Civil Service

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Action on Bills In Legislature

See Page 10

State Offers Raises of \$300 to \$1000; CSEA Calls Them 'Inadequate,' Asks Dewey for Full Pay Report and Better-Wage Plan

FACTS AND POLICY ON STATE SALARY

Below is the resolution of the Civil Service Employees Association on salary, adopted by unanimous vote of its State-wide delegates on Thursday, March 1, 1951.

IT IS HEREBY RESOLVED

That the Civil Service Employees Association, in convention assembled, adopt the following statement of facts and policy in relation to salary adjustments for the coming fiscal year.

STATEMENTS OF FACTS

1. On October 2, 1950, Governor Dewey publicly stated,

"I have requested the Civil Service Commission to conduct a study as to the adequacy of the present salaries of state employees in the light of present living costs and the compensation paid for similar work by private industry. The results of these studies will, I am sure, indicate the need for additional salary increases and I shall sponsor them in the next legislature."

2. In December, 1950, in a public statement addressed to all state departments, Dovernor Dewey declared that requestd economies in state departments would not "affect such salary adjustments as the study already under way may call for."

3. In conformity with the procedure which has been followed for several years, representatives of the Governor met with representa-tives of the Association on five occasions in an attempt to negotiate an agreement relating to salary adjustments for the coming fiscal year. These conferences had been postponed awaiting completion of the salary study being made by the Civil Service Department, When conferences commenced in February, 1981, certain statistical tables contained in the report of the Civil Service Department were made

(Continued on page 16)

DPUI Firings Viewed Gravely

ALBANY, March 5—The worsen-ing situation in the Division of missed. Placement and Unemployment Insurance is causing the gravest kind of repercussions throughout the State. The Civil Service Em-ployees Association, whose DPUI Committee has held meetings since the first days in February, and which has consistently fought the firings, takes the view that it cannot sit by and permit these dismissals to happen again and again. The Association has long again. The Association has long held that employees in this agency ought not to be punished by losing their jobs because of the in-tricacies and inefficiencies of the U. S.-State relationship, which governs this agency.

Appropriate Jobs

Latest Association action was a demand by John Kelly, Jr. of the Association's legal staff, that the Assistant Claims Examiners sub-ject to dismissal be declared appropriate for the positions of Industrial Homework Investigator, Industrial Investigator, and Factory Inspector, The Civil Service Commission states that the DPUI preferred eligible lists are not appropriate for the Factory Inspector positions, but will "begin at once" to take the necessary steps for finding positions in the other

two titles.
It is recognized that this is makeshift, and that more basic answers are needed to the DPUI

Get Reluctant on Figures

Since last September, about 1,-100 persons have been fired by the DPUI, including clerks, assistant interviewers, and in largest number, assistant claims examiners. In recent days the Division's bigwiss have shown a curious reluctance

Interchangeable

A large trend of thinking, both in the department and in the Civil Service Employees Association, is that assistant claims examiners and assistant interviewers ought to be interchangeable jobsan arrangement by the Civil Ser-vice Commission that the same employee can perform either task. There is a one-grade pay differen-tial between th groups, but this is not an insurmountable barrier. This, it is argued, would be better than the round of firings. So far the Civil Service Commission has held that the two titles are not interchangeable, that the personnel experience required of the interviewers is not part of the back-ground required of the claims examiners. To this it is answered that the examiner experience is in itself good training for the interviewer post. It is pointed out that here is an ideal spot for the use of in-service training to prepare for a more flexible arrangement.

Interim Appropriation

The Association feels too that the

U. S. government should contrib-ute to the DPUI as a totality, not to its two divisions separately. It is the sharp reduction in Pederal moneys when the caseload falls off in the Placement or in the Unempleyment Insurance Sections that causes the dismissals. The Association also is urging the present Legislatifie to make an interim appropriation until such time as action can be had from the Fed-

eral government. In the meantime, Association officers and members of the DPUI Committee are conferring with officers of the agency in an attempt to alleviate the discult at-

New State Salary Proposals

ALBANY, March 5-The Specific proposals of the State administration, now in the form of bills introduced by Senator J. Walter Mahoney and Assemblyman D. Mallory Stephens are these:

121/2 per cent increase on the first \$2,000 of compensation; 10 per cent on the next \$2,000

of salary; 7½ per cent on all pay above \$4,000;

The minimum amount of in-case is \$300, the maximum

The two legislators, in a joint statement, said that the raises statement, said that the raises would average out at 12 per cent. "Added to the 4 per cent already received in this period through annual increments, this will give the employees of the State approximately 16 per cent average increase in pay." they said.

The legislators are in error. Only a relatively small percentage of the employees have received increments in the period officers of

crements in the period, officers of The Civil Service Employees Asso-ciation pointed out. Moreover, they said, increments cannot be counted as salary increases, since they are legally part of the base salary assigned to the job-title. In the same way, it could not be argued that an employee who wins a promotion should not be granted a salary increase, since his new title carries an increase already.

The Association's demand for a

an increase already.

The Association's demand for a
15 per cent across-the-board increase was in terms of salary
earned on April 1, 1950.

Cost to the State in making the
increase will be \$19,500,000. The
Association's proposals would have
cost about \$23,500,000.

Keppler Named To High State Welfare Post

ALBANY, March 5-The promotion of John J. Keppler of Buffalo, Department of Social Welfare, to the post of assistant to the Commissioner was announced last week by State Commissioner of Social Welfare Robert T. Lansdale. The promotion has been approved by the State Board of Social Wel-

Mr. Keppler, who has had fifteen years' experience in public welfare administration, joined the department in 1947 as assistant director of the department's Buf-

falo area office.

During World War II Mr. Keppler served as a major in the Far East, attached to the Adjutant General's Office, U. S. Department

of the Army. He obtained his A.B. degree from St. Stephen's College, Columbia University, and his master's degree in social work from the (Continued on page 16)

NEXT WEEK

Photographs taken at the annual dinner-andentertainment of the Civil Service Employees Association . . . and lyries from the glamorous

ALBANY, March 5—The State administration has offered pay raises ranging from \$300 to \$1,000; and the Civil Service Employees Association, backed by unanimous action of its executive board and of its State-wide delegates, has declared the raise inadequate.

The delegates of the 50,000-member organization met in Al-bany last week, and voted by a convincing, unanimous action to deem it Association policy that the proposed pay raises "are inade-quate and discriminatory."

'Tough' Resolution

The resolution, couched in dignified language, is nevertheless considered one of the "toughest" in Association history, and delegates stated that it represents the sentiment of employees in all

parts of the State.

A statement made by powerful Assemblyman D. Mallory Stephens last week, that if the employees didn't like the raise, they could have the state of the state. turn it back, left a sour taste in

the mouths of the delegates; and the attitude Stephens took clashwith the mature manner in which negotiations had been conducted between the administration and the Association,

Salary Report Not Made Public The Association made a strong point that a salary report which Governor Dewey had ordered during last year's political campaign was never made public. Opinion among the Association's leaders is that the report wasn't made pub-lic because it supported the em-ployee viewpoint.

The administration's proposal is in the following form: 121/2 per cent on the first \$2,000 of salary; 10 per cent on pay above \$2,000 to \$4,000; and 7½ on a salary above \$4,000. There is a minimum of \$300 and a maximum of \$1,000 increase.

Association Policy

The Association's resolution, ordering its offices to continue working for a better pay raise formula, appears on this page.

1951 CSEA Show By All Odds Best Performance Ever

ALBANY, March 5-It was the Donough, and Association viceoncensus of all who saw it, in- president J. Allyn Stearns, concensus of all who saw it, in-cluding the opinion of this reporter, that the annual 1951 show of the Civil Service Employees Asso-ciation was by far the most professional production the group has

ever put on.

Seven months in the making, the performance of "Opening Night or A Coaxial Cable" proved Algat or A Coaxial Cable" proved a memorable entertainment, and kept an audience consisting of employees and top administration officials for more than an bour in continuous laughter. The skits were pointed, the production smooth, the music and singing splendid.

Fun Is Poked

The show poked delicate—and sometimes not-so-subtle—fun at Governor Dewey, Lieutenant Governor Frank C. Moore, Comptroller J. Raymond McGovern, former NYC Mayor William O'Dwyer, Albany Mayor Erastus Corning, Civil Service President J. Edward Conway, Budget Director T. Norman Hurd. newspapermen John Mooney and Leo O'Brien, LEAD-ER editor Maxwell Lehman, Association executive William F. Mc-

The quality of the performance was considered all the more re-markable in that the show was given without scenery of any kind, depending entirely upon the action on the stage and the "punch" of the book to get the effect over to the audience. Imaginary TV

The playlet opened with an imaginary television studio run by the Civil Service Employees Asso-ciation. A quartet of sloe-eyed gals, provocatively revolving their midsections, open the TV show. Then a quartet of "top officials" sing extravagant praises of their boss, the Governor, who "if he ever gets to old D.C. we hope we'll all be given soft jobs. Our hearts bleed for him."

A newspaper reporter interask Governor Dewey questions by television. The questions are asked in song, and Dewey responds in song, or calls upon his aides to answer for him. Here is an idea of the way it went, in a song call-ed "Honey Bun," rendered by (Continued on page 16)

41st Anniversary Dinner Of Civil Service Employees Assn. Is Brilliant Affair

ALBANY, March 5—The brilliant Louise C. Gerry and Alexander A. ist anniversary dinner of the Falk, Allen S. Hubbard, chairman of the Personnel Relations Board. 41st anniversary dinner of the Civil Service Employees Association was held in Albany's DeWitt Clinton Hotel on Thursday, March 1.

Jesse B. McFarland, presided over the events. William F. Mc-Donough, executive assistant to the President, was toastmaster.
The guests were: State Comptroller J. Raymond McGovern,
Rev. Erville B. Maynard and Rev.
J. Norbert Kelly, Albany Mayor
Erastus Corning, State Civil Service President J. Edward Conway
and Mrs. Conway, Deputy Commerce Commissioner Cane H.
Todd, Civil Service Commissioners of the audience.

The Governor was to have been present, but was away because of the death of his father-in-law. A large delegation from the Governor's office was present, however, including R. Burdell Bixby, James Hagerty, L. Edward Walsh, Lillian Rosse, Kathleen P. Grace, and others, Many department heads were present, among them: Harold Keller, Commissioner of Com-merce; Newton Bigelow, Mental Hygiene Commissioner; T. Nor-man Hurd, Budget Director.

Nearly 400 delegates, represent-ing 50,000 State and county employees, made up the majority

Bill Sets Up Machinery To Eliminate 'Security Risks' from Public Jobs

No Loyalty Oath Included In New Dewey Legislation

positions in government service of sonable grounds for the belief that, persons concerning whom "reason-because of doubtful trust and reliability, the employment of such that their continued employment an applicant or eligible would en-defense of the nation and the security or defense of the nation and the State.

The proposed legislation carrying out a recommendation of Gov-ernor Dewey, is a temporary measure to expire on June 30, 1952.

There are indications the legislation may run into some strong opposition from Democratic

The proposal is applicable only to (1) "security positions" and positions in "security agencies," both of which terms are defined in the proposed bill and (2) per-sons occupying such positions. Its purpose, says the administra-

tion is to keep out of government 5. sal or transfer becomes final service in security areas, during the national emergency, persons who are found to be bad risks in our national defense program,

Features of the Bill

Principal features of the proposed bill are as follows:

1. A "security agency" is defined as one performing functions necessary to the security or defense of the nation and the State or where information relating to such security or defense may be available. A "sécurity position" is one requiring the performance of functions necessary to the security or defense of the nation and the State or one Where confidential information relating to such se-curity or defense may be available.

Commission Designates Agency

2. The State Civil Service as the mission is designated as the The State Civil Service Comagency to determine whether position is a "security position" or an agency is a "security agency" and thus subject to the provisions of this bill. An appeal to the courts from such a determination is expressly authorized.

ALBANY, Mar. 6 — Legislation refuse to examine an applicant or has been submitted to authorize certify an eligible for a security the elimination from "security" position where there appear rea-

Transfer or Dismissal

occupying a position covered by curity of defense of the nation and to such a position. the State.

Before an employee's dismishe must be notified of the reasons for such action to the extent that such reasons can be given without disclosing confidential sources of information of law enforcement and investigative agencies. Within 30 days after such notice, a suspended or transferred employee may submit statements and affi-davits in his defense.

Evidence

The disqualification of an ap-6. plicant or eligible or the transfer or suspension and removal of an employee may be based upon evidence of his previous conduct such as (a) previous unauthorized disclosure of confidential information, (b) acts or attempted acts to sabotage or obstruct a governmental or defense program. (c) treasonable or seditious conduct, and (d) membership in an organization or group found by the State Civil Service Commission to be subversive. The State Civil Service Commission is empowered, after inquiry and such notice and hearing as may be appropriate, to determine whether an organization or group is subversive and, for this purpose, may utilize any list-3. The State and each municipal ing or designations of subversive civil service commission shall groups promulgated by federal

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Kilgallen Gets \$6,070 Job

Kilgallen has been appointed Sec-retary to the Department of Agriculture and Markets at an annual salary of \$6,070. He succeeds

Eligibles

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POLACE CHIRP (Prom.) Police Department Village of Port Chester, Westchester County J. Bennett, Joseph V., Pt Chester 192151 2. Brennan, Michael, J., Pt Chester 191895 3. Ponty, Fred C., Pt Chester 191090 4. Pauline, Rocco S., Pt Chester 80272

4. Paonessa. William, Mamaroneck. 89213

POLICE SERGEANT (Prem.) Police Department, Town of Ramapo, Rockland
County

1. McIntosh, Travies, Suffern. 90823

2. Mihalik, Joseph J., Spring Viv. 90873

3. Gaetschins, Lioyd, Suffern. 84558

POLICE SERGEANT (Prom.) Department of Police, Village of Mamaroneck, Westchester County

1. Geary Jeremish P., Mamaroneck 97094

3. Downey, Hagh P., Mamaroneck 93643

3. Paonessa, William, Mamaroneck 93199

4. Clark, C. Robert, Mamaroneck 90899

5. Hanna, Samuel C., Mamaroneck 87895

6. Ciraco, Michael P., Mamaroneck 86509

HOME ECONOMIST, Department of Social Welfare, Eric County 1. Taylor, Norma M., Buffulo 82625

ALBANY, March 5-Joseph W. Donald McLennan, who has re-

A former newspaper reporter and legislative correspondent for the United Press in Albany, Mr. Kilgallen has been associated with the Agricultural News Service in Ithaca, Albany and Raleigh, N. C., where he directed the home office operation of agricultural adver-tising and research.

He is a graduate of St. Mary's College, Mary'and, and a cousin of the father and daughter Kil-gallen writers, Jim and Dorothy. His new duties include prepara-

tion of the department annual re-port to the Legislature, supervision of three department divisions, and he will also serve as a member of the A and M's Legislative Commit-

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Seeks to Remove 'Pull' from Civil Service

Exation of the New York State Civil Pensions, "are designed to give new emphasis to the merit system, inject more business-like methods of the merit system "upward" are objectives of three bills which Senator Thomas C. Desmond has drafted.

mond, a member of the Senate headed by a State Personnel Di-

into selection of personnel, and help rid the Department of 'poli-

The bills would: "The bills," said Senator Des-mission solely an advisory agency,

ability in personnel work.

2. Bar any Civil Service Commission member or employee from

any political party position.

3. Include in the merit system jobs now viewed as 'political plums,' these of Deputy and Assistant Commissioners and Secretaries of all departments.

Said Senator Desmond:

"These bills are not aimed par-ticularly at any present members of the Civil Service Commission, for they inherited the defects in the personnel system which my bills seek to remedy.

"My first bill seeks to head the Department of Civil Service with a Personnel Director who must

administration. The Civil Service Commission will lose its administrative powers and duties, and become solely an advisory, rule-making, fact-finding and appeals group. Similar modernization was urged eight years ago by a famous governmental research organiza-tion which pointed out that a comalssion 'is not an appropriate type of agency for day-to-day manage-ment of continuing operations; for these, an individual with un-divided authority and responsibil-ity is essential.'

bills seek to remedy.

"My first bill seeks to head the Department of Civil Service with a Personnel Director who must have had at least 10 years experi
"My sessential.

"Influence of Politicians'

"My second bill will help remove the influence of politicians from the Civil Service Commission and that have had at least 10 years experi
"Influence of Politicians'

"My second bill will help remove the influence of politicians from the Civil Service Commission and that have had at least 10 years experi-

aployees of the Commission from

political party offices.
"My third bill will extend upward the merit system, which now embraces employees on the lower levels of departments, to include Deputy and Assistant Commissioners and Secretaries of all depart-ments. More avenues of promotion will thus be opened up, employee morale will be raised, and there will be provided a permanent, ex-perienced and technically competent group of assistants to department heads.

"'Civil service' is supposed to stand for appointment and pro-motion by merit alone, as opposed to patronage, politics and pull. My three bills seek to strengthen the meaning of the term."

How Emergency Compensation Plan Works in Westchester

WHITE PLAINS, March 5—The tion at the hearing on the County emergency compensation of West. Budget in December, 1950. chester County employees is based on the number of points the Consumers' Price Index, for the New York Area is above 168 on September 15 and April 15, respectively. It was at 170 on September 15, 1950, setting a \$30 emergency compensation figure for January 1 to June 30, 1951. (From \$510 to \$720 and more was merged into employees base pay on January 1, 1951. Those employees who had less than a \$720 merger continue to receive the difference in addition to the \$30 "new" emergency compensation).

As the Index has now passed 176 and is expected to be at least 178 on April 15, 1951, the emergency compensation rate for July 1 to December 31, 1951 should be to December 31, 1951 should be at least \$150, figured on a 10-point total rise at \$15 a point.

Some Employees May Lose

Under a proposed county policy, employees in lower paid categories who receive "differential" emergency compensation because of not having had a full \$720 merged into their salaries, will not re-ceive a full cost-of-living increase. The policy calls for allowing them no further cost-of-living adjustments after the Index reaches 173 until it has risen sufficiently to equal their differential. This runs from \$30 to \$210 in different salary

The proposed policy was tacked by the Westchester County Competitive Civil Service Associa-

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Chapter Activities

Erie County

Town of Amherst Unit

A MEETING of the Town of Amberst Unit, Erie County chapter, was held at the Amherst Highway Department Headquarters. Archie Sickier presided and introduced the guest of honor, Theodore Jenzen, Town Highway Superintendent. Mr. Jenzen stressed the importance to local government and employees in have government and employees in hav-ing strong representation before the State legislature.

James Pigott, field representa-tive of The Civil Service Employ-ees Association, outlined the Association's legislative program and conducted a question and answer session on civil service matters.

A resolution was introduced re-questing the Town Board to provide equal pay for equal work for all town employees. The resolution will be submitted at the next meeting of the Town Board.

Ray Brook

SECRETARY EUNICE CROSS and Treasurer Ernest Brusso were the Ray Brook Chapter's delegates at the March 1st CSEA meeting

and annual dinner.

What with jovial heckling and many prizes, the large group at the February 21 chapter social had a glorious time. Mary Rexer won the door prize. Mrs. Daniel Kuzara, Berf Friedman, William Clements, and Joseph Zygo walked away with most of the other ed away with most of the other prizes.

The next social is slated for the

The next social is slated for the evening of March 7.

Those who took advantage of Washington's birthday and the long weekend were: Miss Vera Budd, who vacationed with her parents, Mr. and Mrs. Charles Budd and family of Otisville; and Miss Helen O'Brien, who visited family and friends in Madrid, N. Y.

N. Y. Miss Gertrude Challice scheduled to return on February 26 from Astoria and Brooklyn, where she visited members of her

family.

Mrs. Ann Polasek returned on February 21 from her six day stay in New York City, where she so-

journed with her son-in-law and daughter, Mr. and Mrs. Anthony Kuspiel and Iamily.

Niagara County

UNDER AMENDMENT to the State Retirement Law now in effect it will be easier for public workers to retire on pension at 55 years than it formerly was, Wini-fred Stanley of Albany, counsel to the New York State Retirement System, told 150 county, town and city employees of Niagara County at a dinner held recently at the

Park Hotel in Lockport.
The meeting was sponsored jointly by the Niagara chapter of the CSEA and the Niagara County Employees Association.

The speaker was invited by the Niagara chapter and then it was thought that other employees not in the chapter would find this talk highly instructive, so they were invited.

Miss Stanley explained that to municipality must now pay one-half of the annual payments made into the State Retirement System by employees who elect to retire at 55. Formerly the employee had to stand the full amount of in-creased payment to assure early retirement.

After her talk Miss Stanley answered questions on both retirement plans. The chapter feels that

this talk was highly beneficial and thanked her. Chapter President William A. McNair and Jack McCable, one of the founders of Niagara chapter, were authorized to attend the con-vention of The Civil Service Em-ployees Association in Albany on

All county departments were represented at the dinner. There were also delgats of city em-ployees from Lockport, Niagara Falls and North Tonawanda,

Madison County

A MEETING of the directors of Madison Chapter, Civil Service Employees Association, was held in the Oneida Senior High School building on Thursday, February 15, having been postponed from the preceding Thursday because



The three men in the photo obove are, left to right: J. Allyn Stearns, 3rd vice president of the Civil Service Employees Association; Claude Geertson, president of the Chautauqua chapter, and Robert H. Miller, former president. The photo was taken at a recent dinner-meeting of the county group in Mayville which was addressed by Mr. Stearns, who inducted the new president into office. Mr. Geertson is Deputy County Clerk. Mr. Miller had resigned the chapter presidency when he was named County Treasurer. Mr. Stearns complimented the chapter on its progress, described the Association's public relations program, and explained the importance of the program to local employees. Mr. Stearns also addressed employees at Newton Memorial Hospital in Casadaigua, stressing the importance of Association membership in improving pay scales and working conditions.

The meeting was conducted by Seymour H. Clark, 1st Vice Presi-dent of the Chapter, who is Su-perintendent of the Water Department of the City of Oneida. Nor-man L. Larsen, chapter president, was called to Albany for a meeting

of the State-wide Association. It was voted to send two representatives of Madison Chapter to the 41st annual dinner of the Association. They are Mr. Larsen and Mr. Clark.

William Brophy, chairman of the chapter membership committee, reported that five new members had joined in the past month.

It was decided to call a special | The next regular monthly meeting committee to ing is scheduled for Thursday, membership meeting committee to ing is scheduled for Thursday, membership meeting committee to ing is scheduled for Thursday.

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Officers of the Niagara chapter, Civil Service Employees Association, with Winifred Stanley, counsel to the State Retrement System. From left, Florence Fay, chapter secretary; W. A. McNair, president; Miss Stanley; H. L. Kayner; treasurer; H. Pritchard; W. M. Dayle, publicity; and L. Dobel.



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McGovern Gives Pension Views At Assn. Dinner

ALBANY, Mar. 6-Comptroller tirement plan to September 30, J. Raymond McGovern expressed 1951. technical doubts about a measure now before the Legislature which would permit the State to raise

the amounts paid to pensioners. Mr. McGovern was speaker at the 41st anniversary dinner of the Civil Service Employees Associa-tion, held in the Crystal Ballroom of the DeWitt Clinton Hotel in Albany. He was introduced by Will-iam P. McDonough, assistant to the president of the Association.

Mr. McGovern pointed to what he considers a defect in the man-ner in which the bill, a constitu-tional amendment, is written. He finds (1) that the language is vague at one point in referring to "members" of the Retirement Sys-tem; (2) that the bill covers only New York State, and not the many other jurisdictions which contri-bute into retirement funds. New York City, with its various pen-sion plans, is excluded, he said; (3) that the measure might affect the actuarial soundness of the Retirement System .

The measure passed the Legislature last year; and received un-animous approval of the State Senate this year. It now awaits ac-tion in the Assembly, where it was suddenly held up. If it should pass it will go to the people for a vote

in November.
"I'm 100 percent for helping those who are receiving inadequate pensions," the Comptroller said, "but I doubt if under the language

of the law you'll help those you want to help."

He also expressed the view that It might be possible to accomplish the same end under present pro-visions of the State law, without an amendment.

New Legislation

The Comptroller also described new retirement legislation being sponsored by his department. Among the bills are:

1. Extension of the 55-year re-

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2. Liberalization of loan provisions. A member must now be in three years in order to borrow. A new bill makes it one year, and allows borrowing to an older age than formerly.

tain conditions.

ing military service to withdraw all their money from the Retirement System (with the exception of a token amount) and still re-

main members of the System.

In speaking of the defects he notes in the Mahoney amendment, Mr. McGovern added: "The difficulty is that this amendment is not the answer to the problem. I want something done quick"

want something done quick."

He mentioned, to, that the Retirement System is now working on what he called "three needs"; integration of the Federal Securing ify Act into the Retirement Sys-tem; the use of advisory groups; and making up inadequate pen-

Lauds Assn.

3. Permission to withdraw ac-cumulated contributions, in lieu of retirement allowance, under cer-ciation, adding: "We'll give fair. 4. Permission for those enter- posal you have."

EDITORIAL.

On the Doubts

STATE Comptroller McGovern expresses doubts about legislation designed to help pensioners who are receiving retirement allow-

ances below the subsistence level.

We believe the Comptroller has not fully thought through the implications of his viewpoint, and we hope he may be persuaded

withdraw his objections. If the present amendment is killed it will be three years before pensioners can get any relief, because it would take that

long to process another amendment.

Mr. McGovern considers the wording of the amendment in referring to a "member" of the Retirement System, as being of insufficient clarity. We have queried other attorneys who have knowledge of constitutional matters and understand the Retirement System. They are not disturbed by the wording, while admitting that it might be perhaps a shade sharper. The courts, they say, could not interpret the amendment otherwise than in the manner the Legislature so obviously intends. They argue that Mr. McGovern's technicality is perhaps not even a technicality.

perhaps not even a technicality.

If the proposed amendment doesn't apply to any jurisdiction but New York State, as Mr. McGovern says, that defect could be remedled by another amendment including all jurisdictions. This argument should not be advanced for destroying the present proposal.

As to the Comptroller's assertion that "there may be an existing in the comptroller's assertion that "there may be an existence or the comptroller's assertion that "the comptroller" in the comptroller's assertion that "the comptroller" is asserted in the comptroller in the com

right to give relief" to the desperate pensioners, that may well be— but it is a conjecture. If the conjecture is true, there is no harm in passing the Mahoney amendment, If it should prove incorrect, the pensioners would be left without any form of help for three more

Another argument made by the Comptroller is also, it seems to us, without merit: his assertion that the actuarial soundness of the Retirement System might be endangered. Since the Legislature would Retirement System might be endangered. Since the Legislature would appropriate whatever was necessary to bring the pensions of former employees to a decent level, there is no need for the actuaries to worry about their mathematics. It only means that all of the people will have decided to do somewhat more for that class which is in need of having pension improvement, and that all the people, through their Legislature, are willing to make up the deficit.

The average amount being received annually by retired members of the State Retirement System is incredible only \$1,000 a war.

of the State Retirement System is incredible only \$1,000 a year. Seventy per cent of them receive less than \$900 a year. And \$40 a

month is not unusual.

The Legislature has demonstrated its desire to render assistance to these beleagured oldsters (although it should be remembered that the amendment is not mandatory). The Assembly should pass the Mahoney amendment at once, and let the people make the final decision when the measure appears on the voting machines. We can go on from there.

3 Tests Close March 12

The following State exams for promotion in the State Civil Service Department will close Monay, March 12. 1292. Personnel Technician (Re-

search), \$3,451 to \$4,176.

1293. Senior Personnel Technician (Research), \$4,242 to \$5,232.

1294. Associate Personnel Technician (Research), \$5,232 to \$6,407.

All are in the Department of Civil Service. Civil Service.

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PINELAWN, L. I., Mar. 6 - The | 3. The present low purchase price young folks are buying more and more of the family plots in our new park plan sections," Alfred D. Locke, president of Pinelawn, the country's largest private cemetery,

Mr. Locke attributed the increase to three factors:

Young couples are attracted by the park plan, where plaques set level with the lawn dignify natural beauty of trees. shrubs, flowers and lawns.

There is a growing desire among young couples to establish a family memorial now, which succeeding generations will find pleasant to visit.

of \$130 for a four-burial family plot and Pinelawn's Convenient Payment Plan are strong reasons for selecting a memorial place now.

For complete information on this NON-SECTARIAN Memorial Park Mr. Locke attributed the increase plan, without obligation, write to in purchases among young couples Pinelawn Cemetery, C3, Pinelawn, Suffolk County, Long Island, N. Y. Write for Free Information

Pinelawn, C3 Suffolk County, N. Y.

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It's high time to send in your Federal income tax return. See advertisement, Page 12.



Civil Service

ELEVENTH YEAR America's Largest Weekly for Public Employees Member, Audit Bureau of Circulations

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TUESDAY, MARCH 6, 1951

A Serious Attack On the Merit System

READ the following:
"The commissioner may remove any referee. All positions of referees now in existence or hereafter created shall be in the exempt class of the classified civil service, except that employees now holding permanent competitive class positions of referee shall retain their competitive status in such positions."

This is the wording of a proposed amendment to the labor law, introduced by Senator Hatfield and Assemblyman Wadlin, boldly designed to remove from the operations of civil service appointments of unemployment insurance referees. The LEADER learns that a deputy Labor Department commissioner handed the bill to the two legislators for introduction.

The proposed amendment is obviously contrary to the principles of the merit system as incorporated in the law. The State constitution provides that the final test of classification for a civil service position is whether or not a competitive examination is practicable. If the post can be filled through competitive examination, it must so be filled. Since these referee position have for years been filled from civil service eligible lists, it would seem extremely doubtful that any claim could be made to the effect that competitive examinations for them are impracticable.

Another thing: As a matter of policy, classification of positions ought to be the duty of the Civil Service Commission rather than of the Legislature. Under the civil service law, the Commission is authorized to determine the wisdom of exempting any position after determining its functions and responsibilities. Where a statute provides for exempt classification, however, the Commission cannot afterwards change the position's status, however desirable it may be to do so.

The measure (S. Into 2054, A. Intro 2362) is a serious attack upon the merit system. It deserves nothing but disapproval, and should be permitted to die in committee.

U. S. Broadens Re-employment

The U. S. Civil Service Commis- | granted to permanent Federal emsion is broadening the system of reemployment rights for the pur-pose of encouraging the transfer ederal employees to defense activities. The new system became effective March 1. Reemployment rights will be

granted to all permanent Federal employees who move from non-defense to defense agencies, unless the employees' present agency appeals to the Commission and is sustained on the ground that the loss would seriously disrupt a pro-gram essential to the public wel-fare.

. Moving Between Agencies granted to portion of the new system also provides that reemployment rights will be fense agency.

ployees who move from one defense agency to another when there is agreement by the two agencies that the change is in the interest of the defense program. If the losing agency will not agree to this, however, the agency seeking the employee may appeal to Commission on the basis that the action will be clearly in the in-terest of the defense program.

The previous system of reem-ployment rights limited them to permanent employees who have critical jobs in defense agencies. Beginning March 1, they may be granted to permanent employees who move to any position in a de-

1,000 Jobs as Correction Officer

needs correctional officers for duty in Federal reformatories, correctional institutions, prisons, and rehabilitation camps located throughout the United States, Op-portunities for employment at a located beginning salary of \$3,125 a year exist for about a thousand men between the ages of 21 and 45 who are in good physical condition and who can pass a written test of general knowledge and ability. Training and promotional op-

The U. S. Bureau of Prisons portunities for correctional offi-

cers are provided by the Bureau. The exam is No. 9-14-1 (50) Applications may be obtained from the Second United States Civil Service regional Office, 641 Washington Street, New York 14, N. Y in person or by mail. Filled in ap-plications should be sent to the Exccutive Secretary, Board of U. S.
Civil Service Examiners, U. S.
Penitentiary, Leavenworth, Kan.
There are 1,000 vacancies.
The exam is open until further

Author of the book, "How to Save Money on Your Income Tax Return

A joint return under the U. S. income tax law offers an opportunity of tax saving, and yet also might result in paying a higher tax than if husband and wife filed separately. How can one

If the wife has no income, there will be a tax saving if the taxed income (total income less all exemptions and deductions) is more

Wife's Income the Clue

If the wife's income is small, compared to her husband's, the same principal applies. Besides, he could not claim her as an exemp-tion in a separate return, because she had income. She must have NO income before he can ever claim her as an exemption. In a joint return, each spouse claims himself or herself and the ex-emptions are cumulative.

It may be costly to file a joint return:
(1) Where the wife had income,

but it was small compared to her husband's and there were consid-erable medical expenses. The lower the income, the greater part of the medical expenses that is de-ductible. The first 5 per cent of income doesn't count toward medi-

cal deduction. Where both had capital losses. Such losses are deductible to \$1,000 in a given year, or to net income, whichever is less, in a joint return, as well as in separ-ate returns. Thus a joint return could cost husband and wife up to \$1000 deduction.

Lower Tax Brackets

If the separate incomes of husband and wife are equal, or nearly so, it makes no difference in tax result, or little difference, whether the returns are separate or joint, with the medical and capital loss exceptions.

The saving that generally results from a joint return arises from the way the tax is applied. The combined taxable income is reported and the combined exemptions and deductions are claimed, leaving the net or taxable income. This is divided in half. The lower rate is applied to that half. Since only half of income has been figured for tax, the tax result obtained is doubled, and the product is the actual tax. Halving the in-- called income-spliting will result in application of lower aurtax rates, if the total taxed income is not the lowest bracket.

WHAT EMPLOYEES SHOULD KNOW

Disability Benefits

By THEODORE BECKER

IF YOU ARE a State or local employee and become disabled as the result of an accident suffered on the job, you may be entitled to certain benefits.

If covered by the Workmen's Compensation Law, you may col-lect disability benefits, if your injury is found compensable the Workmen's Compensa Compensation Board.

If you are a member of the New York State Employees' Retirement System you may be accidental disability be eligible for retirement benefits. This retirement allowance carries with it a pension of % of your final average salary, in addition to an annuity based on contributions.

But suppose you are covered both by the Workmen's Compensation Law and by the retirement law? Can you collect benefits un-der both? The answer is yes, but you may be charged under one for some or all of what you collect under the other.

Compensation Benefits Offset

The retirement law specifically provides that any pension payable for accidental disability shall be reduced by the amount of the benefits finally determined to be payable under the Workmen's Compensation Law by reason of such disability. (Civil Service Law, 85). However, no reduction is to be made for medical or surgical treatment, apparatus, or legal fees up to \$100 awarded under the Workmen's Compensation Law. It is desirable, therefore, to file applications for benefits under both laws to protect your rights under both. This does not mean, however, that accidental disability benefits will be awarded under both. What may seem a compens-able injury to the Workmen's able injury to the Workmen's Compensation Board may not be allowed by the Comptroller as an accidental disability under the retirement law. This is the lesson to be learned from a recent court case involving a police officer of the Town of Tonawanda, Erie County

Injury Caused by Over-Exertion The police officer, while shovel-g snow from the sidewalks

around the police station, experi-enced pains in his chest and short-ness of breath. The next day while driving a patrol car he suffered severe pains across his chest and both arms. Taken home, he was found to have a coronary occlusion which incapacitated him for fur-ther work. Being under age 60, he applied for accidental disability retirement. He obtained an award under the Workmen's Compensa-tion Law. However, the Comptrol-ler turned down the retirement application on the ground that he was not "incapacitated for the performance of duty as the natural and proximate cause of an accident,"

Seeking redress in the courts, the police officer cited the finding by the Workmen's Compensation Board. The Appellate Division (whose determination was affirmed by the Court of Appeals) pointed out, however, that an earlier court case holding that the Comptroller is bound to follow the Workmen's Compensation Board's finding of accidental injury is no longer ap-plicable because the law had been amended to that effect.

Exclusive Power to Decide In addition, the Civil Service Law also provides that the Comp-troller "shall have exclusive au-thority to determine all applications for any form of retirement or benefit" provided for under the State Retirement System.

Offset Press Openings in Washington

WASHINGTON, March 5-An examination for lithographic offset pressman and foreman posi-tions, paying from \$1.27 to \$2.38 an hour, will be announced about the middle of March by the U. S. Civil Service Commission.

The Washington, D. C., area jobs to be filled through the examination are located in various Federal agencies including Government Printing Office.

Up to five years of appropriate experience, or a combination of training and experience, will be required, depending upon the posliton applied for.

After the examination is announced, additional information will be available at first and second-class post offices and at the Commission's regional office, 641 Washington Street, New York 14,

gains seniority for lay-off purposes over others lower on the list who were given an original appointment on the same day. For example, supose the first 10 eligibles on a list are given original ap-pointments on the same day. X is appointed from position No. 3 with additional credits, but could have relinquished his additional credits and been appointed from position No. 10, his rank on the list with-out credits. In the event of a subsequent lay-off, X has seniority and is entitled to be retained over Numbers 4, 5, 6, 7, 8 9 and 10 who, although apointed on the same day as X were appointed from positions below X on the eligible list.

Q. How about residence require-

ments under the new law?

A. The Mitchell Amendment requires that in order to qualify for additional credits, a veteran or disabled veteran must have been a resident of New York State at the time of his entry into military service and must be a resident of New York State at the time of the establishment of the eligible list.

Q. May a candidate claim additional credits under the new law if he has previously been appointed or promoted as a result of vetpreference under the old

A. Yes. No matter how many times a person has been appointed or promoted as a result of vot-erans' preference under the old law, his right to claim additional credits in examinations under the new law will not be affected.

Veteran Preference Questions Answered

The following question-and-an-otherwise have been if he had not been granted additional credits, from a booklet published by the late Civil Service Department: swer discussion of veterans' rights is from a booklet published by the

State Civil Service Department: Q Is there any way in which a veteran or disabled veteran can save his additional credits for use

in future examinations? A. Yes. This may be done in sev-eral ways. In the first place, a candidate is not required to apply for additional credits in an ex-amination, and if he has applied, he may withdraw his application at any time prior to the estab-lishment of the resulting eligible list. After the establishment of an eligible list, a veteran or disabled veteran may elect, at any time beor promotion from such list, to relinquish his additional points and accept the lower position on the eligible list to which he would otherwise have been entitled, but the election, once made, is irre-vocable. A further assurance against the unnecessary use of ad-ditional credits is the provision of Chapter 493 that, where at the time of the establishment of an eligible list the position of a veteran or disabled veteran on the list has not been affected by the addition of credits, the appoint-ment or promotion of such a veteran or disabled veteran from the eligible list shall not be deemed to have been made from an eligible list on which he was allowed additional credits.

Q. When is a candidate deemed to have been appointed or pro-moted as a result of additional credits and thus to have exhausted his additional credits?

A. If upon the establishment of an eligible list, a candidate's rank on the list is higher because of additional credits than it would

to apointment from the list, his permanent apointment from this list will be as a result of additional credits. This appointment, there-fore, wil exhaust his additional credits, notwithstanding the fact that he could have been certified and appointed from the lower position on the list to which he would have been entitled if he had relinquished his additional credits. For example, suppose X's position on an eligible list is No. 3 with additional credits and would be No. 10 without additional credits. appointed on the same day. If X did not relinquish his credits and was appointed from position No. 3, he has exhausted his additional credits, notwithstanding the fact that he could have relinquished his additional credits and been appointed from position No. 10. However, if, at the time of the establishment of an eligible list, an eligible's position on the list would be the same with or without the benefit of additional credits, his appointment or promotion from this list shall not be deemed to have been made as a deemed to have been made as a result of additional credits and his additional credits will not be exhausted.

Q. Is there any advantage to a candidate in using his additional credits to obtain a permanent ori-ginal appointment when he could have relinquished his additional credits and been reached for certification and apointed from his lower position on the list? A. Yes. By using his credits and

thus being appointed from a higher position on the list, an appointee

STATE AND COUNTY

Recently-Established Lists, With Numbers of Eligibles

were recently established by the State Civil Service Commission and all appointing officers have been so notified by Charles L. Campbell, administrative director. The titles of the tests and the

number of eligibles are given:

PROMOTION
Agriculture & Markela
Supervising Dairy & Food Inspect

Sat. Eve. Post Lauds State Plan on Ideas

The New York State Suggestion Program has received favorable comment in the February 10th issue of The Saturday Evening Post. In an article on Suggestion Systems entitled "Do You Have A Million-Dollar Idea?" there appears a description of an outpears a description of an out-standing suggestion submitted to the New York State Employees' Merit Award Board. The article describes it as follows:

Hobbies sometimes play a part in the suggestion business, too.
John Polk, a chemist in the New
York State Division of Standards
and Purchase, won a \$100 award
while amusing himself in his home workshop, building an ingenious device for measuring the slipperi-ness of various kinds and brands of wax, of which the State uses tons every year,

"Obviously the wax used for an inaugural ball might lead to seri-ous consequences if applied to the hallways of police stations where unsuspecting incbriates might tread. Made out of an old alarm clocks, typewriter parts and assorted odds and ends, Polk's gadget nevertheless eliminates the human element in appraising one of wax's most essential qualities. But Polk's is only one of hundreds of suggestions offered by State employees. Other states, inspired by New York's success, are studying the plan,"

The bill authorizing a Suggestion Plan for State employees was signed by Gov. Dewey in 1946. New York thus became the first state in the United States to institute a system for the analysis of employees' efficiency-producing ideas. The State's Suggestion Program is administered by a threeman Board consisting of Henry A. Cohen, Chairman; Frank L. Tol-man; and Edward D. Igoe. The Board serves without compensa-

Promotion Test In Erie County

3401. Social Case Supervisor, Unit (Prom.), Social Welfare, Eric County, \$2,900 to \$3,300. One va-cancy. Promotion expected at \$2,900 plus \$700 cost-of-living ad-justment. Fee \$2, Candidates must be permanently employed in the Eric County Department of Social Welfare and must be serving and have served on a permanent basis in the competitive class for six senior high school or have equiva-senior high school or have equiva-lent education. They must have today Guaranteed or money back, Hester St., Dept. P., N. Y. 2, N. Y. either (a) graduation from a college, university or normal school it is in your garden that you are from a four year course with a nearest to "God." Send check or bachelor's degree and four years of full-time satisfactory paid ex
SPEED MFG. CO. P. O. Box 115 from a four year course with a bachclor's degree and four years of full-time satisfactory paid ex-in social case work with a public perience, within the past ten or private social agency adhering to acceptable standards: or (b) eight years of satisfactory full-time paid experience, within the past ten years, of which four years must have been in social case work as described in (a) above, and the remaining four years must have been either in social case work as described in (a) above, or in supervised teaching in an accred-ited school; or (c) a satisfactory equivalent combination of the equivalent combination of the above outlined experience and education. Satisfactory completion of 1 year of full-time training in an approved school of social work. is equal to 1 year of required social case work experience: 2 years of such training is equal to 3 years of required social case work experi-ence. (Last day to apply, Friday,

The following 54 eligible lists | Audit & Central | Head Account Clerk Conventments & Securities | Securities)

Banking
Head Account Clerk.
Principal Statistics Clerk.
Commerce
Senior Industrial Consultant
Conservation
Game Research Investigator Correspondence Censor & Brush Shop) Sing Sing Mitchen Keeper, Department-Wide Principal Statistics Clerk, New York Office Office nior Clerk (Compensation & Inter-preting), New York Office Principal Statistics Clerk
Senior Statistician
Statistician

Assistint Education Supervisor (Public Library) 1
Associate Coordinator of Educ, Research 3 Brealth Head Clerk Head Clerk Institution Steward, Department-Wide Public Health Dental Rygionist Insurance Chief Clerk
Principal Statistics Clerk, Alexay
Interdepartmental
Senior Statistics Clerk
Labor
Head Clerk, New York Office
Public Works
Senior Civil Engineer (Public Lands)
State Insurance Fund
Principal Statistics Clerk, New York
Office
Senior Actuarial Clerk, New York Office Office
Senior Actuarint Clerk, New York Office
Workmen's Compensation Board
Hend Statistics Clerk.

Asst. Plumbing Engineer, Public Works 3 Assoc. Building Structural Engineer, Dept of State Amor. Educ. Supervisor (Teacher Pers. Services) Canal Maintenance Foreman, Public Works Works
Consultant Public Health Nurse, Health
Consultant Public Health Nurse (Canovr
Control)
Consultant Public Health Nurse (Comnumicable Discases)
Consultant Public Health Nurse (Educ.
Sursectation) Supervision)
Committant Public Health Nurse (Hospital Nursing)
Consultant Public Health Nurse (Ob-Sterries)
Committant Public Health Surse (Peni-

Consultant Public Health Nurse (Physical Therapy) Consultant Public Health Nurse (Rheu-Dental Hygienist, State Departments . Health Publications Editor, Health Industrial Committant, Commerce Jr. Park Engineer, Conservation Jr Pinnthing Engineer, Public Works Medical Technician, State Depts. & Institutions Park Engineer, Conservation Principal Editorial Clerk, State Departments ments
Pablic Health Dental Hygiemet, Health
Sr. Medical Technician, State Dents.
A Institutions
Se. Milt Sanitarian Health
Se. Milt Sanitarian (Restaurants),
Health
Se. Plumbing Engineer, Public Works

Suggested by...



HIGH ... DRY SOAP HOLDER

High and Dry soap holder is one of the most practical items I have ever seen. It keeps a cake of soap always fresh. Stopping waste completely, it saves at least 33 1/3% of a family's soap bill. High and Dry is a quick seller. You double your money on each sale. If you want to earn that extra dollar, send \$1.53 today for a dozen packages (2 in ea. package) or send 25c for sample package to CUKER INDUSTRIES. Riverside Drive, New York 25, N. Y .- John

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THE MASTER'S GARDEN An amazing new book with 10 ideas on how to grow dollars in your own back yard garden, No. 1 Tells you how to earn up to \$500 in 2 months (April, May.) No. 2 Make \$50 a day for 100 days, each summer. No. 3 Tell the weather ahead, rain or frost. No. 4 Make \$50 on \$2 garden seed planting. No. 5 Make \$5,000 per acre on Gladiolus. No. 6 Keep tomatoes firm, fresh all winter. No. 7 Earn \$20 to \$30 weekly spare time. No. 8 Grow strawberries new easy way. No. 9 Grow bushels of tomatoes from one plant. No. 10 Gives tips if returned in 5 days. Remember, C.S., Streator, Illinois.-John

Hy-Speed turns Longhand into shorthand. The fastest most legible note-taking systems, that can be learned in a short time. Complete text and key to exercises only SJ.00. FREE booklet "12 Answers to Questions about Hy-Speed Longhand." HY-SPEED LONG-HAND PUB. CO., Dept. C., 251
Enclid Ave., Trenton 9, N. J.—

6870 for an appointment.—Alice

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eliminates in charging of car batteries, presents freezing and over-heating. Daubies and triples battery life. \$1.25 size (reals one battery; 6 packages \$5, FUARANTZED).

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Woodworker. Homeowner and Craftsman should have Constantine's Master Manual, a 126 page complete reference book of Woods, CONSTANTINES Veneers, Leath-

er, Metals and Plastics. It is the most comprehensive lustrated catalog, showing new items on leather. craft, decorative

metals, wood finishing and hard to get items of all kinds that I have ever seen. It contains a power and hand tool section, upholstery, picture frame mould-ings, rare and domestic woods vencers, lumber, inlay panels, 83 inlay designs, inlay borders, all in full natural color, plus a full color wood identification panel of 60 different woods suitable for framing. This complete reference book is only 25c, which also en-titles you to one years subscrip-tion to "Chips & Chats." Its full of bargains in woods and tools and latest news about other craftsmen. Visit Constantine's big showroom. Everything you need is on display at lowest prices. Send 25c today for Master Manual. Your FREE subscription to "Chips and Chats" will start at once. ALBERT CONSTANTINE & SONS, INC., Dept. C., 797 East 135th St., NYC, N. Y.—John

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makes emergency chain installations child's play. Lasts a lifetime. No more frozen fingers or mess; clothes. This is really a must tool. Guaranteed.
Only \$1.00 postpaid.
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Bridal Fabrics at Wholesale! Select from modern fabrics of finest quality and many. many SCHENFIELD & SONS dollars. enjoy a splendid reputation, and what I saw convinced me that you months immediately preceding galore on beter ways to garden. what I saw convinced me that you applied to the exam date, as a Senior Case Worker. Candidates only \$1.90. Any one of the ideas must be graduates of a standard is worth the price, therefore I FREE catalogue and swatch book to SCHENFIELD and SONS, 97 -Alice

> Miss Barbara M. Watson, president of BRANDFORD MODELS, INC., invited me to inspect their new and spacious offices at 150 East 35th St. Miss Watson assures me that here you will receive even better instruction in proper charm, poise, walking, make-up, hair style, figure control and dress. The en-tire course is only 7 weeks and the cost is very reasonable. I recommend them highly and suggest that you see them or phone MU 4-

One Dollar a Year \$1 beliers you a full a subscription to the creas Tourist, America's tableid travel paper, where to so, what to how much it costs etc. cash, check or M. O. he AMERICAN TOURIST 17 6. 42 St, N.Y. 17, N.Y.

Hobbyist, At BONDED, New York's oldest and largest automobile dealer, you may have a never-driven 1950 or 1951 car without cash, take 3 years to pay and at lowest bank rates only, - even if you're only a wage-earner. You get immediate delivery on Bonded's "Walk-in Drive-out Plan," without red tape and best of all an UNCON-DITIONAL GUARANTEE. DITIONAL GUARANTEE, backed by Bonded reliable

reputation earned thru over 29 years of selling and buying cars. If your credit has been declined elsewhere, come to Bonded; they guaranter delivery. Choose from a vast selection at 2 big buildings: In New York: 1696 Broadway (53 St.): in Jamaica: 139-07 Hillside Ave., just off Queens Bivd. Open evenings till 10. Closed Sunday. Liberal Trade allowances or cash for your old car. Drop in and see them. Get their proposition.- John

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"Top of the Crop" TEMPLE ORANGES of TAN-GERINGS—price, saws to peel, delicious! Bushel \$7.00; half bushel \$4.00.
Order a bushel with your neighbor—poull both get all the fresh vitamin-rich fruit you need at low cost and small outlay! Satisfaction guaranteed. Write for catalog of jellies, pecuns, etc.

THE BARFIELD GROVES Dept. CS-1 Polk City, Florida

The Pan-America Art School, (co-educational), under the direc-tion of the famous Nestor Castro. enjoys a reputation of thorough-ness. I spent much time at the school and saw specialists in each department teach drawing, paint-ing, composition window display, interior design, anatomy and figure drawing, watercolor landscape, life and still life as well as advertising design and layout. There is no entrance examination. Beginners and veterans accepted. Veterans must enroll before July 25 Rates are very reasonable, A life Sketch Class is open to the public Mondays, Wednesdays, and Thursdays, from 7 to 10 p.m. There are two models. One for those who like to practice quick sketches, and one for those who want to make a more complete drawing in oil or water color. The admission is only \$1.00. You can use one or both models during the course of the evening, while listening to soft recorded music. Take my advice and release the tension of daily routine. Go to the PAN-AMERI-CA ART SCHOOL at 321 West 56th St. (Bet. 8th and 9th Ave.) Piaza 7-0064.—John



Quality Tkania Gems. New discovery, more bril-liant than the diamond, Custom

type exclusive mountings, finest Arcay Titania stones. A personalized service, (or by mail if you wish), you buy direct and save the middleman's profit. New low prices, Great buys, such as beauti-ful Solitaire or Engagement gem, set in 14 Kt. white or gold, only \$39.95, (F.T. inc.) ring, 1 Kt. finest Titania See this and other fine men's and women's Jewelry at THE ARCAY COMPANY, 299 Madison Ave., N. Y. C. (at 41st St.) Open Saturday till 4 p.m. or by appointment MU. 7-7361 —John



Feet hurt? You can get relief instandly with Airy - Walk To Steppons. friends, Nurses. my good Teachers, Firemen, Pontagen, Sanitation men and Letter Carriers, I want to convey this im-portant message.

Airy - Walk Step-pons must not be confused with arches or insoles. They are an entirely new method in foot comfort. It's like stepping on air. They truly relieve aching corns, painful callouses, burning and tired feet and associated foot troubles. Airy-Walk Steppons, weighing only 11/2 ounces per pair, are made of Foam Latex that fill themselves with 85% of self-supplying air as you walk. Slip easily into shoes, occupies negligible amount of space, and will not cramp the toes. They are cool as breeze, and cushion shocks in nerves, blood vessels and bones. I use them, and feel like a new man. Buy yours today. Only \$1.49 each pair postpaid, or C.O.D. if you wish. Full refund if not satisfied. Send check or money order stating thoe size to NORSAM PRODUCTS, Dept. C. 575 West 207th St., N. Y. 34.—John



EXAMS NOW OPEN

Hundreds of Men Needed for Jobs In Navy Yard

Hundreds of jobs in the Brook-lyn Navy Yard, in 65 titles, will be filled as the result of an exam now \$13.52—15.20; 4. Patternmaker, \$15.44—17.36; 4. Pipecoverer & filled as the result of an exam now open and which will remain open until all the jobs can be filled. Men are wanted to fill manual labor, mechanical and skiled

jobs in the defense program.

Appy in person, by representative or by mail to Recorder, Board of Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y. Applications also are obtainable at the U. S. Civil Service Commission, 641 Washingservice Commission, 641 Washing-ton Street, New York 14, N. Y., and at post offices, other than the New York, N. Y., post office. Vacancies in other naval instal-lations in NYC will be filled from the eligible roster.

There will be no written test. Candidates will be rated on their training and experience. The exam is No. 3-1-1 (51).

The titles of the jobs are given below, with the required experience in years, but if only months of experience are required, the letter M appears after the last figure. The rate of pay per day is

The Jobs: Blacksmith, heavy fires, \$14.96-16.88; 4. Blacksmith, other fires, \$14.00—15.76; 4. Boatbuilder, \$14.00-15.76; Bollermaker, \$1420-16.00; 4. Brakeman, \$1208 -13.60; 6M.

Calker and Chipper, Iron, \$13.52 —15.20; 6. Calker, Wood, \$13.52— 15.20; 1. Carpenter, \$13.76—15.44; 4. Coppersmith, \$14.24—16.00; 4. Craneman Electric (under 20 tons)

\$12.56—14.16; 6M.

Die Sinker, \$15.99—17.92; 4.

Driller, \$13.52—15.20; 6M.

Electrician, Power Plant, \$14.48

—16.32; 4. Elevator Mechanic, \$14.48—16.32; 4. Engineman, \$14.24—16.00; 2. Engineman (Holyting & Portable) \$14.60. (Hoisting & Portable), \$14.00—

Fireman, \$12.08—13.60; 1. Plangeturner, \$14.24—16.00; 4. Forger, Drop, \$1400—15.76; 2. Forger, Heavy, \$16.64—18.72; 4. Forger, Light, \$14.96—16.88; 4 Foundry Chipper, \$12.08—13.60; 3M. Framebender, \$14.00—15.76; 4. Gas Cutter or Burner, \$13.28—14.96; 6M Pireman.

Hammer Runner, Heavy, \$11.12 —12.56; 6M. Holder-on, \$12.08— 13.60; 3M.

Instrument Maker, \$14.96-

Joiner, \$14.00—15.76; 4. Joiner, \$14.00—13.10; 6M Laborer, \$10.32 — 11.60; 6M Loftsman, \$15.20—17.12; 4.

Machine Operator, \$12.56— 14.16; 1. Machinist, \$14.48—16.32; Mason, Brick or Stone, \$14.72-16.56; 4. Mechanic, Pire Control, \$14.96—16.88; 4. Millman, \$13.76 —15.44; 4. Molder, \$14.24—16.00;

Repairman, Office Machine Office Machine Repairman, \$13.76—15.44; 3. Oiler, \$11.60— 13.04; 6M. Operator, Automotive Equipment, \$13.04—14.72; 1. Oper-ator, High Lift Truck, \$11.12— 12.56; UM. Optical Instrument Assembler, \$12.80—14.40; 6M. Optical Instrument Maker, \$14.96-16.88; 4. Ordnanceman, \$12.32-

Insulator, \$13.76—15.44; 4. Puncher and Shearer, \$12.80—14.40; 6M.

Radio Mechanic, \$14.48—16.32; 2½. Refrigeration & Air Condi-tioning Mechanic, \$14.00—15.76;

Riveter, \$13.52—15.20; 6M. Rivet Heater, \$10.88—12.24; 3M. Roofer \$13.28—14.96; 2.

\$13.26 1... \$13.52—15.20; % Sailmaker, \$13.52—15.20; % Sandblaster, \$11.60 — 13.04; 3M. Saw Filer, \$13.76—15.44; 2. Sewer, \$10.32 — 11.60; 6M. Shippitter, \$10.32 — 50.4 Shipwright, \$14.00 \$14.24-16.00; 4. Shipwright, \$14.00 -15.76; 4.

Toolmaker, \$15.68—17.60; 4. Toolroom Mechanic, \$13.52—15.20; 2. Trackman, \$11.60—13.04; 6M. sewriter Repairman, \$13.28-

Welder, Electric, \$13.76—15.44; 8M. Welder, Gas, \$13.76—15.44; 2. These examinations are open to all U. S. Citizens who meet the experience requirements. Allplica-tions will be received by the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn, New York, until the needs of the service have been

Vacancies in these positions in the New York Naval Shipyard, Naval Base, Brooklyn 1, New York, and other Naval Installations, in the five boroughs of New York City will be filled from these examina-

met

Experience Requirements

Applicants must have had as a minimum, the length of experience specified after the title.

For Brakeman, one year of ex-perience as a switchman on a railroad may be substituted for the required six months of experience as a brakeman.

For Fireman, separate lists will be established of those eligibles who have had, included within or supplementing the six months of experience in firing stationary steam boilers or locomotive boilers, at least three months in any of

the following types of firing:
(1) Hand firing, coal burning

boilers;
(2) Mechanical stoker firing. coal burning boilers;

(3) Firing oil burning boilers. Experience in firing small do-mestic type heating plants, or experience with logging engines, portable sawmill engines, or threshing engines, fired with fuel other than oil or coal, will not be accepted as qualifying.

For Machinist, training or experience as instrument maker or tool maker, involving the use of conventional machine shop tools, will be accepted on a year for year basis up to three years of the required machinist training or exper-lence. Training pertinent to the machinist trade in a resident trade school may be substituted on a month for month basis up to two years of the required training or experience.

For Operator, Automotive Equip-ment, the required experience must have included operation of (Continued on page 9)

Student Trainees Sought For Summer Work on Soil

Examinations for indefinite appointment as Student Trainee-Soil Conservationist or Engineer (Agri-cultural), \$204 to \$239 a month, cultural), \$204 to \$239 a month, for employment in summer and vacation periods, were announced by the U. S. to fill positions in New York, New Jersey and elsewhere in the East. The exam number is 3-1-1 (51).

Student Trainee positions are open to college freshmen, sophomores, or juniors in agriculture or engineering. The starting salary

engineering. The starting salary will be based on scholastic train-ing. Trainees will be released in a non-pay status to continue their education during the regular school sessions. All scholastic expenses are borne by the trainee.
Upon completion of education,
trainees are eligible for full-time
professional positions starting at
\$3,100.

Soil Conservationist and Engineer trainees will help to develop farm conservation plans that will control erosion and accomplish the best land use.

Age limits are 18 to 35, but do not apply to veteran preference applicants. Applicants must be citizens of, or owe allegiance, to the United States.

Applications are obtainable from the U. S. Civil Service Commission, 641 Washington Street, New York
14, N. Y., by mail, in person, or by
representative. Send filled-in
forms to the Executive Secretary,
Board of U. S. Civil Service Examiners, U. S. Department of
Agriculture, 6816 Market Street,
Upper Darby, Pa., by Monday,
March 19. March 19.

All competitors will take a writ-ten test of general ability.

3-1-1 (51). Student Traince, Soil Conservationist Engineer, (Agricultural), \$204 to \$239 a month. Jobs in New York, New Jersey and elsewhere in the East, Open to all college students, ages Open to all college students, ages 18 to 35, who are citizens of or owe allegiance to the U. S. Age llimits do not apply to those entitled to veteran preference. Work is during summer vacation, with return to college on non-pay basis, leading to jobs at \$3,100 after graduation. Send filled in forms to Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, Upper Darby, Pa. Upper Darby, Pa.

4-31-1 (51). Aeronautical Research Intern (Scientific and Engineering), \$3,100. Jobs in field establishments of National Advisory Committee for Aeronautics.
Age limits, 18 to 35. Apply to
Board of U. S. Civil Service Examiners, N.A.C.A., Langley Field,
Va. (Last day to apply, Tuesday,
March 13) March 13).

2-2 (51). Junior Scientist and Engineer, \$2,100 to \$3,825. Jobs in N.Y. and N.J. in chemistry, physics, metallurgy, engineering, elec-tronics and mathematics. College degree not required. No written test. (No closing date).

2-21-11 (50). Military Training Instructor, \$3,100 to \$4,600. Jobs are in the Signal School, Fort Mon-mouth, N. J. Requirements: Ap-propriate experience or education. For Jobs paying \$3,825 and above, experience as an instructor re-quired. No written test. Apply to Executive Secretary, Board of U. S. Civil Service Examiners, Head-quarters, Signal Corps Center and Fort Monmouth, Fort Monmouth, N. J. (No closing date).

2-1 (51). Accountant and Auditor, \$5,400 and \$6,400. Jobs in New York and New Jersey in following fields: Commercial accounting, construction cost accounting, financial accounting, fiscal ac-count, manufacturing and processing cost accounting, public ac-counting, public utility accounting, other specialized fields. (No closing date).

61. Geologist, \$4,600 to \$7,600.— Jobs are in Washington and country-wide. Requirements: Education or education and experience plus professional experience in geology. No written test. (No clos-

148. Highway Engineer, Highway Bridge Engineer, \$4,600 and \$5,400.—Jobs are in Washington and country-wide; a few outside United States. Requirements: Education and/or experience plus professional engineering experi-ence. No written test. (No closing date).

126. Student Dietitian, \$1,470. Courses will be given in Veterans Administration hospitals in New York. Requirements: Appropriate education. No written test. Age limits: 18 to 35. Apply to appro-priate Board of U. S. Civil Service Examiners. (No closing date).

STATE

Open-Competitive

The following State exams are now open to the public. The starting pay is given, also the resultant pay after five annual increments. However, the cost-of-living adjustment to be voted by the Legisla-ture will be added to the an-nounced salaries.

4026. Principal Building Me-

chanical Engineer, Public Works, \$8,538 to \$10,113. One vacancy in Albany. Fee \$5. Exam date, Saturday, May 5. Candidates must have a license to practice professional engineering in New York State, high school graduation, and 8 years' experience in building mechanical engineering of which 4 years must have been in an administrative capacity, plus either (a) a bachelor's degree in engineering and one more year of the above experience; or (b) a master's de-gree in engineering; or (c) 8 years of engineering experience and one more year of experience in building mechanical engineering; or (d) 5 more years' experiece in building mechanical engineering; or (e) an equivalent combination of this

training and experience. (Last day to apply, Friday, March 30). 4027. Senior Building Construc-tion Engineer, State Departments, \$5,232 to \$8,407. One vacancy in Executive Dept. in NYC and one in State University, Albany, Fee \$5. Exam date, Saturday, May 5. Candidates must have a license to

Where to Apply for Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArclay 7-1616; State Office Building, Albany 1, N. Y., and Room 302, State Office Building, Buffalo 7, N. Y. Hours 9 to 5:30, excepting Saturdays, 9 to 12, Same applies to exams for county jobs.

NYC-NYC Civil Service Commission, 98 Duane Sweet, New York N. Y. (Manhattan) Opposite Civil Service LEADER office. Hours to 4, excepting Saturday, 9 to 12, Tel. COtriandt 7-8880.

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

NYC Travel Directions Rapid transit lines that may be used for reaching the U. S.,

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

U. S. Civil Service Commission—IRT Seventh Avenue local te

Christopher Street station.

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs, do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9" or larger envelope. The State accepts postmarks as of the closing date, the U. S. does not, but requires that the mail be in its office by 5 P.M. of the closing date. Because of curtalled 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

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

practice professional engineering A separate application and fee in New York State, high school graduation, and 4 years' professional experience in building consistency in pulliding consistency in the professional experience in building consistency in the professional experience in building consistency in the professional experience in building consistency in the professional engineering A separate application and fee must be filed for each. (Last day to apply Priday, March 30). sional experience in building con-struction of which 2 years must have involved responsibility for the supervision of building projects, plus either (a) a bachelor's degree in engineering or architecture and one more year of the above experience; or (b) 5 more years of the above experience; or (c) 8 years of general engineering experience plus one more year of experience in building construction; or (d) an equivalent combination of this training and experience of the statement of the perience. (Last day to apply, Friday, March 30).

4028. Assistant Tax Valuation Engineer, State Depts., \$4,242 to \$5,232. Three vacancies in Albany in State Board of Equalization and Assessment, Fee \$5. Exam date, Saturday, May 5. Candidates must have high school graduation and one more year of experience in public utility, municipal or industrial valuation work plus either

(a) 2 years' experience in engineering work in construction, maintenance, design or operation of public utility, municipal or industrial properties, or in the valuation of public utility. uation thereof and a bachelor's degree in engineering; or (b) one year of such experience and a master's degree in engineering; or (c) 6 years of such experience;or (d) a satisfactory equivalent of such training and experience. (Last day to apply, Friday, March 30).

Senior Draftsman, State Depts., \$2,898 to \$3,588. Thirty-one vacancies in Dept. of Public Works. Pec \$2. Exam date, Saturday, May 5. Candidates must have high school graduation plus either (a) 3 years of engineering or drafting file for both No. 4029 and No. 4030.

Depts., \$2,070 to \$2,760. Twenty-eight vacancies in Dept. of Public Works at Albany, Syracuse, Buf-falo, Horsell, Watertown and falo, Horsell, Watertown and Poughkeepsie. Fee \$2. Exam date, Saturday, May 5. Candidates must have high school graduation plus either (a) one year of drafting experience in the preparation of plans or tracings in the field of civil engineering; or (b) comple-tion of one year of a four year college course in engineering; or (c) an equivalent combination of training and experience, Candidates may file for both No. 4029 and 4030. A separate application and fee must be filed for each. (Last day to apply, Friday, March 30)

4931. Industrial Foreman (Tobacco Shop), Dept. of Correction, \$3,036 to \$3,726. One vacancy at Great Meadow Prison, Fee \$3 written test. Candidates must have 5 years of experience in tobacco manufacturing processes of which one year must have been in a re-sponsible supervisory capacity. (Last day to apply, Saturday, May

4032. Assistant Industrial Foreman (Sheet Metal Shon), Dept. of Correction, \$2,622 to \$3,312. One vacancy at Sing Sing Prison, Fee \$2. No written test, Candidates must have 3 years of recent satis-factory experience in sheet metal manufacturing which demonstrates ability to oversee the work of apprentices, helpers, or subor-dinate employees. (Last day to apply Saturday, May 5). 4033. Correction Institution Vo.

cational Instructor (Sheet Metal experience of which one year must have been in the field of civil engineering; or (b) completion of the completion of th (Continued on page 9)

Patent Examiners Sought; No Degree Is Required

for patent examiner at \$3,100. There are three options: 1, chemical engineering or chemistry: 2, electrical engineering; and 3, gen-eral, stressing technology, physics and related fields, but excluding chemical, mechanical and civil engineering.

The announcement is No. 274 Applications will be received until further notice. Apply in person, by representative or by mall to U. S. Civil Service Commission, 641 Washington Street, New York 14. N. Y. The jobs are in Washington, D. C., and vicinity and are probational, leading to permanency.

There will be a written test, technical treatises.

The U. S. has opened an exam | without technical subject-matter. Successful completion of a college course, or 30 semester hours of chemistry study or 24 in physics, is required. Four years of appro-priate experience is another alter-native. Training and experience

may be combined to cover the four-year requirement.

College students who expect to complete their courses not more than four months after filing their application may enter the competition. The age limits are 18 to 35, These don't apply to persons en-

titled to veteran preference.

The duties include weighing of patent applications against the known art, past inventions and

EXAMS NOW OPEN

STATE

Open-Competitive

(Continued from page 8) completion of the 9th grade or equivalent education, and 5 years recent satisfactory journeyman experience in the trade of sheet metal work. (Last day to apply, Saturday, May 5).

4034. Correction Institution Vo-cational Instructor (Upholstering), Dept. of Correction, \$2,898 to \$3,588. One vacancy in State Vocational Institute at Wes Cox-sackie, Fee \$2. No writen test. Candidates must have possession of, or eligibility for, a New York State certificate valid for teaching the trade of upholstering, completion of the 9th grade or equivalent edu-cation, and 5 years of journeyman experience in the trade of upholstering. (Last day to apply, Sat-urday, May 5),

STATE Promotion

3010. Junior Administrative Assistant (Prom.), Workmen's Compensation Board, Labor, \$3,593, five annual increases to \$4,308. Two vacancies in NYC. Fee \$3. Candidates must be permanently employed in the Workman's Comemployed in the Workmen's Com-pensation Board of the Depart-ment of Labor and must have served on a permanent basis in the competitive class prior to April 14, 1961 in a position allocated to 1951 in a position allocated to either (a) G-10 or higher for one year; or (b) G-6 or higher for two years. Candidates must have a working knowledge of public per-sonnel practices and governmental budgetary procedures; methods and procedures and organizational methods. They must have the ability to acquire readily a familiarity with the law, regulations, policies, records, functions and personnel of the Board. They must have in-genuity and resourcefulness in coping with administrative problems; ability to supervise the work of others; tact; courtesy; good judgment; ability to analyze and present data, reports and com-ments clearly and concisely either orally or in writing; thoroughness and dependability. (Last day to apply, Friday, March 9).

Senior Stores 3011. Clerk Institutions, Health. (Prom.), \$2,484, five annual increases to \$3,174. One vacancy in Raybrook Tuberculoses Hospital, Raybrook, and one vacancy anticipated at Homer Folks Tuberculosis Hospital, Onconta. Fee \$2. Preference in certification will be given to eli-gibles employed at the Institutions in which vacancies exist. Candidates must be permanently em-ployed in one of the Institutions under the Department of Health and must have served on a perma-nent basis in the competitive class for one year prior to April 14, 1951 in a clerical position (including stenographers, typists, and office machine operators) allocated to G-2 or higher, Candidates must be physically able to perform the duties of the position at the time of appointment. A physical-medical examination may be required. (Last day to apply, Friday, March

3013, Building Guard (Prom.), State Insurance Fund, New York City, \$2,070, five annual increases to \$2,760. One vac.ancy. Fee \$2. Candidates must be permanently employed in the New York Office of the State Insurance Fund and must have served on a permanent basis in the competitive class for at least one year immediately preceding April 14, the exam date. Candidates must have a good phy-sique; at least 20/40 vision in each sique; at least 20/40 vision in each eye (glasses permitted), and satisfactory hearing; be free from all mental defects; be physically strong and active and well proportioned within the range of accepted standards; be reliable, courageous, resourceful, tactful, firm, vigilant and must have good moral character and habit. Conviction of character and habit. Conviction of a felony, misdemeanor, or other violation of law, a history of mental illness or nervous disorder may bar examination and appointment. A character investigation may be made. Candidates must have ability to read, write, and speak English; general intelligence and judgment; knowledge of general police functions, fire control, and first aid; ability to understand and carry out written directions; good powers of observation, (Last day

Long Island State Park Commis-sion. Fee \$3. Candidates must be permanently employed in the Department of Conservation, Long Island State Park Commission, and must have served on a permanent pasis in the competitive class as Corporal, Park Patrol, for at least one year immediately preceding April 14, the exam date. Candidates must have satisfactory hear-ing, (there must be no deafness, however slight, in either ear, and perforated ear drum or other abnormal ear conditions may cause rejection), satisfactory color per-ception and satisfactory eyesight (vision must not be poorer than 20/30 in either eye, glasses per-mitted or 20/40 in either eye without glasses). Candidates must have good physique, be free from all physical or mental defects; be phyphysical or mental defects, be physically strong, active and well proportioned within the range of accepted standards; be reliable, courageous, resourceful, tactful, firm, vifillant, and must have good moral character and habits. Conviction of a felony will bar and a history of mental illness or nervous disorder may bar examination and appointment. A character investigation may be made. Candidates
must have a good knowledge of
New York State Penal law, Code
of Criminal Procedure, and the
Vehicle and Traffic Law; good
knowledge of part rules and regulations, thorough knowledge of
rules and regulations of the Long rules and regulations of the Long Island State Park Police Patrol, good knowledge of first aid methods; some skill in the use of fire-arms; ability to control men; neatness; courtesy; good judgneatness; courtesy; good judg-ment; tack; firmness; vigilance. (Last day to apply, Friday(, March

3915. Assistant Self-Insurance Examiner (Prom.), Labor, \$3,174, five annual increases to \$3,864. Five vacancies in New York City, Fee \$3. Candidates must be prepared to travel throughout the State. Candidates must be perma-nently employed in the Workmen's Compensation Board, and must have served on a permenent basis in the competitive class for one year preceding April 14, the exam date, in Grade G-6 or higher. Candidates must have a good knowledge of the Workmen's Compensation and Disability Benefit Laws, of the www York Workmen's Com-pensation and Employer's Liability Insurance Manual, and of the regulations, rules and practices of the Workmen's Compensation Board relating to self-inusrance; and some knowledge of claim reserve practices and of accounting and statistics as related to the duties of the position. (Last day to apply, Friday, March 9).

3016. Self-Insurance Examiner (Prom.), Workmen's Compensation Board, Labor, \$3.978. Five annual increases to \$4,803. Six vacancies New York City. Fee \$3. Candidates must be permanently employed in the Workmen's Compensation Board, and must have served on a permanent basis in the competitive class for one year preceding April 14, the exam date, as As-sistant Self-Insurance Examiner. Candidates must have a thorough knowledge of the Workmen's Com-pensation and Disability Benefits Laws, of the New York Workmen's Compensation and Employer's Lia-bility Insurance Manual, and of the regulations, rules, and prac-tices of the Workmen's Compensa-tion Board relating to self-insur-ance; and a good knowledge of claim reserve practices and of acto the duties of the position. (Last

day to apply, Friday, March 9). Applications will be received for

Applications will be received for the following State promotion exams until Friday, March 9. Any salary increase enacted will be added to the announced salaries.

3009. Junior Administrative Assistant (Prom..) Taxation and Finance, \$3.583. Five annual increases to \$4.308, One vacancy in the Albany office, Miscellaneous Tax Bureau, Vacancies in other bureaus are anticiapted. Fee \$3. Preference in certification will be Preference in certification will be given to employees of the promo-tion unit in which the vacancy

exists.

3008. Principal School of Nursing (Prom.), all Institutions, Mental Hygiene, \$4,342. Five annual increases to \$5,232. Two vacancies; one at Hudson River State Hospital, one at Gowanda State Homeopathic Hospital. Fee \$4.

3007. Assistant Principal School of Nursing (Prom.), all Institutions, Mental Hygiene, \$3,451. Five annual increases to \$4,176. Three

powers of observation. (Last day to apply, Priday, March 9).

3014. Sergeant. Park Patrol (Prom.), Long Island State Park Commission. Department of Conservation, \$3,312, five annual inwill be given to employees in the

creases to \$4,002. One vacancy in institution in which the vacancy

3006. Senior Aquatic Biologists (Prom.), Conservation (exclusive of Division of Parks and Division of Saratoga Springs Reservation), \$4,242. Five annual increases to 5,232. One vacancy in Watertown.

Fee \$4. 3005, Canal Electrical Supervisor (Prom.), Public Works, \$3,174. Five annual increases to \$3,864. Several vacancies. Fee \$3.

3004. Associate Heating and Ventilating Engineer (Prom), Public Works, \$6,700. Five annual in-creases to \$8,144. One vacancy in

the Main Office, Albany, Fee \$5, 3002. Senior Engineering Aide (Prom.), Public Works, \$2,898. Five

annual increases to \$3,588. Vacancles in Department of Public Works. Fee \$2.

3003. Senior Heating and Ventilating Engineer (Prom.), department-wide, Public Works, \$5,232.

Five annual increases to \$6,406. Three vacancies in the Main Office. Fee \$5. 3001,

Assistant Civil Engineer (Prom.), Public Works, \$4,242, Five annual increases to \$5,232. Two

vacancies in Albany Fee \$4.

3000. Junior Civil Engineer (Prom.), Department wide, Public Works, \$3,451. Five annual innual increases to \$4,176. 149 vacancies. Fee \$3.

COUNTY

Open-Competitive And Promotion

4415. Senior Social Case Worker. Public Welfare, Westchester Coun-fects or diseases as would consti- of this exam.

GRamercy 5-0012, 0013, 1733

Jobs in Navy Yard

(Continued from page 8) at least two of the following: bulldozers, shovels, snow loaders, graders, power winches, rollers, or other similar machines. At least three months of this experience must have been on diesel equipment.

For Refrigeration and Air Conditioning Mechanic a completed apprenticeship as an electrician or four years of practical experience in the electrical trade sufficient in content and progressive acquire-ment of trade skills to be the substantial equivalent of such completed apprenticeship may be sub-stituted for not more than two years of experience in the instal-lation, adjustment and repair of all types of refrigeration equipment. Applicants must show that their experience has included or has been supplemented by at least six months of experience on modern air conditioning equipment.

Persons assigned an eligible rating in the trades listed who are to be considered for appointment in the New York Navai Shipyard may be required to qualify in a performance test.

Physical Requirements

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 de-

tute a hazard to themselves or others.

Age Limits

The minimum age limit is 18 years. There is no maximum, However, appointing officers will not be required to consider for ap-pointment any persons outside of the regular civil service age limits of 18 to 62 years, except those entitled to veterans preference.

Applicants must be citizens of or allegiance to the United States. Veterans Preference Applies

How to Apply

Obtain card Form 5001-ABC and application Form 60 at any first or second-class Post Office in or second-class Post Office in which this notice is posted; from the Recorder, Board of U. S. Civil Service Examiners, New York Naval Shipyard, Brooklyn I, N. Y. or from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. Fill them out completely. Be sure to state the title of the examination for which you are applying, Submit a separate are applying. Submit a separate application for each examination in which you desire to compete.

Applicants must send filled in

forms to the Recorder, Board of U. S. Civil Service Examiners, New York Naval Shipyard, Brooklyn

1, N. Y.

All registers for these positions previously established will be expired upon the establishment of registers of eligibles as a result



BILLS IN LEGISLATURE

Following is a list of civil serbills introduced in the 1951
bills introduced in the 1951
conduct shown after hearing upon notice
be Legislature. Each bill carries and with right of review CS.

with member's annuity shall equal 1/70th, instead of 90% of 1/70th of final average conduct shown after hearing upon notice and with right of review CS. vice bills introduced in the 1951 State Legislature, Each bill carries a heading, names of introducers and introductory identification numbers. S stands for Senate and A for Assembly. The Senate com-mittee is given first, where two committees have different names.
An abstract of the contents and the name of the committee to which the bill was referred are given. The committees are coded as follows:

PS-Public Service CS-Civil Service -Labor WM-Ways and Means NYC-New York City FI-Finance GL General Laws GC General Codes JUD-Judiciary

CI-Cities t0 hr., 3 day week NYC Board of Transportation (S72, O'Connec, A410, Austin). Porry-hour week, 8-lour day without reduced pay Ps.

Without reduced pay. PS.

Varutions, NYC Board of Transportation
(SIIN, Zarstriki, A415, Savarrae). Three
weeks vacation, instead of two for emplayers of Board who have at least a
year's service, and 1 is since a trast a
year's service, and 1 is since a month for
those with less service. NYC, PS.

Sirk Leave, NYC Board of Transportation (S1000, P. J. Mahoney, A81, DeSaltia). Unused sick leave shall be comulative
up to 96 days and not run concurrently
with vacations, CS, PS.

5.Day Werk in Cities (S009, Donovan;

5.Day Week in Cities (SDOD Denovan A100 Gallowny). Five-day week for civil service employees in cities of 50,000 or more; employees to select Saturday or Sunday for religious observance and one ofter day, LA.

other day, I.A.

State Employees Medical Insurance (SLOG, Priedman; ASS, Fachstein). State comptroller to contract with non-profit membership insurance corporation for reclical, surgical and hospital service for state comployees who subscribe to plan for themselves and their families; deductions may be made from pay with consent of comployees, and employees are contribute. employers, and employers may contribute equal amount; establishes fund, CS, WM.

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Legal Expenses on Restoration (S240, Wachtel, S891, Danovan; A117, Galloway), Civil service employees, restored to positions by court order after removal, shall receive expense in legal actions, as fixed to order, CS, WM.

Municipal Employees Pay on Public Works (50k, Condon; A78, Curry). Muni-cipal employees shall receive same wages on rubile works as paid to other employ-ces thereon. LA, WM.

Overlime Pay (545, Condon; A235, Koanf). Fixes maximum five-day 40-hour work week for public officers and employ-ess in classified service and allows over-time at 145 times regular rate. LA. WM.

Inspectors' Pay (546, Condon: A53, Wilson). Employees holding peruranent civil service fitle of inspector of construction trade, inspecting work of journeyman building construction mechanics, with required qualified experience, shall be paid not less thus prevailing rate paid to mechanics whose work is inspected. LA. WM. Reported out of Senate committee.

Pay for Absence (Si0, Corrad: ASS, Jack), NYC maployees required to appear before chairman of state workmen's compensation board for investigation of claims to receive pay for time lost from work.

State Pay Raise (A79, Furry: A89, relier). Allows state officers and employmergency pay of 15% additional to grain pay, but not to exceed \$1,500 a pay additional, FL WM.

Disability Pay (Sel., Fitzgerah); A191. Caras). NYC employees injured in course of employment to receive difference in pay between salary and award granted under Workmen's Compensation Law, for time last due to injury, NYC.

Seniority Increments (SD2 Bauer; AS5, McDonnell), Classified state employees after 10 years of service to receive one salary increment to addition to other pay, with additional increments after 15 years and 20 years, CS, WM.

NXC Retirement After 36 Years (A99, Galloway). Allows members of NYC em-ployees retirement system to retire after 30 years of total service. NXC.

3-Year Average Pension Pay (A65, Dwyer!, Final compensation of members of NYU coupleyees' retirement system to mean any three, instead of five, consecutive years, NYC.

uni amount: establishes fund. CS. WM.

Removals (S1220, Donovan, A100, Cal.

Bitter) Allows members of state employ way), Probibuts removal of officers and exployees with 10 or more years of ity retirement, a person which together

PARTIA

CONTENTS

With A Needle? Can You Cook? Part-Time

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NXC Occupational Retirement (S237, Wachtel; A84, Juck). Allows members of NXC employees retirement system to retire for occupational disease with same benefit as for accident disability, CS, NXC.

NYC Pension Loan Insurance (\$155, Greenberg; A44, Reidy), NYC employees retirement system to effectuate plan within six months for insuring loans to members against death, instead of having members insure loans, CS, NYC.

NYC Peculon Loan Rate (S1923, Hal-pern; A45, Reidy), Fixes interest rate on loans to members of NYC employers' re-tirement system at no loss than regular interest rate, no more than 6 per cent. CS, NYC.

CS. NYC.

NYC Beath Benefit (S31s, Braisled; A76, Raker), Allows members of NYC employees' retirement system after maximum of 50 years of allowable service, as death benefit, amount equal to compensation excashe in City service during 24 months immediately preceding death, CS, NYC, Reported out of Schale committee.

State Death Senate committee.

State Death Seneth (SSE Parcz). Strikes out provision that ordinary death benefits for members of state suppleyees retirement system shall not exceed 30% of pay earnable during last 12 months of service; changes basis of benefits, with additional allowance for service after 10 years. FL

allowance for bervice after 10 years PL
State Military Ceedit 5108. Mitchell's
Credit for military service allowed members of state employees retirement system
for World II shall apply to those honorand residents of state at time of entrance
into I. 8. armed forces; siriles out refercinc to return to civil service within one
year. CS.

NYC Pension Service (SSS, Gittleson: A72, Savarose). Permits members of NYC employees' relifement system after 10 years' service, to receive credit for time on city preferred list between January 1, 1900 and December 31, 1946, but not to exceed five years. CS, NYC. Reported out of Senate committee.

25-Year Police Prusium (S44. Cendon-A54. Wilson) Optional retirement of policement in numericalities and special police districts who are members of sinte employees retirement system, after 15 years, service or at are 60 fires contributions and benefits CS, WM.

and benefits, CS, WM.

Medical Insurance (\$1000 Friedman; ASC, Farbstein). Since compressive to contract with non-profit membership insurance corporation for medical, straiced and hospital service for state employees who subscribe to plan for themselves and their families deductions may be made from pay with concent of employees and employees and employers may contribute equal amount; establishes fined and pravides for annual appropriations thereto, CS, WM.

Labor Enfallers Forced, (\$2011 December 1)

Labor Relations Boards (SD04, Donovan; AIIS, Galloway), Requires state and municipalities to establish public employ-ess labor relations boards and allows pub-tic employees in join organizations of their own choosing, for present grievances to boards which shall negotiate settlement and to investigate complaints; appropri-ales 550,000, FL WM.

NXC Employees Halidays (552, Crawford; A009, Rabin), Requires that comployees to NYC depts, or independent agencies paid from city fonds shall be paid for not loss than 12 legal holidays, GC, GL.

State Legislature, Retirement (5880), Bonowan; A221. Goldwater) Allows mem-bers of the legislature retirement could for service in U. S. armed forces from yoly 1 1946 to June 30, 1947 as members of vists supplyings retirement system; from contributions and annathus. CS. WM.

City Employee Work Week (S140, Con-don: A167, Curto). Allows civil service anniogene, paid from transmy of cities of \$10,000 or more, two days rest in seven with right to select Saturday or Sunday for religious observance and one other deer LA. for religi

Disciplinary Hearings (SECT. DeOptatio) Allows civil service employees against whom charges have been preferred to check to have charges heard and penalty imposed by stale civil service commission having preferred on the civil service commission having preferred on. CS.

Military Credit Extension (S1DS7, Rosenblatt; A239, Lama), Strikes our provision that multary duty shall not include columnary enlistments on or after Jac., 1947, for public employees enlitied to ortain benefits, ML, DEF.

Pension Ceedit for Military Duty (A385, Steingut). Strikes out provision denying members of NYC employees' retirement system credit for period of military duty when military base pay exceeded civil pay. PEN.

Overline at 1 15 Rates in Cities (5163. amphell: A2006, Campbell), Gives muni-ipal employees time and one-half for vertice, F1, WM.

Overline at 1% Rates for All Earning under \$3,000. (\$170 Braided). Allows time and a half on overline by public comployees carning less than \$5,000 a year.

1.200 Pension for Police Widows (51221) Denovam: A705, Goldwater: Increase from 5300 to \$1,200 pension for widows or spiner kin of decreased policeman. CS.

1.000 Pension for Fireman's Widow (5897 Demovac A200 Goldwater, Increases from 2000 to 21,000 pension for representative of deceased ferman, increases amount of death benefits after mittres incurred in line of daty, CS, NYC,

\$1,200 Pension for Fireman's Widow (SSBC Denovan AUOT, Goldwaier), In-renses from SEOU in \$1,200 allowance for representative of decoused minuber of NYC malformed force of fire dept. CS, NYC.

NYC malformed force of fire dept. CS. NYC.

NYC Fire Dept. Pay (A301, Cheft). Allows members of uniformed faces of NYC

fire dept. after 45 hours and 48 minutes
of wath per work to be paid at hourly
vate based on manual safary. NYC.

A Weeks' Vacation First Year (S1)3,

Zaretahi; A405, Savarese: Gives those
with one year's service I weeks vacation
a year, 1°S.

Holiday Pay (8292, Soria: A667, Clan-c), Gives leave of absence with pay or olidays, to addition to sick and vacuation are, without to non-functioned with peration of transit facilities, PS.

Sick Leave Accumulation (SUTS, Furey), Allows Unused sick leave up to 68 days, and in the enteurrently with variation, NYC.

Overtime Pay at Time and a Half (8077, Paint: Aftio, Graci). Given employees secretime pay in all civil service classes on basis of 15 times regular basic pay. 175.

Francii Phy Bifferentiat (Sha7, Wachtel; Alle Crant, Elive mandaries in operating division SFC, Blood of Thempocation, additional 20% of pay for you doke

Court Employees' Pension (5705, Gecomberg, A197, Dwyers, Provides that if employee of Appellate Division, 1st dept. retired before Jan. 1, 1930, his pension shall equal amount of annual salary for two years preceding retirement. FI. WM.

Institution Police Officer (\$200, Hatfield: A433, Enaut), Defines as peace officers, institution patrolmen in state institutions, GC.

Transit Pay for Legal Bolidays (S220, Hughes; A283, Fitspatriek), Gives per diem or hourly basis employees in Board of Transportation, division of operation and maintenance, legal bolidays with pay, or time off in tien thereof. CS. WN.

Nurses Made Competitive (\$254, Crawford; A157, Clancy). Provides for appointment and promotion of nurses from civil acryice lists after competitive examination.

Inspectors' Pay in Cities (5271, Bauer;

A188, Butler), Gives such inspectors clies of 175,000 or more prevailing we rate, not less than that for mechan whose work they inspect, LA, FL.

Special Death Benefits (5161, Greenbeath), Dwyer), Special death benefit benefit benefit benefit and before July 1, 11 after 40 years of service of city over 58, CS, NYC, Third reading, Senate.

Disability Retirement (2238, Wachtel) A1088, Fredhr), Retirement for ordinary disability of members after 5 instead of 10 years of City service, CS, NYC.

Death Benefit (S314, Brainted: A76, Balter). Death benefit after more than 20 years of service, an amount equal to pay surnable by him in city service while a member, during 24 months before death. CS. NYC. CS. NYC.

Construction Workers' NYC Benefits (Continued on page 11)

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BILLS IN LEGISLATURE

(Continued from page 10)
(A238, Lama), Members who received pay
from U. S. government for construction
projects of state or municipality under
federal grants and who were thereafter
employed with NYC, to contribute as if
they had been in city service, after five
years' service in city before and after
federal service or at least 10 years' service
after federal service, NYC.

NYC Emergency Relief Pensions (A414.

NYC Emergency Relief Penalons (A414, nethn). Members in city service for not so than five years, in filing application y June 30, 1951, to receive penalon edit for not more than five years' service a naid couployees of City emergency relief areas. NYC.

NYC Library Employees' Pensions (5160, Gittleson: A364, Gillen). Members after five pears' city service, to receive credit for service before July 1, 1937, as employees of NYC, Brooklyn or Queens become pub-lic libraries, subject to necessary deductions, CS, NYC.

Lifts Prusion Celling (A459, Olliffe).
Strikes out provision that ordinary death
benefits for members of state employees
retirement system shall not exceed 50%
of pay earnable during last 12 months of
service, Changes basis of benefits and
allows additional benefit for service after
ten years, WM.
William Paris

Military Pension Credits (\$324, Condon; 370, Wilson). Employees who served to S. armed forces during World War II of were honorably discharged, if resident state at time of outry, to get credit r military service in local pension funds a retirement systems. Contributions shall

Recent Dewey **Appointments**

ALBANY, Mar. 5 — Recent ap-pointments by Governor Thomas

GEORGE W. PERKINS, of Cold Spring, re-appointed President of Palisades Interstate Park Commis-

MELVIN H. BAKER, appointed a member of the Buffalo Port Facilities Commission.

HOWLAND S. DAVIS, of Tivoli, re-appointed a member of the Ta-conic State Park Commission.

MRS. MARTIN BLUNDRED, of Syracuse, appointed a member of the Board of Visitors, Syracuse

State School.

DAUSE E. BIBBY, of Endicott, appointed to Board of Trustees. New York State Institute of Applied Arts and Sciences at Binghamton.

WILLIAM L. PANNING, of Ossining, and SAMUEL G. STAFF, of NYC, reappointed Commissioners of the State Insurance Fund.

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Milton Gladstone Director, Career Service

Misdeeds to Block Fension (\$410, Schup-ler). Pension benefits shall not be available to public officers or employees who mis-appropriate public funds or property, or commit follow related to conduct of diffe-or fraudulent or corrupt set in official capacity or in relation to election or appointment, PEN.

Layoff and Demotion, Labor Class (SSG). Halpern: ASO, DelGiorno). Suspension from or demotion in civil service labor class in cities of 500,000 or more shall be in inverse order of original appointment. CS.

Age Limits Essed for Veta (\$288, Sorin; A352, Moor). If minimum age requirements for positions in public service are established for persons reached for appointment while in military service without minimum age requirements, reticement status and seniority shall begin when they reach minimum age requirement, CS, JUD.

Validation of Disablet Veta Lobe (\$1204.

Validation of Disabled Vets' Jobs (51294; Rosenbiatt; A237; Lanna); Lemnines ap-pointment or promotion from eligible list before Jan. 1, 1951; on claim of disabled veterans preference, as of date of appointment or promotion, regardless of extent of disability. If a disability was in fact in existence, C5.

fact in existence, CS.

Occupational Disease Retirement (SC41, Wardiel: A341, Grazi). Permits retirement for occupational disease in State Retirement System with the same annuity as for accidental disability, CS. WM.

Seniority Incrementa (SC44, Wachtel: A141, Classey). Provides one additional State increment for each five years of additional uninterrupted service thereafter until age 70. FL. WM.

Prior Pension Secreta, CS58, Mallows N.

until age 70. FI, WM.

Prior Pension Service (\$280, Hollowell; A162, Noonan). Includes service of honorably discharged veterans who were resistents of U. S. at time of entry into U. S. Military service, rendered in time of war before July 2, 1921, or with the AEF after Nov. 11, 1918, and before June 30, 1919, as prior service under State Retirement System, CS, WM.

Pension Credit Extension (\$890, Copovan; A202, Goldwater). Allows pension credit for service rendered from July 1, 1840, to June 30, 1947, as members of U. S. armed forces, under State Retirement System, CS, WM.

Disability Pensions (A387, Caffery).

Disability Pensions (A387, Caffery), Thes out provision limiting to persons uder age 60 avoidental disability allow-nce in State retirement system, CS.

NYC Pay Checks (5162, Campbell; A2070, Campbell), Requires NYC salary check on and after July 1, 1982 shall contain detailed statement of all deductions from basic amount of check; cash payments shall be accompanied by written statement, FL CL.

statement, FL CL.

Removals, Time Limit (S130, Bridges; A79, DelGiorno). Reduces from five to two years time limit for commencing removal or disciplinary proceedings against civil service employees, (S. JUB.

Labor Class Suspensions, Clies (S261, Halbern; A80, DelGiorno). Suspension from or demotion in civil service labor class in cities of 500,000 or more shall be in inverse order of original appointment, CS.

Condon-Waddle, 1.

Condon-Wadlin Act, repeal (\$230, Wach-is): A101, Galloway), Repeals provision prohibiting strikes by public employees and penalties imposed therefor, CS.

Sick Leave Pay (8360, Halpern; A013, Rabin). Allows with paye with pay at rate of 18 working days a year, cumula-tive for not more than 150 days, CS, WM. Sick Leave Pay (A406, Schupler), Al

be made thereafter unless law provides lows regular classified civil service employ-otherwise, CS, WM,

Misdeeds to Block Pension (S410, Schup, ler), Pension benefits shall not be available and firemen.

and firemen.

State Employee Increments (5183, Dalessundro; A547, Gilben). Allows state employees to receive additional increment after five but not less than 10 years of service at or above maximum grade of position, two such increments after 10 but less than 15 years and three after 15 years, with maximum total salary not to exceed \$4,160, CS, WM.

Disciplinary Appeals (SS04, Donovan: A204, Goldwater). Clarifies provisions, including those affecting surployees of county effices within NYC, in right of appeal from disciplinary action against civil service employees. CS. Third reading in Assembly, Classification (S1039, Halpern; A255, Prefler). Classification are per diem, partiting or otherwise, Ft, WM.

Norses, Wages and Hours (S863, Zarctives, Wages and Hours (S863, Zarcti-

Ngrees, Wages and Hours (8863, Zarctabii: A142, Clabey). Fixes maximum fiveday of 40 bour week and eight hour day for registered professional nurses employed by begitable or inattritions, and maximum eight bour day in private duty; except cases of emergency. LA.

Nurses, Appointments and Prometions (8254, Crawford, A137, Clancy), Provides that registered professional nurses employed by municipalities shall be appointed and promoted in grade from civil service lists after competitive examination. Nurses employed for six months or more with satisfactory professional service may be transferred to approurate grade and title subject to approval by civil service dept. CL.

State Institutions, Food Handlers (8225.

State Institutions, Food Handlers (S225, Hughes: ASSS, Roman). Prohibits split shifts in tours of duly of employees en-gaged as food handlers in state institutions and requires that daily tour of duly shall be fixed at not more than eight continuous hours a day, CS, WM.

(Continued next week)

McGovern **Promotes** Alpert, Potter

ALBANY, Mar. 5-State Comptroller J. Raymond McGovern has announced the promotion of two Albany men to executive positions in the State Department of Audit and Control.

They are Milton Alpert, who is appointed Associate Counsel in the appointed Associate Counser in the Division of Audits and Accounts, and Charles W. Potter, who is named Chief Consultant in the Division of Municipal Affairs. Both have been assistant counsels

in their respective divisions.

Alpert entered the employ of the Department of Audit and Control in July, 1945, as a legal assistant. He succeeds Howard Henig of New York City who resigned last month to resume the private practice of law. Alpert re-

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EDITORIAL

Accountant Bill Should Be Killed

THE Condon-Wilson bill, requiring the registration of accountants who are not certified public accountants, would deny accountants employed by U.S., State or local governments the right to register.

Accountants working for the various branches of government had to meet high minimum qualifications, including graduation from an accredited accounting school and years of practical experience in accounting. Then they had to pass difficult exams. The total training and experience required was probably greater than would be necessary for non-government-employed accountants in registering under the bill, should it be enacted. It should never be enacted. Driscrimination such as this bill would inflict is abhorent.

sides at 10 Swartson Court with his wife and two children.

Potter entered state service as a legal assistant in the Department of Audit and Control in April, 1944. He succeeds William J. Embler of Albany, who was appointed Deputy Comptroller in pointed Deputy Comptroller in charge of the Division of Municipai Affairs. Potter resides with his wife and daughter at 399 State Street.

DR. CORTEZ F. ENLOE APPOINTED TO HEALTH JOB

ALBANY, Mar. 5 — Dr. Cortez F. Enloe, Jr., of Manhasset, has been appointed special consultant to the New York State Department of Health for medical supplies in the civil defense program,

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EXAMS NOW OPEN

Teaching Jobs Open Overseas

teachers in the New York metropolitan area adequate oportunity to apply for overseas teaching jobs the Professional Office of the New York State Employment Service, I East 19th Street, NYC, will remain open an additional half hour daily, from 9 a.m. to 530 p.m., Monday through Priday, and from 9 a.m. to 1 p.m. on Saturday, March 3. The special hours will remain in effect until Thursday, March 8, when applications March 8, when applications will close.

About 400 openings for elemen-tary and high school teachers are

COUNTY

Open-Competitive

And Promotion

(Continued from page 9)

ty, \$3,270 to \$3,810. Fee \$3. A

promotion exam will be held at

the same time. Candidates must

have been residents of the State

at least one year and of West-

dates must be graduates of a col-

lege or university from a four year course for a bachelor's de-

four years of recent satisfactory full-time paid experience in social

case work with a social agency adhering to acceptable standards, one year of which must have been

in family case work; or (b) two years of social case work as de-scribed under (a) including the

graduation from a two year course in an approved school of social

work; or (c) a satisfactory equiva-

lent combination of training and

experience. (Last day to apply,

4417. Assistant Supervisor of Case Work, (Public Assistance), Public Welfare, Westchester Coun-ty, \$3,690 to \$4,320. One vacancy.

Fee \$3. A promotion exam will be

held at the same time. Candidates

must have been residents of the State at least one year and the county of Westchester for four

months immediately preceding April 14, exam date. Candidates

must have (1) graduation from a

four year course for a bachelor's degree, with courses in sociology,

welfare field, and graduation from

foregoing training and experience. (Last day to apply, Friday, March

Friday, March 9),

They must have either (a)

To give interested public school | to be filled by the start of the next school year in September for the Army commands in Germany, Austria, Japan, the Philip-pines and Okinawa, Mr. Montrose said. Only currently employed public school teachers with at least two years of experience are eligible. The jobs pay \$3,825 to \$4,781 a year. Transportation and housing are free and other living expenses range from \$40 to \$60 a month, A one-year contract will be required. Age limits are 25 to 45 for women and 26 to 55 for men. Limited family accommoda-tions are available only in Europe.

alent combination of the above sion of Public Assistance of the Satisfactory completion of 1 year of full-time training in an ap-proved school of social work is equal to 1 year of required social case work experience; 2 years of such training is equal to 3 years of required social case work experience. (Last day to apply, Friday, March 9).

3403. Senior Social Case Worker (Public Assistance), Public Welfare, Westchester County, \$3,270 to \$3,810. Fee \$3. Candidates must be permanently em-ployed in the Department of Fam-ily and Child Welfare and must be serving and have served on a permanent basis in the competitive class for at least six months immediately preceding April 14, the exam date. Candidates must be graduates of a college or university from a four year course with a bachelor's degree and must have either (a) four years of recent satisfactory full-time paid experience in social case work with a social agency adhering to acceptable standards, one of which must have been in family case work; or (b) two years of social case work as described under (a) including the one year in family case work and graduation from a two year course in an approved school of social work; or (c) a satisfactory equivalent combination of the (Last day to apply, Friday, March

3464. Principal Clerk (Prom.) Highway Department, Chatauqua County, \$1.35 to \$1.45 per hour. One vacancy. Fee \$2. Candidates must be permanently employed in the Division of Highways, Chau-tauqua County, and must be serv-ing and have served on a permanent basis in the competitive class in a clerical position for at least six months immediately preceding April 14, the exam date, and must have either (a) seven years of clerical experience of which one year shall have involved the performance of responsible clerical tasks or (b) three years of clerical tasks or (b) three years or (b) three years or (b) three years or (b) tasks; or (b) three years of clerical experience of which one year shall have involved the performance of responsible clerical tasks, and completion of a standard high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Last day to apply, Friday, March

3405. Intermediate Social Case Worker (Prom.), Public Welfare, Westchester County, \$2,880 to \$3,330. Fee \$2. Candidates must be permanently employed in the Divi-

LEGAL NOTICE

MINTZ, BENJAMIN—In pursuance of an order of Hon. William T. Collina, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Benjamin Muts, deceased, to present the same with vouchers three-of, to the aubscribers, at their place of transacting business, at the office of Hyman Floch, Attorney, at No. 1440 Broadway. Berough of Manhattan, in the City of New York, on or before the 26th day of June. 1051

Dated, New York, the 12th day of December, 1950.

JACK MINTZ,
HERMAN MINTZ, DAISY MINTZ HOLMAN,
Executors.

HYMAN FISCH, Attorney for Executors, Office and P. O. Address, 1440 Broadway, Borough of Manhattan, New York 18, N. Y.

COUNTY

Open-Competitive

4418. Junior Administrative Assistant, Public Welfare, Westchester County, \$3,090 to \$3,810. One vacancy in White Plains. Fee \$2. Candidates must have been residents of the State at least one year and of Westchester County at least four months immediately preceding April 14, the exam date. chester County at least four months immediately preceding April 14, the exam date Candi-Candidates must have (1) graduation from a college or university from a four year course for a bachelor's degree and one aca-demic year of full-time graduate study toward a master's degree in public administration or in a school of social work; and (2) either (a) one year of full-time paid experience in an administrative or supervisory capacity in a social agency of recognized standing; or (c) a satisfactory equivalent combination of training or experience. (Last day to apply, one year in family case work, and Friday, March 9).

Promotion

3402. Case Supervisor (Prom.) Grade B. (Public Assistance), Public Welfare, Tompkins County, \$3,000 to \$3,300. One vacancy. Fee \$2. Candidates must be permanently employed in the Tompkins County Department of Public Welfare and must be serving and have served on a permanent basis in the competitive class for at least six months immediately preceding April 14, the exam date, as Senior Case Workers. Candidates must be graduates of a standard senior high school or have equivalent education. They must have either (a) graduation from a college, university or normal school from a four year course with a bachelpsychology or allied social sciences, and (2) either (a) five years of recent satisfactory full-time paid experience in social case work with or's degree and four years of full-time satisfactory paid experience, within the past ten years, in social a public or private social agency adhering to acceptable standards. case work with a public or private of which two years must have been in family welfare; or (b) three years of social case work as de-scribed under (a), of which two years must have been in the family social agency adhering to accept-able standards; or (b) eight years of satisfactory full-time paid experience, within the past ten years, of which four years must have been in social case work as de-scribed in (a) above, and the remaining four years must have a two year course in a school of social work; or (c) a satisfactory equivalent combination of the been either in social case work as described in (a) above, or in super-vised teaching in an accredited school; or (c) a satisfactory equiv-

alent combination of the above sion of Public Assistance of the outlined experience and education. Department of Family and Child 18 Tests in Satisfactory completion of 1 year Welfare, or in the commissioner's Welfare, or in the commissioner's office, and must be serving and have served on a permanent basis in the competitive class for six months immediately preceding April 14, the exam date. Candidates must be graduates of a college or university from a four year course with a bachelor's degree, and courses in sociology, psychology and allied social science, and must have either (a) two years Buyer, \$4,400. satisfactory full-time paid experience, within the last ten years, in social work with a public or private social agency adhering to acceptable standards, of which one year must have been in the family year must have been in the lamily case work field; or (b) one year of social case work as described under (a), and one year of grad-uate study in an approved school \$4,400. of social work; or (c) graduation from a two year course in an ap-

LEGAL NOTICE

proved school of social work; or

(d) a satisfactory equivalent com-bination of the foregoing training and experience. (Last day to ap-

ply, Friday, March 9).

CITATION .- The People of the State of New York, By the Grace of God, Free and Independent, To ATTORNEY GENERAL OF THE STATE OF NEW YORK: FRANK S. CAMPBELL "THE FUNERAL CHURCH" INC.; RUDOLPH STEINER; and to"MARY DOE" the name "MARY DOE" being ficti DOE" the name "MARY DOE" being fictitious, the alleged widow of SIMON GOLDSCHMIDT, deceased, if living, or if dead,
to the executors, administrators and distributes of said "MARY DOE" deceased,
whose names and Post Office addresses are
unknown and cannot after diligent inquiry
be ascertained by the politioner herein,
and the distributens of SIMON GOLDSCHMIDT, deceased, whose names and
Post Office addresses are unknown and
cannot after diligent inquiry be ascertained
by the politioner herein, being the persons
interested as creditors, distributees or
otherwise in the exists of SIMON GOLDSCHMIDT, deceased, who at the time of
his death was a resident of 230 East Rist
Street, New York City, Send GREETING;
Upon the petition of The Public Admininfrator of the County of New York, baving
his office at Hall of Records, Boom 309,
Borough of Manhattan, City and County of
New York, as administrator of the goods,
chattels and credits of said deceased:
You and each of you are hereby cited
to show cause before the Surrogate's Court
of New York, on the 20th day of March,
1951, at half-past ten o'clock in the forenoon of that day, why the account of
proceedings of The Public Administrator of the goods, chattels and credits of
said deceased, should not be justically
settled.

In Testimony Whereof, We have caused tious, the alleged widow of SIMON GOLD

said deceased, should not be jumped estited.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunte affixed. Witness, [Seal,] Honorable William T. Collina, a Surrogate of our said County, at the County of New York, the 5th day of Pebruary in the year of our Lord one thousand nine hundred and fifty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

RELERIAN. DIKRAN G.—CITATION—
The People of the State of New York, By the Grace of God Fram and Independent. To Sential of ULIEBNIKAS, an alternate excellent of ULIEBNIKAS, an alternate excellent of Dikran G. REGORY FAUL.

AGRICAN GRARELSE DIKES, formerly known and Testament of Dikran G. REGORY FAUL.

formerly known and GREGORY for the New York Blain and Cancer United the New York Shin and Cancer United the Melical Control of the New York Indiversity Huspital; and the NEUNOLOGICAL INSTITUTE OF NEW YORK being the distributes of, and an alternate Execution of the Control of the Control of GREEVING.

Dikran G. Reiskian, deceased, and the persons having an interest in said will who are adversely affected by the codicil thereto, bend GREEVING.

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Buyer (Paper, Paper Products).

Buyer (School Office Furniture), \$4,400.

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Burroughs No. 7800 Operator, \$1,980.

Deputy Supt. of Plant Opera-tion, \$7,850. Director of Cancer Control and Research.

Dockbuilder, \$22 per day. Inspector of Live Poultry, Grade

Machine Woodworker, \$15.40 per

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Weighmaster,

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Removals Under the

HOW FORMAL MUST AN INFORMAL REMOVAL .. HEARING BE?

IF YOU are neither a war veteran nor an exempt volunteer fireman, you can be removed from your civil service job, even if it is in the competitive class, without any hearing. This is the rule applicable to civil service jobs generally, all though there are laws relating to particular offices, like police positions, for which a preliminary hearing is required.

The general rule as to competi-

The general rule as to competi-tive jobs is that the employee must be served with written charges of incompetency or mis-conduct, which he must be given a reasonable oportunity to answer

in writing.

However, there is nothing to prevent an appointing officers from granting an employee a hear-

A question arises whether or not an employee removed after a vol-unteered hearing has the right to a court review, as if the hearing had been compulsory. The question was recently raised in a case involving a hospital attendant at a New York State mental hygiene institution.

Discretionary Hearing Granted The employee had been served with written charges, covering (1) absences from duty "without adequate reason or suitable explana-tion," after warnings, and (2) dis-regard of instructions by superfors and failure to cooperate. The senior director of the hospital, al-though not compelled by law to though not compelled by law to do so, accorded the employee a hearing, an oportunity to appear with an attorney and to cross-examine all witnesses. The em-ployee seized the opportunity. The employee was found guilty of both charges and dismissed. The senior director's determina-tion was based on the charges, the employee's answer to them,

LEGAL NOTICE

BUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX
J. STANLEY FELES, Plaintiff, against AGNES PECK JOSEPH OFLIDE, MATHILDA GUTSCHER, also known as MATHILDA GUTSCHER, also known as MATHILDA GUTSCHER, also known as MATHILDA GUTSCHER, all of said defendants if living, and if they or any of them he dead, their respective executors, administrators, bushands, helps at law, next of kin, legatees, devisees, grantees, assignees, judgment creditors, receivers, trustees in bankruptcy, trustees, committees, liemora, and successors in interest, and their bushands, wivos, widows if any, and all persons claiming under or through any of them as respects the said defendants AGNES PECK JOSEPH GILDE, MATHILDA GUTSCHER, also known as MATHILDA GUTSCHER, also known as MATHILDA GUTSCHER, individually und as executor of the Last Will und Testament of MATHILDA GUTSCHER, OTTILE SMITH, also known as JOHN GUTSCHER, the MITH, ERIZABETH G. DOHEN, JOHN GUSCHER, also known as MATHILDA GUTSCHER, OTTILE SMITH, also known as JOHN GUTSCHER, the MITH, individually and as executor the last will and Testament of OTTILE SMITH, also known as JOHN GUTSCHER, the NITH, individually and as Executor under the last will and Testament of OTTILE SMITH, also known as JOHN GUTSCHER, the NITH, individually and as Executor under the last will and Testament of OTTILE SMITH, individually and as Executor under the last will and Testament of OTTILE SMITH, cattles on known as POTHLE B. SMITH, CATHERM of OTTILE SMITH, and the shown as the second names being Bellings, parties intended as being Tenants, and ExprenterSTER SAVINGS BANK, Defendant.—

SUPPLEMENTAL SUMMONS
To the above named Defendants: AUTSCHER, SALL OUGHER, ABOUTSCHER, SHOW NAME AS ASSESSED OF THE STATE OF THE SALL OUTSCHER, CITED AND ASSESSED OUTSCHER, SHOW HIS SALL OUTSCHER, CITED AND ASSESSED OUTSCHER, CITED AND ASSESSED OUTSCHER, STATE OUTSCHER, CITED AND ASSESSED OUTSCHER, CITED ASSESSED OUTSCHER, CITED AND ASSESSED OUTSCHER, CITED ASSESSED OUTSCHER, CIT

The employee sued to upset the senior director's determination. Hearing Proceedings Challenged

The Supreme Court in New York County alluded to three as-pects of the removal proceedings

which were apparently challenged.
On the credibility of the witnesses against the employee, the court pointed out that this is a matter for the hearing official to

As to the right of the appointing

How to Figure Raise as Proposed In New Bill

The State pay increase bill, embodying the proposal of the Majority leaders of the Legislature, provides for 12½ per cent on the first \$2,000, 10 per cent on the next \$2,000, and 7½ per cent on the remainder. The formula is applied separately to the parts of pay covered by the different percentages. For instance, for pay of \$3. ages. For instance, for pay of \$3,-450, the increase would be: On \$2,000, 12½%......\$250 On the remaining \$1,450, 10% 145

Increase on \$3,450\$395 Thus the \$3,450 pay would be raised to \$3,845.

\$300 Minimum. \$1,000 Maximum The bill provides for a \$300 floor and a \$1,000 celling on raises. and a \$1,000 ceiling on raises. Thus for the actual pay ranges of \$1,840 to \$2,507, figures based on the State pay grades, the raise would be \$300. The maximum raise, \$1,000, would be theoretically attained at \$11,333 pay, and over. The nearest actual State salary, on the basis of pay grades, is \$11,320.

Vet Preference Query

Q. Can a veteran be dropped

A. Yes Section 9 of the Civil Service Law requires that all appointments shall be for a probationary period, the conditions and extent of which shall be prescribed by the civil service complete. by the civil service commission having jurisdiction. The Courts have held that veterans are not exempted from this requirement and, therefore, a veteran may be dropped at the end of his probaperiod without charges tionary and a hearing.

LEGAL NOTICE

the testimony at the hearing, and (and removing) officer to base his independent investigation. determination on independent in-vestigation, the court stated that as no hearing was required, the official was not confined to the evidence produced at the hearing.

Concerning the petitioner's con-tention of refusal to allow her attorney to use hospital records in support of her defense on the charge of absenteeism, the court pointed out that the senior direc-tor had actually used the records himself in considering the charges. In addition, the court ruled that as the hearing was a discretionary one there was no compulsion on the part of the hearing official to produce the records.

Accordingly, the Court refused to reinstate the employee. (Bar-rett v. Department of Mental Hygiene, 4-13-50 N.Y.L.J. 1298 col. 2.

Informal Hearing

The conclusion to be drawn from this case is that when a discretionary—as distinguished from a compulsory—hearing is granted in removal proceedings, there is no guarantee to the employee of no guarantee to the employee of all the safeguards of a formal statutory hearing. In these in-stances, the informal hearing, merely constitutes an additional source of evidence to assist the removing official in making his deciaton. He is not required to conduct an informal hearing in the same manner as a formal one the same manner as a formal one and can consider evidence not produced at an informal hearing.

State Eligible List

SENIOR STATISTICS CLERK (From.)

	rdepartmental and Intradeparts State Departments and Institution	
231	Many Action Many Control of the Cont	ALC: UNIVERSITY
2.	Wedes, Rosalyn, Bronx Johnson, Prances, Delmar, Hayes, Martha P., Albany Sebwartz, Rate, Woodside Lefkovitz, Martin, Bronz Markowitz, Louie, Bklyn Roslers, Cecelia M., Wynantskill Pochman, Angela M., Albany Ovedovitz, Irving, Hollis Meyerbery, Ralish, Bklyn Geiler, Ethel, Bklyn Geiler, Ethel, Bklyn	04539
4	Hayes, Martha P., Albany	93792
5.	Lefkovits, Martin, Brone	92570
6.	Markowitz, Louis, Bklyn	92367
8	Forburn Angela M., Wruantakii	92314
. 0.	Ovedovitz, Irving, Hollis	92147
10.	Meyerbery, Ralph, Bklyn	91796
11.	Danza, Nicholas W. Albany	01189
13.	Goldwater, Leonard, NYC	90881
14.	Hirschenbaum, M., Hklyn	90724
16.	Schramm, Jean M. NVC	90138
17.	West, Grace W., Bklyn	89985
18.	Dublin, Brenda K. Albany	89579
20.	Muhlstock, Helea, NYC.	89391
31.	Rose, Lester H., Bklyn	89007
23.	Lieberman, Charles, Brook	88720
34.	Schmidt, Alfred C., Woodhaven	88110
35.	Beames, Robert E., Albany	88007
27.	Kaufman, Max. Bklyn	87044
28.	Sorman, Bernice, Richmod HI	87828
29.	Mactin, Geneviews, North	87773
#1.	Ruther, Martin, Bklyn	87344
33.	Zelnick, Adele E., Bklyn	87000
34.	Miller, Harold A. W Bentwood	88612
38.	Ovedevitz, Irving, Hollis Meyerbers, Ralph, Billyn Geiler, Ethel, Billyn Geiler, Ethel, Billyn Geiler, Ethel, Billyn Danza, Nicholas M., Albany Danza, Nicholas M., Albany Danza, Nicholas M., Billyn Goldwater, Leonard, NYC Kirchenhaum, M., Balyn Schramm, Jean M., NYC Kerchenhaum, Jean M., NYC West, Grace W., Billyn Dublin, Brenda E., Albany Skop, Norman L., NYC Kose, Lester H., Brlyn Didlicker, Broox, Schmidt, Alfred C., Woodhaven Dedicerani, Joseph, Astoria, Lieberman, Charles, Broox, Schmidt, Alfred C., Woodhaven Beanies, Robert E., Albany Kollister, R. F., Albany Kaufman, Bernice, Eichmid HI Jordan, Thelma H., NYC Mactin, Genevieve, Buffalo Ruther, Martin, Bilyn Zelniek, Adde E., Bilyn Dallis, Benjamin, Hichmid HI Miller, Haroid A., W Brithwood Gallon, Jerome P., NYC Newman, Thomas M., Myc Cementa, Nogehine, Albany Kerrigan, Thomas M., NYC Clemente, Nellie M., Menands Henrietta, Thomas M., NYC Chibilips, Benjamin, Bilyn Hannon, Joseph F., Frankin Sq Shillingford, C. I., NYC Phillips, Benjamin, Brlyn Herown, Olarks J., Receptors	86382
36.	McCarting C. Maspeth	86312
38.	Weintraub, George, Biclyn	86210
39.	Massara, Josephine, Albany,	85698
40.	Rerrigan, Thomas M., NYC	85620
42.	Henrietta, Thomas, Woodside	85444
44.	Phipps, Edgar E., NYC	85413
45.	Hannon Joseph P Frankle Sc.	85066
40.	Shilling ford, C. L. NYC. Phillips, Benjamin, Bklyn. Brown, Gladys L. Rensselaer Lafferty, Edward, St. Albans Kirschenbaum, A. Beles	54608
47.	Phillips, Benjamin, Bklyn	84580
40.	Lafferty, Edward, St. Albana	HASOO.
80.	Kirschenbaum, A., Bklyn Loumis, Paul N., Staten Ial, Yackel, Marjoris E., Albany	84504
51.	Yackel Martonia E Albane	84377
53.	Blanchette, Dorie, Bklyn	84137
55.	Brown, Jean G., Troy	84044
56.	Cobbs, Lela A., NYC	83878
57.	Brener, Edward P. Bronz	83744
59.	Lichtenstein S. F. Broom	83738
60	O'Neill, Florence A. Troy	83643
01.	Shevrin, Gertrude, NYC	83565
63.	Allen, Edna H. Albany	83349
64.	Johnson, Herbert E., NYC	83208
66	Keeler Lena B Troop	83004
67.	Dowling, Bette, Albany,	82899
68,	Shapire, Gertrude, Bronx	82239
70.	Blurton, Lydima G. Albany	82143
71.	Nugent, Sylvia E., Bronx.	81972
72.	Powell James E Takkyn	81813
74.	Joyce, Catherine, NYC	81786
78.	Thompson, K. V. Albany	81651
77.	Summer, W. Wilson, Albany	BIEBER.
78.	Pine, Annette L., NYC	81500
80.	Morgan, Evelyn R., Troy	B1588
81.	Sawyer, Earl F. Watervillet	81183
82,	Wetjela, Gwendelyn, Castleton.	81173
84.	Margolin, Martha A White Phos	81104
85.	Balthanard, Mary B., Albany.	80483
87	Harding William P. Wasselson	79744
68.	Gerst, Irens, Bklyn	79617
80.	Purcell, Catherine, Troy	79612
91	Pomidaro, Michael Albace	79578
1955.	Gilday, John G., Albany	79183
93.	Conlan Bures J. Balyn	79144
00.	Wheeler, John J. Albany	70004
90,	Kirschenhaum, A., Bklyn Loomis, Paul N., Staten Ial Yackel, Marjoris E., Althany Blanchette, Dorie, Bklyn Blanchette, Dorie, Bklyn Blanchette, Dorie, Bklyn Blanchette, Dorie, Bklyn Brown, Jaan G., Troy Blom, William L., Troy Gobbs, Leha A., NYC Resner, Edward P., Bronx Cosbor, Mary F., Bklyn Lichtenstein, S. L., Bronx Lichtenstein, S. L., Bronx Lichtenstein, Gertrade, NYC Neell, Pincunce A., Troy Shevrin, Gertrade, NYC Lazoroff, Dorotby, Albany Lazoroff, Dorotby, Albany Lazoroff, Dorotby, Albany Allen, Edna H., Albany Jahen, Edna H., Albany Johnson, Herbert E., NYC Owen, Jason V., Waterford, Keeler, Lena B., Troy Jowling, Bette, Albany Shapira, Gertrade, Bronx Cohn, Shermas, Bronx Blutton, Lydima G., Albany Nurent, Sylvia E., Bronx Blutton, Lydima G., Albany Rayman, Anna C., Bklyn Rayman, Anna C., Bklyn Rayman, Anna C., Bklyn Pine, Annette L., NYC Morgan, Evelyn B., Troy Margolia, Martha A., White Phas Balthasard, Mary B., Albany Rayman, Raich, J., Jamaica Harding, William P., Wyandaneh Gertelly, Pring, Bklyn Purcell, Catherine, Troy Rocetsky, Pring, Bklyn Purcell, Catherine, Troy Rocetsky, Irving, Bklyn Conjian, Peery A., Troy Wheeler, John J., Albany Golday, Julin G., Albany Golday, Berbara C., NYC Walker, Barbara C., NYC	78883
98	Walker, Barbara C. NYC	78510
		Property.

COUNTY

POLICE PATROLMAN, Towns and Villages, Sufficence Country

1. Discrete, John S. Monifectio. 80000
2. Startup, Dwight G. Youngert 80000
3. Moore, William B. Liberty 85000
4. Rather, Louis, Ferndale 88000
4. Rather, Louis, Ferndale 88000
6. Suith, Albert J. Monifectio 87200
6. Smith, Albert J. Monifectio 82000
7. Domfort, Joseph G. S Fallsbry, 83300

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3012, Assistant Cashier, Grade 3, (Prom.), County Clerk's Office, Bronx County, \$2.711. Candidates must be permanently employed in the office of the County Clerk of Bronx County, and must have served on a permanent basis in the competitive class in a clerical position allocated to Grade 2 for [March 9].

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NEW YORK CITY NEWS

Sanitation **Unions Merge Under DeLury**

Two AFL local unions in the NYC Department of Sanitation, Uniformed Sanitationmen's Association, Local 308, and Queens Sanitationmen's Local 43, now have amalgamated. Both operate within the framework of the American Federation of State, County and Municipal Employees,

AFL.
The blending of the locals was The biending of the locals was announced by John J. DeLury, President of Local 308. The membership of Local 43 woted its organization out of existence at a regular meeting on February 21.

Prior to the coalition, Local 308 had AFSCME Jurisdiction over Sanitation Men in the Bronx, Brooklyn and in all Incinerators, Waterfront Stations, Landfills and

Waterfront Stations, Landfills and shops. It claims 4800 members. Local 43, with Queens jurisdiction, claimed an enrolled membership of 1,000.

Natural Result

Mr. DeLury is a member of the 13-man Executive Board of the Sentral Trades and Labor Council.

"This was not a shot-gun mar-riage. It was not a black-jack job. The members of a sister local in our International took the proper, democratic steps to choose this amalgamation. An AFSC&ME General Representative, Jerry Wurf, was present."

Local 308 will maintain the same physical set-up, including shop stewards, of Local 43. James Macchiarola, veteran Local 308 or-ganizer, will be the local's business representative for Queens. He will be assisted by a committee of former Local 43 Executive Board members, Rocco Yanoti, Tom Di Iorio and Clement Barone.



John J. DeLury, president of Local 308, Uniformed Sanitationmen's Association, AFL.

FEDERAL CAREER GROUP

TO MEET MARCH 12 The Federal Career Employees Association will meet on Monday March 12, 6 p.m., in Room 304, 215 West 23rd Street, NYC, Theodore Savath is president of the NYC chapter of the group.



Nine winners in the NYC Housing Authority Suggestion Plan, with the chairman of the Authority, Philip J. Cruise. From left, Roy L. Beasley, Benjamin M. Levy, Chairman Cruise, Paul Hoffman, William J. Gleason, Edward Aronov, Paul Kalmus, Frank Marfe, Conrad Welf and Janice Jacobs.

Certifications

y—Subject to investigation Asphalt Worker—PB: 90y Asphalt Worker—PX: 9y Assistant Cour Clerk; 29 Assistant Electrical Engineer—

Bridge and Tunnel Sergeant; 10 Captain, Police Dept.; 84 Foreman of Laundry, Grade 1; 4 Senior Architect; 1 Sergeant, Police Dept.; 83 Stock Assistant (Men); 2

LABOR CLASS

Laborer; 295

SPECIAL MILITARY LIST Civil Engineering Draftsman; 35 Train Dispatcher BT—BMT iv.;

OPEN-COMPETITIVE

Assistant Architect; 18 Assistant Civil Engineer; V3y Assistant Electrical Engineer: 18 Auto Engineman: 92 Transit Patrolman, Bridge and Blacksmith's Helper; V34 Tunnel Officer and Correction Civil Engineering Draftsman: 46 Officer (MEE); 73.5

Inspector of Pipes & Castngs,

Gr. 3; 3y Junior Electrical Engineer; 11 Laboratory Assistant (Bacteriol-

ogy); 176 Office Appliance Operator, Grade

Stenographer, Grade 2; 33 Stock Assistant (Men); 150 Transit Patrolman, Bridge and Tunnel Officer, Correction Officer (Men); 180 Investigator; 50

Laboratory Assistant (Bacteri-ology); 98

Laboratory Assistant (Chemistry); 9 Probation Officer, Grade 1

Court of Special Sessions — City Magistrates' Court; 79 Public Health Nurse; 17

Roentgenologist, Grade 4; V1 Stenographer (Reporting) Grade

Technical Employees Ask Raise at City Hall Parley

A delegation representing tech- | alone there were said to be more nical employees of NYC presented a case for higher pay at a conference with Deputy Mayor Charles Horowitz at City Hall. Mr. Horo-witz took notes and said he would present the facts to Mayor Impellitteri. He promised an answer, but would not say when.

The delegation consisted of Irving Ashworth, president of the Joint Committee on Engineering Salaries; Philip E. Brueck, president of the Civil Service Technical Guild, Local 375 of the Government and Civic Employees Or ernment and Civic Employees Or-ganizing Committee, CIO; Louis Rubenstein, vice president of the Guild, and John Kassner, secretary of the Council.

\$900 Across the Board Asked A \$900 across-the-board increase was asked. Deducting the \$250 bonus, this would cost the City \$2,117,000 for 3,500 employees, the delegation told Mr. Horowitz, who had asked what the increase would

"Money doesn't grow on trees,"

than 200 such vacancies.

The delegation said that young

engineers, chemists, draftsmen, architects and inspectors are quitting City jobs in droves, attracted by the far higher pay in private in-

Want Remedy Completed "Young employers have always used the City as a stepping-stone," commented Mr. Horowitz.

The delegation reminded him that the upgrading had been promised by former Mayor William O'Dwyer, part of the promise had been fulfilled prior to Mr. O'Dwyer becoming Ambassadar to Mexico. becoming Ambassador to Mexico, with increasing averaging \$180, and that the City was now being asked for complete fulfillment of the promise.

Battery Restorer

The Merlin Company of Inglewood, Calif., has just put on the market a battery restorer which comes in powder form. It reclaims "Money doesn't grow on trees,"
Mr. Horowitz commented.
"We know it doesn't," was the reply, "but there are enough vacancies in the engineering titles to provide the money."

In the Board of Transportation comes in powder form, it reclaims betteries, says the company and eliminates the need for recharging. This new product is said to more than double the life of batteries. The price of six packages of Merlin's Battery Restorer is \$5. batteries, says the company and eliminates the need for recharg-

Photography

Typescritera

TYPEWRITER SPECIALS \$15.00, AD Makes Remird, Repaired, New Fortable Easy Terms Resembatum's, 1582 Broadway Broakips, N. Y.

Mr. Fixit THOMAS LENZ JEWELERS Watch repairing, special order work, Diamonds, Watches, Bilverware, Special discount to Civil Service Employees, 182 Nassau St., NYC BA 7-0040

EMPLOYEES GET AWARDS

Eight awards and three certificates of merit were conferred by the NYC Housing Authority under its Suggestion Plan. The winners:

Frank Marfe, elevator mechanic, \$25 Savings Bond and three days' annual leave. Devised a simple method to improve the operation of elevator cab door mechanisms which will require fewer service calls and reduce maintenance costs.

Paul Hoffman, clerk, Grade 3, three days annual leave. Recommended that the preliminary application for an apartment form to provide space for town in which applicant resides, to reduce the number of applications returned by the post office for a more complete address, Elaine Maas, former stenogra-

pher, Grade 3, at Ft. Greene Houses. A \$25 Savings Bond. Streamlined the record keeping

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facturers.

A. B. Kaplan, director of the Columbus Technical School, 130 West 20th Street, NYC, has opened up all of the school's courses to women on a year-round basis. This will permit women students to enter each Monday. The courses turn out draftswomen as fast as possible to meet the growing depossible to meet the growing demand.

LEGAL NOTICE

SUPELME COURT, BRONK COUNTY,-

SUPPLIME COURT, BRONX COUNTY—MAX SAROW, Plaintiff.

MAXIT ESTATES, INC. FRANK L.

DYKEMA, LUCY E. CLUTE. ROBERT L.

CLUTE. MARY ROBINSON CROSS, IRENE
E. DUNN BURNS and all of the above, if

living, no if they or any of them be dead

then it is impeded to sue their beire-at
law, devisees, Spiributes, mextof-kin,

executors, wives, widows, heire-at-law,

next-of-kin, devisees, distributers, creditors,

limors, executors, minimistrators and suc
caseors in inferest all of whom and whose

names and whereabouts are inchnown to

the plaintiff and who are joined and

destriated herein as a class as "Unknown

Defendants", defendants.

To the above named defendants:

YOU ARE HEREBY SUMMONED to

answer the complaint in this action, and

to serve a copy of your answer, or if the

complaint is not served with this summons,

to serve a notice of Appearance on the

plaintiff attorney within twenty (20) days

after the service of this summons, exclu
sive of the day of service. In case of

your fallure to appear or answer, judgment

will be taken arainst you by default for

the relief demanded in the complaint.

Dated: New York, January 3, 1981,

HARRY HAUSKNECHT.

Attorney for Plaintiff,

Office and P. O. Address,

135 Broadway,

New York, N. Y.

To the above named Defendants, except

Walt Estates, Inc.:

The foregoing second supplemental sum
mons is served upon you by publication

pulratiant to an order of Ronorable Eugene

L. Brisach, Justice of the Supreme Court

of the State of New York, dated January

19, 1051, and filed with the second

amended complaint in the office of the

Clerk of Broax County, at 161st Street

and Grand Concourse, in the Borough of

The Broux, City of New York,

This netion is brought to foreclose two

transfers to tax liess sold by the City of

New York is the plaintiff, You are inter
cited in the Second Cause of Action of the

second amended complaint which is for

the foreclosure of Broax Lies No. 64481, in

the sum of \$\$116.55. with interest

all Emilies consist of year and land on

th

by the post office for a more complete address,
Elaine Maas, former stenographer, Grade 3, at Ft. Greene
Houses. A \$25 Savings Bond.
Streamlined the record keeping when a tenant becomes incligible for continued occupancy.

Sefferina Colebrook, office appliance operator, Grade 2, three for continued occupancy.

Sefferina Colebrook, office appliance operator, Grade 2, three to improve filing techniques by means of colored tabs.

Other Winners

Benjamin M. Levy, housing assistant, three days: leave. Recommended that mimographed apartment layout drawings be prepared for applicants for use in purchase of household furnishings.

William J. Gleeson, gardener, three days' leave. Recommended that mimographed apartment is a for tree pits, to protect the trees.

Edward Aronov, housing assistant, three days' leave. Composed a letter to tenants who give notice to vacate advising the tenant of the continued of the continued

AN ARCO STUDY BOOK for Housing Assistant is on sale at The LEADER Book Store, 97 Duane Street, New York 1, two blocks north of City Hall just off

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The NYC Employee

MANHATTAN Borough President Robert F. Wagner Jr. is Benevolent Association stated their elated because his office ranks first among NYC departments and agencies in the safety competition. The Co-Ordinating Committee for the Accident Control Program of NYC canvassed the list of departments that had previous records and selected the three that showed the greatest improvement. The improvement percent-

First, Borough President, Manhattan, 18.823.

Second, Fire Department 15,724. Third, Sanitation Department, 14.270.

For this showing the depart-ments get the Mayor's annual

Patterson Seeks More
In the safety program, adminintered by the Division of Analysis
of Budget Director Thomas J. Patterson's office, are 21 City agen-cies with 157,200 employees. This is 75 per cent of the City's personnel, Mr. Patterson said that efforts are being made to get the remaining 25 per cent into the

Daniel P. Milchman is the new executive secretary of the Acci-dent Control Committee, com-prised of departmental supervisors.

The Division has published the first issue of "Safety News," tell-ing of achievements and giving

safety advice.

Alfred R. Lateiner of City Col-lege is the training director.

THE BILL adopted by the Council, to make it impossible for members of the uniformed force of the Police Department appointed prior to 1940 to retire without making application 30 days in advance, was approved by the Board of Estimate last week. Borough Pres-ident Cornelius A. Hall of Rich-

mond cast the lone dissenting vote.

Mayor Impellitteri refrained from voting on the ground he will have to hold a public hearing on the bill, and didn't want to indulge in predetermination. Previous Mayors had voted in the Board on bills on which they were to hold hearings.

Those who joined the department since 1940 have to submit written notice of intention to retire, 30 days in advance.

If the law is enacted, a suit is contemplated, in which the consti-tuionality of the law will be at-tacked. The State Constitution provides that pension obligations are contractual and shall not be diminished or impaired. John E. Carton, president of the Patrol-men's Benevolent Association, raised the argument of unconsti-tutionality before the Board. Councilman Stanley M. Isaacs announced he will introduce a bill

to place the same pension curb on members of the uinform force of the Fire Department,

AT A CONFERENCE with Deputy Mayor Charles Horowitz, lead-

on RT. 9W CORNWALL, N. Y. 48 Miles from New York City Seasonal Sports . Arts-Capade ENGLISH TAP ROOM Jock Levine-Tel. Cornwall 3-8600

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arguments for raising their pay to that of policemen and firemen and for enactment of a 40-bour week. Maximum pay in three years, in-stead of five, the same as the police and firemen enjoy, was another request. Also requested was indefinite sick leave in case of injury in line of duty, and retirement after 25 years of service, or on reaching age 50. Pree transpor-tation on the NYC Transit System, taken away in 1945, should be restored, the men argued.

In the delegation were Stephen Hartigan, president; Gerald Parley, corresponding secretary; Alex Schachner and George Friedman of the legislative committee; Anne Telesco, president of the Women Correction Officers Association; Walter Gerety, James Mulvey, Paul Lazar and Venorica McNamara.

The Correction Officers Benevo-lent Association is still negotiating with the TWU with a view toward

joining it.

Mr. Horowitz said he would present the delegation's arguments to Mayor Impellitteri.

What NYC Administration Pension Loan Bill Provides

rowers in the NYC Employees Retirement System who became members after June 30, 1947 has been introduced by Senator Elmer F. Quinn and Assemblyman Irwin Steingut. Such members receive 3 per cent interest on their annuity deposits; prior members get 4 per cent.

Since the interest rate on loans made by the Retirement System is 6 per cent now, it is effectively 1 per cent higher for the newer members, since the annuity interest rate members receive is credited toward the loan interest. The newer members get 3 per cent off, hence pay 3 per cent on loans, older members get 4 per cent off, pay in effect 2 per cent.

If the bill is enacted, the effec-

ALBANY, March 5-A bill to overall rate on loans would be 5 reduce the interest rate for bor- per cent for the later members, 6 per cent for the earlier ones

The State Insurance Depart-ment studied the NYC Retirement System and recommended several changes in the law. This bill cov-ers one of the changes suggested. It is based on the theory that if you pay a member a lower effec-tive rate on his annuity deposits you should charge him an equally lower effective rate when he bor-rows money from the System. In words, the give and take should be equal.

The bill is part of the legislature

program of the NYC Administra-

The bill also provides for free life insurance on loans up to \$2,000, with waiting periods, to avoid death-bed loans whereby the tive interest rate charged on loans loan could be paid by insurance would be a uniform 2 per cent and the annuity benefits collected above the interest paid. Thus the in full, besides.

Wurf Sees Anti-Labor Tactics

Jerry Wurf, general representative of the American Federation of State County and Municipal Employees, A. F. of L., charged that there is an ominous pattern between the use of undercover police agents within the Department of Welfare, and the Public Administration Service report on the Department of Welfare, submitted in December 1950. Mr. Wur! pointed out that the PAS report was shot through with anti-labor recommendations, and that "the recent use of police agents by Former Commissioner R. M. Hilliard, estensibly to uncover subversion and incompetence, could wall serve to create the confusion and fear necessary to the enforcement of these recommendations.

Explaining that the PAS report recommended cuts in vacations and sick leaves, a curbing of promotions from within the Department, and an easier dismissal procedure, Mr. Wurf added that "la-bor spying" by undercover agents served the purpose of destroying morale under the cloak of an attack on subversive elements within the Department.

WHERE TO APPLY

Apply for NYC examinations at Application Bureau, Municipal Civil Service Commission, 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office. Hours are 9 to 4, excepting Saturday, 9 to noon.

Free Customer Parking At Dime Bank at Coney

A 40-car parking lot for the free use of bank customers has been opened at the rear of the Coney Island branch of The Dime Savings Bank of Brooklyn, Edward L. Watson is manager of the branch which is at Mermaid Avenue and West 17th Street. The lot, 40 x 280 feet, has its

entrance on West 17th Street and its exit on West 16th Street.

Bank customers are entitled to park one hour without charge from 9 a.m. to 3 p.m. daily and until 5 p.m. on Thursdays.

lentative Key Answers

INFORMATION ASSISTANT 1, D; 2, A; 3, C; 4, D; 5, B; 6, B; 7, D; 8, A; 9, C; 10, B; 11, B; 12, B; 13, C; 14, D; 15, C; 16, C; 17, B; 18, B; 19, C; 20, C; 21, D; 22, B; 23, B; 24, C; 25, D; 25, A; 20, C; 21, D; 22, B; 23, B; 24, C; 25, D; 25, A; 20, C; 21, D; 22, B; 23, B; 24, C; 25, D; 25, A; 20, C; 21, D; 22, B; 23, B; 24, C; 25, D; 25, A; 20, C; 21, D; 22, B; 23, B; 24, C; 25, D; 25, A; 20, C; 20, D; 20, A; 27, C; 28, A; 29, D; 30, B; B; 32, C; 33, D; 34, D; 35, D; 36, C; 37, D; 38, A; 39, D; 40, C. 41, C; 42, C; 43, A; 44, A; 45, C; 46, A; 47, B; 48, D; 49, D; 50, B; 51, A; 52, A; 53, D; 54, C; 55, B; 56, D; 57, B; 58, B; 59, A; 61, A; 62, D; 63, B; 64, C; 66, B; 67, D; 68, B; 69, A; 70, B; 71, C; 72, A; 73, A; 74, A; 75, A; 76, B; 77, C; 78, A; 79, D; 80, B. Last day to apply to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tues-

day, March 20.

(Structures-Group D) 1, D; 2, A; 3, D; 4, C; 5, D; 6, D; 7, B; 8, B; 9, D; 10, B; 11, A; 12, A; 13, C; 14, B; 15, A; 16, D; 17, D; 18, C; 19, A; 20, B; 21, C; 22, D; 23, C; 24, A

25, C; 26, D; 27, A; 28, B; 29, B; 30, B; 31, C; 32, B; 33, A; 34, D; 35, D; 36, A; 37, C; 38, C; 39, D;

40. Last day to protest to NYC Civil Service Commission, 299 Broad-way, New York 7, N. Y., is Wed-nesday, March 14.





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(all grades)52.00	Patrol Inspector\$2.00
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and Vocabulary51.50	☐ Plumber52.00
Civil Service Handbook\$1.00	Public Health Nurse\$2.50
☐ Civil Service Homestudy	Port Patrol Officer\$2.00
Course\$4.00	Postal Clerk-Carrier and
Clerk. CAF 1-4	Railway Mail-Clerk52.50
Clerk, CAF-4 to CAF-7\$2.00	T Power Mainteless
☐ Clerk, Grade 2	all grades
Clerk, 3, 4, 5 52.50	☐ Practice for Army Tests\$2.00
☐ Clerk-Typist-	☐ Practice for Civil Service
Stenographer	Promotion52.00
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Dietitian\$2.00	Real Estate Broker\$3.00
☐ Electrical Engineer\$2.50	☐ Sanitation Fareman\$2.50 ☐ Scientific, Engineering
☐ Electrical Engineer\$2.00 ☐ Engineering Tests\$2.50	& Biological Acid52.00
File Clerk \$2.00	☐ Sergeant (P.D.)52.50
Fingerprint Technician\$2.00	Special Agent52.00
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Fire Lieutenant52.50	Correction Officer52.00
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Assn. Does a Grand Job

(Continued from Page 1) Samuel W. Blakeman, Jr., of Pub-lic Works, in the role of Lieutepant Governor Moore:

You've all heard the question that was asked me

Concerning retirement from the

Fifteen years before it's neces-

Just listen—and I'll tell you—

your fate.
If you're alive

At fifty-five You'll be able to survive (that

If you don't have to eat to stay

Authors, Staff, and Cast
The "book" was written by
Charles P. O'Connell, of Mental
Hygiene, and the lyrics by Mr.
O'Connell, Mr. Blakeman, Paul D.
McCann, and Michael F. Dollard
III, Budget.
The cast included Poster Potter

The cast incuded: Foster Potter, Agriculture & Markets; Alonzo Tommy Sternfeld was producer Bivona, Jr., Law; Ann Marie Di and director.

Lorenzo, Audit & Control; Arlene The show was given in the main

Navaretta, Audit & Control; James W. Hatch, Education; Michael F. Dollard III, Budget; Louis A. Luizzi, Jr., Civil Service; Patrick G. Rogers, Parole; Matthew W. Pitzgerald, Motor Vehicle; Samuel N. Blakeman, Jr. Public Works; Harold A. Callagan, Motor Vehicle; William J. Baker, Parole; Kenneth E. Sullivan, State; Elleen Flanagan, Audit & Control; Joan M. Hanlon, Audit & Control; Martin J. Barry, Law; Greg Horine, Public Works; Ellen E. Delehanty, Public Works; Ellen E. Delehanty, Public Works; Miriam T. Taaffe, Audit & Control; Virginia Rohrmiller, Motor Vehicles; Kay Kramer, Motor Vehicles; Donna Tizzone, Motor Vehicles; Jerry Connors, Motor Vehicles. Connors, Motor Vehicles.

The staff consisted of: Faustine H. Spencer, General Manager; Accompanist, Elizabeth R. Con-klin; Music, Francis Murphy: klin: Music, Costumes, Helen L. Culyer; Property Manager, Charles R. Culyer,

tion of their service to the State. The list follows:

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Cotton. Francis. Drv. Redesirch. Statis.
Compos. Anna. Drv. Redesirch. Statis.
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Davis. Lincoln. Div. Industrial Safety.
Deluncy. Thomas. Div. Industrial Safety.
Deluncy. Thomas. Div. Industrial Safety.
Dowling. John. Div. Industrial Safety.
Dowling. John. Div. Industrial Safety.
Elirodt, John. Div. Industrial Safety.
Parrell. Aribur. Div. Industrial Safety.
Feder. Jeanwite. Div. Industrial Safety.
Genzer. Therees. Div. Industrial Safety.
Genzer. Therees. Div. Industrial Safety.
Genzer. Therees. Div. Industrial Safety.
Graf. Hury. Div. Industrial Safety.
Halpin. Thomas. Administrial Safety.
Herm. Frances. Div. Industrial Safety.
Homan John. Div. Industrial Safety.
Kahn. Mawrice. Biv. Industrial Safety.
Kahn. Mawrice. Biv. Industrial Safety.
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Kahn. Mawrice. Div. Industrial Safety.
Kann. Dev. Industrial Safety.
Kann. Mawrice. Div. Industrial Safety.
Kap. Dev. Mawrice. Div. Industrial Safety.
Kap. Dev. Margaret. Div. Industrial Safety.
Kap. Dev. Margaret. Div. Industrial Safety.
Kap. Dev. Margaret. Biv. Industrial Safety.
Safeth. Eather. Div. Industrial Safety.
Scholen. Frank. Div. Industrial Safety.
Scholen. Frank. Div. Industrial Safety.
Scholen. Frank. Div. Industrial Safety.
Safeth. Safe

(Continued next week)

Keppler Appointed

(Continued from Page 1) New York School of Social Work He has participated in an administrative study of the children's foster care program in New York City; a study of the child welfare City; a study of the child welfare division of the Eric County Department of Social Welfare; and a survey of public assistance case recording in New York State.

Was Probation Officer
From 1940 through 1942 Mr. Keppler served as probation officer of the Nassau County Children's Count Prior to that he was

dren's Court. Prior to that he was, for two years, asistant to the di-rector of family care of the Nassau County Department of Public Welfare; and from 1935 to 1938 he was a public assistance worker with that department.

Mr. Keppler will make his home in Albany

in Albany.

FACTS AND POLICY ON STATE SALARY

(Continued from Page 1)

available to the representatives of the Association but the findings and the recommendations made by the Civil Service Department have never been disclosed, despite our repeated requests for the full report. The belief is widespread that the full report was not made available because it indicated the need for a more adequate adjustment than

the one that has been proposed by legislative leaders.

4. In conference with the Administration we have reached complete agreement on a minimum increase of \$300 and a maximum increase of \$1,000. We have reached substantial agreement on the amount of the increase for employees under \$2,000 and employees over \$6,000. Our disagreement is primarily over the amount that hould be paid to state workers who now receive from \$2,500 and should be paid to state workers who now receive from \$2,500 and \$4,000 per annum. This group, which includes over 50% of the state workers, is the backbone of the state service. The proposed increase is grossly inadequate in its application to this large group which includes workers with families, workers with 15, 20 or more years of experience,—most of whom do not receive increments.

The Association rejects as inadequate and discriminatory the salary adjustments proposed by legislative leaders and embodied in the bill already introduced in the legislature.

The Association insists that the full report made by the Civil Service Department, after months of study, should be made public.
 The Association directs its officers and members to exert every

possible effort to procure the amendment of the bill now before the legislature by the adoption of a salary adjustment based upon 15% of the first \$3,000, 10% on the next \$2,000 and 5% on the remainder, with a minimum increase of \$300 and a maximum increase of \$1,000,

Assn. Amends Constitution

McFarland, president of The Civil Service Employees Association, presided over the 41st anniversary meeting of the organization.

In a day-long conference, the 400 delegates of the group took a variety of actions to amend the Association's constitution and bylaws. They-

Tabled an amendment to the Association by-laws which would have reimbursed chapters for traveling expenses of delegates;

Presenting Resolutions

Voted Yes on a proposal to change the methods of presenting resolutions at annual meetings. The new method provides that all resolutions should first be submitted to the Resolutions Committee. Those submitted before August 20 will be reported to all chapters by September 10. Those received af-ter September 10 may be acted on by th Committee without report-ing to the chapters. Resolutions received after the first Monday in October will be referred to the Board of Directors unless reported by the Committee to the delegates.

A resolution which has not been reported to the delegates by the Committee may be brought before the annual meeting for action by a motion to discharge the Com-mittee, provided the resolution has been received prior to the first

Tuesday in October.

Association Members

Passed an amendment to Article
III of the Association Constitution, providing that retired employees may become associate members of the Association, without the right to vote or hold office.

Tabled two proposals dealing with employees of public author-

Standing Committee Chairmen

Passed an amendment to Sec-tion 2 of Article IV forbidding chairman of standing committees to have a vote on the Board of Directors.

Passed an amendment to Sec-tion 2 of Article III that dues of associate members shall be one dollar a year.

Accepted an amendment to Sec-tion 1 of Article V naming 11 standing Association committees.

Westchester Liberalizes Its Personnel Rules

WHITE PLAINS, March 5-The | step plus emergency compensation Personnel Rules of the Westchest- in the higher scale immediately er County Service were amended base salary plus emergency comby the Board of Supervisors.

the salary of an incumbent of such position shall not be. Also, that any employee whose salary is increased through pay range up-grading shall have no claim for a retroactive increase. Rule 4 (E) has been amended as

follows:
"(1). An employee who has been continuously employed under a temporary or provisional appointment pursuant to the rules of the classified service of the County shall, upon appointment on a permanent basis to the same position, be paid the salary which he is receiving or would be eligible to receive at the time of permanent appointment, whichever is higher. For the purpose of determining future increments he shall be cred-ited with the time served in such position in accordance with the appropriate provisions of these

rules.

"(2), If an employee is appointed to, reallocated to or promoted to a position with a higher scale. the maximum of which is higher than the maximum of his present scale, he shall be paid the scale

pensation or differential emer-Rule 4 (B) has been amended gency compensation) in accord-to provide that should the pay range of any position be reduced, sions of these rules.

"(3). An employee who has been continuously employed under a temporary war appointment, pur suant to the rules of the classified service of the County, shall upon appointment on a permanent basis to the same position, be paid the salary which he would have received in accordance with Para-graph 1 of Rule 4 (E) above.

"(4). When the Personnel Offi-cer shall certify to the Budget Director that it is impracticable to recruit for a position at its then minimum salary, the Budget Di-rector may authorize recruitment above the minimum of the salary scale for such position. When a permanent appointment is made at such increased minimum, all incumbents of such position receiv-ing less than such recruiting rate shall have their pay brought up to such rate of pay. For the purpose of determining future increments, such incumbents and new employ-ees in such positions shall be cred-ited with the time served in such positions, in accordance with the appropriate provisions of these rules."



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