radios being played at the same time. This has been accomplished in some stations. Supervisors and superintendents should decide on control measures, it was agreed.

Cafeteria facilities at GPO and Morgan station are to be built as soon as funds are obtainable. Mobile canteen units are to be established at Church Street and Grand Central Stations.

Clerks who wish scheme training on their own time may enroll for study at the GPO. Elimination of dual scheme situation by the end of the year is sought.

Overtime, in lieu of temporaries, during the Christmas season, was advocated as less costly and more efficient. Approval by Washington is to be sought.

Advancing delivery time: May be feasible on residential routes from GPO, not from other Manhattan stations or in the Bronx.

# 206 Illegally Dropped In Civil Service Defiance Reinstated with Back Pay

WASHINGTON, July 27 — Full payment for the time during which they did not work will be granted to employees of the National Production Authority who were let out contrary to the Civil Service Law and Rules. Of the 206 being restored, most will be paid for the period dating back to July 1.

The employees being recalled all had retention rights superior to those of employees who were retained. How the NPA ever came to make such a mass blunder, the U. S. Civil Service Commission is attempting to find out. N. J. Oganovic of the Commission staff is investigating. The Commission has been told that one of the top officials of the NPA said that he wanted the best employees retained, on the basis of their work records, "and to hell with civil service."

The Commerce Department is co-operating with the Commission in getting the mess straightened out, and promises that no such practices as prevailed will be allowed to be repeated.

Commerce Department top officials knew only that employees were being let out, but not the "informality" by which the layoffs were accomplished.

## U. S. Commission Orders Reinstatement Of 160 At One Time

WASHINGTON, July 27 — The U. S. Civil Service Commission sent its first displacement orders to Federal agencies in Washington. It directed the discharge of indefinite employees to create vacancies for 160 career workers laid off through reductions in force. The jobs range from \$2,500 through \$8,360. The orders were issued under the Commission's new plan.

Under the new procedures, a Federal agency that separates a career employee from one of its subdivisions through reduction in force must survey all its positions in the commuting area where the career worker was discharged. If it locates one held by an indefinite employee and for which the career worker is qualified and available, the indefinite must be displaced.

If the agency cannot find such a position, it certifies that fact to the Commission. After receiving

the certification, the Commission surveys positions in all other agencies in the same area. When it locates a job held by an indefinite for which the career worker qualifies, it issues a displacement order.

## U. S. Offers Welder Jobs, \$60 to Start

An exam for filling U. S. jobs as welder (electric), at \$15.12 a day, is open until further notice. Jobs are at the New York Naval Shipyard and other naval installations in NYC.

Applicants must show at least six months' experience in electric welding involving the use of coated electrodes on flat, vertical and overhead work. Also, all applicants must pass a performance test.

Apply at any first or second class post office in NYC; or to the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N.Y.; or the Recorder, Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y. Send filled-out forms to the Recorder.

Pay rises to \$15.76, \$16.40 and \$17.04.

### Handicapped Not Barred

Appointments will be indefinite, except that veterans 70 years of age or older on the day they enter on duty will be given temporary appointments not to exceed one year. Agencies may renew such temporary appointments.

Persons with physical handicaps which they believe will not prevent their satisfactory performance in the position are invited to apply; however, applicants must be physically capable of performing the duties of the position efficiently, and must be free from such defects or diseases as would constitute a hazard to themselves or others.

# Democrats Ask Inquiry Into U. S. Civil Service

WASHINGTON, July 27 — Three Democratic members of a subcommittee of the House Post Office and Civil Service Committee wrote a joint letter asking for an investigation of the U. S. Civil Service Commission by the House.

The three said that an investigation is necessary for restoration of the true merit system principle. They charge that employee morale is low, that workers are infused with fright and fears, confusion, and uncertainty, because of President Eisenhower's executive order for the transfer of jobs from Schedule A, competitive, to Schedule C, appointive. Removal of

job security for thousands of employees legally entitled to it, is charged by the three.

The chairman of the subcommittee, Harold C. Hagen of Minnesota, received the resolution coldly. He's a Republican. The three who sent him the letter were Jas. H. Morrison, Louisiana; George M. Rhodes, Pennsylvania, and J. W. Moss, California.

In 1947 an executive order issued by President Truman conferred competitive status on thousands of employees in Schedule A. The Representatives who want an inquiry say that quite a few of these even had competitive status in prior jobs with the U. S. Government. They add that 1947 order was

legal, the policy is for succeeding administrations to honor the "covering" practiced by a previous administration because the jobs in the future would be filled from competitive exams, and that many of the employees affected have been in continuous employ of the Federal Government for 10 years or more.

## VA Hospital Jobs Open To Veterans

The Veterans Administration Hospital, Fort Hamilton, Brooklyn, is seeking hospital attendants (male) (general), \$2,500 a year to start. Last day to apply is Tuesday, August 18.

The exam, No. 2-57-3 (53), is restricted by law to persons entitled to veteran preference. Applications from non-veterans will not be accepted.

Apply to the Board of U. S. Civil Service Examiners, VA Hospital, Brooklyn 9, N. Y., not later than August 18.

### No Experience Needed

No experience or training is required. Credit, however, will be given to candidates who have had experience as an attendant in a hospital; experience as a nurse's aide; training or experience as a practical nurse; or active service in the Army Medical Department or the Navy Hospital Corps, where duties were of a medical nature.

Ability to read and write English is required. There is no upper age limit. Candidates more than 70 years will be given temporary appointments for one year, renewable each year.

### Duties Described

Hospital attendants in Veterans Administration hospitals perform duties such as feeding, bathing, dressing and undressing patients; making beds and collecting, sorting and distributing linens and clothing. They perform routine ward work such as maintaining furniture, equipment and utensils in a clean and orderly condition; accompanying and mustering patients; and reporting changes in patient's physical or mental condition to a nurse or doctor. They perform subordinate duties in an operating room, such as cleaning and storing instruments and preparing and assisting in applying plaster casts.

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## No Closing Date For Scientific Jobs Paying to \$4,205

Open until further notice is a U. S. exam for filling jobs as chemist, engineer, physicist, electronic scientist, metallurgist and mathematician in defense agencies in New York and New Jersey, at \$3,410 to \$4,205.

Apply to any first or second class post office, except in NYC, where application should be made to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

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

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## STATE Open-Competitive

Applications are being received by the New York State Civil Service Commission in the following open-competitive exams.

Candidates must be residents of New York State for one year, except where otherwise stated.

Last day to apply is given at the end of each notice.

Apply to the State Civil Service Department, State Office Building, or 39 Columbia Street, Albany; Room 2301, 270 Broadway, NYC; or Room 212 State Office Building, Buffalo. Applications are obtainable in person, by representative or by mail.

**8098. SENIOR BUILDING CONSTRUCTION ENGINEER**, \$6,088 to \$7,421; two vacancies in NYC in Division of Housing and the Building Codes Commission, and 21 vacancies in Department of Public Works, Albany. Requirements: (1) State license to practice engineering; and (2) two years' engineering field experience in the supervision of building construction. (Friday, August 21).

**8099. HYDRO-ELECTRIC OPERATOR**, \$3,091 to \$3,891; two vacancies in Department of Public Works, Albany. Requirements: (1) one year's experience in installation, operation or repair of hydro-electric power plant machinery and equipment; and (2) either (a) one year of electrical or mechanical experience, or (b) completion of one year of a four-year college course in electrical or mechanical engineering, or (c) equivalent. (Friday, August 21).

**8100. INSTITUTION FIREMAN**, \$2,451 to \$3,251. Vacancies: one each at Marcy, Rockland and Willard State Hospitals; two at Pilgrim State Hospital; three at Wassaic State School, and four at Letchworth Village. Requirements: minimum height, 5 feet 5 inches; satisfactory hearing and eyesight (vision not less than 20/40 in each eye without glasses); good physical condition; State driver's

license; ability to speak, read and write English understandably; knowledge of fire fighting and fire prevention methods. (Friday, August 21).

**8076. SECRETARY - STENOGRAPHER**, Supreme Court, Appellate Division, 2nd Judicial Department, \$4,053 to \$4,889; one vacancy in Brooklyn. Candidates must be residents for four months of Kings, Richmond, Queens, Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland or Westchester counties. Requirements: three months' stenographic experience and three months' bookkeeping experience; or completion of course in elementary bookkeeping; experience in legal stenography desirable (Friday, August 21).

**8078. STENOGRAPHER-TYPIST**, Supreme Court Appellate Division, 2nd Judicial Department, \$3,251 to \$4,052; one vacancy in Brooklyn. Candidates must be residents for four months of Kings, Richmond, Queens, Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland or Westchester counties. Requirements: two years' stenographic experience; stenographic training may be substituted for six months of the experience; experience in legal typing and stenography desirable. (Friday, August 21).

**8072. ASSOCIATE IN HIGHER EDUCATION RESEARCH**, \$6,088 to \$7,421. One vacancy in Education Department, Albany. Requirements: (1) 30 graduate hours in education, government, public administration, finance; (2) (a) three years' experience in higher education or in research dealing with higher education, and (b) ability to do research in higher education as evidenced by doctoral thesis, or research reports equivalent to such thesis, or one year's research work in higher education; and (3) either (a) 30 more graduate hours in above subjects, or (b) one more year's research experience, or (c) equivalent. Fee \$5. (Friday, August 7).

**8073. INSTITUTION EDUCATION SUPERVISOR (MENTAL DEFECTIVES)**, \$4,206 to \$5,039. One vacancy each at Rome State School and Willowbrook State School, Staten Island. Requirements: (1) college graduation with six hours in courses on educational supervision and administration and 12 hours in courses for teachers of mentally handicapped children; and (2) two years' teaching experience, of which one year must have been in teaching mentally handicapped children. Fee \$3. (Friday, August 7).

**8074. CORRECTION INSTITUTION TEACHER (COMMON BRANCHES)**, \$3,411 to \$4,212. One vacancy in Institution for Male Defective Delinquents, Nanpoch. A man will be appointed to vacancy. Requirements: college graduation and State certificate to teach common branches. Fee \$2. (Friday, August 7).

**8081. HOSPITAL MEDICAL MANAGEMENT ADVISOR**, \$10,138 to \$11,925. One vacancy in Department of Health, Albany. Open nation-wide. Requirements: (1) graduation from medical school, completion of internship, and State license to practice medicine; and (2) either (a) seven years' experience, of which five years must have been tuberculosis experience including three years' clinical experience in a TB hospital or TB service of hospital, and two years of administrative responsibility, or (b) equivalent. Fee \$5. (Friday, August 7).

**8082. ASSOCIATE PUBLIC HEALTH PHYSICIAN (RHEUMATIC FEVER)**, \$9,065 to \$10,138. One vacancy in Health Department, Albany. Open nation-wide. Requirements: (1) graduation from medical school, completion of internship, and State license to practice medicine; (2) two years' experience in pediatrics or internal medicine, including one year in hospital with such services, and experience in diagnosis and treatment of rheumatic fever or equivalent clinical or administrative experience or training; and (3) either (a) equivalent of two years' full-time public health experience, or (b) one year post-graduate course in public health, or (c) equivalent. Fee \$5. (Friday, August 7).

**8083. NUTRITIONIST**, \$4,053 to \$4,889. One vacancy in Department of Health, Albany. Open nation-wide. Requirements: (1) college graduation with specialization in foods, nutrition or institution management plus 30 graduate hours in nutrition; and (2) either (a) one year's experience in public health or community nutrition service work, or (b) two years' experience as nutritionist in health or welfare agency or as extension specialist in foods and nutrition, or (c) two years' experience as hospital dietitian with responsibility for teaching hospital personnel and instructing patients, or (d) equivalent. Fee \$3. (Friday, August 7).

**8084. ASSOCIATE PLANT PATHOLOGIST**, \$6,088 to \$7,421. One vacancy in Agriculture and Markets, Albany. Requirements: (1) college graduation with specialization in horticulture, entomology or plant pathology, or allied field; (2) four years' experience in control of plant pests and diseases, of which two years must have been in supervisory capacity; and (3) either (a) master's degree and one more year's experience, or (b) doctor's degree, or (c) two more years' experience, or (d) equivalent. Fee \$5. (Friday, August 7).

**8085. ASSISTANT GAME RESEARCH INVESTIGATOR**, \$3,571 to \$4,372. Two vacancies. Requirements: either (a) five years' experience in wildlife conservation, of which one year must have been in natural game research or management, or (b) one year in natural game research or management and college graduation with such courses, or (c) master's degree, or (d) equivalent. Fee \$3. (Friday, August 7).

**8086. ASSISTANT ADMINISTRATIVE SUPERVISOR OF MACHINE ACCOUNTING**, \$4,964 to \$6,088. One vacancy in NYC office, State Insurance Fund. Requirements: either (a) seven years' experience in financial, credit, insurance, collection or tax records, including use of mechanical tabulating equipment, of which two years have been in responsible position, or (b) college graduation with specialization in accounting or business administration plus three years' experience including two years of supervisory experience, or (c) equivalent. Fee \$4. (Friday, August 7).

**8087. ADMINISTRATIVE ASSISTANT**, 8th Judicial District, \$4,964 to \$6,088. One vacancy in Department of Health, Buffalo. Open only to residents of 8th Judicial District (includes Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming counties). Requirements: (1) college graduation; (b) one year's experience in business, public or personnel administration, in supervisory or junior professional or administrative capacity; and (3) either (a) two more years' experience, or (b) 24 college hours in business administration, government, political science, public administration or personnel administration and one more year's experience, or (c) 30 graduate hours in above subjects, or (d) equivalent. Fee \$4. (Friday, August 7).

**8088. PUBLIC HEALTH EDUCATION PRODUCTION SUPERVISOR**, \$6,088 to \$7,421. One vacancy in Department of Health, Albany. Requirements: (1) college graduation, and (2) six years' experience in publicity, of which two years must have been in supervisory capacity in program involving motion and still pictures, art work, printed materials, radio programs and exhibits. Fee \$5. (Friday, August 7).

**8089. INDUSTRIAL ENGINEER**, \$4,964 to \$6,088. One vacancy in Rochester. Requirements: (1) high school graduation or equivalent; (2) three years' engineering or architectural experience; and (3) either (a) bachelor's degree in engineering or architecture and one more years' experience, or (b) master's degree, or (c) nine more years' experience, or (d) equivalent. Fee \$4. (Friday, August 7).

**8090. ASSISTANT MOTOR EQUIPMENT MAINTENANCE SUPERVISOR**, \$4,053 to \$4,889. One vacancy in Buffalo. Requirements: four years' experience as journeyman automobile mechanic in repair of heavy construction

## 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 the New York, N. Y., post office.

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

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8380.

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 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-inch 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 at rates fixed by law.

equipment and trucks, of which at least one year must have been in supervisory capacity. Fee \$3. (Friday, August 7).

**8091. MAINTENANCE SUPERVISOR**, \$3,891 to \$4,692. One vacancy in Department of Correction at Woodbourne Institute. Requirements: experience in building construction field, of which two years must have involved supervision of journeymen, maintenance men and helpers. Fee \$3. (Friday, August 7).

**8092. CORRECTION INSTITUTION VOCATIONAL INSTRUCTOR (WELDING)**, \$3,411 to \$4,212. One vacancy for a male at West Coxsackie. No written or oral tests. Requirements: (1) State certificate to teach welding; (2) completion of ninth grade in school or equivalent; and (3) five years of journeyman experience in welding. Fee \$2. (Friday, August 7).

**8093. INDUSTRIAL FOREMAN (TEXTILE SHOP - WOOL)**, \$3,571 to \$4,372. Two vacancies for males at Auburn Prison, one in spinning, one in dyeing woolen textiles. No written or oral tests. Requirements: five years' experience in carding, spinning, weaving or dyeing of wools, of which one year must have been in supervisory capacity. Fee \$3. (Friday, August 7).

**8094. ASSISTANT INDUSTRIAL FOREMAN (GARMENT MANUFACTURING)**, \$3,091 to \$3,891. One vacancy for female at Westfield State Farm. No written or oral tests. Requirements: three years' experience in garment manufacturing with ability to oversee work of apprentices, helpers or subordinates. Fee \$2. (Friday, August 7).

**8095. PARKWAY FOREMAN**, \$3,091 to \$3,891. Three vacancies in L. I. State Park Commission at Babylon and one in Taconic State Park Commission at Staatsburg. Requirements: four years' experience in highway construction or maintenance work. Fee \$2. (Friday, August 7).

**8096. LAUNDRY SUPERVISOR**, \$2,931 to \$3,731. One vacancy for female at Letchworth Village. Two years' experience. Fee \$2. (Friday, August 7).

**8044. CORRECTION INSTITUTION TEACHER (DRAFTING)**, \$3,411 to \$4,212. Men will be appointed to existing vacancies. Requirements: bachelor's degree with specialization in drafting; State certificate to teach drafting. (Friday, August 7).

**8045. CORRECTION INSTITUTION TEACHER (HOME ECONOMICS)**, \$3,411 to \$4,212. Woman will be appointed to existing vacancy at Westfield State Farm, Bedford Hills. Requirements: bachelor's degree in home economics; one year's experience; State certificate to teach home economics. (Friday, August 7).

**8075. CORRECTION INSTITUTION TEACHER (COMMERCIAL SUBJECTS)**, \$3,411 to \$4,212. Vacancies at State Vocational Institute, West Coxsackie, and West-

field State Farm, Bedford Hills. Requirements: bachelor's degree with subjects appropriate to teach commercial subjects; State license to teach commercial subjects. (Friday, August 7).

**8077. CORRECTION INSTITUTION TEACHER (ENGLISH AND SOCIAL STUDIES)**, \$3,411 to \$4,212. Men will be appointed to existing vacancies at Elmira Reformatory. Requirements: bachelor's degree with courses in English and social studies; State license to teach English and social studies. (Friday, August 7).

**8079. CORRECTION INSTITUTION TEACHER (MATHEMATICS AND SCIENCE)**, \$3,411 to \$4,212. Men will be appointed to existing vacancies at Elmira Reformatory. Requirements: bachelor's degree with courses in mathematics and science; State certificate to teach mathematics and science. (Friday, August 7).

**8080. ASSOCIATE TRAINING TECHNICIAN (SOCIAL WORK)**, \$6,088 to \$7,421. One vacancy in Department of Social Welfare, Albany. Open nation-wide. Requirements: (1) two-year graduate course in school of social work; (2) two years' experience in social case work agency; and (3) either (a) two years' experience in planning, developing or supervising inservice training; or (b) two years' experience in planning, developing or supervising student field work for school of social work; or (c) two years' experience in teaching at graduate school of social work; or (d) equivalent. (Friday, August 7).

## STATE Promotion

The following State promotion exams are now open for receipt of applications. Last day to apply, is given at the end of each notice.

Promotion exams are open only to present employees of the State departments and their subdivisions mentioned.

Exam number, title, vacancies (Continued on Page 10)

## League Offers Plan On Filling BIR Jobs

The National Civil Service League offered the Eisenhower Administration a three-point plan for filling top positions in the U. S. Bureau of Internal Revenue.

In letters to Tax Commissioner T. Coleman Andrews and Philip Young, Chairman of the U. S. Civil Service Commission, the organization said that the appointment procedure followed by the Truman Administration in instituting its reorganization of the Internal Revenue Bureau had not been successful in getting the most qualified men or in raising the prestige of the Bureau. The League commended both Mr. Andrews and Mr. Young for their decision to fill all positions of District Commissioner, Director and Assistant Director of Internal Revenue by open-competitive exams.

The program: 1, study of duties; 2, intensive recruitment; 3, extensive written and oral exams.

## Law Cases

The following is a report made to the NYC Civil Service Commission by Sidney M. Stern, chairman of the committee on laws and rules:

Proceedings Instituted.

"El V. Brennan. Petitioner's certification was revoked and he was dismissed from the Police Department because he was under the minimum age limit at the time of applying for the patrolman, P.D. examination. He contests the validity of the minimum age requirement and seeks reinstatement.

"Lana V. Brennan. Petitioner was dismissed from his position as laborer in the Department of Water Supply by direction of the Commission upon discovery that he had used a false name in the employment for 45 years and upon evidence that another person had made the application and obtained the place on the roster from which he secured the original appointment. He seeks reinstatement.

"Clarke V. Monaghan. Petitioner was marked medically not qualified for patrolman, P.D., because of a psychiatric history in the Army. He seeks restoration to the list and certification to the Police Department.

## Judicial Decisions.

Court of Appeals:

"Mirzberger V. Watson (Fie V. Watson). The Court, reversing the Appellate Division, held that the Commission had validly exercised its discretion in establishing the eligibility requirements for promotion to clerk, grade 3, and denying eligibility to employees in the Accounting Service (NYLJ, 7-16-53:p.91).

Lopinto V. Tead. The court affirmed without opinion the order of the Appellate Division dismissing the petition. Petitioner sought to compel the Commission to certify and the Board of Higher Education to promote him to house painter, a position for which he did not have the requisite time in an eligible title. (NYLJ, 7-16-53: p.91)



Repeated by Request

# Another Sensational Special for Readers of The Leader

LIMITED SUPPLY AVAILABLE!

## AT LAST! SCIENCE SHOWS YOU HOW TO...

# Stop Headlight Glare! Actually See After Dark!

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

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

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

### These Accidents Can Be Avoided

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

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

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

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

### This Is How Night Driving Should Be

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

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

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

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

### Proven By Over 70,000 Drivers

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

#### DO YOU EVER DRIVE ON THE OPEN HIGHWAY?

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

#### DO CHILDREN RIDE IN YOUR CAR?

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

#### DO YOU GET NIGHT-DRIVING SLEEPINESS?

"Drove 112 miles after midnight without the slightest strain. Never felt so relaxed and confident in my life. Thanks."—Mr. D. F., San Antonio, Texas.

#### DO YOU HAVE WEAK EYES?

"My husband has a cataract on his left eye and could never enjoy driving before

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

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



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

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

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

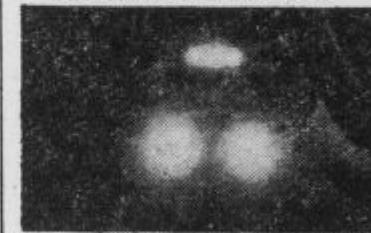
The very first moment you put on RAYEX Night Driving Glasses you enter into an entirely new world of night driving. There is no more blinding glare. Instead, the headlights of every car... every street light... every window you pass, are a soft amber yellow.

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

### Mr. Car Owner Study These Pictures

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

WHAT YOU SEE WITHOUT PROTECTION FOR YOUR EYES



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



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



Fog... snow... sleet... all hide oncoming cars... till they're right on top of you.

WHAT YOU WOULD SEE WITH RAYEX NIGHT GLASSES



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



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



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

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

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

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

**RAYEX COUPON**  
JULY 28, 1953

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



FURNISHED APTS.

MANHATTAN 303 WEST 137th ST. 1 block from 8th Ave. Subway 1 and 2 room apts. Fully Equipped Kitchens ALL NEW FURNISHINGS INCLUDING SIMMONS UPHOLSTERED HIDE-A-BED Free use of washing machine Applications now being received. References required. See model apartment. Contact Mr. Elias after 3 PM at 305 W 137th St., Apt. 7.



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INVEST WISELY!

S. OZONE PARK \$9,900 LEAGAL 2 FAMILY 3/4 and 1/3 room apts. finished basement, oil heat, patio, oversized garage, steal at this price. ST. ALBANS \$15,990 A solid brick, 6 1/2 room house, 2 1/2 baths, 2 woodburning fireplaces, oil heat, complete, basement apartment, Garage, refrigerator and washing machine among the many extras. S. OZONE PARK \$8,450 A lovely 5 room detached home...A-1 condition. Near all transportation, shopping, garage and all usual extras. Civilian needs \$1,650. A large selection of other choice homes in all price ranges

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ACT NOW ONLY A FEW LEFT TERRIFIC VALUE! VICINITY HEMPSTEAD, L. I. INTER RACIAL \$9,990 Up Cape Cod Bungalow Brick Front — Insulated Hollywood Bath Modern Kitchen Oil Heat 50 x 100 Plot Full Basement Picture Window (Overlooking landscaped grounds) 1 Block to Schools, Shops and Bus DOWN PAYMENT from \$1,700 & Up NO CLOSING FEES WM. URQUHART, JR. 53 GROVE ST. HE 2-4248 Southern State Pk'way, to exit No. 19. Left to 2nd traffic light.

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From Queen's Well Known Realtor THE HOUSE OF HEYDORN

JAMAICA One family detached dwelling, 5 large rooms, steam heat, parquet floors, 1 car garage, tiled bath and all improvements. Cash for G.I. \$600. Mortgage \$7,400. \$55 month pays all expenses. Price \$8,000

UNIONDALE Near Hempstead Detached 1 family brick and frame bungalow, 4 large sun-filled rooms, hardwood floors, modern colored tiled bath, steam heat, oil burner, complete combination screens, storm windows and doors, in excellent physical condition. A real desirable home for small family, built 3 years ago. Cash for veteran \$1,000. Reduced Price \$10,750

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

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

ADDISLEIGH PARK The best of the few for sale in this exclusive nationally known community. Detached brick and stucco, slate roof, 2 1/2 story, 1 family dwelling, 7 large rooms, (4 bedrooms), 2 modern tiled baths, oak floors and wood-burning fireplace, large living room, finished knotty pine basement with bar and 2 additional rooms, kitchen and bath. Steam heat, oil burner, detached 2 car brick garage, plot 40 x 100. Terms arranged. Reduced Price \$20,000

CORONA \$11,900

A MODERN BRICK AND SHINGLE 6 LOVELY ROOMS THREE MASTER SIZE BEDROOMS 1 1/2 BATHS COLORED TILE BATH STALL SHOWER TWENTY-ONE FOOT LIVING ROOM FULL SIZED DINING ROOM GLASS ENCLOSED SUN PORCH EXTRA CLOSETS THROUGHOUT FINISHED BASEMENT TWO CAR GARAGE CUSTOM BUILT SCIENCE KITCHEN AUTOMATIC OIL HEAT A WEALTH OF EXTRAS INCL. EVERYTHING SACRIFICED! OWNER MUST SELL CASH AND TERMS

REIFER'S REAL RESIDENCE

32-01 94th Street, Jackson Hgts. Days HI 6-0770 Nights HI 6-4742 Open Sundays & Holidays MANY MANY MORE HOMES IN ALL PRICE RANGES

ALL GOOD BUYS!

ST. ALBANS \$11,300 For this gorgeous brick and frame home, consisting of 6 rooms and sun porch, modern bath, garage and other features. Small cash. ST. ALBANS \$13,500 2 family home, featuring one 4 and one 3 room apt., plus a gorgeous finished basement, garage and loads of other features. Small cash. ST. ALBANS \$11,500 1 family solid brick, 6 rooms, modern tile bath, wood burning fireplace, parquet floors throughout, garage, and other features. G. I. \$1,500. MALCOLM BROKERAGE 106-57 New York Blvd. Jamaica 5, N. Y. RE. 9-0645 — JA. 9-2254

HOLLIS \$10,990

HERE IS WHAT YOU GET! 6 1/2 spacious rooms, three master sized bedrooms, vast tudor type living room, manor fire place, luxurious colored tile bathroom, large dining room, scientific kitchen, garage, oil heat and a load of extras. Must be sold immediately. Small downpayment and terms. LE 4-2251 ASK FOR MR. MURRAY

BROOKLYN

STOP PAYING RENT! BUY YOUR HOME! Consult me and I will show you how. Only a small deposit will start you. Halsey St. — 2 family President St. — 1 family UNION ST. — 1 family. Good buy — Small cash.. KENT AVE. — 3 story, basement, new oil burner, vacant. Small cash. GRAND AVE. — Legal 3 family good buy. ST. JOHN'S PL. — 1 family steam heat, oil burner, improved. Many Other Good Buys All Improvements RUFUS MURRAY 1351 Fulton Street MA. 2-2762 MA. 2-2763

STUDY BOOKS for surface line operator, clerk, grade 2 and correction officer are available at The LEADER book store, 97 Duane St., New York 7, N. Y., two blocks north of City Hall, just west of Broadway.

CALL ME FOR BARGAINS

All Moderate Price Homes I shop for these moderate priced homes to suit market conditions and you get the savings. SACRIFICE SALE A PRIVATE CASTLE Situated in BAISLEY PARK, we have a lovely two family of 10 rooms of beautiful stucco, with 2 kitchens, 2 baths, side drive, finished basement, oil heat, 60 x 100 plot, 2 garages with every extra, all in excellent condition, you must see this large home and the price only \$11,000

A WISE INVESTMENT In ST. ALBANS, we have for your inspection a lovely 2 family home with two apts, one 6 room and one 4 room, 10 large rooms in all. Two of everything, even two garages, built of sturdy stucco with oil heat and loads of extras. You can invest in this home and save. The price only \$10,999

A PRIVATE HOME This private home is located in CHAPPELLE GARDENS. Consisting of 6 rooms on a double corner plot of solid brick, oil, parquet floors and every improvement and built in the latest modern manner, three large bedrooms with 1 1/2 baths, real fireplace. And the price for this home \$11,999

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Large home in good condition. Over 1/2 acre landscaped grounds. 10 rooms, 3 baths, double garage, steam, oil. Many trees and shrubs. \$21,500

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HOLIDAY HOME for your Summer cottage. Variety of special packages. Insul plumbing on beautifully wooded 1 1/4 acre plot on Kyle road as low as \$2,995. Only \$495 down. At traffic light, middle of town, turn right on Ponquoque Road to Kyle, left on Kyle to cottages. Scale models in our New York City show room. HOLIDAY HOMES, 516 5th Ave. MU 7-8888

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HOLLIS (CHAPELLE GARDEN): Spacious 6 1/2 rooms, California bungalow (3 bedrooms), log burning fireplace, 2 full bathrooms, oil steam heat unit, 40 x 100 plot, garage, beautiful residential community. Excellent buy.. \$12,600 JAMAICA: 8 room house, hall entrance, very large rooms, excellent for income or a 2 family, 50 x 100 plot, teacher leaving city, must sell. Offer..... \$12,500

MANY OTHER HOMES IN ST. ALBANS AND HOLLIS FOR THE FINEST IN QUEENS ALLEN & EDWARDS 168-18 Liberty Ave., Jamaica, N. Y. Olympia 8-2014—8-2015

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Exceptional Buys

SPRINGFIELD GARDENS: 1 family, consisting of 5 modern rooms, 40x100 plot, oil heat, good location. Price ..... \$8,500 ST. ALBANS: 1 family, containing 6 rooms and porch, oil heat, garage, many extras, fully detached, excellent location. Price ..... \$10,990 2 FAMILY CONVERSION: Detached, containing 7 rooms, oil heat, garage. Many extras. Price ..... \$11,500

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SO. OZONE PARK \$10,990

House with furniture. Complete 6 rooms, 3 bedrooms, beautiful home including all furniture in excellent condition, piano, dining room and kitchen sets.

Owner must sacrifice because of circumstances. ACT FAST — THIS WON'T LAST LONG.

ATHOL REALTY 106-36 SUTPHIN BLVD. RE 9-5480 OPEN 7 DAYS

QUICK SALE HARD TO BEAT \$9,950

6 large rooms, large corner plot, cyclone fence, garage. Three large bedrooms, tiled bath, finished basement, oil heat. Here is a modern home with every improvement, but must be sold at once. Owner's sacrifice. Your bargain. Terms of course. HURRY! THIS WILL NOT LAST

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HOLTSVILLE, L. I.

Small farm, 9000 square feet, part of beautiful country estate, amidst majestic surroundings High Healthy climate, large shade trees, good soil. Town road, electricity, near lake, good swimming and fishing, no buildings. Full price \$150.00. \$20.00 dollars down. \$10.00 month. R. Strom, Phone Selden 3232.

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

# FREE

# A SAMPLE COPY OF THIS THRILLING, ENTERTAINING, WHOLESOME NEWSPAPER FOR CHILDREN!

SO that you can see for yourself what a treasure-house of fun and adventure, the NEW, enlarged CHILDREN'S TIMES is—we will send you a sample copy absolutely free! This new CHILDREN'S TIMES is twice as big (40 pages in every issue)—twice as exciting—and contains twice as much entertainment and things for your child to do! You and your youngster will discover thrilling new puzzles and games, a greatly enlarged News-In-Pictures Section, a new series of fascinating, worthwhile projects to do during the summer months (with the chance to try for a free bicycle!), the new "Junior Reporter" stories written by readers themselves, a new column by Mickey Mantle, and much, much more!

that was both exciting and instructive, yet free from unwholesome influences. Here was reading matter crammed with the up-to-date information so essential to inquiring young minds—presented in a way every child enjoys and understands!

Hundreds of grateful parents have written to tell us of the endless hours of fun their youngsters find in just one copy of the CHILDREN'S TIMES! "My little girl is taking an interest in her appearance for the first time," writes one mother, "thanks to your page on health and beauty hints!" Another tells how her son spent 2½ hours in absorbed concentration on just the puzzle and game pages alone! Parents are enthusiastic about the way the CHILDREN'S TIMES stimulates their children to independent activities—caring for their pets, performing scientific "experiments," building their own toys, practicing new hobbies, learning how to make their own "collections" of things, etc. THE CHILDREN'S TIMES is designed to give your child fascinating things to do on his own. It anticipates many of the thousands of questions every normal child asks, and provides a ready answer to the familiar, bored question, "What can I do now?"

The first issues of the CHILDREN'S TIMES received an overwhelming response! Tens of thousands of letters poured into our offices—requesting subscriptions and praising the good effect of the newspaper on the lives of boys and girls of all ages! Eminent educators and child experts hailed it as a milestone! Parents said it was just what they have always wished for! Here, at long last, was a children's publication

## WHAT'S IN THE CURRENT ISSUE OF CHILDREN'S TIMES

### MICKEY MANTLE ON BASEBALL

One of America's outstanding baseball players begins his own regular column for junior fans. How to play better baseball, intimate glimpses into the world of sports, etc. Here's an exclusive feature that no American boy will want to miss! Mickey Mantle also answers baseball questions.



### BE A JR. REPORTER

This new feature prints stories, interviews, etc. written by readers of the CHILDREN'S TIMES. This first article tells the story of a new way to deliver telegrams. Young readers are encouraged to contribute and are paid for articles printed.



### MR. WIZARD'S SCIENCE SECRETS

T.V.'s Mr. Wizard reveals new Wonders of the World each issue, shows children how to do REAL experiments! In this issue he shows how to make air break a piece of wood.



### GOOD COMICS

Clean, Exciting, Wholesome comics! Yankee Doodle Barn... Paul Scope, Space Boy gets caught by two-dimensional people!



### PUZZLES AND GAMES

Due to popular demand, this feature has been enlarged to four big pages! Amusing and educational riddles, puzzles, etc., designed by experts.



### THE WHY OF COWBOYS' SUITS

Answers all the questions about why cowboys' clothes are made as they are—high-heeled boots, chaps, ten-gallon hats, etc.



### LIFE IN OTHER LANDS

A series of highly informative, illustrated stories about how children live in far-off countries. This issue takes you right into the homes of India. You meet real Indian children, learn how they live, go to school, what they eat, etc.



### CURRENT NEWS IN PICTURES

Twice as much up-to-the-minute world news than before! Articles on uses of Atomic power in peacetime... how penguins can recognize "old friends" out of thousands of other identical birds. Four big pages of news pictures in every issue!



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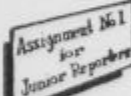


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# Study Material for Surface Line Operator

The LEADER continues publication of questions from the last NYC exam for surface line operator. Nos. 1 to 16 appeared in previous issues. Answers are given at the end.

The surface line operator written test is scheduled to be held Saturday, September 26.

Items 17 to 27 refer to the diagram given below.

17. Bus A, carrying a fair load of passengers, has been proceeding on a green light at about 15 miles per hour. There is no bus stop for bus A at this intersection but the bus is scheduled to make a right turn. As it reaches the position shown, the traffic light changes to red. The bus operator should (a) speed up into the intersection, then slow down and make the turn; (b) slow down to turning speed and make the turn prepared to stop; (c) slow down enough to allow the cross traffic to pass and then make the turn; (d) stop as quickly as possible and wait for the green light.

18. Automobile B and bus C are approaching Main Avenue at about 15 miles per hour on a green light. The operator of automobile B, knowing that bus C will make a left turn into Main Avenue, will be (a) violating the law if he tries to pass the bus on the right; (b) violating the law if he tries to make a right turn; (c) complying with the law if he continues straight ahead without slowing down; (d) complying with the law if he make a left turn alongside of the bus.

19. Assume bus D has completed loading passengers, that all traffic has come to a halt, and that the traffic light changes from red to green on Main Avenue. Bus D is scheduled to make a left turn into State Street. The bus operator should (a) blow his horn to warn the driver of car E and then pull over to the left because he has the right of way; (b) pull out slowly and make the turn after the cars to his left have passed; (c) proceed straight to the center of the intersection and make the turn only after the light changes to green for State Street; (d) remain at the bus stop until all traffic to his left has passed, then pull out and make the turn.

20. If the bus operator of Item 19 hears a number of short blasts of car E's horn when the light changes to green for Main Avenue, he should assume that the driver of car E (a) is indicating his intention of making a right turn; (b) is trying to call his attention to a defect on the bus; (c) has a person who wants to board the bus; (d) wants to warn traffic on State Street that he is about to start.

21. When bus H proceeding at about 15 miles per hour reaches the position shown, the driver of car G signals his intention of pulling out. The operator of bus H should (a) blow his horn to warn the driver, but keep moving prepared to stop; (b) stop the bus, allow the car to come out, then proceed; (c) swing sharply to the left to allow the car to come out, but proceed; (d) speed up and pass the car before it can come out.

22. The driver of car K proceeding at about 25 miles per hour is in violation of the law because he (a) has crossed the white line unnecessarily; (b) is exceeding the speed limit for city streets; (c) is trying to pass a bus at an intersection; (d) has moved out of the right hand lane.

23. If cars I and J are approaching the intersection and the operators of both cars are complying with the law, it is clear that (a) car I is passing car J; (b) car J is passing car I; (c) car J is in the better position to make a left turn; (d) car I cannot stop before reaching the intersection.

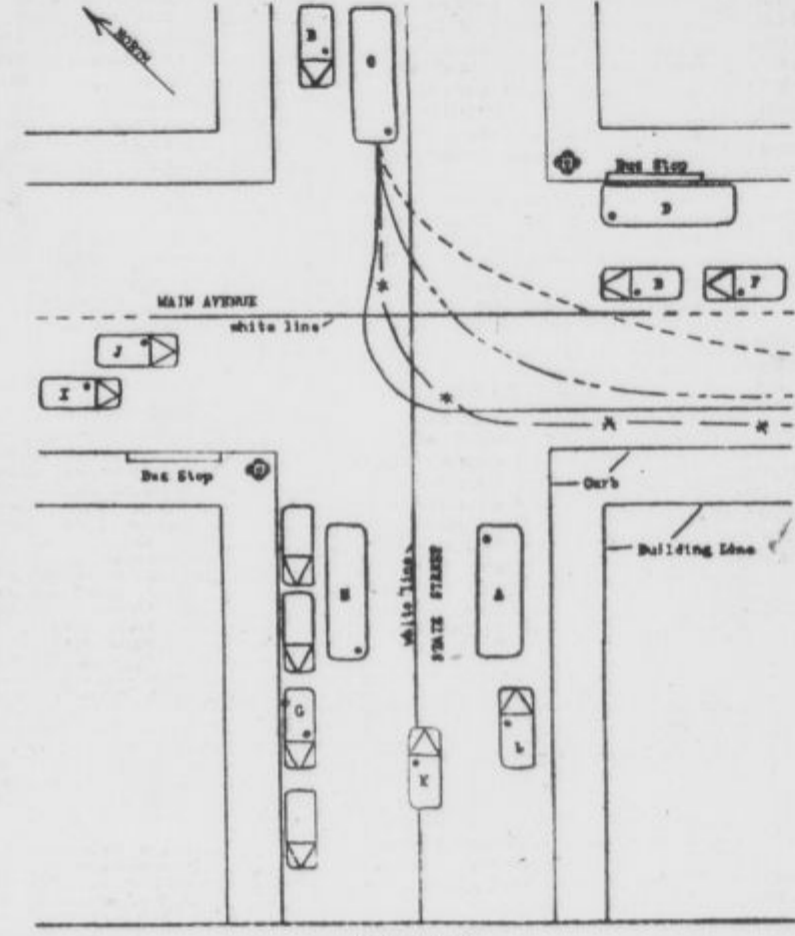
24. The solid white line on State Street at the intersection means that (a) left turns into Main Avenue are permitted only if an officer is present; (b) vehicles going straight through must not cross the line; (c) overtaking and passing a vehicle on the intersection is permitted; (d) only an emergency vehicle is permitted to the left of the center of the intersection.

25. When bus C has completed making its left turn it will be traveling (a) northeast; (b) southeast; (c) southwest; (d) northwest.

26. In accordance with New York City traffic regulations, the best path for bus C to follow in making its left turn is indicated by (a) .....; (b) .....; (c) .....; (d) .....

27. Assume that there is no traffic light at this intersection, that all passenger cars are to go

straight through the intersection, and that buses C and D will make left turns and bus A a right turn. Under these conditions (a) car K has the right of way over car L; (b) bus D has the right of way over car E; (c) car B has the right of way over car J; (d) car I has the right of way over bus A. Ans.: 17, b; 18, c; 19, b; 20, a; 21, a; 22, a; 23, c; 24, b; 25, b; 26, c; 27, d.



**SYMBOLS**  
 Bus and Operator  
 Passenger Car and Driver  
 Traffic Signal  
 Parked Passenger Car

Diagram to be used in answering questions 17 to 27 in the surface line operator study material.

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