

F HENRY GALPIN
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No. 1 State Aide Signs Up



Governor Averell Harriman signs a payroll deduction slip to purchase U.S. savings bonds. Comptroller Arthur Levitt, general chairman of the State Employees Savings Bond Drive, looks on. More than 5,000 State aides are serving as volunteer "Minute Men" in the current bond drive.

Levitt to Confer with Assn. On Rise in State's Rates for Both Mileage and Subsistence

ALBANY, Sept. 5 — Hopes for an adjustment in the present State mileage and subsistence allowances gained solid basis with the announcement that the Civil Service Employees Association and State officials are scheduling conferences on the subject.

In a letter to John J. Kelly, Jr., assistant Association counsel, State Comptroller Arthur Levitt agreed to a meeting on allowance readjustment, stating that the "matter has been of concern to me, too, for some months."

The Association's special committee on subsistence and mileage rates, under the chairmanship of Roy McKay, has had the aid of F. Henry Galpin, Association research analyst. The committee has been preparing data to show that the \$11-a-day subsistence allowance is inadequate.

Costs Rise

At present, State employees are allowed, \$1 a day for breakfast; \$1.50 for lunch; \$2.50 for dinner, and \$6 for a hotel room. This is the maximum allowance and does not cover unusual expenses, which are reimbursed by the State.

Research by the Association's special committee and Mr. Galpin has shown, however, that the aver-

age room rate in hotels during 1954 was \$7.50 a day. Their figures also shows an increase of 20 percent in meal costs at hotels during last year.

The present mileage rate of 8 cents per mile for the use of employee automobiles on State business is also in need of adjustment, the committee reports. Car operating costs have risen considerably in the past four years and a survey of car allowance in

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Coccaro, Miss Debes Nominated By Petition for CSEA Office

ALBANY, Sept. 5 — Two persons have been nominated by petition for office in the Civil Service Employees Association. Angelo J. Coccaro of Kings Park State Hospital received the required number of signatures and has been certified as a candidate for 3rd vice president.

Marie Debes of the Albany office, Civil Service Department, will be a candidate for that department's post on the State Executive Committee.

The petitions were certified by the Board of Canvassers, headed by Mrs. Mildred O. Meskil. Other committee members are George W. Hayes, Isabelle M. O'Hagen, Leonard F. Requa, and Margaret Sayers.

Names of those selected by the Association's nominating committee, and the two independent candidates, are now being printed on the official ballots, which are expected to be mailed out about September 15.

State Aides To 'Bone Up' On TV Repair

ALBANY, Sept. 5 — A TV conference for employees doing television maintenance and repair work in State institutions has been arranged by the Department of Civil Service for September 19 to 23 at Marcy State Hospital.

Representatives will attend from the Departments of Mental Hygiene, Correction, Social Welfare and Health.

The conference is an outgrowth of a TV school which was held at Haverstraw last year. Its objective is to bring together State personnel responsible for television repair and outside experts in this work. The first conference was held at Rockland State Hospital.

Who'll Do the Talking

The designing of TV installations for old and new buildings will be discussed by Emilio Buchaca of the State Department of Public Works. Edward Garrigan of the RCA Service Company will take up maintenance of TV antennas. Trouble shooting of various types will be covered by Don Winters of Sylvania Electric Products. A guided tour of the Utica Communications Works will conclude the program.

The conference is under the supervision of William A. Law of the Training Section of the Department of Civil Service. More information may be obtained from Dr. Charles T. Klein, director of public employee training.

ALBANY, Sept. 5 — Although no members have yet been appointed to the new grievance board for State employees, Alexander A. Falk, President of the State Civil Service Commission, has asked all State agency and department heads to start developing grievance procedures at once.

The purpose of a memorandum he issued is to reduce to a mini-

mum delays in getting the new grievance machinery in operation.

The new grievance set-up was established by an executive order from Governor Averell Harriman last month.

Department heads are responsible for procedures to be used in their agencies, but these procedures are subject to approval by the grievance board.

The order itself, Commissioner Falk said, provides the broad outline for setting up the grievance plan for each department. He called attention to some of the problems that the departments might encounter, such as determining the number of stages in the procedure and time limits involved.

Text of Memorandum

The full text of the Commissioner's memorandum follows:

"In order to reduce to a minimum the delays involved in getting the new grievance machinery in operation, it is requested that you develop the procedure for your agency just as soon as possible. It is recognized that since the Grievance Board has not yet been appointed, there has been no opportunity for it to develop and adopt rules and regulations for the further guidance of department and agency heads. I believe, how-

ever, that you can, with the guidance provided by the Executive Order itself, make real progress in the establishment of the procedure for your agency. While the Civil Service Department has no desire to encroach upon the functions of the Grievance Board, we shall, upon request, be glad to assist you.

Some of the matters to which you may wish to give consideration in establishing your procedure are the following:

1. Identification of "supervisory" positions for the purpose of the grievance procedure.
2. Methods for arranging conferences with employee representatives pursuant to Section III.5.
3. Reporting of grievances processed.
4. Determination of the number of stages in the procedure.
5. Definition of the stages for various parts of the organization.
6. Time limits for processing of each stage.
7. Identification of the representative, if any, to represent the department or agency head in informal hearings at the second stage.
8. Identification of the official, if any, to represent the department held in the final determination of grievances at the second stage.
9. Method of notifying employee of decision at each stage.

The above is not intended to be exclusive, but merely indicates the types of matters which you may

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More Aides at Napanoch, Improved Work Conditions Urged in Official Report

ALBANY, Sept. 5 — Improved working conditions and facilities have been recommended for the State Correction Department's Institution for Male Defective Delinquents at Napanoch.

An official State inspection report calls for many improvements at the institution, which would benefit both employees and inmates.

The report, issued by the State Correction Commission, proposes:

New Buildings

(1) That a new education building, auditorium, kitchen and mess hall be provided.

(2) That telephones be installed in the North Hall and the South Hall so that officers in charge of

a housing block do not have to leave their post when summoned to the phone.

(3) That better lighting be installed in classrooms and school offices.

(4) That the position of Catholic chaplain be made a full-time post.

(5) That at least two additional teachers be employed.

Safety Measures

(6) That certain safety measures be taken such as brakes on 11 chairs in the institution barber shop and the fixing of the stone steps at South Hall, now in a "hazardous condition."

These are only a few of some 19 recommendations that the inspection report suggested.

Institution employees received high praise from the inspecting team for the cleanliness of the plant.

Praise for Aides

The official report declared: "The exceptionally high degree of cleanliness and order maintained in the housing quarters and the out-lying buildings is commendable."

The report was submitted by Charles D. Mullady, assistant secretary of the commission. The inspection dates were June 7 and 8. At that time, a custodial staff of 158 under the direction of Lloyd V. Wilklow, acting superintendent, was caring for an inmate population of 1,021.

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U. S. Employees Face Charges When Relations with Russia Worsen, Security Probers Hear

WASHINGTON, Sept. 5 — Favorable comment about Russia when relations between the United States and that country were good were used against Federal employees to force their resignation, or even cause their dismissal, on charges under the loyalty program. So the Security subcommittee of the Senate Post Office and Civil Service Committee was informed by Joseph L. Raugh, Jr., an attorney, chairman of the Americans for Democratic Action.

Jewish Group Heard

The American Jewish Congress joined with Mr. Raugh's group in asking that reforms in the loyalty program include the right to be confronted by and to cross-examine accusers, and that only employees in "sensitive" positions be subject to the program. Such positions would be in departments

or agencies that deal with national defense or security.

Mr. Raugh said that the recent turn for the better in relations with Russia prompted President Eisenhower himself to issue a directive forbidding official spokesmen from saying anything against Russia. The directive was issued after the Geneva conference at which Russia showed some signs of being a bit conciliatory. If the President were a competitive employee, and if the situation regarding Russia should change to one of unfriendliness, then the same charge of being a security risk could be faced by Mr. Eisenhower as Federal employees had to face in the tenseness of 1953 and for remarks they made about Russia during a previous era of good feeling toward that nation, said Mr. Raugh.

New Patrolman Exam Back in Picture Again

NYC has been trying hard to fit the patrolman (P.D.) exam into an early schedule for receipt of applications, and while it has not yet set the application dates, it has decided to "order" the exam held. That is the first step toward holding it.

When the City Civil Service Commission meets this week it is expected to order the exam held.

The Police Department has been anxious to have the test held soon, and the Personnel Department has been trying hard to oblige it.

The new starting pay of a patrolman grade 4, is \$4,000 a year and changes as follows: grade 3, after the first year, stays at \$4,000; grade 2, after the second year, \$4,700; grade 1, after three years, \$5,215.

Former Requirements

The minimum requirements in the new test will be set probably a few weeks after the "ordering" is done. These requirements are expected to be about the same as those in the last test, with age 20 as minimum.

The principal requirements in the last test follow:

Ages: The Administrative Code provides that only persons shall be appointed patrolmen who shall be at the date of filing an application less than 29 years of age. No person who has not reached his 20th birthday on the last date for the receipt of applications may file an application. However, no person may be appointed unless he has reached his 21st birthday.

Exception: All persons, who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time they spent in military service from their actual age in determining their eligibility (Sub. 10a, Section 243, Military Law).

At the time of investigation, applicants will be required to submit

proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful material misstatement will be cause for disqualification.

Requirements: There are no formal educational or experience requirements for this position. At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence.

Good Character

Proof of good character will be absolute prerequisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the uniformed forces of the Police Department. In addition, the rules of the City Civil Service Commission provide that no person convicted of petty larceny or who has been dishonorably discharged from the army or navy shall be examined or certified or appointed as a patrolman.

The Police Commissioner is required by law to appoint only one out of every three candidates certified for appointment by the City Civil Service Commission. He thus has a discretionary power to refuse to appoint a candidate. After a candidate has been "passed over" three times by the Police Commissioner, no further certification of his name will be made.

Applicants must not be less than 5 feet 7 1/2 inches (bare feet) in height and must approximate normal weight for height.

Required vision, 20/30 for each eye, separately, without glasses.

Tests: Written, weight 100. The written test will be designed to test the candidates' intelligence, initiative, judgment and capacity to learn the work of a patrolman.

LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Police Lieut. Test To Reopen for 3 Days

The exam for promotion to lieutenant (P.D.), for which applications were received by NYC in June, will be reopened for three days, September 12, 13 and 14. The written test will be held on October 1, as originally scheduled.

Promotions to sergeant, made subsequent to the previous closing date, qualified additional members of the force to take the test. The Personnel Department ordered the reopening to spare the additional men a wait of at least a couple of years until the next test is held.

Study material for the test is given on Page 15.

Albanian Tops Thruway Toll Collector List

ALBANY, Sept. 5 — There are 1,139 eligibles on the Thruway toll collector list, the State Civil Service Department announces.

The roster is headed by Peter P. Czwakiel of Albany, with five other upstaters as runners-up: Michael Landes of New Paltz, Richard L. Hayes of Syracuse, Melvin S. Foster of Schenectady, James H. Menzies of Buffalo, and Walter S. Marx of Auburn. Mr. Czwakiel's 106.67 score includes 10 points as a disabled veteran.

Forty-nine of the candidates earned 100 per cent or more, all, of course, including veteran credits. First 68 persons on the list, in fact, gained those positions with veteran credit.

No. 69 on the roster is the first woman, Bernice G. Dodge of Verona.

1,229 Failed

A total of 2,800 had applied for the jobs which start at \$2,870 a year. There were 1,229 failures, 385 were absent from the exam, 13 disqualified and 34 disapproved, the Civil Service Department reports.

73 on Bridge List

Seventy-three of the 151 who applied for toll collector jobs with the State Bridge Authority have "made" the eligible list.

Heading the roster is Michael Landes of New Paltz, who scored 106, including 10 points as a disabled veteran. Mr. Landes is No. 2 on the Thruway toll collector list.

Competition Urged in Filling Lawyer Jobs

WASHINGTON, Sept. 5—A program in which attorneys would be selected on the basis of competitive examination is being considered by the U.S. Civil Service Commission.

A direction to hire its lawyers through the merit system is contained in the new Railroad Retirement law, approved last week by the President. The new law specifically limits political jobs in the agency to a special assistant to each of the three board members.

Observers here see a trend to Government-wide anti-patronage provisions. It is reported that Congress will consider similar legislation next year to put restrictions on political jobs in other agencies.

Looking Inside

By H. J. BERNARD

Civil Service Has Been Playing Second Fiddle Much Too Long

THE PRESSURE on civil service administrators is so great because government expects to get more for its money than it pays, in hiring many employees, that not every civil service commissioner or personnel director can stand the strain.

So far the Personnel Department in NYC, still in the throes of the Career and Salary Plan, has stood the test fairly well, although there have been occasional signs of frayed tempers. Joseph Schechter, the Personnel Director, has a definite limit to his patience, but has stretched that limit in a good cause. Despite all the recent controversy over pay, titles and job descriptions, he has won the acclaim of employee groups for the democratic way in which the operation is being conducted, and for his fairness and sense of justice.

Macy Spreads the Good Word

The State Division of Classification and Compensation, which deals with the same problems that confront Mr. Schechter, is more philosophical. It would be difficult indeed to put up any argument that would disturb J. Early Kelly much. Mr. Kelly is the director of that division.

In the Federal government the situation is still calmer, in fact, too calm, for there is still a reluctance to go along with employee ideas, as against administration ideas, although the situation has improved. John W. Macy Jr., the executive director of the U.S. Civil Service Commission, is largely responsible for the new look. Not only does he lend an attentive ear to employee requests but he even attends their conventions and gives them learned yet sympathetic discussions of the ruling problems of the day, and even broaches possible solutions. If there is a little too much of technical jargon in some of his speeches, he can not be blamed. Though brilliant, he is still young, and subject to the influence of wiser heads who make a practice of using more words than necessary, and the longer and more technical ones, the better.

But through all the vexation of the civil service administrators, the worst difficulty is to be able to procure the calibre of employees that the government wants at the price the government is willing to pay. All that the commissions and personnel directors can do is to produce eligible lists from which the departments and agencies may hire the best talent that can be obtained at the salary offered. Every civil service commissioner and personnel director in government secretly wishes that mass recruitment was not subject to such defeating monetary limitations.

The Sorry Side

Behind all this is the sorry fact that national, State and local government administrations do not show as much interest in civil service administration as they should. There are signs of improvement. Governor Averell Harriman of New York is on record as having said that as many jobs should be put into the competitive class as possible. Mayor Robert F. Wagner of NYC actually assumed personal responsibility for civil service administration, the first chief executive of any branch of government, so far as I know, to have done so. He even said he wants the Career and Salary Plan to be a model for all the other local, as well as State governments, and even the Federal government. The only hitch is that with the \$28,000,000 appropriation, full accomplishment was impossible. Thus the newly created Personnel Department was handicapped from the start.

A real NYC reclassification, all inequities eliminated, a salary schedule a model would cost about \$100,000,000.

Relative Importance

A government administration should ask its classification arm to report how much it would cost to put all salaries on a realistic basis. After this estimate is checked, and the budgeting process begins, provision should be made for including the required amount. The policy of cutting the recruitment cloth to the pattern of a short budget had too often been tried, and too often found wanting.

Difficulty in "finding" the money may be real, but greater by far is the difficulty of convincing top executives that hardly any operation that government performs is more important than proper recruitment. It is time the right arm of civil service played first fiddle, instead of second.

No Need to Do Anything To Get Higher U.S. Pension

A new law increases most annuities under the U.S. Civil Service Retirement System.

Who Receives the Increase — You will receive an increase if your regular annuity is at least \$5 but less than \$342 a month.

Amount of the Increase — If your annuity began before July 1, 1955, the monthly increase will be 12% of any annuity up to \$125 and 8% of any portion over \$125; if your annuity began during July or August 1955, the monthly increase will be 10% of any annuity up to \$125 and 7% of any portion over \$125; all increased monthly annuities will be adjusted to the nearest dollar.

Limitation on Increase — No increase may be more than the amount which would raise the regular annuity to \$342 a month.

General Information — The increase will begin with the November 1, 1955 check which pays annuity for October; if you are a retired employee, your increase will not raise any annuity which may become payable to your survivors; if you receive a check which includes several survivor annuities, each annuity will be adjusted separately, and you do not need to write to the Civil Service Commission or fill out any forms to get this increase.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Labor Day and the American Worker

Labor Day, celebrated by all in the United States as the day of recognition of the American worker, had its beginnings in the late nineteenth century. For many years during the '80s the forerunner of all labor parties in this country, the Knights of Labor, paraded on the first Monday in September. At the impetus of this group, in 1884 all workers in the country joined in a drive to have this day considered a national holiday. The first state to give recognition to Labor Day was Oregon in 1887, and within a few years New York, New Jersey and Colorado adopted similar legislation.

Congress Recognizes Labor

The Congress in 1894 passed a bill making Labor Day a legal holiday throughout the nation.

At the time, in 1884, when the Knights of Labor were agitating for this recognition, the labor movement in this country only had about 200,000 followers. Today there are approximately 16,000,000 members in the various labor groups in the country. These include organized federal, state, county and local government employees.

Our Part in the Labor Movement

We are a part of this labor movement. Although the organized Government workers constitute only a small segment of the 16,000,000, they have made material gains in recent years. Labor figures, reflecting the size of governmental employee groups, are hard to estimate. Only a few of the organizations publish their membership figures, and nowhere is there a complete or adequate listing of all the governmental employee associations. We can only guess at the growth from knowledge of our own Association and one or two other groups. From this knowledge it is safe to assume that along with the increasing size of government, employee organizations are also growing.

Government Is an Industry, Too

The labor movement in the government industry, as it has been called, needs the understanding and support of every government worker. The government industry has become so big and so complex on all of its levels that a labor group in it has become vitally necessary. The problems of the worker in government are essentially the same as those of the worker in industry. Both are human beings. The same forces which play upon one play upon the other. It is true that the structures within which they work may be different, but this fact does not negate the need of employee organizations.

Recognition Comes Through Effort

It is only through collective effort that the government employee can achieve the recognition of the dignity of his position, keep his pay scales adequate and in tune with the changing times, and be the recipient of the other benefits accruing to the industrial worker. Unless he recognizes this, and becomes a part of the movement, his progress towards equality with industry will be as slow in the future as it has been in the past.

The Association and You

Your employee organization—the CSEA—needs the earnest and sincere membership of all state, county and local employees in the state.

Labor Day should be a day of inspiration and organization of our Association, as well as a day to commemorate the history of the American workman.

Metropolitan Conference To Set Full-Year Program

QUEENS VILLAGE, Sept. 5 — The Metropolitan Conference, Civil Service Employees Association, will formulate its program for the coming year at its September 10 meeting at Creedmoor State Hospital.

The session gets under way at 3 P.M. in the social room of the hospital's assembly hall.

Creedmoor chapter, CSEA, will be host to the Conference.

Chapter presidents in the metropolitan area have been requested to tell Conference Secretary Edith Fruchthendler how many delegates will be representing their chapter at the meeting. This will facilitate making refreshment arrangements, Miss Fruchthendler said. She may be reached care of the Public Service Commission, 199 Church Street, New York 7, N. Y.

Henry Shemin is Conference president.

The CSEA group is meeting at



HENRY SHEMIN

Creedmoor at the invitation of Dr. Harry LaBurt, director.

Team of Dickinson, Pittoni Reunited in State Commerce Dept

ALBANY, Sept. 5 — It isn't generally known but New York's Commerce Commissioner and the First Deputy Commerce Commissioner are old friends and political buddies.

Commissioner Edward T. Dickinson and Mario Pittoni, first deputy, organized the first Young Democratic Club in Nassau County in the early 1930's.

Mr. Pittoni was sworn in to his new State post last week in the Governor's Office, with Mr. Dickinson at his side. Many years earlier both had served as organizers and officers of the Nassau Young Democratic movement.

With Mr. Pittoni, for the official State ceremony, were his wife and three children, Judge Joseph Suozzi of Glen Cove and Mr. and Mrs. Frederic Henjes, his wife's mother and father, Samuel London, deputy secretary of state officiated.

Safety Expert Will Address Western Group

AVON, Sept. 5 — Arthur McCaughey will be principal speaker at the September 10 dinner meeting of the Western Conference, Civil Service Employees Association.

The Retsof resident, who has served with the State Troopers, Livingston County Sheriff's Department, and as safety director in private industry, will discuss highway laws and safety on the roads.

In the afternoon, the Conference will hear an address by Thomas L. Bransford, director of examinations for the State Civil Service Department. Claude E. Rowell will preside.

County Aides, Too

William Hudson will chair an afternoon session of county and local employees.

The meetings will be held at the Avon Inn, beginning at 3 P.M.

Industry State School chapter, CSEA, will be host.

Dr. Allen Assumes New Duties as Head Of Education Dept.

ALBANY, Sept. 5 — New York State's new Commissioner of Education took office officially Sept. 1 in a simple but impressive ceremony in the Regents Office of the State Education Building.

Dr. James E. Allen Jr. became the eighth commissioner to serve the State's public school system since the department was established in 1904.

The occasion was marked by the warm congratulations of the department staff.

Dr. Allen is a native of West Virginia, the son of a college president. He first joined the State Education Department in 1947 as an assistant to the late Commissioner Francis T. Spaulding.

When Dr. Lewis A. Wilson was named commissioner in 1950, Dr. Allen became deputy commissioner.

Dr. Allen is a Harvard graduate, served as secretary to the faculty and director of placement in the Harvard Graduate School of Education and also did research at Harvard's Center for Research in Educational Administration.

Tentative Agenda Issued For CSEA Annual Meeting

ALBANY, Sept. 5 — The 46th 1955 annual fall meeting of the Civil Service Employees Association will be held Monday and Tuesday, October 10 and 11 at the DeWitt Clinton Hotel and at CSEA headquarters here. It promises to be the largest meeting the Association ever held.

Salary Goal Is Prominent

The meeting is expected to be highlighted by delegates' approval of a resolution urging the State to appropriate a substantial amount to correct existing salary inequities, and to provide an adequate overall pay plan.

The CSEA salary committee recommended a \$30,000,000 appropriation.

The resolutions committee at its meeting last week also took up the question of a salary appropriation.

Resolutions on the 40-hour week for institutional employees, on improved pension benefits and time-off provisions, and hospital and medical insurance, are also covered by resolutions submitted to the Committee.

The annual session will be climaxed on the evening of October 11 by announcement of election results for statewide office and for the departmental representatives on executive committee.

This will be the first time in CSEA history those elected will serve two-year terms.

Proposed Agenda

The tentative agenda calls for the registration of delegates on Sunday evening, October 9 and Monday morning, October 10. At 10 A.M. on Monday, departmental conferences will get under way. In the afternoon there will be a business meeting, followed by a social gathering at Association



JOSEPH D. LOCHNER Executive Secretary, CSEA, is aiding the committee that is arranging the 45th annual meeting of the Association.

headquarters, where music and refreshments and renewal of acquaintances will take place.

On Tuesday, delegates will convene to vote on the several dozen resolutions.

That evening will be devoted to the dinner, at which time election results will be made known, and a guest speaker, as yet not announced, will address the group.

First notices on the details of the annual meeting are expected to be sent to chapters on September 7. Those who will attend the Albany session will be warned, as in previous years, that making hotel reservations early is a "must." Chapters will also be asked to tell headquarters how many delegates will attend, and who they will be.

Joseph D. Lochner, executive secretary of the CSEA, is handling the administrative work on the committee in charge of the meeting.

Career Workers -- Unsung Heroes of Flood Relief Work

ALBANY, Sept. 5 — Governor Harriman, in speeding aid to the flood disaster areas of New York State, depended largely on a "team" of State employees and officials, many of them career workers.

The State's helping hand to the disaster-struck communities was a cooperative venture by many departments and agencies.

The latest and still unpublicized aid given by the State was the assignment by Comptroller Arthur Levitt of two top-ranking municipal examiners to make a tour of the flood areas to aid local officials in meeting the many fiscal problems brought about by the storm.

Audit and Control

The Audit and Control employees, now in the field, are Edward J. Brown and John Meek, both associate examiners of municipal affairs.

Directing the State effort has been John W. Johnson, Superintendent of Public Works, who was named by the Governor to coordinate the program. Mr. Johnson recently met with Federal officials to work out a joint program.

A few of the Public Works personnel who have been assisting the superintendent are:

Arthur J. Nicholson, field flood control engineer, who has been working in Ellenville.

Bernard LeFevre, the department's director of highway planning, who has had charge of estimating flood damage to State roads and facilities.

James Truex, public relations director, who has been handling many of the intra-department reports concerning the flood.

A key Public Works official in directing State assistance at the local level has been James S. Bixby, district engineer with offices in Poughkeepsie.

In the first trying days after the flood, Clark Ahlberg, deputy budget director, dropped his regular duties to travel with Mr. Harriman to help draw up an overall State plan and to coordinate the activities of various State agencies.

In the Governor's office, many Harriman aides worked on the emergency including James Sunquist, assistant secretary, who is accustomed to trouble-shooting assignments.

Health Dept.

In the Health Department, Dr. John A. Degen, Jr., a district health officer, reported on water contamination in the flood areas.

At the direction of State Commerce Commissioner Edward T. Dickinson, a three-member team was organized to work in the immediate disaster area. The members: James E. McGrath, regional office coordinator; Donald J. Horn, regional manager, and Thompson Pyle, Commerce staffer in Buffalo.

County farm agents at the direction of State Agricultural Commissioner Daniel Carey inspected food supplies stored in the flood areas for possible contamination. Horton Almond, director of the bureau of

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Court Upholds Dismissal Of Employee Who Has 'Satisfactory' Rating

WASHINGTON, Sept. 5 — The Government has a right to dismiss "undesirable" employees speedily, even though they may have "satisfactory" performance ratings, the United States Court of Appeals held.

Declaring that while the Performance Rating Act of 1950 affords additional protection to Federal employees, the Court emphasized that it does not impair the right of agencies and departments to dismiss employees "in the interest of promoting the efficiency of the service."

No Mass Dismissals

The decision was made in the case of William E. Ward, discharged from his personnel job at the Cherry Point (N.C.) Marine Corps Air Station in 1951.

Following the decision, the U.S. Civil Service Commission described as "sheer nonsense" any suggestion that there would be a mass firing by the Government.

"Agencies are expected to get rid of incompetent employees," a Commission spokesman said, "but they have been doing that before 1950 and since 1950. They will continue to do so on the same basis as in the past."

Engineer Pay In Industry Up 4.5 P.C. in Year

Earnings of engineers and other technical professional employees in private industry are now about 4.5 per cent more than those of last year, according to a recent survey by the American Management Association.

Covering 20 engineering and professional job categories in 19 industries, the survey was the second on the subject made by the AMA's executive compensation service. The surveyed position, most of which are technical or highly specialized in nature, include development chemists, project engineers, industrial engineers, sales engineers and others.

In view of the great demand and short supply of professional personnel, the survey noted, the range of salaries reported in the study is "surprisingly narrow." The survey showed that the average salary for beginning engineers is about \$4,500 a year. For industrial engineering jobs, the median was found to be about \$6,000 a year; for chemical positions, \$6,500, and for electrical and mechanical engineering, \$7,000.

Leaders of civil service employee organizations point out that government is staying far behind industry on engineer pay scales.

U.S. Jobs Now Open

The U. S. Civil Service Commission urgently seeks to fill the following jobs in Federal departments and agencies throughout the country.

The jobs listed below represent the best job opportunities for those who would like to get into the Federal civil service.

Applications will be received until further notice.

Application forms may be obtained from the Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y.

An address number is given at the end of each job listing. Filled-out forms should be sent to that address. The "key" numbers stand for the following addresses:

ADDRESSES OF PLACES WHERE APPLICATIONS SHOULD BE SENT

1. First Civil Service Region, Post Office and Courthouse Bldg., Boston 9, Mass.
2. Second Civil Service Region, Federal Bldg., Christopher St., New York 14, N. Y.
3. Third Civil Service Region, Customhouse, Second and Chestnut Sts., Philadelphia 6, Pa.
4. Board of Civil Service Examiners, Mare Island Naval Shipyard, Vallejo, Calif.
5. Fifth Civil Service Region, 3 Forsyth St. N.W., Atlanta 3, Ga.
6. Sixth Civil Service Region, Post Office and Courthouse Bldg., Cincinnati 2, Ohio.
7. Seventh Civil Service Region, New Post Office Bldg., Chicago 7, Ill.
8. Eighth Civil Service Region, 1114 Commerce St., Dallas 2, Tex.
9. Ninth Civil Service Region, New Federal Bldg., St. Louis 1, Mo.
10. Tenth Civil Service Region, Bldg. 41, Denver Federal Center, Denver, Colo.
11. Eleventh Civil Service Region, Room 302, Federal Office Bldg., First Ave. and Madison St., Seattle 4, Wash.
12. Twelfth Civil Service Region, 129 Appraisers Bldg., 430 Sansome St., San Francisco 11, Calif.
13. Board of Civil Service Examiners, U. S. Naval Aviation Ordnance Test Station, Chincoteague, Va.
14. Board of Civil Service Examiners, U. S. A. F. Aeronautical Chart and Information Center, Second and Arsenal Sts., St. Louis 18, Mo.
15. Board of Civil Service Examiners, Dept. of the Air Force, Attn.: MCGCU, Wright Patterson Air Force Base, Dayton, Ohio.
16. Board of Civil Service Examiners, Philadelphia Naval Shipyard, Naval Base, Philadelphia 12, Pa.
17. Board of Civil Service Examiners, Puget Sound Naval Shipyard, Bremerton, Wash.
18. Board of Civil Service Examiners, U. S. Navy Underwater Sound Laboratory, Fort Teabull, New London, Conn.
19. Board of Civil Service Examiners, New England Div., Corps of Engineers, 567 Commonwealth Ave., Boston, Mass.
20. Board of Civil Service Examiners, Air Force Cambridge Research Center, 224 Albany St., Cambridge 29, Mass.
21. Board of Civil Service Examiners, Chicago Quartermaster Depot, 1819 W. Pershing Rd., Chicago 9, Ill.
22. Recorder, Board of Civil Service Examiners, Charleston Naval Shipyard, U. S. Naval Base, Charleston, S. C.
23. Board of Civil Service Examiners, Army Electronic Proving Ground, Fort Huachuca, Ariz.
24. Board of Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo.
25. Board of Civil Service Examiners,

- White Sands Proving Ground, Las Cruces, N. Mex.
27. Board of Civil Service Examiners, Camp Rucker, Ala.
28. Board of Civil Service Examiners, Detroit Arsenal, 28251 Van Dyke Rd., Center Line, Mich.
29. Board of Civil Service Examiners for Scientific and Technical Personnel of PLMC, Naval Research Lab., Washington 25, D. C.
30. Board of Civil Service Examiners, Marietta Transportation Corps Depot, Marietta, Pa.
31. Board of Civil Service Examiners, Corps of Engineers, U. S. Army, Ohio River Division, P. O. Box 1169, Cincinnati, Ohio.
32. Board of Civil Service Examiners, Department of the Army, Aberdeen Proving Ground, Md.
33. Board of Civil Service Examiners, U. S. Naval Air Development Center, Department of Agriculture, Room 804, Johnsville, Pa.
34. Board of Civil Service Examiners, Eastern Bldg., 215 Southwest 10th Ave., Portland 5, Oreg.
35. Board of Civil Service Examiners, The Engineer Center, U. S. Army, Fort Belvoir, Va.
36. Board of Civil Service Examiners, Dept. of the Army, Corps of Engineers, 761 S. Figueroa St., Los Angeles, Calif.
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THE JOBS

AIR NAVIGATION TECHNICIAN, \$3,175 to \$5,940.—Jobs are in Missouri. Requirements: Experience as a pilot or navigator of multi-engine aircraft, in air traffic control, aerial flight surveys, topographic mapping, map and chart construction, or as instructor in advanced air navigation. Pertinent education may be substituted. Send application to Address 14.

AIR TECHNICAL INTELLIGENCE SPECIALIST, \$5,060 to \$7,000.—Options: power plant (fuels and lubrication), biological and chemical warfare, physics and geophysics, industrial engineering, aircraft equipment, aircraft armament, aircraft materials, guided missiles, atomic energy, propulsion, electronics.—Jobs are in Ohio. Requirements: Bachelor's degree in engineering, chemistry, physics, or mathematics, plus from 1½ to 3½ years of appropriate experience. Send applications to Address 15.

AIRPLANE PILOT (Fixed Wing), \$5,060.—Jobs are in Alabama. Requirements: CAA commercial license with single engine land plane and instructor's rating, plus 1,000 solo hours in single- or multi-engine aircraft and 500 instructor hours on single-engine aircraft. Age limits: 18 to 62. Send applications to Address 27.

AIRPORT TRAFFIC CONTROLLER, \$3,795 to \$5,060.—Jobs are in Alabama. Requirements: Experience in controlling air traffic, in the control of flight operations, or in air-ground com-

(Continued on Page 12)

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Clapp Is Appointed Corporation Head

Gordon R. Clapp, former NYC Deputy Administrator, and previously Chairman of the Tennessee Valley Authority, has been named president of the Development and Resources Corporation, a new subsidiary of Lazard Freres & Co., investment bankers. The new corporation will organize and finance the development of natural resources outside the United States for governments and private industry.

David E. Lillienthal, Mr. Clapp's predecessor as TVA Chairman, heads the new corporation's board of directors.

The Deputy City Administrator post Mr. Clapp vacated is occupied by Maxwell Lehman, LEADER editor on leave.

PAYMENTS AUTHORIZED FOR INJURY, DEATH IN DISASTER

Payment to volunteer firemen who have been injured in emergency situations—or to their representatives in case of death—is sanctioned by statutory authority. Attorney General Jacob K. Javits' opinion was occasioned by an inquiry concerning the services of volunteer firemen during the recent hurricanes.

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Big Difference in Pay For Doing Same Level Of Work Is Protested

A group of employees of the NYC Board of Education has protested against being subjected to inequity under the Career and Salary Plan.

The Board of Education itself is backing up the employees' protest.

The Committee of Third Grade Clerical Employees, Board of Education, complains that putting senior clerks in grade 6 is not only unjust but conflicts with the Board of Education's own salary schedule. Grade 6 pays \$3,580. The Board's schedule for grade 3 clerks and stenographers was \$3,556 to \$4,220. Renumbering of grades under the Career and Salary Plan resulted in the former

grade 3 employees going into new grade 6. The employees say they should be in new grade 9, \$4,250 to \$5,330. The group has retained former Magistrate Eugene R. Canudo as counsel.

Canudo Submits Brief

Mr. Canudo sent a brief to the Board of Education. He set forth the job descriptions adopted by the Department of Personnel for its on-the-job survey for the titles of senior clerk (formerly grade 3) and supervising clerk (formerly grade 4). He stressed the close parallels in description of duties of the two jobs. He pointed out that the former differential in top pay of \$655 between grades 3 and 4 employees has now gone to \$1,410, and that the percentage increase for top pay, 22.8 percent in the case of grade 4 employees, contrasts with 8.5 percent for grade 3 employees, who have passed two examinations. He added that many grade 3 employees have 35 to 40 years of service.

The Board of Education urged Budget Director Abraham D. Beame and Personnel Director Joseph Schechter to recommend grade 9.

U. S. Needs Laborers At \$52 to \$54.60 a Week; Only Veterans May Apply

The laborer exam, one of the bests on the list for early receipt of applications as published exclusively in The LEADER, is now open.

The title is laborer (custodial). Vacancies exist in several Federal agencies in NYC.

Pay starts at \$1.30 and \$1.41 an hour.

The exam is restricted to area veterans. Non-veterans will not be considered. The restriction is imposed pursuant to mandatory law.

The exam is No. 2-64(55). Mention both title and number when applying.

Applicants must have had three months' experience for jobs paying \$1.30 and six months for jobs paying \$1.41, in one or a combination of the following types of work:

Performing janitorial or related custodial work, such as sweeping, dusting and cleaning.

Active service in the armed forces in any capacity, if of the

required length of time. Competition in the examination is restricted by law to persons entitled to veteran preference.

Where to Apply

Application forms may be obtained at the main post office in the Bronx, Brooklyn, Queens, and Richmond, or from the Director, Second U.S. Civil Service Region, 641 Washington Street, New York 14, N.Y. The exam is open until further notice.

The register established as a result of a previous exam will be merged with the new register. Persons who attained eligibility under need not submit a new application, since their eligibility will be continued.

Get Standard Form 60 and Card Form 5001-ABC, at a post office; or from the U.S. Civil Service Region. Fill them out completely.

Send the filled out forms to the Director, at the address above.

Duties include general cleaning, dusting, emptying wastebaskets, waxing floors, and other duties of a janitorial nature.

If appointed in the Post Office Custodial Service, employees will perform general manual labor incidental to cleaning buildings, offices and workrooms; assist firemen in smaller buildings in the care of heating plant and related equipment; care for shrubbery and clean walks, and perform related duties as required.

Requirements follow:

No Competitive Written Test

Competitors will not be required to report for a written test but will be rated on a scale of 100, on the extent and quality of their experience and training. Such rating will be based on competitors' statements in their applications and any additional evidence obtained by the Commission.

Candidates must be physically able to perform the duties of the position. Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required, glasses permitted. Ability to hear the conversational voice, with or without a hearing aid, is required. In most instances, an amputation of leg or foot will not disqualify you for appointment, although it may be necessary that this condition be compensated by use of satisfactory prosthesis. Any physical condition which would cause you to be a hazard to yourself or to others will disqualify you for appointment.

Candidates must be able to speak and understand the English language sufficiently to follow written and oral instructions. For positions which require making entries or keeping records, ability to write legibly must be demonstrated prior to appointment.

Type of Appointment

Appointments will be career-conditional unless otherwise limited. The first year of a career-conditional appointment will be a probationary period. Upon satisfactory completion of the probationary period, employees acquire a competitive civil service status. Career-conditional appointments become career appointments when employees have completed three years of substantially continuous service. Former Federal employees who have already completed the three-year service requirement will be given career appointments subject to completion of a new probationary period. Career-conditional appointments of veterans with a compensable service-connected disability of 10 percent or

STATE TAX REVENUE EXCEEDS AVERAGE

ALBANY, Sept. 5 — The State took in \$1,178,721,063 in tax revenue during the fiscal year ended March 31, 1955, Comptroller Arthur Levitt's annual report states.

On a per capita basis, the State tax revenue amounts to \$73.98, only slightly above the per capita State tax for the United States as a whole, which the United States Census Bureau puts at \$72.25.

Jr. Engineer Starting Pay Is \$180 Higher

NYC is recruiting junior engineers in the civil, mechanical and electrical fields at higher pay than formerly, now at the second step of the first grade, or \$4,430, instead of \$4,250. This action was approved by the Board of Estimate on recommendation of Personnel Director Joseph Schechter. The position is in grade 9, \$4,250 to \$4,330.

On the question of assistant engineer pay, which employee organizations want increased substantially also, Mr. Schechter made no recommendations to the Board. The reason ascribed is that as yet insufficient information has been obtained to justify a recommendation that the pay be raised. The assistant titles are in grade 13, \$5,450 to \$6,890.

Broad Study Asked

The Government and Civic Employees Organizing Committee, CIO, wants the pay raised a full grade, in each instance, not just one step in the lowest grade to the first increment level. The juniors, says the union, should be in grade 10, \$4,550 to \$5,990, and the assistant engineers in grade 14, \$5,750 to \$7,190, to meet competition from private industry and other governmental jurisdictions.

The union is dissatisfied with the one-step advance offered within grade, and wants the Board of Estimate to consider the whole subject of engineering pay on a broad scale.

Borough President John Cashmore of Brooklyn, Commissioners of the Transit Authority, and other public officials favor higher pay for engineers than Mr. Schechter recommends, on the ground that such higher salaries are necessary so that the City may recruit the type of personnel it needs. Mr. Schechter thinks the \$180 increase for the juniors will protect the City's recruitment needs, but the union replies that the effect he expected is not taking place.

more may become career appointments on completion of a one-year probationary period if recommended by the agency.

Salary is based on the standard Federal workweek of 40 hours. Additional compensation is provided for any authorized overtime worked in excess of the 40-hour week.

All career or career-conditional appointments are subject to a deduction of 6 percent for retirement benefits.

CARNIVAL TIME

ST. JUDE'S "MIAMI CARNIVAL" — St. Jude's "Miami Carnival" at 204th Street and 10th Avenue will run until Sunday, September 11th. This colorful affair, set against a Miami background, features nightly aerial acts, amusement rides and Florida displays.

The 1955 attendance award is a three bed-room house in Florida. There is no admission charge. A door prize stub is given each night.

Human Side Of the Tax Dept.

Driver License Renewals Lag; 3,500,000 Permits Expire Soon

Failure of applicants for renewal of operators' licenses to understand the new regulation requiring a physician's statement in certain cases has led to thousands of telephone calls to all offices of the State Bureau of Motor Vehicles, Commissioner Joseph P. Kelly said.

Commissioner Kelly pointed out that only those who have a history of fainting spells, diabetes, stroke, Bright's disease, excessive high blood pressure, or any heart ailment, are subject to the rule that went into effect last year, requiring the certificate.

Those applicants who have suffered any of these ailments since obtaining their last license will be denied license renewal until their cases have been reviewed by the Bureau's Safety Division.

Renewals are coming in slowly. Mr. Kelly suggests that all operators check their licenses to learn the expiration date. About 3,500,000 operators' licenses throughout the State will be void after September 30.

Hoover Group Asks Separate Budget For Each Supervisor

WASHINGTON, Sept. 5 — The idea that each personnel supervisor in the Defense Department be given his own simple operating budget has been recommended by a Hoover Commission task force.

Decentralization

In recognition that budgeting is an operation largely confined to the staff office, with most supervisors unaware of how much they spend, the task force declared:

"Decentralized operating budgets should be extended to subordinate and field levels of management. Managers at these levels

should participate in the development of such budgets, be held responsible for operating within them, and be recognized for improved performance."

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Fire Depts. Held To Need Much More Research

ALBANY, Sept. 5 — The report for the year 1955, of the former Temporary State Commission on Fire Laws, has just been published. Copies are being furnished to State and local officials, including fire commissioners and fire chiefs, and to representatives of various fire associations and insurance companies. Senator S. Wentworth Horton, of Suffolk County, chairman of the Joint Legislative Committee on Fire Laws, said that comments and suggestions of these officials and representatives had been of great value to the Fire Laws Commission.

More Research Needed

The report stresses the need for continuing legislative research on legal and practical problems involved in fire department operations, particularly those relating to payment of financial benefits to volunteer firemen killed or injured in line of duty.

The problems affect the activities of 1,600 fire departments and 110,000 volunteer firemen not only in their own communities but also in intercounty and interstate operations. In the recent flood disaster, Senator Horton said, 52 fire departments from Delaware, Dutchess, Greene, Orange, Rensselaer, Rockland, Sullivan, Ulster and Westchester counties furnished emergency aid in the Port Jervis area.

Copies of Laws Included

The report contains copies of 14 laws enacted by the Legislature in 1955 on recommendation of the Fire Laws Commission, together with explanatory notes. Included is the new law that mandates annual inspections for fire hazards in all public and private schools in the State outside NYC, Buffalo, Rochester, Syracuse, Yonkers, and Albany. There is also an article on liabilities for negligent acts and for injuries to paid firemen and volunteer firemen.

The work of the Fire Laws Commission is being carried on by the new Joint Legislative Committee on Fire Laws of which Senator Horton is chairman.

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TUESDAY, SEPTEMBER 6, 1955

40-Hour Week as Vital As Security in One's Job

The slowness of government to subscribe to the same standards it imposes by law on private industry has been one of the most disheartening aspects of public employment, but fortunately is disappearing.

The Federal government has a 40-hour week; the

New York State has a 40-hour week for many of its employees, but not those who work in institutions; Mayor Robert F. Wagner has asked Budget Director Abraham D. Beame to estimate the cost of a general 40-hour week in NYC, where such a week exists also for some employees, but not for others.



GOV. HARRIMAN

John F. Powers, president of the Civil Service Employees Association, has written two letters to Governor Averell Harriman, both urging the State to join in the general movement to conform government personnel standards to those existing in private industry.

Mr. Powers asks for a study of how to make the 40-hour week general in State employ. The Governor himself is on previous record favoring such a project. The question of cost arises. The Association offers to the Governor fullest co-operation in connection with this aspect and other facets of the improvement.

The other letter deals with making more State jobs more secure.

In public employ a different basis exists than in private industry, because appointments and promotions are made under the Merit System. Nevertheless, greater job security to the employee, as Mr. Powers points out, exists for those workers whose titles are in the competitive class, and who moreover are in that class themselves. Mr. Powers wants an earnest jurisdictional reclassification undertaken, to achieve a realistic improvement on the none too reassuring present situation whereby competent State workers in non-competitive jobs often lose those jobs for political reasons. The Association president asks the Governor for assurances that such removal will not be perpetuated during his own term.

The jurisdictional reclassification relates to putting jobs in that group of the basic classification in which they properly belong—competitive, non-competitive or exempt. The ruling purpose is to put all present noncompetitive jobs in the competitive class that properly can be assigned to the more secure category.

Both topics that Mr. Powers discusses go to the very root of progressive personnel administration. The Governor would be rendering a service not only to the employees but to the public if he undertook promptly the projects that Mr. Powers calls to his attention.

Security Program Needs Most a Policy of Fairness

A committee of outstanding citizens is to study the Federal loyalty program, to determine what is the best method of safeguarding the interests of both the government and the employees. A report is to be made to the President, including recommendations for improvement.

It should not be difficult to improve on what has been in clumsy existence in three unfortunate forms so far.

What is needed, also, is a declaration of policy under which any new law on the subject is to be administered. If such a policy is not actually written into statute, Presi-

Question, Please

WHAT IS NEW about the move to protect U. S. employees from having their salary cut in cases of downgrading of their titles? W. D. C.

Answer — Nothing. But something should come of it. The U. S. Civil Service Commission agrees on some form of protection. The bill for a statutory prohibition against pay cuts in downgrading cases was not brought to the floor of Congress for a vote.

IS IT not true that a Loyalty Review Board, as now constituted, by a U.S. Supreme Court decision, does not have the authority to reverse a departmental loyalty board exoneration of a Federal employee, but only to reverse a finding of guilt? P.L.

Answer — The assumption is correct. However, the loyalty program was changed, after the facts arose in the test case to which you refer. There is no more Loyalty Review Board. A commission, by authority of Congress, is to study the operation of the security program, and propose remedies. Two important factors are protection of employees against being subjected to hearsay and other irresponsible charges, and the right of employees to be confronted by their accusers. Confrontation is granted in most instances, but when the Government is using informers, it hides their identity. The FBI holds that if it must reveal the identity of its informers it will lose its informers.

TO WHAT EXTENT has a police department authority to refuse to appoint an eligible to the uniformed force on the alleged grounds of nervousness? I am a veteran, and saw plenty of action in World War II and in the Korean conflict. All of us who saw action may be expected to be a little nervous. Is it fair to rule us out? L.P.

Answer — Thousands who took part in the actual fighting, many of whom distinguished themselves, have been appointed to the police forces. The police department did not find them suffering from any form of nervousness. Some eligibles are denied appointment because they have a nervous condition, or a history of nervousness. Either fact, in the standards of most police departments, eliminates a candidate. One reason why police departments are so careful about cases of nervousness, past or present, is that a policeman carries a pistol. Another is that he sometimes has to cope with situations that demand coolness in the midst of others' excitement, and must exercise calm judgment.

dent Eisenhower should declare the policy consistent with any new statute, or any improved executive order he might issue.

One of the principal difficulties has been that administrators have run wild and loose, in some instances, hounding employees with accusations not related to loyalty or even national security at all. There have been accusations that, besides being irrelevant, were also false. The falsity was proved either by the employees being cleared or the regretted charges withdrawn.

Both the loyalty program, which relates to patriotism, and the security program, which deals with propriety of conduct and reliability as an employee, are in desperate need of improvement.

One easy improvement would be to extend the presumption of innocence to accused Federal employees, the same protection that, for others, is the basic law of the land.

TIME OFF

A vacationing State tax examiner has warmed the cockles of our heart by reporting on an incident which showed that the joys of our youth are still supreme.

The examiner happened to witness a dance contest during his stay at a resort. The jitter bugs, rock-and-roll crowd and the rest of the hep cats fell by the wayside when the real champ took over—an expert in the "Lambeth Walk." He won hands down, we were told.

Now all we need is a champion for "The Big Apple" and the 1930s will receive their proper niche in dance history.

One Federal employee, in filling out a job description form recently, according to "Personnel Administration," publication of the Society for Personnel Administration, described his job as follows: "Maintains high morals in the division by dispelling false rumors."

Well, a little lifting of morals in Government service can't hurt anybody.

Another job description by an employee included this explanation:

"The employee must carry out personnel procedures in accordance with exhausting regulations." All we have to say about that spelling is "Let it stand!"

It's nice to see the State and the NYC administrations of civil service on such good terms that the one helps out the other. The State Employment Service will receive applications for NYC jobs as stenographer and typist. But as the State is as hard up for such personnel as the City is, the City had better watch its step, lest the State swipe at least a few eligibles while the City isn't looking.

What we get out of the Court of Appeals decision on the time element that controls retroactive seniority for veterans is that the benefit starts when it starts and practically never ends.

Victor H. Cahalane, assistant director of the State Museum and Science Service, who, in a Federal job, kept thousands of wild animals happy in 20 national parks, will find in his new job that it is much harder to keep human beings happy.

Letters to the Editor

LOW PAY IS REASON FOR PENSION LONAS, AIDE SAYS
Editor, The LEADER:

A recent LEADER article indicated that the reason State employees are borrowing money on their pension funds is to purchase new cars, television sets, washing machines, or that they are in debt for nothing.

As one who has borrowed from the plan, I wish to assure you there is a more basic reason why loans are taken on pension funds. The reason is quite simple, to wit, the salaries State employees are receiving are insufficient to maintain a very simple standard of living. It is a sad commentary that civil service employees have to make over 3,000 loans on their pension funds in order to keep their heads above water. Perhaps if the salaries were increased to a proper level commensurate with that paid to employees in private industry, such loans would not have to be made.

STATE EMPLOYEE
New York City

HARD TO GET ALONG ON PUBLIC JOB'S PAY
Editor, the LEADER:

You have done a good job in publishing the facts about the low

pay of State, County and local government employees, the difficulties met in recruiting employees because salaries are so low, and the necessity of employees supplementing their government pay checks with pay received from outside jobs.

It is plain that public employees find it difficult to live within their income, even if they are most economical. Their income is too small to permit them to live steadily on a basis of a good standard of living, without recourse to outside jobs and borrowing. That is the main reason why the loans made by the New York State Employees Retirement System have hit a new high. It is not because the employees have gone in for the fastidious though fetching appliances, or foreign-made cars.

J. W. A.

Hempstead, N. Y.

WANTS DEPARTMENTS TO TELL WHAT THE PAY IS
Editor The LEADER:

While NYC employees are getting credit for their recent pay increases, the actual payment of the raise is postponed. Meanwhile many employees do not know what their earned salary is. Departments do not tell them. Should not the departments be obliged to do so?

FRED McGOVERN

Brooklyn, N. Y.

E. F. Gibbons New Chief Engineer in Public Works

ALBANY, Sept. 5 — Appointment of Eugene F. Gibbons of Valley Stream as chief engineer of the State Public Works Department has been announced by Superintendent John W. Johnson. Mr. Gibbons succeeds George L. Nickerson, who resigned and will assume the duties of his former post as district engineer of District 1, which has its headquarters here.

General Administrators Are Held National Need As Specialists Bog Down

General administrative ability, rather than competence as a specialist, is now being considered a need of the times, as the United States advances, both in government and private industry, to higher standards of performance and production.

Until recently there was a great cry in favor of the specialist. He was supposed to know all the answers. Maybe he did. Maybe he did not. But making the technologist the head administrative man is reported to be turning out rather badly.

Government units that have been calling for specialists in narrow fields may now start raising their voices for generalists in the administrative specialty, if one may put it that way.

The subject is discussed by J. Donald Kingsley in the latest issue of Good Government, published by the National Civil Service League.

Desperate Need for a Corps

"We desperately need to develop a corps of general administrators, with vision, breadth, and imagination," he writes. "At present, both our usual training programs and our usual routes of entry to public service are heavily weighted against such a development."

He has had wide administrative experience, for instance, in food and rug inspection and control, vocational rehabilitation, war mobilization, construction projects.

He admits he made one big mistake.

"The only time," he recalls, "that I ever ran into serious administrative trouble was early in my career in a subject-matter area in which I considered myself an au-

thority. There I learned the hard way that a good administrator does not second-guess his experts in technical matters. But if this is so, he does not need to be an expert."

He therefore reasons that administrative ability if transferrable from one special field to another, and that there is no necessity for the administrator to be an authority in the special field in which the work is being done.

General Administrators Needed

"Short as we are," he continues, "of specialists, we are more short of general administrators; of the people who can fuse ideas and mold the specialists into a team to accomplish a public objective; who devise the means to carry out broad public policy — and in the process, shape it. What we most desperately need at every level is the public administrator classically described by Henry Taylor in his book 'The Statesman': 'The magnet that draws all the separate pieces together so that they move forward in one field of force; who knows a specialist when he sees one, but doesn't try to know what the specialist knows.'"

"This need is a challenge to those who are in public careers or are embarking upon them. It is also a challenge to the schools, which have found it easier to train technicians than to fashion administrators. This is, of course, not surprising. Technique is always more readily taught than art.

Social Work Problems

"Finding personnel to administer our welfare program is, I think, a special problem, because of the high degree of professionalization in the field of social work, the nature of social work training, and particularly the philosophy upon which American social work is grounded.

"The average social worker has as little idea of the nature of administration as the average doctor. Both groups live and breathe — in general — in an administra-

(Continued on Page 10)

Aides' Year 'Round Work Gets 8-Day State Fair Rolling Merrily Along

Residents of New York State, and of just about every one of the 47 other States, who are now enjoying the New York State Fair at Syracuse see the glittering lights, the fine entertainment and the accomplished agricultural displays. It's an eight-day annual demonstration of what the Empire State has to offer. And it "ticks" because of the year 'round efforts of State employees.

The last visitor will hardly have left the fair grounds when State aides will begin the clean-up job, and the preparation for next year's proceedings.

What Preparation Was Made

Here's a brief look at how they got ready for the current Fair.

The maintenance crew and the administrative staff — all State aides — are on the fairgrounds 12 months a year preparing for the big opening day. Many years of experience with the Fair and with the State equip these people with the knowledge necessary for successful operation of the 273 acres.

Among those who help make the Agricultural and Industrial Exposition the annual success it is, are:

George W. Schilly, the business manager, who has been with the Fair for 38 years.

Kenneth J. Lindeman, head account clerk. Formerly with the Department of Audit and Control, he is now a full-time Fair employee.

Thirty-one years of experience make Mary C. Dunn, senior account clerk, an expert on space commitments. She can justify every inch of exhibit and other space requirements more knowingly than any other person on the grounds.

Mere 20 Years' Service

A comparative youngster of the permanent staff, with a mere 20 years' experience, is Elizabeth A. Bryan, senior stenographer.

Name Any Task

Among the newest civil service employees to hold a position at the Fair is Carlisle M. Cleland, senior maintenance supervisor, formerly employed at Dannemora Prison. He, like the workers, is a member of the staff of the Department of Agriculture and Markets. From 8 A.M., the time he arrives in the morning, until he leaves late in the evening, he is possibly the busiest man on the fairgrounds. The last hectic days before the Fair opens demand every minute of his time for getting the grounds in shape.

Preparing for the biggest Fair in the country is a good-sized headache, according to Mr. Cleland. "This year we put up a new front entrance, two lagoons in front of the grandstand, and constructed new walls for the auto races. Name any task and we've probably done it."

The results of these labors may be seen until September 10. After that, the employees start all over again, getting ready for September, 1954.

Booths at Fair

SYRACUSE, Sept. 5 — "Know Your Products—Get Your Money's Worth" is the slogan under which five State agencies and the NYC Health Department are participating in the State Fair.

The demonstrations, under the auspices of Dr. Persia Campbell, Governor Harriman's Consumer Counsel, are being held in booths designed and supervised by Clay-

ton Seagars of the State Conservation Department.

The Exhibitors:

Department of Agriculture and Markets: Personnel of the Bureau of Food Control will demonstrate how inspectors through egg candling make on-the-spot inspection of eggs to check retail egg quality and weights to insure that egg labeling is in conformance with State regulations. The Bureau of Markets will show proper and proper packaging of fresh produce. The Bureau of Weights and Measures will display scales and explain the State inspection program to insure honest weight for consumers.

Division of Standards and Purchase: Economic procedures developed in State purchasing will be passed along to consumers through demonstrations of a) meat inspection and grading, b) textile construction, and c) shoe construction by Division personnel.

Education Department: The Bureau of Home Economics Edu-

cation, in conjunction with practicing home economists, will help consumers with their buying habits through demonstrations of a) food labeling, b) home utensil standards, c) sweater construction, and d) dress construction.

Department of Labor: The Bedding Division, which is responsible for the establishment and maintenance of bedding standards in this State, will show the basic elements of bedding construction, how the State inspects bedding manufacture, and the use and meaning of bedding labels.

State Insurance Fund: Will demonstrate the proper use of and dangers of volatile fluids such as home cleaning fluids in the home.

NYC Department of Health: Will illustrate how the local health department can protect the consumer through food inspection. Tests will be run on milk, macaroni and meat for possible adulteration. Another demonstration will center on lead paint and the dangers of using it on children's toys.

Spotlight On Labor Dept.

How Cost Is Met When Benefits Of Unemployment Insurance Rise

WHILE the advantage of higher weekly benefits under unemployment insurance is well recognized, because present rates are insufficient to maintain a family properly during the trying period, and the Federal government appears willing to defray some additional expense, the burden of meeting the cost of any increase would fall mostly on the States.

As an example, New York State recently raised its benefit rate to \$36 a week, from \$30. This increase costs the Federal government nothing. It is financed from a trust fund created from taxes paid by employers in the State. Unless Federal legislation is enacted to provide to the contrary any such future improvement in benefits would increase the actual tax in the State that raised benefits, by reducing the tax credit allowed to the employer.

Effect of Present Law

Under the present law on segregating the Federal excise tax on employers of eight or more persons, the Federal government would not pay any increase in administration costs. Instead, the special loan fund, or refunds to States, would decrease.

It is true, however, that the Federal government defrays administrative costs, and that Federal employees and veterans are paid unemployment insurance at the Federal government's expense. That is similar to the case of any other employer who pays on behalf of his employees, except that the veterans may be regarded as "former employees." In this connection the words "servicemen" and "employee" could be treated synonymously.

State Supplies Lawyer To Claimants in Some Cases Involving Jobless Insurance

In accordance with a new law, unemployment insurance claimants whose benefit rights have been upheld by the Unemployment Insurance Appeal Board but challenged in the courts will be reimbursed for counsel's fees and other court costs.

Industrial Commissioner Isador Lubin commended the change.

The court must appoint an attorney to represent a claimant otherwise unrepresented, and will allow the claimant's attorney not more than \$150, and sanction not more than \$50 for printing and other court costs.

Conditions to Be Met

1. The employer or the Industrial Commissioner appeals to the Appellate Division from an Unemployment Insurance Appeal Board ruling favorable to the claimant.
2. The employer or the Indus-

trial Commissioner appeals or seeks leave to appeal to the Court of Appeals from a ruling relating to an Unemployment Insurance Appeal Board decision which was favorable to the claimant.

3. The claimant appeals to the Court of Appeals from a ruling unfavorable to him, provided the earlier Appeal Board decision was in his favor, and provided the Court of Appeals finds his appeal was meritorious.

Where the Unemployment Insurance Appeal Board hands down a decision unfavorable to the claimant and the claimant carries the case to the Appellate Division, there will be no allowance. Fees and disbursements allowed by the court will be paid by the Industrial Commissioner out of the unemployment insurance administration fund.

Javits Explains How Law Can Bar Some from Jobs

Attorney General Jacob K. Javits holds, in an informal opinion, that under some circumstances a discharge from the armed forces, if dishonorable, or granted under other than honorable circumstances, may disqualify a person from a job with the State or one of its communities.

The Weekly Bulletin of the State's Division of Veterans' Affairs reports on the subject, citing major veterans' rights under the State Military Law also may be affected, under the terms of the opinion.

Right to Vote

First Mr. Javits discusses the right to vote. If the veteran were discharged from the armed forces because of conviction of a felony under State law, or in a Federal court that has exclusive jurisdiction over the offense, "such conviction deprives him of the right to register or vote in this State unless he was pardoned or restored to the rights of citizenship by the appropriate authority."

In addition, Mr. Javits holds, a person dishonorably discharged because of conviction which deprives him of citizenship under the Nationality Code is not entitled to vote, since citizenship is a prerequisite.

The citizenship voting and citizenship considerations are important in civil service matters because the disqualification from voting also extends to job-holding.

When Barred from Office

Says Mr. Javits:

"Citizenship is a qualification for the holding of civil office under Section 3 of the Public Officers Law. Consequently, conviction of

an offense which carries with it loss of citizenship under Federal law disables an individual from holding civil office in this State, although a dishonorable discharge in itself does not otherwise have such consequence."

Thus, not the nature of the discharge itself, but the reason for the discharge is controlling.

He quotes Section 14 of the State Civil Service Law, which applies to communities of the State also:

"The civil service department and municipal commissions may refuse to examine an applicant, or after examination to certify an eligible . . . who has been guilty of a crime or of infamous or notoriously disgraceful conduct."

Commission's Powers

Mr. Javits comments: "Thus, it would be within the province of the Civil Service Department or Commission to refuse to examine or, after examination, to certify, any person who had received such a discharge, if the grounds for the discharge constituted infamous or notoriously disgraceful conduct.

"Furthermore, the additional credits provided for veterans in connection with competitive civil service examinations are not applicable unless the veteran was 'honorably discharged or released under honorable circumstances.'"

The Other Benefits

Such additional credits would include veteran's 10 points added to the earned score of a disabled veteran, or 5 to a non-disabled veteran, in open-competitive tests, half as many points in promotion tests. Also, retroactive seniority would be adversely affected.

NYC Tests That Open Sept. 8

The following are requirements in the September series of exams for jobs with NYC. Applications will be received starting Thursday, September 8. Last day to apply is given at the end of each notice.

Candidates must be U.S. citizens and residents of New York State. Three years' residence in NYC is requirement for appointment, unless otherwise indicated.

Apply in person at the application section of the NYC Personnel Department, 96 Duane Street, Manhattan. Applications must be made by mail to the same address only where specifically stated.

Exam number, title, salary range, minimum requirements, application fee, and last day to file applications are given in that order.

Open-Competitive

7534. ASSISTANT CIVIL ENGINEER (3rd filing period), \$5,450 to \$6,890; 149 vacancies in various City departments. Requirements: either (1) bachelor's degree in civil engineering and three years' appropriate experience, or (2) high school graduation and seven years' experience, or (3) equivalent combination of education and experience. Fee \$5. Application may be made by mail. (Wednesday, October 26).

7342. ASSISTANT DIRECTOR OF PROGRAM REVIEW, \$7,100 to \$8,900; one vacancy in NYC Youth Board. Former title of this position: assistant director of group work and recreation. Those who filed in January or February need not file application again, but may bring them up to date. Requirements: (1) bachelor's degree; (2) certificate or master's degree from school of social work; (3) seven years' experience in social work agency, including five years in group work and three years in supervisory, administrative or consultative capacity. Fee \$5. Application may be made by mail. (Thursday, September 29).

7343. ASSISTANT DIRECTOR OF YOUTH GUIDANCE, \$7,100 to \$8,900; one vacancy in NYC Youth Board. Those who filed in January or February need not file applications again, but may bring them up to date. Requirements: (1) bachelor's degree; (2) certificate or master's degree from school of social work; (3) seven years' social casework experience, including four years in field of family casework, child welfare or psychiatric casework and three years in supervisory, administrative or consultative capacity. Fee \$5. Application may be made by mail. (Thursday, September 29).

7437. ASSISTANT LANDSCAPE ARCHITECT, \$5,450 to \$6,890; two vacancies in NYC Housing Authority. Exempt from NYC residence requirement. Requirements: bachelor's degree in landscape architecture and three years' experience; or equivalent. Fee \$5. Application may be made by mail. (Thursday, September 29).

7531. CIVIL ENGINEERING DRAFTSMAN (9th filing period), \$4,250 to \$5,330; 60 vacancies in various City departments. Requirements: either (a) high school graduation, by February, 1956, and four years' experience, or (b) bachelor's degree in engineering, by February, 1956. Fee \$4. (Wednesday, October 26).

7559. COMPTOMETER OPERATOR (4th filing period), \$2,750 to \$3,650; two vacancies. Requirements: No formal educational or experience requirements, but candidates must be able to operate efficiently a Felt and Tarrant comptometer or a Burroughs calculator. Fee \$2. Application may be made by mail. (Thursday, September 29).

7389. COURT REPORTER, \$6,050 to \$7,490; 25 vacancies in

various City courts. Requirements: either (1) high school graduation and two years as legal stenographer, hearing reporter or court reporter; or (2) five years' stenographic experience, including two years as legal stenographer, hearing reporter or court reporter; or (3) certified shorthand reporter certificate; or (4) satisfactory equivalent of education and experience. Fee \$5. Application may be made by mail. (Thursday, September 29).

7472. ENGINEERING AIDE, \$3,250 to \$4,330; 36 vacancies. Requirements: either (a) high school graduation and one year's engineering experience; or (2) two years of technical training in school of engineering; or (3) equivalent combination of education and experience. Fee \$3. Application may be made by mail. (Thursday, September 29).

7476. JUNIOR DRAFTSMAN, \$3,250 to \$4,330; nine vacancies. Requirements: either (a) high school graduation and one year's drafting experience; or (2) two years of technical training in school of engineering or architecture; or (3) equivalent combination of education and experience. Fee \$3. Application may be sent by mail. (Thursday, September 29).

7307. MASON'S HELPER, \$17.85 a day; 20 vacancies. Requirements: either (a) three years' experience as mason's helper; or (b) one and one-half years as mason's helper and related training in trade or vocational school to equal three years' experience. Maximum age, 50, except that there is no top age limit for veterans, and others who have had recognized military service may deduct length of such service from their actual age. Fee 50 cents. (Thursday, September 29).

7566. OCCUPATIONAL THERAPIST (6th filing period), \$3,750 to \$4,830. Open to all qualified U.S. citizens. Requirements: either (a) graduation from school of occupational therapy; or (b) registered therapist recognized by American Occupational Therapy Association. Fee \$3. Application may be made by mail. (Open until further notice).

7347. PARKING METER COLLECTOR, \$3,500 to \$4,580; 10 vacancies in Department of Finance. Open to men only. No educational or experience requirements; candidates must be in good physical condition and able to carry a loaded case weighing up to 75 pounds. Maximum age is 50, except that there is no top age limit for veterans and others who have had recognized military service may deduct length of such service from their actual age. Fee \$3. (Thursday, September 29).

7481. PURCHASE INSPECTOR (MILL STEEL), \$4,250 to \$5,330; four vacancies in NYC Transit Authority. Open to all qualified U.S. citizens. Jobs are outside the City. Requirements: three years' experience as inspector of steel on mill work or as foreman or superintendent of steel rolling mill operations; or equivalent. Fee \$4. Application may be made by mail. (Thursday, September 29).

7383. STRUCTURE MAINTAINER, GROUP C, NYC Transit Authority, \$1.90 to \$2.14 an hour for 40-hour work week; 16 vacancies. Requirements: four years' journeyman experience in alteration, erection or fabrication of structural or ornamental iron or steel, including welding or riveting. Helper experience or trade education will be credited for part of the experience requirement. Maximum age, 50, except that there is no top age limit for veterans, and others who have had recognized military service may deduct length of such service from their actual age. Fee \$3. (Thursday, September 29).

7493. ADMINISTRATIVE ASSISTANT (IBM EQUIPMENT) (Prom.), \$5,450 to \$6,890. Open to employees of Departments of Education, Finance, Health, Hospitals, Purchase, Welfare, City Magistrates Courts, NYC Housing Authority and Police Department. Six months in any title in grades 4 and 5 of the Clerical Service. Fee \$5. (Thursday, September 29).

7519. ASSESSOR (Prom.), Tax Department, \$6,400 to \$8,200. Six months as assistant assessor (old title: junior assessor). Fee \$5. (Thursday, September 29).

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

7493. ADMINISTRATIVE ASSISTANT (IBM EQUIPMENT) (Prom.), \$5,450 to \$6,890. Open to employees of Departments of Education, Finance, Health, Hospitals, Purchase, Welfare, City Magistrates Courts, NYC Housing Authority and Police Department. Six months in any title in grades 4 and 5 of the Clerical Service. Fee \$5. (Thursday, September 29).

7453. ASSISTANT CHEMIST (TOXICOLOGY) (Prom.), Office of the Chief Medical Examiner, \$4,550 to \$5,990. Six months as junior chemist (toxicology). Fee \$4. (Thursday, September 29).

7389. ASSISTANT SUPERVISOR (POWER DISTRIBUTION) (Prom.), NYC Transit Authority, \$6,500 to \$7,000; four vacancies. One year as foreman (power distribution). Fee \$5. (Thursday, September 29).

7537. ASSISTANT SUPERVISOR OF RECREATION (Prom.), Department of Parks, \$4,550 to \$5,990. Six months as recreation leader (former title: playground director). Fee \$4. (Thursday, September 29).

7203. CABLE SPLICER (Prom.), Fire Department, \$22 a day; two vacancies. Six months as cable splicer's helper. Fee 50 cents. (Thursday, September 29).

7506. CHEMIST (Prom.), \$5,750 to \$7,190. Open to employees of NYC Transit Authority, Queens Borough President's Office, Departments of Air Pollution Control and Purchase. Six months as assistant chemist. Fee \$5. (Thursday, September 29).

7193. LINEMAN (Prom.), Fire Department, \$19.92 a day. Six months as lineman's helper. Fee 50 cents. (Thursday, September 29).

7284. STATIONARY ENGINEER (Prom.), \$19.68 a day; 48 vacancies in various City departments. Open to employees of Departments of Correction, Education, Markets, Sanitation, Hospitals, Parks, Welfare and Board of Higher Education. Six months as stationary fireman, oiler or maintenance man. Candidates must have valid NYC Housing and Buildings Department license as stationary engineer. Fee 50 cents. (Thursday, September 29).

7452. SUPERVISING FIRE ALARM DISPATCHER (Prom.), Fire Department, \$5,150 to \$6,590. Former title: supervising fire telegraph dispatcher. Six months as fire alarm dispatcher (former title: fire telegraph dispatcher). Fee \$5. (Thursday, September 29).

7410. TRAINMASTER (Prom.), NYC Transit Authority, \$7,500 to \$8,500; one vacancy. One year as assistant trainmaster or motorman instructor, or two years as assistant motorman instructor, schedule maker, train dispatcher or yardmaster. Fee \$5. (Thursday, September 29).

Visual Aid Technicians And Engineers Sought

The NYC Board of Education has two vacancies for visual aid technicians and several vacancies for civil engineers, mechanical engineers, assistant civil engineers and assistant mechanical engineers. The salary for visual aid technician will be \$3,250 a year, assistant engineer, \$5,450, and engineer, \$7,100.

Apply in person at Room 102 at 110 Livingston Street, Brooklyn.

W. J. CONWAY NAMED TO CIVIL DEFENSE POST

MINEOLA, Sept. 5 — William J. Conway, senior employment security manager of the Division of Employment, Hempstead, has been named chief of the newly organized Manpower Service for Nassau County Civil Defense.

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Dr. Studenski Analyzes Effect of Pension Ruling

Dr. Paul Studenski wrote State Comptroller Arthur Levitt, protesting the denial of pensions to workers employed under contract. The following is the third and final instalment:

Personal Effect

On the personal economic side Dr. Studenski says: "Now the officers of the retirement system, misapprehending the opinion of the Attorney General propose to knock out my service credits for these five years and three months of 'contractual' employment on the ground that I was not then a State employee; and a return is being made to me of the contributions which I made on account of this service, which with accumulated interest amount to some \$5,000. I had built my plan of economic life during these past years in part on the basis of the recognition by the retirement system of my entire range of State services including those performed under contract. I find now that these plans of mine are being

thrown into the scrapheap. Does this action make any sense to you and does it appear honorable?"

The professor asks the appointment of some unbiased expert to study the whole pension aspect of contract employment. He does not think litigation is the best way out, though advised by eminent counsel that the case could be won. Litigation takes too long and costs too much. An administrative remedy is preferred. He believes corrective and elucidating legislation would be advisable. He would like the Attorney General to restudy the legal aspects, too, and possibly clarify and amend the formal opinion that caused all the furor. That opinion was the first one that ever declared contract workers ineligible.

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

NYC to Act Soon On Police-Fire and Social Worker Tests

The NYC Civil Service Commission is expected to approve soon the official requirements for social investigator, and Fire Department exams for promotion to deputy chief and captain.

The Commission meets September 9.

The patrolman (P.D.) exam has not yet been ordered.

Not until after these actions are taken will application dates be set.

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Rent Collector Among State Tests Now Open

Exams for positions of rent collector in NYC and the State will close Sept. 16.

The salary range is \$3,360 to \$4,280.

Requirements for the position are (1) three years' experience as a building inspector or other work requiring knowledge of building maintenance, rental practices and housing conditions, or conducting field investigations or inspections and preparing reports; and (2) have a high school graduation or two years of business school or four more years' experience or the equivalent combination.

Open-Competitive

Candidates must be U.S. citizens and residents of New York State, unless otherwise indicated.

The following State open-competitive exams are now open for receipt of applications. Apply to offices of the State Civil Service Department until the dates indicated at the end of each notice.

Candidates must be U. S. citizens and residents of New York State, unless otherwise indicated.

2102. ASSISTANT HYDRAULIC ENGINEER, \$5,360 to \$6,640; two vacancies in NYC. Requirements: seven years' engineering training or experience. Fee \$5. (Friday September 16).

2104. ASSISTANT DIRECTOR FOR CLINICAL RESEARCH, \$10,470 to \$12,510; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) State license to practice medicine; (2) medical school graduation and completion of internship; (3) two years' experience in clinical and laboratory research, including supervision; and (4) either (a) three more years' experience in clinical and lab research, or (b) three years of clinical or lab training beyond the M. D., or (c) equivalent. Fee \$5. (Friday, September 16).

2105. SENIOR MEDICAL BACTERIOLOGIST (VIROLOGY), \$7,300 to \$8,890; one vacancy in Albany. Open to all qualified U.S. citizens and non-citizens. Requirements: (1) medical school graduation and completion of internship; and (2) two years in medical bacteriology, including one year in project planning and developmental research in virology. Fee \$5. (Friday, September 16).

2106. ASSOCIATE PUBLIC HEALTH DENTIST, \$7,690 to \$9,340; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) State license to

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 Columbus 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.

practice dentistry; and (2) either (a) four years' experience in practice of dentistry, including three years with public health department, or (b) postgraduate course in public health, and two years in practice of dentistry, including one year with public health department, or (c) equivalent combination. Fee \$5. (Friday, September 16).

2107. VETERINARIAN (SMALL ANIMALS), \$5,090 to \$6,320; one vacancy at Roswell Park Memorial Institute. Open to all qualified U.S. citizens. Requirements: (1) State license to practice veterinary medicine; (2) graduation from school of veterinary medicine; (3) one year in practice of veterinary medicine with emphasis on small experimental animals. Fee \$5. (Friday, September 16).

2108. SUPERVISING PHYSICAL THERAPIST (PUBLIC HEALTH), \$4,350 to \$5,460; one two vacancies

in Health Department. Open to all qualified U.S. citizens. Requirements: (1) State license to practice physical therapy; (2) bachelor's degree with instruction in physical therapy; and (3) two years' physical therapy experience under supervision, including one year with public health agency. Fee \$4. (Friday, September 16).

2109. SENIOR TELEPHONE ENGINEER, \$6,590 to \$8,070; one vacancy expected in Albany. Requirement: (1) four years' experience in construction, maintenance, operation or inspection of telephone plants, including two years in supervisory capacity; and (2) either (a) bachelor's degree in mechanical or electrical engineering, in physics or industrial engineering, plus one more year's experience, or (b) master's degree in above specialties, or (c) two-year college course in above specialties, plus three years' additional experience,

or (d) equivalent combination. Fee \$5. (Friday, September 16).

2110. ASSISTANT TELEPHONE ENGINEER, \$5,360 to \$6,640; one vacancy each at Albany and Rochester. Requirements: (1) two years in construction, maintenance, operation or inspection of telephone plants; and (2) same as in Exam No. 2109, above. Fee \$5. (Friday, September 16).

2111. ASSISTANT TAX VALUATION ENGINEER, \$5,360 to \$6,640; two vacancies in Albany. Requirements: (1) high school graduation; and (2) one year's experience in public utility, municipal or industrial valuation work; and (3) either (a) two more years' experience and bachelor's degree in engineering, or (b) one more year's experience and master's degree in engineering, or (c) six more years' experience, or (d) equivalent combination. Fee \$5. (Friday, September 16).

2112. SENIOR TELEPHONE INSPECTOR, \$4,130 to \$5,200; one vacancy each in NYC and Buffalo. Requirements: (1) high school graduation; (2) one year's experience in telephone plant construction, maintenance or operation; and (3) either (a) bachelor's degree in engineering, or (b) four more years' experience, or (c) equivalent combination. Fee \$4. (Friday, September 16).

2113. ASSISTANT DIRECTOR OF PRISON INDUSTRIES (TEXTILES), \$8,090 to \$9,800; one vacancy in Albany. Requirements: (1) eight years' experience in textile manufacturing, including five years in supervisory or administrative capacity; and (2) either (a) college graduation with specialization in industrial engineering or textile manufacturing; or (b) two more years' experience, or (c) equivalent combination. Fee \$5. (Friday, September 16).

2114. INDUSTRIAL SUPERINTENDENT, \$6,940 to \$8,470; one vacancy at Auburn Prison and one at Sing Sing. Requirements: (1) high school graduation; (2) three years of supervisory work in factory manufacturing cotton or woolen textiles, textile knit goods, sheet metal products, or shoes; and (3) either (a) bachelor's degree in industrial engineering, industrial management, production management or related field, or (b) bachelor's degree in business administration, with six credit hours in production management, plus additional year's experience, or (c) two more years' experience, or (d) equivalent combination. Fee \$5. (Friday, September 16).

2115. ASSISTANT INDUSTRIAL SUPERINTENDENT, \$5,940 to \$7,320; one vacancy each at Clinton Prison, Sing Sing, Green Haven, Institution for Male Defective Delinquents at Napanoch and Westfield State Farm. Requirements:

same as Exam No. 2114, above, except that there must be two years' supervisory experience in factory manufacturing cotton or woolen textiles, textile knit goods, sheet metal products, shoes, wooden furniture, or sewn goods. Fee \$5. (Friday, September 16).

2116. FOOD SERVICE MANAGER, \$4,350 to \$5,460; one vacancy in Hudson River State Hospital, Poughkeepsie. Requirements: (1) three years' supervising large-scale cooking in large institutions; and (2) either (a) four years' experience in large-scale cooking, high school graduation and cook's training course including dietetics; or (b) two years of such experience and two-year technical school course in food preparation, or (c) bachelor's degree with specialization in hotel management, hospital administration or related fields, or (d) equivalent combination. Fee \$4. (Friday, September 16).

2117. SENIOR EXAMINER OF METHODS AND PROCEDURES, \$5,090 to \$6,320; one vacancy with Thruway Authority in Albany. Requirements: (1) four years' business or professional experience, including either (a) two years in devising, installing and testing methods and procedures for large-scale operations, or (b) three years' experience in supervisory capacity involving devising, installing and testing methods and procedures in office management practice; and (2) either (a) four more years' experience, or (b) bachelor's degree, or (c) equivalent combination. Fee \$5. (Friday, September 16).

2118. PURCHASE SPECIFICATIONS WRITER, \$4,350 to \$5,460; one vacancy in Thruway Authority in Albany. Requirements: (1) two years' experience preparing purchase specifications for large public or private agency; and (2) either (a) four years' office or business experience, or (b) bachelor's degree, or (c) equivalent combination. Fee \$4. (Friday, September 16).

2122. PROOFREADER, \$2,450 to \$3,190; one vacancy in Albany. Requirements: one year of office experience including proofreading. Fee \$2. (Friday, September 16).

2119. JUNIOR TAX EXAMINER, \$3,380 to \$4,280; 50 vacancies in Albany, 40 in NYC, and several each at Buffalo, Rochester, Syracuse and Utica. Requirements: either (a) high school graduation and three years' accounting, bookkeeping or account-lingual experience, including one year of responsibility for proper recording of financial transactions; or (b) two-year business school course with bookkeeping or accounting, and one year's experience; or (c) college graduation and one year's experience; or (d) equivalent combination. Fee \$3. (Friday, September 16).

2120. TAX COLLECTOR, \$3,360 to \$4,280; 12 vacancies in NYC, three in Rochester, five in Syracuse, one in Utica. Requirements: either (a) four years' experience in collection, investigation, book-keeping, or legal-clerical work, including one year collecting accounts; or (b) high school graduation and two years' experience; or (c) bachelor's degree and one year's experience; or (d) bachelor's degree with specialization in accounting, law, or business administration; or (e) equivalent. Fee \$3. (Friday, September 16).

COUNTY AND VILLAGE Open-Competitive

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

2519. PROBATION OFFICER, Bronx County Court, \$4,500 to \$5,800. (Friday, September 30).

2520. PROBATION OFFICER, Kings County Court, \$4,500 to \$7,100. (Friday, September 30).

2521. PROBATION OFFICER, New York County Court of General Sessions, \$4,500 to \$7,000. (Friday, September 30).

2522. PROBATION OFFICER, Queens County Court, \$4,150 to \$6,250. (Friday, September 30).

2523. PROBATION OFFICER, Richmond County Court, \$4,000 to \$5,700. (Friday, September 30).

94. SENIOR LABORATORY TECHNICIAN, Genesee County, \$3,300 to \$3,675. Open to all qualified New York State residents. Apply to Genesee County Civil Service Commission, 83 Main Street, Batavia, N. Y. (Thursday, November 3).



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City..... Zone..... County..... State.....
Location of Car.....
Year..... Make..... Model (Old, etc.)..... No. Cyl..... Body Style..... Cost..... Purchase Date..... New Used
1. Additional operators under age 25 in household at present time:
Age..... Relation..... Marital Status..... No. of Children..... % of Use.....
2. (a) Days per week auto driven to work?..... One way distance is..... miles.
(b) Is car used in any occupation or business? (Excluding to and from work) Yes No
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MENTAL HYGIENE MEMO

MHEA Is Not Resting on Laurels

THE MENTAL HYGIENE Employees Association, which this year celebrates its fiftieth anniversary, is justifiably proud of its accomplishments at the institutional and departmental levels. Its calm, clear presentation of the facts, in conferences with hospital administrators and Albany "brass," has earned MHEA a strong berth as spokesman for the mental hospital employee. Nor is the group resting on its laurels. Its current membership drive is keyed toward a united front in the campaign to win a true 40-hour work week for institutional aides, with no loss in present take-home pay.

'Everyone Has Problems'

"Everyone Has Problems" is the theme of the Mental Hygiene Department's exhibit at the State Fair.

Some common emotional problems are being portrayed by Mother, Dad, Junior and Big Sister, members of a new cartoon family specially created for the department by Joe Musial of "Blondie" fame. Visitors have an opportunity to peep through a five foot picture window and observe the family's difficulties.

"The gist of the message," said Commissioner Paul H. Hoch, "is that when emotional problems get too big for you, you can take them to a psychiatrist or a mental hygiene clinic."

Another feature of the exhibit is a life-size tableau of a clinic scene, in which "talking" mannikins explain what is going on. The scene represents a play therapy session with Junior as the central character.

Cost of Mental Illness Runs High

The care of the mentally ill is the largest expense in the State's proposed budget, now more than \$150,000,000, Governor Harriman revealed at a meeting of newspaper editors last week. The expenditures grow steadily, he noted, because the population of mental hygiene institutions has been increasing at the rate of 3,000 persons a year.

TWO FROM N.Y. STATE PICKED FOR U.S. COURSE

WASHINGTON, Sept. 6—Twenty-three Federal employees will participate in the seventh annual junior management intern program that begins on Monday, September 12.

Two are from New York State—Ruth P. Carroll, of Tuckahoe, an employee of the U.S. Department of Labor, and George T. Schultz of Buffalo, who works for the Department of the Navy.

Specialists Bog Down

(Continued from Page 7)

tive vacuum. But in the case of social work, this deficiency is a matter of philosophy and principle.

"Those administrative relations summed up in concepts of line and staff, authority and responsibility, hierarchy and span of control — which we have drawn largely from military experience — are utterly foreign to, and incompatible with, the extreme concepts of primitive democracy which are often taken as given in the philosophy of social work.

Too Much Talk

"This has far-reaching results and implications, both for social work and for administration. There is, for example, an incipient tendency for our social services — public and private — to bog down in a welter of committees, consultative groups, lengthy discussions; and the ideal of indirect leadership in its extreme form is easily transformed in practice into rule by an obstructive minority.

"To be sure, many straight-line agencies would clearly benefit from a larger infusion of democratic procedures and practices; but a few straight lines and some recognizable centers of decision are also required in social service agencies. They are frequently difficult to find and are least likely to be provided by persons whose only training and experience is in social work.

"I have welcomed New York University's action here in bringing together in a single school, public administration and social work. The fusion of such disparate systems of ideas can only serve to benefit both. Those who have thus been doubly exposed can, I think, make a special contribution and find special opportunities in welfare administration."

Under the executive order issued recently by Governor Harriman, establishing a new grievance machinery for State employees, it is the responsibility of the head of each State department and agency to establish formal grievance procedures for use in his agency. The procedures thus established are subject to approval by the Grievance Board.

FEDERAL EXAMS OPEN IN METROPOLITAN AREA

Application forms for the following U.S. jobs in the metropolitan area may be obtained from the Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y., or at the address indicated. Filled-out forms should be sent to the appropriate address. Last day to apply, if any, is given.

2-195 (54). ENGINEER, \$5,440 to \$7,570 a year. Openings in the following fields: aeronautical; aeronautical research, development and design; architectural; electronics; fire prevention; general; hydraulic; industrial; internal combustion power plant research, development and design; safety; structural. Jobs throughout New York and New Jersey. Requirements: completion of four-year professional engineering curriculum or four years' engineering experience plus 1½ to 3½ years' engineering experience. Send Forms 57 and 5001-ABC to Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. (No closing date).

2-71-1. DENTAL HYGIENIST, \$3,415 a year. Jobs at VA Hospital, Northport, L. I. Requirements: registration as dental or oral hygienist, plus one-year course at school of dental hygiene and one year's experience, or two years' experience. Minimum age, 18 years. Send Forms 57 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

2-71-1. MEDICAL X-RAY TECHNICIAN, \$3,415. Jobs at VA Hospital, Northport, L. I. Requirements: one and one half years' experience in operating, supervising or instructing in operation of x-ray equipment in medical capacity, plus six months' general experience. Education may be substituted for experience. Send Forms 57 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

Ordnance Jobs Offered by Navy

A test for ordnance technician, with a starting salary of \$4,970, has been announced to fill positions at Naval installations in New York and New Jersey. Most of the jobs are in the Naval base at Camden, N. J.

To qualify, applicants must have three years' experience in ordnance and fire control instruments, plus one and a half to two years' specialized experience in inspectional work or a related job. Application forms and further details may be obtained from the executive secretary, U.S. Civil Service Examiners, N. Y. Naval Shipyard, Brooklyn 1. Applications must be returned there not later than Sept. 12.

STATE NEEDS PATROLMEN

Apply until Friday, September 30 for the following State jobs: 2130. INSTITUTION PATROLMAN AND BUILDING GUARD. \$2,720 to \$3,520; 11 vacancies for institution patrolman. No experience requirements. Fee \$2. (Friday, September 30).

HELP WANTED MALE

Part-time collectors. Apply in person between 2 p 7 p.m., Friday, Sept. 9. Solo Sales Co. 114 E. 110 St., NYC

stituted for experience. Send Forms 57 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

2-52. STENOGRAPHER, \$2,960 to \$3,415, and TYPIST, \$2,690 to \$3,175. Jobs in NYC. Requirements: eligibility in written exam plus appropriate education or experience for \$3,175 and \$3,415 jobs. Minimum age, 17 years. Send Form 500-AB to Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. (No closing date).

2-196. TABULATING MACHINE OPERATOR, CARD PUNCH OPERATOR, \$2,960 to \$3,175. Jobs in NYC. Requirements: written test, plus three to six months' experience. Send Form 5000-AB to Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. (No closing date).

2-71-4. KITCHEN HELPER, \$2,500. Jobs at VA Hospital, Northport, L. I. Restricted by law to persons entitled to veteran preference. Others may apply, but will receive job offers only if veterans are not available. No experience required, but applicants must be able to read and write English. Males preferred. Send Forms 50 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

2-71-3. HOSPITAL ATTENDANT (MENTAL), \$2,960. Jobs at VA Hospital, Northport, L. I. Restricted by law to persons entitled to veteran preference. Others may apply but will receive job offers only if veterans are not available. No experience requirements, but applicants must be able to read and write English. Minimum age, 18 years. Males preferred. Send Forms 50 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

2-71-2. LAUNDRY HELPER, \$2,600. Jobs at VA Hospital, Northport, L. I. Requirements: three months' experience in performance or supervision of laundry operations, such as marking, checking, folding and sorting. Minimum age, 18 years. Send Forms 5001-ABC and 57 to Board of U.S. Civil Service Examiners, VA Hospital, Northport, N. Y. (No closing date).

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State Issues Four Rosters

ALBANY, Sept. 5 — There are 19 names on four open-competitive eligible lists announced recently by the State Civil Service Department. The rosters and number of eligibles:

- Assistant librarian (medicine), 5.
- Associate scientist (paleontology), 2.
- Gas meter tester, 5.
- Senior building construction engineer, 7.

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111 8th Ave. (at 15th St.) N. Y. Applications open Tuesday, September 6th thru Saturday, September 17. Weekdays 9 A.M. to 7 P.M., Saturdays 9 A.M. to 3 P.M.

New Jersey Residents may apply Sept. 12th thru Sept. 19th at

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kitchen & tile bath — near shop-
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excellent desirable A-1 residential
area. Better hurry. This can't last!
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U. S. GOVT. POSITIONS NOW OPEN

(Continued from Page 4) munications; or 400 hours of solo flying time. Send applications to Address 27.

CARTOGRAPHER, \$3,410 to \$5,940.5—Jobs are in Missouri. Requirements: Bachelor's degree in cartography, engineering, mathematics, or physics, or 4 to 5 years of equivalent experience. Age limit—

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 names "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 LASSIG; 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 13th 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, held at the Hall of Records, Room 509, in the County of New York, on the 20th day of September 1955, at halfpast 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 \$127.00 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, Honourable GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York, on the 24th day of August, 1955. PRESENT, HON. Sanford H. Cohen, Justice. In the Matter of the Application of RAFAEL VALENTIN CORDERO for leave to change his name to PABLO VALENTIN CORDERO. On reading and filing the petition of RAFAEL VALENTIN CORDERO, verified the 14th day of August, 1955, praying for a change of name of the petitioner, it being requested that he be permitted to assume the name of PABLO VALENTIN CORDERO in the place and stead of his present name, and on reading and filing an affidavit of BLANCA GONZALEZ CORDERO, his wife, consenting to such change and the court being satisfied that the petition is true and it appearing from said petition and the court being satisfied that there is no reasonable objection to the change of name proposed, and it further appearing that said applicant was born on the 20th day of June, 1916 at Puerto Rico, and the certificate of his birth issued by the Commonwealth of Puerto Rico which bears No. 474 hereto attached. NOW, on motion of BRODERICK GALWAY & VACCARO, attorneys for said petitioner, it is ORDERED, that RAFAEL VALENTIN CORDERO, born on June 20th, 1916 in Puerto Rico as more fully appears by the birth certificate No. 474 issued by the Commonwealth of Puerto Rico, hereto attached, be and he hereby is authorized to assume the name PABLO VALENTIN CORDERO on and after October 3, 1955 in the place and stead of his present name upon complying with the provisions of Article VI of the Civil Rights Law and of the order, namely, that this order be entered and the said petition upon which it is granted be filed within ten days from the date herein in the Office of the Clerk of this Court, that within twenty days from the date of entry thereof a copy of this order shall be published in the Civil Service Leader, a newspaper published in the County of New York, State of New York, that within forty days after the making of this order proof of such publication by affidavit shall be filed with the Clerk of this Court. That following the due filing of the said petition and entry of said order as hereinbefore directed, the publication of said order and the filing of proof of publication thereof on and after the 2nd day of October, 1955, the petitioner, RAFAEL VALENTIN CORDERO shall be known as and he is further ORDERED that a certified copy of this order shall not be issued until proof of compliance with the above provisions have been duly filed with the Clerk of this Court. S.H.C., J.C.C.

As a Special Term Part II of the City Court of the City of New York, County of New York, at the Courthouse, 52 Chambers Street in the Borough of Manhattan, City of New York, on the 24th day of August, 1955. PRESENT, HON. Sanford H. Cohen, Justice. In the Matter of the Application of RAFAEL VALENTIN CORDERO for leave to change his name to PABLO VALENTIN CORDERO. On reading and filing the petition of RAFAEL VALENTIN CORDERO, verified the 14th day of August, 1955, praying for a change of name of the petitioner, it being requested that he be permitted to assume the name of PABLO VALENTIN CORDERO in the place and stead of his present name, and on reading and filing an affidavit of BLANCA GONZALEZ CORDERO, his wife, consenting to such change and the court being satisfied that the petition is true and it appearing from said petition and the court being satisfied that there is no reasonable objection to the change of name proposed, and it further appearing that said applicant was born on the 20th day of June, 1916 at Puerto Rico, and the certificate of his birth issued by the Commonwealth of Puerto Rico which bears No. 474 hereto attached. NOW, on motion of BRODERICK GALWAY & VACCARO, attorneys for said petitioner, it is ORDERED, that RAFAEL VALENTIN CORDERO, born on June 20th, 1916 in Puerto Rico as more fully appears by the birth certificate No. 474 issued by the Commonwealth of Puerto Rico, hereto attached, be and he hereby is authorized to assume the name PABLO VALENTIN CORDERO on and after October 3, 1955 in the place and stead of his present name upon complying with the provisions of Article VI of the Civil Rights Law and of the order, namely, that this order be entered and the said petition upon which it is granted be filed within ten days from the date herein in the Office of the Clerk of this Court, that within twenty days from the date of entry thereof a copy of this order shall be published in the Civil Service Leader, a newspaper published in the County of New York, State of New York, that within forty days after the making of this order proof of such publication by affidavit shall be filed with the Clerk of this Court. That following the due filing of the said petition and entry of said order as hereinbefore directed, the publication of said order and the filing of proof of publication thereof on and after the 2nd day of October, 1955, the petitioner, RAFAEL VALENTIN CORDERO shall be known as and he is further ORDERED that a certified copy of this order shall not be issued until proof of compliance with the above provisions have been duly filed with the Clerk of this Court. S.H.C., J.C.C.

for \$3,410 jobs; 18 to 35. Send applications to Address 14.

CARTOGRAPHIC AID, \$2,950 to \$5,000.—Jobs are in Missouri. Requirements: At least 15 months of subprofessional experience such as engineering, drafting, mapping, or use of chart or aerial photographs, including at least 3 months' experience as cartographic aid or draftsman or pertinent aeronautical experience. Appropriate education may be substituted. Send applications to Address 14.

CHEMIST, \$4,035 to \$4,580.—Jobs are in Delaware, Pennsylvania, Maryland, and Virginia. Requirements: Appropriate education and/or experience. Age limits for \$4,035 jobs: 18 to 35. Send applications to Address 3.

DENTAL HYGIENIST, \$2,950 and \$3,175.—Jobs are in Missouri, Iowa, Minnesota, Nebraska, Kansas, North Dakota, South Dakota. Requirements: Registration as a dental hygienist plus completion of at least a one-year course in dental hygiene or 1 to 2 years of experience. Send applications to Address 9.

DRAFTSMAN, \$2,200 to \$5,000.—Jobs are in States mentioned below. Requirements: Pertinent experience and/or education. Sample of work, 8x10 1/2 inches. For jobs in places and at salaries shown, send applications as indicated below: Wash., Oreg., Idaho, Mont. (option: engineering—\$3,175 to \$3,795): Address 11. Md., Va., D. C. (option: engineering, \$2,500 to \$4,205): Address 29. Calif. (options: structural, civil, aeronautical, architectural, ship construction, engineering—mechanical, electrical, \$3,410 to \$4,205): Address 4. Mo. (option: cartographic, \$2,950 to \$4,205): Address 14. 17 Western states (cartographic and engineering—civil and general, \$3,410): Address 24. Ohio (option: general, \$3,410 and \$3,795): Address 6.

ELECTRONIC SCIENTIST, \$4,035 to \$10,800.—Jobs are in the States named below. Requirements: Appropriate education and/or experience. Age limits for \$4,035 jobs: 18 to 35.

For jobs in place and salaries shown, send applications as indicated below: Conn. (\$4,035 to \$9,600): Address 18; Del., Pa., Md., Va. (\$4,580 to \$10,800): Address 32; N. Mex. (\$4,035 and \$4,580): Address 25; N. Y., N. J. (\$4,035 and \$4,580): Address 2; Ariz. (\$4,580 to \$10,800): Address 23; Mass. (\$5,940 to \$9,600): Address 20.

ENGINEER (ALL BRANCHES), \$4,035 to \$9,950.—Jobs are in the States mentioned below. Requirements: Appropriate college education and/or technical experience. In addition, for jobs paying \$4,580 and above, professional engineering experience. Age limits for \$4,035 jobs: 18 to 35.

Send applications as indicated below: N. Y., N. J. (\$4,035 and \$4,580): Address 2; Ohio, Ind., Ky., W. Va. (\$4,850 to \$5,940): Addresses 15 and 31.

For engineering jobs in specialized fields, in locations and at salaries shown, send applications as indicated in list below:

Aeronautical Engineer: Pa. (\$5,060 to \$7,040): Address 16; \$5,060 and \$5,940): Address 33; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; New England States (\$5,060 and \$5,940): Address 20; Calif. (\$5,060): Address 12; Utah (\$5,060): Address 10.

Ammunition Design Engineer: Ill. (\$4,580 to \$7,040): Address 7. Architectural Engineer: Calif. (\$4,035): Address 12; New England States (\$5,060 to \$5,940): Address 19.

Automotive Engineer: Mich. (\$5,060 and \$5,940): Address 28; Md. (\$5,060 and \$5,940): Address 32.

Civil Engineer: Oreg., Wash., Idaho, Mont. (\$4,035 and \$4,580): Address 11.

Oreg., Idaho, Wash., Calif., Nev. (civil engineer and agricultural engineer, \$4,035 and \$4,580): Address 34; Ill., Mich., Wis. (\$4,335 to \$5,940): Address 7; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; 17 Western States (\$4,035 and \$4,580): Address 24; Pa. (\$5,060 to \$7,040): Address 16; (\$5,060 and \$5,940): Address 37; S. C. (\$4,035): Address 22; New England States (\$5,060 to \$7,040): Address 19; (\$4,035 and \$4,580): Address 1; Calif. (\$4,035): Address 12; (\$4,035 to \$5,940): Address 36; Tex., Okla., La., Ark. (\$4,035): Address 8.

Construction Engineer: Ill., Mich., Wis. (\$4,035 to \$5,940): Address 7; Kans., Mo., N. Dak., S. Dak., Nebr., Iowa, Minn. (\$4,035 and \$4,580): Address 9; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; New England States (\$5,060 to \$5,940): Address 19;

Employee Ideas Triple in 2 Months Awards are Given

A 300 percent increase in suggestions received from employees during the last two months has been announced by A. Hurlbut, acting manager of the N. Y. Regional Office of the Veterans Administration.

Attributing the rise to the policy of having supervisors assist employees in presentation of their ideas, Mr. Hurlbut awarded prizes to 12 employees.

Outstanding among the ideas was one from Leonard Feldman, Adjudication Division. Prevention of overpayments of pension and compensation was the theme.

Cash and certificates of appreciation also went to Frederick H. Neun, Neil P. Vuolo and Thomas L. Woods, Loan Guaranty Division; Pietro Dentice and Michael L. Meyer, Administrative Division; Andrew J. Reilly and Nathan M. Zombark, VR & E Division; Marvin C. Chaiken, Contract Division; Albert A. Friedlan, Adjudication Division; Frank Klipper, Legal Division and Charles F. Meschetto, Finance Division.

(\$4,035 and \$4,580): Address 1; Pa. (\$5,060 and \$5,940): Address 37.

Electrical Engineer: Oreg., Wash., Idaho, Mont. (\$5,060): Address 11; Pa. (\$5,060 to \$7,040): Addresses 16 and 26; (\$5,060 and \$5,940): Addresses 33 and 37; Ill., Mich., Wis. (\$4,035 to \$5,940): Address 7; Mo., Kans., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; Calif. (\$4,035 and \$4,580): Address 4 and 12; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; New England States (\$4,035 to \$5,940): Address 1.

Electronics Engineer: Calif. (\$4,035 to \$5,060): Address 4; (\$5,060 and \$5,940): Address 12; Conn. (\$4,035 to \$9,600): Address 18; Ill., Mich., Wis. (electronics and radio, \$4,035 to \$5,060): Address 7; Pa. (\$5,060 to \$7,040): Address 16; (\$5,060 and \$5,940): Addresses 26, 33, and 37; N. Y., N. J. (\$5,060 to \$7,040): Address 2; Mo., Kans., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; N. Mex. (\$4,035 and \$4,580): Address 25; Oreg., Wash., Mont. (\$4,035 to \$5,060): Address 11; Va. (\$5,060 to \$7,040): Address 13; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; Tex., Okla., La., Ark. (\$4,035 to \$5,000): Address 8; Ariz. (\$4,580 to \$10,800): Address 23.

General Engineer: Va. (\$7,040 to \$10,800): Address 13; Pa. (\$5,060 to \$7,040): Address 16.

Industrial Engineer: Calif. (\$4,035 to \$5,940): Address 12; Pa. (\$5,060): Address 26; (\$5,060 to \$7,040): Address 16; (\$5,060 and \$5,940): Address 37; Tex., Okla., La., Ark. (\$4,035): Address 8; S. C. (\$4,035): Address 22; Utah (\$5,060): Address 10.

Marine Engineer: New England States (\$4,035 and \$4,580): Address 1; N. Y., N. J. (\$5,060 to \$7,040): Address 2; Calif. (\$4,035 to \$5,060): Address 4; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3.

Mechanical Engineer: N. Mex. (\$4,035 and \$4,580): Address 25; Oreg., Wash., Idaho, Mont. (\$4,035 to \$5,060): Address 11; Kans., Mo., Iowa, Minn., Nebr., N. Dak., S. Dak. (\$4,035 to \$5,940): Address 9; Ill., Mich., Wis. (\$4,035 to \$7,040): Addresses 7, 28; New England States (\$4,035 to \$5,940): Address 1; Pa. (\$5,060): Address 30; (\$5,060 and \$5,940): Addresses 27, 33, 26, 13, (\$5,060 to \$7,040): Address 18; Calif. (\$4,035 to \$4,580): Addresses 4 and 13; (\$5,060): Address 12; Del., Pa., Md., Va. (\$4,035 and \$4,580): Address 3; S. C. (\$4,035 and \$4,580): Address 22; Va. (\$5,060 and \$5,940): Address 13; Utah (\$5,060): Address 10; Tex., Okla., La., Ark. (\$4,035): Address 8.

Ordnance Engineer: Va. (\$5,060 to \$8,360): Address 13; Md. (\$5,060 and \$5,940): Address 32; Calif. (\$4,035): Address 12; Pa. (\$5,060 and \$5,940): Address 26.

Soils Engineer: New England States (\$5,060 to 7,040): Address 19.

Structural Engineer: Pa. (\$5,060 to \$7,040): Address 16.

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(Continued from Page 12)

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ILLUSTRATOR. \$2,950 to \$4,205.—Jobs are in Ohio. Requirements: 2 to 5 years' experience in scientific or technical illustrative work, part of which may be covered by education in the fields of illustration, design, or commercial art. Send applications to Address 18.

INSTRUCTOR. \$3,410 and \$4,205.—options: communications operation, wire maintenance, vehicle maintenance, construction, utilities, supply, administrative. Jobs are in Wyoming. Requirements: 4 to 5 years of appropriate experience in teaching or job performance. Appropriate college education may be substituted for experience. Send applications to Address 3.

LABORATORY ELECTRONIC MECHANIC. \$2,750 to \$5,940.—Jobs are in the States named below. Requirements: Appropriate training or experience. For jobs in places and at salaries shown, send applications as indicated below: N. Mex. (\$2,950 to \$4,205); Address 25; Md., Va., and D. C. (\$2,750 to \$5,940); Address 28.

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HOUSE HUNTING?

SEE PAGE 11

Questions answered on civil service. Address Editor, The LEADER.

Prepare Yourself Now For Coming U. S. Civil Service Tests

During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry.

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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.

Financing of City Halls Discussed

A CITY can pay for its new city hall in a variety of ways, says the Municipal Finance Officers Association.

Construction of the \$1,200,000 Pontiac, Mich., building began in May, 1953, but the history of its financing dates back to 1926. In that year, a bond issue of \$120,000 was approved to build a hall and acquire the site for it. In 1928, another \$300,000 in bonds were approved, and another \$330,000 in 1929 for a total of about \$750,000. A site was bought in 1930 for about \$540,000, and the rest of the unissued bonds were reserved for construction. When the depression came, the unsold \$210,000 bonds were cancelled, and nothing further happened until 1950 when the city commission appropriated \$150,000 to establish a City Hall Building Fund. Additional sums were earmarked for the next few years, and finally \$1,100,000 was accumulated before awarding the contract for construction.

In Petaluma, Calif., a joint county-city building was built, occupied 22 per cent by the county and 78 per cent by the city. It was financed as follows: \$200,000, bonds; \$18,708, interest on invested bond funds; \$3,683, state allocations; \$72,573, county participation; \$25,000, sale of old city hall site; and \$79,028, transfers from reserve funds.

Milwaukee's projected municipal building will cost an estimated \$5,300,000. The financial plan provides for the sale of \$3 million short-term notes to banks and financial institutions and \$2,300,000 of internal financing. The internal financing involves this bit of history: In 1948, voters approved issuing \$5,000,000 to finance the start of a system of expressways. In 1950, the city sold promissory notes and in 1951 and 1952 sold general obligation bonds for the expressways. But then the responsibility for construction and financing the expressways was transferred from the city to the county of Milwaukee, and about \$2,389,893 of the \$5 million approved for expressways remains as a balance with the city. Although it must be used for retiring outstanding expressway bonds as they mature, the city plans to borrow on that sum up to \$2,300,000 for the municipal building.

Try New Traffic Safety Measure

LOUISIANA Department of Highways, seeking to reduce traffic accidents, is now engaged in an experiment in which the outer edges of highways are marked to show where the pavement ends and the shoulder begins.

Officials hope the outer edge markings will pull traffic away from the center line and further over to the side of the highway. A number of head-on and other serious collisions occur when vehicles crowd the center lines.

Garagemobile

LONG BEACH, Calif., has reduced maintenance costs by establishing a mobile unit for lubrication and maintenance of heavy construction equipment and stationary equipment located at different points throughout the city. It's like bringing the garage to the car. The unit is operated by one mechanic during the winter and by a mechanic and a helper in the summer.

Two Aides Win \$50 for Ideas

ALBANY, Sept. 5 — Dr. Frank L. Tolman, chairman of the State Merit Award Board, announced the following awards to State workers for suggestions:

\$50 to Anthony Brescia, X-ray aide at Ray Brook State Hospital, whose suggested cassette holder to support hospital patients while having bedside X-rays taken saves time and helps to eliminate a safety hazard to employees.

\$50 to Thomas J. Golden, senior account clerk in the Albany Office of the Department of Banking, for his suggested revision of procedures for purchasing listing paper.

\$30 to Benjamin Graziano, senior boys' supervisor, and Vincent Graziano, institutional vocational instructor, both employed at the Boy Training School, New Hampton, for the design and construction of a jig and grinding assembly to sharpen jointer blades on a machine lathe.

\$25 to Herman Freund, attendant at Wassala State School, for a suggestion with reference to the clothing worn by hospital patients.

Certificates of merit were awarded to: Lester Levine, a typist in the Albany Office of the Bureau of Motor Vehicles; Mrs. Margaret Logue, attendant at Rockland State Hospital, and William Strieder, a prison guard at Sing Sing.

JOHNSON IN CHARGE OF FLOOD RELIEF FUNDS

ALBANY, Sept. 5 — Governor Harriman appointed John W. Johnson, Superintendent of Public Works, to administer any Federal funds for the repair of publicly owned facilities in the State's flood stricken areas.

A. D. O'Connor, Regional Administrator, Federal Civil Defense Administration, has been requested to designate an official to work with Mr. Johnson.

POLICE GIVE \$2,500

NYC Police Commissioner Stephen P. Kennedy presented a check for \$2,500 to the Flood Relief Program of the American Red Cross.

The donation was from the Charity Fund of the department. The fund is supported by contributions from members of the department.

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.

Prison Guards Can Help Juvenile Delinquency

LETTERS from various department sources saying, "Jack, pay and pension are important, but occasionally show that the guard is fully aware of delinquency problems and is an intelligent individual, not just 'a guy with a club,' as most people believe."

Across the country, social agencies, youth commissions, Congressional committees, are meeting to try and help alleviate the problems of juvenile delinquency. In all these investigations and studies, the one group that has more personal contact with these problem children has never been called. I am referring to prison guards, who in their daily work come to know and understand the distorted point of view exhibited by delinquents.

You Frudian scholars explain this attitude which the prison guard hears frequently: "If you break into the house and get the money and the man wakes up and sees you, you gotta kill him, man; if you don't, he can identify you and, man, then you are in trouble."

The easiest way is to say that the parents are at fault and let it go at that. This attitude on the part of many so-called "experts" solves nothing and the problem remains as acute and frightening as ever.

Dr. Sheldon Glueck, noted psychiatrist, has proven that the behavior patterns of children can be detected before the age of eight. It would seem that the utilization of these tests in the schools all over America would help tremendously in the fight on juvenile delinquency. Central clinics set up in various school districts could conduct these tests all over the country. Children showing unusual behavior patterns could, with the advice of psychiatrists and trained social workers, have a program set up suitable to the individual, which could help direct the child mind to a more acceptable social attitude.

These clinics could be set up along similar lines as the inoculation program for polio administered to children in the schools. While it is true that money would play an important part in such a program, the problem of financing is not insurmountable. Hundreds of millions are spent each year for prisons, rehabilitation, crime prevention, and the money for such a worthwhile project would be forthcoming. Of what use is knowledge and the advances being made by such noted men as Dr. Glueck if the people as a whole are denied access to such treatment and information?

Seventeen prison disturbances throughout the country in 1955. One of the important reasons is inadequate probation systems in many States. Some counties have excellent probation services, while in the same State other counties have no probation system at all. To cite an example: A youth steals a car in a county with probation services. In most instances, for the first offense the court will place this boy on probation for a year or two. This same offense committed in a county with no probation system will find the offender sentenced to a term up to five years.

This is definitely unfair, to say the least, and creates a feeling of bitterness in the minds of offenders which is not conducive to a well-disciplined institution.

New York State, with excellent probation services, still has eleven counties with no service at all. In other States, the ratio of no probation is much higher. A more uniform integrated probation system all over the country would tend to lessen the tensions in State prisons.

Staffs Expanded To Aid Placement Of Over-45 Group

ALBANY, Sept. 5 — Eighteen employees were added to the staff of the State Labor Department by Industrial Commissioner Isador Lubin and, after a training course, assigned to centers giving job aid to persons over 45 years old. Thirteen were assigned to NYC and one each in Buffalo, Rochester, Syracuse, White Plains, and Newburgh. They have already started work at State Employment Service offices.

The department set aside \$50,000 of a Federal grant for the new aid to the older job-seekers. The State Legislature, at its last session, voted a \$50,000 standby fund, to be used additionally, if necessary.

State Senator Thomas C. Desmond, chairman of the Joint Legislative Committee on Problems of the Aging, said interviewers should be assigned also to Albany, Schenectady, Troy, Utica, and Yonkers.

Interviewers, Mr. Lubin explained, will spend half their time counseling and the other half in trying to find job vacancies by visiting, writing and phoning employers.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

2,500 Attend Kings Park Event

KINGS PARK, Sept. 5 — The Annual Field Day at Kings Park State Hospital was held August 22 at Tiffany Field. Some 2,500 patients were present for the 17 field events, conducted under the supervision of Joseph DePaul, field director, and other Recreation personnel. Prizes awarded to the patients winning events were provided by the Hospital Community Store.

Refreshments provided by the Food Service was served by the O.T. personnel and musical selections were played by the patients' band under the direction of Robert Schulze.

Grateful acknowledgement is given to Ward personnel, O.T. Department, Recreation Department, Food Service, Farm, Print Shop and all departments which assisted in the success of the day.

Personal Notes
Mr. and Mrs. Neil McLerlane are on vacation.

Eleanor McMahon, beautician in Group 4 Female, is vacationing in Florida.

Get well wishes to Edith Stevenson who is confined to the employees' infirmary. . . . Welcome back to Dorothy Collins who had been on the sick list.

Best wishes to Joyce Gray who resigned to prepare a coming "Blessed Event." . . . Vacationers from A-B Service are Mrs. Margaret Beaudoin and Mrs. Margaret

McMahon. . . Mrs. Jack Farrell and friends went to Jones Beach recently to see Guy Lombardo's Arabian Nights. . . Norman Kelly is visiting with his father in Ireland.

Mr. and Mrs. John Smith are enjoying a motor trip to Auburn, N. Y., where they will visit friends. . . Congratulations to Mr. and Mrs. Michael Salerno on the arrival of a baby girl. . . Continued get well wishes are extended to Salvatore Fava who is still off duty due to an injury.

Building C employees on vacations include: Alf Herle, Edward L. Barrett, Peter J. Collins, Mr. and Mrs. Patrick Belton and Victor J. O'Hara.

Tompkins Chapter To Meet Sept 12

ITHACA, Sept. 5 — Tompkins chapter, CSEA, will meet on Monday, September 12 at 8 P.M. in the High School Building. Refreshments will be served.

Catherine Baber, Mrs. Doris Nadge and Kenneth Herrman of the Board of Education have returned from vacation, as have Elsie Laubengayer, County Laboratory, and John Eugene Gilbert, John Potten and Harriett Chaffee, County Hospital.

Congratulations to Mr. and Mrs. William Powers, County Highway, on the birth of a son.

Sympathy to Walter Armstrong, Sr., Town of Newfield Highway, on the death of his brother, and

to the family of Mary Margaret Can Pelt, X-Ray Department aide of the County Hospital, who died recently.

Advisory Committee Formed at Central Islip

CENTRAL ISLIP, Sept. 5 — An advisory committee, to create a closer relationship between employees of Central Islip State Hospital and the hospital administration, has been formed. The first meeting is scheduled for September 6 in the office of Dr. Francis J. O'Neill, director.

Peter Pearson, president of Central Islip chapter, CSEA, named Lawrence Martinsen, James McPeak and Dennis Moloney to serve with him on the committee, which will meet with Dr. O'Neill the first Tuesday of each month, and on special occasions when necessary.

Peter Dow Retires
Peter Dow of the carpenter shop, whose family has served the hospital since its inception, has retired after 28 years' service.

Employees extend sympathy to Roy Lochlin on the death of his father.

Elizabeth Blair of B Group has resigned. Frank Platt of B Group has returned from sick leave, and Enrice Torres, ditto, is back from the Army. Joe Curto of K-5 has returned from the Navy.

Michael Horan is a new staff attendant at B-3. . . Dr. and Mrs. Kurt Rawitd have transferred to Middletown State Hospital.

Court Wonders If It's a Crime to Send Letter to the Editor

WASHINGTON, Sept. 5 — The suspension of a postal clerk who wrote a letter to the editor of a newspaper, calling Governor Allan Shivers of Texas a "renegade" has been ordered held up by Federal Judge Robert N. Wilkin.

The clerk, Curtis C. Wilson, of Houston, Texas, a year and a half ago deplored the Governor's support of President Eisenhower in 1952. Shivers is a Democrat.

The U.S. Civil Service Commission ordered Wilson suspended last May under its ruling that writing letters on politics to newspapers is a violation of the Hatch Act, which forbids political activities by government employees.

Judge Wilkin wants time to study whether the letter is such a violation.

HANDMAN ASKS AID TO RED CROSS

Ephraim Handman, president of the New York Federation of Post Office Clerks, has called upon its members to contribute generously to the special flood relief fund of the American Red Cross. A nationwide appeal was issued by President George Meany of the American Federation of Labor,

Lists Certified to NYC Depts.

Names of persons on the following NYC eligible lists have been sent to personnel officers of the department mentioned, for possible appointment to existing vacancies. Since more names are "certified" than there are job openings, all may not be called to interviews. Number of the last eligible certified is given.

SPECIAL MILITARY LIST

Attendant, grade 1, Marine and Aviation; 1,731 (for messenger jobs).

Cleaner (men), Hunter College; 8,081 (list of December, 1950; 634 list of July, 1952).

Maintenance man, Correction, Queens, Hunter College, Housing Authority, Hospitals; 116.

Maintainer's helper, group B, Transit Authority; 249. (list of January 21, 1953).

Railroad clerk, Transit Authority; 871.

Sanitation man B, Sanitation; 3,779 (list of April, 1950); 1,392 (list of October, 1953).

Laborer, Marine and Aviation; 674.

Bookkeeper, grade 1, Hospitals, Transit Authority; 793.

Clerk, grade 2, Health, Housing and Buildings, Fire, Civil Defense, Teachers Retirement, City Register, Comptroller's office, Air Pollution Control, Budget, Commerce and Public Events, Special Sessions, Police; 3,357.

Lieutenant, Fire; 2,3.

Laborer, Parks; 674.

Playground director (men), Parks; 45.

Stationary engineer, Sanitation, Railroad clerk, Transit; 1,9.

Correction, Hospitals; 9.

Bookkeeper, grade 1, Housing Authority; 626. (list of October, 1951).

Clerk, grade 2: Law, Health, Triborough Bridge, Board of Water Supply, City Clerk and City Council, Purchase, Public Works, Education, Transit, Welfare, Housing Authority; 3,387.

Fireman, Fire; 57,3.

Correction officer, Correction; 1,773.9 (from transit patrolman, bridge and tunnel officer, and correction officer list of April, 1949).

Housing assistant, Housing Authority; 505 (list of January 2, 1952).

Laborer, Sanitation, Fire, Parks, Public Works, Bronx Borough President; 674.

Assistant gardener, Parks; 1,216 (list of September, 1954).

Junior civil engineer, Brooklyn, Bronx, Queens Borough Presidents Offices, Water Supply Board, Parks, Public Works, Water Supply, Gas and Electricity, Housing Authority; 9.

Maintainer's helper, group E, Transit Authority; 418.

Trackman, Transit Authority; 652,5.

LABOR CLASS

Butcher, Correction, Hospitals; 35 (list of November 19, 1952); 83 (list of March 16, 1955).

Cleaner (men), Welfare, Public Works, Health, Police; 1,899 (list of July 23, 1952); Health, 597, Welfare, 636, Police, 637, Public Works, 644 (list of January 19, 1955).

Hostler, Police; 15 (list of December, 1952); 1 (list of November, 1954).

Seasonal parkman, Parks; 291 (list of April, 1953); 1,117 (list of 1954).

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—IDA KING, Plaintiff, against JOSEPH KING, Defendant.—SUMMONS WITH NOTICE.—Index No. 31122-1955.—Action FOR ABSOLUTE DIVORCE.—Plaintiff resides in New York County.—Plaintiff designates New York County as Place of Trial.

To the Above-named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint. Date: New York, March 9th 1955. ANDREW R. TYLER, Attorney for Plaintiff, Office & Post Office Address 225 Broadway, New York 7, N. Y.

TO JOSEPH KING: The foregoing summons is served upon you by publication pursuant to an order of Hon. Vincent A. Lupiano a Justice of the Supreme Court of the State of New York dated August 23rd, 1955, and filed with the complaint in the office of the Clerk of New York County, Foley Square, Borough of Manhattan, City and State of New York. Dated, New York, August 26th, 1955. ANDREW R. TYLER, Attorney for Plaintiff.

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Lefbert 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 \$49,466,329.34; Total Liabilities \$29,109,098.04; Capital paid-up \$1,250,000.00; Surplus and Voluntary Reserve \$19,016,330.70; Policyholders Surplus \$20,266,330.70; Income for the year \$20,538,956.33; Disbursements for the year \$21,135,422.74.

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Lefbert 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 \$126,857.44; Capital paid-up \$670,950.00; Surplus and Voluntary Reserve \$661,911.40; Policyholders Surplus \$1,332,861.40; Income for the year \$413,824.16; Disbursements for the year \$69,768.87.

Police Lieut. Study Aid

The LEADER continues publication of study material for the NYC promotion exam for lieutenant (P.D.). Sample questions are given. Key answers are at the end.

The exam has been reopened for receipt of applications on September 12, 13 and 14.

21. When a member of the force, who is investigating a complaint of a crime, has reasonable grounds to believe that evidence of such crime may be obtained by wire-tapping, what action should he take?

22. In taking a dying declaration, what is the principal element to be considered and on which the patient should be fully interrogated before a statement is taken?

23. In searching for fingerprints in an automobile would the front door windows or the steering wheel be the more probable source of good prints?

24. Whenever a person is arrested for violation of the gambling provisions of the penal law and there is an automobile in the immediate vicinity, which is owned by the person arrested and is believed to be used by him in connection with his gambling activities, what disposition should be made of the automobile?

25. How should a cartridge or shell be marked as evidence by the member of the force who finds it?

26. If a detective wishes to submit a laundry mark to the police laboratory for possible identification, why must he bring it in person to the laboratory rather than send it through department mail?

27. Of what force and effect are instructions printed upon authorized Police Department forms?

28. What Police Department forms comprise the Complaint File?

29. When a pistol or revolver is allegedly found and voluntarily surrendered to the Police Department by a civilian, what forms and records should be accomplished by the desk officer?

30. "The Board of City Magistrates is empowered and directed to prepare and issue summons in blank, attested in the name of the Chief City Magistrate, to members of the police force." (Paragraph 1, Article 31, Manual of Procedure) What is the meaning of the word ATTESTED as used in this sentence?

31. "Cases of simulated burglaries or other crimes of this nature lend themselves to this kind of investigation" (Spring 3100, March, 1951 issue, page 26) What is the meaning of the word SIMULATED as used in this sentence?

32. "A public hack driver shall not be subsidized to induce a person to patronize a public dance hall." (Public Dance Hall Regulations) What is the meaning of the word SUBSIDIZED as used in this regulation?

33. "The lack of organizing in forensic science is attributable in part to the nature of the work" (Foreword to "An Introduction to Criminalistics" by O'Hara and Osterburg.) What is the meaning of the word FORENSIC as used in this sentence?

34. "A policeman must not fail to realize that he is the cynosure of the public eye, and a ready subject of discussion." (Paragraph 8, Article 29, Manual of Procedure) What is the meaning of the word CYNOSURE as used in this sentence?

35. What notifications are to be made in the event of an accident in which a civilian employee of the Police Department is injured?

36. If an officer of the United States Army is arrested and charged with a crime, in addition to the notification made to the Communications Bureau, what other office within the Police Department should be notified by the desk officer?

37. As desk officer, to whom would you refer a properly identified representative of a City Department who presented a written request, signed by the head of his department, for information contained in the police records relating to an accident involving said department and as a result of which the city is likely to become a party to an action?

38. State an instance in which a desk officer may admit to bail a person who has been arrested and charged with a felony?

39. As a desk officer at what amount should you fix bail in the case of a person arrested and charged with disorderly conduct because he caused a disturbance in a public conveyance?

40. When a person arrested for violation of a local law punishable by a fine only wishes to give his personal undertaking in lieu of a bondsman, what should be the value of the money or property deposited as security for the undertaking?

41. What, if any, are the differences between compounding a crime and compromising a crime?

42. Under the State Emergency Defense Act, what court in New York City is invested with jurisdiction to hear and determine in the first instance charges of violations constituting infractions under that Act?

43. What record should appear on the lower half of the last page of the Blotter?

KEY ANSWERS

21. Report the facts in writing to his C. O.

22. His mental attitude — no hope of recovery.

23. Front door windows.

24. Seize it as evidence.

25. By scratching his initials on the side of it.

26. To establish continuity of possession of evidence since it is legal evidence.

27. Same as Rules and Regulations.

28. U.F. 60 (Complaints — Chronological Record) and U.F. 61 (Complaint Record.)

29. Blotter entry, Complaint (U.F. 61) and Pistol Index Card (U.F. 65b.)

30. Vouched for: certified as accurate.

31. Imitated: counterfeited.

32. Grant an allowance, bonus or reward.

33. Relating to courts: used in legal proceedings.

34. Object of general interest or attention.

35. Chief Clerk or Corporation Counsel.

36. Office of the Chief Inspector (Bureau of Planning and Operations.)

37. The Corporation Counsel.

38. When a railroad employee is so charged in connection with a railroad accident.

39. \$500.

40. Double the largest fine that can be imposed.

41. Compounding is a crime itself. Compromise is with the court's permission. Only a misdemeanor can be compromised. Compromise is with consent. There must be a civil remedy for a compromised crime.

42. Magistrates' Court.

43. Index of records taken from a command.

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- Clerk, Grade 5 — \$3.00
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- Court Attendant (State) — \$3.00
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- Hospital Attendant — \$2.50
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- Housing Caretaker — \$2.00
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- How to Study Post Office Schemes — \$1.00
- Home Study Course for Civil Service Jobs — \$4.95
- How to Pass West Point and Annapolis Entrance Exams — \$3.50
- Insurance Agent — \$3.00
- Internal Revenue Agent — \$2.50
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- Investigator (Civil and Law Enforcement) — \$3.00
- Investigator's Handbook — \$3.00
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- Mens — \$3.00
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- Lieutenant (P.D.) — \$3.00
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- Maintainer's Helper (A & C) — \$2.50
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- Maintainer's Helper (D) — \$2.50
- Maintainer's Helper (E) — \$2.50
- Messenger (Fed.) — \$2.00
- Messenger, Grade 1 — \$2.00
- Motorman — \$2.50
- Motor Vehicle License Examiner — \$3.00
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- Parking Meter Collector — \$2.50
- Patrolman — \$3.00
- Patrolman Tests in All States — \$4.00
- Playground Director — \$2.50
- Plumber — \$2.50
- Policewoman — \$2.50
- Postal Clerk Carrier — \$2.50
- Postal Clerk in Charge — \$3.00
- Foreman — \$2.50
- Power Maintainer — \$2.50
- Practice for Army Tests — \$2.00
- Prison Guard — \$2.50
- Probation Officer — \$3.00
- Public Health Nurse — \$2.50
- Railroad Clerk — \$2.00
- Railroad Porter — \$2.00
- Real Estate Broker — \$3.00
- Refrigeration License — \$3.00
- Rural Mail Carrier — \$3.00
- Sanitationman — \$2.00
- School Clerk — \$2.50
- Sergeant (P.D.) — \$3.00
- Social Investigator — \$3.00
- Social Supervisor — \$2.50
- Social Worker — \$2.50
- Sr. File Clerk — \$2.50
- Surface Line Dispatcher — \$2.50
- State Clerk (Accounts, File & Supply) — \$2.50
- State Trooper — \$3.00
- Stationary Engineer & Fireman — \$3.00
- Steno Typist (GS 1-7) — \$2.50
- Stenographer, Gr. 3-4 — \$2.50
- Steno-Typist (Practical) — \$1.50
- Stock Assistant — \$2.50
- Structure Maintainer — \$2.50
- Substitute Postal Transportation Clerk — \$2.00
- Surface Line Opr. — \$2.00
- Tax Collector — \$3.00
- Technical & Professional Asst. (State) — \$2.50
- Telephone Operator — \$2.50
- Title Examiner — \$2.50
- Thruway Toll Collector — \$2.50
- Trackman — \$2.50
- Train Dispatcher — \$2.50
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Nominations Close Sept. 15 For Supervisor Training; Day Courses Will Be Given

ALBANY, Sept. 5 — Now is the time for State employees to let their supervisors know they would like to participate in day supervisory training classes. Last date for nominations is Thursday, September 15.

Participation in the State Civil Service Department's training program is limited to those who have been nominated through the personnel office of the department in which they are employed.

"Only three nominations may be made from each department for each class," a Civil Service spokesman said. "If you want to take part in the day sessions, you've got to act immediately."

Three Courses in Five Cities

The sessions will be conducted in NYC, Buffalo, Albany, Rochester and Syracuse. Courses include Fundamentals and Supervision, Case Studies in Supervision, and Administrative Supervision.

All three study programs will get under way in NYC the week of October 3. That same week will see the start of the Fundamentals course in Buffalo and the Case Studies course in Rochester and Syracuse.

All three supervision courses will be given in Albany beginning the week of October 10.

Classes will meet for a three-hour session once a week for ten weeks.

The Basic Courses

Fundamentals of Supervision is a basic course for supervisors between grades 7 and 15 and is designed to point out the fundamental principles underlying good

employee relationships and efficient work management. Included are such topics as directing and delegating work, planning, employee training, discipline, employee relations, control and coordination, and job improvement factors.

"The course," the Civil Service Department said, "provides an opportunity for group discussion of general problems and the exchange of ideas based on the experience of class members and instructors."

Follow-Up

The follow-up course is Case Studies in Supervision. It is open only to those who have successfully completed Fundamentals or Administrative Supervision. Case problems are presented to the class for analysis and study, and the group attempts some solution to the problem. The objective is to assist the supervisor in organizing his thinking before attempting to solve a supervisory problem and in exercising proper judgment in the evaluation of the facts in the case. The interdepartmental representation is designed to assure a variety of cases and experiences.

The Administrative Supervision course is for State aides above grade 15. Topics such as budgeting and leadership are stressed, and planning is treated more extensively than it is in the Fundamentals course.

"The purpose of the administrative course, however, is essentially the same," the department said, "as that of the Fundamentals course—to promote good employee relationships and effective work management."

ACTIVITIES OF EMPLOYEES IN STATE

Newark Fetes Couple On Return from Europe

NEWARK, Sept. 5 — Mr. and Mrs. Alex Mechie, who recently toured Ireland, England, Wales, Scotland, France and Newfoundland, were guests of honor at a dinner given by the Recreational Department of Newark State School. A talk on highlights of their trip was enjoyed by the many friends who greeted the couple.

There's other vacation news at Newark, too. A. J. Bradley is vacationing in New England; Mary Bidwell spent a week at Westport, Canada; Mr. and Mrs. Elwood Kibler were at the races at Saratoga; Eleanor Vercurysse and family are visiting places of interest in northern New York State; Nona Hagin, R.N., is spending two weeks in Florida; Marion MacKay and Mr. and Mrs. William Maddock are at the Toronto Fair; Mr. and Mrs. Joseph McGuire are visiting relatives in Iowa and Kentucky; Mr. and Mrs. Jerry Quinn are at Sodus Point.

And — Mr. and Mrs. Wilbur Stillwell and Mr. and Mrs. Edward Stillwell and family spent a week-end with relatives in Tonawanda and Niagara Falls; Mr. and Mrs. Leonard Miller visited relatives on Long Island; Vernice Carver was on a three-week vacation; and Donald Orlopp is combining a vacation with broadcasting duties at the Palmyra Fair.

Also vacationing: Lois Kardys, Lois Johnson, Margaret Chetney, Charlotte Reeves, Lucille Hitchcock, Jennie Rose, Ethel Lovejoy, Florence Coomber, Betty Baker, Catherine Werely, Mary Robbins, Dorothy Leard, Elsie Beeman, Kenneth Robarge, Henry DesCamp and Bob Kelley.

Daughter Born to Burditts

Employees at Newark extend congratulations to Mr. and Mrs. Chester Burditt, parents of a daughter born August 14.

A cordial welcome was extended to Mr. and Mrs. John Boedecker, senior maintenance supervisor, who replaces Thomas LaMar, retired. . . . Dr. Hans Waller, formerly on the Newark staff, visited the school recently.

The Second Annual Clambake

held at V.F.W., Lyons, was a success in spite of the heat wave. . . . Infirmaries IA employees and families held their annual picnic at Roseland Park on August 18. Infirmaries IB held theirs the 28th. . . . Lulu Redder and Lois Shaffner are driving new Plymouths.

Sympathy is extended to Bernadine Carroll, whose father died August 25, and to James Lewis on the death of his father.

The annual laundry employees' picnic was held August 21 at Cayuga Lake Park. About 28 attended, including Mr. and Mrs. H. Wheeler, recently retired.

Congratulations to Caroline McCann who is wearing a beautiful diamond ring.

Charles Smith is at Camp Drum for military training. . . . Welcome to Dr. Mina Kellow. . . . Greetings to Margaret Crowe, who has returned to duty after several weeks' illness, and to Fay Avery after four months sick leave.

They Are Wished Well

Best wishes for speedy recoveries to: Lenona Manley who is ill at her home on Church Street; Melvina Gay, convalescing at home; Colin Woodgates recently returned from Clifton Springs Sanitarium and now at home; Dominick Viticore ill at home. How about cards to the shut-ins?

The Boys' New Infirmaries has the New Look — black-topped road and new sidewalks.

FRIED AND BEHA NAMED TO CORRECTION COMMISSION
ALBANY, Sept. 5 — Governor Harriman has appointed Henry Fried and James J. Beha, both of NYC, as members of the State Commission of Correction. Mr. Fried succeeds Charles M. Trunz of Forest Hills and Mr. Beha succeeds Robert E. Moore of NYC. Mr. Beha's father was State Superintendent of Insurance, 1924-29.

Full Slate in CSEA Election

(Continued from Page 1)

School; John J. Cox, Public Works, Albany; Angelo J. Coccaro, Kings Park State Hospital.

4th Vice President — Vernon A. Tapper, Parks Department, Syracuse, and John P. Quinn, Buffalo Sewer Authority.

5th Vice President — Charles E. Lamb, Sing Sing, and Noel F. McDonald, Conservation Department, Red House.

Secretary — Charlotte M. Clapper, Health Department, Albany, and Margaret J. Willi, Division of Employment, Albany.

Treasurer — Harry G. Fox, Civil Service, Albany, and Kenneth L. Riexinger, Labor Department, Buffalo.

Executive Committee

Nominated for State Executive Committee posts were:

Agriculture and Markets — William F. Kuehn.

Audit and Control — Ed Sorenson.

Banking — Frank C. Maher, Civil Service — Peter H. Hilton, Marie Debes.

Commerce — Mrs. Mildred O. Meskil.

Conservation — George H. Siems.

Correction — James L. Adams.

Education — Hazel G. Abrams.

Executive — Jack DeLisi, Deloras Fussell, Albert C. Killian and William O'Morrissey.

Health — Eugene J. Cahalan and Emmett J. Durr.

Insurance — Solomon Bendet and Stephen J. Banks.

Labor — Edmund J. Bozek, Arthur H. Israel and Grace Nulty.

Law — Francis C. Maher.

Mental Hygiene — John E. Graveline.

Public Service — Margaret A. Mahoney and Anthony A. Bergamini.

Public Works — Charles J. Hall.

State — Edward L. Gilchrist.

Social Welfare — Charles H. Davis.

Taxation and Finance — Francis X. Maloney, Jeannette M. Finn and Paul F. Powers.

Judiciary — William A. Sullivan.

Legislative — William S. King.

Flood Heroes

(Continued from Page 3)

markets in the department, handled much of this phase of the emergency.

These are only a few of the names behind the State's emergency aid campaign to communities victimized by the flood disaster.

State Promotion Exams Now Open

1117. ASSISTANT TELEPHONE ENGINEER (Prom.), Department of Public Service, \$5,360 to \$6,640.

1118. ASSISTANT HYDRAULIC ENGINEER (Prom.), Department of Public Service, \$5,360 to \$6,640.

1119. SUPERVISING MOTOR CARRIER REFEREE (Prom.), Department of Public Service, \$7,300 to \$8,890.

1120. DEPUTY CHIEF ENGINEER (BRIDGES) (Prom.), Department of Public Works, \$13,570 to \$16,000.

1121. HEAD CLERK (PAY-ROLL), (Prom.), Department of Social Welfare (exclusive of the institutions), \$4,350 to \$5,460.

1122. SENIOR LICENSE INVESTIGATOR (Prom.), Albany office, Division of Licenses, Department of State, \$4,830 to \$6,020.

1123. SENIOR TAX VALUATION ENGINEER (Prom.), State Board of Equalization and Assessment, \$6,590 to \$8,070.

1124. SUPERVISING PSYCHI-

Southern Conference to Hear CSEA Candidates for Office

THEILLS, Sept. 5 — The Southern Conference, Civil Service Employees Association, will hold its annual fall meeting on Thursday, September 22, at 8 P.M. at Kirkbride Hall, Letchworth Village.

The session is being held a week later than the date originally announced, because of a conflict with a meeting of the CSEA Board of Directors.

Invitations have been extended to all candidates for state-wide CSEA office, and each will be given an opportunity to present his platform.

No indorsement of candidates will take place at the meeting, but delegates may make indorsements at a later date if they wish, advises Conference President Charles E. Lamb.

41-Point Program

The Conference has submitted to the CSEA resolutions committee a 41-point program for improvement of civil service. The program, copies of which have been sent to all CSEA members in the Conference area, includes the following:

1. Individual mortality rate for purpose of retirement.
2. Right of counsel and re-instatement for non-competitive employees.
3. Arbitrary action of the Budget Director be curtailed or removed.
4. Uniform allowance for State employees.
5. 35 million dollar personal service appropriation for salary increase.
6. 40-hour week with no loss in take-home pay.
7. Additional sick time to all employees working more than 40 hours a week.
8. Extra increments after 15 and 20 years of service.
9. Amend the Retirement Law to provide that beneficiary receive same option, if member dies after application is filed.
10. Additional retirement credit for employees working more than 40 hours a week.
11. Re-open the 55-year plan.
12. Elimination of fees for promotion examinations.
13. Increased death benefit.
14. Augmentation of present retirement plan.
15. Grievance machinery set up by the Legislature.
16. 37 1/2 hour week for institutional clerical employees.
17. Liberalization of Attendance Rules.

Grievance Plan

(Continued from Page 1)

want to cover in your procedure. As indicated above, the Grievance Board is empowered to adopt rules and regulations. I am sure that any suggestions you may have as to appropriate rules and regulations will be welcomed by the Board."

Indorsed by CSEA

State employees are showing keen interest in the new grievance settlement plan. The Civil Service Employees Association has indorsed it, although it would like to see some aspects improved.

18. Ordinary death benefit for Mental Hygiene retirement members.

19. Supplemental pension allowance.

20. Repeal of the Condon-Wadlin Act.

21. Require written reasons for veto by Budget Director of reclassification or reallocation of positions.

22. Cash payments for annual time accruals.

23. Abolishment of 30 day waiting period for retirement.

24. Time and one half for all overtime.

25. Retirement credit during period of physical disability.

26. Optional retirement after 25 years for all members of Retirement System.

27. Fair holiday and leave privileges for State employees.

28. Permit employees who so desire to work 40 hours a week.

29. Disability retirement up to age 70.

30. Committee to check working out of title.

31. Equal pay for equal work.

32. Change of title of prison guard, matron and criminal hospital attendant.

34. Competitive status for patrolman at Westfield and Albion.

35. Allowance of all vacation and sick leave credits.

36. Pay recognition for hazardous employment.

37. 25-year retirement for custodial employees in the Correction Department.

38. Deferred retirement benefit.

39. Cost of hospitalization, paid by the State.

40. Minimum retirement allowance.

41. 25-year retirement for all Mental Hygiene employees.

Conference officers

Conference officers, in addition to Mr. Lamb, are: John D. O'Brien, 1st vice president; William Nelligan, 2nd vice president; Catherine Glass, 3rd vice president; John Ward, 4th vice president; Robert L. Soper, treasurer, and Joseph Grable, sergeant-at-arms.

Subsistence Talks

(Continued from Page 1)

private industry points toward a 10 cents-per-mile minimum.

There has been no overall revision of mileage and subsistence allowances in more than four years.

However, Association efforts promise to bear fruit on this matter. First meetings with the Comptroller's office are expected to be held this month.

The Association has prepared a factual argument to support the need for adjustments and will submit these facts at the first meeting.

The State has made no definite offer on readjustment but its willingness to meet with Association representatives to try and iron out the present inequities indicates some settlement will be reached.

2 NAMES ON WESTCHESTER LIST FOR PERSONNEL JOBS

ALBANY, Sept. 5 — Anne H. Russell of Scarsdale and Lawrence Greene of Lewisboro comprise the Westchester county eligible list for personnel technician, Department of Personnel. Six persons had applied for the \$4,190 job.

For an analysis of civil service news, read H. J. Bernard's weekly problems in the forefront of the column, "Looking Inside," See Page 2.