

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVI — No. 17 Tuesday, January 4, 1955 Price Ten Cents

New I Saving Institution Aides

See Page 4

Harriman Assumes Office of Governor as Employees Re-Examine His Commitments On Civil Service; Legislative Snarl Foreseen

Tolman Is Consultant on Pay Appeals

ALBANY, Jan. 3 — John F. Powers, president of the Civil Service Employees Association, has announced the retention of Dr. Frank L. Tolman as special consultant for the period during which the appeals for reallocation of salaries will be heard by the Director of Classification and Compensation of the Civil Service Commission.

Long Experience

Dr. Tolman has had many years of experience in the problems of the public service. He was appointed to the Temporary Salary Standardization Board when it was first organized, and was secretary of the Board throughout its existence. He is at present serving as chairman of the Merit Award Board. Dr. Tolman was instrumental in preparing for legislation the Feld-Hamilton salary plan. This set up the first standardized compensation scheme for State employees, in 1937. He served as president of the CSEA from 1945 to 1950.

In commenting upon Dr. Tolman's appointment, Mr. Powers said: "Dr. Tolman will render invaluable services to the members of our Association who are appealing for salary reallocations before the Salary Classification and Compensation Board. He will be assisted by members of the staff of the Association."



Dr. Frank L. Tolman has been appointed a special consultant on State pay and grade appeals. The former president of the Civil Service Employees Association, expert in the field of the salary classification, was retained by John F. Powers, present head of the organization. He will assist employees in formulating their cases for readjustment under the new State salary plan.

ALBANY, Jan. 3—Governor Averell Harriman took office this week as civil servants went over his campaign commitments and wondered how they would fare in light of significant problems:

1. The struggle between a Democratic governor and a GOP-controlled legislature.

2. The absence of a working surplus in the State treasury.

In civil service circles, the new "team" which will work with Governor Harriman is generally considered good.

However, the political difficulties are not overlooked. With a presidential election less than two years away, every act of the Democrats and the Republicans, every approach taken by the Governor and the Legislature, will be examined for political implications. One early example was the freezing-in of 28 exempt and non-competitive employees into the competitive class by the Republican-controlled Civil Service Commission two weeks ago. The uproar

reached proportions redolent of campaign time.

Commitment on Pay

The Governor's commitments on civil service matters were sharp and clear. He will presumably refer to them in his first message to the Legislature. The issue of salary, paramount among State employees, received careful evaluation from Mr. Harriman during the campaign. He said:

"A new classification and pay plan went into effect this year. I note, not without some amusement, that the first six months of pay increase under the new plan was withheld until October 1, so that State employees could get a lump sum payment just before election time. I note, too, that the scheme has boomeranged, because the checks that many employees got were pretty small. Some employees get raises of \$7 a year, others get as much as 54 cents, some get nothing. What kind of plan is this? I believe that the

(Continued on Page 5)

Day-Work Pick by Seniority Argued Before State Board

ALBANY, Jan. 3—The Personnel Relations Board ended a hearing on the grievance of Anthony Conto and Stanley Murphy, of Brooklyn State Hospital.

They requested transfer to day duty, on the ground of seniority in the supervising nurse title. Both are fathers, and have worked the night shift for seven years. They also want to continue their education, for credits counting toward promotion, but find nursing courses given when it would be impossible to take them.

They complained that a vacancy in the day shift was filled by an appointee who did not meet the

departmental educational requirements, while the two complainants at least showed their intention of studying to meet them. The appellants sought a transfer, not a promotion.

The case was presented by John J. Kelly, Jr., assistant counsel to the Civil Service Employees Association. Mr. Kelly, of the firm of DeGraff, Foy, Conway and Holt-Harris, argued that the policy the appellants favor is more reasonable and desirable, especially since employees in general greatly prefer day work.

The Board has reserved decision.

Hint of Upward Changes In Some Grades and Pay Seen in J.E. Kelly Statement

ALBANY, Jan. 3—A hint that some grade and pay in the State service will be upped came in the last paragraph of a memorandum which J. Earl Kelly, State Director of Classification and Compensation, sent to all appointing officers. The memorandum, which was reported in The LEADER for Tuesday, December 20, had advised departments to file appeals on behalf of their employees before the January 1 deadline. Mr. Kelly has not yet reported how many agencies did so. The statement:

"We believe that the allocations which were made on October 1, 1954, have established sound salary relationships among virtually all of the 2,000 State titles and that the compensation plan, as a whole, is in excellent order. From our more recent studies, we note that changes in the grades of some titles must be made. Probably the number of 'non-appealed' titles requiring reallocation will be small but, however few they may be, they should carry the same retroactive pay benefits for employees as those which undergo change because of appeals. To insure this uniformity of treatment, it has been agreed that appointing officers may file with the Director of Classification and Compensation a general application for review and favorable change of all reallocations and reclassifications of positions under their jurisdiction,

Dewey Names New Council Of Personnel

ALBANY, Jan. 3 — As one of his last acts in office, former Governor Thomas E. Dewey established a Council of Personnel Officers to replace the three-member State Personnel Council which he had created in 1945. In making the change, Mr. Dewey said that the purpose of the old Council, which was educational, had been achieved. Some of the functions of the Personnel Council have been taken over by the newly-established Division of Personnel Services in the Civil Service Department.

Edward D. Meacham, director of the Division of Personnel Services, will also act as chairman of the Council of Personnel Officers. No appropriation has been made for the new Council; two staff members of the old Council will be transferred to Mr. Meacham's payroll. The new advisory council will consist of the personnel officers of every department and agency

Harriman Fills Five Major Posts

ALBANY, Jan. 3 — Five additional major appointments announced by Governor Harriman last week are:

J. IRWIN SHAPIRO, Justice of Domestic Relations Court, as Commissioner of Investigations. This new office in State government, filed by Gov. Dewey only last January, was held by William B. Herlands. The post pays \$18,500 a year.

GEORGE M. BRAGALINI, now City Treasurer by appointment of Mayor Wagner, as Commissioner of Taxation and Finance at \$18,500 a year. The former incumbent was Allen J. Goodrich.

ANGELA R. PARISI, vice-chairman of the Democratic State Committee, as chairman of the Workmen's Compensation Board at \$17,000 a year. The post was formerly held by Mary Donlon.

JOSEPH P. McMURRAY, executive director of the New York City Housing Authority, as State Housing Commissioner. The \$17,000 a year post has been held since 1944 by Herman T. Stichman.

CHARLES ABRAMS, lawyer, housing expert and housing consultant to the United Nations, as head of the Temporary State Housing Rent Commission, a \$17,000 a year office was formerly held by Joseph T. McGoldrick.

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

ALBANY, Jan. 3 — 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.

Looking Inside

Squirming Explanations Mark Latest U. S. Civil Service Moves

SUPPORTERS of the merit system must all hope that President Eisenhower made a New Year's resolution to abide by the principles of that system. In the last half of 1954 the President engaged in two maneuvers that gave merit system advocates the jitters. One was the requirement that promotions to the higher-paying competitive jobs be cleared through politicians, and the other was the reclassification of the competitive deputy marshal jobs into Schedule B, which makes them subject to political appointment.

The President has yet to prove how requiring political clearance for promotion in the competitive service is an example of keeping politics out of civil service. His action was taken on advice of one of his assistants, and not at the instance of the U. S. Civil Service Commission, although when the President needed some pious support for his argument that an improved Federal service was his goal, Chairman Philip Young loyally obliged.

In the deputy marshal case, however, the Commission majority took the initiative, although with the approval of the President. Now the Commission has to face an embarrassing fact. When a bill was before Congress, to put the deputy marshals in the patronage class, the Commission opposed it. Congress, in session after session, has refused to pass such a bill. How come that when the Commission shifts jobs to patronage ones, a vice becomes transformed into a virtue?

Short Shrift and Long Explanation

The Commission offers arguments to deny self-contradiction. One argument, believe it or not, is that in the deputy marshal jobs the turnover is slight; the eligible lists are old, with relatively few remaining names; the cost of holding an exam would not be justified. The Commission failed to cite any provision of the Civil Service Act or its own Rules in which the cost of holding an exam is a valid reason in turning competitive jobs into patronage jobs.

When politics motivates actions supposedly in the interest of civil service, proof of the purity of motive is hard to come by, and both the President and the Commission are therefore hard-pressed. However, in the President's favor, let it be said he has made no move yet to operate under the Competitive Jobs for Republicans order. All persons devoted to the best interests of civil service must hope he never will, as a means of restoring respect that once existed for his civil service principles.

The Commission, however, voted its project affecting the 900 deputy marshals, quietly and swiftly, and now that strong objections are being raised, comes forward with a long explanation. It attempts to justify itself in a 3,000-word explanation that include the following:

The Senate bill the Commission opposed "would have given a new marshal the right to dismiss deputies under him during his first 60 days in office. It would in effect have eliminated the removal protection of the Veterans Preference and Lloyd-LaFollette acts.

"In contrast, all veterans in Schedule B have the benefit of removal protection under the preference act, and non-veterans having competitive status have removal rights under Commission regulations similar to those provided by the Lloyd-LaFollette Act.

"The Commission opposed enactment of S.44, but noted in its report that the method of appointment proposed for deputies in that bill was similar to the method of appointment to positions listed in Schedule B.

"Following its report, the Commission made a survey of deputy marshal tests. It found that if these positions were to be kept in the competitive service it would be necessary to conduct new exams, since many of the existing registers were obsolete.

"The Commission further determined that, taking into account the small number of positions involved and the very slight rate of turnover in them, it would not be economical to undertake the cost of new exams and setting up new registers.

"Therefore, the Commission, upon recommendation of the Department of Justice, decided to place the jobs in Schedule B where incumbents are required to meet minimum qualification standards set by the Commission and where requirements of veteran preference must be met in both appointment and removal."

If the Commission was actuated, only by concern for veterans, what was the occasion for all the secrecy over so wholesome a motive? Why could not the Commission have followed its policy of giving advance notice of its intentions instead of rushing the resolution through, without notice, and leaving it for some snooping reporter to discover that the deed had been done?

The two recent moves indicate an intent to inject politics into Civil Service with a vengeance. Better than White House and Commission denial of this charge would be the rescinding of the political clearance order, the restoration of the deputy marshal jobs to the competitive service, and the announcement of exams to fill future deputy marshal vacancies.

6,000 Now Subject to Pension Suspension

January 1 was the effective date for the suspension of about 6,000 Social Security pensions of employees of State and local government in the State. Almost half of them are NYC employees. Many workers in the Transit Authority are affected.

A new law limits to \$1,200 in any one year the income from employment or self-employment, whether covered by or not covered by Social Security. Previously pensions were suspended in any month in which earnings in covered employment exceeded \$75. The new law raised the limit, put it on an annual basis, but removed the provision that the income must be from wages or services in covered employment. Thus public employees in jobs not covered by Social Security, who had that right subjected to a new limitation.

Escape Is Not Easy

A notice went out on December 4 to Social Security pensioners, telling them about the new law. A form was enclosed. The recipient was to fill it out and return it. From the answers, the Federal officials would determine whether the checks should be suspended. However, unless the pensioner gave the information, the Social Security Administration had no means of catching up currently with the recipients of excess checks. However, in time, the Federal agency will be able to catch up with them, through required reports and, if necessary, information sources that are secret.

Thus many checks will continue to go out, but the Social Security agents will demand refund by the pensioner not entitled to them, and in cases of gross violation, impose a money penalty as well.

How to Figure It Out

Wage earners will be required to report annually what their earnings are, beginning in 1956. The self-employed, who now must so report, will continue doing so.

It is on the annual report basis that the Social Security Administration expects mainly to catch up with offenders. Any whom it misses through this method would be spotted through other methods.

The new law adds to the number of suspensions, and the addition, in the cited instance, is 6,000. But there were many other suspensions, under the old law, and also many recoveries of receipts to which pensioners were not entitled.

Under the new law the suspension is for one month for every \$80 in excess of \$1,200 earned in 1954, hence the number of months of suspension is the quotient of 80 divided into the excess over \$1,200.

L. I. Bowlers Roll Along At Fast Pace

CENTRAL ISLIP, Jan. 3—Central Islip Team 3 keeps rolling along, literally! Paced by Bill Rheinhardt's 541 series, Ted Asher's 536, Doug Dicken's 518 and Charles Emering's 515, they topped Kings Park Team 1 by 4 to 1. Bill McWilliams shot 519 for the losers.

Public Works District 10 moved into fourth place by nosing out Central Islip Team 2 by 3 games to 2. Richie Wills' 544 series and N. Beilmann's 210 single tell the story. Jack Connolly returned to shoot a 543 for Public Works, while teammate Ed (The Judge) Kuehne had a 507 series.

Herb Irwin's 556, Fred Bjorkren's 515, Al Gaideczka's 182 single and Bill Bomberg's 170 single enabled Central Islip 1 to shut out Kings Park 2 by 5 to 0 and move up a notch, into second place. John Hancock shot 535 for the losers.

Competition in the Long Island Bowling League resumes on January 9 at Larkfield Lanes. Rooters are welcome.

Standings:

Team	Won	Lost
Central Islip 3	27	13
Central Islip 1	24	16
Kings Park 1	22	18
Public Works 10	17	23
Kings Park 2	15	25
Central Islip 2	15	25

EXAMS NOW OPEN

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

STATE Promotion

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 G-2 or higher, or now allocated

to R-3 or higher. Fee \$2. (Friday, February 4.)

9915. PRINCIPLE MAIL AND SUPPLY CLERK (Prom.), Division of Employment, Department of Labor, \$3,540 to \$4,490. One year as senior mail and supply clerk. Fee \$3. (Friday, January 21.)

COUNTY AND VILLAGE Open-Competitive

Candidates must be U. S. citizens and residents of the locality mentioned, unless otherwise indicated. Apply to offices of the State Civil Service Department, in NYC, Albany and Buffalo, unless another address is given. Last day to file applications appears at end of each notice.

0614. ENGINEER ASSISTANT, Erie County, \$2,710 to \$3,510. (Friday, February 4.)

0615. SENIOR ENGINEER ASSISTANT, Erie County, \$3,140 to \$4,040. (Friday, February 4.)

0616. PRINCIPAL ENGINEER ASSISTANT, Erie County, \$3,690 to \$4,730. (Friday, February 4.)

0617. POLICE PATROLMAN, Villages of Ticonderoga (\$1.34 an hour), Keeseville (\$45 a week) and Lake Placid (\$57.75 a week), Essex County, (Friday, February 4.)

0618. POLICE PATROLMAN, Village of Groton, Tompkins County, \$65 a week. (Friday, February 4.)

0619. JUNIOR ENGINEERING AID, Westchester County, \$2,695 to \$3,295. (Friday, February 4.)

0620. JUNIOR ENGINEERING AID, Village of Scarsdale, Westchester County, \$4,088. (Friday, February 4.)

0621. SENIOR ENGINEERING AID, Westchester County, \$3,375 to \$4,155. (Friday, February 4.)

0622. TABULATING MACHINE OPERATOR, Erie County, \$2,900 to \$3,720. (Friday, February 4.)

0623. FILTER PLANT OPERATOR, Village of Westfield, Chautauqua County, \$1.50 an hour. (Friday, February 4.)

0624. TABULATING MACHINE OPERATOR, Westchester County, \$3,015 to \$3,915. (Friday, February 4.)

0435. JUNIOR ENGINEERING AID, Town of Cheektowaga, Erie County, \$3,500. (Friday, February 4.)

COUNTY PROM

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

9485. SENIOR ENGINEERING AIDE (Prom.), Department of Public Works, Westchester County, \$3,375 to \$4,155. (Friday, February 4.)

9486. TABULATING MACHINE OPERATOR (Prom.), Department of Public Welfare, Westchester County, \$3,015 to \$3,815. (Friday, February 4.)

9487. JUNIOR CIVIL ENGINEER (Prom.), Department of Public Works, Westchester County, \$3,855 to \$4,955. (Friday, February 4.)

9488. ASSISTANT CIVIL ENGINEER (Prom.), Department of Public Works, Westchester County, \$5,135 to \$6,535. (Friday, February 4.)

0600. SENIOR PUBLIC HEALTH ENGINEER, Chautauqua County, \$6,204 to \$7,454. (Friday, January 21.)

0611. JUNIOR PERSONNEL TECHNICIAN, Department of Personnel, Westchester County, \$3,480 to \$4,440. (Friday, January 21.)

0613. PARKING METER REPAIRMAN, Village of Liberty, Sullivan County, \$3,830. (Friday, January 21.)

114. MORTGAGE TAX CLERK, Orange County, \$2,700 to \$2,900. Apply to Orange County Civil Service Commission, County Building, Goshen, N. Y. (Wednesday, January 12.)

115. JANITOR, Board of Supervisors, Orange County, \$2,500 to \$2,700. Apply to Orange County Civil Service Commission, County Building, Goshen, N. Y. (Wednesday, January 12.)

10 Police Promoted

Police Commissioner Francis W. H. Adams has promoted 10 members of the NYC uniformed force. The promotees:

To sergeant—Lawrence J. Clinton and Daniel J. Crowley.

To lieutenant—Alexander Calder and John Spiegel.

To captain—James Brown and Murray S. Cantor.

Also, Walter F. Cygan and Gustave Hesse, to deputy inspectors James T. McDonald, to inspector, and John B. McGarty, to deputy chief inspector.

NYC WELFARE GUILD TO HOLD LUNCHEON

The Ozanam Guild of the NYC Department of Welfare will hold a First Friday luncheon on January 7 at 1 P.M. at St. Alphonsus School Cafeteria, Canal Street and West Broadway, Manhattan.

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, 1929, 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.

Eligibles Want

To Be Process Servers

The Assistant Foreman Eligibles Association, NYC Department of Sanitation, consisting of about 2,100 men, wants assistant foremen instead of sanitary patrolmen to serve summonses.

"Assistant foremen, sworn in as special patrolmen, inherit the duty of issuing summonses and can be used, with greater adaptability since they must administer the many other duties required of the title," says the association. Sanitary patrolmen would only issue summonses.

Assistant foremen are used in street cleaning and waste collection operations, waste disposal duties, alternate parking cases, snow removal, investigation of complaints, and perform other duties.

State Issues 26 Lists In a Month

ALBANY, Jan. 3 — The State Civil Service Department established during November 14 open-competitive and 12 promotion eligible lists, with a total of 498 names, W. J. Murray, administrative director, reports. The titles and number of eligibles on each list follow:

OPEN-COMPETITIVE

- Biochemist, 6.
- Hospital administration officer, 4.
- Junior civil engineer (design), 8.
- Junior rent examiner, 158.
- Junior valuation engineer, 5.
- Maintenance supervisor, 18.
- Marketing license inspector, 8.
- Medical defense hospital consultant, 1.
- Office machine operator (calculating-key drive), 55.
- Office machine operator (key punch), 57.
- Rent examiner, 103.
- Senior laboratory animal caretaker, 1.
- Senior marketing license inspector, 12.
- Senior medical technician, 7.

PROMOTION

- Health**
- Senior medical technician (TB service), 3.
- Mental Hygiene**
- Chief laundry supervisor, institutions, 7.
- Head dining room attendant, Harlem Valley State Hospital, 2.
- Senior medical technician, institutions, 2.
- Senior physical therapy technicians, institutions, 2.
- Senior X-ray technician, 2.
- Public Works**
- Junior civil engineer (design), 7.
- Tax and Finance**
- Associate corporation tax examiner, 9.
- Senior tax administrative supervisor (corporation), 3.
- Senior tax administrative supervisor (corporation), 2.
- Tax administrative supervisor (corporation), 7.
- Workmen's Compensation**
- Junior administrative assistant, 11.

Kent Brown Assumes Duties As PSC Counsel

ALBANY, Jan. 3 — Kent H. Brown has already assumed his duties as counsel to the State Public Service Commission. Mr. Brown was named to the \$18,500 position by Governor Thomas E. Dewey. The position was formerly held by Lawrence E. Walsh, who left it to become executive director of the New York Harbor Waterfront Commission and later a Federal judge. Mr. Brown is a nephew of Wendell P. Brown, State solicitor general who is retiring on December 31.



Civil Service Employees Association staff and their families, at a Christmas party in Albany headquarters. These are the men and women who do the day-to-day work of carrying out the Association's many chores. William F. McDonough is in Florida, but

where's Joe Lochner? And Phil Kerker? That man over there on the left hand side is CSEA president John Powers. See that big grin on his face? We can guess the reason for it. Can you? Look closely now!

Thruway Seeks Traffic Promoter

ALBANY, Jan. 3 — Apply until Friday, January 21 for a State job as promotion representative to attract motorists and commercial interests to the Thruway. The job pays \$5,090 to \$6,320 a year, in five annual increases. The written test will be held on February 19. Candidates need a high school or equivalency diploma and four years' experience in a business organization, a State or local chamber of commerce, or other organization closely connected with business problems. Two years must have been in a responsible capacity characterized by high-level public contact work. Also required is any one of the following: two more years of satisfactory experience as described above; a bachelor's degree with specialization in economics, business administration, marketing or industrial management; or a satisfactory equivalent combination of this training and experience.



If you stretched end to end the service of these men to New York State, the total would reach 237 years! W. L. Denno (right), warden at Sing Sing Prison, presents service awards to (left to right) John J. Shanahan, chief engineer, 42 years of service; Thomas J. Horigan, guard, 35 years; Thomas Boswell, guard, 35 years; William McElroy, guard, 35 years; Edward Kennedy, guard, 35 years; Frank Libby, industrial superintendent, 30 years. Warden Denno himself has 25 years of service.

Hoover Group Proposes White House Personnel Plan

WASHINGTON, Jan. 3 — The Hoover Commission, studying Federal personnel practices, will recommend that the Chairman of the U.S. Civil Service Commission be relieved of his duties as the President's personnel liaison officer, on the grounds that the independence of the Commission is undermined. President Eisenhower combined the two functions, in the person of Philip Young, Commission Chairman. Other recommendations will include: continuation of the present three-man bi-partisan Commission, under a "full-time" chairman; creation of a new semi-independent agency, to handle employee appeals; and the granting of appeal rights to non-veterans similar to those of veterans.

The Hoover Commission unit had been expected to favor less powers for the Federal personnel agency. The administration's competitive Jobs-For-Republicans order is seen as one of the prime reasons for the committee's intention to switch its stand on unrestricted hiring practices.



Dr. Herman E. Hilleboe, State Health Commissioner, presents awards for 25 years of service. Left to right: Burt Rickards, former director of the Office of Public Health Education; Dr. William Siegal, director of TB Case Finding, and former president of the James E. Christian Memorial Chapter, CSEA; Dr. Hilleboe; and Virginia Clark, who represented Julia McPhillips, consulting health nurse until her retirement. Miss McPhillips was in Florida. Dr. Siegal has entered Roswell Park Hospital in Buffalo as a patient since this photo was taken.



Rinaldo Gentile (center) receives a \$50 award from Dr. Lee P. O'Donnell, director of Harlem Valley State Hospital. The award was won jointly by Mr. Gentile and Frank Saunders, in recognition of their having designed and developed an elastic belt suitable for wear by Mental Hygiene patients.

ACTIVITIES OF EMPLOYEES IN STATE

Employment Chapter, NYC, Sees Many Activities

NEW YORK CITY, Jan. 3 — The LEADER has received the following bulletins on employee activities from Bernard J. Federgreen, 2nd vice president and publicity chairman of the Division of Employment chapter, CSEA, in NYC and suburban areas: Yonkers: Staff members have sent best wishes for speedy recoveries to Charles Hargandon, who underwent surgery December 20, and Muriel Deich, who was recently discharged from the hospital. Employees were saddened by the death of fellow staffer, Mary Hayes. L. O. 710 sends word that: New staff members are Mayme Daniels, clerk of Section 711, and Josephine Di Palo, clerk of Section 712. . . . Congratulations have gone to Ber-

nice Bader and groom on their marriage December 12. They plan a motor trip through the South. . . . Best wishes to Claudine Gaynor on the birth of a daughter. . . . Henry Boysett has resigned to become secretary in industrial relations with the Urban League of San Diego, Calif. Here and There L. O. 630 welcomes new staffers, Esther Freindlich. Lou Gibbs of L. O. 730 is vacationing in Washington. On vacation from the same office, Martin Donnenfeld. Staff welcomed Lena Tersillo back from sick leave. Employees at L. O. 115 regretted hearing of the resignation of Ethel Cadoo, who will enter private industry. Best wishes are extended. Congratulations to a former employee, Estelle Apter, on the birth of a son, Arthur William (Billy, to you). Special note: Support the Division of Employment Blood Bank.

IMPORTANT TO STATE, COUNTY, LOCAL INSTITUTION WORKERS

Employees Required to Eat or Live at Place Of Work Are Entitled to Income Tax Savings

Do you receive maintenance — meals or lodging — from the State of New York or from a county or local government?

If you do, then this information is important to you. It may save you money, cutting down the amount of Federal income tax you pay.

Mortimer Kassell, counsel to the State Tax Commission, informs The LEADER that the value of meals and lodging furnished an institution employee is expressly exempted from income tax, when the employee gets the maintenance for the employer's convenience. This exemption applies to the year 1954. Therefore, if during the year you've received maintenance, you can deduct the value of it when you make out your Federal income tax return.

Mental Hygiene Employees

In fact, some departments are already helping in this. Thus, the State Mental Hygiene Department has advised payroll officers that all employees residing in Mental Hygiene institutions are there for the convenience of the State. Therefore all of them are entitled to deduct the value of maintenance from the amount of deduction taken off their check for income tax purposes.

Remember this: Under the law, you are entitled to the deduction for the full year of 1954, even though no change was made in your deductions until the latter part of the year, and even if your department didn't get around to making the deductions at all. The burden is on you to make out your tax return properly, so that you get the full benefit of all deductions in your favor.

How You Do It

The tax returns this year may be filed any time up to April 15. You report the full salary received and then deduct from that the value of the maintenance you got during the year. Then you make a claim for refund of any excess tax you may have paid.

If You Must Be There

If an employee's duties require him to be in attendance during meal times, then meals furnished to him at the institution are exempt from Federal income tax. ON THE OTHER HAND, if this employee receives a cash amount instead of meals, then this amount must be included in gross income.

Take another situation: If any employee is subject to call at all times, and is therefore required to live at the institution,

then all meals and lodging furnished to him are exempt from tax. ON THE OTHER HAND, if an employee's duties do not require his constant attendance at the institution, but he nevertheless CHOOSES to live there, then he must include the value of his meals and lodging in gross income. Any cash allowance paid to an employee in place of meals or lodging must be included in gross income. You see how it works: If you're required to live or eat in the institution, then you get the deduction. If you do it by choice, then you don't get the deduction.

If you work in an institution, and get your meals and lodging furnished (which are exempt from tax), be sure to check your withholding statement carefully. If it includes the value of meals and lodging in your salary, this amount should be deducted when setting forth your gross income on your Federal income tax return.

Now here's a tip: In order to avoid confusion between your withholding statement and the amount on your tax return, you should include an explanation with your return. The explanation need merely say: "Meals and lodging were furnished me for the convenience of the employer and are therefore not taxable."

CORRECTION CORNER

Below is the first edition of 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 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

If or If — — —

If you thrill to the written words of Ernest Hemingway, or if the piano playing of Liberace sends you, or if your spare moments are spent trying to figure Einstein's theory of relativity; oh boy, are you in the wrong corner! But, if you are interested in the aims and what's doing in Correction, this corner may have something for you. Welcome to Correction Corner.

The hottest issue in State prisons today is: 40-hour week with the same pay. Years back, a famous governor said, "Let's look at the record." All right, let's look.

The year is 1918, World War I has just ended. In Union Square, New York City, a group is marching with signs asking for a 40-hour week. Samuel Gompers and his cigar makers and the start of the 40-hour week. This was 37 years ago! By 1940, the 40-hour week was generally recognized in America. In the past 15 years, the 40-hour barrier has been broken by millions of American workers. Notably in the printing trade, the needle industry, jewelry trade, electrical trades, all types of construction and offices all over America. They are now working 35-37½ hours per week. But, in New York State, The Empire State, 25,000 institutional employees still work 48 hours per week.

A recent report issued by the Joint House-Senate Economics Committee states in a matter-of-fact way that a 35-36 hour work week will be a reality by 1956. Dr. Grover W. Ensley, staff director, says this report represents "the best professional thinking" on the future. Statistics show that the work week has been reduced and will continue to reduce at the rate of 0.8 per cent each year. "Fortune" magazine recently polled 100 top corporations on the chances of a 4-day week! This indicates the trend today, 35-hour week, 4-day week, and yet in New York State Government we have still the archaic 48-hour week.

The employees in State prisons and State hospitals call upon the newly elected Governor, Averell Harriman, and the State Legislature to emancipate them and institute a 40-hour work week at no reduction in pay.

Judge Daniel Gutman, counsel to Gov. Harriman, a terrific choice in my opinion. Judge Gutman is remembered as a great friend of civil service while a member of the State Legislature. His work in juvenile reform, philanthropy and as President Justice of the NYC Municipal Court is well known throughout the State. Congratulations upon a swell appointment.

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St. Lawrence Area Aides Map Membership Drive

CANTON, Jan. 3 — Plans for membership drives among Massena area employees and school district personnel, and plans for a credit union, were highlights of a recent meeting of the board of directors of St. Lawrence chapter (County Division), CSEA, at the County Home.

Mr. Mariano, field representative for the credit unions, discussed eligibility, benefits and organization of credit unions. The membership will have an opportunity to discuss the matter at a forthcoming chapter meeting.

Harold Mitchell, Jr., of the County Sheriff's Department, was named a board member, to succeed Mrs. Katherine Fullerton, who resigned her post as public health nurse for the Village of Potsdam on October 1. Mrs. Fullerton's resignation from the board was accepted with regret.

Weltha B. Kip, chapter president, presided.

A general chapter meeting will be held this month, at a date to be announced.

Hurd Takes Job With GOP in Assembly

ALBANY, Jan. 3 — T. Norman Hurd, State Budget Director under Governor Thomas E. Dewey since 1950, will become a consultant to the Republican majority in the State Assembly.

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See "Looking Inside", Page 2, for a discussion by H. J. Bernard of the dangers in the new U.S. policy of isolating nations. SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

NEWS

Letter

Leaders of employee unions, who have been on leave without pay for more than a year, are trying to have the U.S. Employees Life Insurance Act amended so that they can come under its benefits. Liberalization of the present law, to reduce the penalty imposed on those over age 65, or eliminate it altogether, is on the way . . . Proposed legislation already has been drafted by the NYC Department of Labor for a system of dues check-off, in City departments, which adds to the signs that this practice in private industry is to be used in the City government. The fact that no proposed legislation for an exclusive bargaining agency has been drafted may be a sign, too, that this particular method is a long way off.

The pay of U.S. laborers, mechanics and workers in the skilled trades generally, usually is set by local wage boards, and recently the crafts, protective and custodial employees were shifted to the same jurisdiction. Now it appears likely that scientists and other high-powered professional personnel will also be put in that category, so that the U.S. will be paying them at rates comparable to those existing in local private industry. The National Advisory Committee for Aeronautics is taking the initiative. Reason: the U.S. finds it difficult to recruit top-notch professional men at the salaries offered, and sometimes even more difficult to hold them.

The idea of putting an administrator's pay under wage board jurisdiction is new. The U.S. has to try something new, because the old methods do not work. Private industry is defeating the Federal government's recruiting efforts in educated directions. For instance, Federal employment has lost its lure for the college senior. Down and down goes the number of applicants each year on the U.S. college series exams. The U.S. Civil Service Commission is even more upset about that than the Aeronautics Board is about the top-level professional, but the problem is the same.

In New York State the Labor Law requires that certain employees working for government, or for contractors whom the government hires, shall be paid the rates prevailing in local private industry. This law has been a boon to many thousands of employees. It has enabled their wage scales actually to keep abreast of those paid in private industry, one of the most difficult attainments for the non-laborer, non-mechanic, and non-artisan type of employee not covered by the Labor Law.

That law is statewide. It has not been invoked for State employees because so many of them in such occupations are shifted from locality to locality, in doing their regular jobs.

There would be an endless change of rates. However, determinations of local rates by some

new agency is possible. One day we may see State employees in this work group, if not the top-notch scientists on the State payroll, paid whatever the local rate is, when they shift from location to location. With the scientists, applicants would be easier, because they are not shifted about so much.

The Government Employees Council, AFL, has condemned the U.S. Civil Service Commission for shifting the 900 deputy marshal jobs from the competitive service to Schedule B, one of the two patronage classes. "We denounce the trend of the Commission to improve the merit system by destroying it," said the union. It is striving for a 10 percent or \$400 increase, whichever is greater, the abolition of the two lower classified grades, to make the bottom of the present third grade the minimum of the first, and an effective date back to August 23, 1954, the day when President Eisenhower vetoed the salary increase bill.

Federal employees pay out about \$4,000,000 of their own money for surety bonds each year. The Government requires that they be bonded, but does not refund any part. The Internal Revenue Bureau has taken the lead in a move to have the U.S. pay the cost in full. The Post Office Department is following suit, and it looks as if legislation, for which there is precedent, will be successful in the next Congress, and at the White House. In fact, informal bids are being sought already, for unit bonding costs. Large groups of employees, for instance in the Post Office, would be covered by one bond. . . . Woman employees of the Newfoundland central government get a bonus from that government when they get married. . . . New promotion exams for supervisory jobs in the post office will get under way soon. The first will be conducted on February 26 in Washington, D. C., with others, in New York, N. Y., and other metropolitan post offices to follow. New grievance procedures in the Post Office are being drawn up.

PAMPHLET DESCRIBES U. S. REORGANIZATION

The Citizens Committee for the Hoover Report has published a pamphlet entitled "Achievements in Federal Reorganization" (50 cents). The authors are Professors Ray F. Harvey, Louis W. Koenig and Albert Somit of the Department of Government, Washington Square College, New York University.

The study is one of a series of special projects of the Schools and Universities Program of the Citizens Committee for the Hoover Report, 441 Lexington Avenue, New York 17, N. Y. Dr. John D. Millett, president of Miami University, is chairman of the advisory board. Dr. Robert L. Johnson, president of Temple University, Philadelphia, is honorary chairman.

Harriman Commitments

(Continued from Page 1)

State started on the wrong foot, first saying: 'Well, we'll put up so much money, then find a way to shoehorn the employees into this amount.' Also, I do not understand why employees of the Legislature and Judiciary have not been given their pay raise, even though a sum was appropriated for the purpose.

"As the Democratic party platform indicates, we believe in the principle of equal pay for equal work, as written into the State constitution. Sufficient money must be appropriated to assure adequate and equitable pay for all State employees."

Will He Battle For It?

That's a firm commitment. There is no question that the new State salary plan left many employees dissatisfied. This is evident in the vast number of appeals taken before the Classification and Compensation Division. Will Mr. Harriman recommend to the Legislature an appropriation sufficient to do the job right? And, if the Legislature refuses to go along, will he battle for implementation of his campaign promise?

Job Insurance

In addition to the commitment on salaries, Mr. Harriman also went on record as favoring the further development of "fringe" benefits in State service. His statement was:

"I look upon fringe benefits as a necessary forward step. It is happening in government just as it is happening in industry. I want to study the Federal fringe benefits carefully, and see what can

be taken out of the Federal experience to help our employees in New York State and local governments.

"Specifically, I feel that the principle of unemployment insurance should be applicable to employees of counties, towns and villages . . . and they should receive benefits comparable to those paid to private workers."

Local Politics

Governor Harriman is likely to meet opposition from the Legislature on this, although public employees throughout the State will strongly back the proposal. At present, State employees have unemployment insurance coverage, but local employees have not. The law allows counties and local communities to come under the unemployment insurance provisions, but few have availed themselves of the privilege. Presumably Mr. Harriman will ask that the Legislature make such coverage mandatory for all units of government; and presumably, too, local politicians will resist mandatory coverage.

40-Hour Week, Overtime

The 40-hour work-week and overtime pay are matters that have long irked public workers, particularly those in the institutions. On this, too, Governor Harriman has expressed himself. He said:

"In so far as the 5-day 40-hour week is concerned, I believe that vigorous efforts must be made to extend it as uniformly as possible among public workers throughout the State. This will require study of the working arrangements of employees in State institutions, of the problem of pay differentials

for night workers, and of the possibility of time-and-a-half for overtime."

Health Insurance Plan

Among fringe benefits which will also come within the purview of his administration, the new Governor said, are: the possibilities of a prepaid contributory health insurance system, and improvements in the workmen's compensation plan "in its application to all public workers of the State."

Retirement

On changes in the retirement system, Mr. Harriman was less precise. He did say that the entire field of retirement needs to be restudied, and that he would welcome new ideas. Of social security he said:

"Some combination of social security benefits with those of State Employees Retirement System might be arranged with the new Federal government, now that Federal law permits it. The employees then would be enabled to get greater benefits at no increased cost, or much greater benefits at some increased cost both to employer and employee. Present contractual rights of employees, under the Constitution, would remain in force. In certain cases where local employees are not covered by any retirement system, they surely should be permitted social security coverage."

It is likely that, in this respect, Harriman will get somewhere with the Legislature. In fact, the State Pension Commission, appointed by Governor Dewey, already has a plan for combining social security with retirement allowances.

Labor Relations

On the matter of labor relations, Mr. Harriman was strong, firm and precise. He will insist on repeal of the Condon-Wadlin anti-strike law, which he bitterly attacked as unfair to employees. Republican legislators are not likely to give him much support, although some modification or amendment of the act may pass both houses.

Labor relations machinery will, however, be strengthened. This can be done by executive order. Existing machinery, introduced by Governor Dewey, has proven ineffective. Mr. Harriman's view is this:

"I favor labor relations machinery in which the employees participate as equals with management; in which representation is guaranteed; and through which every legitimate grievance may be solved. The 'steps' in such machinery should be as few as possible."

He also advocated the solution of disputes "through effective mediation and fact-finding procedures."

THE STATE SCENE

ROCHESTER has a candidate for the chief engineer of the State Public Works Department in the Harriman administration. He is Lawrence J. Honan, a civil engineer. Mr. Honan has the backing of Monroe County chairman Francis J. D'Amada. It is also reported Mr. Honan is a close personal friend of John W. Johnson, named recently by Governor-elect Harriman as Superintendent of Public Works.

RETIREMENT log for December included these names: George Klein, director of the State Income Tax Bureau; Herbert O'Malley, Deputy Tax Commissioner; and Ruth Miner, Executive Deputy Secretary of State.

SIDNEY B. GORDON has transferred from the Department of

State, where he headed the Division of Corporations, to the Workmen's Compensation Board. His new title is official referee, at \$8,890 a year.

IS Francis S. McGarvey, chief inspector of the State Police, due for promotion? . . . Incidentally, a special corps of troopers now is being trained to handle inspections under the State's compulsory automobile inspection law. It goes into effect in May.

ONE OF Bertram D. Tallamy's top assistants, Joseph Ronan, is slated for an administrative job in private industry, with headquarters in Albany. Mr. Ronan, it is said, had his choice of a Thruway post, but could not resist the outside offer.

CHARLOTTE MORSE, who has served in the Governor's office during both Democratic and Republican administrations, will continue in her job after January 1, this column learned. Miss Morse, who will work with Charles Van Devander, Mr. Harriman's press secretary, could have gone to Washington in a similar capacity to James C. Hagerty when the Dewey press aide joined the Eisenhower staff.

Law Cases

Sidney M. Stern, chairman of the committee on laws and rules, submitted the following report on law cases to the NYC Civil Service Commission:

JUDICIAL DECISIONS
Special Term, New York County Supreme Court.

Hamner v. Schechter. Justice Auriello held that though there was a possible error in one question in an exam, a candidate's request for rerating must be denied, because he would not have attained a passing grade even if given full credit for a correct answer to that question.

Rowan v. Commission. The petitioner was marked not qualified medically for patrolman. Justice Levey held that the proceeding was not started within the required four months after the rejection, and the service of papers was itself faulty under the law.

Matel v. Schechter. Petitioner admitted former membership in the Communist Party. The Commission held her not qualified to compete in an exam, for that reason. Justice Levey ordered a hearing in open court on the question of sufficiency of evidence.

PROCEEDINGS INSTITUTED
Scaffidi v. Schechter. Petitioner seeks a re-examination for clerk, grade 5, claiming he did not have time to rewrite the essay which he says was torn by the monitor.

Volpe v. Schechter. Petitioner's claim for veteran preference was denied because he did not return the necessary form. He says he mailed it and seeks an order granting his claim for preference.

REAL estate buys. See Page 11.



Santa Claus, pictured here with children of employees, was but one of the 2,000 persons who attended Pilgrim State Hospital's annual Christmas party. The gala event featured the presentation of 25-year service pins to nine employees, polka and square dancing to the music of employees' and patients' orchestras, the singing of Christmas carols, and top-notch refreshments and decorations.

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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.

Weekman 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 4, 1955

Welcome to A New Governor

Governor HARRIMAN takes office with the welcome of civil service employees. His problems will be difficult, in one sense more difficult than those encountered by Governor Dewey — because Harriman has no surplus to start his administration with, as Dewey did. Yet civil service employees will expect the new Governor to retain his campaign promises: including the necessity to appropriate sufficient money to assure adequate, equitable pay for all State employees, an examination into "fringe" benefits, strengthening of the retirement system, and improved labor relations procedures. The utmost ingenuity will be required to accomplish these ends satisfactorily, and we must hope that there will be no political counter-pulling between the executive branch and the State Legislature. For the Legislature has an obligation here, too.

To Governor Thomas E. Dewey, as he leaves office for private law practice, we extend our deepest good wishes. The editorial columns of The LEADER have had occasion to oppose policies of the outgoing administration. But we have not hesitated to analyze the Governor's own problems, as fairly as we could, problems which had to be considered as Mr. Dewey made decisions on civil service matters. Civil servants made advances under Governor Dewey — they moved forward in pay, they won the 55-year retirement plan and other retirement improvements, they attained an equitable veterans preference amendment, an increased minimum for retired aides, and numerous additional advantages. The area of labor relations was insufficiently developed, although in actual fact there was almost continuous bargaining and negotiation between the Governor's representatives and those of the employees. We feel that, on historical assessment, Thomas E. Dewey's administration will go down in the books as a good one, possibly even a great one.

Quick Freeze of Jobs Rates Some Questions

THE action of the State Civil Service Commission in covering 28 positions, exempt and non-competitive, into the competitive class — and gaining for the incumbents all the rights and privileges of competitive employees — raises a variety of questions.

Why was this done at the last minute, before an incoming administration took office?

Why was so little advance notice given of the proposed action?

Was there, or was there not, substance to the charge made by the Civil Service Reform Association, that political considerations entered into the action?

Why the hurry, in view of the fact that the Preller Commission has been studying the entire subject of jurisdictional classification?

Why was this action done in such a piecemeal, choppy manner? Why were just a few positions singled out? Why was this not part of a broad, thorough study by the Civil Service Commission of all exempt and non-competitive positions, rather than a singling out of a handful of positions, however meritorious, for individual treatment?

Incidentally, the members of the Temporary Commission on Revision of the Civil Service Law have already agreed to recommend to the Legislature changes in the law to overcome a Court of Appeals decision holding that an incumbent is entitled to the competitive class prerogatives when his position is transferred to the competitive class. Certainly this is subject for fair debate. Commissioner Alexander A. Falk, a member of the Preller Commission, says: "The Temporary Commission, having studied the matter at length, obviously recognized the dangers inherent in this court decision and reached the inescapable conclusion that granting competitive status, upon the reclassification of a job, to an employee who has done nothing to earn it does violence to the spirit of the law and undermines the merit system."

Comment

DOES NOT LIKE SOCIAL SECURITY Editor, The LEADER:

It is not a good idea to coordinate Social Security with the State Employees Retirement System.

Many employees are able to retire at age 55 under the State Employees Retirement System. Under Social Security, the retirement age is 65. Many people die before age 65.

Is Social Security sound actuarially? Is it not true that the workers' contributions are used for the expenses of the Federal government?

The State employees contributions, under the State pension system, are invested in productive enterprise which is actuarially sound.

If we had a balanced Federal budget and a gradual lowering of the public debt, Social Security could be of value to State employees.

JOHN MURRAY
Middletown, N. Y.

MORE PATROLMEN CALLED FINE MOVE

Editor, The LEADER:

This is just one Brooklynite's welcome to the 750 new patrolmen. I live in the precinct area where the experiment in more police protection is going on, and, for the first time, know what it's like to have enough cops on the beat. It's great!

I hope the new men (and more to come) will mean that other sections can enjoy the same feeling of as much protection against crime as is humanly possible.

GRATEFUL

NEED STRESSED FOR HIGHER U. S. PAY

Editor, The LEADER:

The purchase of new automobiles, says the Bureau of Labor Statistics, is the reason for the rise in the cost of living. Whatever the reason, the squeeze is on again for Federal employees. Many of my co-workers, competent people with many years' service, have had to give up public service for higher-paying private industry jobs, so that their growing families might enjoy some of the benefits of our expanding economy, possibly including new cars.

The concern expressed by Congressional leaders, while Congress is not in session, about the plight of Federal workers had better materialize this year in the form of realistic increases in pay, otherwise I too will have to give up the ghost of dedication to public service for some of the tangibles of life.

A. J. MacF.

New York City

GENEROSITY OF STATE EMPLOYEES

Editor, The LEADER:

Those individuals who rue the alleged loss of public spiritedness among civil servants must have had a rude shock when they read in The LEADER of the Christmas doll programs of State employees, whose good works were distributed by the Salvation Army, religious and charitable organizations.

Public service, these public servants seem to feel, is more than just working for government. Persons in private employ might do well to adopt some of their outgoing attitude.

B. C. M.

Albany, N. Y.

PAY HEARINGS URGED IN METROPOLITAN AREA

Editor, The LEADER:

Letters of notice have begun to arrive giving dates of hearings on salaries to be held in Albany.

The members of the Civil Service Employees Association at this hospital request that arrangements be made for hearings in this area.

We find it costly to travel to Albany which would also mean more loss of time from work than would otherwise be necessary if the hearings were held in New York City.

We feel this is a logical and reasonable request which will eliminate additional difficulties for the employees.

FRANK J. PIRONE M.D.,
President

Pilgrim State Hospital
Chapter, CSEA

Brentwood, L. I.

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

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.

DRIVERS HEAR ABOUT IT IF THEY GO TOO FAST

AN ELECTRONIC device that sounds a siren warning when drivers exceed speed limits has been developed for school zones, recreation areas, and congested sections, the American Public Works Association reveals.

The warning serves three functions, its manufacturers say: First, it lets pedestrians know that there is a vehicle coming on at an excessive speed. Second, it alerts drivers to the fact that they are traveling faster than the law allows. And last, it draws attention to traffic law violators and thus helps law enforcement officials.

The system can be set to work at spaced intervals. For instance, it may be set to work in school zones from the hours of 8 to 9 in the morning, noon to 1 p.m., and 3 to 4:15 in the afternoon.

In a school installation, the set-up would be in this fashion: 750 feet before each entrance to the school zone, there would be a sign reading, "Warning — Audible Alarm for Excessive Speed"; 500 feet before the zone, there would be another sign reading, "School Zone — 20 Miles an Hour"; and 250 feet before the zone, the last sign would read, "Slow — School Zone Ahead." Then if a car was still speeding on entering the zone, the siren would sound.

MAYOR ASKS CITIZENS' ADVICE

ABOUT 400 persons told the mayor of Denver what they thought about his administration, after he addressed an open letter to them through the newspapers asking them to send him suggestions for civic improvement. This was an original public relations "gimmick."

The letter was accompanied by a questionnaire which the mayor asked his readers to clip, fill out, and mail to him. The questionnaire contained the following four questions with spaces in between for writing:

1. What city services do you believe can and should be made better?
2. What specific suggestions do you have for betterment?
3. What improvements and repairs are needed in your neighborhood? (Do not hesitate to include minor as well as major projects.)
4. What city-wide improvements and repairs are most needed in Denver?

Not one "crank" letter came in, officials said. A preliminary look at the returns showed that a number of persons wanted better garbage collection, and some wanted more done for street improvements and traffic engineering.

The city plans to study the response to the questionnaire and compile a record of civic improvements needed throughout the city. A second objection will be to eliminate as far as possible the sources of annoyance and irritation to Denver residents.

Denver has had a suggestion box on the first floor of city hall for nearly eight years. It is in the charge of a city employee who also keeps track of in-person complaints and who helps visitors find the department or city official they are looking for. But the mayor launched this new effort because of the belief that valid complaints and suggestions were not reaching him.

TRAINED EMPLOYEES ON CALL IF WORK LOAD GETS HEAVY

IT'S A DIFFICULT task to have the right number of qualified employees in the right offices at the right time.

The Civil Service Assembly reports that the Rhode Island Department of Employment Security is coping with this problem by using part-time interviewers when the work load suddenly increases in local employment offices.

Stressing that availability is a "must" in employment of this type, the department expects part-time interviewers to work whenever needed. Anyone who cannot report for work when contacted three times is automatically separated from the agency.

Part-time interviewers work by the hour and have temporary civil service status.

The department has also prepared a booklet, "To the Part-Time Interviewer," which points out what is expected from the employee in terms of performance on the job, and tells him about his rights and privileges as a part-time worker.

BIG STOP LIGHT TRIED TO CUT ACCIDENTS

JUMBO stoplights have been installed at one intersection in Ashland, Va., as safety measures, according to the American Public Works Association.

The red light itself is not any bigger. It just looks that way because the state highway department has placed 12-inch lenses on top of the standard eight-inch stop lights. The enlarged red light is believed to be especially well-suited for intersections on heavily-traveled, high-speed roads in rural areas where motorists should be able to see the stop light in advance in order to stop in time.

POLICE DIRECT TRAFFIC FROM TOWERS

LIKE KNIGHTS of old, traffic policemen in Dearborn, Mich., are dismounting horses and ascending towers. Four, glass-enclosed towers 25-feet high, equipped with traffic lights and loudspeakers, are helping solve the traffic congestion problem near the Ford Rouge plant in Dearborn.

Each of the new towers is manned by a policeman who uses push-buttons to control the signals that guide traffic coming in any direction. The policeman can also use a microphone and give oral traffic directions to a single car or to a lane of cars.

The installation is being paid for by the city and by the state highway department.

Jobs U. S. Offers Outside State

The following are U.S. job openings outside New York State:

There are no educational or experience requirements for stenographer jobs, \$2,750 to \$3,175, and typist jobs, \$2,750 to \$2,950, with Federal agencies in Washington, D. C. Typing and stenographic tests will be given.

Minimum age is 18; there is no maximum age.

Apply to the U. S. Civil Service Commission, Washington 25, D. C. The exam is No. 434.

Systems accounts jobs with the U. S. Departments of Defense, Army, Navy and Air Force, in the Washington, D. C. area, will be filled from an exam which remains open until further notice.

Pay ranges from \$7,040 to \$10,800 a year to start.

Apply to the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

Design patent examiners, \$3,410 to \$4,025 a year, are needed for jobs in Washington, D. C. with the U. S. Patent Office. Apply to the Board of U. S. Civil Service Examiners at the Patent Office, Washington 25, D. C., until further notice. The exam is No. 435 (B).

Pharmacist, \$4,205 to \$5,500; scientific illustrator (medical), \$3,410 to \$5,060; and medical photographer, \$3,175 to \$4,205; jobs with VA throughout country and in Puerto Rico. Apply to Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

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

Opportunities for Jobs with 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 370 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).

0318. 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, involv-

ing 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 department or promotion unit

Four Police Win Honorable Mention

Detectives Edward F. Kuroly and Henry G. Kelly and Patrolmen Edwin R. Dimmler and Wallace A. Bray received honorable mention citations from NYC Police Commissioner Francis W. H. Adams, for acts of "extraordinary bravery, intelligently performed in the line of duty, and at imminent personal hazard."

Citations for exceptional merit went to four members of the force; commendation, to 36; meritorious police duty, to 85, and excellent police duty, to 105.

mentioned. Last day to apply given at end of each notice.

9079 (reissued). PRINCIPAL ACTUARIAL CLERK (Prom.), New York office, State Insurance Fund, \$3,730 to \$4,720; one vacancy. Persons who applied previously need not file again. One year in clerical position formerly allocated to G-6 or higher, and now allocated to R-7 or higher. Fee \$3. (Friday, January 21).

9090 (reissued). SENIOR 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 \$4. (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 (Continued on Page 10)

CIVIL SERVICE EMPLOYEES

BUY AT VARIETY AND SAVE!

FAMOUS DISCOUNT HOUSE

VARIETY FURNITURE CO.

518 WEST 57th ST.

NEW YORK

SPECIAL

● 2-PIECE SOFA BED & CHAIR

\$129

● 3-PIECE BEDROOM SUITE

\$249

VARIETY Furniture Company

518 WEST 57th ST.

NEW YORK

OPEN EVENINGS BY APPOINTMENT

U. S. Raises of \$125 to 800, Flat Amount in Each Grade, Proposed by Eisenhower

No Postal Pay Rise Unless Rates Go Up

CLASSIFICATION ACT OF 1949, AS AMENDED

	Present		Proposed		Increase Over Present		Aggregate Increase	Progression of New Minimum Rate Amount
	Min	Max.	Min.	Max.	Entrance Amount	Rate %		
GENERAL SCHEDULE								
1	\$2,500	\$2,980	\$2,625	\$3,105	\$125	5.0	\$ 791,500	\$ -
2	2,750	3,230	2,885	3,365	135	4.9	13,111,875	260
3	2,950	3,430	3,100	3,580	150	5.1	27,246,300	215
4	3,175	3,655	3,340	3,820	165	5.2	21,871,905	240
5	3,410	4,160	3,600	4,350	190	5.6	17,783,620	260
6	3,795	4,545	4,000	4,750	205	5.4	7,520,835	400
7	4,205	4,955	4,415	5,165	210	5.0	18,542,960	415
8	4,620	5,370	4,850	5,600	230	5.0	4,956,960	435
9	5,060	5,810	5,300	6,050	240	4.7	18,837,600	450
10	5,500	6,250	5,800	6,550	300	5.5	4,114,800	500
11	5,940	6,940	6,300	7,300	360	6.1	16,927,720	500
12	7,040	8,040	7,500	8,500	460	6.5	16,528,720	1,200
13	8,360	9,360	8,800	9,800	440	5.3	9,570,880	1,300
14	9,600	10,600	10,200	11,200	600	6.3	5,239,200	1,400
15	10,800	11,800	11,600	12,600	800	7.4	3,240,000	1,400
16	12,000	12,800	12,800	13,600	800	6.7	373,600	1,200
17	13,000	13,800	13,800	14,600	800	6.2	143,200	1,000
18	14,800	14,800	14,800	14,800	0	0	0	1,000

CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

1	\$1,810	\$2,170	\$1,885	\$2,245	\$ 75	4.1	\$ 1,800	--
2	2,420	2,840	2,495	2,915	75	3.1	1,868,325	\$ 610
3	2,552	3,032	2,625	3,105	73	2.9	1,603,445	130
4	2,750	3,230	2,885	3,365	135	4.9	1,717,470	260
5	2,974	3,454	3,100	3,580	126	4.2	1,552,446	215
6	3,200	3,680	3,340	3,820	140	4.4	2,645,160	240
7	3,435	4,035	3,600	4,200	165	4.8	1,603,635	260
8	3,740	4,490	4,000	4,750	260	7.0	1,319,500	400
9	4,150	4,900	4,415	5,165	265	6.4	462,425	415
10	4,565	5,315	4,850	5,600	285	6.2	409,260	435

1/ Each rate of the respective grade increased by same dollar amount. GS-18, single rate of \$14,800, unchanged.

Cost estimate (GS and CPC) - \$202,085,141.
Percentage increase 4.9. Average increase \$205.57.

The present minimum and maximum pay scales are compared to the new ones proposed by President Eisenhower for classified and crafts, protective and custodial employees. The postal schedule is as yet incomplete. The amount of raise per grade is given, next the percentage it equals, ranging from 4.9 to 7.4, based

on grade minimum. The notation (1) concerning increases means that the same dollar amount of raise would go to each step in the grade. For instance, GS-2 at \$2,750 now gets \$125 more, going to \$2,625, and GS-2 at \$2,980 gets \$125 also and goes to \$3,365. Column at right, the "rate of progression," means spread between grades.

AUGUSTA, Ga., Jan. 3 — The pay increase bill to be submitted to Congress by President Eisenhower, with a special message, on Tuesday, January 11, will provide for flat amounts of increase, not percentages.

One measure will deal with the classified service, in which the raises will increase in amount, as grades rise, from \$125 minimum to \$800 maximum. The average would be \$216, or 4.9 per cent, but the increases are not granted on a percentage basis.

No raise is proposed in the highest grade, 18, this particular question being left for Congress alone.

The details of the postal raise have not yet been finally worked out, but the same general plan is expected to be followed.

'If' Money

The postal increases will depend on a raise in postal rates. At the last session of Congress the Eisenhower administration asked for 4 cents an ounce for first-class mail, now 3; 7 cents for air mail, now 6, as well as other postal rate increases. The same recommendations are expected to be repeated. As the last Congress refused to raise postal rates, the question arises how the new Congress will

be disposed, and what effect its position may have on postal raises.

The announcement about the messages was made at the Little White House by President Eisenhower through his secretary, James C. Hagerty.

Why No Percentages

No across-the-board increases on a percentage basis are to be recommended because the administration desires to increase the spread between grades in which the responsibilities are at markedly different levels, especially between the high bracket grades and the lowest grades.

No mention was made of any raises being tied in with a reclassification. The President vetoed a similar raise bill last year because no postal rate increases, and no reclassification, were provided.

Mr. Hagerty said there would be "adjustments," as well as assigned flat amounts of raises for each grade. By "adjustments" he is believed to refer to the curing of inequities for employees paid considerably less than their worth. The flat amount of raise would be insufficient to bring them to parity so an extra amount would be provided.

The raise for classified employ-

ees would be independent of any fair to employees, which will permit the Federal Government to attract and retain high caliber employees, correct inequities in the present schedules and assure that as employees are promoted to higher grades their pay will bear a more meaningful relation to their increased responsibilities.

The President will deliver his State of the Union Message to Congress on Thursday, January 6. In that message, he will make brief mention of his plan for raises. The full details, however, will be disclosed in the special message five days later. Meanwhile all essential particulars about the proposed classified and crafts, protective, and custodial raises were revealed.

WASHINGTON, Jan. 3 — Because of the preponderance of employees in lower grades, aggregate annual salary increases in Grade 3 would total \$27,246,300, while aggregate annual salary increases in Grade 17 would be \$143,200.

The Administration considers Federal employee pay a high priority item and has devoted intensive study to the problem in recent months, said Chairman Philip Young, of the U. S. Civil Service Commission.

The Administration will submit pay proposals to the new Congress which convenes next month. Mr. Young stated that the proposals would seek to provide general pay levels for all grades which will be

tration. All these groups are paid under different statutes than the 1949 Classification Act. A comprehensive plan to be submitted to Congress by the Administration will include parallel recommendations for these groups.

Although the last Congress provided for eventual abolition of the CPC Schedule, Mr. Young included CPC pay adjustment proposals in his discussion, since the agencies have until September 1, 1955 to complete action. Consequently, thousands of Federal workers are still being paid under CPC rates.

CPC workers will eventually be transferred into GS grades or into prevailing wage schedules. Except for CPC-1 and CPC-2 workers, increases which would be given CPC employees under the proposal are large enough to bring their pay to the same level as that offered GS workers in corresponding grades under the plan.

Workers in CPC-1 and CPC-2 would receive an average increase of \$75 annually under the proposal and would be brought up to the level of the corresponding GS grade pay schedule when actually transferred. Those CPC workers who are transferred to prevailing wage schedules subsequent to the effective date of any pay legislation would receive the increase granted under the proposal and, in some instances, an additional adjustment at the time of transfer to conform to prevailing wage rates.

Mr. Young remarked that employees in the lower brackets are already receiving salaries closely comparable to those paid by private industry for similar work while workers in middle and higher grades are not.

He pointed out that in 1928 the highest paid employee in Grade 15, for example, was paid almost nine times as much as the lowest-paid adult employee, whereas today he is paid less than five times as much. The lowest-paid adult worker has had salary increases of 124 percent since 1939; the Grade 15 employee, only 35 percent.

In addition to the pay adjustment proposal, the Administration is expected to present to Congress a program for Government health insurance. Mr. Young said. This will provide for a partial contribution by the Federal Government as well as for voluntary participation by Federal employees. An advisory group of employee representatives has been assisting the Commission in this proposal.

U. S. Jobs Open

Last day to apply given at end of each notice.

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, Middletown Air Material Area, 111 E. 16th Street, New York 3, N. Y. (No closing date).

433 (B). SYSTEMS ACCOUNTANT (general, cost, property), \$7,040 to \$10,800. Jobs in Washington, D. C., and vicinity. Requirements: six years' accounting experience, including three years in planning, development, revision, installation or administration of accounting systems. College study, teaching or CPA certificate may be substituted for three years' experience. Men only. Apply to Board of U. S. Civil Service Examiners, Department of Defense, The Pentagon, Washington 25, D. C. (No closing date).

NYC WELFARE GROUP TO INSTALL OFFICERS

Officers of the St. George Association, NYC Department of Welfare, will be installed on Thursday, January 6, at 7:30 P. M., at Trinity Parish Hall, Manhattan.

The Rev. Edmund A. Bosch, executive secretary and organizer of the nationwide association, will be installing officer. Honorary memberships will be bestowed upon Anne Arnold Hedgman, assistant to Mayor Wagner, and Ralph H. O'Donoghue, executive officer, Department of Air Pollution Control.

MEACHAM TO ADDRESS METRO CONFERENCE

Edward D. Meacham, new head of the Division of Personnel Services, State Civil Service Department, will address the January 8 meeting of the Metropolitan Conference, Civil Service Employees Association, at Willowbrook State School, Staten Island.

Own your own home. See page 11.

NYC Pilot Program in Sanitation Dept, Solving Labor Relations Problems

The Department of Sanitation is now the experimental laboratory for the NYC labor relations program.

The city-wide present program is an interim one only, and operating under an executive order of Mayor Robert F. Wagner.

The Sanitation Department was chosen because it presents the toughest problem, has the most unions, and has its full quota of intensity of union rivalry.

Problems arose, from the start in November, and are still arising, but are being solved, one after another, or being brought close to solution, says Daniel Kornblum, Deputy Commissioner, Department of Labor, in charge of the program affecting City employees. Commissioner Joseph E. O'Grady heads the Labor Department.

Subcommittees Formed

While grievance procedures have been established in all NYC departments, the functioning of joint committees and subcommittees is being held off, to await the results of the experiment in the Department of Sanitation. It is expected that most of the problems that will arise in other departments will be similar to, and probably less pronounced than, those in the Sanitation Department.

In the Sanitation Department a joint committee meets monthly. At the December meeting Deputy Commissioner Michael J. Fusco presided. As administration and employees take turns at having the presiding officer, Louis Freda, of the Uniformed Sanitation Officers Association, was selected by lot, by the employees, to preside at the January 11 meeting.

The problem of employee representation was solved by giving the employees an equal voice with management, by forming subcommittees, by limiting union representation to one member on a committee, regardless of number of employees in a union, and by ruling that no supervisory employee who is a member of a unit affiliated with a union local that represents the rank and file, may represent the supervisors. Hence the Uniformed Sanitation Officers Association, allied with one A F of L group, will endeavor to obtain an A F of L charter for itself.

The Five Subcommittees

Each subcommittee takes care of problems of separate groups. The subcommittees, and the percentage of organization of employees in those groups, where possible to estimate, are:

1. Sanitationmen, 85.
2. Crafts and skilled trades, 100.
3. Uniformed officers below district superintendents, 90.
4. Clerical.
5. Laborers.

Only bona fide labor groups are recognized. Fringe groups are not, nor those whose main purposes do not concern labor problems. Eligibles' associations are excluded from the labor relations program, although Commissioners are encouraged to entertain the requests of such groups, outside the program.

Commissioner Andrew W. Mulrain is lending full aid to the experiment in his department, and finding that a regularly established method produces better results than an informal and indefinite one.

As a matter of policy, the Labor Department is careful not even to give the appearance of trying to solve problems that are up to the department affected to solve, such as budgetary ones.

A First Approach

The principle of exclusive recognition, as broached in the subcommittee idea, is the first approach toward an exclusive bargaining agency for the union that wins an election or shows its numerical superiority through a check-off.

All of the plans worked out for the Sanitation Department were first thoroughly discussed with union leaders. Objections at first were numerous.

The joint committee has a membership of 15. Since management and labor have equal voice, the employees feared that on a small subcommittee they would be outweighed, should seven and a half for management apply, as against 3 for labor on a subcommittee of

three. However, the Department of Labor ruled that on any unit the voice shall be exactly equal to that of labor, whether on main committee or a subcommittee.

Numbers of Employees

The subcommittee idea, the Department of Labor believes, is working out satisfactorily. It is a device short of exclusive bargaining, because to institute the larger plan would require legislation. If the Sanitation Department plan proves successful, such legislation is expected to be sought.

The Sanitation Department was chosen also because of the large number of employees. They total 13,750, and consist of 10,000 sanitationmen, 1,500 employees in the skilled crafts, 1,000 field officers (assistant foremen, foremen and district superintendents); 1,000 clerical, and 250 laborers. The borough superintendents are classed with management.

The Department of Labor is meeting the problem of union rivalry head on, because the transitional program requires a solution of this particularly knotty problem. One method is to bring proposals before competing unions, which may even be units of the same international, and get their agreement before submitting the propositions to City officials authorized to act on them. This sometimes includes matters outside the labor relations program proper, but in which the Labor Department lends its good offices, as in the recent settlement between the City and the sanitationmen, on pay, working conditions, hours, uniform allowance and the like. The Labor Department recognizes that when there is union rivalry the City government is caught in the middle.

The Labor Department says the subcommittee plan provides a method for obtaining a quick hearing, and relieves the joint committee of considering subjects that are not general.

Alfred N. Gordon, labor relations adviser, Department of Labor, has been assigned full-time to the Department of Sanitation.

NYC CERTIFICATIONS

The names of persons on the following NYC eligible lists have been submitted to personnel officers in the City department mentioned, for possible appointment. More names are submitted than there are vacancies, so all may not be called to job interviews. The number of the last eligible certified is given.

OPEN-COMPETITIVE

Alphabetic key punch operator (IBM), grade 2, City Magistrates, Public Works, City Planning, Welfare, Purchase, Comptroller's Office; 32.

Auto engineman, Manhattan Borough President, Bureau of Real Estate (Board of Estimate); 499.

Carpenter, Public Works, Education; 114.

Civil engineer (sanitary), Brooklyn Borough President; 13.

Clerk, grade 2, Hospitals; 1,130. Consultant early childhood education, Health; 7.

Custodian, Education; 72. Electrician, Hospitals; 50 (for electrician's helper jobs).

Inspector of carpentry and masonry, grade 3, Housing and Buildings; 51.

Junior accountant, Finance; 47. Junior civil engineer, Housing Authority, Higher Education, Transit Authority, Board of Water Supply; 34.

Junior draftsman, Education, Queens Borough President; 76.

Maintainer's helper, group B, Transit Authority; 414.

Maintenance man, Triborough Bridge and Tunnel Authority; 734 (for bridge and tunnel maintainer jobs).

Railroad porter, Transit Authority; 4,130 (for car cleaner jobs).

Resident buildings superintendent, City College; 1 (for foreman, custodial, grade 4 jobs).

Stenographer, grade 2, Fire; 231.

Telephone operator, grade 1, Personnel; 317.

Junior assessor, Tax; 38. Maintainer's helper, group A, Transit Authority; 337.

Maintainer's helper, group C, Transit Authority; 219.

Older, Public Works, Markets, Hospitals; 56.

Patrolman, Police; 1,500. Sanitationman, class B, Sanitation, 1,500.

Trackman, Transit Authority, 1,050.

Probation officer, grade 1 (2nd filling period), Domestic Relations; group 2, 3 (list of January 13, 1954); group 5, 6 (list of March 24, 1954); group 6, 2.5 (list of April 28, 1954); group 7, 3 (list of July 14, 1954); group 8, 2 (list of September 1, 1954).

Stationary fireman, Public Works, Sanitation, Police; 54.

Stenographer, grade 2, Hospitals, Personnel, Finance, Housing Authority, Domestic Relations; 231.

Technician (X-ray), Hospitals; 24.

Turnstile maintainer, Transit Authority; 59.

PROMOTION

Asphalt worker, Bronx Borough President; 52.

Assistant civil engineer, Water Supply, Gas and Electricity; 5.

Assistant court clerk, City Magistrates; 12.

Assistant superintendent (buses and shops), Transit Authority; 8.

Cashier, grade 4, City Sheriff; 4.

Claim examiner (torts), grade 4, Comptroller's office; 5.

Clerk, grade 3: Hospitals, 215; Health, 120; City Register, 30; Law, 32; Purchase, 35; Welfare, 608; Public Works, 28; Bureau of Audit, Comptroller's Office, 40; Bureau of Real Estate, Board of Estimate, 9; Housing Authority, 98; Education, 126; Housing and Buildings, 40; Chief Medical Examiner, 5; Personnel, 26; Fire, 26; Water Supply, Gas and Electricity, 39; Tax, 16.5; City Magistrates, 20.

Clerk, grade 4: Health, 60; Fire, 17; Personnel, 28; Bureau of Excises Taxes, Comptroller's Office, 29; Water Supply, Gas and Electricity, 20; City Magistrates, 15; Welfare, 76; Domestic Relations, 11; Police, 28; Public Works, 23; Law, 31; Hospitals, 95.

Clerk, grade 5: Marine and Aviation, 5; City Sheriff, 2; City Register, 5; Purchase, 17; Public Works, 12; Bureau of Engineering, Board of Estimate, 2; Hospitals, 44; Health, 26; Police, 30; Water Supply, Gas and Electricity, 13; Bronx Borough President, 4; Fire, 2; Personnel, 10; Sanitation, 23; Manhattan Borough President, 12; Welfare, 85; Traffic, 5; Law, 20; Tax, 3.

Higher Education, 6; Brooklyn College administrative assistant; lege, 23; Hunter College, 15; Queens College 14.

(Continued on Page 12)

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STATE Open-Competitive

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1. Campbell, Robert, NYC 84000

ASSOCIATE BIostatistician

1. Kraus, Arthur S., Albany 90170

2. Johnson, Eugene A., Buffalo 89000

3. Peskin, Victor, NYC 80000

4. Zippin, Calvin, Univ. Calif. 80670

5. Locke, Frances H., Albany 82340

STATE Promotion

ASSOCIATE BIostatistician (Prom.), Department of Health (Exclusive of the Division of Laboratories and Research and the Hospitals)

1. Kraus, Arthur S., Albany 94280

COUNTY AND VILLAGE Promotion

SUPERINTENDENT OF PUBLIC WORKS (Prom.), Department of Public Works Village of Pleasantville Westchester County

1. Bailey, James D., Pleasantville.....

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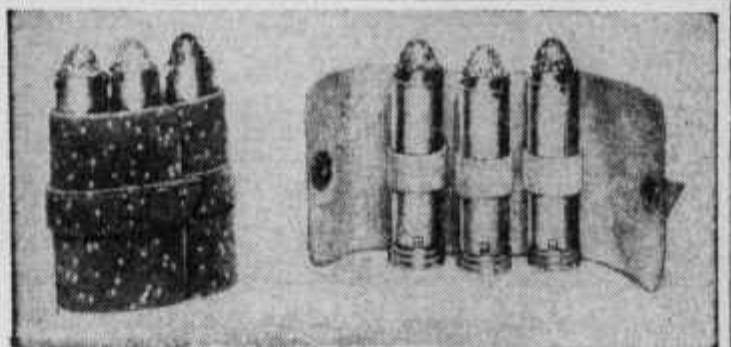
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U. S. Personnel Officer Requirements Issued

The requirements in the U. S. personnel officer exam for jobs paying \$5,060 and \$5,940 a year were issued last week by James M. Rossell, director, Second Regional Civil Service Commission. The last day to apply is Thursday, January 20.

At least three years of general, and varying amounts of specialized, personnel experience are required, depending on the grade. Educational substitutions are permitted for general experience.

Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

Nature of Written Test
Applicants must pass a written exam, with pass mark of 70 per cent. Only veterans who pass get preference points. The written test will appraise (a) general abilities, including vocabulary, English usage and interpretation of written material and (b) supervisory judgment and administrative problems. Higher standards may be required to pass the written exam for the higher grade. The written test will take about three and one half hours.

The general and specialized requirements, in years, follow:

Grade	Gen.	Spec.	Total
\$5,060	3	2	5
\$5,940	3	3	6

General Experience
Examples of acceptable general experience:

1. As a personnel specialist with experience in placement, recruitment, qualifications examining, position classification, wage analysis, training, occupational analysis, or some other phase of personnel administration.

2. As an administrative assistant whose experience in government, or in a large scale business or industrial concern, has given him a thorough knowledge of the fundamentals of personnel administration.

3. As a teacher of comprehensive courses in personnel administration, in a school above high school level.

Examples of unacceptable general experience:

1. As a sales manager for a business or industrial concern.

2. As a personnel technician in a commercial employment service not having a program of extensive qualifications analysis.

3. As a superior of a small group of people.

Specialized Experience
Examples of acceptable specialized experience:

Employee Relations—Conducting, planning or supervising employee relations programs which include the handling of employee complaints, grievances, welfare and recreational services, counseling and suggestions systems.

Personnel Management—Broad groups of occupations of the type found in the Federal service; the purposes and uses of classification and pay plans; and the ability to

use effectively recruitment, placement and employee relations techniques and procedures. In addition, for the higher grades, increasing participation in and planning of personnel programs will be required.

Placement—Ability to use techniques of placement such as interviewing methods, qualification analysis, job descriptions or class specifications and objective testing devices. For the higher grades, applicants must have worked in positions requiring a current knowledge of the labor market and the sources of supply of various types of employees.

Certification will be made of the highest eligibles on the register who have not expressed unwillingness to accept appointment at the place where the vacancy exists.

Vision and Hearing

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

There is no maximum age limit. There are vacancies in NYC, elsewhere in New York State, and also in New Jersey.

EXAMS NOW OPEN

Promotion STATE

(Continued from Page 7)
ment 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, Department of Civil Service, \$6,590 to \$8,079; 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, \$8,940 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).

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

9481. CASE SUPERVISOR, GRADE B (PUBLIC ASSISTANCE) (Prom.), Department of Public Welfare, Rockland County, \$4,300 to \$4,700. (Friday, January 21).

9482. SOCIAL CASE SUPERVISOR (CHILD WELFARE) (Prom.), Department of Social Welfare, Erie County, \$4,050 to \$5,170. (Friday, January 21).

9483. SENIOR SOCIAL CASE WORKER (CHILD WELFARE) (Prom.), Department of Family and Child Welfare, Department of Public Welfare, Westchester County, \$3,715 to \$4,555. (Friday, January 21).

9484. SENIOR SOCIAL CASE WORKER (PUBLIC ASSISTANCE) (Prom.), Department of Family and Child Welfare, Department of Public Welfare, Westchester County, \$3,715 to \$4,555. (Friday, January 21).

COUNTY AND VILLAGE Open-Competitive

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

0517. SENIOR PUBLIC HEALTH ENGINEER, Tompkins County, \$7,000 to \$8,000. (Friday, January 21).

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Sanitation Promotes 24

Twenty-four NYC Department of Sanitation employees were promoted by Commissioner Andrew W. Mulrain.

Senior in both age and service is Harry D. Youngs, 53, who entered City employ in 1929. The promotions:

To clerk, grade 5, at \$4,876 a year, were: Roger J. Battle, Nicholas A. DiStefano, Vincent J. Faciani, Joseph G. Fox Aaron Fromer, William J. Madigan, Thomas P. McQueeney, William J. Minarik,

Muriel B. Miner, Isidor Silberman and Mr. Youngs.

To clerk, grade 4, at \$4,221, were: John Cirrito, Ida R. Feltberg, Helen B. Fenton Vincent A. Frazzitta, Leonard Friedman, Benjamin Gottlieb, Mandel M. King, Michael J. LaRosa, Thomas A. Moran, Morris Nesoff and Annie Weinreich.

To stenographer, grade 4, at \$4,221: Veronica A. Boyd.

To stenographer, grade 3, at \$3,556: Catherine F. O'Shea.

Where to Apply for Public Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y., Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 158 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

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

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. ULster 8-1000.

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

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1. Gaynor, Louis L., Bethpage \$1000
 2. Ploczynski, Leon, Buffalo \$9100
 3. Dorfman, Leonard, Plainview \$7400
 4. Merkado, Fred, Utica \$6700
 5. Barnhart, Harold J., Pkeepsa \$6600
 6. Owezarsak, Edmund, Buffalo \$6200
 7. Hughes, James M., Jamaica \$3600
 8. Cashman, Edward J., Oxford \$2100
 9. Brecher, Sam, Laurelton \$1900
 10. Cooper, Bernice, Elmhurst \$1800
 11. Randall, Arlene F., Staten Isl. \$1750
 12. Lopez, Thomas, NYC \$1600
 13. Maboe, Vincent E., Pearl Rvr. \$6500
- JUNIOR ELECTRICAL ENGINEER**
1. Reicherson, Daniel, Albany \$9240
 2. Hashmall, Maurice, Bklyn \$8420
 3. Gouvier, John Y., Forest Hls \$8560
 4. Hill, Robert R., Glen Cove \$7940
 5. Brown, Frederick L., NYC \$7620
- JUNIOR HEATING AND VENTILATING ENGINEER**
1. Benziger, Burton, Watervliet \$4500
 2. Allen, Howard F., Troy \$7700
 3. Schneider, Walter, Hollis \$7650
- JUNIOR GAS ENGINEER**
1. Austin, Walter H., Benselaser \$1800
 2. Leuer, William B., Irvington, N.J. \$8000
- ASSISTANT HYDRAULIC ENGINEER**
1. Wood, James, Mamaroneck \$8050

STATE Promotion

- ASSISTANT EMPLOYMENT SECURITY SUPERINTENDENT**
 (Prom.), Division of Employment,
 Department of Labor
1. Calne, Edward M., Albany \$9250
 2. Wilkinson, William, NYC \$6100
 3. Edelman, Edward E., NYC \$5000
 4. Langway, Walter E., Sunnyside, \$4600
 5. Slavin, James L., Huntington, \$4100
 6. Berne, Henry G., Albany \$3800
 7. Fishman, Peter, Bronx \$2500
 8. Conway, William J., Bklyn Ctr. \$1900
 9. Kellogg, Richard P., NYC \$6150
 10. Fantael, Anthony, Rye \$9300
 11. Livingston, Frank, Yonkers \$9100
 12. Heckler, Gerard V., Gloversville, \$7400
 13. Musao, Alfred, Buffalo \$4200
- SENIOR X-RAY TECHNICIAN**
 (Prom.), Institutions, Department of
 Mental Hygiene
1. Narr, Shirley R., Kings Pk \$5100
 2. Brisbois, Marie L., W. Brentwd \$2150
- SUPERVISING PHYSICAL THERAPIST**
 (Prom.), State Rehabilitation Hospital at
 West Haverstraw, Department of Health
1. Milwood, Albert G., W. Haverstraw \$5300
 2. Bennett, Mary L., W. Haverstraw \$5500
- DIRECTOR OF MEDICAL DEFENSE**
 (Prom.), Department of Health (Exclusive
 of the Division of Laboratories and
 Research and the Institutions)
1. Lade, James H., Albany \$7900

COUNTY AND VILLAGE Promotion

- SENIOR CLERK-TYPIST**
 (Prom.), Department of Health,
 Erie County
1. Boland, Hazel K., Buffalo \$7484
 2. Ricci, Marcelia M., Lackawanna, \$4150
 3. Little, Lottie K., Lackawanna, \$4028
 4. Davis, Anne C., Buffalo \$2619
 5. Harrell, Sylvia E., Buffalo \$2604
 6. Woodin, Evelyn F., Kenmore \$2080
 7. Shindler, Marian A., E. Aurora, \$1956
 8. Roof, Miriam L., Buffalo \$1738
 9. Metzler, Regina M., Eggertsville, \$7000

Pension Commission Questions Answered

ALBANY, Jan. 3 — Question-
 naire distributed by the State
 Labor Department's Bureau of
 Statistics, on behalf of the Pen-
 sion Commission, for guidance on
 Social Security recommendations,
 have been filled out and returned
 on a large scale. A cross-section
 of State employees was sampled.
 The questionnaire did not ask
 the employee's opinion about the
 advisability of combining Social
 Security with the State Employ-
 ees Retirement System, but put
 eight questions.
 Some employees do not consid-
 er the response anonymous, be-
 cause of the employee's "item
 number" (budget line) being used.

S. OZONE PARK \$12,990

6 room ranch, 50 x 100 plot,
 oil heat, beautifully landscaped.
 Many extras. G. I. \$1,000.

JAMAICA PARK \$9,990

Detached, on a beautiful
 landscaped oversized plot.
 Oil heat. Screens and storms.
 Just 2 blocks to Van Wyck
 and 2 blocks to subway, bus.
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The best buy for the
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Lovely, picturesque brick bungal-
 ow, located in beautiful Hollis.
 Styled in all brick. Consisting of
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 ed basement with complete bar;
 oil heat with gleaming parquet
 floors. Completely detached on
 large plot 40x100. All extras ad
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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
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PATCHEN AVE.
 2 Family brick, oil, 11 rooms.
 Price \$11,500.

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 3 Family, steam. Price \$9,500

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 2 Family, 9 rooms, steam, gar-
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Jamaica, detached 1 family 6 1/2
 rooms, porch, 50x100 plot, oil
 burner, \$10,990.

South Ozone Park, detached, 1
 family, oil, garage, \$9,990.

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3 GOOD BUYS

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(Chappelle Gardens) — 7
 rooms, 4 bedrooms, 2 baths,
 Living room, Dining room,
 Kitchen, finished basement,
 Oil heat, Garage, Storm
 Storm windows, screens and
 blinds.

\$12,500

HOLLIS

2 Family \$13,200

2 spacious apts, completely
 built on large landscaped
 plot, detached. Garage, oil
 heat, beautiful location, con-
 venient.

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Fully detached 6 modern
 rooms on 40x100 plot
 gleaming hardwood floors,
 automatic oil heat, garage,
 modern kitchen and bath a
 good buy at only

\$11,000

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 basement, Sunken living room,
 English Colonial rafters, loads
 of other features. Small cash.

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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 quick-
 ly. Small cash.

HOLLIS & ST. ALBANS

2 FAMILY HOMES FROM
\$12,700 UP

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\$10,800 UP

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 6 1/2 nicely decorated rooms, plus
 1 finished attic room, picture-
 que kitchen, 1 1/2 modern tiled
 baths, mirrored hardwood
 floors, semi-finished basement,
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 lined street, near all facilities.

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Down \$2,500

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BAISLEY PARK
 3 bedrooms — 1 family
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6 full rooms, Oil steam heat,
 Shingled exterior. Oversized
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Low Cost Living
 Fully detached, and shingled
 5 1/2 rooms. Oil steam heat,
 30 x 100 plot. Extra kitchen.
 #B-34.

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LAKEVIEW, L. I.
\$9,900

3 bedrooms — 1 family
 Fully detached 6 1/2 rooms.
 Modern kitchen. Garage.
 Needs painting. #B-75.

SO. OZONE PARK
 Quiet (Dead End St.)
\$9,900

6 1/2 rooms. Plus expansion
 attic. Hot water heating sys-
 tem. Home is fully detached,
 with private drive-in and
 garage. Owner will allow off
 for painting. #B-40.

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JAMAICA, L. I.

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 garage, steam heat, oil unit, modern kitchen and
 bath, automatic incinerator. Only **\$11,550**

ST. ALBANS: Pretty 4-bedroom detached home, spacious living
 room, leather breakfast nook, modern kitchen and bath, steam
 heat, oil, garage, nicely landscaped plot. **\$12,600**

HEMPSTEAD: 2 1/2-Story frame and Johns-Manville shingles,
 15 x 27 living room, center hall, wide staircase, 4-bedrooms on
 2nd floor, plot 60 x 100, 1-car garage, steam heat, oil (1,000 gal-
 lon tank), new gas hot water heat, near schools **\$14,700**

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 screened rear porch, outstanding
 value at this price.

Several Desirable Unfurnished Apts. for Rent

SPRINGFIELD GARDENS \$12,490

Modern 6 lovely rooms, and porch,
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 HOMES AT PRICES TO
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 LA 8-3316

Eligibles Certified to NYC Positions

(Continued from Page 9)

Deputy assistant corporation counsel, grade 4, Law; 10.

Electrical inspector, grade 4, Traffic; 11.

Foreman of laborers, grade 3, Water Supply, Gas and Electricity; Croton Division, 2; Catskill Division, 2.

Inspector of water consumption, grade 3, Water Supply, Gas and Electricity; 100.

Inspector of water consumption, grade 4, Water Supply, Gas and Electricity; 33.

Searcher, grade 3, Finance; 2.

Stenographer, grade 3; City Magistrates, 5; Finance, 8; Bronx

Borough President, 4; Fire, 3; Personnel, 5; Marine and Aviation, 6; Law, 6; NYC Division, Water Supply, Gas and Electricity, 5; Tax, 2; City Sheriff, 2; Public Works, 7; Health, 12; Purchase, 2; Sanitation, 5.

Stenographer, grade 4: Health, 11; Sanitation, 1; Hospitals, 20; City Sheriff, 2; Law, 8; Marine and Aviation, 4; City Clerk and City Council, 1; Welfare, 22; Fire, 4; Personnel, 3; Bronx Borough President, 1; Police, 3; Water Supply, Gas and Electricity, 5; City Magistrates, 3; Finance, 4; Investigation, 3.

Towerman, Transit Authority; 461.

Assistant chemical engineer, Fire; 17.

Assistant mechanical engineer, Fire; 2.

Clerk, grade 3: Correction, 14; Water Supply, Gas and Electricity, 41; Manhattan Borough President, 11; Licenses, 6; Civil Defense, 13.

Clerk, grade 4: Finance, 56; Manhattan Borough President, 10; Licenses, 6.

Clerk, grade 5: Water Supply, Gas and Electricity, 14; Correction, 3; Housing and Buildings, 15; Finance, 26.

Gardener, Parks; 48.

Inspector of housing, grade 4, Housing and Buildings; 75.

Stenographer, grade 3: Housing and Buildings, 9; Civil Defense, 5.

Stenographer, grade 4, License, 1; Special Sessions, 2; Manhattan Borough President, 1; Housing and Buildings, 5; Chief Medical Examiner, 2.

Comptroller's Office; Richmond Borough President, 4; Queens Borough President, 10; Domestic Relations, 10; N. Y. C. Employees Retirement System, 12; Education, 65; Brooklyn Borough President, 7; Mayor's Office, 7; Parks, 31.

College administrative assistant, City College; 27.

Foreman of laundry, grade 3, Hospitals; 4.

Gardener, Parks; 29.

Inspector of carpentry and masonry, grade 4, Health; 1.

Inspector of plumbing, grade 4, Comptroller's Office; 1.

Janitor, grade 2, Public Works; 13 (for senior custodian, public buildings, jobs).

Junior bacteriologist, Hospitals; 53.

Lieutenant, Police; 410.

Senior stationary engineer, Transit Authority; 15.

Sergeant, Police, 311.

Stenographer, grade 3: Parks, Education, 22.5; City Planning, 3; 9; Brooklyn Borough President, 5; Domestic Relations, 4; Hospitals, 35.

Stenographer, grade 4: Parks, 9; Bureau of Excise Taxes, 5; Bureau of Administration, 1; Bureau of Audit, 3, all in Comptroller's Office; Domestic Relations 3; Education, 15; Mayor's Office, 1.

Supervising tabulating machine operator (IBM equipment), grade 4, Bureau of Audit, Comptroller's Office, 3.

Transit Authority; 119.

Railroad porter, Transit Authority; 6,914 (for car cleaner jobs), Cleaner (men), Public Works; 612.

Fireman, Fire Department; 2,949 (list of September 13, 1949); 458 (list of September 18, 1953).

Junior bacteriologist, Hospitals, Health; 18.

Laborer, Manhattan Borough President; 3, 984 (list of October 31, 1950).

Maintainer's helper, group B, Transit Authority; 588.

Maintenance man, Parks, Hospitals, 1,248; NYC Housing Authority, 1,270.

Question, Please

ABOUT 10 YEARS ago I entered State service. Previously I was employed in private industry and covered by Social Security. I reached age 65, became entitled to Social Security benefits, and continue to keep my State job, which is not covered by Social Security. I am a member of the State Employees Retirement System. My State pay of course exceeds \$1,200. Where do I stand now that the law has been changed? —G.F.

Answer—Under the former law, income from jobs not covered by Social Security was not counted against the member, and you could receive a Social Security pension. Under the law as amended, income of more than \$1,200 a year, whether from covered or non-covered job, suspends the pension.

DOES ONE have to pass a test for a Federal job before veteran preference points are applied to the score? What are the veteran preference rules for the Federal service? P.L.B.

Answer—It is necessary to pass the test first, under a new law. The rules are: Five points added for active service in the armed forces of the United States, during any war or in any credited campaign or expedition; 10 points are added for (a) a disabled veteran (or a veteran who has been awarded the Purple Heart); (b) the wife of a disabled veteran who is disqualified for appointment because of his service-connected disability; (c) the widow (who has not remarried) of a deceased ex-service man who served in the Armed Forces of the United States on active duty during any war or in any credited campaign or expedition; or (d) the mother of certain deceased or disabled ex-service sons or daughters when the mother is widowed, divorced, or separated, or when her husband is permanently and totally disabled.

IF A U.S. EMPLOYEE is terminated in a reduction in force and has more leave than he can receive in lump-sum payment, does he lose the leave? J.B.

Answer—Yes. But an employee on notice may be able to arrange with his agency to take all annual leave over the amount for which he can be paid.

I AM PLANNING to resign from my U.S. job next June, at which time I will have 55 days of annual leave. My individual ceiling is 45 days. How many days' leave may I be paid for, in a lump sum, when I resign? J.E.

Answer—You may be paid a lump sum only for 45 days, which is your ceiling. You will have to take your 10 days of current leave if you want the benefit of it.

MY FATHER DIED in October 1953 while a U.S. employee. My mother received a lump sum payment for 35 days' leave. He actually had 10 days' more leave than that, which he had earned during 1953 but had not used, but she didn't get paid for it. Hasn't a law been passed that entitles her to payment for this extra 10 days? G.E.L.

Answer—Yes. Retroactive to September 1, 1953, the new leave amendment allows payment to the survivors of Federal employees for any leave the employees earned but did not use during the year they died. This is in addition to payment for up to 30 days of accrued leave or the employee's ceiling. Your father's individual ceiling must have been 35 days. Your mother should get in touch with the personnel office of the agency your father worked for and ask for help in filing a claim for payment for the other 10 days of leave.

WHAT IS "substantially continuous service" for purposes of completing the three-year conditional period necessary to become a career employee under the new U.S. security plan? P.L.F.

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? P.L.O.

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

MAY a career-conditional U.S. employee be reinstated if he leaves the Federal service? P.D.L.

Answer—Yes. A non-veteran has three years during which he can be reinstated to a Federal position for which he is qualified without again competing in an examination. A veteran may be reinstated without time limit.

An employee who left the 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.

Aphalt worker, Brooklyn Borough President; 55.5.

Assistant city planner, City Planning Commission; 2.

Assistant civil engineer, Brooklyn Borough President; 6.

Assistant gardener, Parks; 303.

Captain, Police; 123.

Civil engineer (building construction), Education; 6.9.

Civil engineer (sanitary), Public Works; 11.

Clerk, grade 3; Queens Borough President, 11; Education, 125; Comptroller's Office, 18; City Planning Commission, 5; Parks, 38; Domestic Relations, 20; Brooklyn Borough President, 20; N. Y. C. Employees Retirement System, 10.

Clerk, grade 4; Brooklyn Borough President, 11; Bureau of Audit, 37; Bureau of Administration, 10; Bureau of Excise Taxes, 34, all in Comptroller's office; Domestic Relations, 8; Sanitation, 40; Purchase, 35; City Sheriff, 8; N. Y. C. Employees Retirement System, 13; Education, 70.

Clerk, grade 5: Bureau of Excise Taxes, 6; Administrative Division, 13; Bureau of Audit, 27, all in

Clerk, grade 3: Correction, 14; Water Supply, Gas and Electricity, 41; Licenses, 6; Civil Defense, 13.

Clerk, grade 4: Finance, 56; Manhattan Borough President, 10; Licenses, 6.

Clerk, grade 5: Water Supply, Gas and Electricity, 14; Correction, 3; Housing and Buildings, 15; Finance, 26.

Gardener, Parks; 48.

Inspector of housing, grade 4, Housing and Buildings; 75.

Stenographer, grade 3: Housing and Buildings, 9; Civil Defense, 5.

Stenographer, grade 4, License, 1; Special Sessions, 2; Manhattan Borough President, 1; Housing and Buildings, 5; Chief Medical Examiner, 2.

Stenographer, grade 3: Parks, Education, 22.5; City Planning, 3; 9; Brooklyn Borough President, 5; Domestic Relations, 4; Hospitals, 35.

Stenographer, grade 4: Parks, 9; Bureau of Excise Taxes, 5; Bureau of Administration, 1; Bureau of Audit, 3, all in Comptroller's Office; Domestic Relations 3; Education, 15; Mayor's Office, 1.

Supervising tabulating machine operator (IBM equipment), grade 4, Bureau of Audit, Comptroller's Office, 3.

SPECIAL MILITARY LIST
Cleaner (men), City College, 612.

Clerk, grade 4, Manhattan Borough President, Licenses; 11.

Sanitationman, class B, Sanitation; 4,887.5 (list of April 26, 1950); 863.5 (list of October 7, 1953).

Clerk, grade 4, Welfare, City Magistrates, Water Supply, Gas and Electricity, Comptroller's Office, Personnel, Fire, Health; 11.

Laborer, City College; 3,984 (list of October 31, 1950).

Maintainer's helper, group C,

Cleaner (women), Queens College; 137.

Laborer, City College; 992.

Laborer, Nassau County, Water Supply, Gas and Electricity; 20.

Cleaner (men), City College; 1,677.

Cleaner (men), Public Works; 1,677.

Laborer, Manhattan Borough President; 1,038.

LEGAL NOTICE

State of New York } ss:
Dept. of State }

I do hereby certify that a certificate of dissolution of CENTRAL BUSINESS SCHOOL, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law and that it is dissolved.

Given in duplicate under my hand and official seal of the Department of State at the City of Albany, this seventeenth day of December, one thousand nine hundred and fifty-four.

THOS. J. CURRAN,
Secretary of State.
By Sidney B. Gordon,
Deputy Secy. of State

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 (Glunt) Reno; Michael Lee Glunt (an infant under 14 years of age); John Randolph McAusland; Randolph Neal Melville McAusland (an infant under 14 years of age); John Neal McAusland (an infant under 14 years of age); Linda McAusland (an infant under 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 as 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 30, 1950 to April 26, 1953 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 30, 1950 to April 26, 1953 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 Trustee 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 Trustee in connection with this accounting proceeding should not be fixed and determined in the sum of \$750.00;

5. Why the costs and disbursements of 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 set and WITNESSES HONORABLE

H. S. William T. Collins, a Surrogate of our said County, at the County of New York, the 22nd day of December in the year of our Lord One Thousand Nine Hundred and Fifty-Four.

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

Key Answers

Tentative key answers in three open-competitive and one promotion exams have been announced by the NYC Department of Personnel. Candidates may file written protests against the tentative key, together with the evidence upon which such protests are based. Write the NYC Department of Personnel, 299 Broadway, New York 7, N. Y. Last day to submit protests is Saturday, January 8.

LABORATORY ASSISTANT (BACTERIOLOGY)
Open-Competitive
(Held Saturday, December 18)
1, D; 2, B; 3, C; 4, A; 5, C; 6, C; 7, C; 8, B; 9, A; 10, A; 11, D; 12, C; 13, A; 14, B; 15, B; 16, B; 17, A; 18, A; 19, C; 20, D; 21, C; 22, D; 23, B; 24, A; 25, B.

26, A; 27, C; 28, A; 29, B; 30, D; 31, C; 32, D; 33, B; 34, F; 35, E; 36, A; 37, B; 38, B; 39, C; 40, C; 41, C; 42, A; 43, B; 44, B; 45, B; 46, D; 47, D; 48, A; 49, D; 50, C.

51, A; 52, B; 53, A; 54, A; 55, B; 56, A; 57, A; 58, A; 59, C; 60, A; 61, D; 62, C; 63, C; 64, A; 65, D; 66, A; 67, B; 68, B; 69, D; 70, D; 71, A; 72, D; 73, D; 74, C; 75, C.

76, C; 77, B; 78, B; 79, C; 80, B; 81, J; 82, N; 83, F; 84, L; 85, I; 86, H; 87, M; 88, O; 89, K; 90, E; 91, D; 92, A; 93, D; 94, A; 95, B; 96, D; 97, B; 98, C; 99, A; 100, D.

101, B; 102, C; 103, C; 104, C; 105, B; 106, B; 107, A; 108, A; 109, C; 110, A; 111, B; 112, A; 113, A; 114, C; 115, E; 116, B; 117, D; 118, E; 119, D; 120, E.

LABORATORY ASSISTANT (CHEMISTRY)
(Open-Competitive)
(Held Saturday, December 18)
1, Y; 2, O; 3, J; 4, S; 5, K; 6, M; 7, X; 8, F; 9, A; 10, W; 11, C; 12, B; 13, N; 14, E; 15, H; 16, D; 17, D; 18, A; 19, B; 20, C; 21, D; 22, B; 23, B; 24, A; 25, D.

26, A; 27, B; 28, A; 29, D; 30, D; 31, B; 32, C; 33, B; 34, C; 35, C; 36, B; 37, D; 38, A; 39, B; 40, A; 41, B; 42, D; 43, A; 44, C; 45, D; 46, A; 47, C; 48, C; 49, C; 50, A.

51, B; 52, C; 53, C; 54, D; 55, D; 56, B; 57, D; 58, B; 59, A; 60, D; 61, N; 62, E; 63, C; 64, F; 65, G; 66, L; 67, J; 68, B; 69, O; 70, P; 71, A; 72, C; 73, B; 74, B; 75, B.

76, D; 77, C; 78, A; 79, C; 80, A; 81, D; 82, C; 83, A; 84, A; 85, D; 86, C; 87, B; 88, B; 89, A; 90, B; 91, C; 92, B; 93, D; 94, C; 95, G; 96, A; 97, D; 98, D; 99, C; 100, C.

101, A; 102, A; 103, C; 104, B; 105, C; 106, D; 107, B; 108, A; 109, A; 110, C; 111, Q; 112, M; 113, F; 114, S; 115, L; 116, M; 117, B; 118, U; 119, R; 120, N.

PLUMBER'S HELPER
(Open-Competitive)
(Held Saturday, December 18)
1, B; 2, B; 3, A; 4, C; 5, D; 6, D; 7, A; 8, C; 9, B; 10, A; 11, B; 12, C; 13, A; 14, D; 15, C; 16, B; 17, D; 18, A; 19, B; 20, C; 21, A; 22, C; 23, B; 24, C; 25, B.

26, D; 27, A; 28, B; 29, C; 30, A; 31, A; 32, D; 33, B; 34, C; 35, C; 36, D; 37, C; 38, B; 39, B; 40, H; 41, K; 42, F; 43, A; 44, C; 45, L; 46, M; 47, C; 48, A; 49, A; 50, B.

51, D; 52, B; 53, D; 54, B; 55, C; 56, D; 57, C; 58, B; 59, D; 60, A; 61, C; 62, D; 63, D; 64, C; 65, A; 66, D; 67, A; 68, D; 69, D; 70, C; 71, C; 72, D; 73, A; 74, A; 75, B.

SIGNAL MAINTAINER
(Prom.) NYC Transit Authority
(Held Saturday, December 18)

SECTION 1: 1, C; 2, C; 3, B; 4, C; 5, A; 6, B; 7, A; 8, A; 9, B; 10, A; 11, C; 12, C; 13, B; 14, D; 15, A; 16, C; 17, D; 18, B; 19, B; 20, B; 21, C; 22, A; 23, C; 24, P; 25, T; 26, D; 27, A; 28, E; 29, H; 30, D; 31, C; 32, D; 33, D; 34, B; 35, B; 36, C; 37, D; 38, D; 39, B; 40, D.

SECTION 2: 41, D; 42, C; 43, C; 44, C; 45, D; 46, A; 47, C; 48, B; 49, A; 50, A; 51, B; 52, A; 53, B; 54, D; 55, A; 56, B; 57, B; 58, B; 59, A; 60, B; 61, C; 62, B; 63, D; 64, B; 65, D; 66, C; 67, D; 68, C; 69, C; 70, C; 71, C; 72, D; 73, C; 74, C; 75, A; 76, D; 77, A; 78, B; 79, B; 80, B.

SECTION 3: 41, A; 42, D; 43, B; 44, B; 45, B; 46, C; 47, D; 48, C; 49, D; 50, D; 51, C; 52, C; 53, D; 54, C; 55, B; 56, A; 57, A; 58, D; 59, D; 60, C; 61, A; 62, C; 63, B; 64, D; 65, C; 66, B; 67, B; 68, D; 69, A; 70, D; 71, A; 72, C; 73, A; 74, A; 75, B; 76, B; 77, B; 78, C; 79, C; 80, D.

Bridge Tenders Council

To Install Officers
Bridge Tenders and Operators Council 31, Civil Service Forum, will install the following officers on January 27: Edward Cohen, president; Irving Bromberger, vice president; William Lyons, financial secretary; Martin Lawless, recording secretary; Joseph McGee, treasurer; George Jaeger, sergeant-at-arms; William Beverly, Ed Fitzgerald and George Seaman, trustees.

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

Fast Hiring Offered to Engineers

The NYC Department of Public Works needs assistant electrical engineers, \$5,006 a year, and junior civil engineers, \$4,080, for provisional jobs.

Candidates for assistant electrical engineer must have a college degree and three years' experience, or a satisfactory equivalent.

Candidates for junior engineer must have completed four years of college work in engineering, or have a satisfactory experience equivalent.

U. S. citizenship and residence in NYC for the past three years are required.

Apply to Frieda Lamm, chief of the personnel section, Room 1825, Municipal Building, Manhattan.

9 Architectural And Engineering Tests Are on Way

The NYC Department of Personnel has ordered five open-competitive and four promotion exams in engineering and architectural jobs. As soon as requirements are voted, The LEADER will carry them.

OPEN-COMPETITIVE
Architect.
Assistant chemical engineer.
Assistant civil engineer (structural).
Assistant landscape architect.
Assistant mechanical engineer (sanitary).

PROMOTION
Architect, NYC Housing Authority.
Assistant landscape architect, NYC Housing Authority.
Assistant civil engineer (structural), all departments.
Assistant mechanical engineer (sanitary), Department of Education.



The annual Christmas gift of employees of the State Office Building in Buffalo went to Edward Volt, blind operator of the newsstand in the building. Employees of all departments contributed. In the photograph are: Mona E. Atkins, clerk, Department of Taxation and Finance; Mr. Volt; Frank Leavers, Clerk, Motor Vehicle Bureau.

ACTIVITIES OF EMPLOYEES IN STATE

Parties Enliven Year's End At Kings Park Hospital

KINGS PARK, Jan. 3—Investiture of Girls Scouts and two Christmas parties enlivened the pre-holiday scene at Kings Park State Hospital.

Brownies and intermediate Girl Scouts of Troop 138 were invested in an impressive ceremony in the recreation room of the girls' unit. Mrs. D. Nuccio, chairman; Mrs. M. Slavin and Mrs. B. Brondum, Brownie leaders, and Mrs. Tafel and Mrs. Kamerer, leaders of the intermediates, assisted in the ceremony.

Dr. Olgavon Tauber, supervising psychiatrist, and Mrs. P. Plitt of the occupational therapy department, were invested as co-chairman and leader, respectively.

Guests included: Dr. D. C. Brown, associate director; Rabbi Waachtfogel; Mrs. J. McGrath, O. T. supervisor; Mr. Painter and Mrs. Stevens, teachers; Mrs. M. Bella, Mrs. Hasbrouck and Mr. Gallentino of the O. T. department, and a group of visiting Mariner Scouts.

Veterans' Fete

Employees of Republic Aviation, in conjunction with the American Legion Post of Republic Aviation, were hosts at a Christmas party for 310 veterans, including all parole veterans, squad workers, kitchen and dining hall workers, and those who work in the various homes. Wearing apparel, candy, cigarettes, pipes and tobacco, stationery and other gifts were distributed by 35 Republic employees. The hospital was presented with a sound projector, four record players, 700 feet of film, 27 small radios, and a complete public address machine for York Hall. Refreshments were served, and a good wonderful time had by all. Everyone at Kings Park extends thanks to the aircraft workers for

their generosity and thoughtfulness.

Laundry employees held their annual Christmas party at the Peaks Tavern in Smithtown. Dancing was enjoyed, to the music of Francis McGuire's orchestra.

CUSTODIAL EXAM ANSWERS STAND

No changes were made in the final key answers to NYC open-competitive and promotion exams for assistant supervisor of custodians, Department of Education. The tentative key stands as originally announced.

The Department of Personnel reported that 10 letters of protests had been received against 31 items on the tentative key.

There were 56 promotion candidates, 27 open-competitive.

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CSEA Membership Drive Indicates Big Jump Over 1954; 60,000 Figure Due This Year; Member Committees in Albany Area Listed

ALBANY, Jan. 3—The membership drive of the Civil Service Employees Association is progressing strongly, according to reports issued by Alex Greenberg and Norma Scott, co-chairman of the CSEA statewide membership committee. With less than three months of the CSEA membership year expired, the organization already enjoys an increase of over 2,500 above the total paid membership in the Association as of the same date last year. The statewide membership committee gives credit for this fine progress to the chapter membership committees, the members of which from day to day are personally in contact with the potential members through the State. A recording of the membership committees of chapters in CSEA Capital District Conference area is printed in this issue of THE LEADER.

State-Wide Committee

The statewide membership committee of the Association met in Albany recently to plan ways and means of further increasing CSEA membership strength during the coming year. Present at the meeting were: Alex Greenberg, co-chairman; Emmett J. Durr, Vito J. Ferro, Harry Joyce, Katherine Lawlor, Helen Lonergan, Helen McGraw, Patricia Premo, Robert Selleck, Richard Flinn, Ray Goodridge, Byron Robbins, John P. Powers, president; Joseph D. Lochner, executive secretary; and Francis M. Casey, field representative.

The LEADER begins below publication of the names of membership committees through the State.

MEMBERSHIP COMMITTEES CAPITAL DISTRICT CONFERENCE AREA

Department of Agriculture and Markets, Capital District Chapter
Roy H. McKay, president; Edgar Troide, chairman; Zona Brown, Margaret Heald, Olga Ostapko- vich, Florence Van Noy.

Department of Audit and Control Chapter

William M. Rehuss, president; Douglas Clark, chairman, General Audit Bureau; Bill Cobbs, assistant chairman, Refund Unit; Mary Allen, Local Assistance; Katharine Miller, Bond Unit; Ada Stanchuk, Benefits Section; Madeline Doyle, Benefits Section; Margaret Hildenbrandt, Research and Statistics; Mildred Terwelp, Municipal Affairs; Marjorie Whitmore, Highway Unit; Walt Schubert, Administration Unit; Agnes McNally, Payroll Unit; Armand Pezzola, Account Bureau; Louise Bassot, Field Audit.

Employees' Retirement System Chapter

Frank Simon, president; Joan Coffey, Ben Everingham, William Menz, Gloria Cinney.

Civil Service Department Chapter

James McCue, president; James Cardany, chairman, State Office Building; Marie R. Debes, XD-4, Columbia St.; Frank Benoit, XD-1, Columbia St.; Evelyn Web, Certification, State Office Bldg.; Edythe Malcolm, Administration, State Office Bldg.; Eleanor Ray, Div. of Employment; Merton Thayer, Personnel Research, 40 Steuben St.; Virginia Leathem, Training Div., 40 Steuben St.; Bob Doolittle, Classification and Compensation, State Office Bldg.

Department of Commerce Chapter

Edwin J. Roeder, president; Wilfred J. Bouchard Jr., chairman; Jane Oliver, Administration; Mary Thomsen, Administration; Harry Kapp and Helen Alexander, Commerce and Industry; Mildred Cottrell, Economic Development and Library; Helen Gorka, Publicity; Joseph Kutey, Publicity—Garage; Lorraine Brundage, Radio and Motion Picture; Marion Kirby, Production Unit and Machine Room.

Conservation Department Capital District Chapter

Margaret Deveny, president; Richard Murphy, chairman, Division of Parks; Rhoane Willett, Div. of Administration; Janet DeLollo, Div. of Lands and Forests; Nora Hoogkamp, Div. of Finance; Barbara Wiltale and Stephen Fordham, Div. of Fish and Game; Olive Trussell, Div. of Conservation Education; Helen Barry, Div. of Water Power.

Capital District Correction Department Chapter

Claire Galligan, co-chairman, Education; Anne Warner, co-chairman, Education; Anne Warner, co-chairman, Identification; Helen T. David, Commission of Correction; Mary Driscoll, Identification; Joan Farina, Research; Mary Flanagan, Administration; Genevieve Grosse, Industries; Margaret Kane, Margaret Hengen, Mary Norwood and Sally Passenger, Identification; Margaret Ringler, Estimate and Audit; Sally Wessels, Probation.

Education Department Chapter

Hazel G. Abrams, president; Charles Becker, chairman; Mary Lockwood, Elizabeth Sleasman, Kathleen Doughty, Florence Reynolds, Wilma Ewell, Mary Felix, John Connery, Louis Conoevs.

Albany Chapter, Division of Parole

Robert F. Liscom, president; Harold V. Canavan, chairman; Carolyn E. Sherman, Shirley E. Bloom.

State Liquor Authority Chapter

Herman Reiners, president; Nancy Smith, chairman; Betty McGraw, Freda Mulke.

Division of Standards & Purchase Chapter

Ida B. Greenstein, president; Mildred W. Lathrop, chairman; Louise Hutchings, Sal De Russo, Leonard Bowers.

James E. Christian Memorial Health Dept. Chapter

Virginia Clark, president; Barbara Kinch, chairman; Irwin Sander, co-chairman; Dr. Meredith W. Thompson, Executive Office, Prof. Training and Program, Eval. & Dev.; Marcia Warner, Office of Business Administration; Charles McIntosh, Doris Benway and Ray Benoit, Office of Business Administration; Polly Hough, Office of Planning and Procedures; Rita Purtell, Office of Personnel Administration; Lee Smith, Office of Public Health Education; Grif Edwards, Office of Vital Statistics—Machine Room; Edythe Fisher, Office of Vital Statistics, & Statistical Unit; Sophie Berman, Office of Medical Defense; Violet Northrup, Division of Local Health Services; Janet Farley, Bureau of Public Health Nursing; Kay Campion, Bureau of Environmental Sanitation; Margaret Tierney, Milk & Restaurant San. Section & Narcotic Control; Thelma Palmer, Albany Regional Office & Glens Falls Regional Office; Gertrude Hyland, Division of Medical Services; Jane Wheeler, Bureau of Dental Health; Elizabeth Karolak, Bureau of Cancer Control; Madge Ritter, Bureau of Epidemics & C. D. Control and V. D. Control; Patricia McCormack, Bureau of Maternal & Child Health; Frank Mothersell, Bureau of Nutrition; Betty Heckman, Bureau of Medical Re-

habilitation; Irene Hack, Division of Tuberculosis Control; Madeline Money, Funeral Directing Section.

Division of Laboratories and Research, Albany Chapter

Donald McCredie, president; Andrew Ford, chairman; Gloria McCredie, Charles Schadler, Isabel Allen, Ann Stutsrim, Daniel O'Keefe, Charles Roberts, Al Grant.

Insurance Department Albany Chapter

Stephen J. Banks, president; Doris M. Riddick, chairman; Hazel Avery, Wilfred Flynn, Ruth Lewis.

Workmen's Compensation Board, Albany Chapter

Arthur Loft, president; Edward Ormsby, chairman, Disability Benefits; Helen Milos, Disability Benefits; James Brady, Workmen's Compensation; Paul Tafler, State Office Building.

Mental Hygiene Central Office Chapter

Deborah Hughes, president; Bertha Phinney and Stephen Treadway, 217 Lark Street; Emil Eisner, Joseph Emerick, Margaret Reed and Emily Wolf, State Office Building.

Department of Public Service Albany Chapter

Raymond C. Carriere, president; Mrs. Barbara Muehleck, chairman; Betty Brown, Mrs. Bessie Higgins, Mrs. Emily Kindleburgh, Dorothy McDowell, Ruth Van Campen, Joan Gadua, Joseph J. Frankwitz, Clarence Powles, Joseph Hammes, Alice Salm, Harold Singleton, Mrs. Helen Daye.

George T. Gilleran Memorial Public Works Chapter

Russell Taylor, president; Charles J. Hall, chairman; Katherine Lawlor, John Bamford, George Millhouse, Walter Bachteler, Dorothy Graham, Virginia Wessel, Irene Sutphen, Ella Dilg, Cletus Benjamin, Robert Weaver, James Madden, Thomas Flanagan.

Public Works District No. 1 Chapter

John D. McNamara, president; Charles VanDervoort, chairman, 353 Broadway, Albany; Victor Jenner, Thomas J. Colloton and Thomas Pillsworth, 353 Broadway, Albany; Lloyd Friday and Thomas Burke, P. O. Box 88, Fort Edward; James Quinn, Convention Hall, Saratoga Springs; James Campbell, County Assistant, Cairo; P. R. Keyes, County Assistant, Warrensburg; R. Brennan, Asst. County Asst., Elizabethtown; William Falle and James McLaughlin, 353 Broadway, Albany.

Department of Social Welfare Chapter

Willard F. Johnson, president; Mandel Schwartz, chairman; Marie Maguire, Alice Kelly, Andrew Smith.

(Continued on Page 16)

Charles Lamb Finds Draft Of CSEA Accomplishments Effective Membership Tool

OSSINING, Jan. 3—Charles E. Lamb, president of the Southern Conference, CSEA, has been using a mimeographed membership appeal which he has found effective. Mr. Lamb drafted it from the accomplishments of the Civil Service Employees Association over a 24-year period. Here is the statement in full:

WHAT DOES THE ASSOCIATION DO FOR ME?

No matter what your title, salary or department may be, below, you will find gains made for you that, could never have been accomplished without the help of the Civil Service Employees Association.

1930 — Association secured legislative support for classification and compensation survey of State Civil Service and had appropriation provided.

1930 — Secured salary increase totaling \$1,196,000.

1931 — Sponsored legislation to abolish 12-hour day, 72-hour week for institution employees.

1931 — Association sponsored amendments to Retirement Law which were adopted.

1932 — Gained appropriation to insure solvency of retirement system.

1932 — At Association request, Legislative Committee established to study 48 hour for institution employees now working 72 hours.

1933 — Principal efforts directed to securing statutory classification and compensation plans for all, and the 48-hour week for institution employees.

1934 — Was instrumental in having sick leave for departmental workers established — 12 days per year cumulative to 150 days.

1935 — After a bitter legislative session, CSEA had salaries that had been reduced in 1933, restored.

1936 — CSEA efforts that had begun in 1930 with the introduction of the Desmond eight-hour day bill for employees in institutions bore fruit. Governor Lehman's recommendation of 2½ million dollars to abolish the 72-hour week.

1937 — The Association's seven-year battle for definite State salary plan was realized in the Feld-Hamilton Law. Gained increase in commutation payments for institutional employees.

1938 — Association won appropriation to provide for abolition of seven-day week for canal employees.

Had the Feld-Ostertag Bill introduced and passed.

Association secured passage of Constitutional approval of Amendment making retirement benefit a contract between member and State insuring no reduction in benefits. Amendment later ratified by people at the polls.

1939 — Won a Court of Appeals decision favoring to itemized annual budgets, opposed to lump sum plan.

1940 — Had competitive classification established for Mental Hygiene employees. Had law passed to prevent abuse in temporary positions, while active lists were dormant.

1941 — Had Chapter 885, Laws of 1941 passed, to bring all civil service employees in cities, towns, etc., under the merit system.

Chapter 853, Laws of 1941. Providing better protection on dismissals, passed.

1942 — Appeal made for extension of Feld-Hamilton to institutional employees won and new status set for payment in October, 1943.

Important legislation introduced and passed to protect the employment rights of those entering military service.

Obtained paid holidays for institutional employees.

1943 — Obtained 7½ to 10 per cent War emergency bonus.

Question not for work beyond

48 hours secured by CSEA instead of proposed time credits.

1944 — CSEA tried to obtain another adjustment in salaries but failed. Did retain the 7½ to 10 per cent increase of last year.

1945 — Won additional salary adjustments from 10 to 20 per cent, about \$13,500,000.

1945 — Secured definite leave rules for institutional employees, December 6, 1945.

1946 — Secured additional salary adjustments of from 14 to 30 per cent.

Also had amendments made that made such bonus regarded as compensation for retirement purposes.

Vacation period of four weeks finally won for institutional employees after five years of effort by CSEA.

Five day, 37½-hour week gained for departmental employees.

1947 — Secured passage of law for coverage of unemployment insurance for State employees under most conditions.

Association began famous DeMarco lawsuit to compel State to adjust salaries retroactively to April 1 of persons reallocated between April 1 and October 1.

1948 — Additional salary increase obtained of 5 to 15 per cent on 1947 basic salaries.

1948 — Association secured "freeze-in" of emergency pay in basic salary scales for all education employees.

1949 — CSEA counsel appointed by Governor to help prepare a plan of re-organization of civil service.

Prepared appeals to have cost of living salary adjustments frozen into basic salaries, was approved.

Court of Appeals upheld the Association in DeMarco case. Thousands of State employees receive their share of \$3,000,000 in back pay.

1950 — Association won optional 55-year retirement plan with increase in pension allowance by State for service prior to age 55.

Association won recognition of need of increased travel allowance for employees.

1951 — Association gained a 7½ to 12½ per cent increase in salary of \$19,500,000.

1952 — Special committee of Association studied Mahoney legislature bill to reorganize Civil Service administration and found provisions unsound and dangerous to the merit system. After campaign of information on the bill, it was withdrawn by the introducers without a vote.

1953 — Governor Dewey, in answer to the Association's request for additional salary adjustment, directed the Civil Service to undertake an intensive study of present salaries and invited the officers of CSEA to submit suggestions of a new grade system.

Negotiations in progress to have payroll deductions for Blue Cross.

Negotiation of CSEA for integration of Social Security.

1954 — The Association gained for employees the freezing into basic scales of the emergency adjustment previously made amounting to \$31,000,000 annually, an additional longevity increment to be paid to employees who have served five years at maximum and new appropriations totaling \$13,200,000 for correction of inequities, all effective retroactive to April 1, 1954.

The Internal Revenue Code of 1954 passed this year by Congress, affords to State institutional employees the income tax relief for which the Civil Service Employees Association has been striving since 1949. This relief is a direct result of efforts by representatives of CSEA first in the courts and later through appeals for legislative action.

Another provision of the above mentioned law exempts \$1,200 of retirement income from Federal income tax.

Be Honest, join up and help others while helping yourself.



A committee of employees from Kings Park State Hospital chapter, CSEA, are seen presenting a \$500 donation check to the Director of St. Charles Hospital, Port Jefferson. The funds were raised voluntarily in memory of Mrs. Janet Biegon, R.N. Left to right, Mother Yvonne, director, St. Charles Hospital; John Link, 1st vice-president, Kings Park chapter; Frances Lule, R.N., chairman, Fund Raising Committee; Charles Buckman, M.D., director, Kings Park State Hospital.

Apply Until Jan. 20 for These NYC Tests

Applications will be received by NYC, starting Wednesday, January 5, in the exams listed below. Do not attempt to apply before January 5. Apply 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.

NYC

Open-Competitive

7342. ASSISTANT DIRECTOR OF GROUP WORK AND RECREATION, 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. Appli-

Sanitation Group Holds Party and Installs Officers

The Negro Benevolent Society of the NYC Department of Sanitation held a Christmas Party. Manhattan Borough President Hulan E. Jack installed officers for his second consecutive year. William J. Hart, an eligible on the list for promotion to district superintendent, remains as president. Also sworn were: John B. Skeete, vice president; George Morse, corresponding secretary; James Barner, treasurer; Samuel LeVonish, financial secretary; Joseph Skinner, recording secretary; the Rev. Walter Balke, chaplain; James Pennington, sergeant-at-arms; Oscar Stainback, file clerk; Malcolm E. Manning, Chester Lewis, Longworth Bodden and Adolphus Griffith, to the board of directors; and Frank Dancy, chairman, Adolphus Harewood, treasurer, and Robert Henderson, trustee, to the welfare board.

Five REAL ESTATE buys. See Page 11.

ocations 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).

7336. HEALTH PUBLICITY ASSISTANT, \$3,425. Vacancies in 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).

L 7279. INSPECTOR OF STEEL (SHOP), GRADE 3, \$4,916. 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 weigh, 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 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 45th 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).

7418. SENIOR STATISTICIAN, \$4,876. Vacancies in Department of Health and Housing Authority. Tentative date of written test, Saturday, February 26. Fee, \$4. Requirements: Candidates must have a baccalaureate degree recognized by the University of the State of New York, and four years of full-time paid experience in work involving the directing, planning, or carrying out of statistical investigations, or a satisfactory equivalent. A year of graduate work, major emphasis on statistical theory or on the application of such theory, may be substituted for one year of experience. A minimum of two years of experience will be required for all candidates. Full-time paid experience in conducting statistical inquiries and investigations will be accepted on a year for year basis in lieu of undergraduate education. Tests: Written test weight, 60; experience weight, 40. (January 20).

7181. STATISTICIAN, \$4,221. Vacancies, 12. Tentative date of written test, Saturday, February 26. Requirements: Candidates must have a baccalaureate degree recognized by the University of the State of New York, and two years of full-time paid experience in work involving a knowledge of statistical theory and methods, or a satisfactory equivalent. A year of graduate work, major emphasis on the statistical theory or on the applications of such theory, may be substituted for one year of experience. A minimum of one year of experience will be required of all candidates. Full-time paid experience in conducting statistical inquiries and investigations of a character to qualify the candidates for the duties of the position will be accepted on a year for year basis in lieu of undergraduate education. Fee \$4. Written test, weight 100. (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

Candidates must be present, qualified employees of the NYC department or agencies mentioned. Last day to apply given at end of each notice. Do not attempt to apply before January 5.

7273. ATTENDANT, GRADE 2 (Prom.), City Court, \$3,556 to \$4,220; one vacancy. Six months in any title, grade 1, of the Attendance Service. Fee \$3. (Thursday, January 20).

7233. CIVIL ENGINEERING DRAFTSMAN (Prom.), Tax Department, \$3,961 to \$5,005. Six months as junior draftsman. Fee \$3. (Thursday, January 20).

7186. COURT CLERK, GRADE 4 (Prom.), City Magistrates Courts, \$4,876 and over. Six months as assistant court clerk, grade 3 or 4, or court clerk, grade 3. Fee \$4 (Thursday, January 20).

7309. CUSTODIAN-ENGINEER (Prom.), Department of Education, \$7,560 to \$17,160, depending on size of building to which assignment is made. Salaries of help required to maintain buildings must be paid from this lump sum. About 25 vacancies. Six months as custodian. Some positions require valid NYC stationary engineer's license. Fee \$4 (Thursday, January 20).

7171. LANDSCAPE ARCHITECT (Prom.), NYC Housing Authority and Department of Public Works, \$6,096 to \$7,340. Six months as assistant landscape architect. Fee \$5. (Thursday, January 20).

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

7312. MESSENGER, GRADE 2 (Prom.), City Court, \$3,556 to \$4,220; one vacancy. Six months in any title, grade 1, of the Attendance Service. Fee \$3. (Thursday, January 20).

7262. SUPERINTENDENT OF CONSTRUCTION (BUILDINGS), GRADE 4 (Prom.), NYC Housing Authority and Department of Education, \$4,876 and over. Six months as assistant superintendent of construction (buildings), grade 4. Fee \$4. (Thursday, January 20).

Tests Open Until March

NYC Open-Competitive

7415. JUNIOR ELECTRICAL ENGINEER, \$4,080. Eighth filing period. Vacancies, 95. Tentative exam date, Wednesday, May 18. Fee, \$3. Mail applications issued and accepted. Requirements: A baccalaureate degree in engineer recognized by the University of the State of New York; or a satisfactory experience equivalent. Persons who expect to be graduated by June 30, 1955 will be admitted, subject to proof of graduation. Written test weight, 100 (March 23).

7416. JUNIOR MECHANICAL ENGINEER, \$4,080. Applications also issued and received by mail. Vacancies, 25. Tentative exam date, Thursday, May 19. Fee, \$3. Requirements: A baccalaureate degree in engineering recognized by the University of the State of New York, or a satisfactory experience equivalent. Persons who expect to be graduated by June 30, 1955 will be admitted, subject to proof of graduation. Written test weight, 100. (March 23).

7417. MECHANICAL ENGINEERING DRAFTSMAN, \$4,080. Vacancies, 30. Applications also issued and received by mail. Tentative exam date, Thursday, May 26. Fee, \$3. Requirements: Graduation from a senior high school and (1) four years' practical experience of a nature to qualify for the duties of the position; or (2) a baccalaureate degree in engineering recognized by the University of the State of New York. Persons who expect to receive their engineering degree by June 30, 1955 will be admitted subject to proof of graduation; or (3) a combination of experience and

technical training on a year for year basis. Fourth filing period. (March 23).

No Closing Date

7247. DENTIST, \$16.25 to \$10,675 a session. First filing period. Present vacancies in Departments of Health and Welfare. Fee \$4. There are 300 or more sessions a year, each session lasting from three to four hours. In addition, full-time appointments may be made from time to time at \$4,850 a year. Eligibles who accept appointment in full-time positions will be removed from this list. Candidates must be licensed dentists. Tests: Written, weight 100. All candidates who pass the written test must pass a qualifying test on their ability to perform the duties of the position. For appointments to the Welfare Department candidates will also be required to pass a performance test in prosthetics. Candidates will be summoned for the performance tests in order of their standing on the list. No second opportunity will be given to candidates who fall in the qualifying performance tests. (No closing date).

Lucky 13 Win Place in Prize Training Course

James E. Rossell, director of the Second U. S. Civil Service Region, announced that 13 Federal employees in New York and New Jersey were selected to take part in the fourth junior management development program.

The employees were chosen from among 69 candidates for superior work and training records, and high ratings in interviews and written tests. They began a six-month training program on January 3 consisting of lectures, group discussions, study and rotating work assignments.

The program is designed to help Federal agencies pick out employees of unusual managerial talent.

Selected employees are from the following agencies in NYC: N. Y. Naval Shipyard, Bureau of Old Age and Survivors Insurance, regional office of the Veterans Administration, and the Internal Revenue Service. Others are from Port Monmouth, the Newark Regional Office of the Veterans Administration, and the U. S. Military Academy at West Point.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Psychiatric Institute Aides Urged to Prepare Pay Case

NEW YORK CITY, Jan. 3.—Institute chapter president John Kehlring (Kelly), who was appointed to the CSEA salary committee by Chairman Davis Shultes, attended the December 9 meeting, at which it was decided to ask for a 6 to 8 per cent general salary increase for all Mental Hygiene employees.

The committee directed Mr. Shultes and his staff to meet with the incoming State Budget Director, to present the findings and recommendations. It is hoped that committee efforts, with the cooperation of John J. Kelly Jr., CSEA assistant counsel, and Henry Galpin, salary research analyst, will bear fruit in the near future.

Mr. Kehlring also met with Mr. Galpin to discuss reclassifications.

Mr. Kehlring has posted near the time clock the list of titles and the dates for which hearings will be held. If your title does not appear there, it will be posted at a later date. President Kehlring urges all P.I. personnel to attend the hearings in person or to elect a delegate from your particular title to represent you. This is the only way to be sure that your particular problems are presented and information brought back as to what can be done about reclassifying your title. He will help all interested employees with further information on salary hearing procedures.

All chapter delegates are invited to attend the Metropolitan Conference meeting January 8 at Willowbrook State School, Staten Island. Those who can attend should notify "Kelly," chapter president, so that arrangements may be made.

Tompkins County Aide Recovering from Fracture

ITHACA, Jan. 3.—The LEADER has received the following news of Tompkins chapter members:

Clara Woolsey, of the County Memorial Hospital, is convalescing from a fractured hip at the home of her sister, Mrs. Peter Knapp.

Employees extended deepest sympathy to Audley Bloom on the death of his father, Eli Bloom; to Arthur Broadhead on the death of his mother, Sadie E. Broadhead, and to John Niland on the death of his daughter, Alice Niland.

Newark State School Aides In Several Season Parties

NEWARK, Jan. 3 — Bessie Darrow, Newark State School's able reporter, has submitted the following news of employee activities at the school:

Leon DuPoint has returned to work after a week's illness. . . . Dr. Jelley attended a dental meeting in NYC. . . . Sympathy to Donald Parkhurst on the death of his grandmother.

Anthony DeMott is spending a few days in NYC. Mr. and Mrs. Douglas have returned from vacationing in Florida. James Mitchell and Mr. and Mrs. Francis Miller have returned from vacations. . . . Claude Clair, William McKeon and Ann Barton are on vacation.

Clayton Miller and Adelbert Simmons have returned to their homes after being confined in sick bay. . . . Anthony Cyran is ill at the Veterans Hospital in Buffalo. Wouldn't it be nice to remember him with a card? Ralph Crediford and Ted Leroux are ill. Harry Barnmaker is back at work following a month's illness.

Fifty civil service employees attended the annual Christmas party at the Legion Home on December 15. Activities including card playing, a buffet lunch and exchange of gifts.

Thirty-five Service Building employees enjoyed their annual Christmas party at Speck's Restaurant. Robert Tuttle got confused as to the place of the party and called at the Wayne County Home before reaching the proper destination.

A dinner was held December 12 at Hotel Wayne in honor of Mrs. Walter Plummer, who is retiring from her duties in the laundry. Burnett Porter, laundry supervisor, presented her, on behalf of her co-workers and friends, a bedspread and hair dryer.

The Rev. John A. Connolly, Catholic chaplain at Newark State School, recently returned from



No, it isn't "back to school." It's a group of employees at Psychiatric Institute, being addressed by their senior director, Dr. Lawrence C. Kolb.



These happy people are five of the 300 State Civil Service Department employees who enjoyed a terrific Christmas party on Thursday, December 23, at the Knights of Columbus Hall, Albany. The annual party was combined with a dinner-dance. Left to right, in the photo, are: Helen Forte, Lee Greene, Josephine McNeil, and Dan Sickles. They are drinking milk, as is obvious from the milk can down at Dan's end of the table.

mother and brother attended the funeral of his uncle, James T. Owens, of Lee. Bishop Weldon of the Springfield Diocese officiated at the funeral Mass of this outstanding layman. Father Connolly served as chaplain to the Bishop during the ceremony.

This year, The Holy Sacrifice of the Mass was offered in the Boys' Hospital and in the Girls' Infirmary, as well as in the Assembly Hall. This made it possible for the crippled patients to attend Mass on Christmas Day.

All departments in the Administration Building held Christmas parties. Gifts were exchanged at each.

Melanie Purdy of Bryn Mawr, Pa., Hazel Maynard and Ethelyn Hanagan of Palmyra, N. Y., former employees, visited the school to wish all a Merry Christmas.

On December 18, the men and women's bowling teams from Willard played Newark. Dinner followed the match. Later, all sojourned to Speck's Restaurant.

Eleanor Thomson of Bedford Hills returned to the Food Service January 1. Welcome home, Eleanor!

Lyle Burnham goes to Poughkeepsie January 10 for training in Food Service.

Public Service Commission Aides Hold 'Nicest Party'

NEW YORK CITY, Jan. 3.—"The nicest Christmas party ever held in the Public Service Commission's New York office." That was the consensus of opinion about the festive event, complete with good refreshments and Christmas decorations, which took place just before the three-day holiday weekend.

Santa Claus, in the person of Oscar Spieler, associate accountant, was on hand to greet the guests, who included Commissioner Paul E. Lockwood and Maxwell Lehman, LEADER editor.

dent of the Metropolitan Public Service chapter, CSEA, which sponsored the party, and chairman of the social committee, was given wide praise for the effective manner in which she and her committee workers "put over" the event. Her reply: "Of course, I could not have accomplished anything if it wasn't for the wonderful committee. My assistants really should get the credit for everything."

Credits coming up, Edith. On the distaff side: Frances Mork, Grace O'Brien, Helen Podvesker, Lillian Montag, Mildred Schmitt, Frances Turner, Bertie Alexander, Dorothy Stotz, Ida Blumenfeld, Sadie Hirsch, Edith Sperling, Sally Bloom and Fannie Nelson.

The menfolk: Richard Powers, Manny Lieberman, Oscar Spieler, Nathan Elgot, Sol Silverstein and Norman Mork. Those who decorated the room in such gala fashion: Louis Pecora, Frank Clonen, Harold Briggs, John Antilla and Manny Lieberman, assisted by Dorothy Stotz and Miss Fruchthandler.

Commerce Aides Honor Outgoing Commissioners

ALBANY, Jan. 3.—The annual Christmas party of State Commerce Department personnel was combined this year with a farewell to top brass, who bowed out on January 1. Guests of honor were Commissioner Harold Keller, 1st Deputy Commissioner Alfred J. Worsdell, Jr., and Deputy Commissioner Jane H. Todd, director of the department's Woman's Program.

Commissioners Keller and Worsdell were presented with desk sets as tokens of Commerce employees' esteem and affection. Miss Todd's gift was reserved for the following evening, when the Woman's Council presented it at a farewell in NYC.

High spot in the evening's entertainment was the showing of

slides depicting the years of Commissioner Keller's regime. A copy was presented to Mr. Keller.

A joint committee of Commerce chapter, CSEA, and the Good Will Association directed the affair. Neal Moylan and Gloria Bernstein were co-chairmen, assisted by Joe Horan, Ronnie Peterson, Helen Gibbons, Marion Pazzino, Mario Kirby, Janice Crawford, Helen Gorka, Mildred Meskil, Abbie Perrin, Jeanne Golden, Muriel Gibbons, Jeannette Lafayette, Constance Crystal, Jane Oliver, Jane Kiernan, Carol Conklin, Joe Kutay, Bettye Bennett, George Haynes, Betty Dascher, Grace Hudowalski, Marion Scott, John Wood and George Robinson.

Immediately after the party, Commissioner and Mrs. Keller left for a Florida vacation. On January 1 he assumed his new executive post with General Dynamics, Inc., of NYC.

No Hiatus in Work Of NYC Chapter

NEW YORK CITY, Jan. 3.—Is there going to be a six-month hiatus in the activities of New York City Chapter, CSEA? Definitely not!

Announcements mailed to chapter representatives informed them that the next "regular monthly dinner meeting" would be held on June 5, 1955. But it was just a typographical error.

The chapter gets together, under the chairmanship of president Sol Bendet, this Wednesday, January 5 at 8 P.M., at Gasner's Restaurant, 76 Duane Street, Manhattan.

SIDNEY GORDON NAMED TO \$9,000 REFEREE POST

ALBANY, Jan. 3 — Sidney B. Gordon was named last week to a \$9,000 post as an official referee of the Workmen's Compensation Board. Mr. Gordon was Deputy Secretary of State under the

Membership

(Continued from Page 14)

Department of State
Albany Chapter

Alfonso Istorico, president, Edward L. Gilchrist, chairman; Maria Roeck, Viola Zimmer, Ann Fraes, Margaret Reel, Kathryn McKenna, Anne Farrell Brady.

Albany Taxation & Finance Chapter

Bernard C. Schmah, president, Charles Stricos and Betty Sherman, co-chairman; Grace Pritchard and Alice McGeary, Executive; Eileen McGrath, Research; Phebe Brown and Mary Fallon, Law Bureau; Enos Adami, Rita Hughes and Florence Winter, Administration & Personnel; Rex Weitzel, Frank Compagna and Thomas Norris, Mechanical & Mail; Margaret Nichols, Morris Glickman and Orlando Cioffi, Income Training; Ed Moon, Income Occupation; Clarence Wakeman and James Wallace, Traffic Commission; Helen Ryan and Irma Philpot, Div. of Treasury; Alice Murray, Margaret Flood and Olive King, Div. of Treasury, U.L.B.; Virginia Miller and Marion Birmingham, Board of Equalization; Albert Miller, John Allendorph and Harry Kennedy, Corporation Tax; Elizabeth Goudette, Louise Scarsella and Charles Thieren, Stenographic & Computing; Florence Hasse, Beatrice Sheehy and Salvatore Filippone, Miscellaneous Tax; Pauline Sheridan, Carol Carter, Evelyn Lane and Eric Bogdanowicz, Truck Mileage; May M. DeSeve, Veterans Bonus, Joe Parvano, Income Tax Files, Tabulating; Gertrude Werlin, Collection Bureau; Genevieve Gaulin and Phyllis Pallare, Income Tax Files, Sect. 1; Florence Monarity, Alice Mulder, Laura Ross and Laura Boyd, Income Tax Files, Sect. 2 & 3; Jean Nittinger, Erma DeJong and Marion Adams, Income Tax Files, Sect. 4 & 5; Louis Smith, Edward Fitzgerald and Carmella Yardborough, Income Tax Files, Business; Salvatore Vasconera, Rodney Nogue, Frank Maloney, Income Tax Files, Fiduciary; Florence Brock, Lois Lund, Marie Chapman and Henry Hildenbrand, Income Tax Files, Revision & Refund; Charlotte Burgess, Louella Lewis and Alma Forcine, Income Tax Files, Key Punch.

Motor Vehicle Chapter

Mrs. Bernice K. LaRosa, president, Alice Bowers, chairman; Sara Bruns, Robert Clark, Jane Gillespie, Marion Greenwood, Mary Keefe, Lester Levine, Grace Mack, Lee McCullough, Agnes Neudorf, Shirley Schramm, Kay Shannon, Doris Souey, Esther Swint, Mary Whelan, Mary Anne Shirikian.

Albany Department of Labor Chapter

William B. Gundlach, president, Lester F. Worsell, chairman; John F. Fealey, Agnes W. Smith, John F. Miller, William Hazell, Alice Mullen, Clara Huntington, Bernard Lyons.

The Adrian L. Dunekel Saratoga Spa Chapter

Mrs. Marie Van Ness, president, Helen Hays and John Furman, Administration Building; James Connors and Marion Jordan, Roosevelt Baths; Mary McIntosh and Peter Arpel, Washington Baths; Lillian Ponzer and Cullen Meader, Lincoln Baths; William Breslin and Nora Patterson, Cleaners; Charles Parish, Parks and Roads; Fred Kenyon and Rose Parle, Laundry; Jess Marks, Garage.

Great Meadow Prison Chapter

John R. Leahy, president. John Hill, Ed Turner, 12:00 to 3:00 shift; Harry Wrye, Ken Corlew, Ken Gilchrist and Robert Leonard, 7:30-4:00 shift; Joe Ryan, Ted Archambault and E. Hammond, Civilian; Robert Leonard, 8:00-4:00 shift; Ken Bowden, George Ahern and Ivan Thayer, 9:30-5:30 shift; Ed Denn and W. Fisher, 4:00-12:00 shift; James Huntington, Staff.

Mount McGregor Chapter

Jacob Plotsky, president and chairman, Winfield Norris, House-keeping Dept.; Hildreth Viele, Laundry Department; David Crawl, Buildings and Grounds; Anne McCarthy, Administration Dept.; Joseph Buchman, Hospital Department; Betty Regan, Food Service Department; John Fitzgibbons, Food Preparation Dept.; Horace Denton, Farm Department.

QUESTIONS of general interest are answered in the interesting Question Please column of