

# Civil Service LEADER

America's Largest Weekly for Public Employees

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The Secretary  
Of L. J. Hollister  
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See editorial page 6



**CIVIL SERVICE BEAUTIES:** The LEADER rejects in toto the contention that civil service gals aren't as pretty as others. What's more, we intend — with your help — to prove it. Here's our first proof: Miss Pat O'Brien, who works in the Planning Division of the NYC Department of Welfare. We'd like to have readers submit other samples of good-looking civil service girls. They may work for the State, City, Federal government, county units, villages, courts — just so long as they've got a government job, they're eligible. So start sending in those photos! Figures as well as heads are acceptable.

## DON'T REPEAT THIS

### The 56 Tough Probe Queries

NYC EMPLOYEES who get in trouble with investigating agencies get a lengthy questionnaire to fill out about their finances. The LEADER has in past issues revealed some of the questions asked on these probe-sheets. Below is a full listing of the 56 tough queries which must be answered by municipal employees called in by the Department of Investigation.

1. Name.
  2. Address.
  3. Previous Address.
  4. Date of Birth.
  5. Tel. No.
  6. Date of Entry into City service.
  7. Department or agency now employed.
  8. Date of Appt. to pres. Dept.
  9. Present title.
  10. Badge No.
  11. Describe duties briefly.
  12. Name of immediate superior.
  13. List all other city depts. where you were employed.
  14. Total amount of salary for past 3 years.
  15. Marital status, single, married, divorced or separated—date of marriage—place of marriage—name of wife. Is wife engaged in any business; give occupation, em-
- (Continued on Page 6)

## Assn. Acts to Help Iron Out Bugs in Personnel Voting

ALBANY, April 2—Some help all around to get best results in all employee elections to personnel relations panels was recommended by the board of directors of The Civil Service Employees Association at its monthly meeting.

One case was called to its attention wherein employees were required to sign the ballot in the election of a personnel relations panel. This was objected to because "secrecy of the ballot is a fundamental principle of American voting and is the policy of the Association in its own election." In another case complaint was made that seven employees had been elected, only five were required, and that the department itself selected the five, eliminating the two who had received the most votes.

The signed ballot case was referred to Allen S. Hubbard Jr., chairman of the Personnel Relations Board, who promptly took steps to right the matter. Also, Chairman Hubbard showed keen interest in having any other complaints rectified.

President Jesse B. McFarland and other Association leaders expressed regret that there had been some objectionable practices, and added that everything would be done toward getting a fair test of

the value of the new grievance machinery to the State employee. Some employees have complained that the whole method, of starting with the supervisor and possibly having to "scale a ladder of appeals" to the top board, was too cumbersome. The fair trial is intended to determine whether or not this is true.

One form in which Chairman Hubbard was confronted with this objection concerned a case taken directly by the employee to the top board. An employee felt that his supervisor would be hostile to him if the supervisor received the grievance. So the top board accepted the grievance, rather than disappoint the employee, but wants the policy of starting at the supervisor level practiced.

There has also been criticism that the whole personnel relations machinery is (a) too cumbersome; (b) moving too slowly. But the Association still takes the views that every chance must be given the new program. Mr. Hubbard has shown, Association officials said, a desire to make the new machinery work; and "there must be cooperation on both sides." It had been admitted at the outset, one Association officer pointed out, that there would be bugs. The important thing is to find them and deal with them.

## Higher State Pay Now in Effect

ALBANY, April 2 — The new schedule of higher pay for State employees is now in effect. The next paycheck will include the increase. The State Department of Audit and Control is hard at work figuring out the new increases for each employee, the deductions for retirement and other purposes, and promises that everything will be done in time for the April 15 payroll checks.

The new increases, passed by the Legislature and signed by Governor Dewey, are in accordance with this schedule: 12½ percent on the first \$2,000 of salary; 10 percent on salary from \$2,000 to \$4,000; and 7½ percent on salary above \$4,000. There is a minimum pay increase of \$300 and a maximum of \$1,000.

### All Are Included

A total of \$19,500,000 was appropriated for the purpose of meeting the increases. All employees are included; ex-

ecutive, judicial, legislative. Per diem workers also get the percentage increase added to their pay.

It is estimated that nearly 70,000 paychecks, in all, will show the increases; and this means, of course, that employees of the payroll division in the Department of Audit and Control have to make nearly 70,000 separate calculations. One significant thing about the pay raise is this: it will not appear on the checks as a separate item; it will appear as part of the total salary.

### Figuring Out the Raise

It's simple to figure out what your pay raise is. Suppose you are now earning \$3,600 a year. You would get 12½ percent increase on the first \$2,000 of your salary—that's \$250. You get 10 percent increase on the next \$1,600 of your pay—that's \$160. Total increase—\$250 plus \$160—equals \$410. So your new annual pay, beginning as of April 1, is \$3,600 plus \$410—or \$4,010.

## Capital Conference Hears How to Get Bills Passed

### Holt-Harris Tells Of Problems in Legislature

ALBANY, April 2 — How to achieve better results in the Legislature was the topic of a talk by John E. Holt-Harris Jr., associate counsel to The Civil Service Employees Association, given before the Capital District Conference of the Association. The meeting was held in the auditorium at Association headquarters.

The speaker gave a historical analysis of legislative processes, going all the way back to the days of King John and the Magna Charta, which franchise of rights was about the last one in history achieved without compromise, he remarked.

Mr. Holt-Harris stressed the need for earlier submission of resolutions for consideration at annual meetings of the Association. He said that the legislative committee of the Association must have more time to consider proposals and hoped there would be give-and-take among the membership about reconciling differences. He warned that no legislation is adopted without compromise.

### Need of Compromise

"It is foolish to regard compromise as shameful," Mr. Holt-Harris asserted, "but if you don't come out with honor, there's been no compromise at all; that's surrender."

He told of plans under way to improve the resolutions procedure at Association meetings. He promised that proposed resolutions would be examined more closely and that honest appraisals would continue to be given on the chances of enacting particular legislative proposals.

Achieving civil service gains through legislation, he said, was a step-by-step process, in which no comprehensive enactment was to be expected at any one session of the Legislature. He recalled that the age-55 retirement bill, after succeeding in only one House or

the other, year after year, finally became an Administration measure and was enacted. The Association had launched the project in 1936, he noted.

He discussed the negotiations over the pay increase and said that they'd resulted in 4 per cent more being granted. The Administration at first had proposed what amounted to an average 8 per cent raise; the final result averaged 12 per cent. The Association did not endorse the raise granted, holding it insufficient, particularly as the cost-of-living adjustment was for a year, and the price index curve was rising. The Association wanted the raise to cover what the price curve would probably reflect in mid-summer.

### The Mahoney Amendment

The speaker told what forces operated to achieve adoption of the Mahoney resolution, after it had been passed by the Senate unanimously and seemed doomed in the Assembly. This resolution would permit the State and its civil divisions to increase the pension pensions of those already retired. Mr. Holt-Harris thought that the argument that the Senate was making the Assembly the goat was effective, also that the letters with which Assemblymen had been confronted, showing how they'd pledged their constituents in prior years that they would ardently support the resolution, were devastating. He also told of cooperation received from teachers, retired employees and other groups, which helped to get the resolution before the voters at next November's election.

He made a special point of the commitments that had bound the Assemblymen, and remarked that "Comptroller McGovern reversed the position of Senator McGovern," referring to the fact that J. Raymond McGovern, when a Senator, had voted for the resolution which he attacked as Comptroller.

Mr. Holt-Harris counselled members of the Association to obtain commitments in writing from their Senators and Assemblymen on Association projects.

said that this is best done by writing letters or discussing the subjects with them face to face, and also encouraged writing letters to legislators on behalf of bills when the Legislature is in session. The Association, he noted, sometimes meets the argument from a legislator that there can't be much support for the bill because few letters have been received.

Difficulties, both political and procedural, in getting legislation passed were described. The speaker was roundly applauded. He spent an hour answering questions.

David M. Schneider, chairman of the Conference, thanked Mr. Holt-Harris for his penetrating analysis of legislative processes and his report on what the Association had gained at the last session. Dr. Theodore C. Wenzl, of the Education Department, and H. J. Bernard, executive editor of The LEADER, joined in the praise.

Mr. Bernard said that the memorandum prepared by John T. DeGraff, Association counsel, answering all the arguments that Comptroller McGovern made against the Mahoney resolution, was the clincher.

### Nominating Committee

A nominating committee was appointed by Dr. Schneider to offer a slate for the Conference election to take place at the June meeting. He suggested two names for each office, so far as practicable, an idea which others shared. Dr. Schneider asked that his name be not considered for any office, as he felt that two years as chairman was enough and that others should be offered opportunity to hold office, especially as the Conference had a wealth of officer material. The committee: William F. Kuehn, of Agriculture and Markets, chairman; Jane Barton, Commerce Department; Michael Lester, Motor Vehicle Bureau; Dr. William Siegal, Education; and Mrs. Ruth Wager, Correction.

E. Kenneth Stahl of the State Retirement System, former Conference chairman, was present.

## Assn. Art Show Set For October 2 to 28

ALBANY, April 2 — The art show of The Civil Service Employees Association, an idea suggested by Philip Kerker, field representative, will be held at the Albany Institute of History, Music and Art, October 2 to 28, during two of which days the Association will hold its annual meeting.

The art show is experimental and on a regional basis, but is to be made statewide, ultimately. If the first test is a success, Mr. Kerker told the board of directors that response has been excellent. Everybody was trying to get in on the act.

### Broader Scale Planned

The show will consist of ex-

hibits of paintings, etchings, ceramics and sculpture. It will be the first show of its kind ever held in this country by public employees for public employees. Exhibitors from 12 counties including and encircling Albany will be accepted. Shows for other regions, or one statewide show, will come later, if the first show makes the hit that everybody now expects.

Charles Sheridan of the Division of the Budget is chairman of the permanent committee.

Those interested are asked to fill out and mail the coupon which appears on Page 10 of this issue.

# State Plans Another Over-all Review of Salary Structure

ALBANY, April 2—Studies of compensation information, and a thorough review of the relative position of all titles in the state salary structure, will be made during 1951 by the Classification and Compensation Division of the New York State Civil Service Commission, the commission's 1950 report revealed today.

The Commission's sixty-eighth annual report described studies started in 1950 by the newly-established division during its first full year of operation. A salary study, including a general survey and comparison of state salary rates with those paid for comparable work in private industry, was initiated in the latter part of the year. Although the Division of Personnel Research obtained factual data on salaries for private industry and other government jurisdictions for similar work, the 1950 study was not planned as an overall review of existing salary relationships.

### Booklet Distribution

Among the Commission's pro-

jects for 1951 will be the distribution of two new publications, a booklet of sample examination questions and a brochure on the rights of veterans in civil service examinations. The latter details changes effected by the Mitchell amendment which went into effect January 1, abolishing absolute preference in appointment and promotion for veterans and substituting credits in competitive examinations.

During 1950, the commission revised more than 1,700 eligible lists to grant additional credits under the law to veterans, in place of absolute preference. All lists were ready before the end of the year, the report declares.

### Appointments in 1950

Appointments from open competitive and promotion eligible lists in 1950 totalled 7,540, exceeding the 1949 figure. In addition there were 225 appointments from preferred lists and one from a special military list. There were 2,408 promotion appointments based on promotion examinations, and 5,132 appointments to state jobs from the open competitive

lists. Veterans' credits insured appointments for 554 persons on the competitive list.

A total of 1,783 examinations was held during the year, representing a nine per cent increase over 1949. However, due to tightening of the labor supply, the number of candidates actually examined was only 38,650, a decline of 42 per cent. A similar decrease in the number of applicants was also noted, with 50,402 applying.

### Less Candidates

Declines were also observed in the number of applicants for "college series" examinations, designed to draw highly-qualified college graduates into state service as professional and technical assistants. The January, 1950, test drew a record number of applicants and appointees, but the fourth series, in December, marked a sharp drop in candidates.

A series of "validity studies" was initiated by the Examinations Division, and will be continued in 1951. These are planned to test the effectiveness of examinations in selecting the best-qualified applicants.

# 2 Public Works Men Devise Road-Driller Saving State \$150 Per Mile of Concrete

ROCHESTER, April 2—At the meeting of the Association of Highway Engineers held in the Hotel Seneca at Rochester on March 29th, Henry A. Cohen, Chairman of the New York State Employees' Merit Award Board, presented two State employees with a joint award of \$165 and individual Certificates of Meritorious Service. The recipients of the award were Leonard E. Bach and Walter A. Phillips.

Working together in the Department of Public Works Shop at Pittsford, they designed and constructed an original device to facilitate the drilling of concrete roads in connection with the highway-widening program. Their equipment makes it possible to drill three to four thousand feet of pavement per day and requires less than a minute to simultan-

eously bore two holes five feet apart.

Experts in the Department of Public Works at Albany estimate that the use of the new device saves the State approximately \$150 per mile of road. Savings may easily reach \$10,000 per year throughout the State.

This is the second time that Messrs. Bach and Phillips have been recognized by the Merit Award Board for an idea submitted through the Employees' Suggestion Program. In 1948 they were awarded \$200 for an improved type of moveable steel scaffold which they built for use in painting and repairing bridges.

### 3,677 Ideas

Since its inception in 1946, the Merit Award Board has processed 3,677 ideas from employees for improving efficiency and economy in State government. Awards totaling \$17,190, have been paid while \$433,000 in estimated savings have accrued to the State from employees' constructive suggestions.

# Sample Civil Service Test Booklet Is Selling Well; Conway Sees It as Useful

ALBANY, April 2—The State Civil Service Commission's 36-page booklet of sample exam questions is selling "like hotcakes." About 5,000 of the 20,000 printed, have been sold.

Commission President J. Edward Conway said the publication was prepared in response to requests by prospective candidates, school authorities, students and employees for information about civil service examinations.

The booklet illustrates the kinds of questions which may be found in State civil service examinations in a number of broad fields. Mr. Conway pointed out that it does not contain questions which may be used in any future examinations or illustrate any particular examination for a specific title.

"Sometimes people do not do as well in examinations as they could

have, had they been better prepared," the foreword to the booklet states. "The strain of taking an examination on which a future career might hinge may be greatly reduced if the candidate knows something about the type of examination to expect. If he knows something of the various forms of questions he may encounter, he will very likely be able to make better use of his time in the examination room than if he is totally unfamiliar with examination methods in use today."

The price of the booklet is 25 cents. Copies may be obtained at the civil service information office in the lobby of the State Office Building in Albany or at the New York and Buffalo offices of the Commission. Mail requests should be addressed to the State Civil Service Department, State Office Building, Albany, N. Y.

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# Tonawanda Unit Gains Wide Benefits

ALBANY, April 2—During 1950, the following benefits for employees of the City of Tonawanda were effected through efforts of the City of Tonawanda Unit, Civil Service Employees Association:

- A) A cost of living bonus was incorporated into base pay.
- B) A cost of living bonus of \$350 per year was granted, effective Jan. 1, 1951.
- C) A three-week vacation after ten years service was granted.
- D) Adjustments in base pay of various positions were made.
- E) An increase of \$300 per year for non-teaching employees of the city schools was granted by the Board of Education.

# Dr. Ronan Named To Civil Service Study

ALBANY, April 2—Dr. William Ronan, head of the Graduate School of Public Service, New York University, has been appointed Director of Studies for the civil service survey being conducted by the Legislative Commission on Coordination of State Activities. Prof. Ronan is currently working two days of each week in Albany on the project.

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# Civil Service Rights

By MORRIS WEISSBERG



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

## THE NEW STATE LOYALTY LAW

GOVERNOR DEWEY has signed into law a bill passed by the Legislature, disqualifying persons from appointment or retention in the civil service for security reasons. It may be useful to explain the new law and comment briefly thereon.

### Summary of the Law

The new law contains a legislative finding and declaration that an emergency exists requiring the enactment of the law for security of the state and the nation. It defines a "security agency" as any department or office which has a necessary function, activity, or confidential information relating to the security or defense of the nation. "Security position" is defined as any position in the public service requiring performance of any function necessary to the security or defense of the state and nation or wherein confidential information relating to security or defense is available. Both State and local employees are included. The State Civil Service Commission is empowered to declare whether any government office is a security agency, or whether any position is a security position. That declaration is subject to judicial review under Article 78 of the Civil Practice Act.

### 'Doubtful Trust'

State and local civil service commissions are directed and empowered to disqualify any applicant or eligible for appointment to a security position "if it finds, after proper investigation and inquiry, that, upon all the evidence, reasonable grounds exist for belief that, because of doubtful trust and reliability, the employment of such applicant or eligible would endanger the security

or defense of the nation and the state."

Appointing officers are empowered, subject to the approval of the State or a local Civil Service Commission, to transfer employees from a security position to a non-security position. They may suspend the employees without pay, upon finding, after investigation, that "reasonable grounds exist for belief that, because of doubtful trust and reliability, the employment of such person in such position would endanger the security or defense of the nation and the state." Notice of such action must be given the employee together with so much of the reasons therefore as does not identify "confidential sources of information of law enforcement agencies." Upon receiving this notice, an employee may submit statements or affidavits "to show why he should be reinstated or restored to duty." After reviewing such statements, the appointing officer may affirm, modify or reverse his prior action.

### 20 Days to Appeal

Any person disqualified or dismissed has twenty days to appeal to the State Civil Service Commission. The decision on appeal "shall be final and conclusive and shall not be subject to review in any court."

Findings of security risks need not be restricted by the rules of evidence in court proceedings. Such findings "may be based upon the previous conduct" of the disqualified person, including (a) "unauthorized disclosure of confidential information" (b) sabotage (c) treasonable or seditious conduct and (d) membership in any organization or group found by the state civil service commission to be subversive. "Subversive" means advocating the violent overthrow of the government.

The new law is loosely drawn. Some of the definitions are exceedingly broad. Words such as "security," "defense," "confidential information," "necessary" and "available" have no precise or fixed meaning and are susceptible to expansion, contraction or variable interpretations depending upon the facts or circumstances to which they are applied.

**Present Law Duplicated**  
The causes of disqualification (Continued on page 11)

# Assn. to Plot Its Course On Dangers to Civil Rights In New State Loyalty Bill

ALBANY, April 2—The fact that the loyalty bill recently signed by Governor Thomas E. Dewey contains elements of danger to basic rights of public employees was voiced by speakers at a meeting of the board of directors of The Civil Service Employees Association.

The bill is intended to exclude "security risks" from State and local government jobs within the State, although the word communist or communism isn't mentioned. The bill would accomplish this by having the State Civil Service Department decree which branches of State or local government were security agencies. From jobs in such agencies employees could be suspended and finally dismissed, or transferred to non-security agency jobs, without disclosure of the source of information used against them. Any employee against whom such action was taken could take his case to the State Civil Service Commission on appeal, but all decisions of the Commission would be final; on such appeals, and resort to a court test is expressly prohibited in the law.

### Assn. Backs Object of Law

The chief objections voiced against the new law, Chapter 233 of the Laws of 1951, were departure from the established rules of proof, the possibility of punishment of the innocent, deprivation of any real remedy by appeal because of secrecy concerning the information source and denial of the right of confronting witnesses, and the general danger of establishing guilt by association.

An unsuccessful attempt had been made by the Association to have the bill amended. The Association's statement, while condemning subversive activity, sought through amendment to make sure that the attempted remedy would not be worse than the ailment. The legislative committee had felt such a law should be invoked only in case of actual war or invasion.

A hush fell over the meeting as John T. DeGraff, counsel to the Association, introduced the subject as one that warranted the most serious consideration. He refrained from making any recommendation, since he felt the board members would want to think out the solution for themselves. A committee had been appointed

to consider the subject and reported its affirmation of what the legislative committee had expressed. The legislative group had said: "Despite an unequivocal antipathy toward communism and communists, we recommend that the anti-subversive bill . . . should not be put in effect at the present time." The legislative committee further stated that the Association was "in general accord with the purposes of the proposal."

### Existence of Emergency Discussed

The new situation, however, arising from the enactment of the law, prompted the board of directors to resubmit the subject for further study. There was some informal private discussion later of the possibility of requesting the Governor to refrain from taking any action under the bill unless there is an actual declaration of war, an enemy attack or a declaration of actual emergency by the Governor.

### What Is Emergency?

The question of what constituted an emergency was discussed. The Legislature had declared "the existence of a serious public emergency," and cited the United Nations order to repel armed aggression in Korea, the declaration by President Truman of a national emergency, and U. S. mobilization plans now under way. While actual war or attack might justify the suspension of basic rights, as a means of national self-protection, many felt that the present actual situation, regardless of what terms may have been used to describe it in official pronouncements and enactments, did not represent that crucial reality which would warrant discarding fundamental rights. Under present State law, not even a confessed communist is disqualified from being appointed to or holding a position in the State or one of its political divisions.

### Room for Reprisals Seen

The sincerity of the administration's attempt to cope with the problem had been acknowledged in the legislative committee's statement, and the fact that the law's life was limited to a year, but it was agreed that there was something wrong with the bill.

James V. Kavanaugh was the first board member to voice objection to the law, as soon as Mr. DeGraff had finished introducing

the subject. Mr. Kavanaugh felt that it exposed employees to possible reprisals by their superiors, on the disguised ground of suspicion of subversion, and that unless safeguards were taken, nobody could feel safe in his job. Even political reprisals could be practiced, he feared.

President Jesse B. McFarland said that "50 per cent of the bill aims to get rid of all communists in State service, to which we all say amen." But, he added, the suspension of any civil rights was justifiable only under extreme conditions.

John F. Powers, 1st vice president of the Association, recalled that the Association was not the only group who had wanted the bill amended, to preserve cherished safeguards. He mentioned Charles Burlingham of the Civil Service Reform Association. Many employee groups have declared themselves almost unanimously in favor of safeguards. The American Civil Liberties Union and the Citizens Union are on record in opposition to the bill.

The Association had been put in a false light because some newspapers, in compressing the legislative committee's statement, had made it appear as if the Association was opposed to a security bill. Mr. DeGraff emphasized the complete inaccuracy of any such description of the Association's stand and mentioned that The LEADER had published the complete statement.

Objections were also raised against the transfer provisions of the law. If a person is dangerous in a "security agency" he is dangerous in any other, some felt. One member said: "It doesn't make sense that a communist is not kicked out but just transferred to another department. The idea that there'd be no harm in having him work in the agency to which he is transferred is just bunk."

The difficulty of declaring one agency a security agency and another not, was stressed.

### Basic Danger

But the main theme was that an employee could be convicted without knowing who was the complainant against him, without the right to have his accuser face him, or have decisions based on complete evidence, oral or (Continued on page 11)

# Civil Liberties Union Says Loyalty Bill Curbs Rights Of Civil Service Employees

The public employee loyalty bill signed by Governor Dewey was severely lashed by the American Civil Liberties Union, on the ground that it "leaves much to be desired in the way of protection of individual rights." The bill applies both to State and local employees, and provides for dismissal or transfer of civil service employees in "sensitive" positions or agencies.

### Lack of Court Review

Patrick Malin Murphy, executive director of the civil liberties organization, last week made this statement:

"The American Civil Liberties Union has opposed the enactment of this particular measure, not because we disagree with its basic purpose, but because we feel that the lack of judicial review of dismissals and the absence of other procedural safeguards will cause more harm to civil service employees generally than the good which the bill is meant to accomplish.

### Assemblyman Brees is Hit

"But, above and beyond our objection to the bill, we are shocked by the language of Assemblyman Orlo M. Brees, who, in attempting to refute the arguments of those protesting against the lack of judicial review, stated that 'this is no time to be tied up in the red tape of usual democratic procedure in jobs involving security,' and that a court reversal of a determination by the Civil Service Commission 'would put a stigma on the commission of having fired an innocent man.'

"Assemblyman Brees' view, that in times of crisis constitutional protections can be disposed of, represents a position taken by far too

many officials in the present situation.

"Perhaps they and Governor Dewey should recall what the United States Supreme Court said when it was suggested, in a case involving the use of a writ of habeas corpus during the Civil War, that the Constitution was inapplicable during the war:

"The Constitution of the United States is a law for rulers and people, equally in war and in peace, and covers with the shield of its protection all classes of men, at all times, and under all circumstances. No doctrine involving more pernicious consequences was ever invented by the wit of man than that any of its provisions can be suspended during any of the great exigencies of government. Such a doctrine leads directly to anarchy or despotism, but the theory of necessity on which it is based is false; for the Government, within the Constitution, has all the powers granted to it which are necessary to preserve its existence, as has been happily proved by the result of the great effort to throw off its just authority."

### Meaning of Civil Liberties

"When Assemblyman Brees suggests that to permit judicial review might stigmatize the Civil Service Commission in cases where it has made mistakes, he mocks the basic meaning of civil liberties, that individual rights should be protected and individual reputations kept clean. A governmental agency, when it makes a mistake, should be called to account.

"In a democracy, Government exists to serve the people. Whenever the opposite theory is adopted, then to that extent democracy is injured and totalitarianism is put in its place."



State Senators and Assemblymen who were especially active this year on civil service legislation in Albany. Top photo: Senators Austin W. Erwin, Seymour Halpern, John H. Cooke, and Floyd E. Anderson. In the lower photo are Assemblymen Benjamin H. Demo, James A. Fitzpatrick, Elmer J. Kellam, Richard H. Knaut, and Lee P. Noonan.

# Activities of Assn. Chapters

## The Civil Service Employees Assn. Barge Canal, Champlain Unit

THE ANNUAL banquet of the Barge Canal Employees, Champlain Unit, was held at Hotel Schuyler in Schuylerville on March 24. The festivities opened after one minute of silence in memory of Harper Williams, retired and Guy W. Pinck, former commissioner, both of whom passed away recently.

Out-of-town guests present were Superintendent of Public Works Bertram D. Tallamy; Assistant District Engineer Edward Stickney; Associate Engineer H. I. Bristol, of District No. 1; V. L. Ostrander, Superintendent of Operation and Maintenance; Edward Hudawalski, Electrical Inspector; and John Bryan, Canal Traffic Agent.

Three retiring members, Geo. Perkins of Thomson, Chas. Neilson of Stillwater, and Ralph Besile of Hudson Falls, were given purses. The presentation was made by V. L. Ostrander.

Amusement was furnished by William Gandro of Mechanicville, with H. I. Bristol as accompanist. R. C. Bailey of Hudson Falls was toastmaster.

## Westchester County

A MEETING of the Northern Unit of Westchester Chapter, Civil Service Employees Association, was held Thursday, March 29, in the Village Hall, Mt. Kisco. The meeting was called by Chapter President Ivan S. Flood and presided over by Unit executive Vincent B. Kokinchak.

The Unit heard a report on the case of a discharged employee of the Town of Mt. Pleasant, and also had a general discussion of salary matters and working conditions.

A survey is under way, it was reported, of salaries being paid public employees in the area of Mt. Pleasant, North Castle, New Castle, Cortlandt, Mt. Kisco, Ossining, Yorktown, Somers, Bedford, Pound Ridge, Lewisboro, and North Salem. A recommended uniform plan is expected to be developed for the area.

Before the regular meeting, a meeting of the Directors of the Unit was held. Members of the Board are President Vincent B. Kokinchak, Mt. Pleasant; 1st Vice President William Jannott, Thornwood; 2nd Vice President Charles Deede, New Castle; Secretary Edward Conlon, North Tarrytown; Sgt.-At-Arms Silvio Sgrulletta, Mt. Kisco; Directors, Frank Becker, Ossining; LeRoy Carpenter, Hawthorne; and William Barclay, Mt. Kisco.

The meeting was arranged by Frank Lieto, Deputy Village Clerk of Mt. Kisco.

## Ray Brook

NEWS from Ray Brook State Hospital:

Grace Jones, hospital school teacher and daughter of Mr. and Mrs. Albert Jones of Ruby, N. Y., became the bride of Dr. Dwight T. Kernodle, also of the hospital medical staff and son of Mrs. Bertha B. Kernodle of Rt. 1, Elon College, N. C., and the late Dr. Charles E. Kernodle, Sr. Rev. Theodore E. Hammer officiated at the single-ring ceremony which took place at the Evangelical Lutheran Church of the Atonement at Ruby.

Mr. Jones gave his daughter in marriage. The couple was attended by her sister, Mrs. Latham Thatcher of Detroit, and his friend, John Gilliam of Wilmington, Del. The bride's niece, Troy Thatcher, served as flower girl.

After a wedding trip, they will return to their hospital duties on April 5. In July, they plan to leave for MacCain, N. C., where Dr. Kernodle will take his position as resident physician at the North Carolina Sanatorium.

Dr. and Mrs. Frederick Beck were the Easter weekend hosts to his father, Dr. Frederick G. Beck of New Haven, Conn., and his brother-in-law and sister, Dr. and Mrs. Hannibal Hamlin of Providence, R. I., and their three children.

Dr. and Mrs. F. Clark White and daughters celebrated the Easter holidays in Kingston, Canada, where they visited the doctor's mother, Mrs. P. W. White, and his brother, Dr. E. Perry White.

Miss Eileen Holmes of the business office spent the holiday weekend with her sister and family in Schenectady.

Girard Power of Westport holidayed with his mother, Mrs. Ida Power of our nursing staff.

Mr. and Mrs. Harry Colabella and family left on March 24 for NYC, to vacation with the Sr. Colabellas.

Dr. Lillian Hellstrom, staff member of Bellevue Hospital in NYC, and her sister Mrs. R. J. Clark of Fort Lee, N. J., accompanied by her two daughters, visited Ray Brookian friends on March 23. Mrs. Clark is a former member of the nursing staff.

Thomas Robert McDougal, student at the Mount Assumption Institute in Plattsburg, spent his Easter vacation visiting his mother, Mrs. Mary M. McDougal, nurse.



CONSERVATION DEPT. employees honor Earl A. Westervelt, who has been called to the Army as a Captain. Mr. Westervelt, president of the department's Civil Service Employees Association chapter, was given a farewell luncheon in Albany on March 28. Left to right: Art Holweg, supervisor of game management; Justin T. Mahoney, director of fish and game; Mr. Westervelt, district game manager; Dr. William Senning, assistant director of fish and game; Robert A. Wells, secretary of department; Charles Barr, vice-president of the Association chapter. Mr. Westervelt enters Army Service on April 7.

dent at the Mount Assumption Institute in Plattsburg, spent his Easter vacation visiting his mother, Mrs. Mary M. McDougal, nurse.

## Suffolk County

DAVID L. FROST, President of the Suffolk County Civil Service Employees Association, was interviewed Friday night, March 16, on the broadcast from the Chez Mimi over WGBB Freeport, Nassau County.

Mr. Frost, who lives in Babylon, told the radio audience: "One of the primary functions of the Civil Service Employees Association is to safeguard the merit system, for without such a system in public employment, the waste involved would be tremendous to the taxpayer." He stressed the point that Association members, numbering over 50,000 and including state, county, town and village employees, are indistinguishable from other citizens, pay the same taxes, and participate in the same civic enterprises. But, while other people in the communities are earning more in private industry, the job of the civil employee is almost entirely that of service to the community.

Mrs. Eve Armstrong, chairman of public relations, plans a series of radio programs, presenting the function of the county chapter through the units, and their relationship to the employee and the public. The next scheduled broadcast is April 4, to be conducted by Welfare Unit No. 1.

Suffolk County chapter is still engaged in its membership drive. Mrs. Kathleen Parker, corresponding secretary, together with Mr. Frost, have sent letters to 1,500 civil employees who are not members of the Association. The response has been gratifying.

Joseph Stenglein, treasurer of Suffolk Chapter, won the grand

(Continued on page 5)

## Age Limits 21 to 37 for 31 State Matron Jobs

At least 31 matron jobs will be filled by the State from an exam that closes on Friday, May 4. This is one of a series of 24 tests to which that application period applies. The exams will be held on Saturday, June 9.

There are 25 matron vacancies at Westfield State Farm, Bedford Hills, and six at Albion State Training School, Albion.

The salary is \$2,070 to start, and rises to \$2,780 through five annual increments. The emergency pay raise should be added to those salaries.

### Requirements for Matron

Applicants must be not less than 21 nor more than 37 years old, of good moral character and habits, good physical condition and have satisfactory sight and hearing. The sight requirement is 20/20 Snellen in each eye, without glasses, correctible to 20/30 with glasses.

Candidates must have one year of experience in either actual supervision of a group of women or girls, including necessary disciplinary supervision, or in dealing with delinquents or behavior problems on an individual basis, plus any one of the following: one more year of the above experience; or high school graduation or an equivalency diploma; or four years of military experience in the armed forces of the United States; or a satisfactory equivalent of the foregoing training and experience. Application Fee \$2.

The jobs are in the Department of Correction. The exam is No. 4078.

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  - 3. Berman, Harold H., Staten Isl. 02400
  - 4. Brill, Henry, Songnar. 00308
  - 5. Buckman, Charles NYC. 80000
  - 6. Wolfson, Isaac N., Newark. 80503
  - 7. Hunt, Robert C., Ogdensburg. 86777

# Chapter Activities

(Continued from page 4)

championship in the showing of Magpie pigeons, and best opposite sex of the champion, at a recent show at Grand Central Palace. . . .

Sanatorium Unit has scheduled a Spring Dance April 4 at the Holtville Community Hall, with Mrs. Rosalie McGavin, unit secretary, in charge of arrangements. . . .

Mr. and Mrs. John Kosich of Sanatorium Unit are parents of a baby girl born March 4. Mr. Kosich is a Sanatorium cook, and Mrs. Kosich was a waitress. . . .

Alexander Bootz, a member of Huntington Town Highway Department for six years, died March 1. His widow, five children and a grandchild survive. . . .

## Onondaga

**THE BIG 1951** membership drive of the Onondaga chapter, CSEA, got under way with a meeting launched under powerful and enthusiastic local employee support. Meeting in the Syracuse Merchants Bank Building, the group set plans to reach an all-time high in membership. Mrs. Marie Wilsey and Mrs. Norma Scott, co-chairmen of the committee, outlined plans. Vernon L. Tapper, State chairman of the Association membership committee, and Laurence J. Hollister, field representative, helped in setting strategy.

Serving on the membership committee with Mrs. Scott and Mrs. Wilsey, are: Mrs. Genevieve Vlau, Mrs. Laura Gurniak, Mrs. Sophie Mesik, Walter Kotz, Mrs. Ada Carr, Irene Cregg, Elizabeth Eastlick, Lester Miller, Leona Appel, Matilda Francey, Mary Casey, Mrs. Wilfred Johnson, Sophie Adler, Mrs. Ella Ryan, Harry Cook, George Alura, Mary Claxton, Edith Schroeder, Robert Sawyer, Allen Ferguson, Margaret Kuppel, Elmer Royal, Audrey Vielle, and Hugh Snyder.

A letter sent to all local members by Juliet H. Pendergast, president of the Onondaga chapter, stressed the importance of membership strength in making advances in salary, pensions, work hours, tenure, leaves, and retirement.

## Brooklyn State Hospital

**FROM BROOKLYN** State Hospital, we hear: Mental Hospital Guild is sponsoring a series of entertainments for patients in the amusement hall Sunday evenings at 7:30. Radio broadcasts will be made from the Assembly Hall, with Dr. C. H. Bellinger as speaker on April 1, and Dr. Christopher Terrence as guest April 8. . . .

Congratulations to the following nurses: Miss Georgette Sacre, to be married on April 7 to Mr. Robert Elder Goate at St. Francis of Assisi Church, Brooklyn; Miss Florence Scalla, to be married to Thomas Taglianetti on April 14 at St. Benedict Joseph Labrie Church, Richmond Hill, L. I.; Miss Cecelia Erickson to be married April 8 to Daniel Lorenzo at St. Joseph's Church, Babylon, L. I. . . .

Mrs. Lily Nash announces the marriage of her daughter to Mr. Owen Gilligan on April 7. . . .

Congratulations to Mrs. Gloria Schrock Barritt and husband on the birth of a baby girl, and Mr. and Mrs. Royal Noelting on their new tax exemption—a baby girl. . . .

Mrs. Lida MacDonald, of B.S.H. Chapter, won two building lots at Twin Lakes, New York, sponsored by the Sacred Heart Rectory of Barrington, N. Y. . . .

Vacationing in Florida: Mr. and Mrs. Edward Bookchin; Miss Marie Lavoie, Mrs. Florence Raight; Trevor Thomas, telephone operator, has resigned to accept a position in Florida. . . .

Employees deeply regret the loss of Mrs. Catherine Brady who passed away recently. . . .

## Motor Vehicles, Albany

**THE MOTOR VEHICLE** Chapter, CSEA, has nominated the following slate of candidates for officers, to be elected at the annual meeting of the chapter on May 3.

For president, Michael Lester, incumbent, and Thomas Donahue, vice-president, Charles Lawrenson and Dominick Tate; treasurer, Mary Devine, incumbent and Mary J. Carroll; secretary, Alice Walsh, Francis Marin, Elsa Stutz. Delegates, Gladys Martin, Rose Holland, Joseph Ryan, Sadie Greenfield, Camille Collette, Robert Wahrman, Alfred Castano. Three

currently serving as delegates who were re-nominated, Monroe D. Walsh, Harold D. Winckless and Cora Cronin.

## Fort Stanwix

**DR. JAMES P. KELLEHER**, senior director of the Fort Stanwix State Hospital, praised the Civil Service Employees Association as one that conservatively but effectively represents the interests of its members and cooperates in the achievement of State objectives. Dr. Kelleher was a speaker at the 12th annual dinner of the Fort Stanwix chapter of the Association. Another speaker was the Mayor of Rome, Alfred M. Hoehn, who was also given a great ovation.

Other invited guests were Mrs. Kelleher, Edward Riverkamp, past president of the chapter; State Senator Fred J. Rath, Assemblymen Francis J. Adler and William S. Calli; Henry Emmer, senior business officer of the hospital, and his wife; and Mrs. Alfred M. Hoehn, Philip Kerker, Association field representative, spoke for President Jesse B. McFarland, who was detained in Albany on urgent Association business.

Mayor Hoehn praised the Association members for the prompt and splendid assistance rendered during the November hurricane.

Twenty-five-year service pins of the Mental Hygiene Department were presented to Mrs. Clara Weed, staff attendant; Robert York, senior social worker, and William Lietz, carpenter. Dr. Kelleher made the presentations.

The chapter presented gifts to the retiring president, Frederick H. Earwaker; Ruth Stedman, treasurer, and Janet Levinson, secretary.

The new president is Lewis Fearon. The other officers are Owen W. Jones, vice president; Leo P. Burke, secretary, and Mrs. Stedman, treasurer. Mr. Earwaker and Irma German are delegates. The dinner was held at the Club Martin, Rome, N. Y.

The chairman of the dinner committee was Miss German. The other members were Miss Stedman, Miss Levinson, Mr. Burke, Dorothea Renders and Howard Van Scoy.

# State Board Appointments

ALBANY, April 2 — Governor Dewey has made the following re-appointments:

Nicholas J. Strozzi of Buffalo, member of the Board of Visitors of the Buffalo State Hospital, New York, for a full seven year term.

Miss Edwiene Schmitt of Brooklyn, New York, member of the Board of Visitors of the Brooklyn State Hospital, New York, for a full seven year term.

Charles G. Daley of Brooklyn, member of the Board of Visitors of Creedmoor State Hospital, New

York, for a full seven year term.

Mrs. John J. Finigan of Rochester, member of the Board of Visitors of the Gowanda State Homeopathic Hospital, for a full seven year term.

Miss J. Winifred Hughes of Syracuse, member of the Board of Visitors of the Marcy State Hospital, for a full seven year term.

Mrs. Fred H. Porter of Port Jervis, New York, a member of the Board of Visitors of the Middletown State Homeopathic Hospital, for a full seven year term.

## DELEHANTY BULLETIN of Career Opportunities!

Applications Open Apr. 10th — N. Y. City Examination for

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TUESDAY, APRIL 3, 1951

## The Serious Matter Of Dismissals

ONCE again Governor Dewey has vetoed, as he did last year, measures which would have allowed to public employees certain rights which they do not now possess in case of dismissal, primarily the right of a broader hearing procedure and the right of court review. One measure still awaiting the Governor's action, as this is written, would strengthen the Civil Service Commission's power of reinstatement where it is found that an employee has been unjustly punished.

The Governor's veto is based upon certain suppositions which the Civil Service Reform Association consistently, and in our view erroneously, pressed upon him.

In a letter to the Governor, the Reform group wrote in part:

"We wrote you a year ago that we were opposed to this measure on two major grounds—that it was antipathetic to good administration and departmental discipline, and that the present provisions of the Civil Service Law concerning removals are adequate . . . ."

### The Wilcox Bill

A bill introduced this year by Assemblyman Wilcox, although not going so far as to propose court review, nevertheless incorporates a forward approach: an effective procedure, which does not now exist, for the review of disciplinary and removal cases. At present, if the Civil Service Commission on appeal finds an employee wholly innocent of charges against him, it has not power to order re-instatement. The Wilcox bill was designed to cure this onerous defect by providing that if an employee is innocent of the charges and a transfer cannot be effected, the Commission may, in its discretion, direct his reinstatement. As a matter of simple justice, the Commission ought to have this authority. Failure to extend the authority makes the present review machinery a hollow thing. It is wholly inconsistent with modern principles of justice to give an employee the right to appeal if the appeal tribunal is powerless to take effective action.

### Erroneous Viewpoints

The Reform Association's objections to increasing the protections available against unjust dismissal are stuffy. The reformers are afraid that the general public will resent it if civil service employees are granted additional protections. We have never seen any evidence that the general public has so callous a point of view. A few politicians who make capital out of attacking public employees may feel that way — but the general public, no.

That fair disciplinary procedure would result in poorer administration seems to us a clear contradiction in terms. It is where employees feel they are protected with dignity and justice, that management is able to do a better job. Let the Reform people look around at what happens in private industry for certification of this. In those industries where employees work under good conditions, where they have protections, where they can deal with their employers on a basis of equality—there you have efficiency and good administration. The industries where employees do not have these protections, are more likely to be depressed industries.

The reformers also argue that because it is "so difficult" to fire employees, administrators hesitate to do so; and would be even more hesitant if court review were added. If administrators are really so hesitant, it is a good—not a bad—thing. But we have yet to see proof that such hesitancy exists more in government than in industry. Dismissal from a job is a terrible matter to the person involved. It should never be accomplished lightly.

On the other hand, there are cases where personal whim, the desire to "get rid" of an employee, have operated. This probably happens more frequently in certain local jurisdic-

(Continued on page 7).

## DON'T REPEAT THIS

(Continued from Page 1)

ployer and earnings for past 3 years.

16. Children — Single — name, age, school or college; educational course past 3 years. Married; name of child, husband or wife and address.

17. Father's name and address, occupation and employer.

18. Mother's name — if employed, occupation and employer.

19. Brother and sisters, names and addresses.

20. Mother and father-in-law; names and addresses.

21. Brothers and sisters-in-law, names and addresses.

22. Dependents — all who have been totally or partially dependent on you for past 3 yrs.

23. All persons who contribute to support of household.

24. Rent—do you pay rent where you live? Name and address of landlord. If rent is paid by cash or check, or if rent is paid solely out of your salary—if answer is no explain amount of monthly rent.

### Real Estate

25. Real Estate — do you or your wife now own real estate? If so give following particulars with respect to each parcel. In whose name is title; type of property; location; date acquired; name and address of seller; purchase price; cash paid; source of funds; 1st mortgage and present amount; 2nd mortgage and present amount; name and address of mortgagee; what payments are required of 1st and 2nd mortgages; where any additional payments made on mortgages. State expenses for following items: real estate taxes, water taxes, repairs, assessments, improvements, painting, heating. State total rent paid by all tenants occupying premises past 3 years. Did you or wife own any other real estate in past 6 years. If so give following particulars with respect to each parcel.

In whose name was title; kind of property; location, date acquired; from whom purchased; price; cost paid; source of funds; when sold or transferred to whom sold; selling price; cash received; mortgage received; terms of such mortgage; brokerage commission paid on sale; rent paid by all tenants.

Did you or your wife ever purchase or contribute toward purchase of real estate, title to which was not taken in your name or your wife's name? If so state title, whose name; location; date acquired; amount invested.

### Insurance

26. Insurance—list all life ins. policies issued to you, your wife and dependants; name of insured; company; date issued; amount premium. Was any money borrowed in past 3 years on any of above policies; if so state with respect to each loan, name, company, amount and dates. Explain purpose of loan. Did your wife or dependants receive cash surrender or a maturity value of any life insurance in past 6 years? If so state name of beneficiary, amount, date, disposition of proceeds.

List all other types of insurance such as auto, accident health, hospitalization, fire, theft, flood, liability etc. issued in past 3 years, either in your name, wife's or dependant's; give name of insured, type of insurance, premiums.

27. List all bank accounts, such as savings, checking, trust, postal savings, credit union, Xmas Club, building and loan Assn. etc. in your name, wife's or dependant's. Name of depositor, name and address of bank and present balance. List all bank accts. which were closed out within past 6 yrs. by you, wife or dep. Name of depositor, name and address of bank, date closed, amount withdrawn; explain disposition of funds. Were any deposits in excess of \$500, made within past 6 yrs. If so name of depositor, name of bank; explain source of funds.

Were any withdrawals made in excess of \$500 in past 6 yrs? If so, name depositor, bank, amount, date; explain purpose of withdrawal. Did your wife or dep. ever have an interest in bank account not in your name? If so explain. If you or your wife have checking acct. how long are cancelled checks and stubs kept?

### Little Tin Box

28. Do you, your wife or dependants rent or have access to a safe deposit box? If so, in whose name and address, and name and address of depository are contents. State date and purpose of last visit to box. Did you, your wife or dependants ever rent or have

access to any safe deposit box, the use of which you no longer have. If so, state in whose name, where, date discontinued.

29. Have you or your wife and dependants purchased any war bonds? Total amount bought; sold.

### Stocks and Bonds

30. Do you or your wife or dependants own stocks or bonds other than war bonds? Name of owner, number and description; date acquired; amount invested. Explain source of funds. Have you, your wife or dependants sold any stocks or bonds other than war bonds; in the past 6 yrs. Name of owner, name and description; date acquired; date sold; amount received; disposition of funds. List names of all stock brokers or other agencies thru whom you, your wife or dependants purchased or sold stocks and bonds other than war bonds, in past 6 yrs. Name and address of broker.

31. Did you, your wife or dependants ever lend any money or receive in return as security a mortgage on real estate? If so, give following particulars for each transaction. Name of lender; name of borrower; location of property; amount loaned; date of loan; source of cash loaned.

Did you, your wife or dependants ever lend any money and receive in return as security a chattel mortgage on personal property? If so name, etc. as above.

32. Did you, your wife or dep. own an auto within the last 6 years? Name of owner, year and make; date purchased; total purchase price; cash paid; source of cash; trade in allowance; amount of monthly payments; name of finance company; name and address of dealer. Do you pay garage rent; name and address of garage; amt. rent; list average monthly expenses for gas and oil, repairs, tires, accessories, etc.

33. Did you, your wife or dep. buy any article of personal property within the past 3 years, the price of which exceeded \$100, such as jewelry, furs, piano, radio, T.V., rugs, silver, household furnishings, appliances, oil burner, refrig., laundry machine, boat? If so give name of article, from whom bought, date, price.

### Bank Accounts

34. List all charge accounts, deposit accounts, deferred payment accounts in your name or your wife's or dependant's name in past 3 years.

35. Did you, your wife or dep. ever have at home during the past 6 years, an amount in excess of

\$50. If so state amount and source of funds.

36. Did you, your wife or your dependent loan out any money during the past 6 years? If so name of borrower, lender, amount, date, present status.

37. Did you loan any money in excess of \$100, etc.?

38. Does anyone owe your wife or dep. any money at present? Name, debtor, address, amt., etc.

39. Any judgments filed against you or wife in past 6 yrs? If so what payments were made.

40. Was salary garnisheed in past 6 yrs. Full particulars.

41. Estimate total cost of food past 3 yrs. for yourself, wife and dependants.

42. Estimate total cost of clothing past 3 yrs. for yourself, wife and dependants.

43. State total medical, dental, hosp. expenses for you, your wife and dep., if amount exceeded \$250 in any of past 3 yrs.

### Running the Home

44. Estimate average monthly cost of gas, elec. and tel.

45. Estimate total expense for domestic help in home for past 3 years.

46. Estimate total expense past 3 yrs. for entertainment.

47. What was total amount spent by you, wife and dep. for vacation past 3 yrs.

48. Estimate your average weekly personal expenses for last 3 yrs.

49. If you belong to a union, state amount of dues paid past 3 years.

### Contributions

50. Did you, your wife or dep. within past 3 yrs. belong to any club or organization which required payment of dues? Name of organization; amount of dues.

51. Estimate total other contributions made by you in past 3 yrs.

52. Estimate amount spent by you, wife or dep. for gifts to others in past 3 yrs.

### Gifts

53. Did you, wife or dep. ever receive an inheritance? Name of person receiving inheritance, name of decedent. Residence at death; amount inherited; other property inherited; total value of inheritance.

54. Did you, wife or dep. receive during past 6 years any gifts, royalties, pensions, disability benefits dividends, rents, etc.? Explain in detail.

55. Have you ever been investigated by any government agency? If so give particulars.

56. Did you, wife or dep. receive any income other than already stated? If so, explain.

## State Income Tax

By H. J. BERNARD

**THE EXEMPTIONS** and deductions under the State income tax law differ from those under the U. S. income tax law.

The State allows, as exemptions, \$1,000 for the taxpayer, \$2,500 for husband and wife, \$2,500 for a "head of a family" and \$400 for each dependent. The U. S. allows a flat \$600 for each exemption.

The State permits the \$2,500 to be claimed by husband and wife in any proportion, if they file separate returns.

### Income Splitting

The U. S. permits income splitting in joint returns by husband and wife. The couple apply the tax rate on half their combined income, and double the result to obtain the tax on the full income. That usually results in a lower tax rate, hence lower tax. The State does not permit income splitting. Unless husband and wife both have incomes there is little point in filing a joint State return.

The U. S. allows full exemption if the taxpayer provided the major support of a close relative, regardless of the duration. The amount alone must be more than half; the time needn't be. The State insists on the major support requirement, but if such support did not cover the whole year, it may be claimed for each month, under State law, for only one-twelfth the total. Also, the State requires that the dependent be under 18 or mentally or physically incapable of self-support or in full-time attendance at an approved school or college. The U. S. dependency claim, if the major support and close relationship requirements are met, as well as certain citizenship and residence rules, grants the exemption for

dependents regardless of age or mental or physical condition.

### Tax Exemption

The State imposes no tax on military pay. The U. S. exempts military pay only for service in a combat zone, but includes both the month of arrival and departure. The exemption granted by the U. S. for combat zone service is 100 per cent for enlisted personnel and non-commissioned officers, \$200 a month for commissioned officers.

### Medicals and Contributions

Charitable contribution deductions, up to 15 per cent of an income level, and medical-surgical expenses in excess of 5 per cent of an income level, are deductible under both State and U. S. laws, but the income levels are not the same in both cases. The percentages under U. S. law apply to a single income figure, which may be called the real income, or the total income less the few allowable exclusions of cost of producing it. The State applies the percentages to different income levels. It makes the taxpayer take his interest, tax and "other deductions" off first, then applies the 15 per cent for the contribution claim limit. This reduces the maximum contributions permitted to be claimed. But, as if in compensation, the State requires taking off the contribution deduction to arrive at the lower level to which the 5 per cent exclusion of medical expenses applies. Thus it is 5 per cent of a smaller amount than under Federal law, consequently the medical deductions allowable are larger under State law.

Use State Form 201 and itemize your deductions.

(Continued on page 11)

Adv.

Adv.

Adv.



# Suggested by...

# ALICE AND JOHN



Here you see a simulated pearl rosary that is exquisite enough to be a groom's gift to his bride! Each shimmering golden decade pearl is capped with delicate filigree; large, beautifully engraved cross. This golden jewel of holiness dramatically combines the soft lustre of simulated pearls with brilliant gold or silver links and chain surfaced with rich, enduring karat that will not crack, peel or tarnish. This is a gift of a lifetime; a gift to be treasured. It is appropriate for any occasion. I have shopped this item in leading jewelry stores and find that it sells regularly for \$9.50. Gem Products Company have authorized me to offer readers of the Leader this treasure gem, in a beautiful velvet gift box for only \$6.95 and another one exactly like it in a plastic gift box absolutely free. Don't let this offer pass you by. Send check or money order today to **GEM PRODUCTS COMPANY**, Dept. C, 661 Andrews Bldg., 35 Court Street, Buffalo 2, N. Y.—John

## Cook Meat on new SKEWS

Send 20c for sample set of 4 Skews. Wonderful new 8" stainless steel skewers and 5 recipes for city chicken, lamb kebob, steak-on-a-stick. Grand for picnic cooking, too. No charred wood or splinters with all-steel Skews.

Here's another dandy. A really new idea. Korn-hold. Insert before cooking, use as handle to pull cob from kettle. Made of special stainless steel that conducts very little heat and cools quickly before reaching the table. A set of 4 is only 10c.

And now Bobbite, a clothesline fastener that anchors the line to attic beams, basement joists, outdoor posts or house corner. No sagging or fallen lines. Made of heavy metal. Set of 2 on instruction card, only 25c. Don't wait ladies! Order one or all of these today. Catalog of Heuck handy. 10c to 25c gadgets FREE with each order. **M. E. HEUCK**, Box 46, Burnet Woods Station, Cincinnati 20-JO., Ohio.—Alice

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 **UNCONDITIONAL 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 guarantee 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 Blvd. Open evenings till 10. Closed Sunday. Liberal Trade allowances or cash for your old car. Drop in and see them. Get their proposition.—John

The 1951 English **FORD**

Still Only **\$394.50** DOWN

**\$1184** Complete Price Delivered 4 Cylinder Sedan

**\$53.25** A MONTH

2 YEAR GUARANTEE

Here's the sensational car you've been reading about! Compact, it parks fast and easy and gives 35 MILES TO THE GALLON. Complete stock of parts on hand; FACTORY TRAINED service men. Distributor for ANGLIA and PREFECT, The English Ford

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1842 BROADWAY, N. Y. C.  
Bot. 00th & 61st St. Plaza 7-1700—Open 9 A.M. to 7 P.M.

**DRUNK?**

DOCTOR'S MARVELOUS NEW DISCOVERY RELIEVES DRUNKENNESS IN 3 DAYS

If drunkenness tends to mar the happiness of you or your loved ones, this new remarkable discovery quickly and easily helps to bring relief from all desire for liquor. This is strictly a home method, easy to take secretly, permitting you to carry on your social life as usual. The price is only \$10.00 for the entire method, which includes formula and easy instructions. This method is sold to you on a money back guaranteed basis if not satisfied within 10 days. I believe that you will find it a blessing in disguise. Send no money. Pay postman on delivery. Print your name and address and send to **SCIENTIFIC AID COMPANY**, Dept. 62, Box 118, Jersey City, New Jersey.—John

**Packet Stamp**

YOUR NAME ADDRESS CITY STATE

50 Fits Pocket or Purse. Ideal for marking stationery and linen. Attractive plastic case. Bottle ink 25c. Special offer to large users. **ARTCRAFT PRODUCTS**, Dept. C, 621 Broadway, New York 12, N. Y.—John

**\$ MONEY IN WEDDINGS!**

Fast, Easy Profits, selling stunning Raised Printing Invitations, Reception, and "Thank You" Cards to every engaged couple in your territory. Genuine Process Engraved, yet cost no more than plain, ordinary printing. So beautiful, so "different," engaged couples buy on sight. You will receive generous commissions. Write for samples and money making plans. **SPERRY-PRINT**, 700 State Street, Williamsport, Pa.

**EVERY DAY IS PAY DAY**

Cash discounts and Free Bonus Gifts can be a great help in meeting the high cost of living, that eats into that inadequate pay check. You can sell a beautiful novelty and household line, which in my opinion has very little sales resistance, and make a quick dollar easily. Write for a free wholesale catalog today to **GORDON MFG. CO.**, 110-L East 23rd Street, New York 10, N. Y.—John

**'50 FORD EXECUTIVE CAR**

4 door deluxe "8" cyl. Georgetown Palatone Green, Radio, Heater. Many Extras. Never registered.

**TRI-LINE MOTORS, INC.**

Friendliest FORD Dealer in Town, 135 Empire Blvd., in Bedford, Brooklyn. IN 9-7500

Key Cabinet, 18 1/2" x 10 1/2" x 2 1/2". 15 hooks hold 100 keys. Fine hard, blonde finish maple. Every office and factory needs one, and for the home its just wonderful for small kitchen gadgets. Only \$4.95 postpaid. Approved by Alice and John. Send check or M.O. to **MACKLEY**, 25 Park Place, N. Y. 7, N. Y.

Make that extra dollar to add to your present income quickly and easily with a complete line of **Plastics**. Scalloped tablecloths, 54 x 54-in. Aprons, Cottage Sets, Drapes, Bedspreads and many other quick selling, staple items priced so low that you make a big profit on each sale. I recommend that you write immediately for a Free Catalog, that explains everything, to **Samuel ROSEN-ZWEIG ACCESSORIES CO.**, 8 Herzl Street, Dept. CS., Brooklyn 12, N. Y.—Alice

**"Flat-head"** Sets Amazing Record. Actually Gets More Fish.

APPROVED BY NATIONAL SPORTSMEN'S INSTITUTE

I consider myself an expert fisherman, and until I tried Flat-head, with its queer magnetic action, did I realize that there are no certain days that fish bite. Now I catch more fish any day. Flat-head comes in 3 patterns, \$1.21 each, a full set of 3 baits \$2.98. Gets more fish or your money back. An excellent gift. Send check or M.O. today to **JOSEPH BERBERICH**, Box 6527, Pittsburgh 12, Pa.—John

Quality Titania Gems, more brilliant than diamonds. Read facts in Time, Feb. 26th issue, Page 81. Arcay Titanias are the Worlds finest. Don't confuse with inferior grades on the market. Special personalized service. Buy direct, save middleman's profit. Man's ring 1 kt., in 14 kt. solid gold square top custom-type setting \$44.95. Women's 1 kt. Solitaire, 14 kt., white or gold setting \$39.95 (P.T.Inc.) on both. Complete line, custom type exclusive mountings. You can order by mail with confidence. Open daily & Sat. 9-5. The Arcay Company, 299 Madison Ave. (at 41st St.) N. Y. 17. Phone MU 7-7361.—John.

Here is the **FEEDERING**, the new tested and proved bottle feeding principle. Designed to fit all cribs and all bottles. Really gives baby the freedom he wants while feeding. Parents acclaim the **FEEDERING** the most efficient bottle feeding apparatus obtainable. Parents owe this convenience to themselves and to their baby. Send check or money order to **BABY WORLD, INC.**, 11035 Emerald Ave., Chicago 28, Ill. \$1.39 sent postpaid. (C.O.D.'s plus charges.) This product has my wholehearted endorsement.—Alice

Big Profits! Lifetime Income No Cost to Start!

Here is your opportunity to own your own business without an investment. Everybody is vitamin conscious, therefore sales are easy. You sell health, wholesale, retail, or by mail order, using your own label. Sales are made with money back guarantee. O. E. Durkin will back you up, because Vita Vims are a Multi-Vitamin Mineral Tablet containing 14 Vitamins and 10 Minerals, including amazing Red Vitamin B-12, plus liver, wheat germ oil and yeast. \$3.00—30 day size is \$1.50 to you, \$7.50—90 day size—\$3.75. I recommend you order a sample bottle and try it. You will be astounded at how it will give you added vim and vigor. Ask for their Free Sales Plan. Write to **O. E. DURKIN P.S.D.**, Dept. C., 515 South Olive Street, Los Angeles 13, Calif.—John

This is the greatest **Auto Seat Cover Value** that I have ever seen. As low as \$12.95 including installation for Sedans and Coaches. It's hard to believe, but I saw them and its true. Also a wide variety of designs in beautiful **Lumite Plastic**. Door panels and arm rests also recovered. Drive to **QUALITY AUTO SEAT COVER CO.** today. The address is 3485 Port Hamilton Parkway, B'klyn., (near 36th St.) GE 5-9355. Open daily 'til 7 p.m. Saturday 'til 6 p.m.—John

A luminous picture, 8 1/2" x 11 1/2" of our savior, walking across the waters, framed in velvety velour is yours for only \$1.00. The picture of **Our Lord**, shining in the darkness, brings to any Christian a gentle quietening of body and nerves, warm comfort within, an unravelling of the day's tangled thoughts and emotions, and so prepares the natural and perfect road to sleep. Send your order to **OUTSTANDING PRODUCTS CO.**, 9118 St. Clair Ave., Cleveland 8, Ohio.—John

## Dismissals a Serious Matter

(Continued from page 6)

tions than in State government. But when it does, it is certainly an anti-morale factor of gravest significance. As this is being written, the Governor has not yet acted on the Wilcox bill. He should obviously sign it, for it is at least a small step in the direction of justice.

**Hearing Procedures**

Perhaps consideration should also be given to a new way of dealing with dismissals. Perhaps the establishment of a special board, with management and employee representation, ought to hold hearings, breaking existing system where the accuser is also prosecutor, judge and jury.

## Labor Dept. Employees Get Service Honors

- |   |  |   |  |  |   |  |                        |  |  |  |   |
|---|--|---|--|--|---|--|------------------------|--|--|--|---|
| <b>ALBANY OFFICE</b><br>Armstrong, James, Div. Industrial Safety.<br>Bowen, Samuel, Div. Industrial Safety.<br>Delaney, Louis, Div. Industrial Safety.<br>Dugle, Andrew, Board of Mediation.<br>Gorzona, Charles, Div. Industrial Safety.<br>Hall, Edward, Div. Industrial Safety.<br>Henry, John, Business Administration.<br>Jones, George, Div. Industrial Safety.<br>McCabe, Anne, Administration.<br>Miller, John, Div. Industrial Safety.<br>Perrin, Leonard, Div. Industrial Safety.<br>Quinn, William, Apprenticeship Training.<br>Rahlsch, Kathleen, Div. Industrial Safety.<br>Willis, Frank, Div. Industrial Safety. | <b>BINGHAMTON OFFICE</b><br>Carter, Charles, Div. Industrial Safety. | <b>BUFFALO OFFICE</b><br>Chapman, Donald, Div. Indus. Safety.<br>Cox, Bartlett, Div. Industrial Safety.<br>Kramer, Margaret, Div. Indus. Safety.<br>Schonewalter, Elaine, Administration. | <b>ROCHESTER OFFICE</b><br>Bruckel, Jerome, Div. Indus. Safety.<br>Buckley, May, Div. Industrial Safety. | <b>Fitzgerald, Marie, Administration</b> | <b>SYRACUSE OFFICE</b><br>Furresator, John, Div. Industrial Safety.<br>O'Boyle, Anna, Administration.<br>Redmond, John, Div. Industrial Safety. | <b>UTICA OFFICE</b><br>Haley, Evelyn, Div. Industrial Safety.<br>Willis, John, Div. Industrial Safety. | <b>20-Year Service</b> | <b>ALBANY OFFICE</b><br>Barber, Francis, Div. Industrial Safety.<br>Barr, Kathryn, Div. Industrial Safety.<br>Brown, Opden, Div. Industrial Hygiene.<br>Cahoon, Frederick, Bd. Stand. & Appeals.<br>Grimm, Helena, Bd. Standards & Appeals.<br>McGinnis, Edward, Div. Industrial Safety.<br>Morrison, Angus, Div. Industrial Safety. | <b>BUFFALO OFFICE</b><br>Caronvale, Anthony, Div. of Pub. Works.<br>Newton, Daniel, Div. Industrial Safety.<br>Renowden, Helen, Board of Mediation.<br>Tost, Pascal, Div. Industrial Safety. | <b>ROCHESTER OFFICE</b><br>McC. Agnes, Administration. | <b>SYRACUSE OFFICE</b><br>Kaid, Eugene, Div. Industrial Safety. |
|---|--|---|--|--|---|--|------------------------|--|--|--|---|

Have fun at your next party with gag cards for party tipplers. Check one of seven messages like "You're talking too loudly." "The party's over . . . go home," etc.; Signed, "A Friend." \$1.00 a doz. PPD. These cards will put an entire group in a happy mood. I've tried it. They're great. Order some today. **RYE IDEA CO.**, Dept. C, Box 178, Rye, N. Y.—John

**Do You Have DIABETES?**

Here's News for You

Thousands have been helped. It's well worth a trial. No pills. No injections. No starvation. Write Me now Indian Root Co., The Security Building of Mexico City, Avenue Lizaro 9-707, Mexico, D. F.—John

# Private Industry Jobs Available Through NYSES

The New York State Employment Service announced a list of job openings in private industry throughout the State. It is advisable to apply immediately.

Applications or requests for information should be made only in person.

Residents of NYC who seek jobs listed by any NYC employment office should apply at that office. Residents of NYC who seek any job outside the city should go to the NYC office indicated by the following key letters appearing after the out-of-town jobs:

(a) Industrial Offices: 87 Madison Ave., Manhattan; (for Manhattan and Bronx residents): 205 Schermerhorn St., Brooklyn; Bank of Manhattan Building, Queens Plaza, L. I. City.

(b) Commercial-Professional Office, 1 East 19th Street, Manhattan.

(c) Needle Trades Office, 225 West 34th Street, Manhattan.

(d) Service Industries Office, 40 East 59th Street, Manhattan.

(e) Nurse, Counseling and Placement Office, 119 West 57th Street.

(f) Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn.

(g) Sales Office, 44 East 23 St., Manhattan.

Update records should apply for any job, local or out-of-town, at their nearest Employment Service office.

The title is given first, the pay next, then the number of vacancies and finally the special type of work or comment, and the key letter, if any:

**NYC**  
**Manhattan Industrial Office, 87 Madison Avenue**  
 Bulb Blower, as Gr. 1. (a), Job Setter, \$1.60 hr. up, 8, screw machines.  
 Die Maker, \$1.75-\$2.00 hr., 12, metal fabrication.  
 Machinist, \$1.75-\$2.00 hr., 46. (a).  
 Tol & Die Maker, \$1.75-\$2.50 hr., 16. (a).

**Nurse Counseling and Placement Office, 119 West 57th Street**  
 Occupational Therapist, \$175-\$205 month, 2.  
 Nurse, Supervising, \$225-\$300 month, 25, registered.  
 Nurse, Staff, \$205-\$220 month, 100, Grad., licensed or pending license.  
 Nurse, Public Health, \$3,000 yr., 15, registered, 1 yr. grad. study pub health nursing.  
 Physical Therapist, \$160-\$300 month, 10, various parts of U.S.

**Commercial-Professional Office 1 East 19th Street**  
 Mining Engineer, \$350-\$400 mo. & up, Doe, 1, coordinate oper. B Supv. Prod.  
 Mining Engineer, \$3100-\$6400 yr., 25.  
 Physician, \$6350 yr., 2, aboard ship.  
 Geologist, \$3100-\$6400 yr., 25.  
 Radio Operator, Marine, \$4030 yr., 25, aboard ship, Tel. license.  
 Interpreter, GSE \$3450 yr., 1, Span., Port., & Ital., type.  
 Manager, Extract of min., (Mining Engineer, \$3,50-\$4,00 up, 1, b).

**BROOKLYN**  
 Brooklyn Industrial Office, 205 Schermerhorn Street  
 Cattle Splitter, \$85 wk., 1, (a)  
 Die Sinker, \$15.68-\$16.64 day, 6, citizen.

# EXAMS FOR PUBLIC JOBS U. S.

State Departments and Institutions in Judicial Districts III through IX only, \$2,484 to \$3,174. Requirements, none except residence and citizenship. However, candidates lacking the following qualifications or equivalent abilities will find the written test difficult: high school graduation and one year of experience in maintaining financial records and accounts; or 5 years of general office experience including one year of maintaining financial records and accounts; or 12 college credits in accounting; or a 2 year business college course specializing in accounting. Fee \$2. Candidates of Judicial Districts I, II, and X (the five counties of NYC and the counties of Nassau and Suffolk) are not eligible to take this examination and should not apply.

282. Boiler Fireman, \$2,252 to \$2,674. Requirements, appropriate experience. No written test. (No closing date).

282. Lithographic Draftsman, \$1.41 to \$2.17 an hour. Requirements, appropriate experience. No written test. (No closing date).

279. Office Machine Operator (various kinds), \$2,200 to \$3,825; Office Machine Trainee, \$2,200 and \$2,450. Requirements, written test. For Office Machine Operator jobs paying \$2,450 and above, appropriate experience. (Last day to apply, Tuesday, April 24).

283. Operating Engineer, \$2,450 to \$3,400. Requirements, appropriate experience. No written test. (No closing date).

## 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. WALKINS 4-1000. Applications also obtainable at post offices except in the New York post office.

STATE—Room 2201 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, 96 Duane Street, New York 7, N. Y., (Manhattan) Opposite Civil Service LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COPLAND 7-6880.

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 Directors  
 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—IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.  
 U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

2-2 (51). Junior Scientist and Engineer (Chemist, Physicist, Engineer, Metallurgist, Electronic Scientist, Mathematician), \$3,100 and \$3,825. Vacancies in New York and New Jersey. Applicants must have (a) a four year college education with bachelors degree in one of the six above-mentioned classifications, or (b) a combination of college education and experience sufficient to equal 4 years of college, and (to qualify for the higher rate of pay), have either one year of professional experience in the appropriate classification or a masters degree. (No closing date).

2-2 (51). Junior Scientist and Engineer, \$2,100 to \$3,825. Jobs in N.Y. and N.J. in chemistry, physics, metallurgy, engineering, electronics 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 Monmouth, N. J. Requirements: Appropriate experience or education. For jobs paying \$3,825 and above, experience as an instructor required. No written test. Apply to Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, 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 account, manufacturing and processing cost accounting, public accounting, 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 in geology. No written test. (No closing date).

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 experience. No written test. (No closing date).

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

280. Lithographic Offset Pressman (also Foreman), \$1.27 to \$2.38 per hour. Vacancies in Washington, D. C., Alexandria, Va., Arlington County, Va. and Prince Georges and Montgomery Counties, Md. (No closing date).

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 U. S. does not require postmarks as of the closing date. The U. S. does not require that the mail be in its office by 5 P.M. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 6:30 P.M. to obtain a postmark of that date. NYC does not issue blanks by mail, except for nationwide tests, and then only when the exam notice so states.

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

## STATE Promotion

The following State promotion exams are open until Friday, April 20. The exams will be held on Saturday, May 26. The emergency pay increase should be added to the advertised salaries.

3039. Recreation Supervisor, (Prom.), Department of Mental Hygiene, \$3,882 to \$4,308. 24 vacancies in institutions. Fee \$3. Preference in certification will be given to employees in the institution in which the vacancy exists. Candidates must be permanently employed in one of the institutions of the department and must have served in the competitive class on a permanent basis as Recreation Instructor for one year preceding May 26.

3053. Tax Examiner, (Prom.), Department of Taxation and Finance, \$3,451 to \$4,176. At present, five vacancies and a number of others are expected. Fee \$3. The eligible list will not be certified until the current one for this position has been exhausted or has expired. Separate eligible lists will be established for the following specialties: (1) Corporation Tax, (2) Income Tax, (3) Stock Transfer Tax and Commodities Tax, (4) Beverage, Cigarette, and Motor

3040. Senior Dentist, (Prom.), Department of Mental Hygiene, \$5,232 to \$6,407. One vacancy in Craig Colony. Fee \$5. Preference in certification will be given to employees in the State institution or hospital in which the vacancy exists. Candidates must be permanently employed in one of the institutions of the department and must have served on a permanent basis in the competitive class as Dentist for one year preceding May 26.

3051. Chief Toll Collector, (Prom.), New York State Thruway Authority, \$2,898 to \$3,588. Vacancies in the Niagara Frontier region in the western part of the state (Eighth Judicial District). Fee \$2. Eligible title, Toll Collector. Candidates must be permanently employed in the State Thruway Authority and must have served on a permanent basis in the competitive class for one year preceding May 26.

3053. Tax Examiner, (Prom.), Department of Taxation and Finance, \$3,451 to \$4,176. At present, five vacancies and a number of others are expected. Fee \$3. The eligible list will not be certified until the current one for this position has been exhausted or has expired. Separate eligible lists will be established for the following specialties: (1) Corporation Tax, (2) Income Tax, (3) Stock Transfer Tax and Commodities Tax, (4) Beverage, Cigarette, and Motor

Update records should apply for any job, local or out-of-town, at their nearest Employment Service office.

The title is given first, the pay next, then the number of vacancies and finally the special type of work or comment, and the key letter, if any:

**NYC**  
**Manhattan Industrial Office, 87 Madison Avenue**  
 Bulb Blower, as Gr. 1. (a), Job Setter, \$1.60 hr. up, 8, screw machines.  
 Die Maker, \$1.75-\$2.00 hr., 12, metal fabrication.  
 Machinist, \$1.75-\$2.00 hr., 46. (a).  
 Tol & Die Maker, \$1.75-\$2.50 hr., 16. (a).

**Nurse Counseling and Placement Office, 119 West 57th Street**  
 Occupational Therapist, \$175-\$205 month, 2.  
 Nurse, Supervising, \$225-\$300 month, 25, registered.  
 Nurse, Staff, \$205-\$220 month, 100, Grad., licensed or pending license.  
 Nurse, Public Health, \$3,000 yr., 15, registered, 1 yr. grad. study pub health nursing.  
 Physical Therapist, \$160-\$300 month, 10, various parts of U.S.

**Commercial-Professional Office 1 East 19th Street**  
 Mining Engineer, \$350-\$400 mo. & up, Doe, 1, coordinate oper. B Supv. Prod.  
 Mining Engineer, \$3100-\$6400 yr., 25.  
 Physician, \$6350 yr., 2, aboard ship.  
 Geologist, \$3100-\$6400 yr., 25.  
 Radio Operator, Marine, \$4030 yr., 25, aboard ship, Tel. license.  
 Interpreter, GSE \$3450 yr., 1, Span., Port., & Ital., type.  
 Manager, Extract of min., (Mining Engineer, \$3,50-\$4,00 up, 1, b).

**BROOKLYN**  
 Brooklyn Industrial Office, 205 Schermerhorn Street  
 Cattle Splitter, \$85 wk., 1, (a)  
 Die Sinker, \$15.68-\$16.64 day, 6, citizen.

## STATE Promotion

The following State promotion exams are open until Friday, April 20. The exams will be held on Saturday, May 26. The emergency pay increase should be added to the advertised salaries.

3039. Recreation Supervisor, (Prom.), Department of Mental Hygiene, \$3,882 to \$4,308. 24 vacancies in institutions. Fee \$3. Preference in certification will be given to employees in the institution in which the vacancy exists. Candidates must be permanently employed in one of the institutions of the department and must have served in the competitive class on a permanent basis as Recreation Instructor for one year preceding May 26.

3053. Tax Examiner, (Prom.), Department of Taxation and Finance, \$3,451 to \$4,176. At present, five vacancies and a number of others are expected. Fee \$3. The eligible list will not be certified until the current one for this position has been exhausted or has expired. Separate eligible lists will be established for the following specialties: (1) Corporation Tax, (2) Income Tax, (3) Stock Transfer Tax and Commodities Tax, (4) Beverage, Cigarette, and Motor

3040. Senior Dentist, (Prom.), Department of Mental Hygiene, \$5,232 to \$6,407. One vacancy in Craig Colony. Fee \$5. Preference in certification will be given to employees in the State institution or hospital in which the vacancy exists. Candidates must be permanently employed in one of the institutions of the department and must have served on a permanent basis in the competitive class as Dentist for one year preceding May 26.

3051. Chief Toll Collector, (Prom.), New York State Thruway Authority, \$2,898 to \$3,588. Vacancies in the Niagara Frontier region in the western part of the state (Eighth Judicial District). Fee \$2. Eligible title, Toll Collector. Candidates must be permanently employed in the State Thruway Authority and must have served on a permanent basis in the competitive class for one year preceding May 26.

3053. Tax Examiner, (Prom.), Department of Taxation and Finance, \$3,451 to \$4,176. At present, five vacancies and a number of others are expected. Fee \$3. The eligible list will not be certified until the current one for this position has been exhausted or has expired. Separate eligible lists will be established for the following specialties: (1) Corporation Tax, (2) Income Tax, (3) Stock Transfer Tax and Commodities Tax, (4) Beverage, Cigarette, and Motor

# U. S. Is Seeking Inspectors of Supplies, Shoes, Clothing, Textiles

Exams for inspector positions covering such fields as paper and plastic, chemicals, miscellaneous supplies, wood and metal products, chemical warfare agents, textiles, shoes, shoe leather and clothing, starting salary \$3,825, have been announced by the Executive Secretary of the Board of U. S. Civil Service Examiners at the Quartermaster Procurement Agency, 111 East 16th Street, New York 3, N. Y.

Applicants must have had from two to four years experience in such activities as production, inspection, or supervisory experience in one of the fields. Appropriate education may be substituted for part of the required experience for some of these positions.

Applications may be obtained from the Executive Secretary, address above, or from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. or from first or second-class post offices, excepting the New York, N. Y., post office. The last day to apply is Tuesday, April 3.

The titles and serial numbers follow:

2-34-1 (51). Inspector, Quartermaster Supplies.  
 2-34-2 (51). Inspector of Shoes and Inspector of Clothing.  
 2-34-3 (51). Inspector of Textiles.

Requirements follow:

**Quartermaster Supplies**  
 Applicants must have had four years' experience in the production or inspection of items in the optional titles which has given the applicant a general knowledge of the manufacturing processes involved, including at least one year of inspection for acceptability of the finished products.

**Shoes and Clothing**  
 Shoes—Applicants must have had four years' experience in shoe inspection work or in the capacity of skilled worker on the production or manufacture of shoes, including one year of experience in the inspection of both upper and sole leathers. This inspection experience must show that the applicant has acquired a good knowledge of inspecting techniques and the ability to prepare reports.

Shoe Leather—Applicants must have had four years' experience in shoe inspection work or in the capacity of skilled worker on the production or manufacture of shoes, including one year of experience in the inspection of finished men's shoes. This inspection experience must show that the applicant has acquired a good knowledge of inspecting techniques, and the ability to prepare reports.

Textiles  
 Except for the substitution provided for below, applicants must show four years' experience in the textile industry in the designing of textiles, or in one of the following classes of textile-mill operations: 1, Spinning, Carding, Combing, and Drawing; 2, weaving and finishing (wool or cotton); 3, practical textile mill supervision (not foreman of restricted operations). For each nine months of the experience described above, applicants may substitute: (a) one year of an appropriate course in a resident textile school above high school level, or in a course in textile engineering in a college or university; or (b) one year of experience in the inspection or testing of textiles for acceptance under specifications.

# Intelligence Test For Steno and Other U. S. Jobs

The U. S. exam for stenographers and typists are divided into an intelligence test and a practical test. Applications are now being issued and received, until further notice, at the U. S. Civil Service Commission's Regional Office, 641 Washington Street, New York 14, N. Y. Apply in person, by representative, or by mail; if by mail, do not include return postage. The starting salaries are typist, \$2,450; stenographer, \$2,875.

An official sample intelligence test, showing the kind and approximate difficulty of questions, follows:

1. Authentic means most nearly (A) detailed; (B) reliable; (C) valuable; (D) technical; (E) practical.

2. Read the next paragraph and answer the question which follows it. (Reading) "Just as the procedure of a collection department must be clear-cut and definite, the steps being taken with the sureness of a skilled chess player, so the various paragraphs of a collection letter must show clear organization, giving evidence of a mind that, from the beginning, has had a specific end in view." The quotation best supports the statement that a collection letter should always (A) show a spirit of sportsmanship; (B) be divided into several paragraphs; (C) express confidence in the debtor; (D) be brief, but courteous; (E) be carefully planned.

3. Find the correct spelling of the word. If none of the spellings is correct, blacken the space under D on the answer sheet. (A) occasion; (B) occasion; (C) occasion; (D) none of these.

4. More spelling. (A) amature; (B) amatur; (C) amaturer; (D) none of these.

5. Select the sentence that is preferable with respect to grammar and good usage in a formal report or report; (A) They don't ordinarily present these kind of reports in detail like this; (B) Reports like this is not generally given in such great detail; (C) A report of this kind isn't hardly ever given in such detail as this one; (D) This report is more detailed than when such reports ordinarily are; (E) Reports of this kind are not ordinarily presented in detail, as this one is.

KEY ANSWERS: 1, B; 2, E; 3, B; 4, D; 5, E.

## State Exams April 14

ALBANY, April 2.—Below is a listing of State and county civil service examinations to be held on April 14. The listing was compiled by Harry G. Fox, Director of Office Administration for the State Civil Service Commission. The number at the beginning of each item is the examination number. The figure at the end of each item tells how many candidates have applied.

**STATE EXAMS—APRIL 14**

**SECTION 1 ADMINISTRATIVE BUSINESS AND CLERICAL**

3009. Jr. Administrative Asst., Dept. of Tax and Finance, 32.  
 3010. Jr. Administrative Asst., Dept. of Labor, W.C.B. 36.  
 3011. Sr. Steno. Clerk, Dept. of Health (Institutions), 60.  
 3012. Asst. Steno. Clerk, State Dept. and Institutions, 74.  
 3013. Asst. Steno. Clerk, State Dept. and Institutions, 74.  
 3014. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3015. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3016. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3017. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3018. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3019. Sr. Steno. Clerk, State Dept. and Institutions, 74.  
 3020. Sr. Steno. Clerk, State Dept. and Institutions, 74.

**SECTION 2 ENGINEERING, MECHANICAL AND AGRICULTURAL**

3000. Jr. Civil Engineer, Dept. of P. W. 191.  
 3001. Asst. Civil Engineer, Dept. of P. W. 22.  
 3002. Sr. Engineering Aide, Dept. of P. W. 136.  
 3003. Asst. Assoc. Heating and Ventilating Engr., Dept. of P. W. 4.  
 3004. Canal Electrical Supv., Dept. of P. W. 136.  
 3005. Sr. Aquatic Biologist, Dept. of Conservation (excl. of the Div. of Parks and Recreation), 6.  
 3006. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3007. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3008. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3009. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3010. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3011. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3012. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3013. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3014. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3015. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3016. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3017. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3018. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3019. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.  
 3020. Sr. Heating and Ventilating Engr., Dept. of P. W. 10.

**SECTION 3 HEALTH, EDUCATION AND WELFARE**

3007. Asst. Prin., School of Nursing, Dept. of M. H. 11.  
 3008. Prin., School of Nursing, Dept. of M. H. 11.  
 3009. Prin., School of Nursing, Dept. of M. H. 11.  
 3010. Prin., School of Nursing, Dept. of M. H. 11.  
 3011. Prin., School of Nursing, Dept. of M. H. 11.  
 3012. Prin., School of Nursing, Dept. of M. H. 11.  
 3013. Prin., School of Nursing, Dept. of M. H. 11.  
 3014. Prin., School of Nursing, Dept. of M. H. 11.  
 3015. Prin., School of Nursing, Dept. of M. H. 11.  
 3016. Prin., School of Nursing, Dept. of M. H. 11.  
 3017. Prin., School of Nursing, Dept. of M. H. 11.  
 3018. Prin., School of Nursing, Dept. of M. H. 11.  
 3019. Prin., School of Nursing, Dept. of M. H. 11.  
 3020. Prin., School of Nursing, Dept. of M. H. 11.

**SECTION 4 LAW ENFORCEMENT, INVESTIGATIONS AND PHYSICALS**

3013. Building Guard, P. W. 2.  
 3014. Sr. Patrol, P. W. 11.  
 3015. State Park Comm. 7.  
 3016. State Open Competitive Exam, State Dept. and Institutions, 116.  
 3017. State Open Competitive Exam, State Dept. and Institutions, 116.

**SECTION 5 LOCAL EXAMINATION SECTION**

3004. Prin., County of Albany Co. 1.  
 3005. Prin., County of Albany Co. 1.  
 3006. Prin., County of Albany Co. 1.  
 3007. Prin., County of Albany Co. 1.  
 3008. Prin., County of Albany Co. 1.  
 3009. Prin., County of Albany Co. 1.  
 3010. Prin., County of Albany Co. 1.  
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 3017. Prin., County of Albany Co. 1.  
 3018. Prin., County of Albany Co. 1.  
 3019. Prin., County of Albany Co. 1.  
 3020. Prin., County of Albany Co. 1.

## Jobs for Telephone Operators

Applications will be received by NYC from Tuesday, April 10, to Wednesday, April 25, for an exam to fill telephone operator jobs. Both men and women are entitled to compete, thus reversing the previous separate exam policy.

Also, no education or experience requirements will be imposed. In a former exam high school graduation was required, but the response was disappointing. This time a large turnout is expected.

The written test will be held on Saturday, June 16.

The starting pay is \$1,800 base, plus each year, total \$2,110. There are about 40 vacant vacancies and many more are expected.

Separate lists may be compiled for men and women, especially as some jobs involve rotating shifts and night work, and men usually are less reluctant than women to take such jobs.



# Comptroller Takes Training Course Along with Aides

ALBANY, Apr. 2 — A training program for employees of the State Department of Audit and Control, in which Comptroller J. Raymond McGovern himself has enrolled, is actively underway. Staff members of the Division of Audits and Accounts constitute the first group to take the 12-week series.

The classes meet each Wednesday in the Library of the Department in the Albany State Office Building, from 9 a.m. until noon. The course is under the direction of the Division of Employee Training of the Civil Service Department, of which Dr. Charles Klein is director. Vernon R. Morrison,

training supervisor of the division, is conducting the course.

### Those Enrolled

Those enrolled in the first series of lectures, which will be followed by classes from other divisions at the Comptroller's direction include Milton Alpert, associated counsel; Benjamin Newell, personnel administrator; Martin P. Lanahan, assistant administrative finance officer; Edward O'Connell, principal examiner, methods and procedures; Thomas Whalen, director of accounts; John Kelly, director of office audit; Joseph C. Cheles, director of field audit; John L. Joyce, director of local assistance; Joseph Burgess, chief auditor, state expenditure; Robert Leonard, chief auditor, state payrolls; William Bentley, chief auditor, state refunds; William McCartan, chief auditor, highway accounts; Leo Shanahan, chief audit clerk and Larry Murray, Public Information officer.

### Objectives

In a letter to his staff, Comptroller McGovern listed the objectives of the course:

1. To acquaint employees with the functions of the Department;
2. To effect improvements in organization and administrative methods;
3. To encourage supervisory officials at all levels to organize their work more effectively.
4. To establish a better audit and accounting program based upon the principle of collective responsibility within the department and more effective inter-departmental cooperation.

Subjects covered include Supervisory Responsibility, Leadership, Organization, Planning, Conference Leadership, Coordination, Elements of Administration, Operation Analysis and Managing the Worker.

# State Has Vacancy for a Good Pari-Mutuel Man; No B--kies, Please

ALBANY, Apr. 2—Special poignancy, perhaps, is given to a promotion examination announced recently by the State Civil Service Commission, what with the wide public interest engendered in the mechanics and ramifications of gambling and betting.

The examination is for promotion to the severe-sounding title of Senior Pari-Mutuel Examiner. There's a vacancy in the NYC office.

What does a Senior Pari-Mutuel Examiner do?

He supervises the checking of money bets at each race—on the race track, that is. He has nothing to do with, you should excuse the expression, b--kies. He verifies the money paid to bettors in the win, place and show pools. He supervises the listing of outstanding winning tickets and the payments of same. He approved acceptance or rejection for payment of multi-lated tickets (lots of people tear

their tickets out of nervousness). In the absence of his superior, the Supervising Pari-Mutuel Examiner is in charge of all contacts and negotiations with the track management: this does not mean Costello, it says here. He prepares daily and periodic reports, supervises the final examination of the track's records.

All in all, he's quite a big wheel.

### How You Get the Job

How does one get to be a Senior Pari-Mutuel Examiner?

You have to be an employee of the State Department of Taxation and Finance, with the title of Pari-Mutuel Examiner, for at least one year. You must have a good knowledge of chapter 254 of the Laws of 1940, plus amendments, pertaining to horse racing. You have to be acquainted with methods of auditing pari-mutuel transactions, and have a "reasonable" knowledge of that awesome device, the totalizer. About horses themselves, it is not required that you be an expert.

If you have all of this, and pass the test, you may eventually get promoted to Senior Pari-Mutuel Examiner, which pays an entrance salary of \$3,847 plus \$434.70 in cost-of-living bonus; and goes to a maximum of \$4,572 plus \$492.90 in bonus.

### The Test

There's a written test dealing with the duties of the job. Also counted in adding up the score are service record rating, seniority, training and experience.

Application forms for those who are eligible may be obtained from the State Civil Service Department, Albany.

# Medical Reimbursement For Non-Disabling Injuries Under Assn. Sickness Policy

(This is the fourth article explaining the new and increased benefits at no extra cost under The Civil Service Employees Association's Group Plan Accident and Sickness Insurance).

### By E. J. VANDERBILT JR.

In previous articles we discussed the increased principal sum, the new system of paying principal sum along with regular monthly indemnity, the broad renewal conditions of the policy, the new 10% additional sickness benefit and the unlimited sickness coverage.

In this article we shall treat of the separate benefit provision and its recent increase.

The primary purpose of accident and sickness insurance is to provide cash either to replace lost earnings or to help meet the additional expenses of medical treatment during periods of disability due to accidental bodily injury and sickness. Still another purpose is to reimburse you for expenses incurred for non-disabling injuries, which are injuries sustained that require medical treatment but are not sufficiently severe to cause you to lose any time away from work.

### Completing the Cycle

The medical reimbursement feature is the one provision that completes the cycle of protection under the Association's Group Plan Policy so that you are actually protected against the expenses of all accidental bodily injuries which are disabling to you and cause you to lose time from work, as well as for the expenses of injuries that do not require you to lose time from work.

Formerly our Group Plan Policy would pay an amount up to 25% of your regular monthly benefit for the expense of medical treatment or advice for non-disabling injuries, hence, if you were insured for \$150 a month and suffered a non-disabling injury, you could receive \$37.50 for treatment of that injury. Now the policy will pay up to the full amount of your monthly indemnity for treatment of non-disabling injuries. You can now receive up to \$150 for such medical treatment or advice, and at no extra cost to you.

### House Confinement

Under the plan, if you were insured for \$150 a month, you can receive indemnity for loss of time for disabling injuries or for reimbursement of medical expenses for non-disabling injuries. In

### Help Wanted Male and Female

## STORE DETECTIVE —FULL TIME

Metropolitan department store is looking for several young women (men) to train as detectives. These are permanent openings. Some of the benefits to be considered are: shopping allowance, sick benefits, liberal vacation policy, pensions.

Write Box 300, Civil Service Leader stating age, marital status educational background and previous business experience.

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

## ART SHOW COUPON

The Civil Service Employees Association will hold an art show in October (see page 1).

The Association would like to know the identity of persons who would be interested in this type of show. The Association asks that members or relatives check one or both of the following squares and mail in the coupon promptly.

- Civil service employee
- Member of immediate family

Type of art which you wish to exhibit:

- Painting
- Ceramic
- Sculpture
- Etchings

Name .....

Street .....

City or town .....

Send filled-in blanks to Philip Kerker, The Civil Service Employees Association, 8 Elk St., Albany 7, N. Y.

## The CONNECTION!

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LAMB'S BUSINESS TRAINING SCHOOL—Gregg Pitman, Typing, Bookkeeping, Comptometry, Clerical, Day-Eve Individual instruction 370 9th St. (cor 6th Ave.) Bklyn 15 South 8-4235.

MONROE SCHOOL OF BUSINESS, Secretarial, Accounting, Typewriting, Approved to train veterans under G.I. Bill Day and evening, Bulletin C, 177th St. and Boston Road (R K O Chester Theatre Bldg.) Bronx, KI 2-5600.

GOTHAM SCHOOL OF BUSINESS, Secretarial, typing, bookkeeping, comptometry, Days: Evns. Co-ed. Rapid preparation for tests, 605 Fifth Ave., N. Y. VA 6-0334.

### Dance

MODERN DANCE CLASSES—CHARLES WEIDMAN SCHOOL, Adults and childrens classes, Beginners, Intermediate, Advanced, Brochure, Secretary, 108 W. 104th St., NYC. WA 4-1429.

### Drafting

COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet. 6th & 7th Aves., N.Y.C. WA 9-6625. Sound intensive drafting courses in Architectural, Structural, Mechanical and Technical Illustration Approval for vets. Day and Eve. Classes.

NATIONAL TECHNICAL INSTITUTE—Mechanical Architectural, job estimating in Manhattan, 55 W. 42nd Street, LA 4-2929 214 W. 32nd Street (at 7th Ave.) WA 4-7478, In New Jersey, 116 Newark Ave., BErgon 4-2250.

### Elementary Course for Adults

THE COOPER SCHOOL—316 W 125th St., N. Y. 30. Specializing in Adult Education for better jobs. Evening Elementary Classes for Adults. AU 3-5470.

### L. B. M. Machines

FOR Training and Practice on IBM Numeric and Alphabetic Key Punch Machines and Verifiers, go to The Combination Business School, 139 W. 125th St. UN 4-3170.

### Motion Picture Operating

BROOKLYN YMCA TRADE SCHOOL—1119 Bedford Ave. (Gates) Bklyn. MA 2-1106. Evns.

### Music

NEW YORK COLLEGE OF MUSIC (Chartered 1878) all branches. Private or class instructions, 114 East 80th Street. KEgout 7-5791. N. Y. 28, N. Y. Catalogue.

### Plumbing and Oil Burner

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### Radio Television

RADIO-TELEVISION INSTITUTE, 480 Lexington Ave. (40th St.), N. Y. C. Day and evening. PL 9-5665.

### Secretarial

SHAKES, 104 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism, Day-Night Write for Catalogue BE 2-4848.

HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor Flatbush, Brooklyn 17. NEVins 8-2941. Day and evening. Veterans Eligible.

WASHINGTON BUSINESS INST., 2105—7th Ave. (cor 125th St.) N.Y.C. Secretarial and civil service training. Moderate cost. MO 2-5984.

### Refrigeration, Oil Burners

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Lists Issued by State

- COUNTY OPEN COMPETITION
POLICE CHIEF, Village of Springville,
Police Department, Erie County
1. Vachek, Martin D., Springville... 78190

JUNIOR SOCIAL CASE WORKER,
Department of Public Welfare,
Westchester County

- 1. Chedester, Hugh L., Bronxville... 89485
2. Gregorian, Mary C., Pt. Chester... 88809
3. Rosenberb Joseph, Pt. Chester... 88108

STATE PROMOTION
SENIOR INSURANCE POLICY EXAM-
INER (Prom.), Insurance Department

- 1. Michaelson, Sidney, Albany... 88730
2. Goodridge, Luella, Albany... 88204

COUNTY PROMOTION
POLICE CHIEF (Prom.), Police Depart-
ment, Village of Pelham, Westchester
County

- 1. Burrows, Arthur L., Pelham... 85990
2. Ocha, Charles E., Bronx... 83845
3. Gruse, Walter J., Pelham... 83470

CASE WORKER, Department of Social
Welfare, Erie County

- 1. Campieri, Thomas J., Buffalo... 91109
2. Grady, James T., Kenmore... 89613
3. Elpherson, Robert A., Buffalo... 89557

Loyalty Bill Policy

(Continued from Page 3)
written. This was felt to be dan-
gerous in that it strikes at the
heart of the democratic process.

The measure has won no en-
thusiastic reception anywhere out-
side of the State administration.

The committee that will study
the subject consists of President
McFarland, Mr. DeGraff, Mr.
Powers, Francis C. Maher, Michael
Lester and J. Allyn Stearns.

Complete Guide To Your Civil Service Job

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tion about veteran preference; (5) tells you how to transfer from
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enclose \$1 in payment, plus 10c for postage.
Name
Address

Civil Service
Rights

(Continued from page 3)

mentioned in the statute mostly
duplicate existing provisions of
law. Thus, disqualification for
treasonable or seditious activities
is now provided by Civil Service
Law section 23-a. Unauthorized
disclosure of confidential infor-
mation and sabotage are now
causes for dismissal under Civil
Service Law section 22 or for
disqualification of applicants un-
der section 14 for "infamous or
notoriously disgraceful conduct."
Membership in subversive organi-
zations or groups is now cause for
disqualification under Civil Ser-
vice Law section 12-a. The new
law provides for finality of de-
cisions upon appeals and bars
judicial review. A similar statute,
relating to appeals to the State
Commissioner of Education, has
been construed as not barring ju-
dicial review of that Commis-
sioner's administrative actions or
decisions when they are shown to
be arbitrary, illegal or unconsti-
tutional.

Comparison With Feinberg Law

The provision for testing of
subversive organizations by the
State Civil Service Commission
parallels a provision of the 1949
Feinberg Law, vesting similar
powers as to public school em-
ployees, in the State Board of
Regents. While this new law is
silent as to Federal review of such
an administrative listing, the
Court of Appeals, in its decision
sustaining the constitutionality
of the Feinberg law, said that if
"an organization is aggrieved by
action taken by the Board of Re-
gents under the statute, such ac-
tion may be the subject of a pro-
ceeding under Article 78 of the
Civil Practice Act."

Dewey Explains Why
He Signed Loyalty Bill

ALBANY, April 2 — Governor
Thomas E. Dewey, in a memoran-
dum explaining why he signed
the loyalty bill, wrote:

"This bill, which results from a
study made by the Civil Service
Commission, at my request, will
authorize the removal of persons
from security agencies and secu-
rity positions if reasonable grounds
exist for belief that, because of
doubtful trust and reliability, the
employment of such a person in
that position would endanger the
security or defense of the Nation
and the State.

"The basic language of this bill
is adapted from language used
with respect to Federal agencies
and found satisfactory during past
years.

"The determination that an
agency or position is a security
agency or security position is sub-
ject to review by the courts.

"The removal or transfer of any
employee or the refusal to hire a
person as an employee under the
provisions of this bill is subject
to review by the Civil Service
Commission, which is a bi-parti-
san agency.

"Unless extended, the provisions

of the bill will remain in effect
only until June 30, 1952.

"The bill presents a sincere at-
tempt to combat within the State
government the danger of per-
sons dedicated to foreign ideolo-
gies. It achieves this end with the
least possible encroachment upon
the freedom of expression and ac-
tion of State employees and with
extensive safeguards to protect
them from possible abuse.

"The bill is a temporary mea-
sure designed to ensure the great-
est possible cooperation of State
agencies with Federal agencies in
providing for the defense of this
Country and supporting its poli-
cies in foreign affairs."

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State Income Tax

(Continued from page 6)

State Rates Are Lower
The State income tax rates are
lower, starting with 2 per cent of
the first \$1,000 of taxable bal-
ance and going up, in jumps of \$2-
000, to 7 per cent of taxable bal-
ance over \$9,000. That is the
normal tax. The remainder would
be capital gains and unincorpor-
ate business taxes. The lowest
U. S. rate for 1950 was 17.4 per
cent.

Deadline April 16
Taxpayers have until April 16 to
file their State returns. April 15
is a Sunday.

State taxes may be paid in in-
stallments.

Deductions

The following summarizes and
distinguishes principal deductions:
COMMON TO U. S. AND STATE
Taxes on real estate.
Auto registration fees.
State gasoline tax (4 cents a
gallon).

Local sales taxes.

Interest on debt.

Union dues. (Civil Service Em-
ployees Association dues are deduc-
tible.)

Medical, surgical and dental ex-
penses (first 5 per cent of income
level doesn't count). Include cost
of medicines and medical supplies,
also health, hospitalization and
sickness-accident insurance. (CS-
EA sickness-accident policy pre-

miums are deductible).

Contributions to recognized reli-
gious, charitable, educational and
scientific institutions and organi-
zations, not to exceed 15 per cent
of income level.

ALLOWED BY STATE, NOT U. S.

Life or endowment insurance
premiums, up to \$150 (\$300 for
husband and wife on a joint re-
turn). (Premiums on CSEA Group
Life policies are deductible).

U. S. taxes on admissions
(amusements), telephone and tele-
graph messages and transporta-
tion.

ALLOWED BY U. S., NOT STATE

State income tax.

State cigarette tax (3 cents a
pack).

NOT ALLOWED BY
STATE OR U. S.

U. S. taxes on autos, liquor,
gasoline, cigarettes, tires, jewelry,
furs, radios, television sets, legac-
ies, successions and gifts.
U. S. income tax payments.

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# 16 'Objectives' Set Up by Westchester County Group

WHITE PLAINS, Apr. 2—A 16-pronged group of "objectives" has been formulated by employees of Westchester County. These aims will constitute the major elements of the drive to improve working conditions of the County's employees. The program was completed at a meeting of the Board of Directors, Westchester County Competitive Civil Service Association, on March 28. It had been proposed a month earlier at the Association's annual meeting.

### Pay Adjustments

Included in the objectives are a

wide range of improvements. They include:

An upward adjustment in emergency compensation after July 1, and a request that no change be made in the established formula which would cause any County employee to receive less than the full amount due after July 1.

A raise in the salary of any title which has received less than a \$720 increase in pay.

A policy that no senior employee in a title shall receive less than a newly-appointed employee.

An orderly, effective procedure whereby Association representatives may present and discuss data relating to requests for upgrading.

### Extra Increment

A provision that an employee with 10 years in County service, who has been above the maximum of his salary scale for 5 years or more, shall be granted an additional salary increment.

### In-Service Training

A project of broad in-service training.

A survey of all positions not now competitive, with a view to bringing them into the competitive class. Present employees would be protected in such a survey.

### Grievance Procedure

Establishment of a personnel relations board.

Revision of personnel rules, including a request that changes in these rules be discussed with employee representatives before being put into effect.

### Leave Rules

Holidays occurring during vacation periods not to be counted as vacation, but to be added to the vacation period.

Supplemental time off for extra hours worked and not otherwise compensated for.

A set policy for religious leave.

A change allowing an employee during the first year of service 2 days sick leave after 2 months service, 4 days sick leave after 4 months.

Unemployment insurance for County employees.

The Association also decided to enlarge its efforts in cooperating on service and civil defense programs with the community at large.

### Committees Set Up

Under President Anne H. McCabe, the Association's Board set up committees to work on the various projects. J. Alyn Stearns, chairman of the Board of Directors, announced that a general meeting of departmental representatives would shortly be called to strengthen the program. Plans were also begun for the annual dinner of the Association.

## Suffolk Cy. Aides Put on Radio Series

BAY SHORE, April 2 — The first of a series of six radio broadcasts was presented by Suffolk Chapter, Civil Service Employees Association, over Station WGBD has been presented at Landerhurst, David L. Frost, president of the chapter, spoke on "Civil Service and the Community."

The broadcasts were arranged by Mrs. Mary Armstrong, publicity chairman and will continue with different speakers on civil service topics for the next month and a half.

Mr. Frost stated in his address that the Suffolk Chapter, organized in 1948, has grown in size during this time to a membership nearing 1000, including county, town, village and school district civil employees. The Association has a total of 50,000 members in the State. Mr. Frost pointed out the responsibility of the civil employee in community life, commented on the interest of employees in becoming a part of the community activities, participating in fund-raising and charity campaigns, and in the civil defense program. He pointed out the many operations in government performed by civil employees and how the municipal services, taken for granted by the citizens, actually were kept running by faithful public notice. The merit system of selecting the best qualified person for the civil service job was explained, and the work of the Civil Service Employees Association in its protection of the merit system was described.

### Radio Used Elsewhere

In several other parts of the State, chapters of the Civil Service Employees Association are finding the radio an effective medium of reaching the community.

## Covering the State Beat

THAT FLU or virus bug is still causing considerable difficulties to State employees and offices. In some of the offices as many as 30



Mary Goode Krone, chairman of the State Personnel Council and also Deputy Tax Commissioner in charge of the Miscellaneous Tax Bureau, pitched with night clerical work, to help get out the gasoline station licenses on time.

per cent were away ill at one time. The Miscellaneous Tax Bureau, over which Commissioner

Mary Goode Krone presides, was one of them, and the April 1 deadline for the gasoline station licenses was nearing. Help and more help was needed. But where to get it? Well, The Taxcellaneous Miss pitched in herself, and could be seen working with her staff at night, checking applications, alphabetizing cards and working, all told, as industriously out of titles as if she were not the Chairman of the State Personnel Council.

CO-ORDINATION of charity drives is being sought by the group of State employees. They feel that the merits of the drives, their respective timing and a relationship to the capacity to pay should be considered, and hope that the schedule will be handled by the Personnel Council, instead of drive authorizations by the Governor. There was some misinformation published in Albany on this subject, to make it appear that the employees resent being solicited for charitable contributions, but their record of response is splendid. They do feel that sometimes drives come as close together as the leaves of an accordion when the in-squeeze is at maximum.

THE education committee of The Civil Service Employees Association is expected to exercise a guiding hand in the participation of Association members in the Civil Defense program. The membership is keen about giving full support to the effort to back up preparedness.

CORRECTION Commissioner John A. Lyons will address the Communion breakfast of the State Department of Correction at Jack's restaurant, Albany, on May 6. Father George P. McKinney, chaplain at Walkkill, will speak, too. Mary T. O'Connell will be toastmaster. Helen T. Davis is general chairman. Aiding in the arrangements are Olga M. Hucko, Betty T. Cregan, Mary B. Mulcahy, Helen M. Upjohn, Anne A. Curry, Mary M. Flanagan, Edna L. Skelly, Helen W. Brown, Mary P. Driscoll and May Shaughnessy.

### LEGAL NOTICE

MINTE, BENJAMIN—In pursuance of an order of Hon. William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Benjamin Mintz, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Hyman Fisch, Attorney, at No. 1440 Broadway, Borough of Manhattan, in the City of New York, on or before the 26th day of June 1951.

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

JACK MINTE, HERMAN MINTE, DAISY MINTE HOLMAN, Executors.

HYMAN FISCH, Attorney for Executors, Office and P. O. Address, 1440 Broadway, Borough of Manhattan, New York 14, N. Y.

## Nassau Sanitation Men Stop Work, Win Demands; 'But It's No Strike,' They Say

HEMPSTEAD, April 2 — The second work-stoppage within a month has occurred in Nassau County among sanitation workers. In both cases the matter was settled amicably, with the men gaining the ends they sought; and in both cases, the issue of possible violation of the State Condon-Waldin law has been soft-pedaled. Neither the employee representatives nor the local officials have wanted to press the issue. It is simply: "No, we haven't had a strike."

"The work stoppage at the North Hempstead, Long Island incinerator, which had tied up garbage disposal for over 200,000 homes was terminated yesterday in a 'genuine victory' for the men," said Jerry Wurf, General Representative of the American Federation of State, County and Municipal Employees, AFL.

"The stoppage," explained Mr. Wurf, "was created by a lockout of the employees of the incinerator, after the two officials refused to discuss accumulated grievances with representatives chosen by the men to represent them. In answer to their effort to discuss deplorable working conditions—the most notable of which was an hourly pay of \$1.18 for skilled tractor operators, a 48 hour week without sick pay or bonuses, the town superintendent arbitrarily refused to negotiate, and declared the men 'fired'."

"In addition, the men could no longer tolerate the abusive methods of the incinerator supervisor, which were the most autocratic and tyrant-like I've seen," specified Mr. Wurf.

Wurf pointed out that a two-day twenty-four hour picket line, made up of the locked out employees succeeded in frustrating the town's attempts at importing scab labor into the plant. "Laborers from all parts of Nassau County refused to cross the picket line," said Wurf, "resulting in an end of the town's irresponsible intransigence. The basis of the

difficulty was dramatically removed by the hurried dismissal of the objected to supervisor, a promise of substantial wage increase to the men, and an offer to them to return to work."

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**LEGAL NOTICE**

CITATION.—The People of the State of New York, By the Grace of God, Free and Independent, To the Attorney General of the State of New York: MORRIS WALKER; ANNA FELDMESSER; MANNIE GAYNER; and to "MARY DOE," the name "Mary Doe" being fictitious, the alleged widow of MAX WALKER, deceased, if living, or if dead, to the executors, administrators and next of kin of said "MARY DOE," deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of MAX WALKER, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of MAX WALKER, deceased, who at the time of his death was a resident of 947-Broome Street, and GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, 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 County, held at the Hall of Records, Room 509, in the County of New York, on the 20th day of April, 1951, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, [Seal.] a Surrogate of our said County, at the County of New York, the 6th day of March, in the year of our Lord one thousand nine hundred and fifty-one.

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

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**LEGAL NOTICE**

MINTE, BENJAMIN—In pursuance of an order of Hon. William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Benjamin Mintz, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Hyman Fisch, Attorney, at No. 1440 Broadway, Borough of Manhattan, in the City of New York, on or before the 26th day of June 1951.

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

JACK MINTE, HERMAN MINTE, DAISY MINTE HOLMAN, Executors.

HYMAN FISCH, Attorney for Executors, Office and P. O. Address, 1440 Broadway, Borough of Manhattan, New York 14, N. Y.

## Lists Recently Filled by State; 201 Eligibles

Seventeen eligible lists were established by the State Civil Service Commission during the month ended March 15. Eleven were open-competitive and six promotion.

Charles L. Campbell, administrative director, requested all appointing officers to keep a record of the listing, in case they have vacancies that can be filled from the rosters, "before nominating persons for provisional appointment."

The lists, with the exam serial number, date of establishment and number of eligibles.

- NON-COMPETITIVE**
- 2221. Associate Otolaryngologist, Health, 2-23; 1.
  - 2212. Associate Insurance Policy Examiner, Insurance, 3-9; 1.
  - 2178. Dentist, State Departments & Institutions, 2-23; 25.
  - 2219. Director of Clinical Laboratories, State Departments and Institutions, 2-23; 1.
  - 2202. Farm Placement Representative, DPUL, 2-1; 18.
  - 2235. Graphic Statistician, State Departments, 2-23; 1.
  - 2236. Jr. Graphic Statistician, State Departments, 2-23; 6.
  - 2175. Senior Actuarial Clerk, State Departments, 2-23; 64.
  - 2203. Senior Farm Placement Representative, DPUL, 2-1; 11.
  - 2199. Supervising Psychiatrist, State Departments and Institutions, 3-9; 29.
  - 2225. X-Ray Machine Operator, Health, 2-23; 2.

### PROMOTION DPUL

- 1909. Senior Farm Placement Representative, 3-1; 2.
- Health
- 1101. Head Clerk (Property Control), Executive of Laboratories and Research, and Institutions, 2-27; 4.
- 1219. Junior Bacteriologist, Division of Laboratories and Research, 2-23; 4.
- Insurance
- 1219. Assistant Insurance Policy Examiner, 3-9; 1.
- 1221. Associate Insurance Policy Examiner, 3-9; 1.
- 1229. Senior Insurance Policy Examiner, 3-9; 2.

### EMPLOYMENT OFFICES GET VETERAN AWARD

The Norwich, Malone, and Troy offices of the New York State Employment Service upstate and the Commercial and Professional office of that agency in New York City have been awarded the citations for outstanding services in securing jobs for veterans. The award was made by the Veterans of Foreign Wars, Department of the State of New York.

# JOB MARKET

(Continued from page 8)  
 Die Maker, \$1.82½ hr., 200, auto body stamping. (a)  
**CATSKILL**  
 Painter Spray, I. Up to 2.00 hr., 1, draft exempt. (a)  
**CORTLAND**  
 Pharmacist, \$75 wk., 1. (b), Loom Fixer, \$1.50 hr., plus O.T., 1, Open shop, Baker & Compton & Knowles looms. (a)  
**ELMIRA**  
 Teacher, \$2300 base, plus \$75 each yr. exp., plus \$200 for MA, 1, comm. & secretarial subjects. (b)  
 Welders, Acetylene, \$1.30-\$1.54 hr., 6, aircraft, A-N welder. (a)  
**GLEN COVE**  
 Foreman, Plastics, \$60-\$80 wk., 1, Supv. 15 workers. (a)  
**GLOVERSVILLE**  
 Radio Engineer, Aver. \$50 wk., 1, 1st class license, sup. & maint. station. (b)  
 Knitting Machine operator, Circular, M-1.10-1.25 hr., F-\$1.00-\$1.10, 4. (c)  
 Spinner, Mule, \$1.25-1.50 hr., 12. (c)  
 Peellers (logging), \$5.00 cord min., 25. (a)

### LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, in the Courtroom, 62 Chambers Street, in the Borough of Manhattan, City of New York, on the 26th day of March, 1951.

PRESENT: HON. JOHN A. BYRNES, Chief Justice, In the Matter of Application of MURRAY ROBERT MASLOW for leave to change his name to ROBERT MURRAY MASLOW.

Upon reading and filing the annexed petition of MURRAY ROBERT MASLOW, duly verified March 24th, 1951, praying for leave for the petitioner to assume the name of ROBERT MURRAY MASLOW, in the place and stead of his present name; and it appearing from said petition and the Court being satisfied that there is no reasonable objection to the change of name proposed:

NOW, ON MOTION OF SEYMOUR SPIRUCH, attorney for the petitioner, it is ORDERED, that the said MURRAY ROBERT MASLOW be and hereby is authorized to assume the name of ROBERT MURRAY MASLOW, in the place and stead of his present name, on the 5th day of May, 1951, upon condition, however, that he shall comply with the following conditions of this order; and it is further:

ORDERED, that this order and the aforementioned petition be filed within ten (10) days of the date hereof, at the office of the Clerk of this Court, and that a copy of this Order, shall within ten (10) days from the entry thereof, be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that, within forty (40) days after the making of this Order, proof of such publication thereof shall be filed with the Clerk of the City Court, City of New York, County of New York; and it is further:

ORDERED, that following the filing of the order, as hereinbefore directed, and the publication of such order, and the filing of the proof of publication thereof, the petitioner, MURRAY ROBERT MASLOW, shall, on and after the 5th day of May, 1951, be known by the name of ROBERT MURRAY MASLOW and by no other name.

ENTER  
J.A.B. C.J.C.

At a Special Term Part II, of the City Court of the City of New York, held at the Old County Court House, No. 52 Chambers St., City Hall Park, County of New York, on the 28th day of March, 1951.

PRESENT: HON. JOHN A. BYRNES, Chief Justice, In the Matter of the Application of JANER RATE and SUSAN RATE, for themselves and for ARTHUR RITZ, an infant, for leave to change their names to JANER REYNOLDS, SUSAN REYNOLDS and ARTHUR REYNOLDS.

Upon reading and filing the petitions of JANER RATE and SUSAN RATE, praying for leave to assume the names of JANER REYNOLDS, SUSAN REYNOLDS and ARTHUR REYNOLDS, and upon filing herewith the birth certificate of ARTHUR RITZ, submitted, and the Court being satisfied that the averments contained in said petition are true, and that there is no reasonable objection to the change of name proposed:

NOW, ON MOTION OF AARON TRAGER, attorney for the petitioner, it is ORDERED, that the said JANER RATE, SUSAN RATE and ARTHUR RITZ, be and they are authorized to assume the names of JANER REYNOLDS, SUSAN REYNOLDS and ARTHUR REYNOLDS, respectively, on and after the 8th day of May, 1951, upon conditions, however, that they shall apply with the further provisions of this order, and it is further:

ORDERED, that this Order and the aforementioned petition be filed within 10 days from the date hereof on the Office of the Clerk of this Court, that a copy of this order, shall within 10 days from the date of entry thereof, be published once in the Civil Service Leader, a newspaper published in the County of New York, and within 40 days after making this order an affidavit of such publication shall be filed with the Clerk of the City Court of the City of New York, New York County; and it is further:

ORDERED that a copy of this order and petition shall within 20 days from the date thereof be served on Selective Service Headquarters, 45-09 Greenpoint Avenue, Sunnyside, New York, and upon the Alien Registration Division, Immigration and Naturalization Service, Washington, D. C., with proof of such service filed with the Clerk of this Court within 10 days thereafter, and it is further:

ORDERED that following the filing of the petition and order, as hereinbefore directed, and the publication of such order and the filing of the proof of publication thereof, and of the service of the order as directed, on and after the 8th day of May, 1951, the petitioners and their infant son, shall be known by the names of JANER REYNOLDS, SUSAN REYNOLDS and ARTHUR REYNOLDS, respectively, and by no other names.

ENTER  
J.A.B. C.J.C.

**HEMPSTEAD**  
 Electrical Engineer, \$325-\$350 mo., 90. (b)  
 Methods Engineer, \$60-\$85 wk., 30. (b)  
**HERKIMER**  
 Industrial Engineer, \$275 mo., plus 5% every 3 mo. 1st yr. 1. (b)  
**ITHACA**  
 Solicitor, \$10 day and \$06 mi. trav., 10, dairy pro. (b)  
 Dietitian, \$2484 yr. start, plus 20% O.T. pay, 1, Coll. degree, 1 yr. hosp. exp., 48 hrs. week. (b)  
 Tool Designer, \$80 wk., 1. (b)  
 Metallurgist, \$350-\$400 mo., 1. (b)  
**KINGSTON**  
 Pharmacist, \$85 wk., 2. (b)  
 Dairy Man II, \$175 mo., plus 5 rm. apt., 2, exp., poultry farm. (d)  
 Farm Couple, \$125 mo., plus 4 rm. apt., 2, exp., poultry farm. (d)  
 Fourdrinier Machine Tender, \$1.15 hr., rotating shifts, 2, supv. mach. crew & back tenders. (a)  
 Backtender, \$1.00 hr. plus 1½ over 40, 2. (a)  
**LOCKPORT**  
 Methods Engineer, \$300-\$500 mo., 1. (b)  
**MASSENA**  
 Combination Welder, \$1.66 hr., 5, elec. welding, acetylene may be acceptable. (a)  
 Millwright, \$1.66 hr., 10, read blueprints, own tools. (a)  
**MIDDLETOWN**  
 Farmer, Fruit, 2/3 net profit, 1. (d)  
**MOUNT MORRIS**  
 Locksmith, \$2,622 yr. plus 10% 1. (a)  
 Foreman II, Constr. Insp., \$3-100 yr., 2, mixing plant, rotating shifts. (a)  
 Foreman II, Const. Insp., \$3-100 yr., 3, stripping and curing, rotating shifts. (a)  
**NIAGARA FALLS**  
 Machinist (Machine Shop), \$1.80 hr. and 1½ ot. 10. (a)  
 Process Laborer, \$1.40-\$1.53 hr., 12, process jobs acc. to fitness. (a)  
**OGDENSBURG**  
 Stone Masons, \$2.77½ hr. and \$28 wk. for rm. and bd., 5 (a)  
**ONEONTA**  
 Model Maker, \$1.35-\$1.40 hr., 5. (b)  
 Aut. Screw Mach. Opr. \$1.42-\$1.59 hr., 6, mult. spindle, set-up, Acme Gridley. (a)  
 Mechanical Draftsman, \$2650-\$3825 yr., 10, small tools. (b)  
**PLATTSBURG**  
 Office Machine Serviceman, \$50-\$65 wk., 1. (a)  
 Draftsman, Tool Design, \$60-\$100 week., 1. (b)  
**POUGHKEEPSIE**  
 Methods & Estimating Man, \$64-\$87, 5. (b)  
 Process Engineer, \$74-\$98, 5. (b)  
 Layout Engineer, \$74-\$98, 5, prepare complete drawings. (b)  
 Draftsman, \$51-\$69 wk., 5, parts and assemblies details. (b)  
 Draftsman, \$64-\$87 wk., 5, assist layout or design engr. (b)  
 Turret Lathe Set-Up Man, \$1.89 hr., (a)  
 Tool Maker, \$1.81 hr. (a)  
 Turret Lathe Opr., \$1.68 hr., 5. (a)  
**ROCHESTER**  
 Pattern Maker, Wood, \$2.00 hr. min., 5. (a)  
 Mechanical Engineer, Physicist, \$68 wk., 1. (b)  
 Sales Engineer, \$100 wk., 1, high

### LEGAL NOTICE

NICHOLOULIAS, CHRISTOS P.—CITATION.—P. 870, 1951.—The People of the State of New York, By the Grace of God Free and Independent, To EMILY ELAICHOU the next of kin and heirs at law of CHRISTOS P. NICHOLOULIAS, deceased, send greeting:

Whereas, ANGELIKE NICHOLOULIAS, who resides at 621 West 172nd Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the last will and testament of CHRISTOS P. NICHOLOULIAS, deceased, who was at the time of his death a resident of 621 West 172nd Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York on the 9th day of May, one thousand nine hundred and fifty-one, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed, Witness: Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 26th day of March in the year of our Lord one thousand nine hundred and fifty-one.

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

### FREE NOTARY PUBLIC SERVICE

As a service to applicants for Civil Service jobs, applications will be notarized without charge at the office of the Civil Service LEADER, 97 Duane Street, across the street from The Civil Service Commission.

## No Experience Needed in These \$50 Steno Jobs

The U. S. Department of Labor's Wage and Hour Division in New York City has ten openings for Stenographers Grade GS3 to work in the New York City Office of the Division. The starting salary is \$2,650 per year. No experience is required, but applicants must pass stenographic tests and take dictation at 80 words a minute. Application should be made to Mr. Benjamin Rothstein, personnel officer, Room 906A, U. S. Department of Labor, Wage and Hour Division, 341 Ninth Avenue, New York 1, N. Y.

**ROME**  
 Electrical or Electronics Engr., \$3100-\$5400 yr., 15. (b)  
 Radio Repairman, \$1.37-\$1.50 hr., 20. (a)  
 Mechanical Draftsman, Tool Design, \$58.48-\$68.09, 2. (b)

**SARANAC LAKE**  
 Santa Claus, \$50 wk., 1, grow long, white beard. (b)  
 Puppet Master, \$75 wk., 1, must have own equip., show of 20 min. dur. (b)  
 Printer, \$50 wk. to start, 1, comb. man, non-union. (a)

**SCHENECTADY**  
 Mechanical Draftsman, \$65-\$100 wk., 12, 5 yrs. exp. mech. design. (b)  
 Machinist, \$1.50½-\$1.78 hr. D.O.E., 10. (a)  
 Layout men (large castings), \$1.89 hr., 3. (a)  
 Engine Lathe Operator, Anticipate \$1.94½ hr., 10% diff. for shift, 4, Union (machine shop). (a)

**SYRACUSE**  
 Corsetier, \$70-\$80 wk., 1. (c)  
 Machinist, \$1.50-\$1.75 hr., 33. (a)  
 Toolmaker, \$1.65 hr., 5. (a)  
 Turret Lathe Operator, \$1.65 hr., 7. (a)  
 Floor Molder, \$1.25 hr., 5. (a)

**UTICA**  
 Draftsman, Structural, \$1.50-\$1.75 hr., 1. (b)  
 Tompkins Spring Needle Knitters, \$60-\$70 wk. piece work, 2, exp. balbriggan & fleece lined materials. (c)  
 Combination Man, to \$1.82½, 1, exp. central off. equip., repair & installation, pole work. (a)

**WATERTOWN**  
 Design Engineer, to \$100 wk., 3, paper mill machry. (b)  
 Draftsman, Engineering, \$60 wk., 10, paper mill machry. (b)  
 Tool Designer, \$74-\$98 wk., 1. (b)  
 Industrial Relations Man, \$250-\$350 mo., 1. (b)  
 Patternmaker, Wood, \$1.72 hr., 5. (a)  
 Manager, Retail Apparel, \$40 wk., 1. (g)

**WHITE PLAINS**  
 Electronic Engineer, Research, \$5000-\$6000 yr., 1, 5 yrs. exp. (b)  
 Electronics Engineer Flight Test, to \$4000 yr., 1. (b)  
**YONKERS**  
 Knitting Machine Opr., \$1.35-\$1.70 hr., 3. (c)  
 Knitting Machine Fixer, \$100 wk. min., 1. (c)

**EXAM STUDY BOOKS**  
 Excellent study books by Arco, in preparation for current and coming NYC exams, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the NYC application bureau. The books include ones for Assistant Gardener, Assistant Foreman (Sanitation), Elevator Operator, Clerk, Grades 3, 4 and 5, Police Lieutenant and Fire Lieutenant. See advertisement, P. 15.

## SHOPPING GUIDE

**A GREAT ANNIVERSARY SALE! Furniture**  
**FURNITURE ART SHOWROOM**  
 Visit the most newest and modern showroom in the Bronx featuring the finest in Modern and Period  
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 ● Projectors ● Jewelry ● Cameras  
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 THE JOHN STANLEY HOWARD CORP.  
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 Your Living Room Set \$69.  
 Also: webbing, lining cushions re-filled.  
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**OUTSTANDING VALUE**  
**17" CROSLY CONSOLE \$239.95**  
 Latest TV model; mfgs. ret. price \$309.95. In factory sealed carton.  
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# EXAMS FOR PUBLIC JOBS

(Continued from page 9)

motor vehicles on the highways of New York State. They must have a good knowledge of fire fighting and fire prevention methods; some knowledge of first aid methods; dependability; resourcefulness; fearlessness; temperament calculated to command respect and obedience of persons in their custody; ability to understand and carry out instructions; and good powers of observation.

**3029. Chief Laundry Supervisor (Prom.)**, Institutions, Department of Mental Hygiene, \$3,451 to \$4,176. One vacancy in Brooklyn State Hospital and one in Hudson River State Hospital. Fee \$3. Candidates must be permanently employed in one of the institutions of the department and must have served on a permanent basis in the competitive class for one year as Head Laundry Supervisor preceding May 26.

**3031. Chief Clerk (Unemployment Insurance Benefits) (Prom.)**, Department of Taxation and Finance, \$4,638 to \$5,628. One vacancy in the Albany office. Fee \$4. Candidates must be permanently employed in the department and must have served on a permanent basis in the competitive class prior to May 26 in a clerical position allocated to (a) G-16 or higher for one year; or (b) G-10 through G-15 inclusive for three years; or (c) the equivalent combination of (a) and (b).

**3032. Municipal Research Assistant (Prom.)**, Division of Municipal Affairs, Department of Audit and Control, \$3,451 to \$4,176. Two vacancies. Fee \$3. Candidates must be permanently employed in the division and must have served on a permanent basis in the competitive class for one year prior to May 26, in a position allocated to G-6 or higher.

**3033. Senior Municipal Research Assistant (Prom.)**, Division of Municipal Affairs, Department of Audit and Control, \$4,242 to \$5,232. Two vacancies. Fee \$4. Candidates must be permanently employed in the division and must have served on a permanent basis in the competitive class for one year prior to May 26 as Municipal Research Assistant.

**3034. Associate Municipal Research Assistant (Prom.)**, Division of Municipal Affairs, Department of Audit and Control, \$5,232 to \$6,407. One vacancy in Albany. Fee \$5. Candidates must be permanently employed in the division and must have served on a permanent basis in the competitive class for one year prior to May 26

as Senior Municipal Research Assistant.

**3900. Assistant Employment Security Manager (Prom.)**, Division of Placement and Unemployment Insurance, Department of Labor, \$3,847 to \$4,572. Vacancies exist in various upstate localities. Preference in certification will be given to employees in the promotion area in which the vacancy exists. If eligible, candidates may compete also in No. 3991 Employment Security Manager. A separate application and fee must be filed for each. Candidates for 3900 must be permanently employed in the division and must have served on a permanent basis in the competitive class for one year preceding Saturday, May 5, the date of exam, as Senior Unemployment Insurance Claims Examiner, Senior Employment Interviewer, Senior Employment Counselor, Assistant Unemployment Insurance Claims Examiner, Employment Counselor, or Employment Interviewer. (Last day to apply, Wednesday, April 18).

**3901. Employment Security Manager (Prom.)**, Division of Placement and Unemployment Insurance, Department of Labor, \$4,440 to \$5,430. Vacancies probable in various locations. Fee \$4. If eligible, candidates may compete also in No. 3900 Employment Security Manager. A separate application and fee must be filed for each. Candidates for 3901 must be permanently employed in the division and must have served on a permanent basis in the competitive class for one year preceding Saturday, May 5, the date of the exam, as Senior Unemployment Insurance Claims Examiner, Senior Employment Counselor, Senior Employment Interviewer, or Assistant Employment Security Manager. (Last day to apply, Wednesday, April 18).

**3019. Senior Draftsman (Prom.)**, (revised and reissued), Public Works, \$2,893 to \$3,588. Several vacancies exist. Fee \$2. Candidates must be permanently employed in the Department of Public Works and have served on a permanent basis for one year preceding May 8, the exam date, as Junior Draftsman, Junior Mechanical Draftsman, Junior Engineering Aid, or Junior Architectural Draftsman. They must be physically able. A physical and medical examination may be required. Candidates must have a good knowledge of elementary structural design and drafting technique with reference to bridges and other structures incident to highway parkway and railroad design; fundamental

knowledge of applied mathematics; considerable skill in the use of drawing instruments. (Last day to apply, Saturday, April 7).

## NYC

### Open-Competitive

(The following NYC exams will open on Tuesday, April 10 and close on Wednesday, April 25. Do not apply before April 10. The \$250 bonus will be added to the advertised annual salaries).

**6240. Elevator Operator (Men)**, \$1,860 to \$2,340. A large number of vacancies exist in various City departments. Fee \$1. Candidates are required to have six months' experience operating an elevator in office buildings, apartment houses or stores in which the operation of elevators is under the direction of starters. Part-time or mere incidental elevator operation will not qualify. All candidates who pass the written test will be required to pass a qualifying performance test and will be summoned in order of their standing on the list. No second opportunity will be given to candidates who fail, or who don't appear for the qualifying performance test. Candidates will be required to pass a qualifying medical and physical test. A fair degree of physical strength and agility is required.

**6130. Supervisor of Motor Transport, Grade 4**, \$3,720. One vacancy in the Department of Education. Fee \$2. Five years' experience in responsible charge of motor transport operations required; or a satisfactory equivalent.

**6230. Sanitary Inspector, Grade 4**, \$4,021. At present there are four vacancies in the Department of Education. Appointments exempt from the three-year NYC resident requirement. Fee \$4. Eight years' satisfactory practical experience as a journeyman in the installation, alteration or repair or maintenance of plumbing, drainage and gas systems in buildings comparable to those in the Department of Education required. At least one year must have been in a supervisory capacity; such as foreman, inspector or superintendent; or a satisfactory equivalent.

**6245. Institutional Inspector, Grade 2**. Three vacancies in the Department of Hospitals. Fee \$2. Candidates must have (a) a baccalaureate degree and one year's experience in inspecting and investigating institutions; or (b) senior high school graduation plus graduation from an accredited school of nursing approved by the State of New York and one year's experience in a supervisory nursing position or one year's experience in inspecting and investi-



Theodore H. Lang, personnel officer of the NYC Board of Education, has been awarded a Doctor of Philosophy Degree in Public Administration by New York University. This is believed to be the first time a doctorate has been earned by an administrative employee. Mr. Lang is considered one of the top personnel men in New York City.

gating institutions; or (c) senior high school graduation and four years of satisfactory experience in inspecting and investigating institutions; or a satisfactory combination of experience and education.

**6306. Crane Engineman (Electric)**, \$22 a day, 313 days. Now 21 vacancies in the Department of Sanitation. Fee 50 cents. Five years of experience in the operation or maintenance of cranes required, at least two years of which must have been on electrically powered cranes; or a satisfactory equivalent.

**6296. Assistant Civil Engineer (Building Construction)**, \$4,141; 32 vacancies in the Department of Education, 3 in the Department of Housing and Buildings and 2 in the NYC Housing Authority. Appointments by the Department of Education and the Authority are exempt from the three-year residence requirement. Fee \$4. A baccalaureate degree is required in engineering and three years' satisfactory practical field experience in building construction work of a nature to qualify for the duties of the position; or a satisfactory equivalent.

**6207. Civil Engineer (Building Construction)**, \$5,161. One vacancy in the Department of Education, 4 in the Department of Housing and Buildings, and one in the Housing Authority. Appointments

by the Department of Education and the Authority are exempt from the three-year NYC residence requirement. Probationary period, six months. Fee \$5. A baccalaureate degree in engineering required and six years of field engineering experience in building construction work involving the successful development of one or more projects requiring a general knowledge of the NYC Building Code.

**6316. Assistant Mechanical Engineer (Building Construction)**, \$4,141. One vacancy in the NYC Housing Authority. Appointments in the Authority are exempt from the three-year NYC residence requirement. Probationary period, six months. Fee \$4. A baccalaureate degree in engineering required, three years' experience in building construction work; or a satisfactory equivalent.

**6305. Photographer**, \$2,710. Three vacancies in the Department of Hospitals. Fee \$2. Three years' experience as a photographer in a photographic studio, or in photographic work with a commercial advertising agency required; or a satisfactory equivalent.

### Promotion

**6247. Budget Examiner (Prom.)**, Bureau of the Budget, \$4,021. Eligibility in future exams for this position will be limited to persons employed in the title of Junior Budget Examiner. Open only to employees of the Bureau of the Budget, otherwise qualified, who on the date of the written test: (1) are permanently employed in the titles of Junior Budget Examiner, Accountant, Senior Accountant, or in any title in the Clerical Service Grades 4 and 5, Investigator earning over \$3,421, and any title in the Engineering Service; (2) have served permanently in such title or titles for a period of not less than two years preceding that date; (3) have served continuously in the Bureau of the Budget for the six month period immediately preceding that date.

### Eligible Lists

- COUNTY PROMOTION APPLICATION EXAMINER (Prom.), Automobile Bureau, County Clerk's Office, Westchester County
- Houghton, Walter, Scarsdale... 88175
  - Raimondo, Elvera, White Plains... 80940
  - Scheller, E. M., N. Rochelle... 80348
- POLICE CHIEF (Prom.), Police Department, Town of Ossining, Westchester Co.
- McArdle, Edward, Ossining... 88611
  - Bell, Marvin Henry, Ossining... 85007
- POLICE LIEUTENANT (Prom.), Police Department, Town of Manass Neck, Westchester County
- Waterbury, Francis, N. Rochelle... 95840
  - Devoan, Eugene G., Larchmont... 94834

### LEGAL NOTICE

SUPREME COURT, BRONX COUNTY—GENARDO GERASOLI, Plaintiff, against ROBERT HANSON, if living, "MARY" HANSON, first name fictitious and true name unknown to plaintiff, party intended to be served being wife, if any, of defendant ROBERT HANSON, if living, or if any of them be dead, then their and each of their respective executors, administrators, heirs at law, next of kin, legatees, distributees, devisees, grantees, mortgagees, assignees, judgment creditors, receivers, lessors, trustees and successors in interest and their husbands and wives, if any and all persons claiming under or through any of them, if any, all of whom and whose names are unknown to plaintiff, and each and every person not specifically named herein who may be entitled to or claim to have any right, title or interest in or claim upon the premises described herein CIT YOF NEW YORK, and PEOPLE OF THE STATE OF NEW YORK, Defendants.

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

Dated: July 18th, 1950.  
MORRIS B. WERTZIN  
Attorney for Plaintiff  
Office and P. O. Address  
32 Broadway, New York 4, N. Y.  
To the above named defendants, except CITY OF NEW YORK and PEOPLE OF THE STATE OF NEW YORK: THE FOREGOING SUMMONS is served upon you by publication pursuant to an order of Hon. Edward R. Koch, Justice of the Supreme Court of the State of New York, dated March 10, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, 851 Grand Concourse, Bronx, New York. The object of this action is to foreclose a transfer of tax lien dated September 10, 1941, No. 67534, for the sum of \$1094.54 with interest at 12% per annum and assigned to plaintiff on January 16, 1950. The property is known as Lot 6, Block 57B, Section 10 on the Tax Map of the Borough of Bronx, City of New York.  
Dated: March 16th, 1951.  
MORRIS B. WERTZIN  
Attorney for Plaintiff  
Office and P. O. Address  
32 Broadway, New York 4, N. Y.

## READER'S SERVICE GUIDE

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## Vet Preference Answers

The following are answers to questions in the new veteran preference law in New York State:

**Q. Why is a disabled veteran who is receiving a disability pension required to submit to another medical examination and obtain a certificate of recency in order to gain preference on an eligible list?**

**A.** The recency certificate requirement, as explained in the answer to a previous question, will be prescribed by Section 21 of the Civil Service Law. In the past, this requirement was imposed on disabled veterans seeking preference as such as a result of the holding of the Court of Appeals in the matter of Carey v. Morton, 297 N. Y. 361. In that case, the Court of Appeals ordered that an application for disabled veterans' preference could be accepted only if the Veterans' Administration certified that the applicant had been examined on a "specified recent date" by the Veterans' Administra-

tion and that such examination showed a war-incurred disability rated at 10 per cent or more, or if the Veterans' Administration certified that the applicant had a permanent stabilized condition of disability rated at 10 per cent or more and, therefore, a medical examination was deemed unnecessary. The "specified recent date" was universally interpreted by civil service commissions throughout the State as meaning within one year prior to the time of application for appointment or promotion.

**Q. Why are applicants required to disclose their status as veterans or disabled veterans on their applications for examination?**

**A.** Section 14 of the Civil Service Law specifically requires that each applicant for competitive examination state under oath on his application "his right of preference by reason of military or naval service."

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# Military Pay Suit Affecting 2,000 Soon to Be Tried

A trial is to be held soon in the Supreme Court, New York county, of issues that affect the pay of more than 2,000 NYC employees who, although reservists entitled to the difference between their lower military pay and their City pay, were denied the benefit of increments in the computation of that difference.

The issue has cropped up in several cases, and in two of them, involving Board of Education employees, the Court of Appeals held that the employees were entitled to have the increments included in the computation. Now Board of Transportation employees are trying to have the same principle applied to them. If they win they'd be ahead about \$200,000. But the City is fighting the case hard, on the theory that the McCarthy increment doesn't apply to Board of Transportation employees.

### Who Are Affected

The benefit being sought applies only to those members of the National Guard, the Naval Militia, or of a reserve corps or force in the federal military, naval or marine service, who was such member in April, 1942, and has so remained. When they are on ordered military duty in excess of 30

days they are entitled to the differential if their military pay is lower. For the first 30 days they get both their military pay and their City pay.

The Board of Transportation adopted resolutions that followed the McCarthy increment law. Charles Belous, former Councilman, attorney for the Board employees seeking the differential, says that Section 245 of the State Military Law, granting the differential applies, and is defined in Section 246 to include as covered employees those holding a position in any public authority, commission or board or any other branch of the public service.

He adds that the legal question already has been decided and that the purpose of the trial is to determine whether there was any delay by the petitioners which would defeat them. The question of need to protest the payroll before they could be entitled to the inclusion of increments already has been decided in their favor, he declared, remarking that a man in military service is often far removed from any possibility of ever signing, protesting or even seeing NYC payrolls.

### Board Blamed for Delay

Mr. Belous hopes to reach an amicable agreement with the Board, but to date the Board has showed no sign of going along. He represented one employee of the Board, in an action on which the Appellate Division passed, who has since been engaged on military duty in Korea. The appellate court held that this was not a representative action. Another has been started, in which there are 19 petitioners. Mr. Belous wants this case substituted for the other at the trial, especially because the

## Comment

### NEED OF U. S. RAISE CALLED IMPERATIVE

Editor, The LEADER:  
The Bureau of Labor Statistics reports another rise in the consumer price index as of February 15. The index shows an increase of 9.5 per cent over a year ago. The main cause of the recent additional rise is the increase in food and clothing prices, the commodities whose prices most directly affect the living standards of low-paid workers.

The BLS index is based on the cost of living of middle-income families and does not adequately reflect the budgets of low-paid workers. But even this index shows the terrific impact of the rises in the cost of living on low-paid federal and postal workers.

Federal and postal workers have had no pay rise since 1948. They got only three raises in 12 years, each too little and too late.

Congress will act if the people make their wishes known. We ask each reader to write to his Congressman to urge him to raise the pay of federal and postal workers.

LOUIS MARCUS

petitioner in the other case is now on the fighting front.

That man's case was decided against him at Special Term of the Supreme Court, but the Appellate Division held that dismissal had been in error, because not decisive of the issues, one of which was the alleged tardiness. The employees say that the Board was responsible for the delay, as it was awaiting the outcome of the cases of the Board of Education employees. Had the City won that case, the need for including the increments in the other cases would not have existed. Since the City lost, the necessity of making the payment is legally compelling, said Mr. Belous.

### One Case Went Even Further

In a Municipal Court case, the Justice decided that not only the increment but the cost-of-living bonus must be included. The City is appealing that decision.

## Clerks Fight Policy That Holds Down Their Pay

The fight for a uniform grade top for Clerk, Grade 2, and Bookkeeper, Grade 2, to replace the present three different maximums, continued this week. A single maximum of \$2,830 is sought, instead of that and \$2,460 and \$2,710, determined by hiring dates.

The Government and Civic Employees Organizing Committee, CIO, raised the question at the hearings by the NYC Civil Service Commission on conforming the civil service grades to the salaries actually paid. This group contended that equal pay for equal work should be granted by the Board of Estimate before any grade reclassification was adopted by the Commission. The Commission itself has no budgetary powers.

"We favor equal pay for equal work, without any of the gimmicks and differences that now exist," said Raymond E. Diana,

executive secretary of the GCEOC. "Violations of the equal pay principle exist all over the place."

"We look forward to the Mayor's Management Survey recommending that uniformity of pay be established as a matter of city policy."

### Forced Into Outside Jobs

The survey, of which Dr. Luther Gulick is executive director, is expected to report on a career and salary plan on August 1.

"The pay disparities in the NYC government are notorious," said Jerry Wurf, general representative of the State, County and Municipal Employees, AFL.

"Chiseling tactics by the City have made it impossible for thousands of employees to eke out an existence without getting additional jobs on the outside."

"The Transportation group also stressed widespread outside employment, stating that City employees fill jobs as clerks and salesmen in department stores, attendants at ball parks, ushers in theatres, and even work in candy stores in the subways. These jobs are performed after regular City hours, including Saturdays, although the Saturday work of Transportation employees is mostly in the summer. During the rest of the year the office force works on Saturdays, a practice that the employees are trying to have stopped."

One clerk in the Board of Transportation gave the figures on his own take-home pay as an example. Pay checks were received 24 times a year and amounted to \$102.92 each. The annuity deduction was \$5.27; the Federal tax withheld \$13.50 and the employee contribution premium for hospitalization insurance \$4.70. These deductions total \$23.47, leaving \$79.45 for him and his wife to live on for 2.15 weeks, or \$36.80 a week. On that pittance, the clerk said, he and his wife couldn't live, so she had to go to work, too, and he couldn't get above the \$2,460 base pay because he entered City service in 1948. Even promotion, the only other opportunity for increased pay, the clerk added, is hampered by the rule requiring two years of service in the lower grade.

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- Civil Service Handbook .....\$1.00
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- Civil Service Rights .....\$3.00
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- Clerk, CAF-4 to CAF-7 .....\$2.50
- Clerk, Grade 2 .....\$2.50
- Clerk, 3, 4, 5 .....\$2.50
- Clerk-Typist-Stenographer .....\$2.50
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- Correction Officer (women) .....\$2.50
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# NYC Promotion Rules to Be Liberalized

Six months in a title, to permit one to compete for promotion to the next higher grade, and two years in the title before promotion to the higher one may be made, is

expected to be the new rule of the NYC Civil Service Commission. A special resolution adopted in 1947, which permitted employees to compete if they were in the title at the time of the exam date,

lapsed on January 1 last. The present proposal is to a compromise between the requirement of bare occupancy of the title automatically reinstated and the rule of two years in the title before one may compete.

### Complaints About Present Rule

There has been considerable dissatisfaction among employees appointed within the past two years because they can't move ahead as fast as they feel they deserve. They can't compete in an exam early, if they feel they're out on a limb for two or three years.

The proposed compromise has met with informal approval by several employee groups. Action by

unions is expected to be taken at meetings and sentiment expressed at a public hearing the Commission will hold on the proposed resolution that is finally drafted. Just now the Commission is pondering the subject and is expected to come up with its recommendation soon.

### Uniformity Sought

The present rule of two years in a grade, for permission to compete, applies to Grade 2 titles; for higher grades it is three years.

The Police, Fire, Transportation and Correction Services are not subject to the promotion rule, but in the recent and forthcoming application periods, occupancy of the

title at the date of the written test suffices in those services. An example is the lieutenant exam in the Police Department, reopened so that the 27 Patrolmen just promoted to sergeant could compete.

The Commission is endeavoring to establish as much uniformity as possible in promotion exam rules, as well as in other matters.

### Conferences Held

Mayor Vincent R. Impellitteri, Budget Director Thomas J. Patterson, President James S. Watson and Commissioners Paul P. Brennan and Paul A. Fino of the Civil Service Commission have conferred on the subject.

## EDITORIAL

# NYC Should Stop Being Lone Wolf

THE REENACTMENT this year of the so-called Lupton law, which safeguards the increments of temporary or provisional State employees when they attain permanent status, plus the enduring fact that the Federal Government does that and more, points up anew the niggardliness of the policy in NYC. There the provisional, having finally passed an examination, is rewarded by loss of the increments, when permanently appointed. Thus he or she goes back to the bottom of the ladder.

Many aspects of the NYC pay policy are petty and chiseling. The pay problem is treated as if it were wholly budgetary. Ignored is the fact that the pay recipients are human beings, that there are recognized American standards of fairness and justice that can not be flaunted. Private industry finds it perilous, in many instances impossible, to flaunt them. Employee morale is one of the chief assets of any enterprise. It is dangerous for any employer to be regarded by any of his employees as a bitter enemy.

No doubt the Mayor's Committee on Management Survey is considering this subject. Certainly employees are looking to the committee for many salutary recommendations, one of which would be that integrity be shown in dealing with provisionals' increments. NYC should welcome the opportunity to confer permanency on provisionals who have earned it, instead of penalizing the conversion of haphazard employment to official civil service status.

The low pay at which increments stop is another example of NYC's lag. The U. S. and State increments go right up the line. A new bill now before the Council would help to remedy this and deserves support.

NYC can figure how much it seems to "save" by inflicting the present policy, but it had can never figure how much it loses.

NYC should stop being the lone wolf.

# NYC Certifications

### PROMOTION

The department and the lowest numbered eligible certified are given:

- Assistant Civil Engineer—P.W.; 11.
- Assistant Electrical Engineer—Bd. of Trans.-Construction Div.; VI.
- Assistant Resident Buildings Superintendent; 39.
- Bus Maintainer, Group A—NYCTS, BMT Division; V42.
- Chief Marine Engineer—Dept. Marine and Aviation; 4.
- Chief Psychologist, Grade 4—Department of Hospitals; 1.
- Clerk, Grade 4—Department of Health; 45.
- Clerk, Grade 5 (PM); 13.
- Clerk, Grade 5—Department of Health; 32.
- Clerk, Grade 5—Department of Investigation; V2.
- Electrical Inspector, Grade 4; 2.
- Inspector of Smoke Control, Grade 3—Department of Housing & Buildings; 6.
- Power Maintainer, Group C—NYCTS; 15.
- Rammer; 11.
- Sergeant—PD; 106.

### OPEN-COMPETITIVE

- Alphabetic Key Punch Operator (Rem. Rand) Gr. 2; 8y.
- Architect (Materials Research & Specifications); 3.
- Assistant Architect; 52.
- Assistant Civil Engineer (Structural); 29.
- Assistant Mechanical Engineer (Smoke Control); 6y.
- Assistant Resident Buildings Superintendent; 15.

- Attendant, Grade 1 (Female); 222.
- Attendant, Grade 1 (Male); 185.
- Bookkeeper; 18.
- Boroughs No. 7800 Operator, Grade 2; 4.
- Civil Engineering Draftsman; 46.
- Clerk, Grade 3; 2770.
- Comptometer Operator, Grade 2; 76.
- Dental Hygienist; 26y.
- Dentist (Part-time); 226.
- Dietitian; 28.
- Housing Assistant; 44.6.
- Inspector of Foods, Grade 3; 7y.
- Inspector of Pipes and Castings, Grade 3; 3y.
- Investigator; V30.
- Laboratory Assistant (Bacteriology); 63.
- Maintainer's Helper, Group A; D8.6.
- Mechanical Engineering Draftsman; 56y.
- Medical Social Worker, Grade 2; 2.
- N.C.R. No. 2000 (Payroll) Operator, Grade 2; 3.
- N.C.R. No. 3000 Operator, Gr. 2; 74.
- Officer Appliance Operator (National Cash Register No. 2000), Gr. 2; 36.
- Patrolman, PD appropriate Bd Action; 132.6y.
- Psychiatrist, Grade 4; 14.
- Railroad Clerk; 53.5.
- Remington Bookkeeping Machine Operator, Grade 2; 30y.
- Roentgenologist, Grade 4; 35.
- Senior Architect (Materials, Research and Specifications); 2.
- Ship Carpenter; V3y.
- Transit Patrolman, Bridge & Tunnel Officer, Correction Officer (Men); V232.

# Award Credits Set in Test for Fire Lieut.

The award credits in the NYC exam for promotion to Lieutenant, Fire Department, were announced by the Civil Service Commission, which will reopen the period for applications from April 10 to 25.

The award credits and terms follow:

- Roll of Merit, Class 1 with medal, 3%.
- Roll of Merit, Class 2 with medal, 2.5%.
- Roll of Merit, Class 2, 0.2%.
- Roll of Merit, Class 3, 0.1%.

- Service Record A, 0.5%.
- Service Record B, 0.25%.

### Terms and Conditions Governing Departmental Awards:

1. Credit for awards are granted in one successful examination only, i.e., an examination in which the participating candidate attains a place on the eligible list and from which list he is subsequently promoted.
2. Credit for awards must be used by the candidate at the earliest opportunity, i.e., in the first successful examination following

acquisition and recognition of the award.

Penalties also have been added: For each day's fine, 0.25%; for each reprimand 0.12 1/2%. Fines or reprimands prior to November 30, 1946 will not be considered.

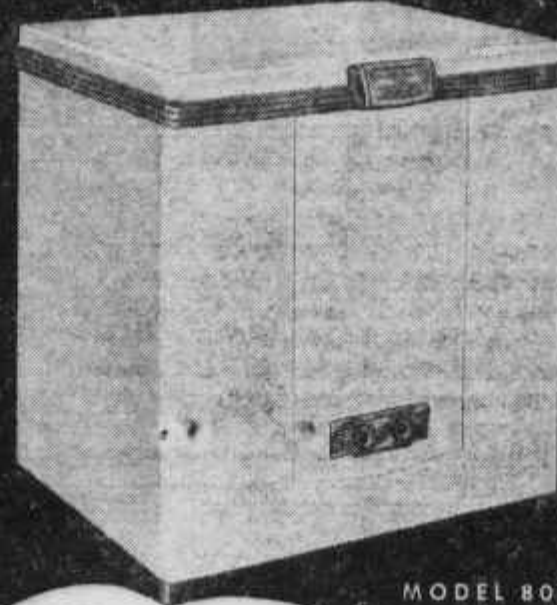
The written test will be held on Saturday, June 9. Eligible titles are Fireman 1st grade, Engineer of Steamer, Pilot, Marine Engineer (Uniformed), Chief Marine Engineer (Uniformed), with continuous service in the department for six months prior to June 9.

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at least three years. A license from the State is required. Those interested should apply, in person, at 125 Worth Street, New York City, Bureau of Personnel, Room 344.