

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVI — No. 18 Tuesday, January 11, 1955 Price Ten Cents

## Sick Pay Deductible Under New U. S. Income Tax Law

See Page 14

# Governor Harriman's Program for Civil Service Includes 40-Hour Week Extension, Adjustment Of Pay Scales, Prepaid Health Insurance Plan

## Cut Vacation Time Brings P. W. Lawsuit

ALBANY, Jan. 10 — Several hundred employees of the State Department of Public Works in engineering and land and claims adjuster titles have started suit against the State over cancelled vacation time.

The representative petitioner is L. Lowell Wright, an assistant engineer. His case is typical. On April 1, 1953, in addition to the vacation to which he was entitled for service in the previous twelve months, he had 21 days of accrued vacation, days he would have taken off, but pressure of duties in the department prevented him. The Thruway was being built.

On April 1 the Superintendent of Public Works wiped out the 21 days' vacation. This act, say the petitioners, through their attorneys, DeGraff, Foy, Conway, and Holt-Harris, was "arbitrary, capricious, unreasonable, and without foundation in fact or law."

John J. Kelly, Jr., a member of the law firm, said the petitioners are entitled to be refunded for the vacation time denied them, because the denial was forced on them, and they should not be penalized for something beyond their control.

### What the Rules Say

A provision of the Attendance Rules states that employees accrue "annual vacation, with pay, at the rate of four calendar weeks for each year of service." The Rules also state that "vacation earned during an employment year but not used, may be carried over from that year to the next succeeding one only, with the approval of the department head." This limitation to one year of back vacation had been waived for several years prior to April 1, 1953, by action of the Civil Service Commission, with the approval of the Governor, Mr. Kelly said.

An application to the Civil Service Department for a waiver in this case was denied. A request for payment in lieu of vacation produced no results. Then followed the law case, seeking compensation for the denied vacation.

## Job Being Created In Harriman's Office: Helping the Aging

ALBANY, Jan. 10 — A new job is going to be created in Governor Harriman's office: a special assistant will be appointed who will devote full-time to helping the aging. His task will be to develop "a coordinated and effective program on the part of appropriate State departments in cooperation with local public and private agencies."

The Governor has given no indication of his choice for the job nor what it will pay.

### STATE HEART PROGRAM FOR AIDES IN NYC

ALBANY, Jan. 10—The Health Department program for detecting heart disease in State employees, hitherto confined to Albany, will be extended to New York City. Governor Harriman announced the move last week, but no details have yet been forthcoming.

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 5.

## Harriman, Dewey Hail LEADER on Distinguished Journalism Citation

MAXWELL LEHMAN, Editor Civil Service LEADER

I have read with interest the Citation for Distinguished Journalism which was awarded to the Civil Service LEADER by the Department of Journalism of Long Island University. This citation was richly merited and I am happy to congratulate you, Jerry Finklestein, and the entire staff of the Civil Service LEADER on the recognition you have received for outstanding performance in the weekly newspaper field.

The civil service employees of New York are fortunate in having such a vigilant journalistic champion as well as a dependable channel of news in the specialized field of civil service.

I extend my best wishes for the new year to you and your associates and through you, to the thousands of devoted civil service employees of New York State.

AVERELL HARRIMAN  
Governor

MAXWELL LEHMAN, Editor Civil Service LEADER

To the editor and staff of the Civil Service LEADER, I send heartiest congratulations upon receiving the Citation for Distinguished Journalism which your newspaper was awarded by the Department of Journalism of Long Island University.

The growth and appeal of The LEADER, the scope of its coverage and the service it renders, emphasize the efforts spent by the staff of your publication to earn this honor.

I feel confident that the Civil Service LEADER will continue to serve its readers in a manner which will bring additional honors to the paper.

THOMAS E. DEWEY

### Award Presented December 17

The Long Island University Department of Journalism presented a Citation for Distinguished Journalism to The LEADER on December 17.

## Firings Will Be Humane Says Javits

ALBANY, Jan. 10 — A letter sent by Attorney General Jacob K. Javits to staff members of the State Law Department has caused controversy: did it mean that there would be dismissals of exempt employees? The LEADER has procured a copy of the letter, and it is reprinted below:

"Dear Colleague:  
"On the occasion of my being sworn in as Attorney General I am writing you this personal note. I shall take great pride in the office and want the morale of all who serve the people in the Department to be very high.

"It may help you to know how I consider the Department's job to fit into the State Government. I believe we are the people's lawyer and that in exercising this responsibility I have as my partners all who hold a position in the Department both exempt or civil service. In this spirit I trust that every one in the Department will continue on his job, giving the same high level of service with which, under my distinguished predecessor, the Hon. Nathaniel L. Goldstein, the Department has been identified in the public's mind.

"I am continuing to make a careful survey of all our operations in the light of today's conditions. May I assure you that if any separations other than for cause are indicated, they will be handled with all human consideration and understanding and not in any summary way. Also, I consider the civil service employees a vital part of the Department, and I trust that, like my predecessor, I shall deserve and keep their confidence.

"One new factor of which all should be aware is the taking effect of the Code of Ethics for public officials with the administration of which the Attorney General is especially concerned. I have retired from the law firm of which I have been a member for many years and have in every other way sought to arrange my personal affairs so that there may be no complications in my own compliance in letter and spirit with the Code of Ethics. I trust that every

(Continued on Page 18)

## 2,000 Nassau Employees Gain 40-Hour 5-Day Week Without Reduction in Pay

HEMPSTEAD, L. I. — Nassau County has made several big concessions to its employees.

1. The 5-day 40-hour week has been granted 2,000 per diem employees without any reduction in pay, which will be the same as they received for working six days formerly.

2. The \$850 cost-of-living bonus has been frozen in as part of base pay for all County employees.

Both measures are effective as of January 1.

The Nassau chapter, Civil Service Employees Association, was being credited with a substantial victory in gaining these objectives,

although they represent a minimum in the chapter's aims. The organization had also campaigned for a \$300 annual increase in pay, reclassification of jobs, and improved working conditions.

### 150 Join

Result of the chapter's action is that 150 employees joined it in a single week recently.

An open meeting of the chapter will be held on Wednesday, January 19, 8 P.M., at the Elks Club, Hempstead. All County employees are invited to attend.

The chapter will continue to campaign for its additional objectives.

## Downgraded Clerk Sues, Alleges Broken Promise, Violation of Constitution

ALBANY, Jan. 10 — Retroactive downgrading of an employee is a violation of his rights under both Federal and State Constitutions: that contention is made in a suit brought by a State employee.

The case is that of Mrs. Mae E. Hotaling, a principal statistics clerk in the Department of Agriculture and Markets, who was downgraded to senior statistics clerk, notice dated October 1, 1954, and effective on the same day, "retroactive to April 1, 1954." In other words, the downgrading was to take effect six months before the employee received notice of it, and there would be the difference in pay to make up. The case is now in Supreme Court, Albany.

Her answer sets forth that "the reclassification of your petitioner's position 'retroactive to April 1, 1954,' is arbitrary, capricious, unreasonable, without foundation in fact or law, unconstitutional, and contrary to the provisions of Article 1, Section 6, of the State Constitution, and the 14th Amendment of the Federal Constitution, in that your petitioner was de-

prived of substantial property rights for a period prior to the date on which the determination was made."

### Hundreds Affected

While the present case directly affects only Mrs. Hotaling, the principle is applicable to any other retroactive downgrading. Several hundred other employees have been downgraded, or are in danger of being downgraded, as the result of reclassification undertaken last year.

The positions, says the petition, have been given new titles "allocated to lower salary grades effective October 1, 1954, retroactive to April 1, 1954." Many other positions are proposed for downward reclassification, the petitioner reports. Others in the same title, with lesser seniority, would not be downgraded.

The petitioner has heard that the Attorney General ruled informally that such action would be contrary to Section 31 of the Civil Service Law. After that reported decision, the number of titles to be downgraded at the time was sharply reduced; only three titles

ALBANY, Jan. 10 — Governor Harriman has a seven-point program of civil service development. In his address before the Legislature on Wednesday, January 5, he said that he proposes to work for these objectives:

1. Equal pay for equal work;
2. Extension of the 5-day 40-hour week;
3. Full-scale in-service training program;
4. Repeal of the Condon-Wadlin anti-strike law;
5. Adjustment of grievances "consistent with the accepted principles of collective bargaining";
6. Exploration of the possibilities of a prepaid health insurance system for State employees;
7. A study to determine whether present procedures are adequate to keep subversive elements out of State government.

**No Reference to Retirement**  
The Governor made no reference to a retirement program, although he said during the campaign that he would call in employee representatives and examine the possibilities of improving existing retirement legislation. Presumably he will have more to say on this later.

**Wage Adjustments**  
As to the possibilities of wage adjustments, it is known that Budget Director Appleby is gravely worried about "where are we going to find the money." One of the Governor's closest aides said recently, in private conference: "The situation is worse than people realize." The Governor's commitment during the campaign was: "Sufficient money must be appropriated to assure adequate and equitable pay for all State employees."

**Overtime Pay?**  
Mr. Harriman made reference to overtime pay in his message to the Legislature, although he personally favors extension of the time-and-a-half pay principle to public service.

Extension of the 40-hour week, as proposed by the Governor, will bring problems of its own. For example, when present workers on a 44 or 48-hour schedule go down to 40 hours, will they go at the same pay they now earn, or will they be forced to accept a 10 or 20 per cent pay reduction? This is a problem that has long worried employees. The length of the work week is intimately tied to the question of overtime pay.

in the competitive class were to be downgraded then.

The suit is brought against the Budget Director, the Director of Classification and Compensation, the State Comptroller, and the members of the State Civil Service Commission, by DeGraff, Foy, Conway, and Holt-Harris, as attorneys.

**Broken Promises Alleged**  
Mrs. Hotaling's case is unusual, however, in that she was notified as far back as 1952 that downgrading was on the way for her job, but was later assured by her department that no action would be taken until after she vacated the position. The Director of Compensation and Classification agreed to that. The Appeals Board took no action on her appeal, because no present change, and none affecting her personally, was proposed. She says she received the intimation that the deferment of the downgrading might be jeopardized, if she urged an appeal. Thus when she got the notice of October 1, 1954, which she received actually three days later, she was dumfounded. She felt she had received a promise and now it was being broken.

Attached to the petition is a copy of a letter from Sherburne H. Fogg, executive officer, Department of Agriculture and Markets. (Continued on Page 16)

## Governor Harriman's Civil Service Program

Below is Governor Harriman's statement on civil service in his Message to the Legislature.

By very reason of the fact that strikes by public employees cannot be tolerated, such employees should have the right to have their grievances presented by representatives of their own choosing. Their grievances should be considered and mutually adjusted in an amicable manner, consistent with accepted principles of collective bargaining. There must also be effective mediation procedures for resolving critical disputes.

I am convinced that the continued presence on the statute books of the punitive and unworkable Condon-Wadlin Law will only impede the task of attaining proper labor relations for public employees. Accordingly, I recommend its immediate repeal.

I propose to work toward the following objectives to the extent that the stringent State fiscal situation will permit:

1. To equalize pay scales for work of equal responsibility;
2. To extend the 5-day 40-hour week as uniformly as possible;
3. To initiate full-scale in-service training programs.

I propose also to explore the possibilities of a prepaid health insurance system for State employees.

At my request a study is now under way to determine whether present State laws and administrative procedures are adequate to keep communists and other subversive elements out of State Government, while at the same time safe-guarding the rights of State employees. When this study is completed, I will determine what action is desirable.

### MEET

# Three Men Around Harriman; Bingham, Gutman, Van Devander



Jonathan Bingham



Daniel J. Gutman



Charles Van Devander

Of the new team being assembled by Governor Harriman, three men working around the clock with him, and in constant communication with him are Jonathan Bingham, his secretary; Daniel J. Gutman, his counsel; and Charles Van

Devander, his executive assistant, whose job is public relations.

What kind of men are these three, who will have so much influence on the course of State government? No greater differences could be imagined than among these — on the surface: tall, lanky typical New Englander Bingham; short, dynamic, typical New Yorker Gutman; slow-speaking, almost farmer-like in appearance, newspaperman Van Devander. But the resemblances are more fundamental. The outlook of all three is "social" — in the New Deal-Fair Deal sense. They see major issues the way the Governor sees them. They are alert, intelligent, and each in his own way charming. All three are easy to talk with. Each has made substantial contributions to his field. And each has written a book.

#### Jonathan Bingham

If you put Jonathan Brewster Bingham in costume, he would look precisely "right" as one of his own New England forebears. He is a descendant of Deacon Thomas Bingham, an American colonist of seventeenth century. He has a straight-out philosophy, which he calls "practical idealism," and he has tried all his adult life to put it into practice. An example of this philosophy is his view that people of under-developed areas must be helped in our own interest — that this is how to stop communist expansion. Increased food production and control of disease are two of the major objectives of the celebrated Point 4 program on which he worked from October, 1951, to March, 1953, most of that time as deputy director. It was here that he drew the material for his book "Shirt-Sleeve Diplomacy."

He stands tall — six feet two inches — and lean. His voice is a resonant baritone, and there is about him an aura that says at once: "Intellectual."

August Hecksher said of him: "He represents the type of younger public servant, not dulled by too much contact with red tape nor carried away by delusions of power."

#### Born in New Haven

Jonathan Bingham was born in New Haven, Conn., on April 24, 1914, the year during which his father, an historian, author and explorer, began the last of his organized expeditions in South America. Hiram Bingham, a Republican, later served eight years in the United States Senate.

#### Phi Beta Kappa

Jonathan is a Phi Beta Kappa graduate from Yale University, and here too he took his law degree. He has been a free-lance foreign correspondent, counsel to the New York State Labor Relations Board, and counsel to the Office of Price Administration. He also has been with the State Department. He enlisted as a private in World War II and emerged a captain. After the hostilities, he became a partner in the law firm of Cohen and Bingham.

#### Met Harriman in Washington

It was in Washington that he met Averell Harriman, and the two became close friends. Listening to him on the telephone, talking to the many visitors who come to see him, making split-second decisions, it is clear that he is in a position of real authority with the Governor.

Devander, his executive assistant, whose job is public relations.

2-43-2 (54). **AUDITOR**, \$4,205 to \$10,800. Jobs in field offices of the Auditor General, U. S. Army, throughout the country. Minimum of three years' experience in auditing and accounting. Post-high school study may be substituted for part or all the experience requirement. Apply to Board of U. S. Civil Service Examiners, Midtown Air Material Area, 111 E. 16th Street, New York 3, N. Y. (No closing date).

## Better Deal Is Asked For Clerks in NYC

NYC's proposed reclassification of the clerical service includes "a drastic reduction in higher grade jobs," Henry Feinstein, president of City Employees Union, Local 237, AFL, complained.

He listed the duties, as proposed for qualifying for each grade, and asked: "How many jobs are there in any department that are covered by the stated tasks? A handful. For the overwhelming bulk of clerical employees, this classification means a dead end to their careers in their present grades."

"We propose a plan that shows proper appreciation of the vital and complex duties now performed by clerical employees and maintains avenues of advancement for all."

#### Union's Proposal

The Teamsters Union, of which CEU is a local, has proposed that titles equivalent to the four present grades of the clerical service be set up with the following table of equivalencies: present grade 2, \$3,000 to \$3,900; present grade 3, \$4,000 to \$5,080; present grade 4, \$5,150 to \$6,590; and present grade 5, \$6,750 to \$8,550.

The union's answer to the Department of Personnel questionnaire declared that the four grades should not include such positions as assistant office manager, office manager, chief clerk, personnel clerk, bureau or division heads.

"These positions should be placed in additional clerical titles which should be set up above the four basic titles in the clerical service," the union stated. "Many positions presently within the administrative service should properly be allocated to these additional clerical service titles."

#### OWENS IS RE-ELECTED

David A. Owens has been elected to his eleventh consecutive term as president of Watchmen's Council 368, affiliated with the Civil Service Forum.

## 270 Port Workers Get Raise

The Army-Air Force Wage Board has approved two general wage increases, affecting about 270 workers at the New York Port of Embarkation.

General harbor craft personnel will receive an increase, retroactive to February 1, 1954, of from \$190 for deckhands to \$270 for masters of Class "A" tugs. In addition, they will receive increases ranging from \$390 to \$400 effective December 16, 1954. The total of the two increases averages about 15.5 per cent.

Derrick barge personnel, with the exception of derrick engineers and assistant derrick engineers, will receive, retroactive to February 1, 1954, increases ranging from \$330 to \$450. All derrick barge personnel, including engineers and assistant engineers will receive a \$320 to \$440 raise, effective December 16, 1954. The total increase for derrick barge employees is approximately 13 per cent.

A deckhand's annual salary will rise from \$3,260 to \$3,850 a year; masters and mates aboard Class "A" boats will be paid \$5,140 and \$4,830, instead of \$4,470 and \$4,180, respectively. Derrick masters were raised from \$5,870 to \$6,520, and derrick mates from \$4,060 to \$4,830.

## Jan. 20 Last Day For Personnel Jobs

Thursday, January 20 is the last day to apply for personnel jobs, \$5,060 to \$5,940 a year to start, with Federal agencies in NYC, upstate New York and New Jersey.

Three years' experience in personnel work is required, but post-high school education may be substituted for part of the requirement.

Apply to the U. S. Civil Service Commission, 641 Washington St., New York 14, N. Y., until January 20. The exam is No. 2-176 (54).

Apply at addresses indicated, until further notice.

Rotating interns, \$2,800 a year; psychiatric resident, \$3,400 to \$4,200; and neurologic resident, \$3,400 to \$4,200. Jobs in St. Elizabeths Hospital, Washington, D. C. Apply to Board of U. S. Civil Service Examiners at hospital, Washington 20, D. C.

Stenographer, \$2,750 to \$3,175, and typist, \$2,750 and \$2,950. Jobs in Washington, D. C. area. Apply to U. S. Civil Service Commission, Washington, D. C.

Highway engineer trainee, \$3,175 and \$3,410. Jobs in Bureau of Public Roads in Washington, D. C. and throughout country. Apply to Board of U. S. Civil Service Examiners, Bureau of Public Roads, Department of Commerce, Washington, D. C.

Design patent examiner, \$3,410 and \$4,205. Jobs in U. S. Patent Office, Washington, D. C. Apply to Board of U. S. Civil Service Examiners, U. S. Patent Office, Washington, D. C.

Ocean transportation specialist, \$4,205 to \$10,000. Jobs with Military Sea Transportation Service and other agencies in Washington, D. C. Apply to Board of U. S. Civil Service Examiners, Department of the Navy, Main Navy Building, Washington 25, D. C.

Fishery marketing specialist, \$3,410, for jobs in Fish and Wildlife Service. Apply to Board of U. S. Civil Service Examiners, Department of the Interior, Washington, D. C.

Correctional officer (male), \$3,410. Jobs in Bureau of Prisons, Department of Justice. Apply to Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kansas.

Card punch operator, \$2,750 and \$2,950; tabulating machine operator, \$2,750 and \$2,950; and tabulating equipment operator, \$2,950. Jobs at Joliet, Ill., Arsenal, Ordnance Ammunition Command, and other Federal agencies at Joliet. Apply to Board of U. S. Civil Service Examiners, Joliet Arsenal, Joliet, Ill.

Clinical psychologist, \$5,940 to \$10,800, for work in hospitals, regional offices and centers of Veterans Administration in U. S. and Puerto Rico. Apply to Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

**CIVIL SERVICE LEADER**  
America's Leading Newsmagazine for Public Employees  
**CIVIL SERVICE LEADER, Inc.**  
97 Duane St., New York 7, N. Y.  
Telephone: BEckman 3-6010  
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.  
Subscription Price \$3.00 Per Year. Individual copies, 10c.



Business office employees of Binghamton State Hospital are pictured at a recent party. Seated, front row, from left, Evelyn Corkery, Peggy Buck and Collette Nolan; back row, Doris Fisher, Rose Barden, Theresa Howell and Betty Pope. Standing, front row, Florence Drew, Eleanor Prentice and Mary Foster; back row, Robert E. Jones, the Rev. Walter H. Read, James Vreeland, Ruth Ballard, Ruth Christophori, Elizabeth Groff and Phyllis Houpt.

### CSEA Life Insurance Plan Again Liberalized; 'Free' Coverage Rises to 15%

ALBANY, Jan. 10 — The Civil Service Employees Association has announced another liberalization in the insurance program it makes available to members. Because of the favorable experience under its group life insurance plan, which covers thousands of its State employee and local government employee members, the free insurance made available under the plan to insured members was increased, effective November 1, 1954, from 10 per cent to 15 per cent of the amount of the insurance issued to each member, with a minimum of \$250 free insurance to each member.

plan was started in 1939, insured members have received many additional benefits because of the favorable experience, without increase in premium, such as double indemnity for accidental death, 15 per cent free insurance, waiver of premium in event of total and permanent disability starting before age 60, and reduction in premium rates for insured members under age 40. The pension-insurance committee of the Association is composed of: Charles C. Dubuar, chairman; Stephen J. Banks, Henry Clark, Sarah Collins, Ann LeVine, John Mullaney, Joseph Osborne, Cornelius O'Shea, Kenneth Rieking, J. Allyn Stearns and Gerald Vicino.

### Southern Conference Plans To Probe 'Discriminatory' State Attendance Rules

OSSINING, Jan. 10 — Discriminatory practices under present attendance rules will be a major item on the agenda of the Southern Conference, Civil Service Employees Association, at its annual winter meeting. The event is scheduled to be held at the State Armory in Newburgh on Friday, January 21, beginning at 7:30 P.M. Mary Goode Krone, State Civil Service Commissioner, and John J. Kelly, Jr., Counsel to the Civil Service Employees Association, have been invited to address the group.

where this equipment is necessary for proper performance of assignments; the Civil Service Commission's proposal to extend the probationary period to promotions. Charles E. Lamb, Conference president, has invited delegates from all chapters in the Conference area to attend the meeting. Expected as guests are Frank Casey, CSEA field representative; Robert Soper, 2nd vice-president, CSEA; Maxwell Lehman, editor, Civil Service LEADER.

**O'Brien to Report**  
John O'Brien, chairman of the Conference legislative committee, and former member of the CSEA Board of Directors, will deliver a report on legislative objectives of the Conferences. Other subjects for consideration are: allowances for uniforms,

**Conference Officers**  
In addition to Mr. Lamb, Conference officers are: Roland Schoonmaker, 1st vice-president; William Nelligan, 2nd vice-president; Herbert Nelson, 3rd vice-president; Kitty Glass, 4th vice-president; Robert L. Soper, treasurer; Joseph Grable, sergeant-at-arms.

### Brotherhood Luncheon Next Month

The annual Brotherhood luncheon of State employees will be held the last week in February in NYC. An award will be made to an outstanding person who, by his conduct and record, has best exemplified the true spirit of brotherhood. Gladys Snyder, president of the St. George Society; Morris Gimpelson, president of Jewish Employees Association; and Arthur Mendelson and Theodore Ayervais, past presidents of Excelsior Lodge, B'nai B'rith, are concluding arrangements with Henry Shemin, chairman of the Metropolitan Conference, Civil Service Employees Association. All State employee organizations who wish to participate in the sponsorship of this event are invited to communicate with Mr. Mendelson or Mr. Ayervais at Murray Hill 2-1530.

### Nurses Act In Pay Appeal

At the recent salary appeal hearing in Albany on nurses' salaries, Della O'Dowd and Joseph Farsetta represented the nursing staff of Brooklyn State Hospital. This meeting was also attended by Joseph Munn, president of the Nurses Alumni Association. Jesse Alvarez attended at the request of the New York State Nursing Association as representative of that organization, which is interested in these hearings. There will be a report given at the general nurses' meeting and also at the next alumni meeting.

### PRENDERGAST BEGINS SAFETY DIRECTOR DUTIES

ALBANY, Jan. 10—Michael H. Prendergast, New York State's new Director of Safety, began his duties of coordinating the State Fire Training and Fire Mutual Aid programs, Police Training and Mobilization, State Civil Defense Rescue School, and the Employee Safety Program covering 80,000 State workers.

He resigned his position with War Relief Services, National Catholic Welfare Conference. He is captain of Rescue Hook and Ladder Company No. 1, Haverstraw Fire Department.

### Harriman Lauds State Employees

ALBANY, Jan. 10 — At a press conference, Governor Harriman issued his first prepared statement to the public employees of New York State. It reads:

**To the Employees of New York State:**  
"Like anyone arriving on a new job, I have been looking forward to meeting my fellow employees. During the coming years I hope to see many of you personally, but at this early date I am grateful for the chance to greet all of you at one time.

"I have long been aware of the unparalleled reputation for accomplishment enjoyed by the civil servants of our State and of the impressive jobs turned in by them. Indeed, no state can claim a more admirable body of employees.

"Just as I am concerned with the progress our State makes through your efforts, I am sincerely interested in the progress you make in your relationship with the State. The two are inseparably bound together. Your continued well-being is of much importance to me.

"Although I am a new member of the public service team, I am an enthusiastic one who will make every effort to insure bright success. I am confident that your own contribution will be equally wholehearted. You and I, working as a team, have a common responsibility to serve the welfare of the people of our State, and I am sure I can count on your loyal and wholehearted cooperation in our joint efforts.

"I know that in the future we will have many opportunities to exchange ideas. For now, let me wish you and your families happiness in the coming year."

### Like Woods? Maybe This Is for You

ALBANY, Jan. 10 — Woodsmen who know their New York State species of fish and game, and like extremes of outdoor weather, can compete in a civil service exam to be held February 19 for the job of game protector. The pay is \$2,870 to \$3,700 a year. Applications will be accepted up to January 21.

A State game protector has a chance for promotion to assistant district game protector and on up to the top conservation law enforcement job of chief, bureau of law enforcement and field services.

**Qualifications**  
To qualify, candidates must be between 21 and 36 years old. They must have had a license to hunt and fish some time during the past ten years, or must give other proof of their interest in practical wildlife conservation.

Other requirements include two years of a college course in wildlife management, forestry, or the natural sciences. However, instead of college training, candidates may substitute a high school diploma plus three more years as a licensed hunter and fisherman, or other proof of interest. Candidates must have been residents of the county in which they seek appointment for at least four months immediately preceding the date of the examination. At present, there is one vacancy each in Delaware, Dutchess, Genesee, Orleans, Saratoga, and Warren counties. (Continued on Page 14)

## Thruway Staff Reorganized; Former Public Works Men Get High-Pay Thruway Posts

ALBANY, Jan. 10 — The New York State Thruway Authority has announced reorganization of its staff.

Holden A. Evans, Jr., had been designated General Manager, and will be responsible for the administration of the expressway and its staff. Mr. Evans has been handling similar duties as Executive Assistant to B. D. Tallamy, Thruway Authority Chairman.

Several additions, transfers and promotions were made on the Thruway staff.

William J. LaFleur, former Director of Public Relations for the State Public Works Department and for about 20 years an employee of the Bridge Division of that Department, has been appointed to the Authority staff as Bridge Maintenance Supervisor at \$8,500 a year.

Jules Dulce, formerly with the Executive Department of State, has been transferred to the Authority as Confidential Assistant in the Thruway Legal and Claims Department. The post pays \$8,000 annually.

John M. Fague and Paul E. Col-

yer, Albany, have been promoted to posts in the Syracuse and Albany Divisions, respectively, as Division Operation Supervisors, at \$7,500 a year. Mr. Fague formerly was Commercial Promotion Representative for the Authority and Mr. Colyer has served as an assistant to the Director of the Department of Operations, Warren M. Wells.

Joseph H. Grady, former Administrative Assistant in the Public Works Department, has transferred to the Authority as Senior Administrative Assistant to the Director of the Department of Operations, and will succeed Mr. Colyer. The post pays \$6,590 a year.

John Pendleton, former Assistant Civil Engineer, Traffic, in the Public Works Department, has been transferred to the same title with the Authority at \$6,128 a year.

Richard Winchell, former Junior Personnel Assistant in the Public Works Department has been transferred to the Personnel Bureau in the Authority's main office as Personnel Administrator, at \$4,772 a year.

## Hearings on Pay Appeals Now Under Way; Tolman, Kerker, Galpin Appearing

ALBANY, Jan. 10—The hearings before the Division of Classification and Compensation, State Civil Service Department, on the allocations under the new compensation plan are now under way. They began on January 3 at 9:30 A.M. and, according to the announced schedules, will be held every working day throughout the months of January and February.

The Civil Service Employees Association is actively assisting its members by helping to prepare appeals, holding pre-hearing conferences, and also aiding through representation at the hearings. Dr. Frank L. Tolman has been retained as a consultant. Philip Kerker, because of his previous experience as a member of the Temporary Salary Standardization Board from 1939 to 1943, is assisting F. Henry Galpin and John J. Kelly Jr. in the processing of these appeals. Mr. Kerker is CSEA public relations director, Mr. Galpin is salary research analyst, and Mr. Kelly is assistant counsel.

Recent hearings already held are listed below, together with the

CSEA and employee representatives:

**Monday, January 3**  
**Instructor of Nursing**—Dr. Tolman, for the CSEA; and Mrs. Alice Marsden, Kings Park State Hospital.

**Domestic**—Messrs. Galpin and Kerker, for the CSEA.

**Tuesday, January 4**  
**Institution Patrolman**—Mr. Kerker, CSEA; and Charles D. Methe, Marcy State Hospital; Thomas Conkling, Willowbrook State School; Alexander McGill and Johanna Felzer, Westfield State Farm; Douglas Hayes, Albion State Training School, and Henry Marier, Rockland State Hospital.

**X-ray Aide, X-ray Technician, Senior X-ray Technician**—Messrs. Tolman and Kelly, CSEA; and Emmet Durr and Francis Hockey, Ray Brook State Hospital.

**Milk Sanitarian**—Messrs. Kelly and Tolman, CSEA; and Paul Brooks, Angelo Vetucci and B. J. Schuman, Health Department, Albany.

(Continued on Page 14)

## To State Aides: Want CSEA to Represent You in Salary or Grade Appeals?

ALBANY, Jan. 10—John F. Powers, president of the Civil Service Employees Association, has urged members of the Association who have appealed for reallocation from the salary grades setup under the new compensation plan, to inform the Association promptly if they desire it to officially represent them at the hearings. Mr. Powers emphasized it is not legally possible for the Association to appear at the hearings unless authorized to do so by the appellants. Form letters relative to this have been sent to all of the appellants whose CC-54 or reallocation form are on hand at the Association office. Mr. Powers also urged that, in every case where representation is desired, a copy of the appeal application (or form CC54) be furnished the Association.

The form letter which Mr. Powers would like answered and returned is as follows:

Dear Appellant:

The schedules of hearings for salary appeals lists..... to be heard..... at..... in..... Would you kindly answer the following questions relative to the hearing?

1. Do you intend to be present at the hearing?
2. Do you wish to be heard?
3. Do you wish formal representation by The Civil Service Employees Association?
4. If a prehearing conference is arranged at CSEA Headquarters on..... at..... will you attend?

Please return this form immediately,

**SOCIAL SECURITY** for public employees. Follow the news on this important subject in **The LEADER** weekly.

# 3 Men Close to Harriman

(Continued from Page 2)  
new Democratic team after the election.

### Enormous Job

His job is to handle the press and to advise on public relations policy. In this role, he'll probably be exercising important influence on policy. The job, known as a "back-breaker," pays \$16,000 a year plus \$3,000 for expenses. It's a 24-hour a day stint. He must be ready at any time to jump into a situation requiring public relations treatment and "handle" it. He

must keep the insistent press corps in Albany happy. He must see that the supply of news from the Governor's office gets out promptly and most effectively. He must organize Mr. Harriman's press conferences. He must assist in the drafting of the Governor's statements. He must take phone calls and communications from newspapers all over the State. And often he must speak for the Governor.

### Newsmen Like Him

Charlie Van Devander is a chain cigarette-smoking, poker-playing,

topnotch newspaperman. Other newsmen like him. He has covered politics and governmental activities in Washington, New York City, and Albany. He was chief of the Washington bureau of the New York Post from 1941 until 1950, when he became publicity director for the Democratic National Committee.

Oddly, he began his career by studying to be an engineer, after attending Georgia Tech. But newspaper work beckoned, and he came to New York, where he got his first job with the Brooklyn Eagle. Later he worked with a news association and with the New York American. His work on the New York Post was by-lined, and his scoop stories gave him great readership value. He was at one time president of the Inner Circle, an association of political news writers.

### No 'Hidden' News

There is an obliging quality about Van Devander that makes him popular with the men who have the tough task of assembling and gathering news. He knows their problems, he still feels like one of them, and he'll go out of his way to help them on a news story. "Hidden news" will not be a characteristic of the Harriman administration so long as Charlie Van Devander is press chief.

### 31,000 WERE EMPLOYED ON AGRICULTURAL CENSUS

WASHINGTON, Jan. 10—About 31,000 temporary workers were employed during November on the agricultural census, the U. S. Civil Service Commission reported. Almost 19,000 of them comprised additional employees. The hiring of the 19,000 was responsible for most of the 24,827 rise in U. S. employment that month, bringing the total to 2,362,588.

### CIVIL SERVICE COMMISSION PROMOTES TWO AIDES

WASHINGTON, Jan. 10—John Rode, U. S. civil service representative at Detroit, and Travis Mills, manager of the U. S. Civil Service Commission's branch office at New Orleans, have been named examining representatives in the Washington office of the Commission.

# CORRECTION CORNER

Below is a new column especially 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. The column will appear from time to time. 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.

By JACK SOLOD

YEARS back in Correction, we had Correction Retirement. After 25 years work, you retired at half pay. Cost to you: nothing. Through the years we have progressed and now, after 30 years work, at age 55 and the payment of over \$10,000 in contributions, you can retire and never hope to reach half pay. SOME progress.

You were a faithful employee. You worked 31 years and did a swell job. Time to retire, the fellows bought you a gold watch and pretty speeches were made about you all evening the night of your farewell party.

Now comes the time for playing games with the State Retirement System. Which option to take — let's see — I'm 61 years old; according to statistics I have 6 years to live; might as well take the option which permits the highest retirement. What? I owe the retirement fund \$6,000 back payments? I can retire at \$1,800 a year? Crushed, gone are the dreams of a secure old age. Gone the so-called security you dreamed about.

Unusual? No, this is a typical case. After 31 years of service and contributions of about \$8,000, this man can retire on the magnificent sum of \$1,800.

### Disillusion

Disappointed, disillusioned, bitter, you retire. Now listen to this and mark it well. You live for two years after your retirement day and all told collect \$3,600, then pass on to the place all good guards go. Left in the retirement fund is \$4,400 of your money — money accumulated by your hard work — YOUR money! And who gets this \$4,400? Your wife? No, no. Your beneficiary? No, no. The State Retirement System gets your money!! Yes, that's right, the State Retirement System keeps your \$4,400. This is only one act in the fantasy of State Retirement.

### Overhaul Overdue

The cry is always, "the system must be actuarially sound." I am not a pension expert but it seems to me that a complete overhauling of the State Pension System is overdue. The State of New York should have a better reward for faithful old employees who have spent most of their lives in making State Government tick. The present pension system is just about enough to keep you off the relief rolls, but it is actuarially sound.

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# Looking Inside

By H. J. BERNARD

## Senate Committee Can Show the Way To Safe Loyalty-Security Programs

NOT ONLY FEDERAL EMPLOYEES, but all public employees, would like to see the U. S. loyalty and security programs improved, because what the Federal government does in this regard largely influences State and local governments. The States have followed the Federal pattern to an extent, where they have seen fit to undertake the responsibility at all; local governments do not seem to be much afflicted, so generally adopt a hands-off policy.

U. S. Senators and Representatives, mostly Democrats, complain that the U. S. fails to distinguish clearly between firings for loyalty reasons, under the executive order, and resignations of persons under loyalty inquiry who may not even know they are being investigated. The resentment over high-handed, though honestly motivated, indifference to basic rights, has much justification.

The whole loyalty program is experimental. President Eisenhower himself as much as admitted it was no howling success. He yearned for some generally satisfactory solution. Every day he gets some new ideas, as well as old ones, on how to cope with this serious problem. As yet, nothing suggested has prompted revision of the obnoxious and confusing loyalty-security programs.

### Marked Difference in Two Areas

The two programs are sharply different. Disloyalty and subversion are covered by the President's executive order. Security is checked continuously under an order of the Budget Director. Everybody can imagine what disloyalty and subversion must mean. Security is more elusive. Offenses included are talking too much, character defects, drunkenness, criminal record, behavior or associations that tend to prove lack of reliability or trustworthiness, and sex perversion. Much of the security program has the familiar sound of disqualification from appointment because of failure to meet minimum requirements. By stricter investigation of eligibles and other prospective appointees, the U. S. could avoid much of its troubles on both the loyalty and security scores.

The government must have the fullest protection against disloyal, subversive and other dangerous employees, but employees as a whole must have fullest protection, too. Under the present loyalty program they may be fired without actual proof, hence on suspicion. Though the Eisenhower administration does not call it suspicion, that's what it is. Even the grounds, and the identity of the accuser, need not be stated; hence the accused does not have the right to be confronted by his accuser, and may not even know of the existence of the accusation, hence not even be informed why he is being fired.

When the government must decide cases involving persons who may be plotting its overthrow, there is a natural tendency to be severe. That tendency may even lead to the adoption of techniques associated with totalitarian government. There can be no temporizing with disloyalty. Totalitarian methods, if not always just, are always swift. But the citizens of the United States, a nation founded on new concepts of human rights and the dignity of man, do not want to see the principles of the U. S. Constitution violated, even though the Constitution itself may not apply directly to protecting employees in their relationship to their jobs. We do not want the presumption of innocence supplanted by the presumption of guilt, not even in civil cases of employees, who have no constitutional right to their jobs.

The employees themselves want the government to have a program that offers the greatest possible protection to national safety and defense, and highest standards of government service to the people. Never have the employees opposed any loyalty or security program, as such, but only the rigors that might induce injustice. The employees have protested, although in vain, against the method and scope of the present dual programs.

A Senate committee is about to investigate the programs. If the inquiry concerns itself mostly with the facts and the law, and is relatively free of political bias, it can produce an improvement in both the loyalty and security standards, and the method of their application. The committee could put no finer feather in its cap than by proposing detailed loyalty and security programs, including every necessary safeguard to both government and employee. Thus would the committee be answering the President's prayer for a satisfactory solution, even though there was no plank in the Democratic platform requiring providential Democrats to fulfill even the most devout aspirations of a Republican President.

## Every Accused Employee Should Be Entitled to a Trial

ALL PUBLIC EMPLOYEES should have a right to a hearing on stated charges, and representation by counsel or union of their own choice. Veterans have such rights; non-veterans are indebted to veterans for showing the way.

The distinction between veterans and non-veterans, in this regard, never was valid, and is based on the excuse that equalization would impose too much of a burden on a department. But when one has to defend his fitness to hold a job, the principles of justice should carry greater weight than the service of departmental convenience. Life must not be made easier for officials at the expense of even accused employees.

### Laws Should Be Liberalized

The Federal and State laws should be liberalized, to put all employees on a basis of equal opportunity to defend themselves, and to appeal. Merely serving stated charges, and giving an employee an opportunity to answer them, is not enough. When one's job is at stake, the non-veteran is entitled to the same safeguards as a veteran or volunteer fireman.

Even when a trial results in exoneration, the employee often suffers, as the Uniformed Fire Officers point out. Recently a few fire officers

(Continued on Page 12)

# U. S. Employees Campaign For at Least 7 P. C. Raise, Retroactive to Jan. 1, '55

WASHINGTON, Jan. 10 — Employees organizations are busy campaigning for a higher raise than the one the Eisenhower administration proposes. The raise recommended by the U. S. Civil Service Commission, with White House approval, ranges from 4.9 to 7.4 per cent, and averages 5 per cent of payroll.

Employee groups seek 7 to 10 per cent and intend to fight for that. They have been button-holing Senators and Representatives and have obtained some promises of support.

### Quieter Atmosphere

The hectic atmosphere that marked last year's pay fight is absent, now that a raise is assured, and only the amount is in dispute.

A raise bill was passed last year but the President vetoed it, because no postal rate increase was voted, to finance postal raises, and no postal reclassification included. While the insistence on reclassification is not now repeated, the requirement for an increase in postal rates still stands, and menaces a postal increase.

A job evaluation plan for the postal service is now proposed by

the White House. It is a much softened version of last year's reclassification insistence, and not too much employee opposition to it may be expected.

### A Tempering Effect

The new coat may not be a complete reversal of the old, but the pattern is not the one proposed by the engineering firm that made a survey for the Post Office Department and handed in a report that roused postal employees' wrath. The adamant stand by the administration last year has been tempered no doubt by the results of the last election.

The raises the Eisenhower administration proposes are flat amounts, applied to each grade, the same amount for any step in a grade. They run from \$125 for grade 1, to \$800 for grades 15, 16 and 17, with no raise for grade 18 (\$14,800), unless Congress sees fit to vote one, an action to which the White House would not object.

### Amounts of Raises

The flat amounts of raises follow, with grades given first: 1, \$125; 2, \$135; 3, \$150; 4, \$165; 5, \$190; 6, \$205; 7, \$210; 8, \$230; 9, \$240; 10, \$300; 11, \$360; 12, \$460; 13, \$40; 14, \$600; 15, 16 and 17, \$800; 18, none.

For the crafts, protective and custodial employees, a schedule is included, to take care of interim pay, pending changeover to the wage board system: 1, \$75; 2, \$75; 3, \$73; 4, \$135; 5, \$126; 6, \$140; 7, \$165; 8, \$260; 9, \$265; 10, \$285.

### Retroactive Benefit Sought

The employees want the raise, whatever it turns out to be, retroactive preferably to last August, when the President vetoed the bill; at worst, retroactive to January 1, 1955. The White House is dead set against any retroactive provision. That fact would make it all the more important to employees that the raise bill be voted as soon as possible, for it would take effect to begin at the next pay period, if the President has his way.

### Democrats Aiding Employees

Employee groups have induced 16 Democratic Senators to promise

united support to a bill for a 10 per cent increase, or \$400, which ever is greater, and expect to add a considerable additional number of Democratic Senators to the list, and then seek similar promises from House Democrats. Thus the effort to get a higher raise than the President proposes may turn out to be a political battle.

One question still unsettled is whether the departments and agencies, other than the Post Office, would have to absorb the cost of any raise. Conferences on the subject have been held between department heads and Budget Director Rowland R. Hughes. Department heads say they are having trouble even now in keeping within their budget, and if they have to absorb any raise, there would have to be a small-scale reduction in force.

Although the President wants the postal raise to be financed by increased postal rates, there is no certainty that the Senate and the House would agree. The last session of Congress refused to go along with him on the same issue, one reason why he vetoed last year's raise bill.

## Dr. Siegel Recovers; Prefers Mail Sent To His Home

ALBANY, Jan. 10 — Dr. William Siegel, widely known to State employees, is home after a long seige of illness. Active in employee affairs as a member of the CSEA Board of Directors, Dr. Siegel had been receiving quantities of mail at Roswell Park in Buffalo. Dr. Siegel asks that his friends address him hereafter at his home: 23 Norwood Street, McKownville, N. Y. That's just outside Albany.

Dr. Siegel reports that he hopes to be fully recovered and back at work in the near future. He expresses gratification for the many thoughtful remembrances he received while he was hospitalized.

## Correction Society Installation Jan. 15

Officers of Gibborim Society, NYC Department of Correction, will be installed Saturday evening January 15 at Rappaport's Restaurant, NYC.

They are: Philip Sherman, president; Milton Kleinman, 1st vice president; Alexander Schachner, 2nd vice president; Sam Goldstein, secretary; Ben Makashay, financial secretary; Randolph B. Grasheim, treasurer; Michael Spector, sergeant-at-arms; Harry Silberglitt, Milton Klein and Sam Domro, trustees; Aaron Feltstein, historian, and Rabbi A. Burstein, chaplain.

## JR. ENGINEER LIST HAS 38 ELIGIBLES

Thirty-eight names will be on the junior civil engineer eligible list (10th filing period), to be issued by the NYC Department of Personnel on Wednesday, January 12. The list may be seen at the offices of the Civil Service LEADER, starting at 9:30 A.M. on January 12.

## HOUSING AUTHORITY ISSUES REPORT

Improved civil service procedures in the NYC Housing Authority are noted in the Report of Operations, a 27-page booklet of the Authority's Personnel Department, headed by Joseph Rechetnick.

Highlights, Mr. Rechetnick reports, include: integrated in-service training programs, conducted with the cooperation of the NYC Board of Education; increase of awards for meritorious suggestions by employees, from a top of a \$50 savings bond to \$100 cash; examinations for provisional promotion, to anticipate the rating of eligibles on subsequent civil service lists; and providing promotion opportunities for housing caretakers, to housing fireman.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

## VETERANS World War I ATTENTION!

World War One Veterans, who have retired from any Branch of Civil Service, who are about to retire, or who are in Private Industry and wish to add to their income, thru Non-Service Connected Disability Pensions, may secure information along these lines from Brooklyn Barracks No. 11, Veterans of World War One, U.S.A., 446 Dean St., Brooklyn 17, N.Y., by sending a Stamped Self-Addressed Envelope.

At our recent convention in Buffalo, N. Y. we voted the following program:

1. To Secure thru the Congress of the United States, Legislation that will give WORLD WAR ONE VETERANS PENSIONS OF \$100 PER MONTH, REGARDLESS OF FINANCIAL ABILITY, or Physical Fitness.

2. Hospitalization in all Government Veterans Hospitals without having to sign the so-called "PAUPER'S OATH."

3. To Apply for a Congressional Charter.

4. A Bill relative to V.A. Compen-sations, to increase the same where World War One Veterans are concerned.

5. A Bill on Subversive Activities, condemning the Recent Actions of Congress.

The Income Requirements on the Non-Service Connected Disability Pensions are at present \$1,400 per year, if single or without dependents, if married or with dependents, \$2,700 per year.

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# Civil Service LEADER

America's Largest Weekly for Public Employees

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Published every Tuesday by

CIVIL SERVICE LEADER, INC.

97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Jerry Finkelstein, Consulting Publisher  
Maxwell Lehman, Editor

H. J. Bernard, Executive Editor N. H. Mager, Business Manager  
10c Per Copy. Subscription Price \$1.37½ to members of the Civil  
Service Employees Association. \$3.00 to non-members.

TUESDAY, JANUARY 11, 1955

## Harriman's Civil Service Views and the Legislature

GOVERNOR HARRIMAN's statement on civil service, in his Message to the Legislature, had much in it which public employees will commend. It was not as inclusive as could have been wished, but perhaps this might be said of many sections of any Governor's message not intended to spell out in detail every objective and every means of attaining it. The Message can be compared with Mr. Harriman's campaign commitments, and a portion of those commitments are contained in the Governor's first presentation.

On one point, more specific approach ought to be forthcoming. The Governor favors equal pay for work of equal responsibility. Last year, a wholesale revision of the State's classification and compensation plan was made. The result has been that 1,200 appeals involving 50 percent of all State employees, are now being processed. The new salary plan has certainly proved far from an unqualified success. The principle of equal pay for equal work is directly involved. The Governor will be operating on a tight budget, but pay equality is one commitment that he appears sincerely desirous of fulfilling. There could be no other way if the classification plan is to be a true and realistic one. Dr. Paul Appleby, the Governor's Budget Director, is sweating it out now on the question, "Where do we get the money?" It is to be hoped that the Legislature, Republican-controlled, will not be obstructive. The presence of T. Norman Hurd, Governor Dewey's Budget Director, as a fiscal adviser to the legislative leaders, may be a good sign. He is a tough negotiator, but he also knows the score. And he is in a position to advise the legislators on the facts, and to urge that the inequities in the salary plan be eliminated.

### Five-Day, 40-Hour Week

Extension of the five-day, 40-hour week, favored by the Governor, will be applauded. But there are knotty problems involved, as recent letters from our readers make clear. The problems would be more readily open to solution if time-and-a-half pay for overtime work over 40 hours, were to become State policy, as in private industry. Governor Harriman, let it be added, is committed to time-and-a-half overtime pay.

An increase in the in-service training program, proposed by the Governor, is desirable. The existing State program, operated by executives of the Civil Service Department, has proven its value. This is one area in which every penny spent "pays off" in greater efficiency and better supervision.

As Governor Harriman said, the Condon-Wadlin anti-strike law should be repealed. Its harsh penalties have done nothing to alleviate injustices existing in various units of government; it has demonstrably hurt communities as well as public employees; and its penalties are unenforceable in large departments.

We understand that the Governor plans to overhaul existing personnel relations procedures. The administration wishes to institute a plan that will provide a forum and methods that can effectively deal with employee disputes.

The Governor also proposed to explore a study of the possibilities of a prepaid health insurance system. This would constitute one of those "fringe benefits" which both parties, Democratic and Republican, espoused during the recent campaign. It is a welcome movement.

Mr. Harriman suggested a study to determine whether present procedures are adequate to keep subversive elements out of State government. If such a study should be made, great care must be taken not to create a problem where one hadn't existed before; and to assure that the unseemly hassles which have surrounded the Federal loyalty and security programs are not repeated here. We might suggest, too, should such a study be approved, that

## Comment

HOW SHOULD A 40-HOUR  
WEEK BE INSTITUTED?  
Editor, The LEADER:

Mr. Edgar Graham's letter pertaining to the present controversy over "48 hours pay for 40 hours work" recently quoted in the "Comment" column of The LEADER and editorially eulogized did nothing to dispel the confusion.

Take his "facts" obtained from Connecticut, Pennsylvania, New York City, and Ithaca. Very inadequately presented! If all the employees of the affected jurisdictions were simultaneously reduced to a 40-hour week from a 48-hour week without a cut in pay, certainly there would be no difference in take-home pay. And certainly there would be no injustice to anyone involved! And certainly no one could deny that they had all received an equal pay raise!

Now in all fairness to New York State, let's admit that two basic work-weeks are in existence, the 37½ hour week for State department offices and the 40-hour week for institutions, with additional compensation allowed or time off granted for work in excess of the standard basic 40 hours. It is just as fair to accuse industry of maintaining a 16-hour work-day because they operate two shifts as it is to accuse New York State of extorting overtime work from its employees without added compensation. True, some New York State positions require a 44-hour week, some a 48-hour week, but in those cases the employees are compensated by 10 and 20 per cent increases over basic salary respectively. Perhaps even Mr. Graham will admit that.

If facts are needed, let's go back to 1947 in New York State institutions, as Mr. Graham did, and see what really happened. Chapter 270 of the Laws of 1947 stated that the work week for basic salaries for all institutional employees shall be 40 hours. Then, because of a tight manpower situation, the Budget Director was authorized to designate certain positions to work 44 and 48 hours per week and be compensated by additional salary. The whole crux of the situation is that Mr. Graham and others like him want to discontinue the overtime work but not the overtime pay. In simple words they want to "freeze" into their base pay their 20 per cent overtime compensation without granting a similar increase to those now working 40 and 44 hours per week. As a sop to the 40-hour people he holds out the glowing promise that some day in the indistinct future maybe the 40-hour week will be lowered still further to 35 or even 30 hours. His sarcastic remark addressed to the 40-hour people — "If they are underpaid for the work performed that is another matter" — is not calculated to win friends nor favorably influence people.

Mr. Graham blandly quotes industrial leaders who are thinking along quite dissimilar lines about other problems. But, for the sake of argument, let's turn to industry which sets its salaries on an hourly basis. For comparison we will take three State positions which are equal in responsibility and salary and designate them Position X, Position Y and Position Z with basic weekly gross salaries (for 40 hours of work) of \$40 each, or for exact comparison with industry \$1.00 per hour. However, since Position X works 40 hours, Position Y 44 hours, and Position Z 48 hours, the incumbent of Position X receives the basic salary only, but the incumbent of Position Y receives a 10 per cent increase in his salary to \$44 per week, and Position Z receives an increase of 20 per cent to \$48 per week, thereby still maintaining the comparable responsibility and equality of the positions by awarding the employees extra salary for the extra time worked above 40 hours. This is exactly what happens in industry.

(Continued on Page 7)

the British system of governmental security be explored. In this regard, Governor Harriman will be interested to know that the investigating division of the State Civil Service Commission has found nearly 100 percent loyalty among State aides; the evil acids of subversion have not corroded State workers.

All in all, we feel that public employees will find in Mr. Harriman's words a sympathetic slant toward their problems and aims. We hope his views are followed with affirmative action. And we can add the hope that "politics" and visions of 1956 will not impel the Legislature toward frustrating the Governor's meritorious suggestions.

## 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.

### POLICE, FIRE DEPARTMENTS HOLD OPEN HOUSE

OPEN HOUSE in two cities, Detroit, Mich., and Middletown, O., helped acquaint residents with the functions of public safety.

In Detroit, the open house was part of "Know Your Police Department Week." More than 20,000 persons visited headquarters and the 14 precincts where they could inspect equipment, hear radio calls, ride in scout cars, and meet police personnel. Visitors were given a pamphlet explaining the work of the department and listing hints on home protection. They also received a card on which they could record serial numbers of valuable belongings.

Officials said that the open house was in large part responsible for the fact that applications to join the department increased 126 per cent. A total of 324 applications came in during the six days, compared to about 140 applications received in other periods of the same length.

More than 1,400 persons came to a two-day open house held by the Middletown fire department to display new equipment bought after voters approved a \$475,000 bond issue. Three 45-minute fire displays were held, during which firemen put out a chemical fire and showed life-saving and fire-fighting methods. Officials distributed fire safety and fire prevention literature.

### VARI-COLORED PINS SHOW PUPILS WAY HOME

PUPILS of a school in Philadelphia, Pa., wear pins that are colored according to the homeward routes they are supposed to take, under a plan worked out by safety officials, parents, teachers, and the children.

The idea is to make sure that the pupils go home by the safest route, the American Municipal Association says. School guards stationed at intersections wear pins of the same colors as those worn by the children who are supposed to go home that way. When a guard or traffic officer sees a child with a pin of the wrong color, he knows that the child is crossing at the wrong intersection.

### NEW BOOK WRITTEN FOR PLANNING COMMISSIONERS

FEW of the 15,000 to 20,000 Americans who serve as unpaid members of local planning commissions have had previous training in city planning.

For this reason, Public Administration Service has published "Mr. Planning Commissioner," an 81-page, paper-bound book written to give those serving on planning commissions a better understanding of the planning field and of their own powers and responsibilities. The author is Harold V. Miller, executive director of the Tennessee State Planning Commission.

Among the subjects discussed are use of basic planning data, relations with the planning staff, the major street plan, land subdivision, schools, recreation, utilities, parking and traffic, zoning, capital budgeting, annexation, and the comprehensive plan. The book is illustrated with maps and diagrams to help explain such aspects of planning as land use, house numbering, land subdivision, and zoning.

### CLASSES PLANNED TO GIVE AGING SPECIAL JOB SKILLS

THREE government agencies in Rhode Island have joined forces to offer a training program that will equip middle-aged persons with special skills to make them more attractive as potential employees.

Last spring, as an experiment, Providence Central High School opened commercial classes to twelve women who were past 35. The superintendent of schools reported that their teachers "were impressed by the ability, interest, and persistence of the candidates assigned to them." Seven of these first students, ranging in age from 43 to 58, found jobs. The success of that trial project gave impetus to the present plan.

Vocational subjects taught the men in the group include automotive repair, woodworking, machine shop and sheet metal work. Sewing classes train women students to do alteration work in stores or their homes.

### SHOULD CITY BE PAID FOR WASTE COLLECTION?

WASTE from commercial establishments ought not to be collected free of charge. This was recommended to NYC's Mayor Wagner by the Commerce and Industry Association. Free waste removal by the Sanitation Department should be discontinued for all business establishments, regardless of the type of premises occupied, and such service ought to be provided on request at rates based on actual costs of collection and disposal, the Association says. This would provide savings of \$10 to \$12 million a year. The proposal is likely to be looked upon favorably by the City, and may offer suggestions to other communities.

### SECURITY GOES WITH AGE-70 JOB EXTENSION

ALBANY, Jan. 10 — A person continued in service after reaching 70 may be removed during such extension only pursuant to Section 23 of the Civil Service Law, relating to dismissals, Nathaniel L. Goldstein ruled in a formal opinion, during his last month as Attorney General. Approval of continuance by the State Commission on Pensions, he added, must be for a definite period not to exceed two years each.

# COMMENT

(Continued from Page 6)  
 try — the employee gets paid for the time he works, and at the same rate as similar positions. Now let's see what happens if Mr. Graham's scheme is put into effect by reducing time with no reduction in take-home pay. Position X still receives \$1.00 per hour; but now Position Y becomes \$1.10 per hour (\$44 divided by 40 hours) and Position Z becomes \$1.20 per hour (\$48 divided by 40 hours), an obvious distortion of basic rates. What, then, has become of Mr. Graham's assertion that the rate would not change? Where is the fairness in the system to either the 40 or the 44-hour people? What has become of the principle of "equal pay for equal work"?

If Mr. Graham and others want the 40-hour week with 48 hours pay he could have the full support of the 40-hour people and the 44-hour people, if he would at the same time advocate a balancing 20 and 10 per cent raise respectively for the ones who have not had the opportunity for these many years to earn the extra compensation that those on 48 hours have taken home. Then the question would become, as it should, one of a raise for all, not for a few. Thomas Q. Pritchard, Molly Van Buren, Margaret Bennett, Violet Hoagland, Estelle Long, Irene Lavery, Thomas Drago, Margaret W. Duncan, James Cicero, John L. Schirmer, Ruby Byron, Charles J. Constantine, Kenneth Diehl, Thomas P. Battaglia, Inez K. Graves.

Mount Morris Tuberculosis Hosp., Mount Morris, N. Y.

The question of a proper work-week, and the most equitable manner of instituting it, has long disturbed State employees. Part of the difficulty arises from the fact that overtime pay in State service is not the same as it is in private industry: time-and-a-half. The LEADER would be glad to hear the views of other employees on this important issue.—Editor.

### FIREMEN ON CIVILIAN DUTIES

Editor, The LEADER:  
 In recent statements by the NYC Commissioner and the President of the Uniformed Firemen's Assn. we hear of the crying need of more firemen to fill the vacancies and the undermanned equipment. In the various bureaus of the Fire Department there are over 600 uniformed men who can fill this gap. There are over 200 full-

duty and 400 light-duty men. The light duty men can replace the building inspectors and naturally the full duty men can be returned to their companies for the duties the City hired them to perform.

All these vacancies can be replaced by civilian clerks, inspectors, auto enginemen, telegraph dispatchers, lawyers and various other titles now held by uniformed men.

The huge savings effected by the replacement of civilian help for office-working firemen can be used for hiring of additional firemen if needed.

The recent statement of the Fire Commissioner that he will return the full-duty men for a 21 day a year duty tour in the undermanned fire houses, shows that there is a supply of firemen on hand that can be used in this emergency.

CIVILIAN EMPLOYEE.  
 New York City.

### RE: FEDERAL SECURITY PROBES

Editor, The LEADER:

I have no authority to speak for my fellow civil service workers, but at the risk of being presumptuous, I venture to say anyone or all of them would be only too glad to go anywhere anytime to answer whatever questions might be asked by any lawfully constituted "loyalty-security" committee. And why not?

Your editorial (December 28) did not give the kind of information that is needed, especially nowadays, in regard to newly formed "do good" organizations, so that a fair appraisal might be made of the Association of the Bar of the City of New York, as well as the Foundation for the Republic. Who pays the bills and why? Who decides how and for what the money is to be spent? What does the "Foundation for the Republic" really mean? Is that what has been basically wrong all along with the country — no foundation?

Seriously, I am more skeptical of the motives and methods of these organizations than I am of the motives and methods of the United States Government, or any other government of the people, by the people, for the people.

You should make it your business to find out what most civil servants think on this vital matter of "loyalty-security" tests, and then let the citizens, who pay our salaries, know where we really stand. They would be interested to know and I trust the answer would be reassuring to them.

EDMUND T. CAROLAN  
 Ozone Park, L. I.

## Employee Wins \$500, Top Award for Idea; 16 Others Honored

Seventeen NYC employees share \$940 in cash awards for ideas to increase economy and improve efficiency in the City's operations. The awards, made by the Suggestion Award Board, include one maximum award of \$500, two for \$75, one for \$50, seven for \$25, one for \$15, five for \$10 and two certificates of merit.

Roy Leslie, crane engineman, Department of Sanitation, receives \$500 for a pile driver type machine to install litter fence posts on landfills. Mr. Leslie's machine will not only increase production 10-fold at considerable reduced costs, but will relieve his fellow-workers of the arduous and disagreeable task of back-filling the holes.

### Other Winners

Richard Mack, auto mechanic, and Ernest L. Martin, auto machinist, both of the Department of Sanitation, each received \$75 awards for improvements on truck hand brake mechanisms.

Two radio operators, Tracy Diers and Gilbert Alexander, receive \$25 each for an automatic Conelrad alerting device for use in the Department of Education's broadcasting station.

Thomas J. Killelea, park foreman, and Edward Fennel, auto engineman, receive \$25 each for a method which they devised to hold the hoist assembly of Department of Parks mechanical lawn mowers in a vertical position while the machine is in operation.

Bertram Collier, clerk, grade 4, and Elaine Sundick, typist, grade

2, receive \$25 each for a joint idea to eliminate transcribing more than 11,000 medical reports in the Department of Health's school placement program.

Benjamin Perrone, storekeeper, grade 3, City Magistrates' Courts, receives \$50 for suggesting that hard cover canvas binders used for court records be replaced by more economical pressboard binders.

### Money and Certificates

Artur Fox, clerk, grade 3, City Register, receives \$25 for proposing that the first and last step of each flight of stairs be painted a distinctive color.

William S. Ross Jr., assistant clerk, Municipal Court, receives \$15 for suggesting the elimination of the general calendar docket.

Joseph L. Mapelli, clerk, grade 5, of the same court, receives \$10 for a suggestion to improve the court's record-keeping.

The following four employees of the Department of Health receive \$10 each: Anna M. Pietryka, laboratory helper; Martin Cheikin, junior bacteriologist; Elvi Cohan, public health assistant, and Anthony Russo, clerk, grade 2.

Daisy Crawford, cleaner, and Mrs. Mildred Fessler, public health assistant, both also employed in the Health Department, receive certificates of merit.

See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U.S. policy of injecting politics into civil service.

## Question, Please

I SERVED continuously for more than three years as an indefinite U. S. employee during World War II. Next I worked in private industry for two years. Now I have been back in U. S. employ for two years. Do I become career, or only career-conditional? L.P.

Answer — Career-conditional, if you were appointed as the result of having passed a regular exam. What prevents you from becoming career right away, even if you were appointed as the result of passing an exam, is that the break in service exceeds 30 days.

WHEN AN EMPLOYEE resigns, may he not be rehired, without passing another exam? A.H.

Answer — Yes. But there is no obligation on the government unit to rehire him, only the authority to do so. In New York State, the limit is one year after resignation; in the U. S. government, three years for non-veterans, no limit for vets. An employee who left U.S. service while serving a probationary period will be required to serve a new probationary period after he is reinstated. Under most conditions, a career-conditional employee who is reinstated will have to begin a new three-year conditional period.

DOES A WORKER in private industry or government, age 72 or more, have the right to a Social Security pension, if he was covered under Social Security, even though now earning more than \$1,200 a year? J.K.L.

Answer — Yes. The \$1,200 rule does not apply to such persons. Also, application for coverage may be made now, as well as for restoration of pensions that were suspended prior to the new law taking effect on January 1, 1955.

WHAT IS "substantially continuous service" for purposes of completing the three-year conditional period necessary to become a U. S. career employee? J.W.C.

Answer — In general, if a break of more than 30 days occurs, the employee begins to serve a new three-year conditional period.

DO ALL KINDS of Federal service count toward the three-year period? E.L.

Answer — No. In general, the three-year period must begin with a non-temporary appointment to a position in the competitive service. An indefinite appointment is a non-temporary appointment.

ARE THERE any circumstances under which a career employee who has served his three-year conditional period will have to serve another conditional period? C.V.B.

Answer — No. Once the three-year conditional period is served, a career employee will not have to serve it again.

DOES a career-conditional employee serve a probationary period? L.C.B.

Answer — Yes. He serves a one-year probationary period, during which he may be dismissed if he does not learn how to do his job. A probationary period has always been a feature of career appointment and is considered part of the examination. After completing his probation, a career-conditional employee cannot be removed except for cause.

MAY a career-conditional employee be promoted and transferred? E.L.

Answer — Yes. His promotions and transfers are subject to the same conditions as those of career employees — he must meet civil-service qualification requirements and any applicable time limitations.

I HAVE more U. S. annual leave than I am permitted to carry over into this year, but I am unable to take it because of a heavy workload in our office. Does my agency have the right to deny me leave in these circumstances? J.E.

Answer — Yes. Granting of leave is up to the agency.

WHAT IS the limitation on the lump-sum payment for annual leave that can be paid to an employee when he leaves the rolls? C.E.L.

Answer — He may be paid for no more than 30 days of leave unless he has a higher individual ceiling. If he has a higher individual ceiling, he can be paid a lump sum for leave up to the ceiling.

# Facts of Life For Mental Hygiene Employees

For a century, the average number of hours spent on the job has been declining steadily at about the rate of three hours a decade. The work-week has fallen to 40 hours from 70. The six day week began to fade in the World War I period. The five-and-a-half day work-week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so—is now starting to give way.

BUT, Mental Hygiene employees still plod along at a World War I pace—a six-day, 48-hour work-week. Salary scales are NOT up to modern standards. Mental Hygiene workers do NOT enjoy time-and-a-half for overtime.

Employees in the State Mental Hygiene Department should band together and put their shoulders to the wheel to help achieve the five-day 40-hour basic work week.

1. The strength of organized employees was shown in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching ever larger groups through the media of communication.

2. A meeting was called last January, with a group of legislators present. These men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in preceding years.

3. Growth of the Mental Hygiene Employees Association has added forcefulness to its aims. The institutional employees have been able to recruit effective assistance of the parent-body, the Civil Service Employees Association.

Continued all-out efforts of the organization will be maintained. In order to achieve the aims of shorter work-week, higher pay, better conditions of work, we urge you to help strengthen yourself by strengthening the organization. Join the Mental Hygiene Employees Association. Pay your \$1 dues to your membership committee or forward the coupon below to Dorris Blust, secretary, Mental Hygiene Employees Association, Marcy State Hospital, Marcy, N. Y.

THIS IS THE ONLY ALL-STATE MENTAL HYGIENE EMPLOYEES ASSOCIATION

Dorris Blust, Secretary  
 Mental Hygiene Employees Association  
 Marcy State Hospital  
 Marcy, N. Y.

I wish to join the Mental Hygiene Employees Association. Enclosed is \$1, in payment of dues for 1954-55.

Name ..... Title.....  
 Institution .....  
 Home Address .....  
 Post Office .....

# Variety of Jobs Offered by State

Applications will be accepted until Friday, February 4, in the State's new series of exams. Written tests are scheduled for Saturday, March 5, except that key punch operator candidates will take a performance test on March 12.

U. S. citizenship and one year's residence in New York State is required, unless otherwise indicated.

Apply in person or by representative to offices of the State Civil Service Department, at Room 2301 270 Broadway, NYC; State Office Building or 39 Columbia Street, Albany; and Room 212, State Office Building, Buffalo. Send mail requests to the 39 Columbia Street address, and enclose a large self-addressed envelope bearing six cents postage.

## STATE Open-Competitive

**0315. ASSISTANT ARCHITECT.** \$5,360 to \$6,640; one vacancy in Department of Public Works, Albany. Requirements: high school graduation or equivalency diploma, (2) one year's professional experience in architecture; and (3) either (a) bachelor's degree in architecture plus one more year's professional experience and one year assisting in architectural work, or (b) master's degree in architecture plus one year's experience, or (c) five years' general experience plus one more year's professional experience, or (d) equivalent. Fee \$5. (Friday, February 4).

**0316. SENIOR GAS ENGINEER.** \$6,590 to \$8,070; one vacancy each in NYC and Albany. Requirements: (1) State license to practice professional engineering; (2) two years' experience with public utility or regulatory body, involving design, construction or operating engineering work for the production and distribution of gas. Fee \$5. (Friday, February 4).

**0317. ASSISTANT GAS ENGINEER.** \$5,360 to \$6,640; three vacancies in Albany, one in NYC. Requirements: (1) bachelor's degree in civil, chemical, mechanical, metallurgical, marine, hydraulic, or related field of engineering; (2) one year's engineering experience with public utility or regulatory body dealing with production and distribution of gas; and (3) either (a) master's degree in one of above fields plus additional year's experience, or (b) one more year's experience described in (2) above, plus one year's engineering experience, or (c) equivalent. Fee \$5. (Friday, February 4).

**0318. GAS TESTER.** \$3,180 to \$4,070; one vacancy in NYC. Requirements: either (a) bachelor's degree in mechanical or chemical engineering, or (b) two years' experience in engineering or commercial department of gas company, including experience in testing of gas for heating value and chemical constituents, operation and adjusting of recording calorimeters, use of monoxide detecting devices, and related chemical laboratory work, or (c) two years' experience in industrial chemistry, or (d) equivalent. Fee \$3. (Friday, February 4).

**0319. BOILER INSPECTOR.** \$3,920 to \$4,950; one vacancy in Department of Labor, NYC. Requirements: five years' experience in boiler making, boiler installation and inspection, boiler shop practice, or operation and maintenance of high pressure boilers. Fee \$3. (Friday, February 4).

**0320. PAYROLL AUDITOR.** \$3,360 to \$4,720; vacancies in NYC, Albany, Rochester, Syracuse and Buffalo. Appointment will be made to trainee position of junior payroll auditor, \$3,369. Upon successful completion of one-year in-service training period, appointee will receive permanent promotion to payroll auditor without further examination. Requirements: (1) one year's experience as auditor, accountant, full-charge bookkeeper, or similar position; and (2) either (a) two more years' experience, and high school graduation or equivalency diploma, or (b) two-year course with specialization in accounting at State Technical Institute or registered business school, or (c) 24 credit hours in accounting at college or university, or (d) equivalent. Fee \$3. (Friday, February 4).

**0321. KEY PUNCH OPERATOR (IBM).** \$2,450 to \$3,190; vacancies in NYC and Albany. Requirements: either (a) experience in operation of IBM key punch or verifying machines, or (b) completion of course in operation of such machines. No written test; performance test, in operation of

Type 24 IBM alphabetic key punch, scheduled for March 12 in NYC and Albany only. Fee \$2. (Friday, February 4).

The following exams, previously announced, remain open until the dates indicated at end.

**0310. GAME PROTECTOR.** \$2,870 to \$3,700; one vacancy each in Delaware, Dutchess, Orleans, Saratoga, Steuben and Suffolk counties. Candidates must be residents of the county in which they seek appointment, and be at least 5 feet 9 inches tall, at least 160 pounds, and in good physical condition. Requirements: (1) possession of license to hunt and fish for one year within last 10 years, or satisfactory equivalent of interest in practical wildlife conservation; (2) either (a) two-year course in study of wildlife management, forestry or natural sciences in college or university, or (b) high school graduation or equivalency diploma and three more years as described in (1), or (c) equivalent. Age limits, 21 to 36. Fee \$2. (Friday, January 21).

**0243. ASSISTANT IN TEST DEVELOPMENT.** \$5,360 to \$6,640; one vacancy in Albany. Requirements: (1) bachelor's degree with 12 semester hours in education; (2) two years' experience in objective test administration, analysis or construction; and (3) either (a) two years' additional experience, or (b) two years' experience in education, or (c) master's degree in education and one year's experience, or (d) equivalent. Fee \$5. (Friday, January 21).

**0299. SENIOR PHYSICIAN.** \$7,300 to \$8,890; one vacancy in Women's Relief Corps Home at Oxford. Requirements: (1) State license to practice medicine; (2) medical school graduation and completion of internship; and (3) either (a) four years' experience in medical practice, or (b) equivalent combination of training and experience. Fee \$5. (Friday, January 21).

**0304. PAROLE OFFICER.** \$4,130 to \$5,200; two vacancies for women at Bedford Hills and Syracuse, and two for men at NYC and Elmira. Requirements: (1) bachelor's degree or equivalent; and (2) either (a) one year of graduate study in social work, or in graduate program leading to master's degree in correction treatment or administration, or (b) two years' social case work experience in recognized agency, or (c) two years' experience in guidance or counselling of inmates in correctional institution, or (d) equivalent. Age limits, 21 and 60. Fee \$4. (Friday, January 21).

**0305. ASSISTANT DIRECTOR OF PSYCHOLOGICAL SERVICES.** \$6,250 to \$7,680; one vacancy in Albany. Requirements: (1) completion of all requirements for Ph.D. in psychology; and (2)

four years' experience in clinical psychology. Fee \$5. (Friday, January 21).

**0306. PSYCHOLOGICAL ASSISTANT.** \$3,360 to \$4,280; one vacancy each at Hudson River State Hospital, Wassaic and Willowbrook State Schools. Requirements: (1) 30 graduate hours in psychology, including clinical psychology and testing; and (2) either (a) six months' experience in clinical psychology, or (b) 15 more graduate hours in psychology, or (c) equivalent. Fee \$5 (Friday, January 21).

**0307. THRUWAY PROMOTION REPRESENTATIVE.** \$5,090 to \$6,320; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) four years' experience in business organization, chamber of commerce, board of trade, etc., including two years in high level public contact work; and (3) either (a) two more years' experience, or (b) bachelor's degree with specialization in economics, business administration, marketing or industrial management, or (c) equivalent. Fee \$5. (Friday, January 21).

**0308. SENIOR MECHANICAL STORES CLERK.** \$3,020 to \$3,880; two vacancies in Syracuse. Requirements: either (a) vocational high school graduation and one year's experience in storing and issuing mechanical parts and tools; or (b) senior high school graduation or equivalency diploma, and two years' experience; or (c) two years of high school and four years' experience, or (d) equivalent. Fee \$3. (Friday, January 21).

**0309. SENIOR CLERK (MAINTENANCE).** \$2,870 to \$3,700; one vacancy in Saratoga. Requirements: (1) one year's experience in the keeping of time records, stock records and clerical reports in a construction company or engineering office; and (2) either (a) high school graduation or equivalency diploma; or (b) two years' experience, or (c) equivalent. Fee \$2. (Friday, January 21).

**0312. SENIOR CLINICAL PSYCHOLOGIST.** \$5,090 to \$6,320; 23 vacancies expected in institutions throughout the State. Open to all qualified U. S. citizens. Requirements: (1) 30 graduate hours leading to advanced degree in psychology, including advanced courses in clinical psychology and testing; (2) two years' experience in clinical psychology; and (3) either (a) one more year's experience in psychology, or (b) completion of all requirements for Ph.D. in psychology, or (c) equivalent. Fee \$5. (Friday, January 21).

## STATE Promotion

Candidates must be present, qualified employees of the State

## NASSAU TO FILL PUBLIC HEALTH AND WELFARE JOBS

Nassau County Civil Service Commission will hold written tests on February 19 to fill jobs with the Public Welfare and Health Departments. Last day to apply at 1527 Franklin Street, Mineola, is Friday, January 28.

Candidates must have one year's residence in New York State.

The Public Welfare posts: case supervisor (child welfare), \$4,270 to \$5,236.

Health Department jobs: junior public health engineer, \$4,252 to \$5,540; assistant public health engineer, \$4,725 to \$5,880, and sanitary inspector, \$3,408 to start.

**LATEST QUARTERLY DIVIDEND** **2 1/2%** PER ANNUM

plus **EXTRA DIVIDEND** **1/4%** PER ANNUM

Dividends compounded and credited four times a year on balances of \$5.00 or more

also **14 Extra Dividend Days!** Deposits made on or before **JANUARY 14th** earn interest from **JANUARY 1st**

# EMIGRANT Industrial SAVINGS BANK

One of America's Great Savings Institutions

51 Chambers Street

Just across from City Hall Park

New York 8, N.Y.

5 East 42nd Street

Just off Fifth Avenue

New York 17, N.Y.

7th Avenue and 31st St.

Just across from Penn Station

New York 1, N.Y.

OPEN YOUR ACCOUNT TODAY or MAIL THIS COUPON \$1.00 starts your account

Enclosed is \$..... to open an account in the name of..... Please send passbook and free postage-paid Banking by Mail forms to:

NAME.....

ADDRESS.....

When enclosing cash, please use Registered Mail.

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION



under our modern plan... **CIVIL SERVICE EMPLOYEES QUALIFY for SAVINGS up to 30% on Auto Insurance**

(Capital Stock Company - not affiliated with U. S. Government)

## GOVERNMENT EMPLOYEES Insurance Company

GOVERNMENT EMPLOYEES INSURANCE BUILDING, WASHINGTON 5, D. C.

Name..... Age.....  Single  Married (No. of Children.....)

Residence Address..... Occupation.....

City..... Zone..... County..... State.....

Location of Car.....

Year	Make	Model (Dis., etc.)	No. Cyl.	Body Style	Cost	Purchase Date	<input type="checkbox"/> New <input type="checkbox"/> 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

3. Estimated mileage during next year?..... My present insurance expires...../...../.....

4.  Please include information on Comprehensive Personal Liability Insurance. 019

**MAIL TODAY FOR "RATES"—No obligation!**

**GOVERNMENT EMPLOYEES Insurance Company's** statistics prove that Civil Service employees are better than average drivers and deserve lower auto insurance rates.

Our modern plan qualifies you for savings on your automobile insurance of up to 30% below

**OVER A QUARTER MILLION POLICYHOLDERS... OVER \$30,000,000 IN ASSETS**

manual rates. You deal directly with the Company and eliminate the added expense of soliciting agents and brokers.

Wherever and whenever you need service, over 550 professional claims adjusters are ready and waiting to help you 24 hours a day. Send for rates on your car.



# Opportunities for Jobs with State

## STATE Promotion

(Continued from Page 8)

**TRUCK WEIGHER** (Prom.), Department of Public Works, \$3,020 to \$3,880; 20 vacancies throughout State. Persons who applied previously need not file again. Three months as truck weigher. Fee \$3. (Friday, January 21).

**9108 (reissued), ASSISTANT IN TEST DEVELOPMENT** (Prom.), State Education Department, \$5,360 to \$6,640; one vacancy in Bureau of Examinations and Testing, Albany. Persons who filed previously need not file again. One year as test development aide, assistant education examiner or examinations editor. Fee \$5. (Friday, January 21).

**9156. CRIMINAL HOSPITAL SENIOR ATTENDANT** (Prom.), Matteawan and Dannemora State Hospitals, Department of Correction, \$3,540 to \$4,490; 10 vacancies at Matteawan and two at Dannemora. Appointment will also be made to criminal hospital senior attendant (TB service), \$3,920 to \$4,950. One year as criminal hospital attendant. Fee \$3. (Friday, January 21).

**9157. SENIOR X-RAY TECHNICIAN** (Prom.), Roswell Park Memorial Institute, Buffalo, Department of Health, \$3,540 to \$4,490; one vacancy expected. One year as X-ray technician. Fee \$3. (January 21).

**9158. HEAD ATTENDANT** (Prom.), Newark State School, Department of Mental Hygiene, \$3,920 to \$4,950; one vacancy. One year as supervising attendant or three years as staff attendant. Fee \$3. (Friday, January 21).

**9159. ASSOCIATE LIBRARY SUPERVISOR** (Prom.), Division of Library Extension, State Education Department, \$6,590 to \$8,070; one vacancy in Albany. Six months as senior library supervisor. Fee \$5. (Friday, January 21).

**9161. SENIOR CLINICAL PSYCHOLOGIST** (Prom.), Department of Mental Hygiene, \$5,090 to \$6,320; 3 vacancies expected at institutions throughout State. Six months as clinical psychologist. Fee \$5. (Friday, January 21).

**9162. PRINCIPAL ACCOUNT CLERK, PRINCIPAL AUDIT CLERK** (Prom.), interdepartmental, \$4,130 to \$5,200. Three months in clerical position formerly allocated to G-6 or higher, now allocated to R-7 or higher. Fee \$4. (Friday, January 21).

**9163. SENIOR MECHANICAL STORES CLERK** (Prom.), State Thruway, \$3,020 to \$3,880; one vacancy in Syracuse. One year in position formerly allocated to G-2 or higher, and now allocated to R-3 or higher. Fee \$3. (Friday, January 21).

**9164. SENIOR MECHANICAL STORES CLERK** (Prom.), Department of Public Works, \$3,020 to \$3,880; one vacancy in Syracuse. One year in position formerly allocated to G-2 or higher, and now allocated to R-3 or higher. Fee \$3. (Friday, January 21).

**9165. SENIOR CLERK (MAINTENANCE)** (Prom.), Department of Public Works, \$2,870 to \$3,700; one vacancy in Saratoga. One year in clerical position formerly allocated to G-2 or higher and now allocated to R-3 or higher. Fee \$2. (Friday, January 21).

**9166. PRINCIPAL PERSONNEL TECHNICIAN (EXAMINATIONS)** (Prom.), Department of Civil Service, \$8,090 to \$9,800; one vacancy in Municipal Service Division. One year as associate personnel technician (examinations), associate engineering examiner or associate personnel technician (research). Fee \$5. (Friday, January 21).

**9167. PRINCIPAL PERSONNEL TECHNICIAN (CLASSIFICATION)** (Prom.), Classification and Compensation Division, Department of Civil Service, \$8,090 to \$9,800; two vacancies. Two years as associate personnel technician (classification) or associate personnel technician (research). Fee \$5. (Friday, January 21).

**9168. ASSOCIATE PERSONNEL TECHNICIAN (EXAMINATIONS)** (Prom.), Examinations Division, Department of Civil Service, \$6,590 to \$8,070. Employment in competitive class since October 1, 1954 or earlier as senior personnel technician (examinations) or senior engineering examiner. Fee \$5. (Friday, January 21).

**9169. ASSOCIATE PERSONNEL TECHNICIAN (CLASSIFICATION)** (Prom.), Classification and Compensation Division, De-

partment of Civil Service, \$6,590 to \$8,070; two vacancies. Employment since October 1, 1954 or earlier as senior personnel technician (classification) or senior personnel technician (research). Fee \$5. (Friday, January 21).

**9170. SENIOR PERSONNEL TECHNICIAN (EXAMINATIONS)** (Prom.), Department of Civil Service, \$5,090 to \$6,320. Employment in competitive class since October 1, 1954 or earlier in position allocated to R-14 or higher. Fee \$5. (Friday, January 21).

**9171. SENIOR PERSONNEL TECHNICIAN (CLASSIFICATION)** (Prom.), Department of Civil Service, \$5,090 to \$6,320. Employment in competitive class since October 1, 1954 or earlier in position allocated to R-14 or higher. Fee \$5. (Friday, January 21).

**9172. PERSONNEL TECHNICIAN** (Prom.), Department of Civil Service, \$4,130 to \$5,200. Open to qualified employees in all State departments. Requirements for Civil Service Department employees: either (a) competitive class since October 1, 1954 or earlier in position allocated to R-10 or higher, or (b) successful completion of State employee traineeship. Requirements for employees of other departments: either (a) bachelor's degree and employment since October 1, 1954 or earlier in title for which the eligible lists for professional and technical assistant, public administration intern or accounting assistant have been considered appropriate, or (b) successful completion of State employee traineeship. Fee \$4. (Friday, January 21).

**9173. JUNIOR ADMINISTRATIVE ASSISTANT** (Prom.), Department of Health, \$4,130 to \$5,200; one vacancy in office of Medical Defense, Albany. Six months in position allocated to G-9 and now allocated to R-10 or higher. Fee \$4. (Friday, January 21).

**9178. CHIEF, SOCIAL SECURITY AGENCY** (Prom.), Department of Audit and Control, \$6,940 to \$8,470; one vacancy in Albany. One year in position which, as of March 31, 1954, was allocated to G-25 or higher. Fee \$5. (Friday, January 21).

**9079. PRINCIPAL ACTUARIAL CLERK** (Prom.), New York office, State Insurance Fund, \$3,730 to \$4,720; one vacancy. Persons who filed previously need not file again. One year in clerical position formerly allocated to G-6 or higher, or now allocated to R-7 or higher. Fee \$3. (Friday, February 4.)

**9179. SENIOR TYPIST** (Prom.), Westfield State Farm, \$2,870 to \$3,700; one vacancy. One year in position allocated to G-2 or higher, or now allocated to R-3 or higher. Fee \$2. (Friday, February 4.)

**9180. SENIOR TYPIST** (Prom.), State University College of Forestry at Syracuse and State University Upstate Medical Center at Syracuse, \$2,870 to \$3,700; one vacancy at College of Forestry. One year in position formerly allocated to G-2 or higher, or now allocated to R-3 or higher. Fee \$2. (Friday, February 4.)

**9181. STATISTICIAN** (Prom.), Division of Housing, Executive Department, \$4,130 to \$5,200; one vacancy in NYC. One year as junior statistician, junior graphic statistician, junior economist or economist. Fee \$4. (Friday, February 4.)

**9182. HEAD CLERK (LOCAL HEALTH RECORDS)** (Prom.), Department of Health (exclusive of the Division of Laboratories and Research and the institutions), \$4,350 to \$5,460; one vacancy in Albany. One year in clerical position formerly allocated to G-10 or higher or now allocated to R-11 or higher; or two years in clerical position formerly allocated to G-6 or higher, or now allocated to R-7 or higher. Fee \$4. (Friday, February 4.)

**9185. SENIOR GAS ENGINEER** (Prom.), Department of Public Service, \$6,590 to \$8,070; one vacancy each in Albany and NYC. One year as assistant gas engineer or assistant valuation engineer; plus State license to practice professional engineering. Fee \$5. (Friday, February 4.)

**9186. ASSISTANT GAS ENGINEER** (Prom.), Department of Public Service, \$5,360 to \$6,640; three vacancies in Albany, one in NYC. Six months as junior gas engineer or junior valuation engineer. Fee \$5. (Friday, February 4.)

**9187. SUPERVISOR OF MOTOR CARRIERS** (Prom.), Department of Public Service, \$5,640 to \$6,970; one vacancy in Albany. One year as supervising motor vehicle inspector or supervising motor carrier investigator. Fee \$5. (Friday, February 4.)

**9188. SENIOR SOILS ENGINEER** (Prom.), Department of Public Works, \$6,590 to \$8,070; one vacancy in main office at Albany. Two years as assistant soils engineer, assistant civil engineer, assistant civil engineer (design), assistant civil engineer (highway planning), assistant civil engineer (bridge and grade separation) or assistant laboratory engineer; plus State license to practice professional engineering. Fee \$5. (Friday, February 4.)

**9189. ASSISTANT ARCHITECT** (Prom.), Department of Public Works, \$5,360 to \$6,640; one vacancy in Albany, 14 more expected. One year as junior architect. Fee \$5. (Friday, February 4.)

**9190. SUPERVISING LICENSE INSPECTOR** (Prom.), New York office, Department of State, \$4,830 to \$6,020; one vacancy. Two years as license inspector. Fee \$4. (Friday, February 4.)

**9191. COMMODITIES TAX EXAMINER** (Prom.), Department of Taxation and Finance, \$4,130 to \$5,200; four vacancies in NYC, one each in Rochester, Syracuse and Utica. One exam will be held for both commodities tax examiner and stock transfer tax examiner, one list established, and appointments made to both titles from the one list. Three months as junior tax examiner. Fee \$4. (Friday, February 4.)

**9192. EXECUTIVE OFFICER C** (Prom.), Alcohol Beverage Control Board, Nassau County, \$5,660 to \$6,970; one vacancy. One year as beverage control investigator. Fee \$5. (Friday, February 4.)

**9194. SENIOR TYPIST** (Prom.), metropolitan area offices, Temporary State Housing Rent Commission, \$2,870 to \$3,700; one vacancy. One year in position allocated to

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# State Agency to Handle Social Security Benefits For Totally Disabled

Determination of disability, whereby Social Security benefits are computed on a more liberal basis, will be decided by State agencies. The standards to be used have been set by the U. S. Department of Health, Education and Welfare.

Under the liberalized law that went into effect on January 1, 1955, persons totally disabled over a long period can have their benefit rights protected, despite the fact they did not work during that period. The liberalization affects both those disabled persons receiving Social Security pensions, who would get increased pension, and those who are under the 65 retirement age, though the latter must wait until they are 65 to get any benefits.

**Interests Public Employees**  
As 100,000 employees of New York State and local governments in the State are under Social Security, the new law is one they should know about, and one under which the totally disabled among them may gain benefits they never expected.

**What the Change Provides**  
The amendment provides that during prolonged disability there shall be no change in the eligible worker's average earnings or in the amount of work he needs to qualify for future payments. For this reason it is called the disability "freeze."

Old-age and survivors insurance payments are figured from the worker's average monthly wage. Under the old law the average monthly wage had to be figured from a specified starting date until the worker became 65 years of age or died. Those who could not work over a long period of time because they were disabled had their average earnings reduced by these periods of no earnings or of low earnings. These months of

disability also had to be counted in figuring whether or not the person had done enough work covered by the law to make a payment possible.

Under the new law an individual who qualifies for a disability freeze will, in addition to having his record of earnings frozen while he is disabled, be permitted to drop five years or less of low earnings or no earnings in figuring his average earnings for benefit purposes. This will increase the amount of his retirement payments, and in the future it will make it easier for him to qualify for payments.

Just as in the case of retired persons, the benefit payments to survivors depend on the average earnings of the worker. Since long periods of disability will no longer pull down the average earnings of persons who establish their disability before they die, the new law will in the future make higher payments possible for their survivors.

### One Limitation

However, the disability freeze does not affect the benefit being paid to survivors of people who die before July 1, 1955, or to the survivors of those who die later, without disability determination having been made.

An additional purpose of the new law is to bring to the attention of State vocational rehabilitation agencies disabled individuals who can be restored to gainful work. Individuals applying for the "freeze" will be referred to a State agency to see if rehabilitation services may aid them.

Persons totally disabled over extended periods will be protected in their rights to monthly payments in old age and in their families' rights to survivors' benefits in case of their death. An individual eligible to have his earnings "frozen" while he is disabled will have his old-age and survivors insurance rights figured, with the period during which he was disabled being disregarded. No benefits are payable to him, however, until he becomes 65.

If an individual is already receiving old-age insurance payments but was totally disabled for an extended period before reaching age 65 and is still disabled, his benefit may be refigured to see

# Transit Group Installs Officers on Jan. 24

NYC and Transit Authority officials, and representatives of TA employee organizations, will be guests of the Sholem Society of the transit system, at its installation ceremonies January 24 at Fraternal Clubhouse, 108 W. 48th Street, Manhattan.

The officers: Samuel Ury, president; Michael Weinger, vice president; Ralph Marcus, financial secretary; Jack Kolodin, recording secretary; David Odoroff, treasurer; Herman Terr, sergeant-at-arms; Rabbi Joseph Pollack, spiritual director; and Edward Weiss, counsel.

Members of the Board of Directors: Louis Friedman, Edward Weiss, Charles Steinberg, Nathan Latman, Mac Smith and Henry Weintraub.

whether the new law will increase the benefit amount.

**State Agency to Be Decided**  
No decision has been made yet by New York State as to which one of its agencies will handle the total disability determination, but it is expected that it will be the Division of Vocational Rehabilitation, Education Department.

Any person seeking benefits under the new law should go to the district office of the Social Security Administration. He may locate that office as follows: look in the local telephone directory, under U. S. Government; find the Department of Health, Education and Welfare, and under that heading locate the nearest Social Security (Old Age and Survivors Insurance) district office.

The applications, with medical documents, will be forwarded to Department of Health, Education and Welfare, in Washington, D. C., which will then transmit applications to the designated State agency.

There is no provision under the Social Security Law whereby any benefit is paid to an insured member who is totally disabled, or to any member of his family on his account, simply because of total disability. Attainment of retirement age of 65, and sufficient number of quarters of coverage, are necessary. A "quarter" is a specific three-month period.

### MORTUARY CARETAKER LIST HAS 52 NAMES

The NYC mortuary caretaker, grade 1, eligible list, containing 52 names, will be established on Wednesday, January 12 by the Department of Personnel. The list will be at the LEADER office, 97 Duane Street, Manhattan, January 12 to 19.

# Senate to Investigate U. S. Loyalty Program

WASHINGTON, Jan. 10 — In each of nine departments 100 or more employees were dropped under Executive Order 10450, "because of security questions," the U. S. Civil Service Commission reported. The tally: Navy, 638; Air Force, 371; Veterans Administration, 353; Post Office, 324; Army, 302; Foreign Operations Administration, 184; Interior Department, 140; Agriculture, 102; Treasury, 100. The reported total is 3,002. In addition, there were 5,006 resignations of persons under inquiry under that order.

The Senate is to conduct an inquiry into the loyalty and security programs of the Eisenhower administration. The Democrats, now in power, charge that figures the Commission supplies do not clearly show how many were actually dropped on charges involving their loyalty, and lack other necessary identification.

Under a Budget Director order, employees are to be checked on a continuous basis, for security reasons, independent of loyalty, and

not related to criminal charges. Against this program the Democrats also have objections.

**President Seeks Improvement**  
The Senate Post Office and Civil Service Committee will conduct the investigation. Senator Olin D. Johnston of South Carolina is the new chairman. Senator A. S. (Mike) Monroney, a committee member, said the figures the Commission gives out are still meaningless. He wants subversive and disloyalty cases clearly separated from security ones, that include such "offenses" as loud talking, and disapproved behavior activities or associations.

The loyalty program, under the executive order, is attacked also on the ground it denies employees basic rights to presumption of innocence and even disclosure of who the accusers are.

President Eisenhower promises to improve the loyalty and security program, but finds it difficult to devise a generally satisfactory program. He also wants to forestall the effect of the investigation.

# Security Program Gives Employees All-Day Jitters

A sampling of 70 high-ranking U. S. employees shows they are growing more and more cautious about what they say and even in selecting what to read, and where to read it, lest they be jeopardized in their jobs.

That report was made by Dr. Marie Jahoda, who conducted a "climate-of-thought" study. She is associate director of New York University's Research Center for Human Relations.

The employees interviewed work in 12 agencies, including the Atomic Energy Commission, the Library of Congress and the Veterans Administration.

**Self-Inspecting Questions**  
Employees reported asking themselves questions like these:

"If I subscribe to the Nation magazine, and have it sent to my home, should I take it to the office?"

"Should I remove some controversial books from my shelves when friends come into my home?"

"Is that man crazy or just provoking me when he wants to discuss admitting Red China into the United Nations?"

Dr. Jahoda commented: "Government employees now watch what they say even over the lunch table."

Her talk was part of a discussion of "What Is the Security System Doing to Our Security?"

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2 family, solid brick, Hollywood colored tile bath, wood-burning fireplace, 3 finished rooms in basement. Sunken living room, English Colonial rafters, loads of other features. Small cash.

**ST. ALBANS \$12,900**  
1 family, 7 rooms, oil heat, 2 car garage, large plot, newly decorated, a good buy. Act quickly. Small cash.

**SPRINGFIELD GARDENS \$10,500**  
1 family bungalow, modern tile bath and kitchen, lot 40 x 100, a steal at this price. Act quickly. Small cash.

**HOLLIS & ST. ALBANS**  
2 FAMILY HOMES FROM \$12,700 UP  
1 FAMILY HOMES FROM \$10,800 UP  
MANY OTHERS TO CHOOSE FROM  
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**SPECIAL HAPPY NEW YEAR PARCELS DIRECT FROM OWNERS ALL VACANT FENIMORE ST.**  
12 Rooms, detached, driveway, completely modern. Call for terms.

**HOWARD AVE.**  
Near Chauncey, 2 Family, brick, modern. Price \$12,000.

**ASHFORD ST.**  
Near Glenmore, 2 Family, steam, oil, brick. \$12,000.

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3 Family, \$11,500.

Many SPECIALS available to G.I.s. DON'T WAIT ACT TO DAY

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Ask for Leonard Cummins  
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A large selection of other choice homes in all price ranges

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**HOLLIS**  
The best buy for the New Year!  
Lovely, picturesque brick bungalow, located in beautiful Hollis. Styled in all brick. Consisting of six large rooms with Hollywood bath and extra lavatory; finished basement with complete bar; oil heat with gleaming parquet floors. Completely detached on large plot 40x100. All extras at \$10,999  
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**VACANT—ST. ALBANS \$1,500 DOWN**  
2 family — 10 rooms both floors ready for occupancy, newly decorated, 2 baths, 2 kitchens, separate entrances, 2 garages finished basement, oil heat. Excellent condition. Small carrying charge.  
CALL OL 7-1635

**PARK PLACE**  
Near Troy  
2 story & basement, rooms, 2 baths, extra lavatory, steam-oil. Price \$14,500. Cash \$2,000.

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Legal 2-family brick, 11 rooms, oil steam. Perfect condition. \$1500 cash down, balance easy terms.  
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**ST. ALBANS:** Impressive detached solid brick house. Features 6½ extra large beautiful rooms, brand new oil burner, brick garage with new overhanging doors, 50 x 100 landscaped plot. Ideal location. Reduced to **\$14,900**

**JAMAICA PARK:** Near everything. Detached 7 rooms and sun porch, steam heat, 1 car garage. Cash and terms arranged. Must be seen to be appreciated. **\$9,900**

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Fully detached 6 modern rooms, garage, oil burner unit, excellent condition, near everything. Many extras.

**SPRINGFIELD GARDENS \$12,990**  
Modern 6 lovely rooms, and porch, 40x100 plot, choice location on tree-lined street. Excellent buy for quick sale.

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FOR RESALE VALUES  
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1 & 2 FAMILY HOMES  
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Stores with Apartments  
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JAMAICA  
LA 8-3316

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**ST. ALBANS \$10,990**  
Detached 6 room home, extra large plot, 1 car garage, automatic heat, excellent neighborhood. Lots of extras.

**S. OZONE PARK \$12,900**  
2 family, 6 rooms first floor, 4 rooms second floor, oil unit, garage. First floor vacant. Nice location—plenty extras.

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

# Reduced Vet Preference On Way for U. S. Jobs

WASHINGTON, Jan. 10—Limitations on veteran preference in competition for U. S. jobs, appears certain. The Hoover Commission will make such a recommendation. The Eisenhower administration is reported to favor limitation.

The Hoover Commission is expected to recommend that veteran preference should apply only to jobs paying \$7,500 or less, and that, where veteran preference is to remain applicable, it should be limited to five years after discharge from the armed forces.

Those who enter the armed forces after June 30, 1955, would be considered peacetime veterans, and not being war veterans, would be entitled to no preference for such service. June 30 is the date when the draft law expires. President Eisenhower wants the draft extended. He has said nothing about extending veteran preference to those who enter the armed forces after June 30. The draft law

provides for the inclusion of veteran preference.

## MORE THAN HALF FAIL TRANSIT TEST

Less than 50 per cent of the applicants for NYC power distribution maintainer jobs with the Transit Authority passed the written test, the Department of Personnel reports. Failures notices went out to 158.

There were 355 candidates; 328 showed up for the written test on October 16, and 170 passed. The pass mark was 70 per cent.

## WOMAN ATTENDANT LIST

The NYC attendant (women), grade 1, eligible list, with 1,282 names, will be made public by the Department of Personnel on Wednesday, January 12. The list may be seen at The LEADER office, at 97 Duane Street, Manhattan, two blocks north of City Hall, just west of Broadway, January 12 to 18.

# Looking Inside

(Continued from Page 5)

were tried for infraction of departmental rules. The daily press gave considerable space to the charges. Accusations against public officials and public employees alike seem to make news. But complete vindication does not seem to be news. It is not a case of newspapers being hostile to public employees, for the same policy applies in nearly all other cases, except sensational court trials, in which the public awaits the verdict with supposedly baited breath.

The UFOA states that when a man pleads not guilty in a departmental trial he should not be suspended.

"In the American system of the administration of justice," say the fire officers, "a person is presumed innocent until proven guilty."

"Our newspapers usually headline the suspension of a member of the department. Most persons seem to assume that, if a member of the department is suspended, he is guilty. If the man is later exonerated in a departmental trial, the result of the trial does not seem as sensational as the suspension, and there are no headlines. To his fellow-citizens and neighbors, the man is still 'guilty' because of his widely advertised suspension."

The UFOA, with the permission of Fire Commissioner Edward P. Cavanagh Jr., recently set a precedent by submitting a brief at a departmental trial on behalf of an accused officer.

"We believe this precedent" says the UFOA, "embodies a right that should be enacted into law."

In other words, the right to which veterans are entitled is one to which non-veterans are equally entitled. That argument is so fundamentally sound that the discrimination should be ended by an act of the 1955 State Legislature that started its career last week.

## NYC Opens More Exams For Teachers

The NYC Board of Education has announced license exams for teaching, psychological and administrative jobs with City schools. Apply, until the dates given below, to the Board of Examiners, 110 Livingston Street, Brooklyn 1, N. Y.

Men and women are eligible in all the exams, except that certain trade specialties specify one sex only.

February 21 is the last day to apply for teacher and substitute teacher in day high schools, for assignment to biological and chemical subjects, and mechanical, structural and electrical subjects. Pay for regular teachers, \$3,450 to \$6,750; for substitutes, \$3,450 to start.

Apply until February 21 for teacher and substitute teachers in a wide range of shop subjects (trades) and technical subjects in the day high schools. Pay for regulars, \$3,450 to \$6,750; for substitutes, \$3,450 to start.

**Psychology and Psychiatry**  
The license exams in psychology and psychiatry, with salary and last day to apply indicated, are: school psychologist - in - training, \$16.75 a day (March 4); school psychologist, \$4,516 to \$6,950 (March 4); supervisor of school psychologists, \$7,505 to \$7,450 (April 28); and school psychiatrist, \$10,450 (April 22).

License exams will also be given for principal of a day high school, and for principal of a vocational high school. Salary ranges in both titles, \$11,500 to \$13,450.

## LEGAL NOTICE

CITATION P 2720, 1954 THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT, TO ANNA PAPADOPOULOU, THEODORE GIASEMIS the next of kin and heirs at law of JOHN GIASEMIS, deceased, send greeting.

Whereas, CHERYS C. DEMETRIADIS, who resides at 25-45 80th St., Jackson Heights, Borough of Queens, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 3rd day of January 1951 relating to both real and personal property, duly proved as the last will and testament of JOHN GIASEMIS, deceased, who was at the time of his death a resident of the City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 18th day of February, one thousand nine hundred and fifty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, (L.S.) Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 3rd day of January in the year of our Lord one thousand nine hundred and fifty-five.  
PHILIP A. DONAHUE  
Clerk of the Surrogate's Court

The undersigned have filed a Certificate of Limited Partnership, in pursuance of §91 of the Partnership Law of N. Y. with the County Clerk for N. Y. County, setting forth the formation effective Jan. 1, 1955 of a Limited Partnership to engage in the general securities and brokerage business under the name of F. K. MOSELEY & COMPANY with its principal office at 30 Congress St., Boston, Mass., and a New York office at 14 Wall St., N. Y. City. The term of the partnership is two years to Dec. 31, 1956. The names and addresses of the Limited Partners are Neal Rantoul, 60 West St., Beverly Farms, Mass., and Arthur Perry, Pagan Lane, Dover, Mass. The contributions of the Limited Partners are to be returned at the expiration of the term of the partnership except that in the event of the death of Limited Partner Perry, 1/3 of his contribution is to be returned 3 months thereafter, another 1/3 at the expiration of 9 months from his death and the balance at the expiration of 12 months from the date of his death, subject to compliance by his representatives or trustees with his commitment in respect of contributing \$50,000 as limited capital to continuing or successor partnerships. Neither Limited Partner has made any agreement to make additional contributions, has any right to demand or receive property other than cash in return for his contribution, or any right to substitute an assignee other than his executor, administrators or the trustees under his will. The share of profits or other compensation to which each Limited Partner is entitled is interest at the rate of 6% per annum payable quarterly on his contribution. Additional Limited Partners may be admitted. There is no priority of any one Limited Partner over other Limited Partners. The remaining general partners may continue the business on the death, retirement or insanity of a general partner during and throughout the term of the Partnership. Jon O. Stubbs, 590 Gay St., Westwood, Mass.; Harry C. Robbins, 20 Mustyn St., Swampscott, Mass.; Max O. Whiting, 61 Beacon St., Boston, Mass.; Warren D. Arnold, 50 Glouce Rd., Brookline, Mass.; Charles C. Auchincloss, 120 E. 70th St., New York, N. Y.; William Bayne, Brookville, N. Y.; Howard M. Bacon, Jr., 70 Laurel Rd., Brookline, Mass.; Frederick C. Braun, Jr., 57 Red Oak Pl., Massapequa, L. I., N. Y.; W. Elmer Bright, Jr., 14 Algonquin Rd., Worcester, Mass.; Rodney W. Brown, Bancroft Rd., Andover, Mass.; Arthur A. Brown, 6118 Spring Hill Rd., Indianapolis, Ind.; F. Wadsworth Bush, Lowell Rd., Concord, Mass.; Charles C. Cutler, 880 Lake Shore Dr., Chicago, Ill.; Charles M. Enders, 8 Peter Cooper Rd., New York, N. Y.; Harold G. Loun, 1516 Astor St., Chicago, Ill.; Preston J. McNurien, 2035 Beechwood Ave., Wilmette, Ill.; Ben P. P. Moseley, Spring St., Ipswich, Mass.; Arthur Perry, Jr., Spencer Brook Rd., Concord, Mass.; Joseph A. Richardson, 206 Winwood Rd., Waban, Mass.; Henry B. Ristig, 53 Hundreds Circle, Wellesley Hills, Mass.; Richard K. Thornbick, 142 Valley St., Beverly Farms, Mass.; Ernest J. Woolfel, 6 Summit St., Peabody, Mass.

## O'LEARY RE-ELECTED KERRYMEN'S PRESIDENT

The Kerry-men's Protective and Benevolent Association re-elected Denis P. O'Leary as president. Other officers: Michael J. O'Connell, vice president; James C. O'Leary, recording secretary; John J. O'Connell, financial secretary and treasurer; and John Curran, warden. James O'Keefe, Michael White and Michael O'Connell comprise the board of trustees, and John J. Flynn, John McElligott and Kevin Coffey, the board of audit.

The association will hold a dance on Saturday evening, January 15 at the Manhattan Center, NYC.

## LEGAL NOTICE

HERBERT, WILLY — SUPPLEMENTAL CITATION. — P 2202, 1954 — THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: RUDOLF DEHNERT, 20 HANNE BEMMANN, MARGARUTE KESSELER, the next of kin and heirs at law of WILLY DEHNERT, deceased, send greeting.

Whereas, SAMUEL CONRAD COHEN, who resides at 525 West End Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 16, 1952, relating to both real and personal property, duly proved as the last will and testament of WILLY DEHNERT, deceased, who was at the time of his death a resident of 29 West 88th Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 10th day of February, one thousand nine hundred and fifty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS HONORABLE (L.S.) WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 28th day of December, in the year of our Lord one thousand nine hundred and fifty-four.  
PHILIP A. DONAHUE  
Clerk of the Surrogate's Court.

## DUBUCH, AMELIA — CITATION —

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: Raymond A. Dubuch (designated in Will as Raymond Dubuch); Mildred Sarah Dubuch (designated in Will as Mildred Dubuch); Jo Anne Margaret Smith; Terry Lawrence Smith (an infant under 14 years of age); Becky Jo Smith (an infant under 14 years of age); Joyce Mildred (Ghant) Reno; Michael Lee Ghant (an infant under 14 years of age); John Randolph McAusland; Randolph Neal Melville McAusland (an infant over 14 years of age); John Neal McAusland (an infant over 14 years of age); Linda McAusland (an infant over 14 years of age); Robert Andrew McAusland; Roger G. McAusland (an infant under 14 years of age); and Robert Hunter McAusland, also known as Robert Hunter Lewis (an infant over 14 years of age), being the persons interested creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the Estate of Amelia Dubuch, Deceased, who at the time of her death was a resident of the County and State of New York, SEND GREETING.

Upon the petition of The Hanover Bank (formerly known as Central Hanover Bank and Trust Company), a domestic corporation, having its principal office at 70 Broadway, Borough of Manhattan, City, County and State of New York, as Surviving Trustee, and the Bank of The Manhattan Company, a domestic corporation, having its principal office at 40 Wall Street, Borough of Manhattan, City, County and State of New York, as Executor of the Last Will and Testament of Fletcher L. Gill, a Deceased Trustee of the Trust created pursuant to Paragraph "FIFTH" of the Last Will and Testament of Amelia Dubuch, 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 in the County of New York on the 15th day of February, 1955, at 10:30 o'clock in the forenoon of that day:—

1. Why the intermediate account of proceedings of The Hanover Bank (formerly known as Central Hanover Bank and Trust Company), as Surviving Trustee of the Trust created under Paragraph "FIFTH" of the Last Will and Testament of Amelia Dubuch, Deceased, covering the period from July 20, 1950 to April 26, 1955 should not be judicially settled and why said Surviving Trustee should not be discharged of and from all liability responsibility and accountability as to its acts as such Surviving Trustee during the period accounted for herein;
  2. Why the final account of proceedings of Bank of The Manhattan Company as Executor of the Last Will and Testament of Fletcher L. Gill, a Deceased Trustee of the Trust created under Paragraph "FIFTH" of the Last Will and Testament of Amelia Dubuch, Deceased, covering the period from July 20, 1950 to April 26, 1955 should not be judicially settled and why said Executor should not be discharged of and from all liability, responsibility and accountability as to the acts of said Fletcher L. Gill as Trustee as aforesaid during the period accounted for herein;
  3. Why the commissions of the said Trustees as set forth in Schedule "K" of the account should not be paid;
  4. Why the fees of Riegelman, Strasser & Spiegelberg for legal services rendered to the Trustees in connection with this accounting proceeding should not be fixed and determined in the sum of \$750.;
  5. Why the costs and disbursements of Riegelman, Strasser & Spiegelberg as taxed in this proceeding should not be paid; and
  6. Why such other and further relief as to the Court may seem just and proper should not be granted.
- In TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS HONORABLE (L.S.) WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 23rd day of December in the year of our Lord One Thousand Nine Hundred and Fifty-Four.  
34-Tu PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court

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Simple Study Material; Exam Questions and Answers  
To Help You Pass the Test.  
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# Job Opportunities Offered by NYC

Apply either in person or by representative at 96 Duane Street, NYC, two blocks north of City Hall, just west of Broadway, unless it is otherwise stated. Open-competitive exams are open to the public, promotion tests open only to qualified present employees. Last day to apply appears at the end of each notice.

## These Tests Close Jan. 20

NYC  
Open-Competitive  
7342. ASSISTANT DIRECTOR OF GROUP WORK AND REC-

HEATION, NYC Youth Board, \$6,191. Fee \$5. Tentative date of technical test, Wednesday, March 9. Candidates must have a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York; in addition, the following or its equivalent: (a) proof of graduation from an approved school of social work as evidenced by a certificate or master's degree, and (b) seven years of full-time paid social work experience in an agency adhering to acceptable standards, five years of which must have been in the field of group work and three years of which must have been in a supervisory, administrative, or consultative capacity of a character to qualify for the position. Tests: Technical, weight 40; oral, weight 30; training and experience, weight 30. The factors in the oral test will be speech, manner and judgment. The technical test may be written or oral. (January 20).

7343. ASSISTANT DIRECTOR OF YOUTH GUIDANCE, NYC Youth Board, \$6,191. Fee \$5. Tentative date of technical test, Tuesday, March 29. Candidates must have a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York. In addition, the following or its equivalent: (a) proof of graduation from an approved school of social work as evidenced by a certificate or master's degree, and (b) seven years of full-time paid social case-work experience in an agency adhering to acceptable standards, four years of which must have been in the field of family case-work, child welfare or psychiatric casework and three years of which must have been in a supervisory, administrative, or consultative capacity of a character to qualify for the position. Tests: Technical, weight 40; oral, weight 30; training and experience, weight 30. The factors in the oral test will be speech, manner and judgment. The technical test may be written or oral. (January 20).

7325. DENTAL ASSISTANT, \$2,510. Fee, \$2. Tentative date of written test, Tuesday, March 22. Candidates must have one year of full-time paid experience as a dental assistant, or a satisfactory equivalent. Tests: Written, weight 100. All candidates who pass the written test will be required to pass a qualifying test on their ability to perform the duties of the position and will be summoned in order of their standing on the list. No second opportunity will be given to candidates who fail in or fail to appear for this qualifying performance test. (January 20).

7413. ELECTRICAL ENGINEERING DRAFTSMAN, \$4,080. Fee \$3. Vacancies, 50. Fourth filing period. Tentative date of written test, Wednesday, May 25. Applications issued and received by mail, also. Graduation from a senior high school required and (1) four years' practical experience of a nature to qualify for the duties of the position; or (2) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York (persons who expect to receive their engineering degree by June 30, 1955 will be admitted to the examination but must present evidence at the time of investigation that they have obtained it); or (3) a combination of experience and technical training on a year for year basis. Tests: Written, weight 100. The written test will consist of electrical engineering problems and drawing. (March 23).

7239. HEALTH OFFICER, grade 4, \$6,595. Four present vacancies in Health Department. Mail applications also issued and accepted. Fee \$4. License to practice medicine required; also graduation from a school of medicine whose course of study has been approved by the University of the State of New York and completion of one year as an intern in an approved general hospital. In addition, candidates must have each of the following or its equivalent: (a) a master's degree in public health from an approved school of public health; (b) one year of approved residency field training in generalized public health administration, or one year of satisfactory full-time experience in a responsible supervisory position in public health practice. Tests: Technical, weight 40; oral, weight 30; training and experience, weight 30. The factors in the oral test will be speech, manner, and judgment. The technical test may be written or oral. (January 20).

Health Department. Tentative date of written test, Wednesday, March 23. Fee \$3. Candidates must have a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York and a master's degree in public health with major study in public health education from an accredited school of public health; or a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York in the biological sciences, social sciences or education and two years successful full time paid experience in public health education with a voluntary or an official health agency. Test: Written, weight 40; training and experience, weight 30; oral, weight 30. The factors in the oral test will include manner, speech, judgment, and technical competence. (January 20).

7279. INSPECTOR OF STEEL (SHOP), GRADE 3, \$4,016. Open to all U.S. citizens who qualify. Mail applications issued and received also by mail. Four vacancies in NYC Transit Authority, for work in Pittsburgh and Bethlehem, Pa., Hammond, Ind., and Granite City, Ill. Other vacancies there and in NYC expected. Fee \$4. Tentative date of written test, Thursday, April 21. Requirements: three years' experience inspecting in shop concerning the whole process of steel fabrication for both riveted and welded structures, including workmanship, verification from shop drawings, accuracy, surface and physical defects, painting, weighing, and shipping; keeping records of inspections and making reports; doing related work. At least one of the three years must have been on welded structures and one other of the three years as foreman, superintendent or inspector; or a satisfactory equivalent. Written test weight, 60; experience weight, 40. Exams will be held in NYC, and elsewhere, as circumstances require. (January 20).

7306. JUNIOR ARCHITECT, \$4,080. Vacancies, 20. Tentative exam date, Friday, March 25. Fee, \$3. Requirements: A baccalaureate degree in architecture recognized by the University of the State of New York, or a satisfactory experience equivalent. Persons who will be graduated by June 30, 1955, will be admitted subject to proof of graduation. The written test has a weight of 100. (January 20).

7192. PAINTER, \$3.05 an hour in NYC Housing Authority (NYC residence not required for HA jobs), \$20.44 a day in Department

## New Exam For Social Investigator

A new social investigator, grade 1, exam for jobs with the NYC Department of Welfare is expected.

A 1,266-name eligible list, established December 22, should be nearly exhausted when 778 vacancies in the department are filled in the coming months.

Permanent appointments from the list have been held up pending completion of investigation of eligibles. There are 773 provisionals in the social investigator title. This month the Welfare Department plans to replace 63 of them by persons at the top of the roster, on a provisional basis. As soon as they are certified, they will go on the permanent employment rolls.

Salary is \$3,425 a year.

of Marine and Aviation. Jobs as letterer to be filled from same list. Fee, 50 cents. No date for written test has been set yet. Requirements: (a) Five years' practical experience as a painter; or (b) a combination of not less than two and one-half years of recent practical experience as a painter, plus sufficient recent acceptable experience as a helper or related educational training to make a total of five years of acceptable experience. Each twelve months of acceptable experience as a helper or of related educational training will count as if six months' experience. Applicants must not have passed their 50th birthday on January 5, but this does not apply to war veterans, and, besides, others who had recognized military service may deduct the length of that service. A rigid medical-physical test must be passed. (January 20).

7338. VETERINARIAN, \$4,546. Applications also issued and received by mail. Vacancy in Health Department. Fee \$4. Tentative date of written test, Tuesday, March 15. Requirements: Candidates must have a degree in veterinary medicine, recognized by the University of the State of New York. (January 20).

### Promotion

7319. LIEUTENANT (Prom.), Fire Department, \$5,975. Two years as fireman, engineer of steamer, pilot, marine engineer (uniformed), chief marine engineer (uniformed). Fee \$5. (Thursday, January 20).

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## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

**'Brisk' Ticket Sale  
In B'klyn State Dance**

BROOKLYN, Jan. 10 — A brisk sale of tickets is reported for Brooklyn State Hospital chapter's annual winter dance, which will be held Saturday, January 22 at the gym. The dance committee's preparations are in full swing, and promise another outstanding event.

The membership committee, striving for 100 per cent CSEA membership, reminds all employees to remit Association dues promptly.

A drive for Mental Hygiene Employees Association membership will get under way shortly. MHEA is the only all-Mental Hygiene organization. Dues are \$1 a year.

Both organizations should be supported to further the benefits of Mental Hygiene employees.

Congratulations to: Pat Farrell, switching to the night shift so he can attend Brooklyn College for R.N.; Aaron Berger, engaged to Miss Meuman; Donald Bragg, on entering military service; Catherine McInerney Collette, on a maternity leave; and Maxwell Lehman and The LEADER, on the journalism award.

Recent vacationers: Dr. Robert Mullin, George Fleming, Dorothy Wilson, Anne Boye (Kingston, Jamaica), Evethlyn Kidd, Estelle Boddie, Catherine Cecil, Cleopatra Jackson and Clara Belle Willis.

In sick bay last week were: Dr. Albert Gordon, Anthony Contento, Paul Buccelato, John Hennessy, Sadie Genduso, Mildred Boone, Myrtle Douglas, Margaret Jeronisky, Josephine Cronin and J. Mandelino.

Resignations: Dorothy O'Reilly, Margaret Dunlop, Grace Thompson, Homer Gates and Isaac Howard.

John Shea and Nora Judge have returned from sick leave.

Condolences to: Mr. and Mrs. Charles Tyree on the death of his sister-in-law, and to the family of Dale Gordon Wheeler of Harlem Valley State Hospital, B.S.H. graduate, class of 1936, who passed away.

**Psychiatric Institute**

NEW YORK CITY, Jan. 10 — Psychiatric Institute chapter, CSEA, will sponsor an employees' party and dance on Saturday, February 12. Tickets are \$2 each. There will be a limit of two tickets per person.

John J. Kehringer, chapter president, reported on the Metropolitan Conference, at the chapter's December 15 meeting. He, James Shanks and Biagio Romeo were delegates.

All Institute employees, regardless of CSEA membership, said Mr. Kehringer, may obtain from chapter delegates two booklets with which they should be familiar — "What Every Worker Should Know About Workmen's Compensation" and "Your Retirement Benefits in a Nutshell."

Mr. Kehringer urged all members to attend chapter meetings. "Officers are doing their best to serve you," he said, "but you must take an active part."

**Michaelangelo in Manhattan**  
"Has everyone," asks Georgia Georgeson, chapter publicity chief, "seen the stained glass windows in the dining room?" They were made by James (O. R.) Fields, the 20th Century Michaelangelo. During the holidays, Mr. Fields directed and played the role of the King in "Rumpelstiltskin," a City Island Players presentation. Man, what talent!

Saul Lehman, Nursing Department, proud father of a daughter, Karen Ida, born December 19. Weight, 7 lbs. 14 oz. Mrs. Lehman recently worked at P. I. as dietitian.

Miss Morgan, nursing director, visited her family in Ashville, N. C., during the holidays.

Joe Nash, research project, also dancer and former student of the American Theatre Wing, appeared Thanksgiving Day on NBC-TV in the Tri-Century production, "The Ballad of Jacob Stein." He was choreographer and danced the leading role in the Blue Venus Sea Ballet at the Christmas Cotillion in Philadelphia.

Mrs. Katherine Northcott, Nursing Department, back from her vacation to sunny California, where she had served the U.S. Navy during the war as lieutenant commander. The trip proved a reunion with her former shipmates.

Alice Wick, same department, sporting a diamond from Willard E. Hansen. He's chief engineer of



Officers of the Broome County chapter, CSEA. Top row: Ida Gianella, Mary Martone, Percy Mortin, directors; Freida Graf, assistant treasurer; Arland Gage, director. Bottom row: Georgia Yetts, treasurer; William Miller, 1st vice president; Lula M. Williams, president; Harry Eaton, 2nd vice president; Doris Bellis, secretary.

the cargo ship on which she was a passenger at the start of her round-the-world trip. A shipboard romance that really made the grade!

**Holiday Scene**

Miss Wenz, schoolteacher 48, recovered sufficiently from her fractured arm to go ahead with plans for a happy holiday season with the children. The classroom, as every year, was a Christmas fairy land; the program and party were highlights of the holidays at P. I. Congratulations to Miss Wenz on the wonderful job she does all year long.

Away for the holidays were: Stuart Martin, steward, in Utica to visit his family, friends and former co-workers; Dorothy Mereness, in Madison, Kan., to play Santa to her brand new niece, Diane; Pat Tibbels and her sister, a student nurse at P. I., flew to Kentucky for a family reunion; Barbara Sholik, chapter secretary, in Methuen, Mass.; and Mrs. A. Martin, housekeeper, by boat (Staten Island ferry) to visit her sisters-in-law, Etta and Kate.

A welcome visitor to P. I. was V. Jane Ransone, who retired three years ago after 23 years as night supervisor of nurses. Miss Ransone, who lives in Moresville, N. C., with her sister, spent the holidays with her niece, who is an Air Force Lieutenant and anesthetist at Mitchel Air field.

Dr. Max Beucher, former resident, at P. I., sent a Christmas greeting from Paris, France.

Mrs. Leonore Bauer (Evans) sang at the 21st annual performance of Handel's Messiah, at the Union Congregational Church in Upper Montclair, N. J.

James (O. R.) Fields, that man!, won second prize in a contest for best Christmas house decorations sponsored by Leonard Hawkins Post 56, American Legion. No money—but plenty of publicity.

**Immortal Lip-prints**

Betty Hobart, Miss Kuenstner and escorts spent a gala New Year's Eve at El Borracho. Miss Hobart was asked to have her lip-prints put on the wall of the Kiss Room, and they are now immortalized with those of some of the outstanding glamour gals of the country. Look for them the next time out at El Borracho. Incidentally, the tab must have been pretty high; Betty and her escort walked all the way home.

One of the nicest events of the Christmas season was the nursing department's annual eggnog party and open house. Miss Guya and Miss Sullivan were perfect hostesses, and made sure that everyone had an enjoyable time. This year, the department sponsored a contest. The winners: Mrs. Rita Higgins, 1st prize; Mrs. Ruby Donovan, 2nd; Karl Beckson, 3rd.

The O.T. department sponsored a Christmas party for the patients. Plenty of good refreshments, dancing and enthusiastic group singing.

All the departments did beautifully in decorating P. I. and contributing toward the spirit of good will to all, and, though the decorations are down and the parties over, the holiday spirit continues.

Do yourself a favor. Resolve that you'll attend all chapter meetings in 1955. Make your Association work for you.

**Haverstraw Supports  
New Time-Off Policy**

WEST HAVERSTRAW, Jan. 10 — Rehabilitation Hospital chapter, CSEA, has given its full support to a Southern Conference petition looking toward a new time-off policy for 48-hour employees when a holiday falls on Saturday.

Members were requested to inform the chapter, in writing, of any matters they wish presented at the February meeting in Albany.

Francis Casey, CSEA field representative, assisted hospital employees in salary appeals, during a recent visit.

Ruth Whitten, Mrs. Cole-Hatchard, Mary Bussemer and Fred Malone have returned from sick leave.

**78 Donate Blood at  
Willard State Hospital**

WILLARD, Jan. 10 — The usual cooperation of Willard State Hospital employees was demonstrated when 78 persons donated blood at the recent semi-annual visit of the American Red Cross Bloodmobile.

Although Willard holds its own in donations to this worthy cause, in comparison with other institutions, more donors are needed. All donors are treated royally: a cup of fruit juice is provided before the donation, the donor lies on a clean, comfortable bed while the blood is drawn painlessly by a Red Cross nurse, a resting period is allowed, and light refreshments are offered. A blood donor's card is something that any American is proud to possess.

The bloodmobile will return to Willard in about six months. Employees are urged to participate. A percentage of the blood from Willard donors remains in Seneca County for local use. Perhaps it will be your donation that will save one of your loved ones when his life depends on receiving human blood.

**The Donors**

Those who contributed at the December 27 bloodmobile visit were: Ruth Barrett, Louis Chatelle, John Kopsa, Edwin Pemberton, Michael Lebeda, Donald Herman, Louis Granger, Hazel English, Mary Collins, Dr. Charles Russell, Alfred Prouty, George Lynd, Irene Mason, Victor VanVleet, Dr. Jack Hammond, Maynard Brewer, Dr. Oscar Diamond, Robert Montford, Alvis Van Lone, Pauline Bevan.

Donald Carlson, Marie Fisher, Lena Ditmars, Herbert DeLyster, Alonzo Ross, Kenneth VanNostrand, Clayton Traphagen, Harold Gassner, Robert Guthrie, Mort Haring, Beatrice Kalechin, Raymond Huriburt, William Langley, Joseph Rizzleri, Vivian Powers, Gabriel Sinicropi, Myra Guilfoos, Burgess Guilfoos, Daniel Norman, Priscilla Perry.

Dennis McGadey, Neil Kenyon, Mary Utter, Bessie Turner, Bernard Gizzi, LeRoy Northrup, Catherine McCann, Gloria Rice, Leva Kelleher, Arthur Bedford, Blanche Maher, William Clark, Josephine Nealon, Fred Krebbeks, Orion McGuire, John VonBergen, John Braisington, Robert Woods, Joseph Matarewski, Ariene Blanchard, William Srnaack, William Warne, Francis Peltz, Edward Finnegan,

Donald McArdie, Frank Mann, Lola Eddy, William VanNostrand, Erma Moore, Everett Moore, Elizabeth Brewer, Mary Everts, Dorothy Moses, George Lichak, William Fritts, Dorothy Peltz, Jack VanNostrand and Harold Cuer.

Philip Hull is expected to return to work soon after his recent operations. Elmer Black is expected back after receiving injuries in an auto accident recently. Ruth Brown is also recuperating from injuries received in an auto accident. Wishes for speedy recoveries go to them, and to Laure Keller and Mary Keller, who are ill.

Lorraine Somerville has resigned to join her husband in Germany.

**S. H. Anderson  
Lauded on Retirement**

BINGHAMTON, Jan. 10 — Stuart H. Anderson, a civil engineer with the State Department of Public Works, retired January 1 after more than 40 years' service. One of Binghamton chapter's oldest members and staunch supporters, he entered State service as survey rodman and advanced through the ranks to design engineer in the Bridge Division, in the District 9 Office at Binghamton.

"Andy" has always had a deep interest in the advancement of his fellow-workers in all State departments. He served for many years as treasurer of the Binghamton Section, State Association of Highway Engineers, and was one of the prime movers in the formation of Binghamton chapter, CSEA, which he served as treasurer and member of several committees.

He was a member of the board of directors and the supervisory committee of the Binghamton District, State Employees Federal Credit Union. The phenomenal growth of this organization was in no small way a reflection of Mr. Anderson's earnest and energetic work.

Andy's interest in people is unbounded. Many will testify that his coaching in engineer studies has materially contributed to their advancement. He is always the patient counselor to the many who seek his guidance.

Andy has achieved considerable prominence in art work in the Binghamton community.

His fellow-employees congratulate him on his well-earned retirement, although an unmistakable void will be felt in District 9. They look forward to his visits to the office and drafting room, and anticipate with pleasure the future social events where once again they will enjoy his edifying conversation and the refreshing humor which is peculiarly his.

**Cheff and Potter Feted  
At Tompkins Hospital**

ITHACA, Jan. 10 — Two members of the staff of Tompkins County Memorial Hospital were feted at parties recently. Robert Cheff, laundry manager for 30 years, was presented a watch, and John Potter, hospital chef for 25 years, was also given a watch. Aena Mead of the nursing staff and Alma Ely of X-ray are ill.

**Rome State School  
Club Elects Officers**

ROME, Jan. 10 — News from Rome State School, as reported by Mary Alice Burns, secretary of Fort Stanwix chapter, CSEA:

New officers of the Employees Club are: Lila Larrabee, president; Marie Maciag, vice president; Muriel Kennecey, secretary; and Earl Hyatt, treasurer.

Congratulations to Mr. and Mrs. William Ward, parents of a brand new daughter, and to Mr. and Mrs. Floyd Rouse, on the birth of a son.

Best of luck to Mr. and Mrs. Alfred Stroup. The bride is the former Goldie Barnes.

Sympathy is extended to William Lyons in the loss of his brother, and to Mrs. Gladys Petrie in the loss of her father.

Everyone was glad to see the Blue Cross policies, at last.

**Kings Park Employee  
On Round-World Trip**

KINGS PARK, Jan. 10 — Martin Friedman, who was until recently a member of the recreation department, Kings Park State Hospital, has started on a trip which will eventually take him around the world. Mr. Friedman plans to spend most of his time in Japan and India where he has several concert engagements. He will be a guest member of the staff at a university in Mussoorie, India, where he will instruct a violin course and conduct the orchestra.

Antoinette Lopes, also of the recreation department, will be married to Albert Massalone on January 15.

Get well wishes to Bill Underwood of the barber shop, who is convalescing at home following an operation.

Jim Hagan of the fire department and his wife are vacationing in the Deep South.

Recent reports indicate that Harry Madden is getting along well; everyone hopes to have him back in the fire house soon.

Bernadette Keane is now working in Group 1 Female.

**Holiday Doings  
Keep Aides Buzzing**

MT. MORRIS, Jan. 10 — Employees of Mt. Morris State TB Hospital are still talking about the round of holiday parties, and holiday vacationers have been buzzing with news of near and distant places.

The hospital's CSEA chapter and friends enjoyed a Christmas party at the Leicester Casino. Entertainment and dancing were featured. The housekeeping department's Christmas dinner at the Main Hotel was most enjoyable.

Catherine Chiolino spent the holidays in Ludlow, Vt., and Phoebe Smith visited Oneonta and Kingston. At this reading, Mary Nicastro should be back from a three-week trip to California, where she visited her brother and his family. Joan Dagan and Gus Gill have also returned from vacations.

Best wishes are in order for Mr. and Mrs. Richard McClurg, who were married December 18, and to Mr. and Mrs. Peter Least on the birth of a daughter January 3.

Mary Hughes was a guest at the nurses' residence last week, and Maryalyce Kamp visited Mt. Morris for several days.

Florence Hallower is back after a week's illness, but Agnes McClurg is on the sick list.

Mike Piraino has resigned from the housekeeping department. He and Mrs. Piraino have gone to Milwaukee, Wis., where he will spend the next year at a radio and electronics school.

**Javits**

(Continued from Page 1) member of the staff is well acquainted with the requirements of the Code of Ethics and will take the same position which I have taken with respect to it.

"I hope to meet every one of the staff personally. If you see me, please do not hesitate to say hello and to identify yourself."

**Downgrading**

(Continued from Page 1) ment of Agriculture and Markets, in which he told her of the possible adverse effect of waging an appeal from the first proposed downgrading.