

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## 1,000 More Aides Get S... rity

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P O DRAWER 125  
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See Page 3



Officers of Willard State Hospital chapter, Civil Service Employees Association. Seated are Brook Johnson (left), 1st vice president, and Donald J. Carlson, president. Standing, from left, Ralph Sibley, delegate; John Vincent, 3rd vice president, Herbert T. Watson, treasurer; Joan D. Carlson, secretary; Ralph Salzer, 2nd vice president, and Edward Limner, delegate. Not present when the photo was taken was alternate delegate Joseph Rizzari.

## Grievance Plan Should Be Written Into Law, Employee Groups Tell Preller Unit

ALBANY, Aug. 15 — The consensus among public employee organizations seems to be: Grievance procedures for State aides must be enacted into law.

Representatives of the Civil Service Employees Association, American Federation of Labor, Congress of Industrial Organizations, and

September to study suggestions made at this and the preceding hearing, in NYC, and to draft recommendations to be submitted to the State Legislature in January.

### Javits Urges Statute

Attorney General Jacob K. Javits agreed that grievance machinery should be statutory. In a letter read by Deputy Attorney General Milton Alpert, he pointed out that Mr. Harriman's order applies only to departments whose heads are responsible to the Governor. It has no jurisdiction over independent boards and commissions, or over departments whose chiefs are elective officials, such as the Comptroller and the Attorney General.

Mr. Alpert added that operation of the order depends on constant supervision and intervention by the Governor, to insure that its provisions are being properly carried out. A statute would make compliance mandatory.

### Retaliation Decried

John T. DeGraff, CSEA counsel, favored legislative action, but "first," he said, "there must be general acceptance of grievance machinery principles." There were instances under the 1950 order, he said, of retaliation against employees who presented grievances. "Government officials must learn not to retaliate."

Frederic Q. Wendt, president of the Civil Service Forum, said the new executive order merely "patches" the old. Nathan Grossman also represented the Forum at the hearing.

Robert Lewis, counsel of District 50, American Federation of State, County and Municipal Employees, AFL, urged establishment of a State public employee labor relations board, patterned after provisions of the "Little Wagner Act" for industrial workers. Employees who are discriminated against, he said, could appeal to this board, which would have the

power to issue cease and desist orders.

Ted Bleecker of District 37, APSCME, would like a public employee relations law to include provisions for negotiations on wages, hours and working conditions. A joint labor-management committee

(Continued on Page 14)

## Deadline for Nominations Is August 25

ALBANY, Aug. 15 — The final day to submit independent nominations for officers of the Civil Service Employees Association and members of the State Executive Committee is August 25.

Nominations must be sent to the board of canvassers at Association headquarters, 8 Elk St., Albany, by that date.

Nominating petitions for CSEA officers must be signed by not less than 5 per cent of the membership of the Association; petitions for members of the State Executive Committee must be signed by 10 per cent of the members of the department for which the nomination is proposed.

Names of candidates having the prescribed petitions will be printed on the official ballot, together with the names of those nominated by the CSEA nominating committee. To date, no names have been submitted for certification.

The board of canvassers — consisting of George W. Hayes, Mildred O. Meskil, Isabelle M. O'Hagen, Leonard P. Requa and Margaret Sayers — will determine the validity of the nominating petitions.



FRED W. PRELLER

independent unions, told the temporary State Commission on Revision of the Civil Service Law that Governor Harriman's executive order was a step in the right direction. Legislation is needed, they said, to put "teeth" into the order, to widen its scope, and to make compliance compulsory.

### 'Open Mind'

The executive order supplants Governor Dewey's 1950 order, and sets up a three-man Grievance Board as the top panel to settle employee grievances.

Assemblyman Fred W. Preller (R., Queens), commission chairman, said its members have an "open mind" on what the provisions of such a law should be, but that a statute should be on the books.

The commission will meet in

## Full Text of Executive Order Setting Up New State Grievance Plan

Following is the full text of Governor Harriman's executive order establishing new grievance procedures for 75,000 employees in the Executive branch of the State government.

### EXECUTIVE ORDER

Relating to procedures for the submission and settlement of grievances of State employees

BY VIRTUE of the authority vested in me by the Constitution and Laws of the State of New York, it is hereby Ordered as Follows:

L I. Preamble L L L L L L L L

In order to establish a more harmonious and cooperative relationship between the State and its employees, it is hereby declared to be the policy of this Administration and the purpose of this order to provide for the settlement of differences through an orderly grievance procedure. It is also the policy of this Administration to assure to State employees the right to full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of adjustment of their grievances, free from interference, restraint, coercion or reprisal. All the provisions of this order shall be liberally construed for the accomplishment of this purpose.

### II. Basic Standards and Principles

1. Every employee shall have the right to join or to continue as a member of any employee association or labor organization; provided, however, that no employee shall organize or help to organize or become a member of any society or group of persons which teaches or advocates that the government of the United States or of any State or of any political subdivision thereof shall be overthrown by force or violence, or by any unlawful means.

2. Every employee shall have the right to present his grievance in accordance with the procedures prescribed hereunder, with or without a representative of his own choosing, free from interference, coercion, restraint, discrimination or reprisal. There shall be no discrimination against any employee because such employee has formed, joined, or chosen to be represented by any employee organization for the purposes of this order.

3. It is a fundamental responsibility of supervisors at all levels to consider and, commensurate with authority delegated by the head of the department or agency, to take appropriate action promptly and fairly upon the grievances of their subordinates. To this end appropriate authority shall be delegated to supervisors by heads of departments and agencies.

4. The head of each State department or agency shall be responsible for carrying out the provisions of this order and the regulations prescribed hereunder and maintaining the standards herein prescribed in his department or agency.

5. The heads of State departments and agencies, or their designated representatives, shall hold conferences at appropriate times with employee representatives on problems relating to conditions of employment and the continued improvement of the public service. Proposed new rules or modifications of existing rules governing working conditions should, wherever practicable, be announced in advance and discussed in conference with employee representatives before they are established. Employees are encouraged to contribute their experiences and their ideas to the solution of problems in the public service and to acquire a feeling of identification with the objectives of their department or agency.

6. The informal resolution of differences prior to initiation of action under the formal grievance procedure is encouraged.

(Continued on Page 3)

## CSEA Resolutions Unit To Study Pay Rise Bid

ALBANY, Aug. 15 — The CSEA resolutions committee will meet at 8 Elk Street on Wednesday, August 24 to lay the ground-work for the resolutions to be submitted to the annual Association meeting in October.

The committee will have before it the salary resolution calling for a \$30 million appropriation to raise State salaries, correct existing pay inequities, increase the State's pension contributions, and provide State-paid medical, surgical and hospital insurance.

### Individuals, Too

James V. Kavanaugh, chairman, and his committee, will also study those resolutions submitted by individual CSEA members, chapters and conferences, which are in

their hands by Saturday, August 20.

All Association individuals and groups who intend to present resolutions to the delegates in October should submit them to the committee by August 20. This will enable the group to study the motion and include it in their report. The report will be sent to all chapter presidents by September 10.

Resolutions may also be submitted right up to the time of the meeting.

### KAVANAUGH HOSPITALIZED

BAY SHORE, Aug. 15 — James V. Kavanaugh was a patient at South Side Hospital here last week. The chairman of the CSEA resolutions committee suffered an injury to his elbow while at work.

## Prof. Studenski Explains Why Pension Denials Strike Him as Unjust

Dr. Paul Studenski, has challenged the formal opinion rendered by Attorney General Jacob K. Javits that holds persons and groups hired under contract are ineligible to membership in the State Employees Retirement System.

Because of the opinion some memberships in the system have been terminated. But there are reported to be thousands of contract employees who are members of the system, since contract workers in the State government are numerous, and the system includes local governments as employer members. Thus the question arises whether the opinion will affect all equally, or whether the policy will be to confine application to only such cases as are brought into issue.

### Asks Inquiry

Dr. Studenski was fiscal adviser to the State Budget Director's office and is a member of the State Pension Commission. He is emeritus professor of economics at New York University. He is one of those whose membership in the system was terminated.

He calls for an inquiry by the State into the broad pension phases of contract employment, saying, in effect, that the Attorney General's opinion treated the subject too narrowly, and penalizes bona-fide contract workers. They can not be called "employees" because that word is reserved for those generally spoken of as "regular employees," but Dr. Studenski protests no distinction should exist for pension purposes between persons hired legitimately on contract, and regular employees.

In a letter to Comptroller Arthur Levitt, Dr. Studenski says that his own case, is not the only one he is pleading, for "it gives rise to issues of gravest public concern."

He recalls his own 40 years of experience in the pension field.

The letter cites three opinions, two by Attorney General John J. Bennett, in 1940 and 1942, and the third, and latest, by Mr. Javits.

### Former Opinions

The first opinion held that a contract worker did not have to contribute to the Retirement System, since he was an independent contractor rather than an officer or employee of the State. That is different than saying he could not

have contributed had he so desired. The second opinion, dealing with a pensioner drawing State pay on a contract basis, sustained the legality of that arrangement.

Dr. Studenski protests that both opinions were so highly condensed that they failed to distinguish between types of contract employment, hence were cryptic.

Mr. Javits' opinion, the letter states, is sound in holding that departments have authority to hire professionals and specialists, both individual persons and firms, on a contract basis. Dr. Studenski quotes from that opinion: "It has also been held that a person so retained on an independent contract basis is not entitled to service credit for retirement purposes."

The opinion cites a case that Dr. Studenski, on advice of counsel, holds is inapplicable. A surveyor was employed by the State on a contract basis and hired his own assistant. The court held that in that case there was no employer-employee relationship, the professor maintains; the court did not content itself with the form of the contract, the professor adds, but went into the real substance of the relationship that existed under it. That point Dr. Studenski stresses strongly — the necessity of distinguishing the type of employment, to show how a contract worker practically becomes a State employee.

### Stresses Distinctions

The case cited by Mr. Javits, says Dr. Studenski, related to a particular individual retained on a contract basis, holding him ineligible to membership in the system, but did not apply to all individuals. The Attorney General, the writer complains, broadened the actual scope and effect of the court opinion and incorrectly stated the substance.

Professor Studenski then quotes from Mr. Javits' opinion: "A person retained on an independent contract basis does not thereby become a public officer or employee. The payments he receives are not salary or wages. Hence, he is not eligible for membership in the Retirement System." To this part of the opinion Dr. Studenski objects strongly.

(Excerpts from Dr. Studenski's letter will be published next week. Editor.)

## Pay Raised Over \$1,000 To Attract Physicians To U.S. Jobs They Shun Now

WASHINGTON, Aug. 15 — The U. S. needs about 1,500 physicians to fill civilian jobs in various locations. The Department of Defense alone needs about 1,200. The Veterans Administration, the Public Health Service, St. Elizabeths Hospital in Washington, D. C., and agencies elsewhere in the District of Columbia are other employers.

The positions would have been filled long ago, only the salaries offered were not high enough to attract a sufficient number of applicants. Now the U. S. Civil Service Commission has authorized hiring at above the normal minimum of the grade, so that \$1,070 a year more will be paid in grades 11 through 14, for medical officers, while the increase in grade 15 is \$1,080. The hiring in each grade will be made at these rates: 11, \$7,465; 12, \$8,645; 13, \$10,065; 14, \$11,395 and 15, \$12,690.

### Others Benefit, Too

Technologists specializing in

aviation survival equipment, industrial radiography, packaging and preservation, photographic equipment, plastic, and rubber will be hired at advanced rates, too. For grades 5 the pay will be \$4,345, 7, \$4,930. For the lower grade the amount is \$405 above normal, for the higher, \$675. There are 53 total vacancies.

The Defense Department needs 360 medical officers right away and expects to hire 855 more within the next 12 months.

Present employees' pay in the same titles and grade, if at minimum, will be raised to the new amounts.

### STATE CORRECTION AIDES TO STUDY FORESTRY CAMPS

ALBANY, Aug. 15 — About 70 employees of New York State correctional institutions are studying forestry camps and similar facilities for the rehabilitation of young offenders

## Javits' Appeal Holds Up Race Job Licenses

Public employees who, under the law as it existed prior to April 6, 1954, were licensed to work for racetracks, both "flat" and harness, are entitled to work for them now, Justice Jacob Markowitz held in New York County Supreme Court.

Wilfred D. Murtha of Wantagh,



Attorney General Jacob K. Javits is appealing N. Y. County Supreme Court decision requiring the Harness Racing Commission to issue licenses to work at racetracks to public employees who had licenses previously, but who now earn \$5,000 a year or more.

L. I., a physical education instructor for Massapequa at \$6,700 a year, sued to get back his seasonal job as a mutuel-window clerk at Roosevelt Raceway, Old Westbury. The harness racing organization felt that it lacked authority to rehire him because he earns \$5,000 or more a year, and a law was enacted in 1954 that barred such public employees from racing jobs. Mr. Murtha was one of 50 State and local government employees similarly deprived. The petitioner worked for the track from 1947 through 1953, at a mutuel window.

### Legislative Intent Analyzed

Justice Markowitz held that the intent of the Legislature was to limit the hiring of public employees to those in the lower pay brackets, but not to prevent the continued employment of tried and trusted employees. The restrictive legislation was enacted, he recalled, following exposure of scandals in harness racing administration.

"No breath of scandal," said the court, "has been mentioned or attributed to any of this type of personnel (public workers) employed at a racetrack."

The original legislation was made drastic in an attempt to purify racing administration, the court found, but was subsequently eased by the Legislature, so that "the prohibition shall not apply to any public employee, other than a member of a law-enforcing agency, who is paid less than \$5,000 yearly." Later the Legislature eased the restrictions, the court added, so that public employees would not be barred if they were held racing job licenses prior to the 1954 date. On that ground the court granted Mr. Murtha's petition.

### State Appeals Decision

Mr. Murtha, on being refused by the Harness Racing Commission a renewal of his license, started a test case to compel issuance. The court granted the petition, but the 50 could not benefit this

## TOWN AND COUNTY

### Training County Officers

A NEW BUREAU of probation staff development, to conduct training programs for city and county probation officers throughout New York State has been established in the Division of Probation, State Correction Commission Thomas J. McHugh announced.

Francis J. Murati of Wyncottskill, associate probation examiner, will be in charge of the new bureau, and will also supervise the training program in the northeastern part of the State. Genevieve C. O'Connell of Buffalo will head the program in the western and central areas and William M. Green of St. Albans, in NYC and the metropolitan area.

Nine regional institutes on probation are planned for September and October.

"Legislation enacted earlier this year provided for the creation of such a bureau," Commissioner McHugh said, "This recognizes the principle that the State should assist in the development and improvement of local probation services and in the recruitment and training of probation officers."

### The schedule of institutes:

September 20, at Albany — for the counties of Albany, Schoharie, Schenectady, Rensselaer, Fulton, Saratoga, Warren, Montgomery and Washington.

September 22, at Corning — for the counties of Steuben, Yates, Schuyler, Chemung, Tompkins, Tioga and Broome.

September 28, at Poughkeepsie — for the counties of Ulster, Dutchess, Columbia, Sullivan, Orange, Delaware, Greene, Putnam and Rockland.

September 27, at Mineola or Garden City — for the counties of Nassau, Suffolk and Westchester.

October 4, at Malone — for Franklin, Essex, Hamilton and Clinton.

October 5, at Watertown — for Jefferson, St. Lawrence and Lewis.

October 6, at Syracuse — for Onondaga, Cortland, Oswego, Madison, Chenango, Oneida, Herkimer, Cayuga and Tompkins.

October 11, at Buffalo — for Erie, Niagara, Wyoming, Chautauqua, Genesee, Cattaraugus and Allegany.

October 13, at Rochester — for Monroe, Orleans, Livingston, Ontario, Wayne and Seneca.

A separate institute is not planned for NYC, because the 47th annual State Conference on Probation will be held there October 17, 18 and 19.

year at Westbury because the racing there ended on August 13. Harness racing is being conducted at Yonkers, where the same problem exists. Other harness tracks are at Buffalo Raceway, Saratoga, and Vernon Downs. Public employees are not affected much by Thoroughbred racing jobs, in practice, because such jobs involve day work. The harness races are run at night.

Roosevelt Raceway is willing to hire back the 50 and is protecting their seniority rights pending final decision.

Meanwhile Attorney General Jacob K. Javits has filed notice of appeal from Justice Markowitz's decision. The appeal will be argued before the Appellate Division in October. Final action by the Commissioner awaits ultimate disposition of the case.

### Result of Bills Not Enacted

The Civil Service Employees Association had two bills introduced, in the last session of the Legislature, that would have avoided the present confusion about racetrack jobs.

One bill applied to State employees, the other to employees of local government. Employees in both groups could have filled the racetrack jobs if they earned less than \$7,500 a year, instead of \$5,000, provided, in the case of State employees, they got permission from their department, and, for local employees, approval by the Board of Supervisors.

One of the bills was reported out by the committee but was not voted on; the other was not reported out.

Two other bills were voted by the Legislature. While these were not Association bills, the Association supported them, because they would have gone a long way toward solving the difficulty. The Governor vetoed both bills.

The Association's bills were broader.

### HOUSE HUNTING? SEE PAGE 11

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

## Illegal Hiring Charge In 208 Federal Cases

WASHINGTON, Aug. 15 — In the past five years, personnel in private industry have been employed by the Federal government in operating positions, the U. S. Civil Service Commission reported, three of them during the Eisenhower administration.

The Commission pointed out that such rehiring violates regulations, because such persons could be employed on a consulting basis only.

The 208 occupied paying jobs. Besides, many persons are employed without compensation, and called Wocs, some in policy-making jobs, the Commission found. Congress recently wrote into the Defense Production Act a prohibition against the hiring of persons without paying them.

### POLICE-FIRE PAY RAISED IN DISTRICT OF COLUMBIA

WASHINGTON, Aug. 15 — A bill raising the pay of District of Columbia policemen, firemen and teachers was signed by President Eisenhower.

The police and fire increases are 7.5 percent, retroactive to March 1 last. The teacher increases, 8.7 to 13.3 percent, are retroactive to last October.

### CAPT. GALLATI CHOSEN TO TAKE FBI COURSE

N. Y. C. Police Commissioner Stephen P. Kennedy selected Captain Robert R. J. Gallati, Office of the Chief Inspector, to attend the fifty-sixth session of the National Academy of the Federal Bureau of Investigation, Washington, D.C. The session lasts 12 weeks.

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# Text of Executive Order On State Grievance Plan

(Continued from Page 1)

## III. Grievance Board

There is hereby established in the Department of Civil Service a board to be known as the Grievance Board, which shall consist of three members appointed by and who shall serve at the pleasure of the President of the Civil Service Commission. One of such members shall be an employee of the Department of Civil Service, who shall be the chairman of such board. The other two members shall represent the public. The chairman shall receive no additional compensation for his service as such over his regular compensation as an employee of the Department of Civil Service, except that he shall be allowed necessary travel expenses. The compensation of the members of the board who represent the public shall be fixed by the President of the Civil Service Commission with the approval of the Director of the Budget.

## IV. General Powers and Duties

The board is hereby charged with the responsibility and empowered in conformity with the standards, principles and procedures herein set forth:

1. To establish and maintain a program for resolving employee grievances relating to conditions of employment in the State service.
2. To promulgate such regulations as may be necessary to carry out the provisions of this order, and to review and approve formal grievance procedures established by departments and agencies pursuant to this order and such regulations.
3. To hold hearings, to conduct investigations, to appoint fact-finding or advisory committees, to require the attendance of officers and employees of the State as witnesses, and to require the production or examination of records, books and papers of State departments or agencies relating to matters before the board.
4. To report to the President of the Civil Service Commission for appropriate action the failure of any department or agency to establish properly or maintain satisfactorily the standards, principles, determinations and procedures embodied in, or authorized by this order.
5. To publish and distribute appropriate pamphlets and other publications to the end that all employees are fully informed of their rights under this order.
6. To render advice and assistance to employees and to administrative officers of State departments and agencies in any matter relating to the establishment or use of the procedures provided for or adopted pursuant to this order.
7. To require the head of each State department or agency to submit reports from time to time of the manner in which this order and the regulations prescribed thereunder have been and are administered in such department or agency, and of such other related matters as the board may require.

## V. Grievances;

### Procedural Requirements

**1. Departmental procedures.** The head of each State department or agency shall, subject to the approval of the board, establish formal procedures for the submission of grievances by employees and for the prompt and orderly consideration and determination of such grievances by supervisors and the department or agency head.

Wherever practicable, with due consideration to the organization, size and geographic spread of a department or agency, the procedures for such department or agency shall provide for no more than two procedural stages, as follows:

- (a) The first stage shall consist of the employee's presentation of his grievance to his immediate

(Continued on Page 14)

# UI Appeal Board Gets New Offices

The State's Unemployment Insurance Appeal Board and its Referee Section are operating from new quarters at 500 Eighth Avenue, NYC, after completing a week-end move from 342 Madison Avenue.

Also transferred to the Eighth Avenue address was the Counsel's office of the Division of Employment.

Despite the extensive work entailed in switching the Appeal Board's staff of 200, said John E. McGarry, Chairman, "not a single hearing was delayed by the move."

## STATE SCENE

Three artists have been employed by the Education Department to work on department publications. They are Erwin H. Austin, Barbara Evans and John Gallucci. . . . Other Education consultants include Robert H. Wiley, who is superintendent of schools at Spring Valley, and Theodore H. Fletcher and Louis J. Siv, who are preparing instructional material for teachers.

Shorts: Albany's Vincent Decicci ranks second on a hearing reporter list. . . . Levi L. Smith, a Columbia College alumni and former Hudson teacher, is first on the list for assistant in adult civic education. . . . Civil Service Commissioner Oscar M. Taylor is vacationing. . . . Jim McCue has left Civil Service for a junior administrative assistant post with the State Equalization Board.

### SOCIAL SERVICE LIST ISSUED BY STATE

ALBANY, Aug. 15 — More than half of the candidates who applied for State case worker and junior social case worker jobs passed the exam. Arthur T. Carlson of Buffalo, with 100, heads the 230-name eligible list.

Of 422 who applied, 113 failed the written test, 41 were absent, three disqualified, and 35 disapproved.

### WYOMING COUNTY LISTS

ALBANY, Aug. 15 — There are three names on the Wyoming County eligible list for clerk, and two on the typist roster. Both were open-competitive exams conducted by the State Civil Service Department.

Readers have their say in the LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

# 1,000 More Local Aides To Get Social Security

ALBANY, Aug. 15—State Comptroller Arthur Levitt announced a further widening of Federal Social Security coverage for employees of various governmental units in the State.

The county of Genesee and the cities of Kingston in Ulster County and Lockport in Niagara County are among 30 units newly covered by agreement with the State Social Security Agency, he revealed. These 30 units will bring approximately 1,000 employees under Social Security.

Only persons in the labor class, the exempt class and the unclassified service in Kingston and Lockport are covered. In Genesee county, the exempt class and cooks in the Sheriff's department are so covered.

### Nearly 100,000 Are Covered

The Federal-State agreement negotiated in 1953 allows any municipality in New York to come under Federal Social Security by arrangement with the State Social Security Agency, now located in the State Comptroller's office. Nearly 100,000 non-federal public employees in the State, including 12,000 State employees, now have Federal Social Security coverage under various modifications of the Federal-State agreement.

The 1,236 political subdivisions in the State which have elected Federal Social Security coverage to date include 31 counties, 33 cities, 538 towns, 223 villages, 379 school districts, nine public authorities, 16 fire districts and seven miscellaneous groups.

Employees who are already members of a public retirement system in the State, or eligible to be members, may not secure Federal Social Security coverage, under present law.

### 13 Villages Included

Thirteen of the 30 governmental units newly covered in the State are villages. They are Minoa and Solvay, Onondaga County; Almond, Alleghany Co.; Copenhagen, Lewis Co.; Cornwall, Orange Co.; Falconer, Chautauque Co.; Massapequa Park, Nassau County; Mon-

tour Falls, Schuyler Co.; Shortsville, Ontario Co.; Tarrytown, Westchester Co.; Waterville, Oneida; Homer, Cortland Co.; Middleburgh, Schoharie Co.

### Towns

These four towns were brought into the system: Carlisle, Schoharie County; Shawangunk, Ulster Co.; Willet, Cortland Co.; and Worthy, Jefferson Co. In each town, employees involved are not eligible for retirement system membership.

### School Districts

The following eight school districts have been brought into the program: Union Free School District No. 7, town of Babylon, Suffolk Co.; Central School District No. 1, towns of New Albion, et al, Cattaraugus Co.; Union Free School District No. 8, town of Newburg, Orange Co.; Central School District No. 1, towns of Remsen, et al, Oneida Co.; Union Free School District No. 5, towns of West Seneca, et al, and the city of Lackawanna, Erie Co.; Union Free School District No. 4, town of Cheektowaga, Erie Co.; Central School District No. 7, towns of Lafayette et al, Onondaga Co.; and the Board of Cooperative Educational Services, Supervisory District No. 1 of Seneca County.

### Fire, Health Districts

An additional fire district, the Inwood Fire District of Nassau County, has also elected to participate in the Social Security program. The Consolidated Health District of the town and village of Clayton, Jefferson County, has elected to provide coverage for its employees following a recent legal ruling to the effect that consolidated health districts may be considered political subdivisions of the State for this purpose.

### 30 ON FOREMAN LIST

ALBANY, Aug. 15 — Eighty names are on the State's motor equipment maintenance foreman list. A total of 126 had applied for the \$3,920 jobs; 23 failed, five were absent, and 18 disapproved.

# Westchester Exam Results Announced

ALBANY, Aug. 15 — A total of 102 names are on 20 open-competitive eligible lists for jobs with Westchester County and its communities. The number of successful candidates in each exam:

Assistant building inspector, Town of Eastchester, 1; assistant building and plumbing inspector, Village of Briarcliff Manor, 2; assistant office machines repairman, Bureau of Purchase and Supplies, 1; bookkeeping machine operator, Town of Harrison, 1.

Building inspector III: Town of Cortland, 1, Town of Yorktown, 3; deputy county sealer of weights and measures, 1; information clerk, Department of Public Welfare, 4; intermediate clerk, 19; intermediate file clerk, 5; intermediate stenographer, 20.

Intermediate typist, 23; junior clerk, 3; junior engineering aid, 3; sanitary inspector, 3; senior engineering aid, 3; senior library clerk, 4; senior recreational leader, Village of Ossining, 1; superintendent of recreation, Village of Croton-on-Hudson, 1; ward clerk, Department of Public Welfare, 3.

## Erie Exam Results

ALBANY, Aug. 15 — Results in six open-competitive exams for Erie County jobs have been announced by the State Civil Service Department. The rosters, and number of eligibles: building and plumbing inspector, Town of Cheektowaga, 3; engineer assistant, 2; junior engineering aide, Town of Cheektowaga, 3; recreation supervisor, Department of Youth Recreation, 1; senior engineer assistant, 1; statistician, 3.



Members and "top brass" of the new Syracuse Division Thruway chapter, Civil Service Employees Association, at a recent executive committee meeting. Seated, from left, Sam Cianfarano, 1st vice president; Juanita Downum, recording secretary; Robert Schindler, president; Barbara Burdick, corresponding secretary, and Lindsford Parker, 2nd vice

# Pay, 'Fringe,' Retirement Changes Urged by Killian

ALBANY, Aug. 15 — Albert Killian, of Buffalo, has suggested a three-way campaign for the Civil Service Employees Association:

1. Pay increase drive
2. Fringe benefit drive
3. Modernization of the State Retirement System.

Mr. Killian, a member of the CSEA Board of Directors, first suggested the plan at a meeting of

delegates considering a dues increase for the organization. Since then, speaking to employees in his own area, Mr. Killian has said:

"Such a three-way program will bring us increased membership even with the higher dues figure. These are objectives which every employee will endorse and work for. The Association would more than justify its efforts by starting now on such a campaign."

# NYC Social Investigator Test to Open Next Month

NYC will open an exam for social investigator next month and keep it continuously open.

As soon as the first day for receipt of applications has been set, it will be announced in the LEADER.

The position now pays more than ever, \$4,000 to start, and rising, through five annual increments of \$180, to \$4,900, with an extra \$180

as a seniority increment, for those at top of grade for five years, bringing the final maximum to \$5,080.

### Present List Nearly Exhausted

The existing list is nearly used up, so a new one will be sought speedily. The present list, established last December, had 1,268 names on it. This time the Personnel Department expects a larger response and list, because of the

pay being increased from \$3,425.

The Welfare Department has been trying hard to reduce the number of provisionals, and with considerable success. In the last exam the Personnel Department announced there were about 600 vacancies. That meant there were about that many provisionals in the jobs. Provisionals did not pass an exam to get appointed, but met minimum departmental and other requirements. They consisted nearly exclusively of persons with no or little experience, but who had a college degree, which eliminates the necessity for experience.

### Requirements

The minimum requirements in the last exam, which are expected to be the same in the new one, follow:

- "Candidates must have been graduated from an approved high school and in addition must have: (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York, or (b) four years of full-time, satisfactory paid experience in social work with individuals with a public or private social agency adhering to acceptable standards; or (c) a satisfactory equivalent combination of college training and experience as outlined above."

A separate test is expected to be held later for social investigator with knowledge of Spanish.

## Travel Rules Issued by U. S.

WASHINGTON, Aug. 15 — The U.S. Budget Bureau has issued new travel rules.

A new law sets \$12 a day as the normal travel allowance, but amounts up to \$25 are permitted, under special circumstances.

The new rules: Travel by day coach on trains, whenever possible.

For longer trips, "where adequate," use air coach or air tourist facilities.

Use sleeper planes only for night travel of six hours or more.

## MENTAL HYGIENE MEMO

### Promotion Plan for Attendants

WHAT SHOULD the State Mental Hygiene Department do about the high rate of "turnover" in institutional employment — and, not so incidentally, to improve patient care?

Provide better promotional opportunities and reward outstanding service, says Sam Cipolla of Craig Colony, Sonyea, who has worked out a promotion plan for attendant.

"It's strictly a dead-end job now," he notes.

There would be three promotion steps above the entrance level, grade 4, \$2,450 to \$3,190:

Grade 5, \$2,580 to \$3,350. Requirements: completion of a 76-hour training course and one year's satisfactory service.

Grade 6, \$2,720 to \$3,520. Requirements: completion of the training course, with a rating of at least 80, and three years' satisfactory service.

Grade 7, \$2,870 to \$3,700. Requirements: rating of at least 85 in the training course; five years' satisfactory service, and demonstrated leadership, responsibility, judgment, and outstanding performance of duty.

Department officials, seeking to improve the promotion line, termed Mr. Cipolla's plan meritorious.

"It may well be the answer to the problem," said one.

Whatever its final form, a new promotion set-up is a "must" — not only to retain experience aides, but to attract to institutional jobs more of the kind of personnel the State needs to carry out its expanding mental health program.

### Governors Have Problems, Too

State chief executives attending the annual Governors' Conference in Chicago begged one another to "stop raiding across State lines" for trained psychiatric workers.

Along with a discussion of the shortage of such workers it was interesting to note the emphasis on overcrowded conditions, lack of adequate research and training, and lack of a long range mental health program.

Governor Averell Harriman of New York attended the conference.

### 40 Nurses Needed As Air Stewardesses

Forty registered nurses are needed as stewardesses on Army air transports carrying personnel and dependents to and from Europe.

Candidates must be U. S. citizens, "young, attractive, and well poised." Maximum height is 5 feet, 10 inches, maximum weight, 140 pounds. Two or three trips are made each month. The pay for each trip is \$150.

Apply to the State Employment Service's Nurse Placement Office, 136 East 57th Street, NYC.

### 64 P.C. FAIL TEST FOR SENIOR ACCOUNT CLERK

ALBANY, Aug. 15 — There was a 64 per cent "fatality" in the State's open-competitive test for senior account clerk. Of 288 who applied for the \$3,020 jobs, only 99 passed the written test, held April 30.

William Fennelly of Troy heads the roster.

## Gains Hailed, Omissions by Congress Cited

WASHINGTON, Aug. 15—The Federal employee fared better at the first session of the 84th Congress than he expected, the CIO reports in its weekly Bulletin. But the union complains that Congress left undone many things that should have been done.

The report: "The 8 per cent pay increase was a blessing, even though inadequate; retroactivity helped on overdue bills; uniform allowance and government-financed bonds are meaningful in more than just the money involved. Increase of annuities, as well as per diem and travel allowance, also swell the financial benefits, even though not affecting all across the board. There is no question but what on the surface the Federal employee fared better, financially, than many had thought probable, but there is no question either that the lack of those increases over the past few years is also a considerable loss. So the story that this has been a banner year for careerists might be viewed as one flying a tattered banner.

"On the non-financial side, the long-deferred career status for some 50,000 indefinites marked up one accomplishment and affords one ray of hope that perhaps other remedial action might be forthcoming.

### Omissions Listed

"One omission is that of any action on the Kaplan report recommending coordination of the Retirement Fund and Social Security. Part I of the report was presented in January, 1954; Parts IV and V in June, 1954, but as of August, 1955, no further progress. Unquestionably there'll be downward revisions, based on the gains listed.

"Prevention of loss of pay following downgrading is another services omission."

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# MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.

\*\*\*\*\*

## CITIES EXPAND CULTURAL ACTIVITIES

CITIES have expanded their cultural activities since the end of World War II.

A questionnaire sent to all cities over 10,000 by the International City Managers' Association brought replies that showed that a number of municipalities have stepped up their old services and undertaken new activities in education, arts and crafts, literature, music, drama, science, and recreation—all encouraging what the dictionary calls "the enlightenment and refinement of taste."

Provision of public education—now chiefly a responsibility of the states—was about the only cultural accomplishment of local governments during the 19th century. One deterrent was that U.S. cities had only such powers as were expressly granted by state legislatures. Early in the 20th century, however, and especially in the 1920's a number of states passed laws that gave cities the power to establish libraries, recreation departments, museums, and other cultural facilities. After World War II, cities increased their action in this field.

Out of a total of 970 reporting cities, the association found: 35 cities over 250,000 population had a total of 61 museums, 50 per cent government-operated; 59 cities from 100,000 to 250,000 population had 49 museums, 47 per cent government-operated; 111 cities from 50,000 to 100,000 population had 45 museums, 38 per cent government-operated; the 219 cities sized 25,000 to 50,000 had 61 museums, 30 per cent government-operated; and the 546 cities from 10,000 to 25,000 in size had 82 museums, 26 per cent government-operated.

A large number of cities sponsor municipal bands and orchestras and include in their appropriations to recreation and park departments money to provide leadership for music activities at centers and on a community-wide basis.

Fifty-three cities over 10,000 population told the association that in 1954 they spent a total of \$541,000 in support of symphony groups. The largest amount was the \$100,000 provided by San Francisco. A total of 181 cities over 10,000 population spent \$1,014,000 in 1954 for music supplied by community bands. Municipalities in the U.S.—contrary to European practice—do not generally underwrite operatic performances, according to the association, which adds that such support usually comes from private persons or businesses.

## CITIES FAVOR MICROFILMING

FIVE CITIES that microfilm municipal records have cited advantages of reduction of the need for storage space and protection of records, according to the International City Managers' Association. The cities are Tulsa, Okla.; Detroit, Bay City, and Ann Arbor, Mich., and Covington, Ky.

Tulsa has been microfilming police reports since January, 1952, and keeps microfilm records of auto thefts, burglary, larceny, homicide, and arrests. Detroit began microfilming in 1946, and its record center functions as the controller's record room and as the microfilm division under the direction of the systems and surveys bureau.

Ann Arbor has microfilmed records that are used most often and intends to catalog all files in the city clerk's office. The Michigan Historical Society will be consulted to determine which records should be maintained and which may be destroyed. Covington has microfilmed 80,000 pages of records including minutes of commissioner's meetings since 1914, aldermanic records from 1890 to 1914, all ordinances and resolutions and council records from 1832, and the records of adjoining communities before they were annexed to the city.

Bay City has microfilmed two truckloads of records which were later transferred to the Bay County Historical Society for preservation. In place of these records, Bay City now has 70 rolls of film containing some 200,000 images and occupying one drawer in a standard filing cabinet.

# Federal Pay Schedule

While Federal employees know what their salaries are, under the pay increase voted by Congress, many thousands of eligibles of U. S. registers do not. The following table shows eligibles how much more they will get, if appointed, than was promised in the announcement of the exam they passed.

Grade	Previous Basic Pay	Current Basic Pay	Periodic Increase	Current Max. Basic Pay*
GS-1	\$2,500	\$2,690	\$85	\$3,200
GS-2	2,750	2,960	85	3,470
GS-3	2,950	3,175	85	3,685
GS-4	3,175	3,415	85	3,925
GS-5	3,410	3,670	135	4,480
GS-6	3,795	4,080	135	4,890
GS-7	4,205	4,525	135	5,335
GS-8	4,620	4,970	135	5,780
GS-9	5,060	5,440	135	6,250
GS-10	5,500	5,915	135	6,725
GS-11	5,940	6,390	215	7,465
GS-12	7,040	7,570	215	8,645
GS-13	8,360	8,960	215	10,065
GS-14	9,800	10,320	215	11,395
GS-15	10,800	11,610	270	12,690

\*Provision is made for additional increases, beyond the maximum basic salary rate shown, for long years of service.

# NYC to Order New Test Held For Police Jobs

NYC is "ordering" a patrolman (P.D.) exam. That is the first step in holding a test. Next the requirements are announced. After that applications are received. Present plans call for receiving applications in September. All plans are tentative.

Police officials conferred at the Personnel Department on appointment prospects. Such prospects practically determine when an exam is to be held.

Officials of the Personnel Department were convinced, on the basis of information received, that there should be no delay in holding the police test. The new eligible list contains only about 2,500 names. In addition there are 185 under-age eligibles, and some others, on the current list. Both lists will run concurrently, with the earlier list getting the earlier appointments. The next list, from the pending exam, would be used after the others are exhausted. That exhaustion is expected soon. At least 300 appointments are expected on October 1, none before then.

### Pay Starts At \$4,000

The starting pay for patrolman, fourth grade, is \$4,000. It stays at \$4,000 for the next grade, 3, attained after a year's service. The third step, grade 2, after two years pays \$4,700, while the top grade, 1, reached after the third year, pays \$5,215.

Patrolmen receive a \$125 uniform allowance. They contribute 25 per cent to pension cost, the City the remaining 75. Retirement at half pay after 20 years is obtainable, and for more than 20 years' service, more than a half pay.

The minimum application age in the new test is expected to be 20. It was 18 in a previous test.

## 169 on State List For Claims Examiner

ALBANY, Aug. 15 — Herbert Schwartz of Brooklyn heads the 169-name open-competitive roster for unemployment insurance claims examiner. The first 14 eligibles are NYC residents.

There were 487 applicants for the \$3,730 posts, the State Civil Service Department reports, of where 245 failed, 58 were absent, one candidate was disqualified, and 14 disapproved.

## MARY DONLON APPOINTED CUSTOMS COURT JUDGE

WASHINGTON, Aug. 15 — Mary Donlon, former Chairman of the New York State Workmen's Compensation Board, was sworn in as a judge of the United States Customs Court. She will serve in NYC.

## 2 BUILDING GUARD JOBS PUT IN EXEMPT CLASS

ALBANY, Aug. 15 — Exempt classification for two positions of building guard in the State Tax Department has been approved by the State Civil Service Commission.

## Visual Training

### OF CANDIDATES For PATROLMAN

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## Correction Aide Honored As Top AF Reserve Man

SAN FRANCISCO, Aug. 15 — Master Sergeant Andrew J. Downey, a NYC correction officer, was honored at the annual convention of the Air Force Association as the outstanding AF reserve airman of 1955. He is a World War II hero.

He is a member of a troop carrier wing in the reserve at Floyd Bennett Naval Air Station.

A good deal of his work for NYC deals with juvenile delinquency. He took a special course in psychology to improve himself for these duties.

Director of recreation at City Prison, Brooklyn, he is a frequent speaker before civic and business groups, and was the star of a recent recruiting film made at Floyd Bennett. Still, he's a bachelor.

## Hornell Mayor Named To Labor Dept. Post

ALBANY, Aug. 15 — State Industrial Commissioner Isador Lubin has announced the appointment of Mayor Francis P. Hogan, of Hornell, as Assistant Industrial Commissioner in charge of the Binghamton office of the State Labor Department. Salary is \$8,090.

## 6 NASSAU COUNTY TITLES MADE NON-COMPETITIVE

ALBANY, Aug. 15 — Six titles in Nassau County have been placed in the non-competitive class by the State Civil Service Commission.

The titles: senior and junior interne; first and second deputy director of probation; Probation Department confidential secretary, and tree trimmer in Hempstead.

# Rules Issued For Uniform Allowances

Rules were issued by NYC regarding the payment of uniform allowances.

New employees must have satisfactorily passed their probationary period. This is six months, except for patrolman (P.D.), nine months.

The City's fiscal year starts on July 1 and ends on the following June 30. Those employees who complete their probationary period before the end of the fiscal year—prior to June 30—will get the allowance for the full fiscal year. An employee appointed just six months before the end of the fiscal year—appointed January 1—or afterward, will get his first uniform payment for the pay period starting on the following July 1.

The uniform allowances are: Police, \$125; Fire, \$100; Sanitation officer, \$100; sanitationman, \$65; correction officer, \$95; auto engineman, \$80; police auto enginemen, \$65; Civil Defense, \$85; Board of Water Supply, \$8; Parks, \$15 to \$45, depending on title; Marine and Aviation, \$28 or \$35, same conditions; correction officer, Sheriff's Office, \$35; Public Works, \$20 or \$25, same conditions.

These are retroactive to July 1, 1954.

## WAGNER NAMED SHERIFF

ALBANY, Aug. 15 — Michael A. Wagner of Cheektowaga has been appointed sheriff of Erie County, succeeding the late Arthur D. Britt.

## PATROLMAN — N. Y. City Police Dept.

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# Civil Service LEADER

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TUESDAY, AUGUST 16, 1955

## 2 Chances One Too Many Where Others Get Only One

A candidate failed a non-competitive test for director of science in the NYC high schools at \$10,950 a year, but three other candidates passed. Dr. William Jansen, Superintendent of Schools, wanted to give the failed candidate another exam. The three eligibles sued in the Supreme Court to restrain him. Justice Lewis W. Olliffe in Brooklyn upheld Mr. Jansen.

The court pointed out that in a non-competitive list eligibles may be freely rejected because such a list consists merely of the names of candidates found to possess certain required qualifications.

"In filling a non-competitive position," the court said, "the appointing power would have the right to reject all persons on such a list if their personal qualities or background should be deemed unsatisfactory."

### Long Way from Merit System

Even in competitive exams, failure to attain standards relating to personal qualities or background constitutes ground for rejection.

If the man whom Mr. Jansen wanted for the job could not pass the test, though deemed well qualified for the position, that failure would come close to being a reflection on the test itself. The favored candidate had seven years' experience as science supervisor of the high school division.

Civil service comes closer to mockery than merit if the object is to pass a particular person. There should be some sanctity even to a non-competitive list. While there is no requirement of appointment in order of standing, since all who pass are on an equal basis, the job ought to go to one of those who did pass when all competed equally, rather than to one who failed, and alone is given a second opportunity. Otherwise holding the exam at all savors more of pretense than sincerity.

## Needed: A Study Of Contract Employment

When Attorney General Jacob K. Javits rendered a formal opinion stating that all those employed under contract are barred from membership in the State Employees Retirement System, he really started something.

The principal objections made against the opinion, by Professor Paul Studenski and others whose membership was terminated, are that it inflicts an injustice, makes the State go back on its word, and fails to consider the wider ramifications of contract employment. How wide those ramifications are may be judged from the possibility that thousands of persons employed under contract by State and local governments may be affected retroactively, since contributions from salary are returned, with interest, but pension is lost. And what about the many pensioned on the basis of contract employment?

Persons who worked under contract, as individuals, and who now lose all pension prospects, insist that a distinction should be made between hiring of individuals to perform professional, scientific and similar work under supervision, and work in an office of State or local government, who should be on a par with regular employees for pension purposes, and others who simply contracted to do a job on the outside, and when it is finished, get paid. The independent contractor and his employees, all agree, are not entitled to membership. The problem concerning the others is serious. It affects the economic status of persons accepted into the system. The State should study the whole subject.

## Comment

### INVESTIGATOR STORY CALLED EXCELLENT

Editor, The LEADER:

Thank you for your excellent article, "Inside the NYC Welfare Department." The problems of the social investigator were presented with clarity and understanding.

RACHEL DI RICO  
Flushing, N. Y.

### SANITATION ELIGIBLES EXPRESS THEIR THANKS

Editor, The LEADER:

Good wishes to Samuel Bifalco, the outgoing president of the Assistant Foremen's Eligible Association of the NYC Sanitation Department.

The membership and I congratulate Commissioner Andrew W. Mulrain on his recent statement regarding the new policy of "no more 'acting' in the officer titles class" (men working in the next higher rank but at the pay of their regular rank). This means much to us, is a ray of hope for promotion.

We thank Anthony La Veglia, president of the Uniformed Officers Association of the Sanitation Department, and The LEADER for supporting our endeavors.

FRANK VURNO  
President, Assistant Foremen Eligibles Association  
New York, N. Y.

### GOVERNMENT SHOULD PAY FOR ALL UNIFORMS

Editor, The LEADER:

I was happy to read in The LEADER that men in the NYC Sanitation Department were awarded an increase in uniform allowance. It is another step toward providing public employees the "tools" needed for their job.

When will the State reach a stage of understanding on this problem? The fact that hospital attendants and prison guards must purchase their own uniforms is a reduction in pay.

P. A.  
Croton, N. Y.

### AIR-CONDITIONING TOPS HEAT LEAVE

Editor, The LEADER:

I know the solution to the problem of heat leave for State employees, because I'm enjoying the solution right now. It's air conditioning.

Those who complain that they must either remain on the job in veritable steam furnaces, or take a cut in vacation or sick leave, would be more than glad to work in air conditioned cool air. They might even be interested in overtime.

CARL R.  
New York City

### PUBLIC EMPLOYEES HAVE BROAD INTERESTS

Editor, The LEADER:

Besides doing their jobs well, public employees are also good citizens generally and engage in many group activities along cultural, religious, and patriotic lines. I am glad that The LEADER publishes news of such activities, such as those of the Dongan Guild, the St. George Association, the Shomrim Society, the American Legion civil service posts, and the art shows and stage shows put on by public employees. Giving publicity to such endeavors helps the public to realize how broad and far-reaching are the interests of public employees.

FRED COLLINGFORD  
Buffalo, N. Y.

## TIME OFF

GOVERNOR Harriman has issued an executive order setting up a three-man grievance board for State employees. The following playlet has been sent to us to dramatize the operation of this new board. The playlet may be reproduced, read or eaten without the author's permission. He has wisely remained anonymous. All the action takes place in one act and one scene. At all times, the board speaks in unison.

"We understand, sir, that you have a just and grievous matter to take up with us."

"Yes, gentlemen, that is correct."

"What is your problem, sir?"

"Gentlemen, my name is Alan Alan."

"So we understand, Mr. Alan."

"My problem is this. My supervisor refuses to call me anything but Alan. I cannot tell whether he is using my first name or last."

"That is confusing but what difference does it make?"

"Just this, sirs. He will not tell me whether he is calling me by first name, indicating a friendly relationship, or whether he is calling me by my last name, indicating a superior attitude."

"And what do you ask of us, Mr. Alan?"

"Only, sirs, that he be made to reveal which name, first or last, he is using."

"But why, Mr. Alan?"

"How else will I know how long I can spend on my coffee break?"

"We will take the case under advisement, Alan."

"Which Alan?"

(The board merely laughs and starts to look over its next appeal. Mr. Alan understands he is in for it again and exits as down comes" . . . .)

The Curtain

## Question, Please

IN EXAMS for public jobs, which notices are usually sent out first, the failure notices or the passing ones? L. P.

Answer — The failure notices. There may be other parts of the exam still be held. It would be impossible to send out the passing notices until those other parts were held.

WHAT ACTION has been taken on the NYC attendant, grade 1, list? C. L. W.

Answer — The list has been certified to City departments, for filling 269 positions. Sixty-nine of them are in the Department of Praks. The others are divided equally for filling housing guard jobs in the Housing Authority and watchman, grade 1, jobs in the Department of Hospitals.

WHAT HAPPENED to the reports of the Kaplan committee on improvement of the Federal pension systems, and coordination of Social Security with the U. S. Employees Retirement System? L. R. C.

Answer — Congress recessed without acting on the reports. However, the U. S. Civil Service Commission studied the reports carefully, and concluded that

nearly all of the recommendations should be adopted. When Congress reconvenes, action on the reports may be expected, but not at any special session, should such a session be called.

IN THE PATROLMAN (P.D.) exams that NYC holds, what is the effect of the medical and character tests that the Police Department gives eligibles who already have passed the other parts of the exam, and therefore should be appointable? K. E. V.

Answer — While the eligibles are ordinarily entitled to appointment, as you say, since they passed all parts of the test given by the Personnel Department, the Police Department has the right of double-checking. The Police Department, for the Department of Personnel, conducts the investigation of candidates' character and record. Also, the Police Department tries to avoid appointing any eligibles who can not "last" at least 20 years in the department. Therefore the careful checking on heart, lung and other medical conditions by that department. Moreover, facts about eligibles turn up, even after candidates pass the Personnel De-

(Continued on Page 7)

## Benefits of Better Budgeting

The Citizens Budget Commission is continuing its efforts to reform the NYC expense budget.

It has just issued a special bulletin outlining the marked changes in the form of the budget from 1906 to date. The shift was from a lump-sum to a line-item budget.

The lump-sum appropriations carried no directions as to how the money was to be spent.

The line-item budget identifies the purposes, for instance, the number of clerks who would be on the payroll, and what rate of pay, and the total for the particular group of employees. Departmental totals are included.

The CBC favors a performance type budget, with statistical data, where it exists, and a description of the nature of the service.

The program budget's additional information would be retained, standards of performance would be added. That, says the organization, would reveal whether the money appropriated may be reasonably expected to buy a dollar's worth of value for every dollar spent.

The CBC adds: "Other management controls are needed, such as a modern classification and pay-plan kept up-to-date and enforced, a well-developed system of records and reports, effective supervision and inspection, qualified budget and management staffs in the departments, and an active program of management improvement."

"The City does not now have most of these prerequisites to good performance budgeting."

**NYC Welfare Work Moves Steadily Ahead**

**Replacing Czar with Team Put Tick and Tock into Dept.**

Who REALLY runs the NYC Welfare Department? Is the department a one-man operation? Is it run by a "pressure group" inside the department? The answer to those questions is "No!" The NYC Welfare Department is a highly complex organization run by a team of specialists.

First of all, the department has three overseers — the City, the State and the Federal Government — each of which contributes about a third of the \$200,000,000 a year the department needs. Each tells the department exactly how the funds it contributes must be spent.

It takes financial, legal and welfare experts to see that these funds are spent correctly and, at the same time, in a way that will most benefit the needy.

About 280,000 New Yorkers apply to the Department each month for some form of financial assistance. Some are qualified for City aid only, some for State aid, some for a combination of City, State and Federal aid.

**Only An Expert Can Tell**  
Only an expert, or group of experts, can figure out who should do what, with what, and for whom.

And no one man could have the skill or time to follow all the directions.

Welfare Commissioner Henry L. McCarthy, who finds himself being all things to so many, has relegated authority for running the department to specialists in definite phases of the department's operations. Commissioner McCarthy is responsible for their actions.

Let's take a look at some of these people, for they are the ones who really run the department.

**They Run the Department**  
First Deputy Commissioner of the Department is Mrs. Crystal M. Potter who, like Commissioner McCarthy, is a career social worker. Mrs. Potter heads the highly important policy committee that for-

mulates the major decisions of the department. Since Commissioner McCarthy must spend a great deal of time as chairman of many committees, Mrs. Potter is the force on this particular one. Her vast



MRS. POTTER H. J. ROSNER  
knowledge of welfare work eminently qualifies her.

Henry J. Rosner is the finance expert of the department and has served in that capacity for 20 years. Mr. Rosner is the liaison man between the department and the State and federal agencies. He is largely responsible for the fiscal policies of the department.

**Directors Have Responsibilities**  
Mrs. Corrine H. Brown, the personnel director, is responsible for all staff assignments, appointments and transfers.

Michael M. Rappaport, as director of the Bureau of Public Assistance, runs a division that is almost a unit within itself because of its large operation. The same is true for James Dumpson, director of the Bureau of Child Welfare, and Mrs. V. Charlotte Authier, director of the Bureau of Special Services.

Philip Sokol, counsel to the Department, is a specialist in welfare legal problems. He is responsible for the handling of civil litigation and aiding in criminal prosecutions. He advises the department on its legislative program.

Louis Flamm, the department's executive officer, is an expert on procedural matters.

John A. Mullaney serves as confidential assistant to Commissioner McCarthy.

John H. Lewis, secretary to the commissioner; Aminda Wilkins, secretary to the department; Manuel Cabranes and Charlotte Carr, consultants to the commissioner; Margaret L. DeWitt, assistant to the first deputy commissioner are all important members of the team.

**Departments' Activities Complex**  
Why are all these experts necessary?

Because of the complexity of both the services the department offers to the needy and the rules and regulations that govern the granting of assistance.

The watchword of the Welfare Department is "ELIGIBILITY." The City, the State, and the federal Government have all degrees of eligibility for needy persons.

(Continued on Page 8)

**Postal Workers Regain Right to Eat Their Cake With Midnight Coffee**

While employees of the New York post office may not quite eat their cake and have it, too, at least they will be allowed to eat cake when they have coffee on the midnight tour.

Formerly it was legal to have cake with one's coffee. Then came a surprising rescission of that concession. Now that the cake privilege has been restored, the postal employees are happier. They raised their coffee cups at midnight as they toasted Acting Postmaster Robert H. Schaffer for the restoration. It was difficult to discern the words, however. Too many mouths were too full of too much cake.

Local 10 of the Federation of Postal Clerks, AFL, submitted a list of grievances to Mr. Schaffer. Coffee was prominent. Anguished by the elimination of coffee breaks on Tour II, the local, of which Ephraim Handman is president, declared that tradition entitled the employees to the breaks in both the outgoing and the incoming divisions. Officials, however, said no formal approval ever had been given. Because of the disputed facts, the decision on the coffee-break problem was reserved, pending investigation.

**Same Rule On All**

A third aspect of the coffee problem was discrimination charged by substitutes. During their tenth tour they alone were prohibited from having coffee, although at the very same time men and women on the regular tours were enjoying the coffee-break privilege. The employees won this point, and the substitutes gave cheers. To them, therefore, coffee is the cup that cheers.

Swing rooms were another problem. The method of checking on men found in the swing rooms, where they go to for respite from their labors, made many men feel that their supervisors were entirely too snoopy. Official assurance was given that there was no general prohibition against entering swing rooms and locker rooms, but the employee should have a right to be there. No more pink slips will be inflicted on em-



The New York Federation of Post Office Clerks' Local 10, of which Ephraim Handman (above) is president, submitted grievances to the New York post office. Promise of the redress of some of the grievances was given by Acting Postmaster Robert H. Schaffer, who said other grievances require investigation.

ployees found in either of these rooms, except where there is absolute proof that they were not entitled to be there.

**Privacy Respected**  
In the future, supervision of swing rooms will be eased, so that there will be no invasion of the privacy of the employees.

Mr. Schaffer assured the delegation that there would be no measuring of the work-output of any individual employee. If any such measurement is attempted, he asked that the fact be called to his attention.

Considerable discussion of sick leave took place. Mr. Schaffer wants to prevent abuse of the privilege. The employees want every legitimate use of sick leave protected, and complain that a policy of rote results in denial of sick leave to which employees are entitled.

The session was friendly. It lasted three hours with a break not just for coffee but for lunch.



NYC Welfare Commissioner Henry L. McCarthy heads the largest city welfare department in the world. He is responsible for a working staff of more than 8,000 persons who gave aid to more than a quarter of a million needy New Yorkers each month.

**Fire Lines**

THE NYC Uniformed Fire Officers Association is keeping a sharp eye peeled on the City's efforts to prevent men from working out of title for long periods of time. At their July 28 meeting, the group passed a resolution asking that the quotas for battalion chief be increased as a solid start toward eliminating this practice.

**UFA Planning Policies**

Although the NYC Uniformed Firemen's Association does not meet during July and August, its executive board has been holding regular sessions to formulate policy plans for the coming year.

The board's recommendations of association goals for 1955-56 will be presented at the first fall meeting on September 21.

**Adieu, Little Fire Box**

Attention fire-fighters everywhere. The little red alarm box is about to go the way of the little red school house.

According to the American Municipal Association, the telegraphic alarm box is rapidly being replaced by the telephone for reporting fires. Cities which have already adopted the telephone alarm system report it superior—and doing the duty of taking care of police and other emergency calls well.

In New York State, Syracuse and Solvay have already begun to make the change-over.

**NYC Deputy Chief, Captain Tests**

NYC is planning to receive applications in September in exams for promotion to deputy chief and captain, Fire Department. These are additions to the list originally issued, as published in last week's LEADER. The application dates for the September exams are the 8th to 29th.

Applications will be issued and received from the 8th to the 29th. The deputy chief list, established in November, 1953, consisted of 34 eligibles. The last number appointed was 28th in relative standing on the original list. All eligibles have been certi-

fied, but certifications always exceed vacancies. The department has two vacancies.

In February, 1953 the captain list, with 215 names, was established. The last appointment was given to No. 309. All eligibles have been certified.

**The Magnet Attracts**

Besides the 71 patrolmen (P.D.) who resigned to accept jobs as NYC firemen (F.D.), 34 employees of other departments did likewise. The Transit Authority and the Housing Authority lost four each, the Correction Department five, and Sanitation 21.

**Question, Please**

(Continued from Page 6)

partment's tests, facts that affect appointment. In addition, the Police Department is strict about not appointing anybody with a history of nervousness. Since the and detection rests with the Police Department, these examining powers it exercises, beyond what are accorded to the run of departments, appear well founded.

**Mail In Your Questions**

Questions on civil service are answered by The LEADER by mail, except that questions of wide interest are answered in the Question, Please column. Please do not telephone your questions.

**MATRON EXAM RESULTS**

ALBANY, Aug. 15 — The State Civil Service Department has announced that 51 candidates passed the open-competitive exam for matron, Department of Correction. A total of 134 had applied. The job pays \$3,020 to start, \$3,380 after five annual increments.

# NEW YORK STATE JOB OPENINGS

## Open-Competitive

Condensation of requirements in the following State open-competitive exams appeared in last week's LEADER. Last day to apply is Friday, September 16.

- 2102. ASSISTANT HYDRAULIC ENGINEER, \$5,360 to \$6,640.
- 2104. ASSISTANT DIRECTOR FOR CLINICAL RESEARCH, \$10,470 to \$12,510.
- 2105. SENIOR MEDICAL BACTERIOLOGIST (VIROLOGY), \$7,300 to \$8,890.
- 2106. ASSOCIATE PUBLIC HEALTH DENTIST, \$7,690 to \$9,340.
- 2107. VETERINARIAN (SMALL ANIMALS), \$5,090 to \$6,320.
- 2108. SUPERVISING PHYSICAL THERAPIST (PUBLIC HEALTH), \$4,350 to \$5,460.
- 2109. SENIOR TELEPHONE ENGINEER, \$6,590 to \$8,070.
- 2110. ASSISTANT TELEPHONE ENGINEER, \$5,360 to \$6,640.
- 2111. ASSISTANT TAX VALUATION ENGINEER, \$5,360 to \$6,640.
- 2112. SENIOR TELEPHONE INSPECTOR, \$4,130 to \$5,200.
- 2113. ASSISTANT DIRECTOR OF PRISON INDUSTRIES (TEXTILES), \$8,090 to \$9,800.
- 2114. INDUSTRIAL SUPERINTENDENT, \$6,940 to \$8,470.
- 2115. ASSISTANT INDUSTRIAL SUPERINTENDENT, \$5,490 to \$7,320.
- 2116. FOOD SERVICE MANAGER, \$4,350 to \$5,460.
- 2117. SENIOR EXAMINER OF METHODS AND PROCEDURES, \$5,090 to \$6,320.
- 2118. PURCHASE SPECIFICATIONS WRITER, \$4,350 to \$5,460.
- 2119. JUNIOR TAX EXAMINER, \$3,360 to \$4,280.
- 2120. TAX COLLECTOR, \$3,360 to \$4,280.
- 2121. RENT INSPECTOR, \$3,360 to \$4,280.
- 2122. PROOFREADER, \$2,450 to \$3,190.

Last day to apply in the following State open-competitive tests is Friday, August 26. Condensation of requirements appeared in last week's LEADER.

- 2006. (reissued). INSTITUTION EDUCATION SUPERVISOR (PHYSICAL EDUCATION AND RECREATION), \$4,350 to \$5,460.
- 2013. (reissued). HIGHWAY GENERAL MAINTENANCE FOREMAN, \$3,920 to \$4,950.
- 2015. (reissued). HIGHWAY LIGHT MAINTENANCE FOREMAN, \$3,020 to \$3,880.
- 2039. (reissued). FARM PRODUCTS INSPECTOR, \$3,540 to \$4,490.
- 2098. SENIOR CHEMICAL ENGINEER, \$6,590 to \$8,070.
- 2099. SENIOR ARCHITECTURAL DRAFTSMAN, \$3,730 to \$4,490.
- 2100. ESTATE TAX EXAMINER, \$4,130 to \$5,200.
- 2101. JUNIOR COMPENSATION CLAIMS AUDITOR, \$3,360 to \$4,280.
- 2103. SENIOR CLERK (UNDERWRITING), \$2,870 to \$3,700.

### Promotion

Candidates must be present, qualified employees of the State department or promotion unit mentioned. Last day to apply given at end of each notice.

- 1111. ASSOCIATE EXAMINER OF METHODS AND PROCEDURES (Prom.), inter-departmental, \$6,590 to \$8,070. One year as senior examiner of methods and procedures. Fee \$5. (Friday, September 16).
- 1112. SENIOR EXAMINER OF METHODS AND PROCEDURES (Prom.), inter-departmental, \$5,090 to \$6,320. Six months as assistant examiner of methods and procedures; or one year in position now allocated to grade 14 or higher, or formerly allocated to G-14 or higher. Fee \$5. (Friday, September 16).
- 1113. ASSISTANT EXAMINER OF METHODS AND PROCEDURES (Prom.), inter-departmental, \$4,130 to \$5,200. Three months as junior examiner of methods

## EISENHOWER SIGNS BILL FOR LOYALTY PROGRAM

WASHINGTON, Aug. 15 — President Eisenhower signed the bill authorizing the creation of a 12-member bi-partisan commission to review the Government's loyalty program.

Four members will be appointed by the President, and as many by the Speaker of the House and the President of the Senate.

The loyalty program affects federal employees and civilian defense workers. Employees and others found serious fault with the loyalty program.

and procedures, or in any other position now allocated to grade 10 or higher or formerly allocated to G-9 or higher; or present or past enrollment in public administration training program for interns and State employees. Fee \$4. (Friday, September 16).

1114. PRINCIPAL STENOGRAPHER (LAW) (Prom.), Department of Law, \$3,540 to \$4,490. Permanently employed as senior stenographer. Fee \$3. (Friday, September 16).

1115. ASSOCIATE TELEPHONE ENGINEER (Prom.), Department of Public Service, \$8,090 to \$9,800; one vacancy expected in Albany. Two years as senior telephone engineer or senior valuation engineer. Fee \$5. (Friday, September 16).

1116. SENIOR TELEPHONE ENGINEER (Prom.), Department of Public Service, \$6,590 to \$8,070; one vacancy expected in Albany. One year as assistant telephone engineer or assistant valuation engineer. Fee \$5. (Friday, September 16).

1117. ASSISTANT TELEPHONE ENGINEER (Prom.), Department of Public Service, \$5,360 to \$6,640; one vacancy in Albany, one in Rochester. Nine months as junior valuation engineer. Fee \$5. (Friday, September 16).

1118. ASSISTANT HYDRAULIC ENGINEER (Prom.), Department of Public Service, \$5,360 to \$6,640; two vacancies in NYC. One year as junior valuation engineer or assistant valuation engineer. Fee \$5. (Friday, September 16).

1119. SUPERVISING MOTOR CARRIER REFEREE (Prom.), Department of Public Service, \$7,300 to \$8,890; one vacancy in Albany. Two years as motor carrier referee. Fee \$5. (Friday, September 16).

1120. DEPUTY CHIEF ENGINEER (BRIDGES) (Prom.), Department of Public Works, \$13,570 to \$16,000; one vacancy in Albany. Two years in position now allocated to grade 31 or higher, or formerly allocated to G-39 or higher; plus State license to practice professional engineering. Fee \$5. (Friday, September 16).

1121. HEAD CLERK (PAY-ROLL) (Prom.), Department of Social Welfare (exclusive of the institutions), \$4,350 to \$5,460; one vacancy in Albany. One year in clerical position now allocated to grade 11 or higher, or formerly allocated to G-10 or higher. Fee \$4. (Friday, September 16).

1122. SENIOR LICENSE INVESTIGATOR (Prom.), Albany office, Division of Licenses, Department of State, \$4,830 to \$6,020; one vacancy. Two years as license inspector. Fee \$4. (Friday, September 16).

1123. SENIOR TAX VALUATION ENGINEER (Prom.), State Board of Equalization and Assessment, \$6,590 to \$8,070; two vacancies in Albany. One year as assistant tax valuation engineer. Fee \$5. (Friday, September 16).

1124. SUPERVISING PSYCHIATRIST (Prom.), institutions, Departments of Mental Hygiene and Correction, \$8,980 to \$10,810; 50 vacancies in Mental Hygiene institutions; one at Dannemora, three at Matteawan, Correction Department. Three months as senior psychiatrist. Fee \$5. (Friday, September 16)

Condensation of requirements in the following State promotion exams appeared in last week's LEADER. Last day to apply is Friday, August 26.

1003. (reissued). INSTITUTION EDUCATION SUPERVISOR (GENERAL) (Prom.), institutions, Department of Correction, \$4,350 to \$5,460.

1004. (reissued). INSTITUTION EDUCATION SUPERVISOR (INDUSTRIAL ARTS) (Prom.), institutions, Correction Department, \$4,350 to \$5,460.

1005. (reissued). INSTITUTION

# Who Runs Welfare Dept.?

(Continued from Page 7)

is the Welfare Department's duty to see that the standards are met.

Since eligibility involves financial, legal and welfare questions, only a staff of experts can keep the department operating within the framework of all the regulations.

### They Must Work as a Team

These experts work as a team and their duties are inter-related. Their collective opinion determines the operation of the department.

While it is true that Commissioner McCarthy can overrule their collective opinion, he seldom does. He knows his team and respects its members.



RAFFAPORT FLAMM

Does any one group of experts exert the most influence? Both administrative personnel and social

investigators say No — although it has not been too many years since rivalry for influence did exist.

Less than a decade ago, certain groups (whom no one would mention by name or title) were able to influence work assignments.

Consensus among most department members now, however, is that Commissioner McCarthy has successfully delineated lines of authority among his executives and that the keynote of operation is cooperation.

(Next Week: Needed changes for Employees and Management).

## PART-TIME POLICE NEED NOT JOIN STATE PENSION PLAN

ALBANY, Aug. 15 — A part-time policeman hired by a village, if he is paid at a rate less than \$1,000 a year, or is a provisional or temporary employee, is not required by law to become a member of the State Employees Retirement System, Attorney General Jacob K. Javits so held in an informal opinion.

Mr. Javits added that all such hiring must be in accordance with the Civil Service Law.

## EDUCATION SUPERVISOR (PHYSICAL EDUCATION AND RECREATION) (Prom.), institutions, Correction Department, \$4,350 to \$5,460.

1006. (reannounced). INSTITUTION EDUCATION SUPERVISOR (VOCATIONAL) (Prom.), institutions, Correction Department, \$4,350 to \$5,460.

1105. ASSISTANT COMPENSATION CLAIMS AUDITOR (Prom.), State Insurance Fund, \$4,130 to \$5,200.

1106. ASSISTANT COMPENSATION CLAIMS EXAMINER (Prom.), State Insurance Fund, \$3,730 to \$4,720.

1107. JUNIOR COMPENSATION CLAIMS AUDITOR (Prom.), State Insurance Fund, \$3,360 to \$4,280.

1108. SENIOR ARCHITECTURAL DRAFTSMAN (Prom.), Public Works Department, \$3,730 to \$4,490.

1109. SENIOR LABORATORY SECRETARY (Prom.), State University Downstate Medical Center, NYC, \$3,540 to \$4,490.

1110. PRINCIPAL STENOGRAPHER (Prom.), Civil Service Department, \$3,540 to \$4,490.

### HOUSE FOR SALE

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## Where to Apply for Public Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays 9 to 12. Also Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Education (Teaching Jobs Only)—Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULSTER 8-1000.

### NYC Travel Directions

Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

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

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states.

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

## 17 Names on Three State Lists

ALBANY, Aug. 15 — There are two name on the State's roster for training technician; four on the senior training technician list,

and 11 on the associate training technician list. All three are open-competitive exams.

The written tests were held April 16.

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has arranged to make non-profit Blue Cross and Blue Shield available to New York State Civil Service employees and their dependents through a special payroll deduction plan.

**ENROLLMENT — AUGUST 1 to 31**

**BENEFITS EFFECTIVE BEGINNING DECEMBER 16, 1955**

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**DON'T MISS THIS OPPORTUNITY**

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Blue Shield helps pay the cost of *medical care to your own doctor*. There's no need to give up your family's old-established relationship with him. You need never feel you are asking your doctor for favors.

Each time you use the services provided under your Blue Shield membership your doctor gets paid for it — a specific fee for each service.



**TO QUOTE READER'S DIGEST:**

**"Buy hospitalization from Blue Cross and medical services from its associate Blue Shield. These are non-profit, community-sponsored organizations."**

# ENROLL TODAY

OR)

# TOWN AND COUNTY

## Open-Competitive

Candidates must be residents of the locality mentioned, unless otherwise indicated. Apply to offices of the State Civil Service Department, except where another address is given. Last day to apply at end of each notice.

2513. ASSISTANT PROBATE CLERK, Erie County, \$5,470 to \$7,010. (Friday, September 16).

2514. SWITCHBOARD OPERATOR, Tompkins County, \$1.03 to \$1.33 an hour. (Friday, September 16).

2515. ASSISTANT RECEIVING AND INSPECTION CLERK, Westchester County, \$2,700 to \$3,460. (Friday, September 16).

## NYC CAN'T STOP JUDGES FROM RAISING AIDES' PAY

NYC's efforts to deny salary increases ordered for 400 court employees by General Sessions Court judges came to naught before Supreme Court Justice Jacob M. Markowitz.

NYC asked him to pass on the right of the judges to set the salaries. He held the refusal of the Board of Estimate to honor the increases was illegal and wrongful.

460. (Friday, September 16).

2516. AUDITOR, Westchester County, \$5,680 to \$7,280. (Friday, September 16).

2517. INTERMEDIATE STATISTICAL CLERK, Westchester County, \$2,550 to \$3,230. (Friday, September 16).

2518. PLUMBER, Westchester County, \$3,480 to \$4,440. (Friday, September 16).

2524. CALCULATING MACHINE OPERATOR (KEY DRIVE), Erie County, \$2,710 to \$3,510. (Friday, September 23).

2532. ELECTRICIAN, Westches-

## NYC Lists

The 37-name NYC list for promotion to foreman (mechanical power) will be established on Wednesday, August 17.

In addition to the Transit Authority roster, open-competitive lists for core drill operator's helper, with eight names, and inspector of highway traffic, 11 names, will also be announced.

The lists may be seen at The LEADER office from that date until Friday, August 26.

ter County, \$3,480 to \$4,440. (Friday, September 16).

## Promotion

Candidates must be present, qualified employees of the local unit mentioned. Last day to apply given at end of each notice.

1454. INTERMEDIATE STATISTICAL CLERK, (Prom.), Westchester County, \$2,590 to \$3,230. (Friday, September 16).

## CERTIFICATIONS

Number of last NYC eligible certified is given.

### OPEN-COMPETITIVE

Junior draftsman, Education, Tax; 73.

Maintainer's helper, group C, Transit Authority; 191.5.

Mechanical engineering draftsman, Transit Authority, Public Works, Fire, Water Supply, Gas and Electricity, Education; 38.

Office appliance operator, grade 2, Youth Board; 17.

Railroad clerk, Transit; 1,430.

Playground director (men), Parks; 9 (list of February 23, 1955); 14 (list of May 25, 1955).

Sewage treatment worker, Public Works; 132.

Stationary fireman, Sanitation; Correction, Hospitals; 116.

Stenographer, grade 2, Education, Budget, Bureau of Franchises, Board of Estimate; 242 (list of September 1, 1954).

Stenographer, grade 2, Educa-

tion, 99; Budget, Bureau of Franchises, Board of Estimate, 112 (list of May 4, 1955).

Technician (X-ray), Health; 7.

Tractor operator, Sanitation; 52.

### PROMOTION

Assistant city planner, City Planning; 6.

Assistant foreman (structures, group E), Transit Authority; 12.

Assistant supervisor (cars and shops), Transit Authority; 8.

Budget examiner, Budget; 11.

Civil engineer (sanitary), Public Works; 11.

Civil engineer (structural), Public Works; 6.

Clerk, grade 3; Market, 9; Parole Commission, 2; Hospitals, 220.

Clerk, grade 4; Hospitals, 101; Welfare, 189; Markets, 6.

Clerk, grade 5; Mayor's Office, 7; Hospitals, 41; City Sheriff, 3.

College administrative assistant, Higher Education; 6.

Electrical inspector, grade 4; Fire, 5; Hospitals, 2; Water, Supply, Gas and Electricity, 50.

Foreman (electrical power), Transit Authority; 45.

# REAL ESTATE

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## No Summer Doldrums For Utica Chapter

UTICA, Aug. 15 — There is no Utica chapter activity, as such, during the summer months; however, various members are continuing with CSEA activities.

President Ed Smith attended the Albany meeting on the dues increase. "A knock-down, drag-out affair," he reported.

Chapters in the Utica District met August 10, to appoint committees for the Central Conference meeting in Utica this winter.

Tax and Finance has several new employees: John M. Korchnitsky, Bertha Van Hennik, Gail

E. Duncan, a transfer from Marcy State Hospital; Anthony M. Tomaino and Andrew Torchia.

There are also some new arrivals in the homes of employees of the Tax Department. Carl Lawson and Frank O'Connor are proud fathers of baby girls.

Marte Derby is back at work after a sick leave.

Delores Zambino has received a promotion, is now with the Department of State, Division of License. "Hope she brings a lot of her new friends to the chapter meetings," said President Smith. The Department of Health held its annual picnic last month

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— a gala affair. There were more than 40 people present, which is not bad for a division which has only 13 employees. Misses Card and Cardinal were contestants for Picnic Beauty; the contest was called off because of the rain.

## In the News at Rome State School

ROME, Aug. 15 — Mary Alice Burns, secretary of Ft. Stanwix chapter, CSEA, reports the following news at Rome State School:

Owen Jones and Mrs. Irma German represented the School at the MHEA meeting in Albany

Central Conference will meet September 24 at the Beeches in Rome . . . 'K' Birthday Club feted Mrs. Maude Paddock and Anna Tofoni at a party at Marges . . . 'O' Building aides have held several parties at Sylvan Beach, at the home of Mr. and Mrs. Lietz.

At a meeting prior to the special CSEA delegates' meeting, Ft. Stanwix delegates were instructed to approve a 50 per cent dues increase.

## At Manhattan State Hospital

NEW YORK CITY, Aug. 15 — Jennie Allen Shields, the first woman to hold the office of president of Manhattan State Hospital chapter, CSEA, disregarded the soaring temperatures in order to assume her new duties. She attended the meetings of CSEA and Mental Hygiene Association at Albany July 28 and 29. John Wallace was the chapter's delegate at the CSEA meeting.

An agenda for the year's activities is being considered with the 40-hour week No. 1 on the program.

Appointments to the membership and other committees will be made soon. Persons wishing to serve are requested to submit their names to Mrs. Shields.

Get well wishes are extended to Gladys Jones who is presently in sick bay.

## D. L. Carlson Elected Willard Unit President

WILLARD, Aug. 15 — Willard State Hospital chapter, CSEA, has elected Donald J. Carlson as president.

Other officers: Brook Johnson, 1st vice president; Ralph Salzer, 2nd vice president; John Vincent, 3rd vice president; Joan D. Carlson, secretary, and Herbert T. Watson, treasurer.

Elected delegates were Ralph Sibley and Edward Limner, with Joseph Rizzeri and Mr. Watson as alternates.

The Willard State Hospital Nurses Association recently held a picnic at Taughannock State Park. Coach Frank Clark's Willard softball team has defeated the Rochester State Hospital, Newark State School and Craig Colony teams in recent games.

Mr. and Mrs. George McLaughlin are enjoying a vacation at their home on Seneca Lake.

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  2. Jursak, Tatiana, NYC ..... 80750
  3. Sherman, Murray, H., NYC .. 79750
  4. Ball, Josephine, Londonville .. 75880
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2. Deoley, John, F., Kenosha ... 77000
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  2. Armstrong, Earl, D., Paul Smith 80000
  3. Evans, Robert, L., Long Lake .. 78000
  4. Dunham, Daniel, C., Shandaken 75000
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  2. Moseley, Robert, E., Hyde Park 83500
  3. Far, Theodore, T., Moravia .. 82050
  4. Deach, Elizabeth, M., Buffalo .. 80950
  5. Page, Joseph, T., Eugene, Ore. 79930
  6. Hathaway, Merlin, W., Albany 79020
  7. Smith, Huron, J., Amsterdam... 79100
  8. Michaels, Agnes, L., Fredonia... 78970
  9. Luca, Richard, H., Oswego .... 78550

- ASSISTANT PRINCIPAL, SCHOOL OF NURSING**
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  2. Tillman, Robert, B., Hyde Park 76000
  3. Newland, Margaret, Buffalo .. 75000
  4. Gasiorowski, Albin, Binghamton 74500
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  2. Gibbs, Donald, H., Andover... 88300
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  5. Danni, Theodora, H., Saratoga 82000
  6. Pasquini, Louis, J., Albany .. 80440
  7. Kunze, Henry, R., Cobleskill... 79430
  8. Zarosky, Eugene, D., Little Fls 79400
  9. Sommer, Frank, H., Chatham 78080
  10. Amoyt, Charles, J., Cohoes .. 78010
  11. Smith, Robert, F., Brockville 77890
  12. Walker, Brita, D., Pkeepsie .. 77310
  13. Nadler, Leonard, Albany .... 77210
  14. Robinson, W., E., Hawthorne... 76840
  15. Butler, Helen, L., Rensselaer... 76440
  16. Mottau, Albert, J., Schtly .. 76380

## Seven Lists Issued In 'College Series'

ALBANY, Aug. 15 — The State Civil Service Department has announced the eligible lists in seven "options" of the professional and technical assistant exam. The number of eligibles:

Engineering or architecture, 9; biology, 17; chemistry, 21; economics, 19; statistics, 13; library science, 10; psychology, 5.

A total of 265 candidates took the written tests, in these and the other options, on May 14.

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3. Schneideler, Gerard, Patchogue 88880
4. Leburg, Robert, Waterford .. 88030
5. Salvoia, John, P., Babylon .. 87030
6. Marchese, Nicholas, Loudonville 87250
7. Valente, Carmine, Middle Vig 86500
8. Ross, James, M., Pkeepsie .. 85380
9. Johnson, M., J., Ogdensburg .. 85380
10. Gibbs, Louis, A., Mahopac Fls 85250
11. Bates, Arthur, B., Elmira Hgt 85250
12. Anderson, Harry, Bklyn ... 85250
13. Conkha, Harry, S., Kingston... 84750

14. Martin, Michael, F., Troy ... 84750
15. Shinkle, Augustus, Albany ... 84550
16. Hoos, James, E., Borktoner 83380
17. Anacronte, Joseph, Vally Strm 83250
18. Stalker, John, W., Staten Isl., 83000
19. Jackling, Harold, S., Rochester 82750
20. Kelly, Joseph, F., Albany ... 82750
21. Alsten, John, F., Albany ..... 82650
22. Smith, Thomas, M., Amsterdam 82630
23. West, Robert, J., St. Albans ... 82130
24. Dickerson, Arthur, Islip .... 82130
25. Olney, Robert, W., Elbridge .. 81500
26. Dollard, William, A., Albany 80630
27. Kirach, Donald, J., Larchmont 79750
28. Scomjassy, Michael, Newtontville 79630
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30. Carr, Kenneth, P., Roundlake 78130
31. Kobala, Stefan, NYC ..... 78130
32. Carey, Vincent, F., Kingston... 77900

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- Continued from Last Week
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  526. Romeo, Robert, I., Rensselaer 82800
  527. Huff, Marjya, J., Ithaca ... 82800
  528. Cahill, Robert, T., Albany .. 82800
  529. Carleton, Frances, Mania ... 82800
  530. Cascio, Vito, F., Bklyn ... 82700
  531. Celmer, Isabel, C., Elmhurst 82700
  532. French, Sydney, D., Bklyn ... 82700
  533. Alger, Diane, M., Troy ... 82700
  534. Frieble, Mary, G., NYC ... 82700
  535. Walsh, Catherine, A., Albany 82600
  536. Hall, Edward, M., Albany ... 82600
  537. Decker, Jean, M., Watervliet 82600
  538. Hamon, John, W., Comstock... 82600
  539. Pooser, H., A., Amsterdam... 82600
  540. Clairmont, Shirley, Cohoes .. 82500
  541. Sykora, M., M., Ctr Islip ... 82500
  542. Jacobs, Earl, Bklyn ..... 82500
  543. Salisbury, E., J., Albany .... 82600

## Education Lists Issued

ALBANY, Aug. 16 — Only two of 14 applicants "made" the State's open-competitive eligible list for assistant in education for the aged.

Two out of 13 applicants are on the assistant in Americanization and adult elementary education lists, four out of 18 on the assistant in adult civic education list.

All are open-competitive positions.

544. Walsor, Carolyn, M., Buffalo 82500
545. Lathgow, E. H., Rensselaer 82500
546. Wickes, E. H., Waterford .. 82500
547. Mousseau, R., Ausable Forks 82500
548. Foudin, Barbara, L., Wdham 82500
549. Stewart, Dorothy, M., NYC... 82500
548. Foudin, Barbara, L., Wdham 82500
551. Chumyk, Louis, Auburn ... 82500
552. Zoh, Phyllis, E., Sloanville... 82500
553. Margolina, Deanna, Albany... 82500
554. Darling, Lila, J., Albany ... 82500
555. Smith, P. L., Ausable Forks 82500
556. Smith, Eugenie, A., Albany ... 82500
558. Wright, Shirley, A., Albany ... 82500
559. Wright, Louis, J., Ballata Lk 82500
560. Friedman, Morton, Bronx .. 82500

(To Be Continued)

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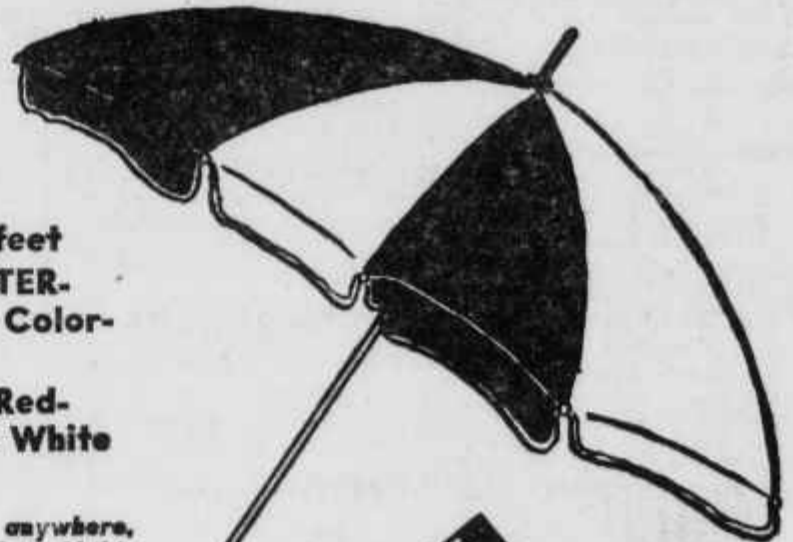
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Pilgrim State Unit Bids Dr. Pleasure Farewell

WEST BRENTWOOD, Aug. 13—Several farewell parties were given for Dr. and Mrs. Hyman Pleasure by the medical staffs and employees of Edgewood and Pilgrim. Dr. Pleasure was presented with a gift

LEGAL NOTICE

CITATION The People of the State of New York, By the Grace of God, Free and Independent To Attorney General of the State of New York: ISABELLA MYERS ANTHONY, PAUL ANTHONY and JOHN ANTHONY, the name "JOHN" being fictitious, the true first name being unknown, if living, and if dead, their executors, administrators, distributees and assigns whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; MARY BASSLER; The Salvation Army;

And the next of kin of EUGENE ANTHONY also known as EUGENE A. ANTHONY, 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 distributees, creditors or otherwise in the estate of EUGENE ANTHONY, also known as EUGENE A. ANTHONY deceased, who at the time of his death was a resident of 115 West 126th Street, New York, N. Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, hold at the Hall of Records, Room 309, in the County of New York, on the 20th day of September 1955, 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, and why the sum of \$177.00 should not be expended for the monument and inscription on decedent's grave.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York, the 20th day of July in the year of our Lord one thousand nine hundred and fifty-five. PHILIP DONAHUE Clerk of the Surrogate's Court.

from each of the two hospital groups.

Dr. Pleasure has been appointed as director of Middletown State Hospital.

Welcome back to Larry Ravelle, recreation instructor. Sorry, that his vacation had to come to a close with a sprained ankle.

The enthusiasm continues with the soft ball league players at Edgewood. Both the patients and employees are showing their good sportsmanship.

The following employees are leaving Pilgrim: Rose M. McElhigott, housekeeper and Esther Van Vasseem, Joseph A. Vogel and Margaret B. Kadlec, attendants. "Many happy and healthy retirement years," say fellow-employees.

Best wishes to Mrs. Jean Carroll for a speedy recovery.

Metropolitan DE Aides in the News

NEW YORK CITY, Aug. 13 —

It's only a month and a half to September 30 and the annual dance of the Division of Employment chapter, metropolitan area. "This affair is planned for DE employees and their friends," the chapter said. "Its success depends on your support. See your Local Office representative for tickets and table reservations."

L. O. 710 welcomes the following employment security trainees as staff members: Donald Garnel, Jack Miller, Nancy Marsh, Steve Getherall, Martin Gerstein, Thomas Armstrong, Richard Cook, Robert Weosenfeld and Donald Meliore. Welcome back to Claudine Gaynor after a maternity leave; the addition to the family is a baby girl. Staff gave a farewell party to Bernice Geisler, secretary to Ronia Solar. Bernice is on maternity leave.

Blood Bank

Many thanks are extended to the following staff members for their contributions to the Divisions Blood Bank: J. Shapiro, L. O. 610; Jeanette Davis, L. O. 525; and Edwin Randall, L. O. 115. Special thanks to Mr. Randall for contributing

twice to the Bank. Everyone's continued support of the Blood Bank is urged.

Dave Metz of L. O. 115 is back after an extended leave in Europe. After a tour through the Western States, Minnie Orsofsky of L. O. 200 is back to work. Alice Pinnagan of L. O. 200 is back to work after an illness. Grace Nulty has been nominated for the CSEA Labor Department representative.

A Special Note

"This column is devoted to news that is of interest to all staff and chapter members of the Division," says Bernard J. Federgreen, publicity chairman. "When the chapter expanded and included Unemployment Insurance, Payroll and Field Audit, it was stressed that some system be devised within each Local Office, and in conjunction with the Local Office Representative, for the accumulation and distribution of news which could be used in this column. So far this has been unsuccessful.

"It would be appreciated if a re-evaluation be taken within the Local Offices so that an increased volume of news will come from all localities. This is your column, but without news it cannot be printed."

News of Employees at Psychiatric Institute

NEW YORK CITY, Aug. 13 — Employees and patients at Psychiatric Institute were treated to a violin concert recently by Joan Field, former concert mistress of the Ballet Russe de Monte Carlo who has performed with the New York Philharmonic Symphony Orchestra and at recitals in NYC. Mme. Manuzucca, composer of three selections played at the concert, was piano accompanist.

Mrs. Bertha Feigenson (Ret-skin), Miss Field's sister-in-law, made arrangements for the concert. All are indebted to her for the fine musical afternoon.

Congratulations to Robert K. Lee on his permanent appointment as elevator operator. A double celebration was in order for his twin sons' second birthday. Sympathy extended to Clarisse Ellis, assistant director of social work training, on the death of her mother. Robert Russo, son of Louis Russo, chauffeur for the director, is employed at P. I. during his summer vacation prior to entering Manhattan College, Riverdale.

Bob Wilkerson back after four months' illness and convalescence;

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All missed him. . . Wonderful to see the Peasleys back from Martha's Vineyard, Mass.

Barbara Flowerman has joined the Social Service staff. She is a graduate of Queens College, received graduate social work training at the University of Chicago, and University of Illinois Neuropsychiatric Institute.

Dr. Stuart L. Kleil, son of Dr. Kenneth Kleil, director of Willard State Hospital, has joined the Institute staff.

Bacteriology Dept.

Dr. and Mrs. Nicholas Kopeloff are vacationing. The lab is being operated by Junior Bacteriologist Floyd Cumberbatch, back from his vacation at Mountainville, N. Y. Judith Penamore and her husband, Richard, are vacationing in New York State and Canada. John Varley and family are out on cool, cool Long Island. Harold Pierce visiting with his sons and grandchildren.

Gowanda Unit Names Nominating Committee

HELMUTH, Aug 13 — The regular monthly meeting of Gowanda State Hospital chapter, CSEA, was held August 2. The board of directors elected the following members to serve on the nomination committee: Gunnard Nelson, Nora Nelson, Sophia Jonak, Doris Spires, Helen Treusdell, Meade Benson, Agnes Schreiner, John Dunlap, C. Keller, J. Paulucci, Carl Robinson, Dr. Mustille, Frieda Smith and John Wolf. The committee will give a complete report of the selections at the next meeting on September 6.

A report was given on the special CSEA meeting, and on the meeting

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held by the Mental Hygiene Association.

Deepest sympathy to Millicent Keding on the loss of her grandfather, Evelyn Lux on the loss of her father, and E. Hazel Harvey on the loss of her father.

Mrs. Schutte Honored At Rockland Hospital

ORANGEBURG, Aug. 13 — Mrs. Agnes Schutte, housekeeper at Rockland State Hospital, was entertained at a dinner party recently in honor of her retirement after 34 years' service.

Members of the housekeeping department gave Mrs. Schutte a traveling-case, sent by Henry Marier, president of the hospital's CSEA chapter. Mrs. Peter Heider, supervising housekeeper, and other department aides congratulated the guest of honor.

At the party were Mrs. Mary Frasier and Bessie Chauvin, friends of Mrs. Schutte, and Mrs. N. A. Holloway of Clearwater, Florida, retired supervising housekeeper.

Mrs. Schutte is the widow of Christopher Schutte, who was for several year employed at Rockland.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Audit & Control Outing on Aug. 23

ALBANY, Aug. 15—The annual outing of the Audit Control chapter, CSEA, will be held Aug. 23 in Lanthier's Grove.

Games, a steak roast and dancing will be featured at the outing. Charles W. Swim, chairman, and Martin P. Lanahan, co-chairman, are heading the event.

Serving on committees are K. Dietz and B. Everingham, arrangements; J. Osborn, finance and tickets; Mr. Lanahan and E. Sorenson, prizes; G. Klinger and W. Sinclair, program; R. Padula and D. Pagano, publicity; L. Mul-len, F. Conley and F. Harrat, sports; F. Corr and F. Marchand, transportation, and M. Addis, G. Barr, E. Bedics, J. Foster, E. Mc-Pawn, A. McNally, A. Mitchel, A. Navaretta, J. Paul, R. Smith and E. Sullivan, tickets

Albion Aides In the News

ALBION, Aug. 15 — Bullard Park was the scene July 7 and 14 of two picnics of Albion State School employees. Margaret Nayan and Cecil Miller headed the committees. Among the guests was Mrs. McAdoo of Westfield,

who is attending Brockport State Teachers College.

Guests at the faculty's Hamlin Park picnic included Mrs. Harry Montgomery, former educational supervisor; Mrs. Elizabeth Jensen, former sewing instructor, and her daughter and granddaughter from Iran, and Captain Eleanor McGaffick, former teacher who is leaving for a two-year tour of duty with the WAC in Germany. Superintendent and Mrs. Wilson H. Dunn returned from a three-week vacation in the Catskills, report good fishing.

A daughter, Ana Louise, was born July 4 to Mr. and Mrs. Thomas Stirk. They have two boys.

Stanley Noreck, steamfitter and plumber, is a new addition to the maintenance staff. Grant Belson has returned after a month in the State of Washington.

Mrs. Jane Larsen is vacationing at Cape Cod. Mrs. Alice Daniels vacationed at the Thousand Islands. Virginia DiLaura has left for a tour of the New England States.

Two matrons have retired, Mrs. Hazel Robinson after 20 years' service, and Mrs. Cora Clark after 10 years. Mrs. Mary Higley, matron, has resigned after four years' service.

Albion's delegate, Mary Hough-

ton, attended the Correction Conference. Garnet Hicks is attending summer session at Buffalo State Teachers College. Mrs. Augustina Lamanna and Mrs. Helen LeProis are attending summer session at Brockport State Teachers College.

Jottings From Brooklyn State

BROOKLYN, Aug. 15 — Emil Impresa, Brooklyn State Hospital chapter president, reports that he attended the recent meetings in Albany along with Thomas Shirts, delegate, and Barbara Sweet, vice president.

A joint resolution was adopted by MHEA and the Correction Department demanding a five-day week, with no loss in pay.

Mr. Impresa and Mr. Shirts had a long conference with Granville Hills, personnel director, concerning the local salary and personnel problems.

"This chapter will continue to exert pressure wherever it feels that favorable results will be attained," the chapter officers said. "We will not be discouraged or complacent until the vast inequities, now present, are corrected.

"The chapter will welcome any assistance, ideas or suggestions from any member that may be useful in this struggle. State employees are at a crossroads. To sit back, gripe and do nothing now, may lose all the advances

we have made in the past."

A large group of employees and their families enjoyed an old fashioned picnic at Hecksher State Park on July 23. George Prigint, of the storehouse, gave George Ames' reputation as a caterer a real challenge in his efficient planning. The menu was lavish, ditto the beverages.

Congratulations to Ray Lewis, painter and Nina Losardo, of the secretarial staff, on their marriage. The couple spent their honeymoon in Canada.

Margaret Termini, nursing instructor, has resigned. She was entertained at a luncheon by the Nurses' Alumni and her many friends on July 27.

Jottings Mrs. Anna Mulvihill has retired. Minnie Riddick elated to learn she is younger than she thought: Her records were in error. Mr. and Mrs. Jimmy Sweeney enjoyed two weeks in the Poconos. Mr. and Mrs. Bill Dixon, daughter Kathy and her young friend, Miss McGuinness, enjoying a brief fling at farm life in Pennsylvania. Henry Girouard vacationing with Mom in Providence. Andy Trivento enjoyed a stay in Stowe, Vt.

Helene Wenczek writes that the weather is cool in Sugar Notch, Pa. Johanna Stelzer has given up the operating room in favor of the night shift. Mr. and Mrs. Shamus Murphy visited the City of Brotherly Love. Frank and Millie Bazan entertained many relatives from Utica. The McCarry Family happy in their new home. Joe Farsetta enjoying a well earned vacation with his family. Maureen A'Hearn looks more radiant than ever following her recent surgery.

are spending a month at Sodas Point; Hazel Berger is on vacation; Mr. and Mrs. Al Gallant and family spent a week in NYC.

Another member of the Girls' Medical Office, Gail Roemer, is lucky man is Robert Schutt from wearing a beautiful diamond. The Marion, N. Y.

News of Employees At Creedmoor State

QUEENS VILLAGE, Aug. 15 — John Murphy represented Creedmoor chapter at the Albany meeting on July 29. Mr. Roseboom, pharmacist, reports that he has applications for the Blue Cross-Blue Shield surgical medical plan. During the month of August any employee may apply for benefits. Payments will be deducted each pay day. This will be the only chance, for six months, for employees to get into the plan. Cost: single person, \$1.27 each payday; married couple, \$3.97 each payday. Married couples are covered with full maternity benefits for this price. Anyone under the age of 65 may apply for the Blue Cross. See Mr. Roseboom sometime during August or else it will be too late for another six months.

Mrs. Christofferson, principle of the School of Nursing, is enthusiastic about the new home she is building upstate. The chapter expresses sympathy to Gertrude and Larry Guarisco on the death of her father July 30. Luther Baird, chief supervisor, gave a party to the patients of the Catholic choir; a good time was had by all. Julia Newell, Robert Smith, Bessie Sabine and Marion Francois are recuperating in the sick bay.

The following employees are on vacation: Carl Santiago, Oscar Langhorne, Max Gottlieb, Victor Banfield, Joseph Porecca, Diedrich Blohn, Edward Colley, Peter Cotton, Frank Nostrand, Ray Sansone, Joseph Kelly, James Waters, Frank Karcher, Thomas Cowell, Thomas Neville, Theodore Ericson, Berger Sahle, Larry Guarisco, Michael Cirincione, Clarence Sanders, George Updike, Frank Pacifico, Joseph Smith, Osso Wrencher, Ivan Edwards, Frank Ryan, Joan McNally, Tex Mayfield, Telen Foran, and Mr. and Mrs. James Keenan. IY JQQ

Executive Order on Grievances

(Continued from Page 3)

supervisor who shall, to the extent necessary or appropriate, consult with and permit the employee to consult with any of his higher ranking supervisors in direct line below the level of the department or agency head, or his designated representative, or with the agency personnel officer. The discussion and resolution of grievances should be presented in the first instance to the lowest ranking supervisor common to all employees in the group.

(b) The final departmental stage shall be the determination by the department or agency head or, at his election, by a duly designated representative with full responsibility for the determination of grievances in the final departmental stage.

If a grievance is not satisfactorily settled at a lower stage the employee may request a review and determination thereof by the head of the department or agency or his designated representative. In such case, the specific nature of the grievance and the facts relating thereto shall be reduced to writing jointly or separately by the employee and by the appropriate supervisor. The head of the department or agency, or his designated representative, shall, on the request of the employee, hold an informal hearing at which the employee and his representative may appear and present oral statements or arguments or he may designate one or more officers of employees of the department or agency to conduct such informal hearing and to submit a report thereon with recommendations. The final determination of such grievances shall be made by the head of the department or agency or his designated representative. Wherever it is not practicable to limit departmental or agency procedures to two stages, such additional intermediate stages as may be necessary and the procedures applicable thereto shall be established, subject to the approval of the board.

2. Representation. An employee shall be entitled to a representative of his own choosing in the presentation and processing of a

grievance at all stages under this order.

3. Time limitations. The formal procedures established by each department and agency shall specify time limitations for the processing of grievances at each stage in order to insure the prompt consideration and determination of employee grievances.

4. Employee information. Each department and agency head shall take such steps as may be necessary to insure that all employees and supervisors under his jurisdiction shall be fully informed of the grievance procedures adopted pursuant to this order and of their rights and obligations thereunder.

5. Time off for the processing of grievances. An employee and his representative, if a State employee, shall be allowed such time off from his regular duties as may be necessary and reasonable for the processing of a grievance under the procedures adopted pursuant to this order without loss of pay or vacation or other time credits.

VI. Appeals

An employee, within a time limit and upon compliance with the regulations of the board, may appeal to the board from a determination of the head of his department or agency, or his designated representative, as the case may be, made pursuant to this order. Such employee shall be granted a hearing on such appeal before the board, at which he shall be entitled to a representative of his own choosing, except that with the consent of the employee such hearing may be conducted by one or more members of the board instead of the full board. If the appeal involves the enforcement of a law, a civil service rule or regulation or a written rule, regulation or order of a department or agency, the findings of fact and the recommendation of the board shall contain a statement of the facts and an advisory recommendation to the departments or agencies involved. Copies of the determination of the board shall be sent to the employee involved, to his representative and to the President of the State Civil Ser-

vice Commission, and a copy shall be filed in the Department of Civil Service as a public record.

VII. Report to Governor

The President of the Civil Service Commission shall report to the Governor the failure of any department or agency to establish properly or maintain satisfactorily the standards, principles, determinations or procedures embodied in, or authorized by this order.

VIII. Application

1. The provisions of this order shall apply to employees in the Executive branch of the State government.

2. The provisions of this order and the procedures established hereunder shall be applicable in any department or agency to conditions which are in whole or in part subject to the control of the head of such department or agency, and which involved alleged safety or health hazards, unsatisfactory physical facilities, surroundings, materials or equipment, unfair or discriminatory supervisory and disciplinary practices, unjust treatment by fellow workers, unreasonable assignment of working hours or personal time allowances, unfair or unreasonable work quotas, and all other grievances relating to conditions of employment; provided, however, that this order shall not apply to matters which are reviewable under administrative procedures established by law or under the rules of the State Civil Service Commission, or the rules of other departments or agencies having the force and effect of law.

IX.

The executive order heretofore issued on February 23, 1950 is hereby revoked and superseded by the provisions of this executive order. The regulations of the board and the departmental procedures established hereunder shall provide for the orderly transfer and continued processing at appropriate procedural stages under this order of grievances filed prior to the effective date of this order under the executive order of February 23, 1950.

Dist. 10, Public Works Unit Will Meet Sept. 8

BABYLON, Aug. 15 — District 10, Public Works chapter, will hold its quarterly meeting Sept. 8 at 8 P.M. in the Public Works Storehouse at Hicksville.

A report on the special CSEA meeting in Albany July 29 will be given by chapter officers.

C. Pearsall, chairman of the social committee, has arranged for refreshments to be served at the meeting.

Newark State School Reports:

NEWARK, Aug. 15 — Bessie Darrow, Newark State School chapter's publicity chairman, reports that:

Mary Stilwell, Physical Therapy Department, entertained co-workers at a steak dinner on July 29. Louise Scharbyn, recently retired housekeeper at the Kane Home, was guest of honor at a dinner at the LaCantina. Lyons. A guest book and a gift of money were presented from friends and associates. Harold Follette, electrician, is in Rochester taking a course in electronics.

Margaret Anne Gracey, social service worker, is sailing August 30 for a two month's tour of Great Britain and the Continent. Upon her return she will accept a new position with the Girl Scouts of Rochester and Monroe County.

Shirley Lohman spent a week at Hyde Lake near the Thousand Islands. Gail Roemer is on a two week vacation at her cottage at the Wide Waters. Helen Banckert is vacationing at her cottage on Seneca Lake. Mr. and Mrs. Charles Banckert entertained friends at a picnic dinner in honor of Melanie Purdy at their cottage on Seneca Lake.

Mr. and Mrs. Ernest VanHall have returned from a trip to Las Vegas, Nev. On their return trip they visited Hoover Dam, Grand Canyon and the Petrified Forest. Pauline McClellan spent her vacation at the DeNagle Cottage on the St. Lawrence River and visited the Thousand Islands. Dorothy Stark, R.N., has joined the staff at the Children's Building. Mr. and Mrs. Casselman have returned from a month's vacation visiting points south and west.

From the Children's Building comes word that: Nona Hagin is touring the New England States; Rose Higgs is on sick leave; Pauling Youngs is visiting her parents and brother whom she hasn't seen for six years; Agnes Ferland and Marjorie Lester are enjoying the cool country air; Mr. and Mrs. Myron Boardman are at Canandaigua Lake building a new cottage; Dr and Mrs. T. H. Jelley

Statutory Grievance Plan Asked

(Continued from Page 1)

tee, on the NYC pattern, should be set up, he said, with exclusive recognition given to the employee organization which gains a minority in a voluntary dues check-off.

Legislation is being drafted by his group, said Raymond Wedlake of AFSCME's District 30, on labor relations procedures.

Joseph Collins of the CIO said the Condon-Wadlin anti-strike law stands in the way of effective labor relations.

Joseph Corcoran, assistant director of personnel service, read a statement of the Civil Service Department, reviewing the background of Mr. Harriman's order. To a large extent, it said, the order eliminates defects of the 1950 order.

Dr. Tolman Presides

Dr. Frank L. Tolman presided at the hearing. He is chairman of the Preller Commission's committee on employer-employee relations, and past president of the CSEA.

Assemblymen Joseph Carlino and Eugene Bannigan, majority and minority leader, respectively, were present. They hoped a plan can be worked out to satisfy public employees' "legitimate aspirations."

At the session were Alexander A. Falk, Civil Service Commission President; Senator Austin Erwin, Assemblymen Orin S. Wilcox and Jack Levine; William McCallum; Henry Albert, Preller Commission counsel, and Morris Weissberg, assistant counsel.

Five Civilian Jobs Open at Fort Slocum

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Kings Park Chapter Plans Aug. 25 Picnic

KINGS PARK, Aug. 15—Kings Park chapter, CSEA, will hold its annual picnic August 25 in Smithtown. Further details will be published next week.

The John Links were guests of honor at a surprise party given by officers and committee chairmen of Kings Park chapter and friends on July 25 at the home of Mr. and Mrs. Andy Coccaro. The couple was presented with a gift from the group.

Edward Humphrey of the hospital police force recently returned from a vacation trip through Canada. As a small consolation to all who have complained about the heat here, Mr. Humphrey reports that it was even hotter in Canada.

Mr. and Mrs. Harold Carleton of Building 93 are on vacation... Get well wishes to John Pruitt.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the BALFOUR-GUTHRIE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$1,459,718.84; Total Liabilities \$129,857.44; Capital paid-up \$676,950.00; Surplus and Voluntary Reserves \$681,911.40; Policyholders Surplus \$1,335,861.40; Income for the year \$413,854.16; Disbursements for the year \$49,756.87.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the AMERICAN DRUGGISTS' INSURANCE COMPANY, CINCINNATI, OHIO is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$1,081,924.40; Total Liabilities \$750,213.36; Capital paid-up \$750,000.00; Surplus and Voluntary Reserves \$2,190,811.04; Policyholders Surplus \$2,940,811.04; Income for the year \$1,004,019.23; Disbursements for the year \$866,520.67.

LEGAL NOTICE

Supplemental Citation The People of the State of New York, By the Grace of God, Free and Independent to MARCIA REGIS, JOHN REGIS, an infant under fourteen years of age, MARTIN REGIS, an infant under fourteen years of age, CLEMENTINA REGIS, an infant under fourteen years of age, being the persons interested as distributees, creditors or otherwise in the estate of JOHN E. REGIS, also known as JOHN E. REGIS and JOHN EDWARD REGIS, deceased, who at the time of his death was a resident of 25 South Street, New York, N. Y. Send GREETING:

Upon the petition and supplemental petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 509, 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 15th day of September, 1955, 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, a Surrogate of our said County, at the County of New York, the 15th day of July in the year of our Lord one thousand nine hundred and fifty-five.

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

LEGAL NOTICE

COPYIER, GERTRUDE T.—CITATION.—P 2098, 1955.—The People of the State of New York, By the Grace of God Free and Independent, To STIG THOREN, GOSTA THOREN, HENGT THOREN, HERTIL NILSSON, ASTRID JOHNSON, INGRIID JOHANSSON, and distributees next of kin and heirs at law of Gertrude T. Cottler, deceased, send greeting:

Whereas, William L. Herzlich, who resides at 267 West 86 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 bearing date July 10, 1950, relating to both real and personal property, duly proved as the last will and testament of Gertrude T. Cottler, deceased, who was at the time of her death a resident of 425 Riverside Drive, 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 7th day of September, one thousand nine hundred and fifty-five, 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 27th day of July, in the year of our Lord one thousand nine hundred and fifty-five. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Edgar Spangerberg and John Reilly... Rumor has it that Edgar Douglas had some trouble with his flash camera... Vacationers from Group 3 include Herbert Overton, Eugene Riese, Joseph Pasek, Dominick Kelly and Arthur Bomgert.

Wilbur L. Clark of Building C left August 3 for a two weeks training period with the Army. Mr. and Mrs. Melvin Vannoy are vacationing, as are Matthew Kennedy, James H. Malloy, Carl E. Harrison and George Rosser.

Blue Cross-Blue Shield More than 500 hospital employees are already protected against the cost of health care through the Blue Cross-Blue Shield group.

Application cards and information booklets have been sent to all employees. Plan representatives will be at the hospital all day on August 19, to consult with those who wish to enroll or to get further information about available benefits. Completed application cards should be turned in to the office of Ivan Mandigo, president of Kings Park chapter, CSEA, in Building 93. Coverage for those who enroll at this time will become effective December 16.

The chapter extends get well wishes to Mrs. I. Farrow, Mrs. Nordhal, Mrs. J. Heyward, Mrs. Emily Buchanan, Mrs. H. King, Mrs. F. Reynolds, Mrs. P. Foley, and Miss C. Murphy, student nurse.

Allen Field of the post office is on a month's vacation in California. Vacationers from Group 4 are Mrs. Frances Ward, supervisor, Mrs. Mattie Dowdy, Mrs. Louise

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the PACIFIC NATIONAL FIRE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$49,460,339.34; Total Liabilities \$29,269,095.64; Capital paid-up \$1,250,000.00; Surplus and Voluntary Reserves \$1,010,339.70; Policyholders Surplus \$29,269,339.70; Income for the year \$20,538,959.23; Disbursements for the year \$21,152,422.74.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the FEDERATED MUTUAL IMPLEMENT AND HARDWARE INSURANCE COMPANY, OWATONNA, MINNESOTA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$20,956,250.32; Total Liabilities \$21,959,926.97; Policyholders Surplus \$6,306,324.85; Income for the year \$25,159,451.32; Disbursements for the year \$24,004,048.95.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the FARM BUREAU LIFE INSURANCE COMPANY, COLUMBUS, OHIO is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$69,062,068.02; Total Liabilities \$61,462,277.26; Capital paid-up \$200,000.00; Surplus and Voluntary Reserves \$7,289,790.36; Policyholders Surplus \$7,699,789.76; Income for the year \$20,012,929.67; Disbursements for the year \$18,415,386.50.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the FARM BUREAU MUTUAL FIRE INSURANCE COMPANY, COLUMBUS, OHIO is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$16,471,450.80; Total Liabilities \$12,022,703.10; Policyholders Surplus \$3,548,747.70; Income for the year \$14,592,977.07; Disbursements for the year \$12,000,801.81.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the FARM BUREAU MUTUAL AUTOMOBILE INSURANCE COMPANY, COLUMBUS, OHIO is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$133,654,127.85; Total Liabilities \$109,051,269.00; Policyholders Surplus \$30,601,878.76; Income for the year \$131,923,104.10; Disbursements for the year \$109,104.43.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the LUMBERMENS MUTUAL INSURANCE COMPANY, MANSFIELD, OHIO is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$10,931,766.00; Total Liabilities \$11,377,459.90; Policyholders Surplus \$5,654,399.70; Income for the year \$10,802,880.42; Disbursements for the year \$9,702,476.20.

Reinecke and Mrs. Wright (in Florida). Mr. and Mrs. McNeice are in California. Perhaps they passed M. Janicek and her husband, who recently returned from there. Mrs. Ann Gaynor of Group 5 Female is on vacation, too.

NYC Chapter Reports That—

NEW YORK CITY, Aug. 15—At the special CSEA delegates' meeting in Albany July 29, the delegates of New York City chapter, in accordance with instructions from the chapter, voted against any increase in CSEA dues "until such time as it is shown by a documented budget that a dues increase is necessary." Sol Bendet, chapter president said.

Birthday greetings are in order for Sylvia Zender, who celebrates on August 10, and Lester Sherman, August 11. Both are BMV Files Section aides. Felicitations, too, to Louise Parmentier, now with the NYC Hospitals Department. Her birthday: August 13.

Samuel H. Leinoff, BMV Application Examining Unit, passed away on August 1. Sympathy is extended to his widow, Lillian Leinoff of BMV Insurance Coverage Unit, and his family.

Ray Brook Chapter Holds Annual Picnic

RAYBROOK, Aug. 15—July 24, members of Ray Brook Chapter and their families gathered at their own picnic grounds for an outing.

Walter Carter, chairman of the picnic committee, had engaged the best cooks in the North Country to cook the hamburgs and fry the hot dogs. Helen Mullin and her entertainment committee offered a fun-packed day for children and adults alike.

The afternoon started off with a baseball game between two teams from the Matty League. This was followed by contests of various sorts high-lighted by a pie-eating contest. So many volunteered for this event that the committee feared a shortage of pies so it was decided that only members of the two ball teams could compete. The smallest boy not only won the contest but had the cleanest face,—just a smudge of blueberries on the upper lip.

At 7 P.M., the Main Building Wildcats played the Infirmary Tigers in an exciting game of soft ball. Later in the evening there was square-dancing to the music of the Rhythm Rascals.

Betty Pratt, Chris Ober and Walter Carter took home prizes.

Members of the chapter would like to thank the following for their work in completing the new pavilion: Harry Sullivan, Clyde Perry, Thomas Sullivan, Emmett Brown, Emmett Durr, Everett Brown, Andy Janos, Walter Carter, Orville Smith, Herbert Neale, Ernest Wood and Harley Webb.

John Powers, CSEA president, and his family were guests of Ray Brook chapter at a picnic supper on August 3.

The chapter regrets the passing of Francis Walter, laundry supervisor. Funeral services were held August 2 at Saint Bernard's Roman Catholic Church.

AUG. 31 LAST DAY TO SEEK AIR FORCE JOBS

The last day to apply for jobs as Air Force quality control inspector is Wednesday, August 31. Address Board of U. S. Civil Service Examiners, Air Procurement, 111 East 16th Street, New York 3, N. Y.

RESORTS

CROOKED LAKE HOTEL & MOTEL Open Year 'Round Special attention to Parties and Banquets AVERILL PARK, N. Y. ORegon 4-8931

Vacation Spot — New, modern, private lake. Home style. Near all Scout Camps. Rate \$35.00. James C. LaBarr, Narrowsburg, N. Y. Sullivan Co. RD #2, Box 81, Telephone Barryville 2155.

ESSEN MANOR Anthony M. Grisco, Prop. Friendly Hospitality. Rooms with hot and cold running water, 2 blocks from ocean. Rate \$28.00 per week, per person, and up, including delicious full course breakfast and dinner. Open all year. 811 Sixth Ave., Astoria Park, N. J. Tel. FR 6-6466.

TOWN AND COUNTY EMPLOYEE NEWS

**News of Employees In Tompkins Chapter**

ITHACA, Aug. 15 — Employees of the Board of Education, and the County Hospital, are in the news from Tompkins chapter, CSEA.

Education aides Mary Stark, Ray Woodin, Bert Poole, Dorothy Seaburg, Ross Cameron and Paul Thornton are on vacation. J. N. Crone is attending Oswego State School for a week. Elizabeth Komarmi has returned from a visit to Ottawa, Canada.

At the County Hospital, Mrs. Charlotte Schulte has returned from an extensive trip through the West and to Florida. Evalda Holman and Mrs. Pearl Holman are back from vacation.

Allan Marshall, president of Tompkins chapter, CSEA, and Mrs. Harriett Chaffee attended the special delegates' meeting in Albany.

**Monroe Chapter Installs Officers**

ROCHESTER, Aug. 15 — Ray L. Goodridge has been installed as president of Monroe chapter, CSEA. William H. Hudson, retiring president, handed over his gavel at installation ceremonies at Willow Point Park.

Vernon A. Tapper, CSEA 4th vice president, installed Mr. Goodridge, and Ann E. Dalzell, 1st vice president; Isaac Johnson, 2nd vice president; Andrew Hoffman, 3rd vice president; Remington Ellis, secretary; Dorothy Compton, corresponding secretary; Mary Crilly, treasurer; Gerald

Fess, sergeant-at-arms; Mr. Hudson delegates, and Alma Muhs, alternate.

There are some new faces on the board of directors. From the City: Edward Moore, Fred Bode, Earl VanGelder, Victor Clum, May Cohen and Stanley White. From the County: Wilbur Snider, Florence Clark, Esther Whall, Jean Pasquale, Joseph Montel, Ruth McFee, Ruth Strassberg and Sarah Wyland.

**Committee Chairmen**

President Goodridge announced the following committee co-chairmen, County and City, respectively: budget and program, Clarence J. Frank and Ann Dalzell; membership, William H. Hudson and Gerald Fess; public relations, Ruth Strassberg and Herbert W. Brown; social, Ruth McFee and Alma Muhs.

Special committees: community association, Matthew Kowalski; domiciliary, Ray L. Goodridge; educational, Wilbur Snider; publicity and LEADER, William H. Hudson; recreational promotion, Isaac Johnson.

Herbert Brown and Ruth McFee have been named delegate and alternate, respectively, to the Western New York County Chapters Workshop.

More than 200 members and friends attended the picnic dinner, and many guests, including Al Skinner, Monroe County Sheriff; Claude Rowell, president, Western Conference; Sol Grossman, president, Rochester chapter; Jack Kurtzman, field representative, and Larry Hollister, TerBush and Powell, and Kenneth Knapp, city engineer.

"More news will be forthcoming from Monroe regarding the summer activities," said Bill Hudson.

"and much more can be seen in The LEADER about Monroe if members will turn in news items to me at the County Treasurer's office. Let's keep Monroe out in front again for 55-56."

**Orleans County Chapter Picnics**

Orleans County chapter, CSEA, held a picnic Aug. 3 at the summer home of Mr. and Mrs. Joseph Boccaccio, Highway Department at Pt. Breeze-on-the-Lake. Glenn Page, chairman of the picnic committee and Virginia Weiberbee, chairman of the entertainment committee, provided plenty of food and fun.

The lure of the mountains and northern lakes has already claimed Laura Lyman, Dorothy Durham, Myrtle Sylvester, Eleanor Porter and Kay Dragan (D.P.W.) as vacationers.

Dorothy Ross (Veterans' Bureau) and her husband Norm are back from a cruise in their yacht Nordota. They crossed Lake Ontario to Presquille, Canada and included the Murray Canal and Bay of Quinte en route to the Prince Edward Yacht Club at Picton which was the focal point of their vacation.

Anna Stellanou (D.P.W.) is in attendance at the Cornell Institute for Social Workers at Ithaca.

Betty Brunne (P.H. Nurse) and her husband are moving to Lockport where Betty accepted a position with the Lockport City Schools. They will be greatly missed by the chapter as both Betty and her husband have participated in all phases of chapter activities.

**CORRECTION CORNER**

*This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.*

**Not So Random Thoughts**

By JACK SOLOD

THE PAPERS say, "British Civil Service gets raise of 5 percent" — this on top of a 7 percent raise last year, for a total of 12 percent in 14 months. U. S. Government raise this year averaged around \$385, NYC boosted pay this year. New York State civil service raise the past year could fit in your right eye and still not interfere with 20-20 vision.

Bill before President Eisenhower certain of his signature calls for a boost of up to 12 percent in pensions for retired Federal employees. This is a good one, deserves a little looking into by other government jurisdictions.

Rumor has it that a uniform allowance and some form of pre-paid health plan look good in 1956. Fringe benefits have their place, but let's not overlook the main objectives — decent pension plan and 40-hour week same pay . . . Morale of employees at Napanoch Institution on the upgrade due to good job by Acting Superintendent Harding.

A sergeant's vacancy occurred in one of the upstate prisons. Three men were certified from the list and "asked" to appear for a personal interview by the warden. These men traveled hundreds of miles on their own time and paid all their own expenses. What gives here?

Attended the recent delegates' meeting on the dues raise. The consensus seemed to be, "Let's get off as cheap as possible." County employees deserve a big hand for sacrificing additional 50-cent refund. Personally I think \$10 a year could get more results.

Recent minutes of Southern Conference meeting sent to all Conference chapters contained 10 full pages. Charlie Lamb must have worked plenty of overtime getting this out . . . How come Great Meadows Prison had no delegate at the recent Correction Conference? . . . Many guards going to St. Lawrence for a week of in-service training on crime prevention and juvenile delinquency.

Next legislative session shapes up a real live one. Demands for increased services, more pay, better roads; may mean higher taxes — and 1956 is a Presidential election year, too.

**ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE**

**Rochester Hospital Aides Hold Picnic**

ROCHESTER, Aug. 15 — Some 400 members and friends of Rochester State Hospital chapter had a most enjoyable time at the seventh annual picnic at Mendon Ponds. Bill Rossiter, president, wishes to thank all the merchants, and members of the various committees for making the event so successful.

Mary Lou Knob's 10th birthday was celebrated by Knob-Troutman American Legion Post 1495 at the Party House. Eighty members, their wives and friends attended.

Dr. Guy Walters acted as toastmaster with Frank Jurlen, Post County Commander, and Mrs. Alverta Robbins, American Legion auxiliary president, as guest speakers. A membership citation was presented to the Post by the Monroe County Commander.

New officers for 1955-56 are: Herbert Leake, commander; Frank Annunziata, 1st vice commander; George Edwards, 2nd vice commander; Joseph Franklin, adjutant; Russell Hopkins, finance officer; Leo Lampron, service officer; Clayton Miller, historian; Thomas Gilmore, chaplain; Paul Totten, sergeant-at-arms.

The chapter extends a hearty welcome to the hospital staff of the following: the Rev. L. James Callan, Catholic chaplain; Rabbi Aaron Solomon, Jewish chaplain; Ruth B. Warren from St. Lawrence State Hospital, principal of

the School of Nursing; Everett Sambrook, a graduate of Gowanda State Hospital, as an instructor in the School of Nursing.

Welcome back to Jane Olmstead, who has returned to work in the Howard Women's Service.

The following nurses are attending a six-week summer school session at the University of Rochester: Mary Guest, Marie Kelly, Beverly Williams, Vida Denny and Robert Russell.

A retirement party was given for Rose Fallon in the Club Rooms of Van de Mark Hall, where some 200 fellow employees and friends gathered to bid her farewell. Mrs. Fallon has given more than 35 years of service to the State, 33 years of which were spent in the pharmacy.

**Syracuse School Welcomes 2 Aides**

SYRACUSE, Aug. 15 — Employed Mrs. Jennings back to the ccs at Syracuse State School well-sewing room, and Mrs. Luller, too. Mrs. Jennings suffered a severe shoulder injury and Mrs. Luller had been injured in a fall.

Sympathy is extended to Mrs. Dwyer on the loss of her husband, and to Mrs. Denensha, whose husband also passed away.

**Central Islip Unit Congratulates Couple**

CENTRAL ISLIP, Aug. 15 — Mr. and Mrs. John Pick were con-

gratulated by Central Islip State Hospital employees when the couple celebrated their 35th wedding anniversary.

Returning to the hospital after long absences are Mrs. Agnes Gibson, of the occupational therapy department, on sick leave for two months; Waldo Dunn, cashier, who had pneumonia; Mrs. Mary Ann Pattee, on educational leave from the School of Nursing, and Mrs. Elizabeth Jensen, on sick leave six weeks.

Margaret Jones, occupational therapist, retired Aug. 1 after 28 years' service. She was given a surprise party two weeks earlier.

**A. L. Dunckel Chapter Names Mrs. Van Ness**

SARATOGA, Aug. 15 — At the annual meeting of Adrian L. Dunckel, Saratoga chapter, CSEA, held in the Hall of Springs, at Saratoga Spa, the following officers were re-elected: Mrs. Marie Van Ness, president; Mrs. Muriel Decker, vice-president; Mrs. Marion Dunckel, treasurer, and Dorothy Folts, secretary.

Spa Employees' Fund officers re-elected were Mrs. Hazel Folts, trustee, and Elizabeth Murphy, secretary-treasurer. In addition to Mrs. Van Ness and Joseph Folts, past president, the delegates elected were Mrs. Muriel Decker, Mrs. Lillian Ponzer, and George Millis. A resolution was read on the

death of John Hamill, a chapter member and Spa employee for 29 years, who died June 27 while on duty.

August 18 was selected as the date for the annual card party, to be combined with a hobby show. Mrs. Margaret Landry was appointed general chairman, with Elizabeth Murphy in charge of the hobby show.

Preceding the meeting a buffet supper, was served on the committee in charge of the supper were: Mrs. Decker, chairman, Mr. Folts, Mr. Millis, Rudolph Phescott, Mrs. Eleanor Gurtler, Mrs. Cassie Judge, Mrs. Josephine Lanaro, Mrs. Mamie Verrigni, Mrs. Mary Smith, Mrs. Hazel Folts, and Mrs. Mary McIntosh.

**Albany Thruway Unit Elects New Officers**

ALBANY, Aug. 15 — State Thruway chapter, Albany Division, held an organization meeting at the

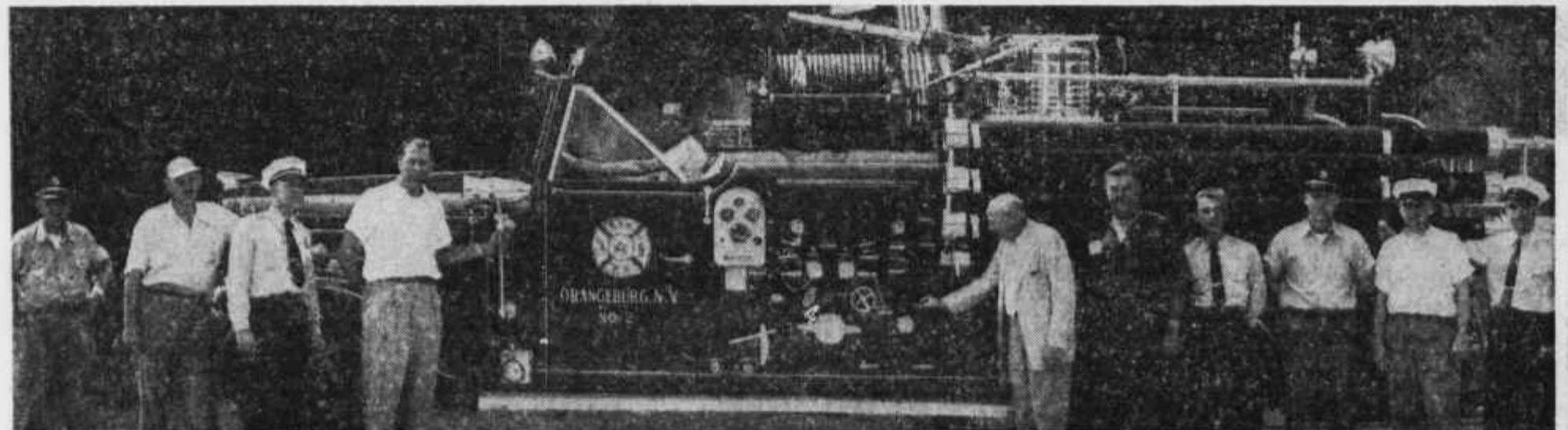
Civil Service Employees Association headquarters in Albany on August 2.

Results of the election for permanent officers were: president, Bruno A. Miseno; vice president, Richmond Bee; secretary, Robert P. Hodder; treasurer, George O. Hill; corresponding secretary, Philip Corcuerra.

Executive council: (Due to a tie vote for the members of the executive council for the Albany Interchange, it will be necessary to have a run-off election.) Catskill, Clifford D. Butler; Amsterdam, Francis E. Knowlton; Kingston, Paul Hammel; Toll; Catskill, George J. Wilk; New Paltz, George A. Vache; Albany, Francis A. Hulst; Amsterdam, Andrew Laskowsky; Schenectady, Charles L. More.

The officers were installed by Philip Kerker, CSEA public relations director.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.



New star of the Rockland State Hospital Police and Fire Departments is this shiny 240-horsepower, 1,000 gallon triple combination pumper. At the wheel is W. Herman, County Fire Coordinator and a member of the Safety Division. Others, from

left, are Fireman Winne, Volunteer Fireman Tygart, Chief Fred Kennedy Jr., and Underwood Blaisdell, hospital business officer. To the left of Dr. Alfred M. Stanley, hospital director (testing one of the new truck's levers) are J. McGee, re-

presentative of Ward LaFrance, fire truck manufacturers; Patrolman Maier, Fireman McSharrar, Sergeant Merritt and Patrolman D. Gallarano. After making exhaustive tests, these experts declared themselves well satisfied.