

Civil Service LEADER

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See Page 3

State Employees Hopeful Of 10 P. C. Raise After McFarland's Strong Plea

ALBANY, Feb. 25—After the convincing argument made by President Jesse B. McFarland of the Civil Service Employees Association at the legislative hearing on the State budget, showing the need for a 10 per cent raise for State employees, favorable action by the State Administration is being hopefully awaited. State employees throughout the State praised President McFarland's forceful and documented speech. He submitted supporting data that the employees feel were overwhelming.

In his speech President McFarland said:

"I am appearing before your honorable committee on behalf of the 53,000 members of The Civil Service Employees Association, an organization of state and municipal employees devoted to upholding and extending the principle of merit and fitness in public employment, maintaining and promoting efficiency in public service, and advancing the interests of civil service employees.

"The Association has studied the

Executive Budget now before you and commends the wholly worthy support for the services which the people have decided they wish to maintain for their well-being and happiness having to do with education, health laboratories and hospitals, conservation of natural resources, economic and social betterment, and the safeguarding of life and property.

Amazing Oversight
"We find, however, an amazing oversight in the Budget. In its

political, economic and social objectives, the Budget unrolls a detailed picture of careful husbanding and progressive vision. Its perspective is that of a State especially advanced in culture among the other states in a nation where civilization is more developed than anywhere else in the world.

"This Budget ignores the basic principle that the carrying out of any program, political, economic or social, depends upon human beings — men and women of flesh and blood, of genius, of experience, of industry, of loyalty. This Budget blueprints good government and then scuttles it by not providing the ways and means of attracting to and holding in its service the men and women equipped

to perform the tasks visualized in printers' ink.

Human Hands

"A fine hospital building is not a hospital without skilled human hands. The other day a local hospital closed several wards because it could not obtain the necessary help. Yet across the street another hospital was maintaining its services because it made its employment practices attractive to workers. The same principles apply to recruitment generally.

"This Budget must be condemned in its present form—

a. Because it does not contain sufficient appropriations for personal service.

b. Because it does not adequately recognize the facts of cost of living increases and the needs of public workers.

c. Because it fails to recognize the full effect of the competition of progressive private and public employers who do follow the economic facts confronting those who work for salaries and wages.

d. Because it has failed to correct salary injustices that have been accumulating with each increase in the cost of living since 1940 up to the present time.

e. Because it does not make provision for the certainty of increases in needs of its workers during the fiscal year which has not yet commenced and leaves them entirely to chance as to their economic welfare in the coming thirteen months.

f. Because the inadequate State salaries provided actually reduce the purchasing power of many workers in the low and middle brackets below that of pre-war times and thus lower the standard of living in striking reverse of the conditions prevailing in industry and business and in the Federal Government.

The Facts

"I place before you a Salary Booklet prepared by the Association in 1951, in which the facts and figures show that State employees were underpaid by 15%. The State employees failed to receive this adjustment.

"I place before you also a Salary

Booklet prepared by the Association and made available to budgeting and other state officials in November last relating to salary needs for the coming fiscal year. This shows clearly that State employees should have a salary adjustment of 15% in the present Budget for 1952-53. The Budget grants, not a six per cent increase to all employees, as the face indicates, but as low as one to four per cent increases over last year for many thousands of present low-paid employees and presents a discouraging picture for recruitment of competent new employees in the titles having the largest number of workers. Representatives of the Association met on seven different occasions with representatives of the Budget Division in an effort to effect a fair adjustment in State salaries. They feel that the facts submitted should convince any impartial committee of citizens of the justice of their requests.

"We ask that you give to the fine program of services to the people detailed in the budget the one vital ingredient to success which the budget personal service appropriations deny to it — the human genius, skill, initiative, and loyalty necessary to a vigorous and dynamic public administration.

10%, and \$300 Minimum

"We ask that you add to the budget appropriations for personal service for State employees sufficient sums to reinstate the \$300 minimum contained in last year's budget and to provide an increase of ten per cent instead of the proposed approximate six per cent increase contained in the present budget. We recommend further that you supply an additional five per cent of the personal service total as a contingency fund to be used by the Civil Service Classification and Compensation Division in establishing fair adjustments within the titles and services to maintain a fair salary plan comparable with just plans in effect in private and progressive public jurisdictions and designed to promote the maximum of efficiency in government."

Bigelow Weighs Complaints on New Uniforms

ALBANY, Feb. 25—Jesse B. McFarland, president of the Civil Service Employees Association, stated that many letters and petitions had been received at Association headquarters as a result of a story published in a recent issue of The Civil Service LEADER indicating dissatisfaction with new uniforms for women employees of the State Mental Hygiene Department hospitals and institutions.

Mr. McFarland said the statements of employees had been conveyed to Dr. Newton J. T. Bigelow, Commissioner of Mental Hygiene, with the earnest request for every possible consideration of the employees' suggestions and recommendations as to desired changes in the uniforms.

The Department advised the Association that the matter was receiving full consideration.

Retirement Provisions for Troopers, Police, Firemen

State Police and local police and firemen are covered by special provisions of the State Employees Retirement System law.

State Police

State police (State Troopers and Regional State Park Policemen) may retire after 25 years' police service, if they have made the additional contributions required by law.

The retirement allowance, after 25 years of service, usually is one-half of final average salary. State Troopers may also retire after 20 years of service with a smaller retirement allowance.

Local Policemen and Firemen

Local Policemen and Firemen may retire after 25 years, police or fire service, if they have made the additional contributions required by law.

The retirement allowance, after 25 years of such service, usually is one-half of final average salary.

Discontinued Service

A 20-year service retirement applies to members of the system in general.

If you have 20 or more years of total service and your employment is discontinued through no fault or delinquency on your part, you may:

1. Withdraw your accumulated contributions, or
2. Receive a special retirement allowance depending upon the amount of your contributions, years of service, age, and other factors.

Compulsory Retirement at 70

Unless excepted by law, you must retire on the first day of the month after you become 70 years old.

Assn. Bill Asks \$1,200 Minimum Pension For 20 Years' Service, \$1,500 for 25 Years

ALBANY, Feb. 25—Jesse B. McFarland, president of the Civil Service Employees Association, announced that the Association is sponsoring a bill to implement the pensions of retired public employees.

The bill is a bi-partisan measure introduced on Monday night, February 18, by Senator F. J. Mahoney (D., NYC), and Assemblyman Leo Noonan, (R., Cattaraugus).

Senator Mahoney was the original sponsor of Amendment 3, known as the Mahoney Amendment, that was passed by the voters on November 4 to increase pensions. The legislative bill is intended to implement that amendment to the State Constitution.

Assemblyman Noonan is chairman of the Assembly Pension Committee.

What the Bill Provides

The general provisions of the bill follow:

A minimum pension of \$1,200 a year for retired public employees with 20 years of service.

A minimum pension of \$1,500 for retired public employees with 25 years of service.

No pensioners will receive an increase of more than \$500 a year.

Only pensioners getting less than \$2,000 would be covered by the bill's provisions.

Pensioners now getting less

than \$1,200 could get a maximum of \$500 a year additional.

Pensioners getting \$1,200 to \$1,700 could get a maximum of \$300 a year.

A pensioner now getting \$1,900

could obtain an additional \$100 a year.

\$5,000,000 Asked

The bill provides that the State will pay the additional cost for any retired State employees, and

for any retired member of the New York State Teachers Retirement System.

On the local level, municipalities must elect to bring their own retired employees into this pension plan.

In this case, the State would pay half the cost of increased pensions to retired public employees of municipalities under the stated formula.

The bill calls for legislation appropriating \$5,000,000 to increase pensions of the estimated 58,000 retired State and municipal employees and teachers.

Many Pensions Are Low

It is estimated that 85 per cent of retired members of the State Retirement System have a pension of under \$2,000 a year, and of that percentage it is further estimated that approximately half have total annual retirement allowances under \$1,000 a year.

The bill is complex because of the great variations among the retirement systems involved. However, the Association, after considerable study, believes that it has incorporated by far the best formula.

If this bill is passed, it will mean that pensioners will no longer have to take the so-called "pauper's oath" to meet the "show-need" requirement as it exists in the Supplemental Assistance Bill passed by the Legislature last year. The Supplemental Assistance Bill was passed to give relief temporarily to pensioners, and expires on June 30, 1952. The Mahoney-Noonan bill, if enacted, would be effective July 1, 1952.

[See editorial, Page 6.]

What You Can Do About It

Senate Int. 1388 Print 1450 Senator Seymour Halpern — Restores \$300 Minimum
Assembly Int. 1781 Print 1831 Assemblyman Fred W. Proller — Same As Above
Senate Int. 1387 Print 1449 Senator Halpern — Grants 10% Salary Increase
Assembly Int. 1784 Print 1834 Assemblyman Orin S. Wilcox — Same As Above

What State employees can do to assure consideration of salary bills increasing pay by 10 percent and restoring the minimum increase of \$300 a year.

1. Write a personal letter setting forth your own and your family's need for increased income to meet increases in the cost of the necessities of life. Mention actual figures where you can, including new taxes. State your support of the bills listed above. Your letter should go to the following persons: Governor Thomas E. Dewey, State Capitol, Albany, N. Y.
Your representative in the State Senate.
Your representative in the State Assembly.

2. Association chapters and conferences should call emergency meetings throughout the State, prepare and send resolutions to the Governor and to the Legislature urging support of the Halpern-Proller-Wilcox salary adjustment bills.

3. State employees should request their local newspaper editors, businessmen, radio stations, civic organizations, and fellow citizens to help maintain the quality of public service by maintaining fair salaries for public employees.

Statewide Bills in the Legislature

LOCAL POLICE RETIREMENT. Optional retirement of policemen in municipalities and special police districts, who are members of State Employees Retirement System, after 25 years' service, or at age 60; specifies contributions and benefits. CSL P. 88 (S. 57, Condon, CS; A. 68, Wilson, WM).

PENSION CREDIT FOR U. S. SERVICE. Allows credit to members of State Employees Retirement System as employees of Federal Government for five or more years' continuous service; changes basis of contributions. CSL P. 60 and 61 (S. 196, W. J. Mahoney, CS; A. 204, Morgan, WM).

MILITARY SERVICE PENSION CREDIT. Credit for military service as a member of the State Employees Retirement System shall include period after eligibles were reached for certification, while on military duty, for those who became members of the System after leaving military service. CSL P. 50 (S. 202, W. M. Mahoney, CS).

OVERTIME PAY. Strikes out

provision that State employees entitled to overtime pay may be allowed equivalent amount of time off instead, so that overtime will be paid for in cash. CSL P. 41-a (A. 148, Gordon, WM).

STATE POLICE. Increase in number of. (S. 114, Hughes, F; A. 62, Rulison, WM).

STATE STATUS AFTER 10 YEARS. Employees with 10 years' State service shall have permanent status, with seniority from date of original appointment, including time in military service during war. (S. 173, Panken, CS).

UNAUTHORIZED SOLICITING. Includes town and village employees among those protected against any unauthorized solicitation on their behalf. PL P. 2241. (S. 123, McCullough, CO).

CIVIL SERVICE LAW REVISION. Extends until March 15, 1952, time when the Preller Commission on proposed revision of the Civil Service Law shall make its report to the Legislature. (A. 207, Preller, WM).

LONGEVITY PROMOTIONS.

Gives Competitive Class employees, qualified for next higher grade, promotion without change of title to next higher grade, after 10 years' service in one grade, uniformed forces excepted. CSL P. 16-c new (S. 61, Condon, CS; A. 56, Olliffe, WM). (S. 61, Condon, L).

MEDICAL INSURANCE. Authorizes State Comptroller to contract with non-profit membership insurance corporation for medical, surgical and hospital service for State employees who subscribe, deductions to be made from pay and employer contribution; establishes fund; provides annual appropriation. CSL P. 99-a new (S. 71, Friedman, CS; A. 142, Farstein, WM).

PROMOTIONS. Promotions in competitive positions shall be determined by competition based on superior qualifications as shown by service seniority and exams. CSL P. 16 (S. 119, F. J. Mahoney, CS).

PROMOTIONS. Allows persons in lower grade to be promoted to

next higher grade on passing test, with no educational requirements except where special knowledge is essential. CSL P. 25-a (S. 160, O'Connor, CS).

PROMOTIONS. Persons promoted in the competitive class shall not receive a salary less than received in grade or classification from which promoted. CSL P. 16 (S. 212, Halpern, CS; A. 206, Preller, CS).

SUSPENSION; DEMOTION. Suspension from or demotion in Labor Class in cities of 500,000 or more shall be in inverse order of original appointment. CSL P. 31 (S. 102, 104, Halpern, CS; A. 175, Savarese, CS).

REMOVAL. Prohibit the removal of officers and employees

with 10 or more years of service in Competitive Class, except for incompetency or misconduct after hearing, on notice, with right of review. CSL P. 22 (S. 103, Halpern, CS; A. 121, Carus, CS).

REINSTATEMENT, LEGAL FEES. Employees restored to positions by Supreme Court order shall receive reasonable attorneys' fees and costs. CSL P. 23 (S. 221, Wachtel, CS).

OVERTIME. Allows employees earning under \$6,000, pay of time and one half for overtime. POL P. 28 (S. 222, Wachtel, F).

DEATH BENEFIT. Provides death benefit of one year's salary after 10 years' membership in State Employees Retirement System. CSL P. 80 (S. 82, Furey, CS).

Eligible Lists

STATE	
Open-Competitive	
SENIOR STATIONARY ENGINEER, State Departments.	
1. Bruyere, Patrick D., Ogdensburg	930890
2. Cean, Irvin R., Lk. Minnewashta	933220
3. Manne, Charles, NYC	927390
4. Menche, William F., Baltimore	909010
5. Holland, John L., Middletown	907290
6. Locklin, Ivan W., Rochester	903905
7. O'Brien, James J., Bronx	902390
8. Rettig, Walter H., Kenmore	891180
9. Piscatella, Philip, Ctr Islip	890900
10. Smith, Donald, Buffalo	887390
11. Graham, Edgar W., Trumansburg	883935
12. Thompson, James M., Pawling	881180
13. Kohn, William H., Poughkeepsie	879110
14. Bull, George L., Paul Rvr	879110
15. Sweeney, Leon N., Ogdensburg	878955
16. Harris, M. Wayne, Albany	873965
17. Harper, Arthur J., Clinton	872230
18. Fennelly, John W., Bklyn	869955
19. Gyno, Charles A., Jacken Hat	863965
20. Scott, Robert A., Ctr Islip	860900
21. Peron, Aldei F., Attica	859955
22. Sykora, Joseph C., Ctr Islip	851180
23. Hooper, James, Buffalo	851180
24. Coona, Kenneth B., Wallkill	850990
25. Streiff, Peter J., Syracuse	849955
26. Harden, Paul W., Philmont	843290
27. Rider, William P., Rockvl Ctr	843290
28. Jordao, Oscar E., Wingdale	840990
29. Chrapowitsky, J., Oneonta	840990
30. Lennon, Joseph, Flushing	837390
31. Bronk, Arthur E., Mineola	836959
32. Cline, Joseph A., Bklyn	835990
33. Lockwood, Laverne N., Palis	834455
34. Depan, David H., Warners	833735
35. Williams, James A., Stittville	832390
36. Chodzinski, Daniel, Elmira	832390
37. Potter, Earl M., Utica	831180
38. Barry, Patrick J., White Plains	831180
39. Vanortwick, R. M., Saranac Lk	831225
40. Donovan, Paul, Danville	829955
41. Granger, Paul C., Elmira	827390
42. Luecy, Cornelius, Astoria	825445
43. Stoddard, Francis, Staten Isl	824455
44. Clear, John J., Glenham	823935
45. Oney, Joseph J., Elmira	823935
46. Cox, William F., Patchogue	823935
47. Daras, Arnold T., Singerslnd	819955
48. Roisner, Thomas A., Dover Plns	817735
49. Thaler, John H., Oneonta	816445
50. Sullivan, Raymond, Churchville	814110
51. Phipps, Ross A., S. Dayton	813220
52. Miller, Fletcher S., Leicester	811335
53. Wan, Cecil E., Souya	810445
54. Evans, Edgar L., Kinax Pk	810090
55. Rhoads, David A., Buffalo	809935
56. Weber, Carl L., Ctr Islip	809590
57. Dolap, Freeman, W. Albany	804455
58. Orisc, John V., New Dorp	804455
59. Cline, Gerard H., Bklyn	800445
60. Rinsford, Kenneth, Watervliet	800445
61. Bergfeld, John G., Delmar	800090
62. Owens, William N., Hartford	787735
63. Adams, Harry W., Hempstead	790990
64. Budd, Arlie H., Lynbrook	790990
65. Dayvpart, John, Branckwick	790935
66. Minton, Edward K., Syracuse	790935
67. Bonstou, Robert P., Elmira	795445
68. Malone, James E., Staten Isl	787390
69. Macdonald, Finlay, Oneonta	787390
70. Wetzel, Albert A., Warwick	786890
71. Schounmaker, D., Haverstraw	782735
72. Chimera, John C., Attica	781180
73. Chimera, Richard A., Attica	781180
74. Neiloop, Arthur N., Staten Isl	777735
PRINCIPAL STATIONARY ENGINEER, State Departments.	
1. Cox, W. Ernest, Beacon	899335
2. Lockwood, Laverne N., Palis	882550
3. Babin, William H., Poughkeepsie	873290
4. Clark, Horace D., Floral Pk	868935
5. McIntosh, William, Buffalo	860990
6. Scott, Robert S., Ctr Islip	858935
7. Kyo, Henry E., Dannemora	850990
8. Gibbon, Edward F., Warwick	849955
9. Miller, Frederick, Bellerose	840985
10. Bishop, Clifford F., Attica	820990

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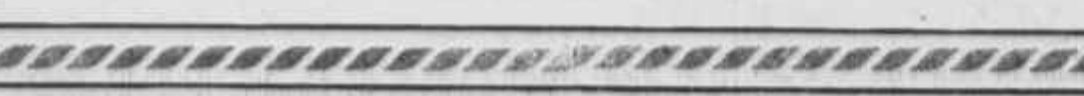


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Bill Proposes Study To Revise All Pension Systems in N. Y. State

ALBANY, Feb. 25 — A study of revision of public employee's retirement systems throughout the state "to bring them up-to-date" was proposed in legislation introduced today in the State Legislature by Senator Seymour Halpern and Assemblyman Samuel Rabin, Queens Republicans.

The bill provides for a temporary commission to study and recommend legislation to modernize the retirement systems of all our public employees. This would be the second part of a task for a major overhauling of the state's complex civil service and retirement laws. The first part, dealing solely with civil service statutes, is now being studied by a temporary commission. So complex is the subject of civil service law revision that the legislation which set up this temporary commission confined itself solely to civil service statutes. Retirement systems remained untouched.

The Halpern-Rabin measure calls for creation of a temporary commission to handle not only state, but also local pension sys-

tems, and to devise plans for the general improvement of these systems.

Dewey Urged It

The Queens legislators recalled that Governor Dewey's message two years ago called existing civil service statutes confusing, antiquated, inadequate and unworkable. He urged an over-hauling for the whole structure.

"We are in complete agreement with the Governor's views," Senator Halpern and Assemblyman Rabin stated. "The first step was taken last year and we feel that it is imperative, because of the huge task involved, that the second step covering all retirement systems, be taken during this session. Study of our retirement systems is long overdue. A streamlining of these statutes will inevitably aid in the administration of the laws and benefit both retired and present workers."

Among the subjects the temporary commission would study would be minimum pensions for low-paid employees, and a lower optional or compulsory retirement for those in hazardous or arduous employment.

How Reform Group Wants Civil Service Improved

Besides asking that the State Civil Service Commission be deprived of administrative powers to be transferred to a personnel director, the Civil Service Reform Association wants other changes. It would like to see the three Commissioners appointed on a non-political basis, to act as the examining and investigating agency, but the recommendations go farther.

Better Grievance Machinery

"One of the great needs in many jurisdictions," the memorandum sets forth, "is settlement of matters in dispute between employees, their superiors, and department heads, which (grievances), without means of settlement, might become so serious as to lower morale and efficiency and even threaten work stoppages."

The present grievance machinery, under the State's Personnel Relations Board, is in the right direction, the memorandum states, but is inadequate. A simpler plan, enacted into law, would be far preferable, the report states. The present Board was created by directive of the Governor.

Exempt Jobs

Other recommendations: All exempt jobs should be estab-

lished by statute, instead of by Commission action.

The unskilled laborers in the Exempt Class in the State should be put in the Labor Class, as in Cities, or in the Non-Competitive class.

Job Transfers

Government should establish job transfer units, not only to facilitate transfers of employees desiring them but to permit the employers to place employees where their skills will be of most value.

More authority should be granted to personnel officers of departments, so that they may deal more effectively with the Civil Service Commission.

Probation

Probationary appointments should be terminable in a month, if an employee proves unsatisfactory. Now the whole probationary term has to be served before the appointing officer may drop an employee as unsatisfactory; to act earlier now the appointing officer must prefer charges. In doubtful cases, it is recommended, appointing officers should be allowed to double the probationary period, with Commission approval.

Positive reports on the results of probationary employment should be submitted by the department

heads to the Commission, including reports on employees who satisfactorily complete the period.

Former Law Against Politics

Establishment of a plan for pooling manpower resources.

Abolition of "special exceptions" from examinations whereby some persons now are appointed in the guise of possessing rare abilities, without examination.

Prohibiting political activities by public employees, so that they may not contribute to political campaign funds, hold office on a political committee or be a candidate for elective public office, with possible forfeit of job for violation. The same general restrictions now placed on NYC Councilmen are recommended for general application. There would be no restrictions concerning voting or expressing one's political views.

Regional Commissions

Creation of regional Civil Service Commissions, with jurisdiction over various counties, towns and villages that so desire, as an economy move, financed by proportionate local assessments. Many localities in New York State have found it financially impossible to support their own separate Civil Service Commissions, the report states.

Advance Notice Of Next Series Of State Tests

Here is an advance report on State exams that will open on Monday, March 3. Do not attempt to apply before then.

There are 10 tests on the list. All are open to the general public. One does not require that applicants shall be State residents. For another there is no written test. For the others there is one.

The list, with exam serial number, title and pay at start and after five annual increments, follows:

No.	Title	Min.	Max.
5011	Assistant plumbing engineer	\$4,710	\$5,774
5012	Junior plumbing engineer	3,846	4,639
5013	Junior sanitary engineer	3,846	4,639
5014	Supervising physical therapist	3,846	4,639
5015	Senior physical therapy technician	3,237	3,996
5016	Physical therapist	3,086	3,845
5017	Senior training technician	4,710	5,774
5018	Training technician	3,846	4,639
5019	Correction institution vocational instructor (beauty culture). No written test	3,237	3,996
5020	Institution photographer	2,784	3,541

*Open to qualified residents of the U. S. Announcements will not be available until March 3, 1952.

Utica City Employees See Officials on Raise And Vacation Schedule

UTICA, Feb. 25—The Salary Committee of the Oneida County chapter of the Civil Service Employees Association met the Mayor and Board of Estimate and Apportionment of the City of Utica and discussed the resolutions adopted by the chapter that the Mayor and the Board requested to consider an increase in pay of \$500 a year for each City of Utica.

The chapter likewise requested the present cost of living bonus, totalling \$200 be included in the permanent base salary.

Further resolutions were presented, requesting the Mayor and the Board to consider granting a five-day week to all City of Utica employees in all departments and offices in line with the practice in industries and other government units.

Vacation Schedule Asked

Consideration of a new vacation schedule for City employees was asked as follows: one year's service, one week; second to fifth years, two weeks; more than five years, three weeks.

The meeting in the Mayor's office lasted an hour. The request of the employees was presented by F. Henry Galpin, salary research analyst for the Association. Also from staff headquarters present were Meade Brown, director of public relations, who handled the local publicity in connection with the meeting, and Laurence J. Hollister, field representative for the Association.

In addition to the members of

the CSEA staff, the members of the Oneida chapter salary committee present were: Chairman Samuel Boreilly, City Engineer; Leo Aiello Water Department; Lee Spinning, Water Department, 1st vice president of the chapter; Allen Schuderer, Water Department; Chester Milostian, Building Inspector, City Hall; Chapman Thomas, Department of Public Works, and Ferdinand Koenig, Oneida County Hospital chapter representative.

In addition to Mayor Boyd Golder present from the Board were James Sapanara, City Engineer; Thomas J. Nelson, City Comptroller, and Dennis O'Dowd, Commissioner of Public Works.

Comment

CHENANGO COUNTY STENOS SEEK RAISE

Editor, The LEADER: The salary of stenographer in the Chenango County Welfare Department, is not properly set up in comparison with the salary of senior typist in other Departments in Chenango County.

The range of salaries at present for senior typists is from \$2,190, \$2,430, while the range for stenographers is \$1,950 to \$2,190.

A stenographer has many more responsibilities and must exercise more skill than a typist.

We would like to have this matter investigated in Chenango County.

We stenographers should at least have the same salary as a senior typist who receives \$240 more a year. We have been at our maximum salary for several years.

TWO STENOGRAPHERS.

Mahoney Bill for New Civil Service Set-up Faces Fight

ALBANY, Feb. 25—Legislation to do away with the three-member State Civil Service Commission was introduced in the State Senate last week.

Walter J. Mahoney, chairman of the State's "Little Hoover" Commission investigating State activities with an aim to improving services, introduced the measure.

In effect it abolishes the State Civil Service Commission and creates the office of State Personnel Commissioner.

While it is still too early for sentiment to have crystallized, Capital observers report growing support for some such recommendations as the Mahoney legislation includes. However, the big question regarding possibility of passage is whether this year, with the behind-the-scenes struggle for convention delegates going on, such a controversial issue will be debated fully and brought to a vote. Strong opposition to some of its provisions presages a fight, if a debate on the measure takes place.

State and County Promotion Exams That Are Open Now

The following State promotion exams are now open. When applying, give serial number and exam title and state that it is a promotion exam. The closing date for applications appears at the end of each notice.

STATE Promotion

5000. ASSISTANT DIRECTOR OF STATE PARKS.

(Prom.), Division of Parks, Department of Conservation, \$9,328 to \$11,021. One vacancy in Albany. Fee \$5. A general list will be established for the Department without preference in appointment to the employees of any promotion unit. Candidates must be permanently employed in the Division of Parks, Department of Conservation for one year prior to April 26, the exam date, in positions allocated to Grade 32 or higher. Tests: written and/or oral, weight 3; service record rating, weight 3; seniority, weight 1; training and experience, weight 3. (Friday, March 21.)

5001. ASSISTANT IN ENGLISH EDUCATION.

(Prom.), Bureau of Secondary Instructional Supervision, Education Department, \$4,710 to \$5,774. One vacancy in Albany. Fee \$4. Candidates must be permanently employed in the Education Department (exclusive of the schools and the State University) for one year preceding, Saturday, April 26, the exam date, as Assistant Education Examiner (English). Tests: written, weight 3; service record rating, weight 2; seniority, weight 1; training and experience, weight 4. (Friday, March 21.)

5002. JUNIOR BIOCHEMIST.

(Prom.), State University, Education Department, \$3,086 to \$3,845. One vacancy at the State University College of Medicine in Syracuse. Fee \$2. Candidates must be permanently employed in the Education Department at the State

University College of Medicine in Syracuse or the State University College of Forestry in Syracuse for one year preceding, Saturday, April 26, the exam date, as Laboratory Technician. Tests: written, weight 4; service record rating, weight 2; seniority, weight 1; training and experience, weight 3. (Friday, March 21.)

5003. PRINCIPAL FILE CLERK.

(Prom.), New York Office, Division of Alcoholic Beverage Control, Executive Department, \$3,237 to \$3,996. Fee \$2. Candidates must be permanently employed in the New York Office of the Division of Alcoholic Beverage Control, Executive Department for one year prior to April 26, the exam date, either as Senior File Clerks or in clerical positions (including clerks, stenographers, typists and machine operators) allocated to G-6 or higher, and must have had three years of experience in the operation and maintenance of files. Tests: written, weight 4; service record rating, weight 2; seniority, weight 1; training and experience, weight 3. (Friday, March 21.)

5004. PRINCIPAL PATHOLOGIST.

(Prom.), Division of Laboratories and Research, Department of Health, \$9,610 to \$11,303. One vacancy in Albany. Fee \$5. Candidates must be permanently employed in the Division of Laboratories and Research, Department of Health for one year as Associate Pathologist. Tests: service record rating, weight 3; seniority, 1; training and experience, weight 6. No written or oral exam. (Friday, March 21.)

5005. SENIOR CIVIL ENGINEER.

(Prom.), Department of Public Works, \$5,774 to \$7,037. One vacancy in Syracuse. Fee \$5. Candidates must be permanently employed in the Department of Public Works for two years pre-

(Continued on page 5)

New Training Courses are Offered By the in NYC and Albany

ALBANY, Feb. 25—Six new evening courses will be opened March 3 in NYC by the Training Division of the State Civil Service Department in cooperation with the NYC Board of Education.

The courses are in statistical theory for advanced students; elementary actuarial methods, including some algebra review; history of New York State governments, methods and procedures, forms and forms control; how to

interview, and occupational information, of special interest to interviewers and counselors.

How to Register

Classes will meet once a week from 6:50 to 9:30 p.m. at Textile High School, 351 West 18th Street, near Eighth Avenue, NYC. All courses are of 15 weeks' duration.

Employees may register by mail until February 27 by writing the Training Division, State Civil Service Department, 270 Broadway,

New York 7, N. Y. Mailed registrations should include the name of the department and office in which the registrant is employed, the office address, and the office telephone number. Each registrant will be notified of the class details prior to the starting date of the training.

Albany Typing Course

Beginning March 3, an afternoon typing refresher course will be offered to State employees by

the Division in cooperation with the Albany Board of Education.

The course, of four weeks' duration, will be given at Albany High School, Monday through Thursday from 2:45 p.m. to 4:45 p.m., to improve typing efficiency.

Nominations must be made through the personnel office of each department to the Training Division not later than February 28. An appointing officer may nominate three employees.

Apply Until March 21 for These State Tests

The following exams by the State Civil Service Department remain open until Friday, March 21. Written tests will be held on Saturday, April 26.

STATE Open-Competitive

6002. Associate Cancer Gastroenterologist, \$7,916 to \$9,610. One vacancy in Roswell Park Memorial Institute, Buffalo; Health Department. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State, plus completion of one year's, or 9 months' accelerated, internship; and (2) three years of residency or clinical specialization in general surgery including experience in abdominal surgery. Open to all U. S. residents. No written test. Fee \$5.

6001. Supervising Tuberculosis Roentgenologist, \$7,916 to \$9,610. One vacancy at J. N. Adam Memorial Hospital, Perrysburg, Department of Health. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State plus completion of one year's, or 9 months' accelerated, internship; and (2) two years of full-time experience on a tuberculosis hospital medical staff including one year of specialization in roentgenology; and (3) either (a) one more year of such experience, or (b) two years of general medical experience, or (c) an equivalent combination of (a) and (b). Open to all U. S. residents. No written test. Fee \$5.

6003. Senior Supervisor of School Medical Service (General), \$6,449 to \$7,804. One vacancy in Albany, Education Department. Requirements: (1) graduation from an approved medical school plus possession of or eligibility for a license to practice medicine in New York State plus completion of one year's, or 9 months' accelerated, internship; and (2) two years of satisfactory medical practice including service as a school physician. Open to all U. S. residents. Open until further notice. Fee \$5.

6006. Senior Librarian (Catalog), \$4,710 to \$5,774. One vacancy in the State Library, Albany. Requirements: (1) possession of or eligibility for a New York State public librarian's professional certificate; and (2) a bachelor's degree plus one full year's training in an approved library school; and (3) one year of professional library experience in a supervisory capacity, involving responsibility for one or more phases of the technical processing of library materials, in a library with at least 300,000 scholarly volumes; and (4) either (a) two more years of experience involving technical processing of library material, or (b) an equivalent combination of professional library training and experience. Open to all U. S. residents. Fee \$4.

6007. Assistant in Citizenship Education, \$4,710 to \$5,774. One vacancy in Albany, Education Department. Requirements: (1) a master's degree in education, government, political science, economics, geography, history or sociology plus possession of or eligibility for a permanent certificate valid for teaching social studies in secondary schools in New York State; and (2) three years of experience in teaching social studies in secondary schools and (3) either (a) one more year of such experience, or (b) 30 additional graduate credits with specialization in subjects listed in (1) above, or (c) an equivalent combination of such experience and graduate training. Fee \$4.

6008. Assistant in Mathematics Education, \$4,710 to \$5,774. One vacancy in Education Department, Albany. Requirements: (1) a master's degree in education or mathematics plus possession of or eligibility for a permanent certificate valid for teaching mathematics in secondary schools in New York State; and (2) two years of experience in teaching mathematics in secondary schools; and (3) either (a) one more year of such teaching experience, or (b) 30 additional graduate credits with specialization in mathematics and/or education, or (c) an equivalent combination of such experience and graduate training. Fee \$4.

COUNTY AND VILLAGE Open-Competitive

6418. Intermediate Social Case Worker (Public Assistance), Westchester County, \$3,075 to \$3,525. One vacancy in the Department of Family and Child Welfare. Requirements: (1) a bachelor's degree with courses in sociology, psychology or allied social sciences and (2) either (a) two years of full-time paid experience, within the last 10 years, in social case work with a public or private social agency adhering to acceptable standards, including 1 year in the family case work field, or (b) one year of such social case work plus one year of graduate study in an approved school of social work, or (c) graduation from a 2-year course in an approved school of social work or (d) a satisfactory equivalent of such training and experience. Fee \$2.

6419. Senior Social Case Worker (Public Assistance), Westchester County, \$3,465 to \$4,005. One vacancy in the Department of Family and Child Welfare. Requirements: (1) a bachelor's degree; and (2) either (a) 4 years of recent full-time paid experience in social case work with a social agency adhering to acceptable standards, including one year in family case work, (b) 2 years of such social case work, including one of family case work plus graduation from a two-year course in an approved school of social case work, (c) a satisfactory combination of such training and experience. Fee \$3.

6414. Assistant Planner (Planning), Westchester County, \$3,615 to \$4,360. One vacancy in the Department of Planning. Requirements: (1) a bachelor's degree in city planning, architecture, landscape architecture, or civil engineering; and (2) one year of experience in planning activities in state, county, municipal or other governmental planning in a governmental or non-governmental agency; and (3) either (a) one more year of such planning experience, or (b) an equivalent combination of additional training and experience. Open to all U. S. citizens. Fee \$3.

6415. Planning Aid (Planning), Westchester County, \$3,075 to \$3,-

675. Present vacancies; one in the Department of Planning. Requirements: Either (a) a bachelor's degree with specialization in city planning, or (b) a bachelor's degree with specialization in architecture, landscape architecture, or civil engineering plus one year of full-time paid experience in State, county, municipal or other governmental planning, or (c) high school graduation plus four years or full-time paid experience in state, county, municipal or other governmental planning, or (d) an equivalent combination of such training and experience gained in a governmental or non-governmental agency. Open to all U. S. citizens. Fee \$2.

6416. Senior Planner (Planning), Westchester County, \$4,035 to \$4,995. One vacancy in the Department of Planning. Requirements: (1) a bachelor's degree in city planning, architecture, landscape architecture or civil engineering; and (2) two years of experience in planning activities in state, county, municipal or other governmental planning in a governmental or non-governmental agency; and (3) either (a) two more years of such planning experience, (b) an equivalent combination of additional training and experience. Open to all U. S. citizens. Completion of 30 graduate credits in city planning will be accepted in lieu of one year of the required experience. Fee \$3.

6421. Junior Sanitation Chemist, Westchester County, \$3,615 to \$4,155. One vacancy in the Department of Laboratories and Research. Requirements: (1) a bachelor's degree with specialization in chemistry, bacteriology, or

sanitary science; and (2) either (a) one year of laboratory experience, preferably in sanitary chemistry, or (b) completion of one full year of graduate study in chemistry, bacteriology, or sanitary science, or (c) an equivalent combination of such graduate training and experience. Open to residents of New York, New Jersey Connecticut and Massachusetts. Fee \$3.

6422. Senior Sanitary Chemist, Westchester County, \$5,055. One vacancy in the Department of Laboratories and Research. Requirements: (1) a bachelor's degree with specialization in chemistry, bacteriology or sanitary science; and (2) one year of professional laboratory experience in sanitary chemistry; and (3) either (a) three more years of such experience, or (b) a master's degree in chemistry, bacteriology, or sanitary science plus 2 more years of such experience, or (c) an equivalent combination of graduate training and such experience. Open to qualified residents of the United States. Fee \$4.

6427. Laboratory Technician, Wyoming County, \$2,100 to \$2,325. Two vacancies in the County Laboratory. Requirements: Either (a) high school graduation with courses in physics and chemistry plus two years of experience in public health or hospital laboratory, or (b) two years of college with courses in chemistry, biology, bacteriology and related fields plus one year of experienced in a public health or hospital laboratory, or (c) an equivalent combination of such training and experience. Open to qualified residents of the U. S. Fee \$2.

Income Tax Guide For Public Employees

By HERMAN BERNARD

The cost of uniforms, if borne by the employee, is deductible, under the Federal income tax law, where the uniforms have to be worn as on the job and can not be used in place of street clothes. Thus uniforms of policemen, firemen, nurses, guards and the like, if not furnished by the employer, afford a deduction. So does the cost of laundering, if the uniforms have to be changed daily and are laundered at the employee's expense, or if the employer requires the uniforms to be kept on the work premises.

Back Pay

Sometimes employees are awarded back pay, particularly in successful reinstatement suits and in NYC in administrative or court cases in which they seek the higher rates of pay prevailing in private industry, applicable to labor type employees engaged on public works. They don't have to include as income, for the tax year in which the back pay was received, every cent that they got; that might skyrocket their tax. They may spread the back pay over the prior years to which it applies, when taxes were lower, but to do it, they'll need the help of a tax adviser; the rules are complicated.

Other Tax Savings

In addition, possibly large deductions may be made for taxes paid. These include the State income tax, the gasoline tax, the car registration tax and the driver's or chauffeur's license tax, as well as any sales taxes paid, as the 3 per cent sales tax in NYC, or the hotel occupancy tax. In cases of ownership of real estate, the realty tax, the interest on the mortgage, and casualty losses on the house or other building, are deductible 100 per

cent. This is true whether or not the house is rented in part or in full, for rent, wholly occupied by the owner, or just left vacant without attempt at renting. If a tenant shares the house with the owner, the 100 per cent deduction still applies. Do not make the mistake of reducing real estate taxes, interest on mortgage, or casualty loss by the fraction represented by the tenant's share of the occupancy. Such reduction applies to depreciation, repairs and other expenses, but NOT to real estate taxes, interest on mortgage, or casualty loss.

Social Security Tax Refund

Some persons worked for more than one employer and each employer deducted 1½ per cent for Social Security tax on income up to \$3,600. Since succeeding employers usually aren't told what previous employers deducted for Social Security, each new employer starts deducting from scratch. The year's deductions often exceed the \$54 limit. The taxpayer is entitled to a refund of the difference. He should fill out Forms 843 and 88-9A. The amount of the excess is then entered on Item 2, Page 1 of the 1040, as if an excessive withholding for income tax purposes. Under "Where Employed," on Page 1, write "FICA tax" (Federal Insurance Contributions Act). Write in the amount of excess under "Income Tax Withheld" and leave the other spaces blank.

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STATE TESTS OPEN NOW

STATE Promotion

(Continued from page 3)
5006. SENIOR DAMAGES EVALUATOR. (Prom.), Motor Vehicle Bureau, Department of Taxation and Finance, \$4,568 to \$5,632. One vacancy in Albany. Fee \$4. Candidates must be permanently employed in the Department of Taxation and Finance, one year preceding Saturday, April 26, the exam date, as Damages Evaluator. Tests: written, weight 3; service record rating, weight 3; seniority, weight 1; training and experience, weight 3. (Friday, March 21).

5007. HEAD CLERK. (Prom.), Corporation Tax Bureau, Department of Taxation and Finance, \$4,136 to \$4,923. One temporary vacancy in Albany. Fee \$3. Candidates must be permanently employed in the Corporation Tax Bureau of the Department of Taxation and Finance at Albany for one year prior to Saturday, April 26, the exam date, in clerical positions (including clerks, stenographers, typists, and machine operators) allocated to G-10 or higher. Tests: written, weight 3; service record rating, weight 3; seniority, weight 1; training and experience, weight 3. (Friday, March 21).

5008. CHIEF CLERK (TRUCK MILEAGE TAX). (Prom.), Department of Taxation and Finance, \$5,135 to \$6,200. One vacancy in the Truck Mileage Tax Bureau in Albany. Fee \$4. Candidates must be permanently employed in the Department of Taxation and Finance for one year prior to Saturday, April 26, the exam date, in clerical positions (including clerks, typists, stenographers, and machine operators) allocated to G-16 or higher. Tests: written, weight 3; service record rating, weight 3; seniority, weight 1; training and experience, weight 3. (Friday, March 21).

5009. CHIEF CLERK (Unemployment Insurance Benefits). (Prom.), Department of Taxation and Finance, \$5,135 to \$6,200. One vacancy in the Albany office. Fee \$4. Candidates must be permanently employed in the Department of Taxation and Finance prior to Saturday, April 26, the exam date, in a clerical position allocated to either G-16 or higher for one year or G-10 or higher for two years. Tests: written, weight 3; service record rating, weight 3; seniority, weight 1; training and experience, weight 3. (Friday, March 21).

5900. UNEMPLOYMENT INSURANCE MANAGER. (Prom.), Division of Placement and Unemployment Insurance, Department of Labor, \$4,923 to \$5,987. Fee \$4. Candidates must be permanently employed in the Division of Placement and Unemployment Insurance for one year preceding Saturday, April 26, the exam date, as Senior Unemployment Insurance Claims Examiner or Assistant Employment Security Manager. Tests: written, weight 3; service record rating, weight 2; seniority, weight 1; training and experience, weight 4. (Friday, March 21).

5901. SENIOR UNEMPLOYMENT INSURANCE CLAIMS EXAMINER. (Prom.), Division of Placement and Unemployment Insurance, Department of Labor, \$4,425 to \$5,313. Fee \$3. Preference in certification will be given to employees of the promotion area in which the vacancy occurs, after which appointments will be made from the general list. Candidates must be permanently employed in the Division of Placement and Unemployment Insurance for one year preceding Saturday, April 26, the exam date, as Assistant Unemployment Insurance Claims Examiner or Assistant Employment Security Manager. Tests: written, weight 4; service record rating, weight 2; seniority, weight 1; training and experience, weight 3. (Friday, March 21).

5902. SENIOR EMPLOYMENT INTERVIEWER. (Prom.), Division of Placement and Unemployment Insurance, Department of Labor, \$4,281 to \$5,084. Fee \$3. Preference in certification will be given to employees of the promotion area in which the vacancy occurs, after which appointments will be made from the general list. Candidates must be permanently employed in the Division of Place-

ment and Unemployment Insurance for one year preceding Saturday, April 26, the exam date, as Employment Interviewer. Tests: written, weight 3; service record rating, weight 2; seniority, weight 1; training and experience, weight 4. (Friday, March 21).

COUNTY AND VILLAGE Promotion

5400. INTERMEDIATE CLERK. (Prom.), Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. The eligible list will be used to fill appropriate vacancies. Preference in certification will be given to eligibles in the promotion unit in which the vacancy exists. Candidates must be permanently employed in the Westchester County Service for six months preceding the exam date, Saturday, April 5, and must have either (a) five years of general office experience; or (b) one year of general office experience and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Tests: written 6; service record rating, weight 3; seniority, weight 1. (Friday, February 29.)

5401. INTERMEDIATE STENOGRAPHER. (Prom.), Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. The eligible list will be used to fill appropriate vacancies. Preference in certification will be given to eligibles in the promotion unit in which the vacancy exists. Candidates must be permanently employed in the Westchester County Service for six months preceding the exam date, Saturday, April 5, and must have either (a) five years of general office experience of which one year shall have included stenography; or (b) one year of general office experience including stenography and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Tests: written, and performance, weight 6; service record rating, weight 3; seniority, weight 1. (Friday, February 29.)

5402. INTERMEDIATE TYPIST. (Prom.), Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. Preference in certification will be given to eligibles in the promotion unit in which the vacancy exists. Candidates must be permanently employed in the Westchester County Service six months preceding Saturday, April 5, the date of the exam, and must have either (a) five years of general office experience of which one year shall have included typing; or (b) one year of general office work including typing and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Tests: written, and performance, weight 6; service record rating, weight 3; seniority, weight 1. (Friday, February 29.)

COUNTY OPEN

6400. JUNIOR CLERK. Westchester County, \$2,085 to \$2,325. Several vacancies. Fee \$1. The eligible list will also be used to fill appropriate vacancies. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. If eligible, candidates may compete in No. 6401, Junior Stenographer, No. 6402, Junior Typist, No. 6403, Intermediate Clerk, No. 6404, Intermediate Stenographer, No. 6405, Intermediate Typist. A separate application and fee must be filed for each. Candidates must have either (a) four years of general office experience; or (b) completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Tests: written, weight 10. Appointees must pass a medical examination before appointment. (Friday, February 29.)

6401. JUNIOR STENOGRAPHER. Westchester County, \$2,-

EMIGRANT SAVINGS BANK WILL INCREASE DIVIDEND

John T. Madden, president of the Emigrant Industrial Savings Bank, 51 Chambers Street, NYC, announced that with present earnings containing satisfactorily a dividend at the increased rate of 2 1/2 per cent a year will be paid for the six months' period from January 1 to June 30, 1952, on all balances of \$5 or more remaining on deposit to the end of the current dividend period. The present policy of allowing dividends from day of deposit will be continued.

235 to \$2,475. Several vacancies. Fee \$2. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. The eligible list will be used to fill appropriate vacancies. Candidates may compete also in No. 6400, Junior Clerk; No. 6402, Junior Typist; No. 6404, Intermediate Clerk; No. 6404, Intermediate Stenographer; No. 6405, Intermediate Typist. A separate application and fee must be filed for each. Candidates must have either (a) four years of general office experience, including some stenography; or (b) completion of a high school course including or supplemented by courses in shorthand and typing; or (c) a satisfactory equivalent combination of the foregoing training and experience. Appointees must pass a medical examination before appointment. Tests: written, weight 4; performance, weight 4; shorthand, typing, weight 2. (Friday, February 29.)

6402. JUNIOR TYPIST. Westchester County, \$2,085 to \$2,325. Several vacancies. Fee \$1. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. The eligible list will be used to fill appropriate vacancies. Candidates may also compete in No. 6400, Junior Clerk; No. 6401, Junior Stenographer; No. 6403, Intermediate Clerk; No. 6404, Intermediate Stenographer; and No. 6405, Intermediate Typist. A separate application and fee must be filed for each. Candidates must have either (a) four years of general office experience, including some typing; or (b) completion of a senior high school course, including or supplemented by a course in typing; or (c) a satisfactory equivalent combination of the foregoing training and experience. Appointees must pass a medical examination before appointment. Tests: written, weight 4; performance, weight 6. (Friday, February 29.)

6403. INTERMEDIATE CLERK. Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. The eligible list will be used to fill appropriate vacancies. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. A promotion examination for the position will be held at the same time. The promotion list will be used first in making appointments. Candidates may compete also in No. 6400, Junior Clerk; No. 6401, Junior Stenographer; No. 6402, Junior Typist; No. 6403, Intermediate Clerk; No. 6405, Intermediate Typist. A separate application and fee must be filed for each. Candidates must have either (a) five years of general office experience; or (b) one year of general office experience and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Appointees must pass a medical examination before appointment. Tests: written, weight 4; performance, weight 4; shorthand, typing, weight 2. (Friday, February 29.)

6404. INTERMEDIATE STENOGRAPHER. Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. The eligible list will be used to fill appropriate vacancies. A promotion examination will be held at the same time. The promotion list will be used first in making appointments. Candidates may also compete in No. 6400, Junior Clerk; No. 6401, Junior Stenographer; No. 6402, Junior Typist; No. 6403, Intermediate Clerk; No. 6405, Intermediate Typist. A separate application and fee must be filed for each. Candidates must have either (a) five years of general office experience of which at least one year shall have included stenography; or (b) one year of general office experience including stenography and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Appointees must pass a medical examination before appointment. Tests: written, weight 4; performance, weight 4; shorthand, typing, weight 2. (Friday, February 29.)

(Other county promotions, Page 13.)

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ELEVENTH YEAR

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TUESDAY, FEBRUARY 26, 1952

Legislature Must Raise Pensions

The voters decided last November that the Legislature should be granted authority to increase pensions and, while the new amendment to the State Constitution was permissive, it constituted a morale mandate to the Legislature. It is inconceivable that when the voters have spoken either the State Administration or the Legislators could remain silent. Sidetracking popular will is just not the American way of doing things.

A few implementing bills have been introduced in the Legislature by individual Legislators acting for employee groups. One such bill, drafted by the Civil Service Employees Association is, so far as can be told in the hectic circumstances of 1,600 bills dumped into the hopper on the last day, the only all-inclusive one. The upstate teachers had a bill introduced that would benefit them. The CSEA bill would benefit all who come within its sensible, temperate and conservative purview. The CSEA bill provides:

1. A minimum pension of \$1,200 for retired employees with 20 years' service.
2. A minimum pension of \$1,500 for retired employees with 25 years' service.
3. No pensioner to receive an increase of more than \$500 a year.
4. Only pensioners getting less than \$2,000 a year would be covered.
5. Pensioners now getting under \$1,200 a year could get a maximum of \$500 a year additional.
6. Pensioners getting over \$1,200 a year (but less than \$1,700) could get a maximum of \$300. A pensioner getting \$1,900 a year could obtain an additional \$100 a year, for instance, provided other provisions of the formula were met.

The CSEA bill would make action by the State in regard to its employees and to members of the New York State Teachers Retirement System mandatory on a 100 per cent State-defrayed basis, while for localities the additional cost would be shared equally by the State and the locality.

Combined Obligation

There are hundreds of pensioners with 20 or 25 years' service who receive annual retirement allowances of only \$400 to \$500, pittances which represent fulfillment of a legal obligation but disregard of a moral one. Many more employees, while receiving greater retirement allowances, are so far below the subsistence level that they too should be granted larger allowances, and without delay.

It is sincerely hoped that the Association's bill, or one that carries similar terms into effect, will be enacted. The State Administration can have such a bill introduced through committee action, or can back the Association bill. But in any event the voters' moral mandate, and the plight of many hundreds of needy pensioners, must not be neglected.

Decency and duty combine to require immediate action.

NO MAXIMUM AGE FOR TECHNICAL WRITERS, EDITOR

The maximum age limit of 62 has been removed in the U. S. exam for filling jobs as technical writer and editor at Fort Monmouth, N. J. Appointing officers are not required to appoint eligibles who are over age 62. Apply to Board of Civil Service Examiners, Headquarters, Signal Corps Center and Fort Monmouth, Fort Monmouth, N. J. There are never any age limits for veterans.

MONEY ENOUGH FOR ANOTHER \$250, SAYS CIO

John P. Power, national representative, Government and Civic Employees Organizing Committee, said that \$3,000,000 a month, transferred by NYC from salary and wage accounts to unbudgeted items, represents \$36,000,000 a year taken out of the pockets of City employees. He said that the appropriation for the present budget was large enough to provide an additional \$250 bonus and that the transfer proves it.

Civil Service Rights

By MORRIS WEISSBERG



Morris Weissberg

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

INCLUSION OF BONUS IN PENSION COMPUTATION

Article V, section 7 of the New York Constitution provides, in substance, that after July 1, 1940, membership in a public employee's retirement system shall be a contractual relationship, the benefits of which shall not be diminished or impaired.

One of the benefits is a retirement allowance, part of which is a pension, payable from funds contributed by the employer, consisting of a fixed percentage of salary.

In recent years, the compensation of public employees has been increased by bonuses. Often waivers were required, to confine bonus benefits to pay. One condition is that the bonus shall not increase the employee's pension or retirement allowance. Such a condition is usually expressed in the resolution granting the bonus. In other cases, employees must sign a waiver of any right or claim to have their pension and retirement allowance computed with bonus effect included.

What a Bonus Is

"Bonus" usually means a gift, but any cost-of-living bonus added to the compensation of public employees could not be a gift of public funds, which is prohibited by the New York Constitution. Rather, such a bonus is compensation for personal services rendered, "as an addition to the regular salary."

As a part of the compensation of a public employee, a bonus could otherwise be included in the computation of pension or retirement allowance.

The power to exclude is said to be derived from the power to give or withhold. But government also has discretionary power to grant merit increases in regular salary. Such power was never used to exclude computing merit increases in pension and retirement allowance determination. Moreover, if such power exists, then the major portion of the compensation of employees (except where fixed by statute) could be excluded from the pension or retirement allowance simply by calling it a bonus and providing for such exclusion.

A Contract

Since a pension and retirement allowance computed upon the employee's compensation is a contractual benefit of membership, protected by the Constitution against diminution or impairment, the exclusion of a part of such compensation from the computation of the pension and retirement allowance is a diminution and impairment of this benefit of membership.

However, in the case of *White v. Hussey* the Court said that "the constitutional provision does not prohibit an agreement" that cost-of-living bonus shall not be deemed compensation for the

purpose of computing a pension. But section 8-a of the Civil Service Law prohibits public officials from requiring employees to waive any rights under the Civil Service Law. The State Comptroller has ruled that a provision in a resolution by a city's salary-fixing authorities that a bonus shall not be deemed increased compensation for retirement purposes was not binding upon the Comptroller as head of the State Employees' Retirement System in which the city was a contributing employer (1946). This opinion of the Comptroller was sustained in *Matter of N. Y. Public Library v. City of N. Y.*, affirmed by the Court of Appeals.

The library employees, as a condition of the City's becoming a contributing employer in the State Employees' Retirement System in their behalf, agreed in writing that bonus shall not be deemed compensation in their case. The Court refused to enforce the agreement and said that "no waiver or agreement between the City and the library employees can alter the rights or obligations of either in relation to the State Retirement System."

In two other cases, the Supreme Court, Westchester County, decided that a provision in a resolution of the salary-fixing authorities that the bonus shall not be deemed compensation for the purpose of computing any pension is not binding upon any employee who did not sign any written agreement to that effect. (*Sawyer v. Church*, 1951).

It has also been argued that employees are not entitled to compute their pensions upon any bonus paid them, since they made no salary contributions to the retirement system upon such

cost of living bonus. But retirement laws require disbursing officers to make payroll deductions on the basis of the compensation of employees. The failure of the disbursing officer to make the full statutory deductions from an employee's compensation, with or without the employee's consent thereto, does not deprive the employee of his right to all the benefits of membership in the retirement system (*Matter of Tobin*, affirmed by the Court of Appeals).

Whose Responsibility?

Moreover, any employee's failure to make salary contributions to a retirement system based on bonuses paid to him does not affect the employer's obligation to pay a pension computed upon the employee's total compensation including the cost-of-living bonus. The pension is derived solely from funds of the employer. No part of the employee's contributions go to make up any part of the member's account. Out of such account in the annuity savings fund, an annuity is paid to a member upon retirement. Such annuity is the actuarial equivalent of the total amount of the employee's salary contributions on the day of retirement, with regular interest thereon.

At most, an employee's failure to make salary contributions upon cost-of-living bonuses received by him, would leave him with a lesser amount of money in his annuity savings account than he might have paid into such account prior to retirement. This would result in a smaller annuity for the employee after retirement, but it wouldn't in any way affect the amount of the pension to be paid by the employer.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Can You Be Medically Disqualified When Physicians Disagree?

SUPPOSE that as the result of a medical examination conducted by a physician designated by your civil service commission, you are found not qualified for the position you seek. Suppose also that your own physician disagrees with this opinion, but that the civil service commission nevertheless disqualifies you on medical grounds. Would the fact that physicians disagreed as to your condition and its effect on your ability to perform the duties of the job bar the commission from deciding against you?

Let's see what happened in a case decided by the Appellate Division of the Supreme Court, First Department. It appears that during the war emergency, at a time when the regular eligible list for NYC Patrolman had been exhausted, an eligible, *Ciasulli*, was certified, subject to investigation, from the list for Special Patrolman. As the result of the investigation conducted during his probationary term, a medical defect was disclosed. On the basis of this medical condition, the Municipal Civil Service Commission removed the appointee from the list and, thereby, rescinded his certification and appointment.

Jury Verdict Ignored

The ex-patrolman thereupon made application to the courts for reinstatement to the list on the ground that the action of the commission had been arbitrary, capricious and not in the exercise of due discretion. This allegation was apparently based upon the commission's refusal to accept, as controlling, statements by the patrolman's physicians or his offer to submit to an examination by "any disinterested medical expert of acknowledged reputation." The commission had apparently relied on a report of its own physician who had personally examined the appointee.

A jury trial on the issues of fact resulted in a verdict for the patrolman. However, this verdict was set aside by the trial judge who dismissed the petition for reinstatement. (Supreme Court, N. Y. County Trial Term 5/9/49 N. Y.L.J., *Brisach, J.*)

The petitioner thereupon appealed to a higher court.

Verdict Properly Set Aside

The Appellate Division, reviewing the lower court's action, pointed out that while a jury's verdict in this type of case was not merely advisory in nature, the lower court had acted within its authority and properly in setting aside the verdict and dismissing the petition. It noted that the evidence before the jury tended to prove only that there was a difference of opinion among the medical experts and did not establish that the action of the local commission was arbitrary and without reasonable basis. It was clear that petitioner was not entitled to reinstatement and the petition could be dismissed by the court at any time prior to a final order against the local commission.

Commission Not Barred By Certification

The appellate court then considered whether the civil service commission had power to rescind the certification in this case. It decided that on the facts of this case, the commission had power to reach and correct its error in certification, which was conditional under an established rule. The disqualification, according to the commission's medical expert was of permanent nature and was discovered during the petitioners' probationary term and before he had attained permanent status. He had been granted a full opportunity to submit contrary evidence upon the matter in issue. The commission's action having been proper, the appellate court affirmed the lower court's action. (*Ciasulli v. McNamara*, 277 App. Div. 541.)

Water Dept. Guild Officers Installed

Charles Hull, past president, installed the new officers of the Catholic Guild of the NYC Department of Water Supply, Gas & Electricity at a meeting at Werdermann's Hall. They are Frank McDonald, president; Michael Cosentino, vice president; John Englert, treasurer and financial secretary; Elizabeth Pearson, recording secretary; Dorothy Reilly, corresponding secretary; Albert Miller, marshal.

The Guild will receive corporate communion at St. Andrews Church at the 9 a. m. Mass on Sunday, April 20. Breakfast will be eaten at the Hotel New Yorker.

Activities of Civil Service Employees in N. Y. State

J. N. Adam Memorial Hospital

J. N. ADAM Memorial Hospital chapter, CSEA, met in the School Hall. President Edith Kimmel and Vice-President Frank Tourville were hospitalized. Miss Barrett, secretary, presided.

Highlight of the meeting was the report by Mrs. Mabel Larkin, delegate to the Western New York Conference at Buffalo, on January 26. Her remarks were not only concise but very interesting. The JNAMH was well represented at the conference meeting. Besides Mrs. Larkin, delegate, and Miss Kimmel, president, ten other members attended. All reported a very enjoyable evening.

We hope before another meeting rolls around that our president, vice-president and Mrs. Velma Yeager, chairman of the membership committee, will be well.

Brooklyn State Hospital

THE BOARD OF DIRECTORS of Brooklyn State Hospital chapter, CSEA, expressed dissatisfaction of the proposed 6 per cent pay increase which the State Administration was offering to employees. As a result a general membership emergency salary meeting has been called for Friday, February 29, at 4:15 p. m., in Long Room next to the Community Store. Chapter President Arnold Moses urges all members to attend to learn what they can do to help themselves in their salary checks. He also urges all employees to write to the Governor, Senator Seymour Halpern, and Assemblyman Fred W. Preller, asking the restoring of the \$300 minimum and to Senator Halpern and Assemblyman Orin Wilcox, urging a 10 per cent salary increase.

Delegates to the annual spring business meeting in Albany will be instructed at the special salary meeting as to the chapter's wishes on certain resolutions which are expected to be brought up.

The Metropolitan Conference chapter presidents met here last Thursday evening. Chairman Sidney Alexander presided over a lively discussion which concerned the proposed 6 per cent pay increase. The general feeling of dissatisfaction was expressed by the chapter presidents on the proposed 6 per cent increase. Charles R. Culyer, field representative of CSEA, told of the Association's pay bills.

We congratulate Sidney Halkin on his recent promotion and transfer to Hudson River State Hospital. All his friends will miss him.

We welcome back Mrs. Bernice Mullane from her recent leave. Employees visiting the Sick Bay are happy to see her smiling face again.

The following employees are enjoying a vacation under the Miami moon: Mrs. Anna Frain, Miss F. Rubin.

Mr. and Mrs. John Regan recently returned from a visit to Massachusetts.

Congratulations to Mrs. Pearl Irriberry, who can now be called Grandmother Irriberry.

The following employees are making good recovery in the sick bay: Antolino Pagan, Dominick Perrone, Tim Leonard Peg Dowling and Dominick Aloia.

Mrs. William Beh is showing a good improvement after recent surgery. Mrs. Jane Kelly is recuperating at home from her recent illness. Mrs. Lillie Nash is doing well.

Our sincere sympathy to Mr. and Mrs. Wilfred DePeyster on the recent loss of Mrs. DePeyster's father.

Attica Prison

TROOP 60, Boy Scouts of America, sponsored by the Attica Prison chapter, CSEA, held its annual Father and Son dinner at the Attica High Schol. Hayden Dadd, master of ceremonies, paid tribute to the Scout mothers who prepared and served 150 turkey dinners.

Introduced were the Troop 60 Scout committee members: Chairman Victor Andrews, Elton Werner, Harold Leslie, Edwin Lyons, Edward Gatgen, Aldon Logan, and Allen Mills. From Wiscovy District Jay C. Carmichael, chairman, was present with Dr. Charles E. Bartlett, commissioner; Robert Young, scout executive. Others attending were: Mr. Polletis, leader

of the explorer group; Woodrow Ruff, assistant scout master; John Drew, scout master, and Harry Joyce, president of the Attica chapter.

The following received Scout pins and a thunderous "Heap How": Victor Andrews, Edward Gatgen, Elton Werner, Edwin Lyons, Allen Mills, Aldon Logan, Harold Leslie, Joseph Heller, Laverne Harris, Charles Ball, and Woodrow Ruff.

Guest speaker was Leo Kennedy, supervisor of general investigation of the Federal Bureau of Investigation, Buffalo. He was an investigator of sabotage during World War II. His talk centered on the vocational perspective of the FBI, emphasizing the qualifications of a special agent of the Bureau.

Perfectly clean slate of character, with no juvenile delinquency record; college graduation; 5 ft. 7 in., 147 lbs. and 20/20 vision minimum.

Men of 18 years, who are in good physical health, and who may later aspire to join the FBI, may apply for positions in Washington, D. C., as tour leaders, fingerprint experts and at the Government Printing Office at \$2,750.

The Bureau investigates, and

has jurisdiction over, the following violations of Federal law: kidnapping, bank robbery, car theft (under a national interstate act), extortion, impersonation of Federal officers, bribery, undermining national security, Selective Serv-

ice violations, sedition, treason, espionage, and counter-espionage. In a question-and-answer period Mr. Kennedy informed the Scouts that narcotic case investigation and enforcement is the duty of Treasury Department agents.

Bootleg activities are investigated by the Alcohol Tax Unit of the Treasury Department.

Mr. Kennedy closed with best wishes for the success of good scouting.

Commissioner Bartlett told of the new group insurance plan for the District whereby each Scout will be insured for \$1,000 death benefit and \$500 medical protection for accident coverage in all Scout enterprises at \$1 a year per Scout. At present the Council has insurance against accidents at Camp Sam Wood. However, the claimant must prove negligence. It is hoped that the new plan of insurance will be acceptable to all as a more complete coverage for the Council.

Movies on outdoor life were shown in the auditorium after the dinner, thanks to Ralph Jaynes.

The new system of vacation periods for custodial personnel is to go into effect April 1. The personnel will receive two weeks vacation every four months. Included are also the accumulated holidays.

Many thanks to The LEADER for the well-written and prominently displayed article on the educational-rehabilitation plan at Attica.

Eligible Lists

STATE Open-Competitive

- ASSISTANT BUILDING STRUCTURAL ENGINEER.**
- Department of Public Works
1. Zampol, John, Menands 84750
 2. Snyder, Fred W., Cambria Hrt 84500
 3. Snow, Lancy, Millers Mills 82600
- SALES ASSISTANT FOR THE BLIND.**
- COMMISSION FOR THE BLIND.
- State Department of Social Welfare.
1. Goodman, Milton L., Bklyn 81380
 2. Lobiner, James E., Waterliet 80280
 3. Seewald, Carl, Bronx 88400
 4. Kogan, Philip B., Bklyn 88080
 5. Laeter, Emmanuel D., Bklyn 87200
 6. Childs, Richard M., Delmar 80980
 7. Furman, Selma G., Bronx 84240
 8. Shapiro, Louis, Bronx 84150
 9. Kluser, Esther E., NYC 83400
 10. Cherry, Ralph P., Bronx 82800
 11. Siegel, Jay S., L. I. City 82300
 12. MacRobert, Lollah, NYC 81000
- SENIOR COST ACCOUNTANT (INSURANCE).**
- Insurance Department.
1. Chance, Lester M., Bklyn 83100
 2. Kearney, Agnes V., NYC 77650
 3. Drott, Daniel J., Bronx 75780

ASSOCIATE COST ACCOUNTANT (INSURANCE).

- State Insurance Dept.
1. Hirst, Ernest L., New Orleans 76500
- COST ACCOUNTANT (INSURANCE).**
- State Insurance Dept.
1. Landau, Murray J., Bklyn 80480
 2. Hauser, Frank, St. Albans 82740
 3. Lowe, Fred N., Jamaica 75700
- Promotion**
- ASSISTANT INSURANCE EXAMINER.**
- (Prom.), State Insurance Department.
1. Brigt, Walter S., Elmhurst 84300
 2. Gouhl, George L., Bronx 84100
 3. Asherou, Harold F., Wantagh 84100
 4. Schonecker, G. W., Congers 82400
 5. Fischer, Harry, Floral Pk 80710
 6. Breine, Irving, Bklyn 78200
- SENIOR CLERK (PAYROLL), MAIN OFFICE.**
- (Prom.), State Dept. of Correction.
1. Laro, Sally E., Troy 82200
 2. Vrijan, Margaret, Waterliet 82800
- SENIOR CLERK (TARIFF).**
- (Prom.), Dept. of Public Service.
1. Wilsey, Marian W., Schty 92050
 2. Madigan, Marjorie, Albany 80700
 3. Miller, Seymour, Troy 85170
 4. Kania, Marion F., Waterliet 81010

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4,000 Subway Jobs at \$62.40; Exams Open in NYC on March 5

An analysis of opportunities for maintainer's helper jobs in the NYC Board of Transportation shows 1,555 present vacancies and that during the life of the eligible lists to be established in exams about to open, 4,050 jobs will be filled permanently.

The NYC Civil Service Commission, always conservative in its estimate of job prospects, lists the 1,555 vacancies in the five types of helper jobs and states, as to each, that 100 additional are expected before the lists are established, making the figure 2,055.

The 4,050 figure was determined by proportion, using the four-year legal life of a list as the basis.

Some or all of the lists may be exhausted before they expire, which would mean that job prospects had improved even beyond the estimate. The biggest opportunities are in Group E (steam plant).

Open on March 5

For two of the groups, A and C, electrical training or experience is required. A single written test probably will be given for both, but to compete in both, one must file two separate applications and pay two fees.

Group B requires capabilities in connection with mechanical equipment; Group D, competence in doing carpentry, masonry, plumbing and sheet metal work as a helper.

Education of equivalent value may be substituted in all instances.

Applications for the exams will be issued to the public at the Commission's bureau, 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office. The dates are Wednesday, March 5 to Thursday, March 20. Hours are 9 to 4; Saturdays, 9 to noon. The very last moment to apply is 4 p.m. on March 20. At that time all on line will be accommodated, but after 4 p.m. no additions to the line will be permitted.

\$62.40 a Week

A large response to all the exams is expected, especially because of the 40-hour week, and the pay of \$1.56 an hour at start, or \$62.40 a week in each case.

The Commission has taken extreme care in the preparation of the exam notices, so that all candidates will know just what will be expected of them to qualify under training and experience and be informed of the general nature of the written test.

In each written exam the pass mark is 70 per cent. The test is the only competitive one. Before appointment, eligibles must pass a medical-physical test conducted by the Commission, and a separate medical test given by the Board.

Physical Test Described

The Commission's qualifying physical test will require a broad jump of not less than four feet, and successive lifting of a 40-pound dumbbell with one hand and a 45-pound dumbbell with the other. Each lift must be a full arm's length above the head.

All candidates will be permitted to take the written test. Training and experience of only those who pass will be checked. This is one of the Commission's recent efficiency-economy moves, taken on the ground that checking claims of those who later turn out to be failures in a written test is a complete waste of time and money.

The application fee in each instance is \$3.

Candidates expecting to be graduated in June, 1952, may substitute education for experience by anticipating graduation, subject to later proof.

The tentative exam dates have been announced, all on Saturdays: April 19—Group E (steam) May 19—Group B (mechanical) June 7—Groups A and C (electrical) September 27—Group D (carpentry, iron work, masonry, plumbing, sheet metal).

Official requirements and other official facts are set forth in the following:

GROUP A (EXAM 6512)

Minimum Requirements

One of the three following: (a) three years' recent experience as a helper or mechanic in the maintenance, repair, construction, or installation of electrical equipment, of the general type described below under Duties, except that railroad experience is

not required; or (b) graduation from a trade or vocational school, technical high school, or college with day courses in the electrical field; or (c) an equivalent combination of (a) and (b).

Duties

To assist the maintainers and the supervisory employees in the performance of the following work depending on assignment:

(1) the maintenance, installation, inspection, testing, alteration, repair, and cleaning of all types of railroad signal apparatus including signals, automatic train stops, track circuit equipment, interlocking machines, and allied apparatus;

(2) the maintenance, installation, inspection, testing, alteration, repair, and cleaning of telephones, emergency alarms, fire alarms, clocks, and associated apparatus;

(3) the maintenance, installation, inspection, testing, alteration, repair, and cleaning of the power feeder systems in the subway, elevated lines, surface lines and yards including cables, contact rail connections, negative rail connections, electric switches, overhead trolley systems and pole excavations, and allied equipment;

(4) the maintenance, installation, inspection, testing, alteration, repair, and cleaning of the station and tunnel lighting equipment, and associated equipment;

(5) the maintenance, installation, inspection, testing, alteration, repair, and cleaning of remote controlled d.c. line circuit breakers and associated control equipment.

The written test will evaluate general intelligence, reasoning ability, and knowledge of the basic principles and practices of electrical work.

GROUP B (EXAM 6514)

Minimum Requirements

One of the three following: (a) three years' recent experience as a helper or mechanic in the maintenance, repair, construction, or installation of mechanical equipment of the general type described below under Duties, except that railroad experience is not necessarily required; or (b) graduation from a trade or vocational school, technical high school, or college with a day course in the mechanical field; or (c) an equivalent combination of (a) and (b).

Duties

To assist the maintainers and the supervisory employees in the performance of the following work, depending on assignment:

(1) in the car shops, in the maintenance, installation, inspection, testing, alteration, and repair of all parts of the multiple-unit car equipment, including car bodies, doors, motors, trucks, air brakes, and associated equipment;

(2) in the maintenance of way department, in the maintenance, installation, inspection, testing, alteration, and repair of turnstiles, elevators and escalators, blowers and fans, pumps and compressors, sewage ejectors, and all associated equipment;

(3) in the bus shops, in the maintenance, installation, inspection, testing, alteration, and repair of all parts of buses and other automotive vehicles, including bodies, engines, transmissions, and accessories;

(4) in any department of the transit system, in the maintenance, installation, inspection, testing, alteration, and repair of shop equipment and the operation and maintenance of heating plants, including the handling and firing of fuel.

The written test will search the candidate's general intelligence, reasoning ability, and knowledge of the basic principles and practices of machine work.

Tentative Key Answers

SUPERVISING TABULATING MACHINE OPERATOR (IBM Equipment), Grade 3; Open-competitive and promotion.

Written test held February 16. The tentative key answers:

1. C; 2. C; 3. B; 4. C; 5. D; 6. B; 7. D; 8. B; 9. B; 10. C; 11. D; 12. F; 13. F; 14. A; 15. A; 16. D; 17. D; 18. B; 19. C; 20. A; 21. B; 22. A; 23. C; 24. D; 25. B; 26. A; 27. C; 28. D; 29. A; 30. C.

Candidates have until Friday, March 7, to protest to the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y. Cite authorities supporting protests.

GROUP C (EXAM 6516)

Simultaneously with the receipt of applications for this examination, applications are also being received for Maintainer's Helper—Group A with the same minimum requirements and requiring similar duties.

GROUP D (EXAM 6518)

Minimum Requirements

One of the three following: (a) three years' recent experience as a helper or mechanic in the maintenance, repair, or construction of structures involving any one of the following trades: carpentry, iron work, masonry, plumbing, or sheet metal work, or (b) graduation from a recognized trade or vocational school, technical high school, or college after completion of a day course in any one of the above structural trades, or (c) an equivalent combination of (a) and (b).

Duties

To assist the structure maintainers and the supervisory employees in the maintenance, installation, inspection, alteration, and repair of all structures of the transit system including stations and enclosures, and related buildings, and including the following classes of work: carpentry, iron work, masonry, plumbing, sheet metal work, painting, and cleaning; assist in the operation and maintenance of building heating plants; perform such other duties as the Board of Transportation is authorized by law to prescribe in its regulations.

GROUP E (EXAM 6520)

Minimum Requirements

One of the following: (a) three years' recent experience in a position such as oiler, high-pressure fireman, water tender, stoker operator, or stationary engineer in merchant marine, navy, or stationary steam plants; or (b) three years' recent experience as a helper or mechanic in the maintenance, repair, construction, or installation of mechanical equipment of the general type described below under Duties except that railroad or power plant experience is not necessarily required; or (c) graduation from a trade or vocational school, technical high

school, marine school, or college after completion of a day course in the mechanical field; or (d) an equivalent combination of (a), (b), and (c).

Duties

To assist the mechanical maintainers and the supervisory employees in the power generating plants of the transit system in the operation, maintenance, installation, inspection, testing, alteration, repair, and cleaning of the steam equipment, including stokers, boilers, pumps, turbines, condensers, associated equipment, and the handling and firing of fuel; keeping necessary records.

State Seeks Doctors For School Health Work at \$6,449

ALBANY, Feb. 25—The State Education Department has two openings in Albany at \$6,449 to start for doctors with experience as school physicians and knowledge of school health service programs.

The positions, as senior supervisors of school medical service (general), rise to \$7,804 after five years of service.

The State Civil Service Department is accepting applications from any qualified citizen of the U. S. Applicants must have or be eligible for a New York State license to practice medicine, and also need two years of experience in the practice of medicine, including service as a school physician.

The positions, which require a good deal of traveling, involve putting into action various rules and regulations in the field of school health service. The duties include visiting local schools and aiding them in their school health programs.

No written or oral exam will be given. Candidates will be rated on their education and professional experience.

Apply to the State Department of Civil Service, State Office Building, Albany, N. Y. Applications will be accepted until further notice.

10 Lists of Eligibles Issued by NYC

The following eligible lists were established last week by NYC:

OPEN-COMPETITIVE

Assistant bacteriologist. Assistant chief of housing community activities. Assistant physicist (isotopes). Assistant physicist (radiation). Chief of housing community activities.

Physicist (isotopes). Radio dramatic assistant. Dental hygienist (7th filing period).

PROMOTION

Inspector of conduits, grade 4, Board of Transportation, Construction Division. Stenographer (autopsy), grade 3, Chief Medical Examiner.

4 State Jobs Open in NYC

ALBANY, Feb. 25—Five jobs in safety inspection with the State Insurance Fund are to be filled through a State exam to be held on April 26. The safety service representative jobs pay \$3,389 at start and rise to \$4,148 after five annual increases.

Four of the vacancies are in NYC and the other is in Olean. Lists of successful candidates may also be used to fill future vacancies in Albany, Poughkeepsie, Buffalo, Rochester, Elmira, Syracuse, and Binghamton.

Applicants need three years of building construction or mechanical experience, including one year of responsibility for the safety of others. They must also be either high school graduates or have additional experience. (See Where to Apply).

Unprecedented Opportunities For Transit Jobs

An unprecedented opportunity for jobs is presented in the five exams that the NYC Civil Service Commission will open on Wednesday, March 5, for maintainer's helpers in the Board of Transportation.

Do not attempt to apply before March 5.

The estimated jobs, assuming that the lists are not exhausted before their four-year limit expires, follow:

Group E (steam) . . . 1,250
Group B (mechanical) 1,000
Group C (electrical) . . 750
Group A (electrical) . . 700
Group D (various) . . . 350
Total 4,050

As the Group E written test is tentatively set for Saturday, April 19, the Group B for May 10, and the probably single exam for Groups A and C for June 7, those who intend to compete should start studying now. Study books and training courses are of extreme value.

The Group D test is tentatively set for September 27.

VFW COMMENTS

SALES OFFICE OF NYSES

The Veterans of Foreign Wars, department of New York, has awarded a certificate of commendation for "outstanding placement service rendered to veterans and disabled veterans during January" to the Sales Office of the New York State Employment Service.

James T. A. Carberry, past commander of the department, presented the award to Mrs. Janet O. Wolfe, employment manager at 119 Fifth Avenue.

Last month almost 58 per cent of the men placed by the office were veterans, while about 38 per cent of the men who applied for jobs were veterans.

CIO ORGANIZING TEACHERS

The CIO is organizing NYC teachers at all levels, said Raymond E. Diana, executive secretary of the Government and Civic Employees Organizing Committee. A Teachers Organizing Committee has been formed.

Where to Apply for Jobs In Government Service

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

STATE—Room 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 302, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. Same applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) Opposite Civil Service LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIN 4-2800.

NYC Travel Directions

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

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

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

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs, do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9" or larger envelope. The State accepts postmarks as of the closing date. The U. S. does not, but requires that the mail be in its office by 5 p.m. of the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 6:30 p.m. to obtain a postmark of that date.

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

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

Full Requirements for Deputy Collector Jobs

Jobs as deputy collector, U. S. Bureau of Internal Revenue, will be filled in New York and New Jersey through an exam that remains open until Thursday, March 6. Applications must actually be in the hands of the Internal Revenue Bureau by 5 p.m. of that date. A mailed application bearing a post mark of that date is insufficient.

The starting pay is \$4,205 a year. It rises to \$4,900 in six annual increments. Appointments will be on a probational (permanent) basis.

All competitors for this Treasury Department job must pass a written exam including a test of ability to understand and interpret quantitative data, and a test of knowledge of accounting, income tax and commercial law. In addition, applicants must have a minimum of three years' experience in commercial accounting and auditing.

Substitution for Experience — Applicants may substitute the study of accountancy successfully completed on the basis of one year of education for nine months experience, provided the education has included an average of at least six semester hours, or its equivalent per year in accounting subjects. Experience as a teacher of accounting in a residence school above high school level on the

basis of one year of teaching experience for nine months of experience is an alternative substitution for commercial experience. A certificate as a certified public accountant may be substituted for all the required experience.

Application forms may be obtained from first and second-class post offices in New York and New Jersey, except the New York, N. Y., post office; the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or the executive secretary, Board of U. S. Civil Service Examiners, Bureau of Internal Revenue, Room 1117, 90 Church Street, New York 7, N. Y.

Applications must be filed with the Executive Secretary.

Other Jobs, Too

The register will be used to fill positions of deputy collector, GS-7, and other positions in the Bureau in the same locality requiring similar qualifications.

Federal employees serving in any of the Collection Districts in New York and New Jersey as deputy collector should apply if they do not have a classified status and wish to qualify for probational appointment.

When the register is established existing registers for zone deputy collector and office auditor GS-5, and for internal revenue agent and special agent (tax fraud)

GS-5, 7, 9 and 11, will be abolished.

Persons who attained eligibility in the previous exam and who have not been appointed should compete in the present exam. No. 2-55-2(52), if they desire continued consideration for appointment.

Requirements

Experience — Except for allowable substitution, applicants must have had at least three years of experience to demonstrate ability to analyze accounting and bookkeeping records, to conduct audits and investigations of individual, partnership, and corporation returns; and to perform other comparable duties.

At least six months' experience must have been of a difficulty comparable to that of the GS-6 level in the Federal service, or at least one year must have been of a level of difficulty of at least GS-5 level.

Part-Time or Unpaid Experience — Credit will be given for all valuable experience of the type required regardless of whether compensation was received or whether the experience was gained in a part-time or full-time occupation. Part-time or unpaid experience will be credited on the basis of time actually spent in appropriate activities. Applicants wishing to receive credit for such experience must indicate clearly the nature of their duties and responsibilities in each position and number of hours a week spent in such employment.

Non-qualifying Experience — The following types of experience will not be accepted. As a fiscal accountant in Federal, State, municipal, county or other non-commercial office; experience with financial institutions or with public utilities unless on general accounts; experience as an operator of accounting or bookkeeping machines, or in minor accounting or clerical positions as cost, payroll, time, disbursing, posting, billing or general clerk, where the duties require little, if any, commercial accounting knowledge. Supervisory experience as an office manager, owner, etc., which has involved supervision of accountants, auditors, or bookkeepers, will not be accepted as qualifying experience unless it is clearly shown that the applicant actually participated in the accounting work under his supervision or was responsible for the technical adequacy thereof.

Applications will be accepted from students who expect to complete all courses required for qualification by June 30, 1952. Final rating of their exam papers will be withheld until they advise the Board of Civil Service Examiners, Bureau of Internal Revenue, of the completion of the required courses.

Six-Hour Written Test

Written Test — The written exam will require about six hours.

Basis of Ratings — Competitors will be rated solely on the basis of

the written test. Non-preference competitors must attain a rating of at least 70; competitors granted 5-point preference, a rating of at least 65, excluding preference credit, and competitors granted 10-point preference, a rating of at least 60, excluding preference credit.

Standard Interview — Competitors who qualify in the written test will be given only a tentative rating. If it is found that applicants do not demonstrate the personal qualities necessary for successful performance of the duties, they will be declared ineligible. Applicants will be interviewed in order of their standing as the needs of the service require.

Notice will be given in advance of the date and place of the oral interview. Traveling expenses incurred by applicants must be paid by them.

Physical Requirements — Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required; glasses are 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.

A physical examination will be given before appointment. Persons who are offered appointment must pay their own expenses.

Certification — The register will be established by Collection Districts except in the Metropolitan New York area where a joint register will be established for the 1st, 2nd, 3rd and that part of the 14th Collection Districts, comprising the counties of Kings, Queens, Nassau, Suffolk, Richmond, New York, Bronx, Westchester and Rockland. An applicant's name will be placed on the register for the Collection District in which he resides. Certification will be made of the highest eligibles on the register for a Collection District in which a vacancy exists.

Where Tests Will Be Held

Time and Place of Exam — Applicants will be notified of the time and place to report for the written exam. The cities are listed below. A request for exam at a place not included in the list cannot be granted. In New York State: Albany, Batavia, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hempstead, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Middletown, Malone, Newburgh, New York, Ogdensburg, Olean, Oneonta, Oswego, Plattsburgh, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Syracuse, Troy, Utica, Yonkers and Watertown.

Filling of Overseas Jobs Resumed by U. S. in NYC

The Overseas Affairs Branch of the Army has resumed intensive hiring and is now at 346 Broadway, NYC, fifth floor. The telephone number is Worth 4-7300, Extension 404.

Daniel J. Cashin, representative in charge, reports that there is need for safety inspectors and engineers in Japan, on a two-year basis, and shorthand reporters for Korean jobs on a six-months basis.

The Army will furnish two-way transportation and free living quarters, while American-style meals are provided at a charge of about \$45 a month to the employee, said Mr. Cashin. Housing shortages makes the likelihood of providing for a family small, he added, although employees at Grade GS-12 (\$7,040) or higher may obtain family accommodations in some instances.

The minimum age is 21.

How to Apply

Listings are subject to change without notice. Monday through Friday, 9 to 2:30, the day's listings may be obtained.

For the following jobs applicants may obtain Federal form SF-57, fill it out, and send it to the Overseas Affairs Branch, address above. The form may be obtained at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., by mail or in person, or from the Overseas Branch, and in person or by representative at post offices, except the New York, N. Y. post office.

The latest listing (subject to change without notice):

AUSTRIA AND GERMANY

(Two years; free housing, subsistence, about \$65 a month).

Administrative asst. (Rail Trans.), \$4,205.

Service club director (female), \$3,795.

Asst. service club director (female), \$3,410.

Army librarian (female), \$3,410.

Recreation director (female), \$3,175.

JAPAN AND KOREA

Two years; 10 per cent differential in addition; free housing; subsistence about \$45 a month; Japan, unless otherwise stated):

Supervising safety engineer, \$9,600.

Organization and methods examiner (budget fiscal and mgmt.), \$5,940.

General engineer, \$5,940.

Supervising purchasing agent, \$5,940.

Safety inspector, \$5,500.

Shorthand reporter (Korea, 6 mos., male, 25% differential), \$5,060.

Position classifier (Fed. Gov. exp.), \$5,060.

Recreation leader (arts and crafts), (female), \$4,205.

Librarian (female), \$4,205.

Recreation leader (female), \$3,795.

Recreation leader (arts & crafts), (female), \$3,410.

Recreation leader (dramatics), (female), \$3,410.

Recreation leader (soc. activities & service), (female), \$3,410.

Billet manager, \$3,410.

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY: Sal Gebbia, plaintiff, against Elizabeth Neugebauer, individually and as Executrix of the Estate of Norman C. Neugebauer, also known as Norman Charles Neugebauer, deceased, Nora Ryan, and all of the above, if living, and if any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next-of-kin, executors, wives, widows, heirs and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, distributees, creditors, heirs, executors, administrators and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, December 10, 1951.
HARRY HAUSENECHT,
Attorney for Plaintiff,
Office and P. O. Address, 135 Broadway,
New York, New York.

Plaintiff's address is 847 Throggs Creek Boulevard, Bronx, New York, and plaintiff designates Bronx County as the place of trial.

To the above named defendants: The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. Eugene L. Brisach, Justice of the Supreme Court of the State of New York, dated January 18, 1952, and filed with the amended complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose two transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the Second Cause of Action, which is for the foreclosure of Bronx Lien No. 68535, in the sum of \$110.07 with interest at 12% per annum from January 11, 1944, affecting Section 18, Block 6430, Lot 43 on the Tax Map of Bronx County.

Dated: New York, January 28, 1952.
HARRY HAUSENECHT,
Attorney for Plaintiff,
Office and P. O. Address, 135 Broadway,
New York, New York.

To the above named defendants: The foregoing supplemental summons is served upon you by publication pursuant to an order of Hon. Eugene L. Brisach, Justice of the Supreme Court of the State of New York, dated January 18, 1952, and filed with the amended complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

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Dated: New York, January 28, 1952.
HARRY HAUSENECHT,
Attorney for Plaintiff,
Office and P. O. Address, 135 Broadway,
New York, New York.

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Report on Civil Service Legislation

NOTE ON LEGISLATION

The measures listed below represent only part of the civil service legislation introduced at Albany and do not cover the entire program of the Civil Service Employees Association. The complete report on Association bills will be published in next week's issue of *The LEADER*, March 4. The following listing gives information on such bills additional to what was reported in *The LEADER* last week.

ALBANY, Feb. 25—Below is a report on civil service legislation. Symbols have been used in the material below to aid readability. The symbol **D** means the bill has been drafted by the Civil Service Employees Association and introduced at its request.

S means sponsored by the Association and drafted in cooperation with others.

A means approved after conference with the State administration and supported by the Association.

E means endorsed and supported by the Association.

Above each brief description the following information appears where it is available: House (Senate or Assembly) where bill has been introduced; name of legislator introducing it; introductory number of bill; print number of bill (these numbers identify the measure); and committee to which a bill has been referred, if only one number appears, that is the introductory number.

Salary and Increment Legislation

1a. 10% INCREASE (D)
Senate, Halpern, 1387, Finance. Assembly, Wilcox, 1784, Ways & Means.

Provide 10% increase over base pay in addition to existing emergency compensation, the bill is introduced by the Association as a substitute for the emergency 6% bill.

1b. EXISTING EMERGENCY INCREASE REINSTATE MINIMUM (D)
Senate, Halpern, 1388, Finance. Assembly, Wilcox, 1784, Ways & Means.

Assemble, Preller, 1781, Ways & Means. This bill would continue the 1951 emergency compensation for another year, i.e. 12½% on the first \$3,000, 10% on the next \$3,000 and 7½% on the balance of base salaries with a minimum of \$300.00 and a maximum of \$1,000.

1c. EXISTING EMERGENCY COMPENSATION WITHOUT MINIMUM
Senate, Mahoney, W. J., 1016, Finance.

Assemble, Stephens, 1301, 1320, Ways & Means. This bill is identical with the Association bill above except that it omits the \$300 minimum.

1d. 6% PAY INCREASE
Senate, Mahoney, 1015, 1045, Finance.

Assemble, Stephens, 1302, 1321, Ways & Means. This bill is identical to 1a except that it is limited to 6 per cent.

Other 6 per cent bills have been introduced by Williamson (S2047) for judiciary employees and by Stephens (A2327 and 2364) for judiciary and legislative employees, respectively.

2. INCREMENT CREDIT — TEMPORARY AND PROVISIONAL SERVICE (D)

Senate, Irwin, 1674, Finance. Assembly, Taylor, 2259, Ways & Means.

Provides that increment credit earned through service in a temporary or a provisional capacity shall be retained if the employee is permanently appointed to the same or similar position. The present law expires April 1, 1952. This bill extends the provisions of the Lupton Law to April 1, 1953.

3. EXTRA INCREMENTS AFTER SERVICE AT MAXIMUM GRADE (D)

Senate, Hatfield, 1043, 1073, Civil Service.

Assemble, Gans. Provides one extra increment after an employee has been at the maximum of his grade for five years, a second after ten years, a third after fifteen years, and a fourth and final increment after twenty years of such service. Provides ceiling of \$453.00 beyond which salary cannot be increased by these additional increments.

4. INCREMENT CREDIT — EMPLOYEES OF STATE COLLEGES EXPERIMENT STATIONS AND INSTITUTIONS (D)

Senate, Holwell, 2238, Finance. Assembly, Savarese.

Provides for mandatory annual increment for satisfactory service. Repeals present provisions which make granting of such increment discretionary. Provides for appeal procedure in the event increment is denied for unsatisfactory service.

5a. SALARY SCHEDULES — POLITICAL SUBDIVISIONS (D)
Senate, Milmoec, 1612, Education.

Requires that all political subdivisions of the State establish salary plans and title structure for employees in the classified civil service.

5b. SALARY SCHEDULES — SCHOOL DISTRICTS (D)
Senate, Van Wiggeren, 1508. Assembly, Milmoec, 1612, Education.

Requires school districts to file salary schedules with the Education Department for non-teaching school employees.

6. SALARY INCREASES — TUBERCULOSIS SERVICE (D)
Senate, Graves, 1144, 1178, Civil Service. Assembly, Main, 1385, 1405, Civil Service.

Provides tuberculosis service pay for all employees in hospitals in the Health Department maintained solely for the care and treatment of tuberculosis patients. Provides such increases for em-

ployees in institutions in other departments who are directly connected with the care, treatment or service of tubercular persons in such institutions.

Retirement Legislation

7. INCREASED RETIREMENT ALLOWANCE — RETIRED EMPLOYEES (D)

Senate, F. J. Mahoney, 2272, Finance. Assembly, Noonan.

The successful passage of Amendment 3 must be implemented by legislation and appropriation. The Association is presently conferring with the Administration concerning appropriate legislation on this matter. If no agreement is reached with the administration, the Association will introduce legislation.

8. RETIREMENT AT AGE 55 — HALF PAY (D)

Senate, Halpern, 945, 975, Civil Service. Assembly, Noonan, 737, 742, Ways & Means.

Permits all employees who elect to retire at age 55 or after upon completion of 25 years of service at half pay. Requires extra contributions on the part of the employee. Increases pension part of retirement allowance to 1/100th of final average salary which with employee's increased annuity contribution produces retirement at half pay after 25 years of service.

9. MINIMUM RETIREMENT ALLOWANCE (D)

Senate, Halpern, 948, 978, Civil Service. Assembly, Noonan, 736, 741, Ways & Means.

Produces a minimum pension of \$40 per year for each year of service up to 30 years, thus providing a pension part of \$1200. This credit plus employee's annuity credit assures minimum retirement allowance of \$1500 or more after completion of 30 years service.

10. VESTED RETIREMENT BENEFITS (E)

Senate, Sorin, 1001; Civil Service. Assembly, Wervel, 857, Ways & Means.

Permits member who leaves service after ten years for any reason except disciplinary action to leave contributions on deposit and have pension credit vested to produce deferred retirement allowance at age 55 or 60 depending on which plan member has elected.

11. 25 YEAR RETIREMENT — CORRECTION INSTITUTIONS (D)

Senate, Metcalf, 1788, Civil Service. Assembly, Cusick, 2105, Ways & Means.

Provides for retirement at half pay after 25 years of service of custodial forces in institutions in the Department of Correction.

12. 25 YEAR RETIREMENT MENTAL HYGIENE (D)

Senate, Halpern. Assembly, Kabin. Makes same provisions as No. 11 above for employees in institutions in Department of Mental Hygiene.

13. INCREASED DEATH BENEFIT (D)

Senate, Halpern, 946, 976, Civil Service. Assembly, Noonan, 735, 740, Ways & Means.

Provides that death benefit shall

be computed at one month's salary for each year of service up to 12 years. No benefit may be increased after age 60. Under present law such benefit is computed at one month's salary for each year of service up to six years and is thus limited to one half year's salary after six years of service. Under this bill after 12 years of service death benefit equals one year's salary.

14a. INCREASED EARNINGS — RETIRED EMPLOYEES (D)

Senate, Campbell. Assembly, Noonan. Extends date of present law permitting retired employees to earn \$750 in public employment if retirement allowance does not exceed \$1500.

14b. INCREASED EARNINGS — RETIRED EMPLOYEES (E)

Senate, Erwin, 1039, 1069, Civil Service. Permits employee retired at less

than \$2500 to earn up to \$1,000 in public employment without penalty against retirement allowance.

15. EXEMPT RETIREMENT ALLOWANCE FROM FEDERAL TAX (D)

This is a resolution which calls upon Congress to exempt from Federal income tax all sums up to \$2,000 per annum received from retirement systems by retired members of those systems.

16. LEAVE AND OVERTIME CREDITS ON RETIREMENT OR SEPARATION (D)

Senate, Campbell. Assembly, Fitzpatrick, J. A. Provides that unused sick leave, vacation, holidays, pass time and overtime shall be paid in lump sum upon retirement or separation from service without fault. If member dies before retirement such payment is made to estate. (Continued on page 11)

CLERK GRADES 3 & 4 PROMOTION

INTENSIVE COURSE TO HELP YOU PREPARE FOR EXAM MAY 24th

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Business Schools

LAMB'S BUSINESS TRAINING SCHOOL—Gregg-Pitman Typing, Bookkeeping, Comptometry, Clerical. Day-Eve Individual instruction 370 9th St. (cor 5th Ave.) Sdkys 13 South 8-4236

MONROE SCHOOL OF BUSINESS, Secretarial, Accounting, Typewriting, Short courses. Day and evening. Bulletin C. East 177th St. and Boetous Road (R K O Chester Theatre Bldg.) Bronx, KI 2-5000

GOTHAM SCHOOL OF BUSINESS, Secretarial, typing, bookkeeping, comptometry. Days; Evng. Co-ed. Rapid preparation for tests. 605 Fifth Ave., N. Y. VA 5-0334.

Drafting

COLUMBUS TECHNICAL SCHOOL, 130 West 20th bet. 6th & 7th Aves. N.Y.C. CH 3-8108. Sound intensive drafting courses in Architectural, Structural, Mechanical and Technical Illustration Approval for vets. Day and Eve classes.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, Job estimating in Manhattan, 55 W 42nd Street, LA 4-3939, 214 W 33rd Street (at 7th Ave.) WA 4-7478. In New Jersey, 116 Newark Ave. BERgen 4-2350

Driving Instruction

ABEL AUTO SCHOOL—We teach you how to drive. We know how. 239 E. Kingsbridge Rd., Bx LU 4-5826. Seven passenger limousine cars for hire for all occasions.

ELECTROLYSIS

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New Standards Asked For Public Mental Hospitals

WASHINGTON, Feb. 25—The American Psychiatric Association has proposed new standards for public mental hospitals:

1. One doctor for every thirty patients.
 2. A registered nurse for every five patients.
 3. A psychiatric aide or attendant for every four patients.
 4. A forty-hour work week for employees.
 5. A superintendent who is a medical doctor, has specialized in psychiatry and also has administrative ability.
- For patients who need prolonged care, the Association wants one doctor for every 150 patients, a registered nurse for every 40, and a psychiatric aide or attendant for every six.

State Employee Bills Before Committees

(Continued from page 10)

17. SICK LEAVE CREDIT ONLY ON RETIREMENT OR SEPARATION (D)
Senate, Campbell, 1930, Civil Service.
Assembly, J. A. Fitzpatrick, 2386.
Limits the provisions of No. 16 above to sick leave credit.

18. DEATH BENEFIT - CLOSED HOSPITAL SYSTEM (D)
Senate, Halpern
Assembly, Noonan
Provides for ordinary death benefit for members of closed State Hospital Retirement System.

19. OPTIONS - CLOSED CORRECTION SYSTEM (D)
Makes available to members of closed Correction Retirement System same options presently available to members of Employees' Retirement System.

20. RETIREMENT CONTRIBUTIONS - ONEIDA COUNTY EMPLOYEES (D)
Permits employees of Oneida County to contribute additional amounts equal to one and one-half times their annual salary immediately prior to the inclusion of maintenance in certain salaries.

21. ACCIDENTAL DISABILITY RETIREMENT - EXTEND AGE LIMIT - (D)
Senate, Manning, 774, 784, Civil Service.
Assembly, Caffrey, 1248, 1267, Civil Service.
Repeals provisions of present law prohibiting accidental disability retirement after age 60.

22. DISABILITY RETIREMENT - OCCUPATIONAL DISEASE (E)
Senate, Wachtel, 193, 193, Civil Service.
Assembly, Graci, 219, 220, Ways & Means.
Assembly, Gilbert, 1175, 1191, Ways & Means.
Permits member of Retirement System disabled through occupational disease to retire on same allowance as in case of accidental disability.

23. 25 YEAR RETIREMENT (D)
Permits retirement after 25 years of service regardless of age with reduced benefits if under 55 or 60.

24. 30 YEAR RETIREMENT (D)
Permits retirement after 30 years of service regardless of age with reduced benefits if under 55 or 60.

25. RETIREMENT CREDIT - PHYSICAL DISABILITY.
Permit member of Retirement System who is on leave of absence without pay by reason of physical disability, illness or pregnancy to obtain credit for lost time upon reinstatement by paying both the State and employee contributions for such lost time.

Veterans Legislation

26. RETIREMENT CREDIT - ALL VETERANS WORLD WAR II (D)
Senate, Mitchell, 1792, Civil Service.
Assembly, Noonan, 2122, Ways & Means.
At present only veterans who were employed by State or participating employer at time of entry into military service are eligible for credit for service in World War II. This bill provides that all veterans, even though not employed by State or participating employer at time of entry into military service, shall be entitled to credit for service in World War II upon becoming a member of Retirement System provided they were residents of the State at the time of entry into military service.

27. RETIREMENT CREDIT MILITARY SERVICE (E)
Senate, Mahoney, W. J., 202, 202, Civil Service. Passed.
Assembly, Morgan, 246, 247, Ways & Means.
Provides military service credit for members of Retirement System who are on civil service lists at time of entrance into armed forces.

28. VETERANS OF KOREAN WAR
Chapter 14 of the Laws of 1951 extended the provisions of Section 246 of the Military Law to veterans of Korean War. The original Section 246 was drafted by the Association and the Association will continue to play a leading part in the protection of the rights of persons called to military service during the present crisis.

Feld-Hamilton Amendments

29. REALLOCATIONS - EFFECT AND DATE (D)
Provides that allocations and re-allocations, classification and reclassifications shall become effective immediately when made rather than at commencement of next fiscal year, and further that re-allocations shall result in em-

ployee moving into same increment step in new salary grade that his years of service had earned for him in the grade from which he has been allocated.

30. REPEAL BUDGET DIRECTOR'S VETO POWER (D)
Assembly, Austin
Provides that veto power of Budget Director in respect to classification and allocation matters shall be repealed and final power vested in Director of Classification and Compensation Division.

31. BUDGET DIRECTOR - REASONS IN WRITING (D)
Senate, Halpern
Assembly, Wilcox
Mandates Budget Director to give reasons in writing when he disapproves classification or allocation recommendations of Director of Classification and Compensation Division.

32. SALARY SCALES - DANNE-MORA AND MATTEAWAN (D)
Senate, Hatfield.
Assembly, Fitzpatrick, J. A.
Provides that custodial employees at Dannemora and Matteawan shall be allocated to the same grade as custodial employees in other institutions in Correction Department.

33. SALARY SCALES - WESTFIELD AND ALBION (D)
Makes same provisions as No. 32 above for women in custodial force at Westfield and Albion.

34. PRISON GUARDS ABOLISH DIFFERENTIAL (D)
Abolishes differential prison guard's pay. Increases maximum salary of all prison guards to level attained by some guards under Chapter 360 of the Laws of 1947.

HOURS OF WORK - OVERTIME PAY
35. 40 HOUR 5 DAY WEEK AT TIME AND ONE HALF FOR OVERTIME - STATE EMPLOYEES (D)
Senate, Halpern, 947, 977, Civil Service.
Assembly, Fitzpatrick, J. A., 940, 948, Ways & Means.
Provides for repeal of discretionary powers of Budget Director regarding overtime. Mandates 40 hour 5 day week for all State employees. Repeals present 48 hour week for institutions under Section 168 of Labor Law. Provides for overtime at time and one half.

36. 40 HOUR 5 DAY WEEK AT TIME AND ONE HALF FOR OVERTIME - POLITICAL SUBDIVISIONS (D)
Senate, Hatfield, 1392, Labor.
Assembly, Van Duzer, 1972, Ways & Means.
Makes same provisions respecting work week and overtime rate as No. 35 above for employees in political subdivisions by adding new Section 168-a to Labor Law.

37. ELIMINATES SPLIT SHIFT - STATE EMPLOYEES (D)
Senate, Hatfield, 1046, Labor.
Assembly, Van Duzer, 1076, Ways & Means.
Prohibits split shift in State institutions. Provides that all work assignments shall be of eight consecutive hours with appropriate time for meals.

38. ELIMINATES SPLIT SHIFT - ALL PUBLIC EMPLOYEES (D)
Senate, Cooke, 1815, Labor.
Assembly, Van Duzer, 1971, Ways & Means.
Prohibits split shift in public employment of State or any civil division thereof.

39. PER DIEM EMPLOYEES - HOLIDAYS (D)
Senate, Cooke, 1813, Civil Service.
Assembly, Van Duzer, 1970, Ways & Means.
Allows all per diem employees of State and political subdivisions legal holidays with pay or compensatory time off.

Civil Service Amendments

40. APPEALS - POWER TO REINSTATE (D)
Senate, Manning, 508, 511, Civil Service.
Assembly, Fitzpatrick, T., 581, 582, Civil Service.
Empowers Civil Service Commission after hearing an appeal to order reinstatement of dismissed employee to job from which dismissed. Under present law if appeal sustained Commission can only provide for transfer of employee or preferred list status.

41. RIGHT TO HEARING AND COUNSEL UPON REMOVAL (D)
Senate, Manning, 507, 510, Civil Service.
Assembly, Fitzpatrick, J. A., 1326, 1345, Judiciary.
Provides that all employees in competitive class shall be entitled to a hearing when charges are preferred with right to counsel and to summon witnesses. Only veterans and Exempt Volunteer Firemen have right to hearing under present law.

42. CIVIL SERVICE STATUS - ALL AUTHORITIES (D)
Senate, Desmond
Assembly, Ostrander, 2254, Ways & Means.
Provides for repeal of present limited application of Civil Service law to employment in State Boards and Authorities and provides that such law shall apply to such employment in the same manner as it applies to employment in State Departments.

43. CIVIL SERVICE LAW - STATE POLICE (D)
Provides that Civil Service Law shall apply to employment in State Police in the same manner as it applies to employment in State Departments.

44. FEES ON PROMOTION EXAMINATION (D)
Senate, Hatfield, 1044, 1074, Civil Service.
Assembly, Fitzpatrick, J. A., 941, 949, Ways & Means.
Repeals provisions requiring payment of fee to take promotion examination.

45. EXTENSION OF COMPETITIVE CLASS (D)
This resolution calls for intensification of effort by Civil Service Department to extend competitive class status to all positions which, by constitutional mandate, should be so classified.

46. COMMISSION TO STUDY CIVIL SERVICE LAW (D)
Senate, Mahoney, F. J., 346, 348, Finance. Passed.
Assembly, Preller, 207, 207, Ways & Means. 3rd Reading.
Extends to March 15, 1952 the time within which the present Legislative Commission to study the Civil Service Law shall report to the Legislature.

Miscellaneous

47. EXTENDED UNEMPLOYMENT INSURANCE (D)
Senate, Hatfield, 1393, Labor.
Assembly, Fitzpatrick, J. A., 942, 950, Ways & Means.
Amends present law to broaden unemployment insurance coverage for public employees, extending such coverage to per diem employees and those employed less than one year.

48. UNEMPLOYMENT INSURANCE - POLITICAL SUBDIVISIONS (D)
Mandates unemployment insurance coverage for employees of political subdivisions. At present such coverage is permissive in localities.

49. INSTITUTION PATROLMEN - PEACE OFFICERS (D)
Senate, Hatfield.
Amend Penal Code to empower institution patrolmen to act as peace officers on Statewide basis.

50. UNIFORM ALLOWANCE (D)
Provides that State will pay for uniform required to be worn by employees in performance of duties.

51. ARBITRARY TRANSFERS - GAME PROTECTORS (D)
Repeals power of Conservation Commissioner to transfer Game Protectors at will.

52. STATE POLICE LEGISLATION
52a. SALARY INCREASE (E)
Senate, Hughes, 902, 915, Finance.
Assembly, Rulison, 1069, 1080, Ways & Means.
Increase salaries of State Police \$570.00 per year.

52b. RESIGNATION MISDEMEANOR
Amend Section 215 of the Executive Law by removing provision that resignation of a State Trooper shall be a misdemeanor, if without the consent of the superintendent.

52c. INCREASE PERSONNEL
Senate, Hughes, 114, 114, Finance.
Assembly, Rulison, 62, 62, Ways & Means.
Increases the personnel in the Division of State Police and change the salary schedules.

Last Minute Bills Introduced at Albany

The following bills were sponsored by various employee organizations, and introduced near the last minute for measures coming from individual legislators:

STATE PENSION BORROWING. Extends to July 1, 1953, time for members of State Employees Retirement System to borrow from the system during absence on military duty. (A. 2317, Noonan, Wm.)

ADDITIONAL ANNUITY, STATE SYSTEM. Continues to July 1, 1953, provision permitting members of State Employees Retirement System to make additional contributions for purchasing additional annuity. (A. 2320, Noonan, Wm.)

PENSION CREDIT, PAST SERVICE. Provides that in case of retired member of State Employees Retirement System who has returned to service, total service credit for ordinary death benefit shall include service rendered before retirement if he shall have rendered at least one year of service since he last became member. (A. 2323, Noonan, Wm.)

CURB ON BUDGET DIRECTOR. Strikes out provision that increase in minimum salaries of civil service employees with salary schedules and grades shall be subject to approval of State Budget Director and that classification of positions shall be subject to his approval and appropriations therefor. (A. 2340, Noonan, Wm.)

25-YEAR SANITATION RETIREMENT. Permits members of NYC Employees Retirement System who have performed service in uniformed force of sanitation dept., to elect to retire after 25 years of service and receive retirement allowance. (A. 2348, Levine, NYC.)

SIX MONTHS MINIMUM FOR PENSION. Requires that members of State Employees Retirement System shall have served continuously for six months before minimum retirement age or before effective date of retirement, to be entitled to superannuation retirement. (S. 2064, Erwin; A. 2316, Noonan; CS, WM.)

WIDER PROTECTION AGAINST SOLICITATIONS. Includes civil service employees in towns and villages with other pub-

lic employees of State, county or city protected against unauthorized soliciting on their behalf and extends provisions to include salaried officers and employees. (S. 2081, Williamson; CO.)

HIGHER OUTSIDE PAY TO PENSIONERS. Continues to July 1, 1953, provision that pension of disability beneficiary of member of State Employees Retirement System shall be reduced only if he is engaged in gainful occupation paying more than difference between retirement allowance and final salary. (S. 2094, Neddo, CS; A. 2321, Noonan, WM.)

OUTSIDE PAY OF RETIRED TEACHERS. Permits persons receiving State Teachers Retirement allowance to accept employment in any school district as substitute teacher or part time employee and receive not more than \$750 a year, without loss or suspension of allowance. (S. 2096, Neddo, ED.)

REMODELED STATE CIVIL SERVICE SET - UP. Abolishes State Civil Service commission and creates Office of State personnel commissioner and civil service board with all duties and functions formerly vested in Commission. (S. 2100, W. J. Mahoney, F.)

Officers Elected by Columbia Assn. Council

The Grand Council of Columbia Associations in Civil Service elected the following officers at a meeting at 178 South Oxford Street, Brooklyn; Frank Creta, president; Mauro Contrastano, 1st vice president; Al Simonetti, 2nd vice president; Joseph Prussiano, 3rd vice president; Thomas B. DiCandia, corresponding secretary; Louis Paolillo, treasurer; Al D'Andrea, recording secretary, and Gene Attanasio, sergeant-at-arms. An installation dinner-dance will be held.

All presidents of member Columbia associations were asked to submit names and addresses of their delegates to the Grand Council. Address Mr. DiCandia at 139-40 58th Avenue, Flushing 58, N. Y.

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2,518,100 U. S. Employees

WASHINGTON, Feb. 25 — In continental U. S., Federal departments and agencies added 2,000 employees in December. The total number of employees in continental U. S. became 2,344,200.

Outside continental U. S. there were 173,900 employees, of whom 92,200 were in foreign countries and 81,700 in U. S. Territories and possessions.

The overall increase in Federal employment during December was 2,300, bringing the grand total to 2,518,100 in continental U. S. and abroad.

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Comptroller Admits Pay Plight of NYC Employees is Severe

NYC Comptroller Lazarus Joseph made the following statement: "My own discussion with civil service employees has shown me that they and their families have been practicing drastic economies in order to live within their income in this inflationary period.

The City of New York must do the same thing. We must find money to give our employees decent compensation by practicing Spartan economy in our own departments.

Cautions on Filling Vacancies
"The terms and conditions of the present budget provide that no vacancy may be filled except upon certificate of the Director of the Budget. I will ask that the power thus delegated by the Board of Estimate to the Budget Director be restored to the Board, and that each member of the Board individually scrutinize each request to fill a vacancy. Speaking for myself, as one member of the Board, I will cast my three votes against filling any vacancy in any department, unless it is shown to my complete satisfaction that the filling of such vacancy is indispensable to a vital function of the city.

"A number of vacancies in civil service jobs are now being filled temporarily by provisional employees because of the inability of the Civil Service Commission to promulgate competitive lists. Under the practice existing during the period of the appointment of these provisionals, the Budget Director had the exclusive authority to approve such appointments. This power should likewise be transferred to the Board of Estimate, which should then carefully scrutinize each provisional appointment and require the head of each department to justify its continuance."

Inspection Consolidation
He also advocated consolidation of the City's inspection service. He listed 32 types of services and commented on costly overlapping functions.

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Jobs in NYC with the regional office of the Wage Stabilization Board will be filled by the U. S. An exam remains open until further notice.

The Board is seeking industrial relations analysts at \$4,205 to \$5,940 to start, and supervisory industrial relations analysts, \$7,040 to \$8,360.

The work consists mostly of analyzing cases involving requested adjustments in wages, salaries, and other compensation of employees and the preparation of analyses and recommendations on rulings for the disposition of such cases by the Wage Stabilization Board. The duties of some positions may involve supervision of other analysts, or specialized work in wage practices or problems of particular industries or issues. Some of the positions to be filled require travel.

Experience Required

The general and special experience requirements in years follow:

Grade	Tot.	Gen.	Spec.
GS-7	4	3	1
GS-9	4½	3	1½
GS-11	5	3	2
GS-12	5½	3	2½
GS-13	6	3	3

Experience in research or closely related analytical work in one or more fields of economics or related social sciences, such as Sociology, Social Work, Political Science, Industrial Relations. Any experience which is acceptable for specialized experience may be credited for general experience.

Applicants may substitute for not more than three years of the general experience requirements in accordance with the following:

1. Admission to the Bar or
2. Study of law successfully completed in a residence school above the high school level on the basis of one year of study for one year of general experience, or
3. Undergraduate or graduate study successfully completed in accredited college or university, or in a non-accredited institution in many instances, in which the applicant has an average of six semester hours a year in the social sciences and at least 3 hours of which are in either economics

or industrial relations, may be substituted for the required general experience on the basis of one year of study for one year of experience, or

4. For not more than three years of general experience, the teaching of law, industrial relations or economics in a residence school above the high school level on the basis of one year of teaching for one year of general experience.

Specialized Experience

Applicants must have had experience in any one or in a combination of the following fields:

- (1) Labor economics, involving economic problems of labor, particularly wages and earnings.
- (2) Wage and salary administration in industry, with specialization in wage incentives and other compensation.
- (3) Industrial relations, management-union relations, including collective bargaining, trade agreements, settlement of disputes, etc.
- (4) Labor law or legislation including governmental regulations of industrial relations, regulation of wages and hours, and social security.
- (5) Research in or administration of private pension plans and or health and welfare insurance plans administered by companies, union, or jointly.
- (6) Experience providing specialized knowledge of economic problems and trends in particular industries, such as textiles, shipbuilding, metal products, etc.
- (7) Experience in industrial manpower utilization and requirements.

Substitution for Experience

Applicants may substitute the following graduate education for this specialized experience as follows:

1. One year of graduate study with a major in economics, industrial relations or labor law, or the completion of all the requirements for a master's degree in these subjects may be substituted for one year of the specialized requirements, or
2. Two years of graduate study in economics, industrial relations or labor law, or the completion of all the requirements for the doctorate in these fields may be sub-

stituted for 1½ years of the specialized experience requirements.

Applicants must have reached their 18th birthday but must not have passed their 62nd birthday. Age limits don't apply to veterans.

Get applications at first or second class post offices; from the executive secretary, Board of U. S. Civil Service Examiners, Regional Wage Stabilization Board, 1834 Broadway, New York 23, N. Y.; or from the Director, Second U. S. Civil Service Region, 641 Washington St., New York 14, N. Y. Fill the forms out completely, showing the title of this examination and the number of this announcement (2-99-1-51). Send the forms to the executive secretary, Board of U. S. Civil Service Examiners. There will be no written test.

County Exams Open COUNTY AND VILLAGE Promotion

The following county promotion exams are now open. When applying for the exam, state the exam number and title and that it is a promotion exam. Included below is the exam number and title, department in which held, vacancies, minimum and maximum salary, fee, and qualifications. The last day to apply is given in parenthesis at the end of each item.

3467. POLICE LIEUTENANT. (Promotion), Police Department, Village of Mamaroneck, Westchester County, \$3,875 to \$4,300. One vacancy. Fee \$3. Candidates must be permanently employed in the Village of Mamaroneck Police Department as a Police Sergeant or a Patrolman of the first grade. Tests: written, weight 3; service record rating and seniority, weight 4; training and experience, weight 3. Exam date, Saturday, March 22. (Friday, February 29).

6405. INTERMEDIATE TYPIST. Westchester County, \$2,415 to \$2,895. Several vacancies. Fee \$2. Candidates must be legal residents of the State for one year and of Westchester County for four months immediately preceding Saturday, April 5, the exam date. Candidates may compete also in No. 6400, Junior Clerk; No. 6402, Junior Typist; No. 6401, Junior Stenographer; No. 6403, Intermediate Clerk; No. 6404, Intermediate Stenographer. A separate application and fee must be filed for each examination. The eligible list will be used to fill appropriate vacancies. A promotion examination will be held at the same time. The promotion list will be used first in making appointments. Candidates must have either (a) five years of general office experience of which one year shall have included typing; or (b) one year of general office experience including typing and completion of a senior high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. Appointees must pass a medical examination before appointment. Tests: written, weight 4; performance, weight 6. Friday, February 29.) (Other county promotion exams, Page 3)

Persons Given as References Often Dishonest to U. S., Chairman Ramspeck Finds

By ROBERT RAMSPECK
Chairman, U. S. Civil Service Commission

IN all Government jobs a special kind of social conscience is needed; a conscience capable of understanding, in a moral sense, that every Government employee is selected on behalf of the people, and paid by the people, to work for the people; or to put it another way, a conscience aware of the moral obligations imposed by the conditions of his employment, namely, that his employer is not The Government, some abstract body with an unlimited treasury and no human attributes, but is his neighbors, friends, and fellow-citizens.

How can we measure or test such qualities? The best method, of course, is through intimate personal knowledge of each individual applicant, but this is an obvious impossibility with thousands of persons to be selected each year.

'One Word—Dishonest'

It is possible, however, to make some inquiry among people who are in a position to know something about a candidate's personal character and standards. The Commission is already using such inquiries to some extent, and hopes to be able to increase their use in the future.

Right here we run into an illustration of the ordinary citizen's responsibility for good government—a responsibility that is inseparable from that of the Civil Ser-

vice Commission. It happens far too often that when the Commission makes inquiry about a prospective employee, a former employer or associate will give a favorable report that is not justified by the facts. The attitude seems to be, "Well, I wouldn't hire this fellow, but I don't want to stand in the way of his getting a job somewhere else . . .—or even, "He isn't good enough for my firm, but he's probably good enough for the Government." If we accept a man on the basis of a misleading recommendation, it is the civil service that is discredited when he turns out to have been a bad choice.

There is only one word that accurately describes this practice: it is dishonest. Moreover, it shows a cynical and irresponsible attitude toward government that is wholly out of place in a democracy.

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NYC Eligibles Called to Job Interviews

The title of the NYC position, the list standing of the last eligible certified, and the department or departments to which certified, are given. "Y" after the list standing means that the investigation of the eligible has not been completed. "V" means veteran, and "D", disabled veteran.

SPECIAL MILITARY

Cleaner, male; 1672y (Triborough Bridge and Tunnel Authority; Public Works).
 Clerk, Grade 2; V7332 (Triborough Bridge and Tunnel Authority; Domestic Relations Court; Housing and Buildings; Bd. of Trans.; Bd. of Ed.; City Planning Commission; President, Borough of Queens; Chief Medical Examiner; Public Works).
 Climber and Pruner; V8.5 (Parks).
 Correction Officer, male; V215 (Correction).
 Dockmaster; V21y (Marine and Aviation).
 Laborer; 638y (Welfare; President, Borough of Richmond; Public Works; Health; Parks).
 Maintainer's Helper, Group A; V3.5 (Bd. of Trans.).
 Maintainer's Helper, Group C; 6.3 (Bd. of Trans.).
 Maintenance Man; 1303y (Housing Authority; Public Works; Parks).
 Patrolman; V2243 (Police).
 Porter; 1672y (Police).
 Railroad Clerk; V80.4y (Bd. of Trans.).
 Stationary Fireman; V93.5y (President, Borough of Brooklyn; Welfare; Bd. of Ed.; Hospitals).
 Surface Line Operator; 3518y (Bd. of Trans.).

LABOR CLASS

Cleaner, female; 823 (Public Works).
 Cleaner, male; 3532y (Triborough Bridge and Tunnel Authority; Police; Public Works).
 Laborer; 1996 (Welfare; Health; President, Borough of Richmond; Parks; Public Works).
 Laundry Worker, male; 270 (Hospitals).

PROMOTION

Assistant, Civil Engineer; 4 (Parks).
 Assistant Civil Engineer, structural; 3 (Public Works).
 Assistant Court Clerk; 47 (Municipal Court).

Assistant Court Clerk, Grade 3; 8 (Domestic Relations Court).
 Assistant Electrical Engineer, Construction Division; V25 (Bd. of Trans.).
 Assistant Foreman, structures, Group A; 8 (Bd. of Trans.).
 Assistant Foreman, structures, Group F; 8 (Bd. of Trans.).
 Assistant Mechanical Engineer; 1 (Parks).
 Assistant Station Supervisor; 12 (Bd. of Trans.).
 Assistant Supervisor, cars and shops; 35 (Bd. of Trans.).
 Battalion Chief; V25 (Fire).
 Buyer; 8 (Purchase).
 Captain; 187 (Fire).
 Car Maintainer, Group B; V3 (Bd. of Trans.).
 Cashier, Grade 3; 20 (Bd. of Trans.).
 Civil Engineer, Catskill Division; 1 (Water Supply, Gas and Electricity).
 Civil Engineer, Croton Division; 1 (Water Supply, Gas and Electricity).
 Civil Engineer, NYC Division; V5.5 (Water Supply, Gas and Electricity).
 Civil Engineer, building construction; 1 (Housing Authority).
 Clerk of Court, Grade 4; 5 (Domestic Relations Court).
 Climber and Pruner; V8.5 (Parks).
 Collecting Agent; 93 (Bd. of Trans.).
 Court Clerk, Grade 3; 19 (City Court).
 Elevator Mechanic; 2 (Hospitals).
 Foreman, power distribution, Subway and Elevated; 19 (Bd. of Trans.).
 Gardener; 1 (Hospitals).
 Gardener; 48 (Parks).
 Inspector of Masonry, Grade 4; 11 (Parks).
 Junior Assistant Corporation Counsel, Grade 3, Condemnation and Real Estate Division; 25 (aw).
 Law Assistant, Grade 3; 3 (City Sheriff).
 Maintainer, shop; 5 (Purchase).
 Power Distribution Maintainer, Subway and Elevated; V152 (Bd. of Trans.).
 Power Maintainer, Group C; V6 (Bd. of Trans.).
 Senior Stationary Engineer, electric; 7 (Public Works).
 Stationary Engineer; 1 (President, Borough of Brooklyn).
 Stationary Engineer; 2 (Public Works; Parks).
 Structure Maintainer, Group B; 45 (Bd. of Trans.).
 Structure Maintainer, Group G; 33 (Bd. of Trans.).
 Supervisor, cars and shops; 7 (Bd. of Trans.).
 Telephone Operator, Grade 2; 24 (Welfare).
 Train Dispatcher; 51 (Bd. of Trans.).
 Trainmaster; 7 (Bd. of Trans.).
 Title Examiner, Grade 3, Bureau of Real Estate and Condemnation; 27 (Law).
OPEN-COMPETITIVE
 Addressograph Operator, Grade 2; 46 (Finance).
 Administrative Assistant, IBM equipment; 9y (Fire).
 Assistant Architect; 51y (Bd. of

Higher Ed.; Bd. of Ed.; Housing Authority; Hospitals; Public Works).
 Assistant Chemist; 79 (Water Supply, Gas and Electricity; Bd. of Water Supply; Purchase).
 Assistant Civil Engineer; 37 (Public Works).
 Assistant Civil Engineer, building construction; 18y (Public Works).
 Assistant Civil Engineer, sanitary; V1 (President, Borough of the Bronx).
 Assistant Civil Engineer, structural; 24.5 (Bd. of Trans.).
 Assistant Electrical Engineer; 16y (Public Works).
 Assistant Housing Manager; 8 (Housing Authority).
 Assistant Landscape Architect; 1 (Housing Authority).
 Assistant Mechanical Engineer, building construction; V2 (Housing Authority).
 Assistant Mechanical Engineer, sanitary; V5y (Bd. of Ed.).
 Attendant, Grade 1, female; 960 (Parks; Triborough Bridge and Tunnel Authority; Hospitals).
 Attendant, Grade 1, male; 122 (Marine and Aviation; Public Works; Parks; Welfare; Bd. of Trans.).
 Auto Engineman; V600y (Parks, President, Borough of Brooklyn; Housing Authority; President, Borough of Manhattan; President, Borough of Richmond; Traffic; President, Borough of Queens; Public Works).
 Auto Mechanic; 68 (President, Borough of Manhattan; Sanitation).
 Blacksmith's Helper; 41 (Sanitation).
 Bookkeeper; 587y (Housing Authority; Hospitals; Teachers' Retirement System; Bd. of Trans.; Bd. of Ed.).
 Burroughs 7800 Operator, Grade 2; 2 (Bd. of Trans.).
 Bus Maintainer, Group B; 12.5 (Bd. of Trans.).
 Buyer; 15y (Housing Authority; Purchase).
 Buyer, paper and paper products; 3 (Bd. of Ed.).
 Buyer, school and office furniture; V3y (Bd. of Ed.).
 Captain; 7y (Sanitation).
 Chemist; 7 (Bd. of Trans.).
 Civil Engineer, building construction; 7y (Housing and Buildings; Housing Authority).
 Civil Engineer, sanitary; V4.5 (Health).
 Clerk, Grade 2; 7596 (Triborough Bridge and Tunnel Authority; Domestic Relations Court; Housing and Buildings; Bd. of Trans.; Bd. of Ed.; President, Borough of Queens; Chief Medical Examiner; City Planning Commission; Public Works).
 Comptometer Operator, Grade 2; 76 (Housing Authority).
 Consultant, nursery education; 3 (Health).
 Correction Officer, female; 76y (Domestic Relations Court).
 Court Stenographer; 38y (Municipal Court; Domestic Relations Court).
 Deckhand, tugboat; V130y (Ma-

rine and Aviation; Public Works; Sanitation).
 Dental Assistant; 28y (Health).
 Dietician; 28 (Hospitals).
 Dockmaster; D25y (Marine and Aviation).
 Electrical Inspector, Grade 3; V171 (Water Supply, Gas and Electricity).
 Elevator Mechanic's Helper; 14 (Public Works).
 Engineering Assistant; 81 (Housing Authority).
 Exterminator, Grade 2; (Housing Authority).
 House Painter; 58 (Housing Authority).
 Inspector of Boilers, Grade 3; 2 (Housing and Buildings).
 Inspector of Construction, housing, Grade 4; 217 (Housing Authority).
 Inspector of Highway Traffic, Grade 4; 4y (Traffic).
 Inspector of Housing, Grade 3; 92y (Housing and Buildings).
 Inspector of Live Poultry, Grade 2; 13y (Markets).
 Investigator; 130 (Housing Authority; Bd. of Trans.).
 Junior Accountant; 514y (Housing Authority; Hospitals; Public Works; Health; Welfare).
 Junior Bacteriologist; 43.5 (Hospitals).
 Junior Electrical Engineer; 24y (Bd. of Ed.).
 Machinist; V45 (Sanitation; President, Borough of the Bronx).
 Machinist's Helper; V111 (Sanitation).
 Maintainer's Helper, Group A; 15 (Bd. of Trans.).
 Maintainer's Helper, Group B; V31 (Bd. of Trans.).
 Maintainer's Helper, Group C; 14.5 (Bd. of Trans.).
 Maintenance Man; V994 (Hous-

ing Authority; Public Works; Parks).
 Marine Officer; V139y (Public Works; Marine and Aviation).
 Marine Stoker; 74y (Marine and Aviation).
 Officer; V31y (Correction; Hospitals).
 Patrolman; 3065y (Police).
 Pilot, tugboat; 11 (Sanitation).
 Plumber; V10 (Hospitals; Health).
 Psychologist, Grade 2; 44 (City Magistrates' Court; Hospitals; Domestic Relations Court).
 Railroad Clerk; 520y (Bd. of Trans.).
 Roentgenologist, Grade 4; V25.5 (Hospitals).
 Stationary Fireman; 235y (President, Borough of Brooklyn; Welfare; Bd. of Ed.; Hospitals).
 Steamfitter's Helper; V13 (Public Works).
 Stenographer, Grade 2; 1216y (Marine and Aviation; Welfare; Bd. of Ed.; Bd. of Trans.; Housing and Building; Parks; Labor Relations Board; Health; Civil Defense; Housing Authority; Purchase; City Planning Commission; Youth Board; Triborough Bridge and Tunnel Authority; City Magistrates' Court; Markets; Hospitals; Domestic Relations Court; Law; Bd. of Water Supply; Correction).
 Stenographer, reporting, Grade 3; 23 (Chief Medical Examiner).
 Stock Assistant, male; 293 (Housing Authority; Welfare; Correction; Bd. of Ed.; Hospitals).
 Surface Line Operator; V3546y (Bd. of Trans.).
 Surgeon (P), Medical Officer (F), Medical Examiner (DS); V17 (Welfare).
 Technician, X-ray, Group 2, list No. 3; 8y (Hospitals).
 Technician, X-ray, Group 3, list No. 4; 5y (Hospitals).

Housing Authority Offers Pay Plan After 1,975 Stayed Away Two Days

Employees of the NYC Housing Authority who engaged in a two-day "continuous meeting" of their union that kept them from work returned only when a promise was made that their demands for increase pay would be mediated. They didn't return with a rush, said Raymond E. Diana, executive secretary, Government and Civic Employees Organizing Committee, CIO.

"Their pay has to be raised," said Mr. Diana.

Conferences were held at City Hall with Daniel Kornblum, director of the City Labor Relations Division of the Mayor's Office. Mr. Kornblum agreed to act only if the employees returned to work. Counter-proposals by the Authority resulted and were discussed at a union meeting last night.

Exactly 1,975 members of Local 370, of which Frank Smith is president, stayed away "en masse," he said, to attend the "continuous meeting." Only 540 firemen, porters, assistant superintendents, laborers, foremen of laborers, gardeners, maintenance men and housing assistants showed up at the municipal hous-

ing projects. The Housing Authority was "plenty worried," said Mr. Smith.

By agreement, no reprisals will be taken against the men who didn't show up.

First in a Long Time

This was the first time in many months that any such "job action" was taken in City or quasi-City jobs. The Housing Authority is not a City department, but a semi-independent and quasi-public corporation. Statements by the Authority that the City could not afford any raises were said by the union to be far removed from the reality, as the Authority pays its own bills and is on its own otherwise. The Board of Estimate must approve any pay rates.

The demonstration was taken as an indication of what may be expected on a far greater scale if the City does not come to terms on a raise for its 180,000 employees.

Essential Services Rendered

The absences from Housing Authority jobs didn't interfere with the operation of incinerators, nor with the supply of heat or hot water, but there were no cleaning or minor repairs.

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Activities of Civil Service Employees in N. Y. State

Rochester

A COMBINATION chapter meeting and Valentine's Day party was held at the B & O building, Rochester, on February 11. This was a sort of get-together party, the new members meeting the old ones. Margaret Youtzy, WCB, substituted for Secretary Marguerite Surridge, who was unable to attend. The meeting was called to order at 8 p. m. by Earl Struck of Rehabilitation.

Chapter President Meiba R. Binn reported on the Western Conference meeting. One of the most important points that she stressed was the starting of training courses for chapter officers. One course is being written up by the school at Cornell and enrollment is expected to start in March, but another will start in Buffalo this week.

Ray Munroe, 2nd Vice President of the CSEA, spoke regarding his conference with the Association salary committee.

The WCB has formed a Sunshine Club to build up an emergency fund. Each member pays a small amount at the end of each month until a quota has been met to take care of each co-worker or member of their immediate families, in case a birth or a death occurs, or if a co-worker is hospitalized. The committee consists of Ruth Harris, Merely Blumstein, Margaret Smith, Josephine Stragusa and Dave Rothbard.

Mr. and Mrs. Anthony Mangone are parents of a girl born this month. Tony is an investigator in the WCB, and his wife, Mary Mangone, was formerly employed in the same department. Best of luck to all three of them.

Birthday greetings to Mrs. Margaret Baker, clerk, and Mrs. Marge Surridge, examiner, both of the WCB. Mickey Denaro, examiner, whose birthday was on February 21, celebrated her 28th year in the WCB. Margaret Smith, examiner, enjoying her 30th year in civil service. Congratulations to both.

Syracuse

JARRETT G. MOYER was honored at a dinner at Tubberts Restaurant in recognition of his 25 years of service with the Vocational Rehabilitation Division of the State Department of Education.

After graduating from Franklin and Marshall College, Jerry served as an officer during World War I. After service he completed his education at the University at Grenoble in France. After a career in education and personnel management, he entered the service of the State as a rehabilitation counselor.



JARRETT G. MOYER

The surprise dinner was sponsored by the Syracuse district of the Division. At the head of the table with the guest of honor were his wife, Ida; G. Samuel Bohlin, director of the division; J. J. Cummings, assistant director; C. B. Schilling, Syracuse area director, and Mrs. Schilling, and Ray Castle, president of Syracuse chapter of the CSEA. Besides the staff of the Syracuse and Utica offices, guests were present from the offices in Binghamton, Malone, Albany and Rochester.

Mr. Schilling cited Mr. Moyer's long service on behalf of the handicapped and the effective service rendered by the Utica Office, of which Mr. Moyer is the manager.

Mr. Bohlin presented a scroll expressing the high regard of all



James E. Christian Memorial chapter members gather around the luncheon tables at a meeting at which Elizabeth Reed, Florida State Board of Health, was guest speaker. At rear table, facing the camera, are George Fisher, treasurer; Virginia Clark, secretary; Dr. William Siegal, president; Elizabeth Reed, Richard Mattox, Director of Personnel Admin.; Paul Robinson, social committee chairman. Also pictured among the group are Clifford C. Shore, past president, CSEA; Charlotte Clapper, CSEA secretary; Dr. Granville W. Larimore, Director of Public Health Education, and Clifford Hodge, Production Chief of Public Health Education. The meeting was held at Civil Service Employee Association headquarters, Albany.



Elizabeth Reed, Director of Public Health Information, Florida State Board of Health, discusses public health activities with Dr. William Siegal, president of James E. Christian Memorial Chapter, at the luncheon meeting.

of Mr. Moyer's associates in the division:

Mr. Castle stressed Mr. Moyer's service to the citizens of his community through the various organizations to which Mr. Moyer devotes so much of his free time;

Veterans Advisory Committee; Kiwanis Club; Civil Air Patrol; Luncheon League; Masonic Order, 33d degree Mason; Former president of the Syracuse Chapter, and executive board member of the League for the Handicapped.

Jerry is a fishing and hunting enthusiast, and has enjoyed this relaxation in company of his three sons, one of whom is now a student at Syracuse University Medical College. Another is associated with the N. Y. Telephone Company, and the third is with the Central Television Company of Syracuse. Mr. Moyer is anxiously looking forward to making sports enthusiasts of his two grandsons.

After the dinner, the group was entertained at the home of Mr. and Mrs. Moyer.

The arrangements committee consisted of Fred V. Wiggins and Harry B. Certner of the Syracuse District office. Table decorations were arranged by Mrs. H. Certner and Mrs. D. Petrie.

Armory Employees

Metropolitan Area THE ARMORY Employees Chapter, Metropolitan Area, CSEA, met at the Company I, 165th Infantry Armory, Flushing, L. I.

Assemblyman Frank Becker introduced the Armory Employees bill. The Senate bill was introduced by Senator Bridges.

The Adjutant General's Office, the Legislative Committee for the Recodification of the Military Law, Assemblyman Becker, chairman, and the Conference of Armory Employees of the State, laid the groundwork. Now it is up to every Armory employee and his family to bring the facts of our bill to the attention of the legislators.

Again, it was most impressive to see so many of the superintendents in attendance, including James Jensen, Hempstead Armory; Andrian J. Jacques, Jamaica Armory; Salvatore Russo, East Patchogue Armory; Philip H. Murphy, Freeport Armory, and Marty Ambros, 102nd Medical Battalion Armory, Manhattan, who has just returned from his vacation. Welcome back, Marty.

President Maher pointed out that only a few of the Armories are not in the 100 per cent paid-up membership. Let's all climb on the band wagon with the paid-up dues and make the Metropolitan chapter 100 per cent.

We are sorry to hear that George Fisher, our treasurer, is suffering with a bad back.

Frank Wallace attended a special meeting of the CSEA legislative committee and gave our chapter the highlights of what our Association is doing to obtain salary adjustments for State employees.

President Maher thanked Frank M. Gonsalves and his committee for splendid work in getting the news to The LEADER and also expressed many thanks to the LEADER for co-operation and backing for the welfare of Armory employees.

Sincerest wishes were extended to Colonel Norman J. Carey, Sr., for a speedy recovery. He underwent a serious operation and is now recuperating at his home.

Bill Maher, George Fisher and Frank Wallace will attend the 42nd Annual Dinner and Meeting at the CSEA at Albany, on March 6.

Mr. Maher thanked Major Joseph M. Donovan, Officer in Charge and Control of the Armory, and Superintendent George H. Pstrom, as well as the staff of the employees of the host Armory, for their fine hospitality.

Mount Vernon

MEMBERS of the Mount Vernon Unit of Westchester chapter, CSEA, met at the Veterans of Foreign Wars Hall, Mount Vernon. The meeting was presided over by William J. Whyland, chairman, who introduced Charles R. Culyer, Metropolitan District field representative of the Association. Mr. Culyer spoke on legislation sponsored by the Association now being considered at Albany which would benefit civil service employees. Of particular interest to non-teaching school employees was a bill sponsored by the Association dealing with the salary schedules of such employees. Data relating to salaries and working conditions of employees in cities and towns throughout the State were discussed.

Mr. Whyland announced that the next meeting will be held on

March 21. The agenda will be given out soon. It is hoped that arrangements can be made by Ivan S. Flood, president of Westchester chapter, to have the Association's salary research analyst discuss a survey which is being made of public employee salaries in Westchester County.

New York City

MRS. EILEEN WATSON, telephone operator at the Household Office of the Division of Placement and Unemployment Insurance, State Department of Labor, 205 Scherhorn Street, Brooklyn, died last week. She was a State employee for 13 years and was a member of the NYC chapter of the CSEA. She is survived by a son, Charles Watson, and two sisters, Mrs. Frances McDermott and Mrs. Ruth Cavanagh.

Mrs. Watson lived in Brooklyn.

Syracuse State School

A MEETING of the Syracuse State School Chapter was held at which Laurence Hollister presented membership citations to the eligible groups. Our membership dues are coming in nicely. Several new members have joined recently. We are alternating our meetings between the main institution and the colonies at Fairmount to give a greater number a chance to participate. Several persons from our chapter attended the annual dinner dance of the Syracuse chapter at the Hotel Syracuse: Mr. and Mrs. George Snyder, Mr. and Mrs. Edward Winn, Mr. and Mrs. Walter Jenner and Frederick Krumman.

William J. Callahan died at his home on Delaware Street this city after several years' illness. Mr. Callahan was employed at the Syracuse State School for over 20 years and was very active in CSEA affairs.

Mrs. Sadie Paddock, who was employed in the Main Building, died February 6.

Mrs. Johanna Wren retired February 15 after 18 years of service.

Helen Sawyer is doing nicely after undergoing an operation.

President Jenner was elected to represent the chapter at the CSEA dinner meeting in Albany on March 6.

Buffalo

THE FEBRUARY meeting of the Buffalo chapter, CSEA, was held at the University Post, Delaware and Summer Streets, Buffalo. Dinner was served. Celeste Rosenkrantz, president, presided.

Mrs. Lois Gray of the Education Department, handling in-service training in the Buffalo area, explained the Association's program for officer training classes. Philip Kerker, field representative of the Association, spoke on the vital place of the civil service employee in public life today. Mr. Kerker's approach was different and thought-provoking, as a question and answer period proved.

The principal speaker was Civil Service Commissioner Louise Gerry, who held an informal round table discussion, answering questions. Chapter members and delegates found her talk interesting, enlightening, and enjoyable, particularly her sense of humor.

Miss Rosenkrantz reviewed the Association legislative program—

the status of bills, their introductory numbers, and possibilities this year.

It was decided to have another party late in April, if possible at the 65th Armory, and to call it New Member's Night. The admission fee will be about \$1 a person, and new members will be guests. More about this later! Watch The LEADER for further reports.

The next meeting of the Buffalo chapter will be held on March 19, at the University Post; dinner at 6 p. m., meeting at 7:45.

State Insurance

THE MEMBERSHIP Committee of the State Insurance Fund chapter announced that membership now stands at an all-time high of more than 500. This is a goal for which the CSEA chapter has striven since its organization not long ago. Credit for this accomplishment must go in large part to Ed Bozek, chapter president, and Al Greenberg, membership committee chairman. Their efforts have been markedly successful.

Welcome is extended to the members who joined in January and February 1952; Milton Birne, Policyholders; Regina Courtney, Underwriting; Benedict Meltzer, Actuarial; Mary Feldman, Underwriting; Rose Fairweather, Claims; George Nadel, Payroll Audit; Irving Sulzer, Payroll Audit; Arthur Golder, Safety Service; Catherine Andraeci, Underwriting; and Livia Stephens, Underwriting.

There are still a few delinquents. They are urged to contact their departmental representatives and pay up their dues.

The chapter nominating committee consists of Victor Fiddler, Legal; Moe Brown, Underwriting; Joe Albert, Claims; Helen Loos, Payroll Audit; and Ralph Meyerberg, Actuarial. The committee will make its nominations for the annual elections in a report to the executive board meeting on March 17. Independent nominations must be submitted by April 5.

Congratulations to Caroline A. Richardson upon being awarded a Certificate of Merit by the State Merit Award Rating Board.

The bowlers had a night off because of the Lincoln's Birthday holiday. They hope to knock down twice as many pins at their next meeting to make up for lost time.

William Dillon is the chapter candidate for employee representative on the Rating Review Board. The election will be held on February 28. Bill is very capable to fill the post, since he is forthright, a good speaker and sincerely appreciative of employee problems. He has proved his capabilities many times by his speedy and efficient accomplishment of difficult assignments. All employees are urged to support his candidacy and to vote for him.

Niagara County

EMPLOYEES and staff of the Niagara Sanatorium held their annual party in the auditorium of the Sanatorium. Music for dancing was furnished by Buddy Daniel's orchestra, and during intermission a buffet lunch was served. As a change from the usual music, some square dances were played. Some of the employees really know their square dances, and some of us—well, we had a lot of fun trying.

One of the stunts was a charade contest between the Cracker Jills, a team consisting of Rita Haley, Rose Marie Ben, Phyllis Cummings and Irene Zeiger, and the Cracker Jacks, composed of Vincent Mancini, Raymond Carter, Herbert Schumacher, and Richard Tracey. The Cracker Jacks won and spent the rest of the evening trying to convince people this proved the men smarter than the women.

The awards were won by Howard Rush, Engineering Department; Joseph Marceano, Dietary Department; Elizabeth Stanley, Occupational Therapy Student.

Everyone agreed that it was one of the best employee parties and thanks were voted to the committee who worked hard to make it a success. Janet Goodlander and Harry Pritchard were Co-Chairmen. The heads of the various committees were: Mrs. Amelia Scirati, Mrs. Ellene B. Adrian, Henry Reiter, James Smith and Paul Pils.

To all the members of the committees, thanks a lot.