

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XV — No. 7

Tuesday October 27, 1953

Price Ten Cents

## Some Gains In Sight In Mental Hygiene

See Page 14

### Yes, It's True; Harry Fox DID Win It!

Harry G. Fox continues as treasurer of the Civil Service Employees Association. He defeated Vernon R. Davis for the post. The vote was 11,406 for Fox, 5,855 for Davis. In last week's LEADER's tabulation of the voting, a "1" was left out of Harry's vote, which reduced the count to a mere dribble, and the proof reader didn't catch it. So here's the correct figure again for Harry: 11,406.

A slap on the wrist for the proofreader: Don't you know Harry Fox always runs high?



HARRY G. FOX

### Powers Issues His First Statement as CSEA Head

ALBANY, Oct. 26—John F. Powers, newly-elected president of the Civil Service Employees Association, this week extended his thanks to employees who had supported him, and added his best wishes to his defeated opponent, Ted Wenzl. Mr. Powers' statement:

"I assume the presidency of the Civil Service Employees Association with a feeling of humility. I do not anticipate that the job will be easy, nor that I will always have miracle solutions for the problems that arise. I will seek the assistance and advice of the members of the Association, the Board of Directors, and the officers. We shall always work with honesty

and integrity toward the achievement of our goals.

"My heartfelt thanks to those who supported me and worked for me in this election. My congratulations to the others who were elected with me. To Ted Wenzl, who was my opponent, I want to say that he made a good, clean, honorable fight. I appreciate the dignity of his statement after the election results were known. And I urge that his fine abilities continue to be at the disposal of the Association.

"We shall seek unity in our ranks, and go forward with the best that's in us to attain the objectives of our Association."

### Guild Receives Mass Communion

The Rev. Joseph T. V. Snee, of the faculty of Cathedral College, and Assemblyman Malcolm Wilson were principal speakers at the fifteenth annual Communion breakfast of the Dongan Guild of New York State Employees, held last Sunday at the Hotel Waldorf-Astoria.

Assemblyman Wilson represents the 1st District, Westchester County.

Guild members and guests and friends received Communion in a body at the 9 A.M. Mass at St. Patrick's Cathedral.

The toastmaster at the breakfast was Thomas J. Curran, New York State Secretary of State. Guests included State Comptroller

J. Raymond McGovern; Mary Donlon, chairman, Workmen's Compensation Board, and John F. O'Connell, chairman, State Liquor Authority.

Donald Beaudoin sang at the breakfast. His accompanist was Edna Sheppard.

### YOUNG EXPECTS DROP OF 5 P. C. IN EMPLOYEES

WASHINGTON, Oct. 26—Chairman Philip Young of the U. S. Civil Service Commission made a prophecy about the U. S. job situation. He said:

"It seems likely that during this fiscal year (through June, 1954) Federal employment will drop 5 per cent."

## State Salary Survey Seen Of Primary Importance In Coming Negotiations

ALBANY, Oct. 26 — Davis L. Shultes told employee representatives that a salary survey being conducted by the State will go far toward proving the employees' case for a pay increase.

Mr. Shultes is chairman of the Civil Service Employees Association salary committee. His report, presented at the Association's annual meeting, is of importance to all State employees. It follows below, in full:

We have all heard of the Gilligolo bird that flies backward because it would rather see where it's going. It seems to me that some of my reports to you in the past years have been Gilligolooish to some extent. We have hashed and rehashed the old statistics going back to 1940 and the days when a dollar bought nearly twice as much as it does today. Arguments about parity dates, the average increase in State salaries, the effect of annual increments, the cost-of-living index and other matters have been marshalled at the conference table, been riddled with holes, been patched up and repainted and then knocked down again. A new approach is necessary and, we hope, will be used to produce results this year. Let's see where we're going instead of where we've been.

We're going to be confronted with the results of what promises to be the most important study of State salaries since Feld-Hamilton salaries were established. This study is being made by the Civil Service Department, at the request of Governor Dewey, immediately following Jesse B. McFarland's letter to the Governor suggesting that the study be made. There can be no doubt concerning the importance attached to this study by the State Administration. A large staff of technicians has been working overtime on very comprehensive surveys for the last three months and it is not yet completed. It is intended that it will be finished in time for action by this year's Legislature.

The answers to certain questions concerning the survey may be of interest to you at this time:

1. What is the purpose of the survey?

In the words of Governor Dewey, "to undertake . . . an intensive study of any inequities which may exist in the classification of titles

or in the allocation of existing titles to the salary schedule."

We take this to mean that recommendations will be made to bring State salaries for each particular type of work up to those paid in private industry. The Administration undoubtedly expects to raise the pay for some titles more than for others.

It is reasonable to suppose that the survey may result in certain related recommendations, such as: 1. A revision of existing 50 grade salary schedule; 2. an orderly and equitable method of making adjustments in the future as conditions may require; 3. removal of inconsistencies and overlapping in some promotional series.

2. Why did the Association request the Governor to make the survey?

To remove the stalemate that occurred last year when the Budget Director stated that no further general pay raises or the freeze-in of existing emergency pay would be made until existing inequities within the State salary structure were eliminated. Unless the survey had been started when it was, the stalemate could have prevented successful negotiations again this year.

3. Why is the survey so important?

Because, if properly conducted and implemented, aside from the objectives previously mentioned, it will provide new base pay scales for each title which, in effect, will freeze in present emergency pay.

It will raise State salaries.

It will establish a definite parity date upon which to base future adjustments.

It will affect every title in State service.

4. What advance commitments have been made?

By the Association: None. By the Administration: None, except by implication that needed adjustments will be made.

The findings of the Civil Service Department should properly be the subject of discussion and negotiation before final action is taken.

5. What are the findings of the Association salary committee?

Salary resolution should be passed as submitted.

State salaries are deficient by about 12 per cent, based on wages paid in private industry and also on cost of living studies based on parity as of April 1, 1946.

Salaries should be reallocated to new grades which will freeze in all existing emergency pay as well as the new adjustments necessary to raise salaries, on the average, about 12 per cent.

The Association must have an opportunity to study the results of the Administration's salary survey and to confer with the Administration before they are adopted.

6. How will the survey affect this year's negotiations?

Inasmuch as the ostensible purpose of the survey is to furnish the information necessary for the adjustment of salaries up to the standard enjoyed by private industry, negotiations can hardly be started until the survey has been completed. We have no reason to expect an undue delay in the completion of the project.

The Association expects to have an opportunity to review the survey findings as to their validity in the light of our own studies and to negotiate as to the best means of achieving a sound salary program.

In closing, I want to express the committee's appreciation of the Association's salary research analyst, Henry Galpin, during the past year. He has greatly facilitated the work of the committee, with the assistance of Ethel Fay, the research clerk. Mr. Galpin, at the suggestion of the committee, has been writing a weekly series of articles for the Civil Service LEADER, known as "The Pay Window." These articles, together with the monthly tabulation of Basic Wage Statistics, are designed to keep our membership well informed of current developments affecting the salary picture. We hope you like this new feature.

The salary committee consists of: Mr. Shultes, chairman; Dr. Chester B. Pond, J. Allyn Stearns, Dr. Theodore C. Wenzl, Max Weinstein, Mildred M. Lauder, Thomas Conkling, Margaret J. Willi, Stephen C. Davis. Special consultants are: Dr. Charles M. Armstrong, Philip A. Cowan, Fred J. Decker and Arthur W. Moon.

WILLIAM F. MC DONOUGH  
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CAPITOL STATION  
ALBANY 1 N Y  
COMP

### 17 Television Sets Given To Hospital

Patients at Manhattan State Hospital on Wards Island are enjoying television, right in their own wards, through the generosity of Mr. and Mrs. Arthur Murray, of the Arthur Murray School of Dancing.

The couple offered television sets, on request, to a limited number of hospitals that needed them, and somebody put in the request for Manhattan State Hospital. It was quickly granted. So now there are 17 television sets, with 21-inch viewing tube, installed by the hospital's electrical shop.

Dr. John H. Travis, senior director of the hospital, like John Wallace, president of the hospital chapter of the Civil Service Employees Association, lost his breath over the magnitude of the gift. He was brimming with appreciation.

Mr. Wallace said: "The Murrays have provided one of the most useful and effective gifts and the chapter membership shares the deep feeling of gratitude. Not only are the patients made happier, but their recovery is expedited."



Scene at the dinner held in conjunction with the 43rd annual meeting of the Civil Service Employees Association, at the DeWitt Clinton Hotel, Albany. On the dais, from left, Robert L. Soper, Harry G. Fox, Leonard Requa, President J. Edward Conway, of the State Civil Service Commission; Janet Macfarlane, Jesse B. McFarland, retiring president of the Association; Gene Robb, guest speaker; Charlotte M. Clapper, the

Rev. Wallace Viets, Helen Todd, giving her order to the waiter; John F. Powers, the new president of the Association, and Joseph F. Feily. In foreground, right, John T. DeGraff, counsel to the Association, gesturing to John J. Kelly, Jr., assistant counsel; Charles Sandler, Association regional counsel, and J. Allyn Stearns. Mr. Robb is publisher of the Albany "Times-Union."

# Wagner Endorses 25-75 Pension Plan, With Employee Payment Cut in Half

## All Three Candidates Come Out for Classification

With Mayor Impellitteri out of the race, the "civil service vote" in NYC this week was carefully examining the programs of Robert F. Wagner Jr., Democratic candidate, Rudolph Halley, Liberal-Independent, and Harold Riegelman, Republican.

A survey of municipal shops and offices this week revealed that the conversations were revolving

around many of the points made by the candidates, with the question "How will I be do it?" and "Where will the money come from?" heard frequently.

### '25-75' Pension Plan

Perhaps the biggest single item of conversation was the proposal of Robert F. Wagner Jr., favoring the extension of the "25-75" retirement plan to all City employees. This plan is now enjoyed only by members of the Police and Fire Departments. Under it, the employee's contributions into the Retirement System are cut by half. Today, the employee pays 50 per cent into the retirement fund, and the City pays in an equal share. The new proposal would provide that the employee would pay in only 25 per cent, and the City 75 per cent. The net effect would, of course, be the equivalent of a substantial pay raise. City employees have sought this advance for the past four years.

### What He Said

Mr. Wagner's actual words on this subject were: "I favor extension to the other City services of the 25 per cent employee and 75 per cent into the retirement fund, have been given to the employees of the Police and Fire Departments."

Among Mr. Wagner's associates, it was felt that it might take two years to implement this plan. But there appeared no question that the Wagner camp intends actively to go to work on this issue if he is elected.

### Halley Proposes Change

Mr. Halley, too, proposed a change in the City's retirement arrangements. Mr. Halley urged revision of the Clancy bill to enable every City employee to get

the full one per cent a year pension and to decide for himself how big an annuity he wants to add to his pension.

Mr. Wagner and Mr. Halley both state that they favor higher pay. In addition, the Democratic candidate added that he would, if elected, act to assure that there would be no loss in take-home pay

as a result of the bonus freeze-in which the Board of Estimate acted upon last week. Both Mr. Wagner and Mr. Halley voted in favor of the increase. Harold Riegelman had also announced himself in favor of covering the bonus in as part of base pay.

### All Favor Classification

All three candidates now stand

in favor of setting up a classification plan. This plan, which has been stalled for some years and which is now favored by all employee organizations, will constitute one of the first important personnel actions of the newly-elected Mayor. There is general recognition that classification is a "must" to sound personnel policy.

## 7 STATE EMPLOYEES GET MERIT AWARDS

ALBANY, Oct. 26 — One Division of Employment employee and five Taxation and Finance personnel, in Albany offices, and a Correction guard at West Coxsackie, are recipients of awards by the State Merit Award Board, for efficiency and economy suggestions in the operation of their departments, said Dr. Frank L. Tolman, chairman of the Award Board.

William Bogard of Glenmont, a tabulating machine operator in the Income Tax Bureau, received \$140 for devising an attachment to a tabulating machine. "It is an ingenious adaptation to the huge task of addressing thousands of income tax forms annually," the Bureau said.

### Joint Awards

Two senior clerks in the Motor Vehicle Bureau, Monroe D. Walsh of Albany, and Clark Lawrenson of Rensselaer, received a joint award of \$130. They suggested revisions of a printed form, to reduce the time required to process complaints from motorists whose

registrations or licenses have been revoked or suspended.

Mr. Walsh also shared joint awards with two other co-workers: one \$40 with Ella F. Westwood of Troy, typist, for a proposal to send warning letters to habitual Vehicle and Traffic Law violators; the second, \$30, with Ralph Dillon of Cohoes, senior clerk, for a suggestion to use a new form and procedure in requesting file searchers for previous convictions of vehicle owners.

The DE recipient was Louis Palladino of Troy, an assistant unemployment insurance reviewing examiner, who merited \$25 for his proposal to eliminate a coding operation in identifying employers involved in processing claims for unemployment insurance benefits.

Ildige Bourdon, a guard at the State Vocational Institution, West Coxsackie, received \$25 for proposing the use of a rubber disk to eliminate a plumbing maintenance problem at the Institution.

In addition to cash prizes, certificates of merit were awarded.

## State Health Workshop Discusses Problems

ALBANY, Oct. 26 — Organizations interested in health problems met here last week to discuss supplying needs in public health. The work conference, of which Senator George R. Metcalf is chairman, was sponsored by the State Citizens Health Council.

Dr. Granville W. Larimore, Deputy State Health Commissioner, was main speaker at a dinner. Afterwards, work sessions were held.

### Panel Discussion

A panel discussion was held the next morning. H. Curtis Mial, executive director of the State Citizens Council, was moderator. Members of the panel included: Wendell R. Brown, Sharon Springs executive secretary, Citizens Council; Dr. William A. Brumfield Jr., professor of preventive medicine and public health, State University School of Medicine, Syracuse; Leonard F. Horan, director of correctional training, State Correction Department; Olaf F. Larson, Department of Rural Sociology, Cornell University, and Sol Pincus, consultant engineer, NYC.

The group meeting was followed by work sessions.

### Organizations Represented

The result of these discussions was presented at a luncheon meeting at which Dr. Carlton E. Wertz, president of the Council and past president of the State Medical So-

ciety, presided. Homer N. Calver, chairman of the executive committee of the Council, summarized the conference findings.

The organizations represented included the Medical Society of the State of New York, the State Grange, the State Dental Society, the New York State School Nurse Teachers Association, the National Health Council, the National Foundation for Infantile Paralysis, the State Parent Teachers Association, and the State Association of Milk Sanitarians.

## CSEA Now Has Total of 174 Chapters

ALBANY, Oct. 26 — A report of the special charter committee of the Civil Service Employees Association reveals that constitution changes were approved for eighteen State Division chapters and four County Division chapters during the past year. Several revisions are still pending before the committee — one County and three State (St. Lawrence, Middletown State Hospital, Marcy State Hospital, James E. Christian Memorial Health Department).

During 1952-53 year, charters were granted three State Division chapters (Mental Hygiene Central Office, Workmen's Compensation and State Employment Service, NYC and Suburban Area) and two County Division chapters (Livingston and Essex). There are now 135 chapters in the State Division and 39 chapters in the County Division, a total of 174. Two State Division chapters were lost as of September 1, 1953. Champlain College chapter was discontinued when the Federal Government took back the property on which the college was located for an air base; and Veterans Vocational School at Troy was transferred to the jurisdiction of Rensselaer County under a statute adopted at the last session of the Legislature.

The committee's report was delivered by Vernon A. Tapper, chairman. Other committee members are Grace Hillery, Thomas Conkling, Edward Gilchrist, Ivan S. Flood, Philip L. White.

## State Eligibles STATE

### Open-Competitive SENIOR TRAINING TECHNICIAN

1. Adams, Elvin, NYC ..... 85179
2. McDonald, John R., Fulton ..... 83000
3. Naudler, Leonard, Floral Pk ..... 81346
4. Krashes, Howard S., Bayside ..... 80090
5. Moore, Harry L., Syracuse ..... 79090

### STATE Promotion PERSONNEL TECHNICIAN (CLASSIFICATION) (Prom.)

1. Grimes, Gough T., Scotia ..... 82046
2. Margosian, Edward, Troy ..... 82070
3. Sparrer, Gerald, Albany ..... 85099
4. Lauber, Jean B., Albany ..... 81190
5. Dowling, Bette, Albany ..... 80890
6. Walsh, Cornelius R., Albany ..... 80740
7. Coburn, Richard G., Albany ..... 80570
8. Johnston, Thos., Porter Corners 77400

### PERSONNEL TECHNICIAN (EXAMINATIONS) (Prom.)

1. Trombs, John E., Loudonville 90710
2. Adelman, Elliott L., Elmere ..... 81120
3. Sorza, Richard F., Albany ..... 85490
4. Debes, Marie R., Albany ..... 85340
5. Colwell, Mary T., Albany ..... 82150
6. Downes, Margaret C., Troy ..... 81280
7. Fletcher, Reid W., Albany ..... 81150
8. Carson, Julia B., Oneonta ..... 80530
9. Dunnean, George P., Schtivy ..... 80510
10. Cornell, Joanne P., Round Lk 80210
11. McEwan, Dorothy M., Delmar ..... 79870
12. McNamara, John S., Albany ..... 78050
13. Hoyt, Donald C., Watervliet ..... 77240
14. Krueger, David, Albany ..... 76940

### PERSONNEL TECHNICIAN (MUNICIPAL SERVICE) (Prom.)

1. Margosian, Edward, Troy ..... 88170
2. Thayer, Merton W., Troy ..... 88070
3. MacLone, Michael P., Albany ..... 83180
4. Coburn, Richard G., Albany ..... 83140
5. Colwell, Mary T., Albany ..... 82030
6. Hoyt, Donald C., Watervliet ..... 80990

### PERSONNEL TECHNICIAN RESEARCH (Prom.)

1. Adelman, Elliott L., Elmere ..... 82800
2. Thayer, Merton W., Troy ..... 82630
3. Grimes, Gough T., Scotia ..... 82890
4. Dunnean, George P., Schtivy ..... 79800

### SENIOR PERSONNEL TECHNICIAN (EXAMINATIONS) (Prom.)

1. Isaacs, Albert, Bronx ..... 85080
2. Sullivan, Daniel J., Albany ..... 84920
3. McCollum, Joyce E., Albany ..... 87540
4. Nathoff, Heinz H., Albany ..... 80210
5. Tappen, Helen S., Albany ..... 80010
6. Waltzman, Hal, Albany ..... 84370
7. Berne, Ellis J., NYC ..... 81870
8. Dubois, Kenneth B., Albany ..... 81330
9. Benoit, Francis H., Albany ..... 79780

### SENIOR PERSONNEL TECHNICIAN (MUNICIPAL SERVICE) (Prom.)

1. Comiskey, Richard, Green Isl ..... 88470
2. Sabey, George L., Albany ..... 82360

### SENIOR PERSONNEL TECHNICIAN (CLASSIFICATION) (Prom.)

1. Mills, Richard J., Albany ..... 80780
2. Egerton, Jerome W., Albany ..... 80520
3. Hilton, Peter H., Troy ..... 80120
4. Isaacs, Albert, Bronx ..... 88430
5. Haskell, Roy T., Slingerland ..... 87620
6. McDonough, Joseph, Troy ..... 87570
7. Williams, Ruth L., Albany ..... 85970
8. Sullivan, Daniel J., Albany ..... 84680
9. Nathoff, Heinz H., Albany ..... 84550

### COUNTY AND VILLAGE Open-Competitive LABORATORY TECHNICIAN

- County Laboratory, Wyoming County
1. Scott, Harriett M., Warsaw ..... 80880
2. Cronk, Charles J., Fildmore ..... 84380
3. Bowen, Betty J., Darien Ctr ..... 82500

### COUNTY AND VILLAGE Promotion SENIOR SURROGATE CLERK

- (Prom.), Surrogate's Court, Queens County
1. Jaster, Margaret M., Jamaica 92480
2. Brancione, George, Jamaica ..... 88240
3. Sammis, William H., Bellerose 84670

### PRINCIPAL SURROGATE CLERK

- (Prom.), Surrogate's Court, Queens County
1. Moran, John A., Forest Hls ..... 85390
2. Oakley, Howard M., Flushing ..... 85180
3. Inull, Francis A., Bayside ..... 83400
4. Briggs, William H., Flushing ..... 81280
5. Kennedy, Donald M., Flushing ..... 80140
6. Ryan, Margaret M., Forest Hls 87360

### STATE OFFERS BOOKLET ON JOBS FOR COLLEGE GRADS

The booklet, "Careers for College Graduates in New York State Government," published by the State Civil Service Commission, may be obtained free by writing the Commission at the State Office Building, Albany, N. Y.

### CIVIL SERVICE LEADER America's Leading Newsmagazine for Public Employees

CIVIL SERVICE LEADER, Inc. 97 Duane St., New York 7, N. Y. Telephone: BEekman 3-6010

Entered as second-class matter October 2, 1929, at the post office at New York, N. Y., under the Act of March 3, 1879.

Members of Audit Bureau of Circulations.

Subscription Price \$3.00 Per Year. Individual copies, 10c.

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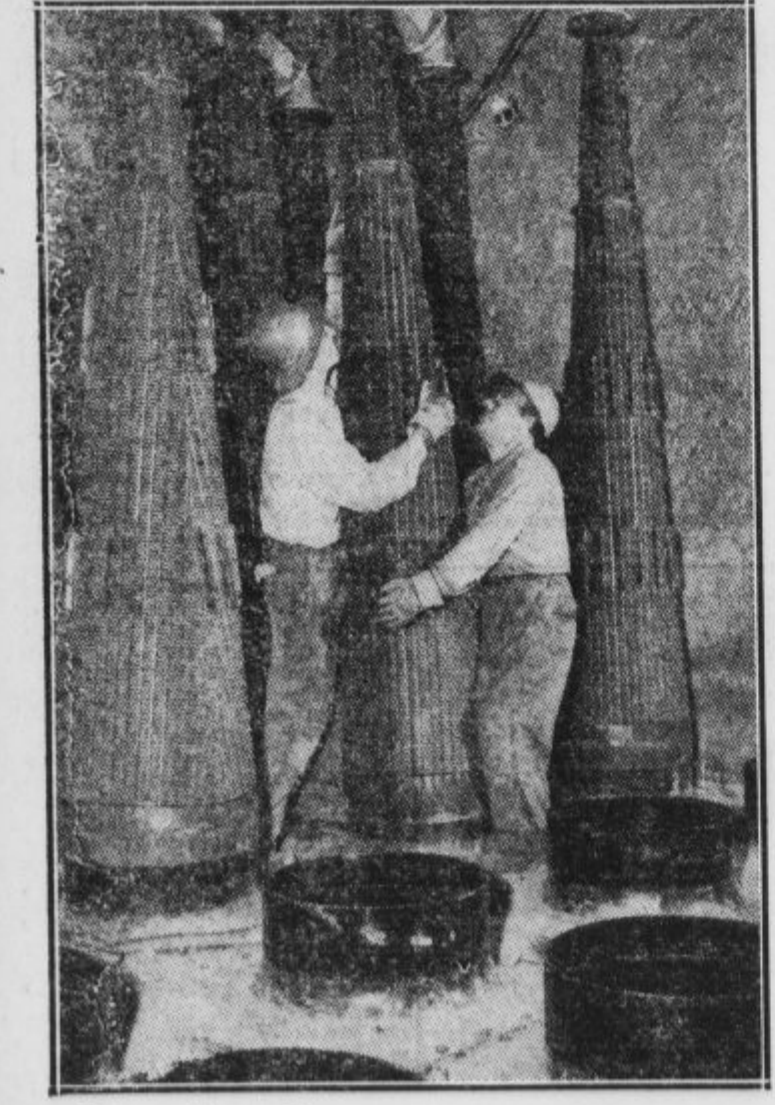
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PHOTO by Con Edison



**Smoke Screens.** These perforated cones are some of the latest smoke-control devices being installed by Con Edison. They help present equipment in our electric plants do a better job of screening out minute particles of ash from boiler gases. This year alone, Con Edison is spending \$4,000,000 on smoke-control equipment, and work scheduled for next year will cost another \$4,000,000. Con Edison is on the job.

### OZANAM GUILD MEMORIAL MASS NOV. 15

The Rev. Henry J. Pregenser, moderator of the Ozanam Guild of Catholic employees of the NYC Department of Welfare, will celebrate the organization's annual memorial Mass on Sunday, November 15 at 11 A.M. in St. Rose of Lima Church, 510 West 165th Street, NYC. A special dedication will mark the 100th anniversary of the death of Frederic Ozanam, founder of the St. Vincent De Paul Society and patron of the Guild.

**DOGGIE COUPON**

Oct. 27, 1953

# DIGEST OF REPORTS OF ASSN. COMMITTEES

Committees reporting to the annual meeting of the Civil Service Employees Association, at Albany, last week made recommendations for legislative, administrative or association action.

The following is a digest of the committee reports. Details of some of the reports appear elsewhere in this issue; details as to others will be published next week.

**Resolutions, Edward L. Ryan, chairman.**—The committee submitted the basic legislative program of the Association, and new resolutions or amendments could be introduced from the floor.

**Legislative, John F. Powers, chairman.**—The action of the Governor on bills passed by the Legislature this year was reported, with technical identification of measures, names of introducers and committees that passed on the bills.

**Salary, Davis L. Shultes, chairman.**—The salary survey being made by the State, at the request of the Association, was described as comprehensive, and the question posed as to how well the findings would be implemented. (Insistence was made that the Association be consulted on proposed implementation before final decision.) The committee favored a 12 per cent average raise. In an oral extension, Mr. Shultes looked forward to a raise for all titles, with emergency compensation eliminated, and all the new pay to be base salary. He was optimistic that a raise was forthcoming, expected more in some titles than in others, but something for all. The disparity was explained as the State's desire to end certain long-standing underpayments.

**Constitution and by-laws, Paul D. McCann, chairman.**—Changes to insure multiple candidacies, and affecting votes at delegates' and board meetings, were recommended.

**Membership — Charles D. Methe and Vernon A. Tapper, co-chairmen.**—The membership continues to increase, with the record total of 58,083, of whom 47,514 were in the State Division, 10,569 in the County Division, all as of September 30, 1953. Increases were 2,181 and 150, respectively; total increase, 2,331.

**Pension-insurance, Charles C. Duhar, chairman.**—Liberalization of the State Employees' Retirement System's age-55 plan, to create a 1 per cent pension plan, permitting half pay retirement in 25 years, instead of present 30 years, was recommended, as was increase of maximum ordinary death benefit to one year's salary, from present six-months salary. The new sickness-accident policy open to Association members was explained and extolled, and integration of Social Security with the State pension system was broached.

**Grievance, Dr. William Sigal, chairman.**—Lack of an adequate grievance plan for State employees was deplored. The counseling service of the Personnel Relations Board, effective in the Albany area, was praised. Such service should be extended in a sound, overall labor relations policy, made doubly necessary by the Condon-Wadlin Law.

**Heart Pilot Program, John Cox, chairman.**—The heart disease control and research program of the State, among male employees, is explained. The committee assists Health Commissioner Hilleboe in the program.

**Charter Committee, Vernon A. Tapper, chairman.**—Constitution changes were approved on eighteen State Division and from County Division chapters. Three State and two County Division charters were granted. Chapters total 174. Champlain College chapter was lost because of discontinuance of the college, as was the Veterans Vocational

School chapter, at Troy, when Rensselaer County lost jurisdiction to the U. S.

**Subsistence and automobile transportation allowances, Roy McKay, chairman.**—Increased allowances for cars used in State business, and in subsistence costs, was reported. Further increases have been requested, because of increased costs.

**Establishment of a branch office in the Metropolitan Area, Raymond G. Castle, chairman.**—A branch office was recommended to the board of directors, subject to action by the budget committee. If the experiment is undertaken, and proves successful, the idea should be put into effect in other areas.

**Revision of the Civil Service Law, Theodore Becker, chairman.**—Recommendations on veterans' rights and open competitive and promotion exams were made to the Preller Commission, whose recommendations, to be made to the 1954 Legislature, will have to be weighed by the Association. Eleven recommendations were made by the committee regarding open-competitive tests, 12 concerning promotion tests, and five on veteran preference.

**Public relations, Foster Potter, chairman.**—The main activities are listed for 1952, and 1953 to date, and hiring an assistant public relations director is recommended.

**Attendance rules, Dr. Wayne W. Soper, chairman.**—Objectives of the Association are listed: 37½-hour-week in offices of institutions, uniform number of days a year for religious observance, Election Day as a legal holiday, more absence time for death or serious illness in the family, four weeks' vacation regardless of established weekly hours, liberalized half pay after exhaustion of sick leave credits, compensatory credit for overtime, credits or cash in case of transfer, and recrediting of sick leave for line-of-duty injury or disease in Workman's Compensation settlements. Some gains were made, but not in the more important proposals. Budget authority influence in defeating objectives was deplored.

**Division of Employment, Celeste Rosenkranz, chairman.**—Liberalized leave in cases of serious illness or death in one's family is being sought. The value of psychological testing in promotion exams is challenged by the committee, though in open-competitive tests its value is not questioned. Probationary period of six months, instead of three, is recommended. Some success in forestalling staff reduction was reported, and John J. Kelly's legislative help as assistant counsel to the Association was appreciated, as was co-operation from Milton Loysen, Joseph D. Lochner, William F. McDonough and Harry Smith.

**Service ratings, Dr. David M. Schneider, chairman.**—Members of the Association are urged to comment on the experimental service rating method now employed by 32 State agencies, in an effort to improve results in a difficult field. Now ratings are expressed basically in words, instead of numbers (Fair, Good, Superior, Outstanding); value of employer-employee interviews is emphasized; employees get copy of their rating form, and full information; and extremely small differences are eliminated. To obtain numerical values for word ratings, one point is added for Good, two for Superior, three for Outstanding. Written reports must substantiate Unsatisfactory and Outstanding ratings.

**Social committee, Helen E. Todd, chairman.**—The full committee functioned for the March 7 annual dinner last year, and the chairman praised all the committee members for splendid teamwork.

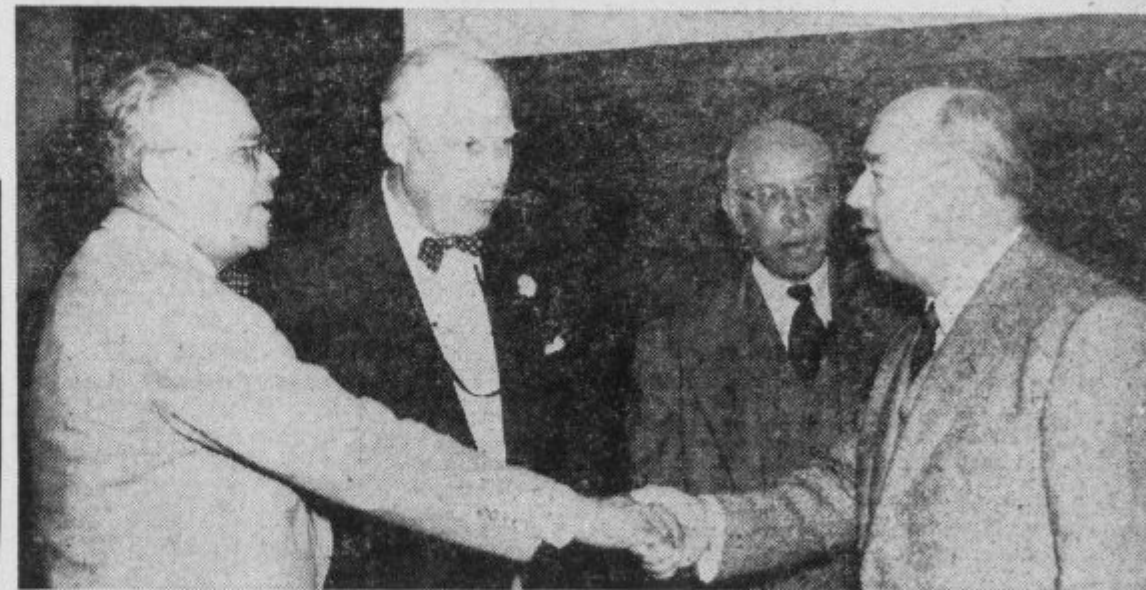


Syracuse State School chapter, Civil Service Employees Association, was host, at its annual dinner at Hotel Syracuse, to the Central New York Conference. Seated, from left, George Snyder, chapter president; Charles D. Methe, of Marcy State Hospital, who was toastmaster; and Dr. S. W. Bisgrove, director of the School. Standing, Assemblyman Lawrence M. Rulison; Donald H. Mead, Syracuse mayoral candidate, and John F. Powers, who has since been elected president of the CSEA.



Seated on the dais at the CSEA dinner meeting were, from left, Charlotte M. Clapper, Association secretary; Janet Macfarlane, and Helen E. Todd, chairman of the social committee.

Albany "Times-Union" Photo



Industrial Commissioner Edward Corsi, State Department of Labor, at right, congratulates three employees who have completed 20 years' service, at ceremonies honoring 80 departmental employees. From left, Louis Roman, employment interviewer; W. Lee Thorne, senior employment manager, and Wilberforce Simmons, senior employment manager.

## Armory Employees Clear Decks for 1954 Action

ALBANY, Oct. 26 — Representatives of Armory employees have set their course of action for the coming year. Priority was given to the necessity of a legislative bill modernizing the wage and working conditions of the men. Operating under the State military law, Armory employees lack many of the protections accorded to civil service employees.

The Conference of Armory Employees met during the annual meeting of the Civil Service Employees Association in Albany, October 13 and 14. Randall Vaughan presided.

**Handling of Problems**  
A decision was taken to call a meeting of Armory chapter presidents on the question of "re-zoning" the chapters. The proposal was advanced as a means of enlarging the interest of military and naval militia employees in their common problems. In order to enable more effective handling of employee matters, Armory men

were urged to present their problems to the Conference rather than directly to the Adjutant General. Major Joseph Middlebrook was present at the meeting as representation of the Adjutant General's Office.

**Delegates**  
Delegates present at the meeting were:

Metropolitan chapter: Jack DeLisi, Henry Clark, Frank E. Wallace, George Fisher.

Genesee Valley: A. J. Schicker. Hudson Valley: Joseph G. McCullough.

Mid-State: Arthur V. Rutz, Byron Chrisman, Francis Sherman.

Capital District: William A. Armstrong, Robert Baker, Nicholas Piambino, Harry B. Whitney, John A. Brown.

Clifford C. Asmuth, former president of the Armory Employees Conference, has been named a member of the CSEA board of directors.

Assisting Mr. Vaughan, who presided, was Frank E. Wallace, as Conference secretary.

## Chemist Gets Raise for Aid in Trapping Smugglers

WASHINGTON, Oct. 26 — A Treasury Department chemist, whose ingenuity helped to track down gold smugglers, was among 2,346 Government workers granted superior accomplishment awards during the 1953 fiscal year, the U. S. Civil Service Commission reported.

The awards range from \$70 to \$250 in annual salary increases. Isidore Schnopper, a chemist in the New York Customs Bureau, was assigned to identify gold bars seized "from persons" trying to smuggle them into or out of the

United States. Identification numbers, called "melt" and "bar," had

### MAHONEY, WENGER NEVER HAD SO MUCH FUN

ALBANY, Oct. 26 — Margaret Mahoney of the Public Service Commission, and Esther Wenger, of the Social Welfare Department, are still talking about their trip to Virginia, where they made the rounds in Williamsburg, Virginia Beach, and other areas of interest. They drove down by themselves, and both girls say they've rarely had that much fun.

been marred and could not be discerned either visually or by other ordinary methods.

### Gets \$200 Raise

Knowing that most of the seized bars had passed through the Assay Office, Mr. Schnopper obtained wood facsimiles of all the dies the office uses to stamp melt and bar numbers. With the replicas and using special techniques and equipment, he identified most of the obliterated numbers. The information helped the Government to uncover the smugglers.

Mr. Schnopper was given salary increase of \$200 a year.

# Activities of Employees in New York State

## Syracuse

**THE EMPLOYEES** of the State Insurance Fund recently held a 25-year anniversary dinner at Martin's Restaurant for Marian Birchmeyer and Mrs. Nora Nolan.

Best wishes for a speedy recovery go to Betty Wischerath of Workmen's Compensation Board, who is hospitalized.

A picnic for employees of the WCB was recently held at the Skaneateles summer camp of Morell Brewster, district administrator, and Mrs. Brewster.

At the October meeting of Syracuse chapter, CSEA, Raymond G. Castle, president, appointed the following committees:

Membership: Mrs. Ethel C. Chapman, Public Works, chairman. Finance: Ray Fields, Tax and Finance, chairman; Mildred Ketchum and Etola Muckey.

Member Relations: Art Lukins, Division of Employment, chairman; Katherine Powers and Rose Hamajian, State Tax, and Elizabeth Bryant, State Fair Commission.

Education: Tom Ranger, College of Medicine, chairman; Eleanor Grenwald, College of Medi-

cine; Anne Tague, Health Department, and Leslie Smith, Public Works.

Grievance: Mabel Smith, Workmen's Compensation Board, and Margaret Thomas, Psychopathic.

Public Relations: Mollie Doyle, chairman; Catherine O'Connell, Employment Service; Henrietta Soukup, State Fund, and William Walsh, State Commission Against Discrimination.

Civic Affairs: R. C. Atwood, Public Works, chairman; Mary Pierce, College of Forestry, and Frances Egloff, Social Welfare.

Inter-Chapter Relations: Lois Byington, Public Works, chairman, and John Splann, Parole Division. Social: Helen Hanley, State Fund, chairman; Doris LeFevér and John Kania.

Legislative: Michael Vadala, Commerce, chairman; Catherine Blach, Division of Employment, and S. Scout, Public Works.

The chapter also met October 19 in Board of Directors Room, Merchants Bank Building. Reports of delegates to the Association annual meeting in Albany were heard.

News from Syracuse Psychopathic Hospital: Leadolph Smith,

attendant at the hospital, was given a party in honor of his retirement after 21 years' service. He was presented with a purse. Best wishes of all go with him.

The following have returned from vacation: Miss L. Laffin, Frances Moran, Miss R. Whitfield, Margaret Thomas, Clarabell Randall and Mrs. Lillian Whitney. Mrs. Elizabeth Kelleher returned from a weekend in Poughkeepsie.

Charles LaVaute is ill at home. The chapter sends best wishes for a speedy recovery.

## Gowanda

**AN INSTITUTE** for clergy was held at Gowanda State Homeopathic Hospital, sponsored by the Mental Health Commission, Cattaraugus and Chautauqua County Tuberculosis and Public Health Associations, and the hospital. One hundred nine clergymen registered from Allegany, Cattaraugus, Chautauqua and southern Erie counties.

The program centered on pastoral counseling. After introductory remarks, the Rev. John J. Neylon, Director Missionary Apostolate, the Diocese of Buffalo, discussed the needs of the pastors and the help they hoped to obtain at the institute. Father Neylon, an outstanding counselor, has had ten year's experience.

Dr. S. Mouchley Small, professor and head of the department of psychiatry, University of Buffalo, has been in Western New York only a few years but is widely known for his interest and work in community psychiatry. He discussed the basic emotional needs of people, and community psychiatry, stressing the need of more psychiatric facilities and adequate use of those already provided.

Rev. Harold Wilke, pastor, St. Paul's Evangelical and Reformed Church, Crystal Lake, Ill., who was trained in pastoral counseling at the Menninger Clinic and served several years of Winter Hospital, Topeka, Kansas, discussed the role of the pastor as a force for mental health and pastoral counseling techniques. He drew from his rich experience and gave the clergy present much helpful advice.

Hyman M. Forstenzer, assistant

director, New York State Mental Health Commission, discussed possible plans for follow-up programs.

Dr. Richard V. Foster, Assistant Commissioner, and former hospital director, attended and spoke briefly to the group.

In the early evening, Dr. Willard L. Hogeboom, acting clinical director, talked on hospital administration, methods of admission, convalescence and discharge.

The clergymen expressed appreciation to the hospital for the opportunity to share in the program. (Continued Next Column)

They were hopeful that future conferences might be planned with smaller groups.

## Willard State Hospital

**WILLARD** State Hospital news: Dr. Oscar K. Diamond, supervising psychiatrist, attended a P.T.A. conference in Buffalo.

Dr. Donald McIntosh, assistant director, has been visiting his family in Canada.

Best wishes for a speedy recovery to Mary B. White, Barbara Hagadorn, Mamie Murphy and Walter Kipp, who are ill in sick ward.

Sympathy to Dorothy Peltz on the death of her father.

Elaine Vreeland and Gerald Reed have announced their engagement. Best wishes.

Connie Favreau, Gail Vreeland and Charles Holmberg have enrolled in the school of nursing.

Mrs. Cecelia Abramer, assistant director of nursing, has been visiting at the hospital.

Dr. Jack Hammond is attending a nine-week course at the Psychiatric Hospital, NYC.

Donald Lewin has resigned to enter Ithaca College. Patricia Lichak and Helen McGuire, of the O. T. office, have resigned.

Robert Montford, George McGuire and Arthur Miller attended the World Series.

Mrs. Maud Butte, who retired, was entertained at a dinner in the American Legion Home, Ovid, by her many friends and hospital associates. Robert Montford was toastmaster and presented Mrs. Butts with a purse.

Welcome to the following new employees: Constance J. Thayer, Shirley A. Welch, Josephine A. Perry, Fred S. Rubert, Esther M. Austin, Rose A. O'Grady, Carol J. Rosenhahn, Wilma J. Stewart, Audrey R. Fulkerson, Thomas J. McDonald, Allan E. Bachman, Consuela L. Hernandez, Pauline Mobrey, George P. McGuire, Kenneth E. Kise, Letha M. Kennedy, Lincoln W. Lathrop and Shirley A. Lathrop.

Edward Limner attended the Central Conference meeting at Syracuse State School.

John Vincent, James Farrell and Edward Limner attended the annual CSEA and the Mental Hygiene meetings in Albany.

1953-54 dues are now being accepted. Join early.

## Woodbourne

**WOODBOURNE** chapter, CSEA, held its annual dinner-dance and show October 24 at Gus' Nite Club, Liberty. Invited guests included Supreme Court Justice Deckelman, County Court Judge Costa, Assemblyman Hyman E. Mintz, District Attorney Ben Newberg, Sheriff Harry Borden and, from the CSEA, Bill McDonough and Francis MacDonald.

Gifts were presented to Ross Kelly, retired; Ed Yanchitis Jr., who will become a parole officer, and James Baker, going into his own business. Best of luck, fellows.

Albany delegate Jack Solod's report on the annual CSEA meeting: Things look a lot brighter this year. Glad to see Francis MacDonald feeling fine again; he looked in the pink at the Albany meeting. Congratulations to Ken Ward. He was elected Correction representative. Too bad that Correction Department with 5,000 people cast only 991 votes.

Father Wilkins spent a few days in Toronto at the Prison Association meeting.

That last stage show at the institution was the best ever. Phil Foster was master of ceremonies.

John Glover is back from vacation. He was "deep in the heart of Texas."

The bowling league is in full swing. All one hears is, "We lost four." Hank Rauch bowled a high game of 232.

Alex McClay and Lee Paro are still on the sick list. Everyone hopes to see you back in shape, fellows.

Benevolent Association has just been formed. All chapter members are automatically included. There are no dues or assessments.

Ed Wichern and Ray Johnson are collecting CSEA dues; get the money in.

In 1953 Woodbourne chapter earned a membership certificate as it increased Association membership by 16 per cent.

For that extra help you need to rank high on the list get a special study book and prepare for the examination you plan to take. Duane St., NYC.

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Jesse B. McFarland (left), retiring president of the Civil Service Employees Association; John F. Powers (center), new Association president, and Gene Robb, publisher of the Albany "Times-Union," are pictured at the dinner held in conjunction with the CSEA's annual meeting. Mr. Robb was guest speaker.

Albany "Times-Union" Photo

## Activities of Employees in State

### Pilgrim State Hospital

MRS. Helen L. Arthur of Building 28, Pilgrim State Hospital, is up and around again after an operation. It won't be long before she's back on the job.

Alfred Hamilton, staff attendant of Building 5, is back at work after a back ailment, but he's downhearted because the Dodgers lost the World Series. Better luck next time, Al.

Ernest Steele of Building 1 reports having a wonderful time on vacation at the Allentown, Pa., State Fair. Frank Lubinsky of Building 1 vacationed in New York State and Atlantic City, N. J.

Edward J. Kelly took his major degree in the Ancient Order of Hibernians in Miraculous Medal Hall, Wyndanch. Michael J. Rice of Building 28, president of Wyndanch division, was master of ceremonies.

Membership applications for the CSEA and the Mental Hygiene Employees Association have been sent to hospital employees. Everyone should join, so that Pilgrim State Hospital, among the largest institutions of its kind in the world, can have the largest membership in the State.

### Manhattan State Hospital

ATTENDANCE at the regular meeting of Manhattan State Hospital was disappointing, with only two non-resident car owners present. This hardly does justice to the chapter officers who are working to obtain free toll privileges. A special chapter meeting will be held on Friday, November 13 at 4:45 P.M. in the amusement hall.

Charles R. Culyer, Association field representative, was guest speaker. A motion, introduced by Gerald Griffin, was unanimously adopted, that all chapter meetings be opened with a Pledge of Allegiance to the Flag.

Membership was reported on. It was decided to consider an award to the person who introduced the most new members. Present membership is 498, an increase of 27

over last year. Indications are that well over 500 employees will be members in 1953-54. New members include Michael Napolitano Jr., Minnie Smith, Stephen Gerry, Grace Allick and Alma Hayes. The membership committee is on the ball and doing a fine job.

The chapter's ninth annual fall dance will be held on November 6 at Vyking Hall, 115 East 125th Street, NYC, from 9 P.M. to 2 A.M., with music by Sol Curry and his orchestra. Tickets, \$1 each, have been distributed to all heads of departments and chapter officers. Get your tickets early; there are only a few left. Each year the affair gets better, with more people attending and enjoying themselves. Don't forget the date. Bring your friends and neighbors.

A welcome visitor to the island recently was George Wyckoff Jr., on leave from the U. S. Army. He is looking fine. Everyone wishes him the best of luck.

### Psychiatric Institute

NEW officers of the Psychiatric Institute chapter, CSEA, are: Dixie Mason, president; Biagio Romeo, 1st vice president; James Shanks, 2nd vice president; Saul Lehman, secretary, and Frank C. Verce, treasurer. Those elected to the executive committee are Dr. Philip Politan, Edgar Peasley, Alice Thoms, Winifred Winikus, Harold Pierce, Mr. Shanks, Mr. Verce, Ellen Rosenstock, Paula Vanderstempel, Catherine Hagesmeier and Andrew Vayda.

Alfo Bolding, a patient who transferred from MSH to Psychiatric Institute in 1930, died recently. He was 79 years old. He worked in the kitchen for 23 years, diligently and cheerfully, without any thought of recompense. Employees contributed \$179 to provide a private funeral. Mr. Bolding was well liked for his whimsical quirks and unpredictable sense of humor. Clarence Smith and Claire Kunkle have returned from vacation.

Ellen A. Rosenstock, head dietitian, was married recently to Herman L. Kleinfeld, a mechanical engineer at Bulova Watch Co. He

is a brother of George Kleinfeld, a medical student at the Institute. Biagio Romeo's daughter gave birth to a baby girl October 9. The proud father is John Eletto, a fireman at the Institute. All are doing well.

Dixie Mason, president, and James Shanks, 2nd vice president, attended the CSEA annual convention in Albany.

Edith Morgan, director of nursing, attended the conference of the New York Nurses Association in Buffalo.

Personnel going back to college studies this fall are: To Columbia, Misses Sullivan, Walton, Mason, Barber, Putnam, Bach, Mereness and Truitt; Mrs. Adams and Gorgay, and Mr. Peasley, Mitchell, Beckson and Rovinski; to N.Y.U., Mr. Fields and Miss Clark; to C.C.N.Y., Mr. Kaamil, and to Hunter, Mrs. Walsh and Mrs. Buchanan.

Janice Gericke, head nurse of 6 South, has been awarded the Mental Hygiene scholarship to Teacher's College, Columbia.

Howard Foote discussed composition in color at the Color Camera Club of Westchester. He is 1st vice president of the Manhattan Camera Club and its color director.

On vacation are: Percy Wharton, elevator operator; Cleveland Washington, kitchen chef, and Mrs. Kent and Romaine, Misses Barber, Graber and Hobart.

New personnel are: Mr. Root, R.N., working part time and studying nursing administration; Miss Danziger, R.N., returned to staff duty after psychiatric elective work at the Institute, and Mr. Greene, an attendant.

The students who are working 20 hours part time on the wards are: Miss Enzmann, anthropology; Mr. Scion, Franklin, Bercovici, Salerno and Hollister, from Columbia Medical, and Mr. Archard, Berkwitz, Brod and Dolan, from Columbia Dental.

A new group of affiliating student nurses includes eight from Skidmore, and 25 from Presbyterian Columbia Medical Center.

Those off duty last week due to sickness were: Mrs. Fox and Buchanan, Misses Rivera, Kuestner and Carlson, and Mr. Mitchell and Foote. Betty Hobart was also ill.

### Suffolk

AT THE annual meeting of the Brookhaven Town Highway Employees Association, in the Medford Bras-Haus, the following were elected: Ernest Camerlingo, president; William Knoell, 1st vice president; Lester Taelman, 2nd vice president; Alfred Stig, secretary; Angelo Zummo, financial (Continued on Page 12)

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 97 Duane Street, New York 7, N. Y. BEekman 3-6010

Jerry Finkelstein, Publisher  
 Maxwell Lehman, Editor and Co-Publisher  
 H. J. Bernard, Executive Editor Morton Yarmon, General Manager  
 N. H. Mager, Business Manager

10c Per Copy. Subscription Price \$1.37½ to members of the Civil Service Employees Association, \$3.00 to non-members.

TUESDAY, OCTOBER 27, 1953

## NYC Bonus 'Covered In'; What of Take-Home Pay?

THE "emergency" cost-of-living bonus paid to NYC employees has been frozen in as part of base pay. The Board of Estimate acted last Thursday, and the new schedules will go into effect as of January 1. It is too bad that the action had to await the heat of a political campaign; but an important advance has been accomplished, and in this case "better late than never" holds good.

The idea of a salary chopped into two parts is basically repugnant. The practice creates a continuing anxiety for employees and at the same time constitutes a subtle threat — the threat that the bonus part might easily be removed.

In NYC, the employees also suffered another negative aspect of this arrangement. No contributions were paid into the retirement fund to represent the bonus part of salary. This meant that the final retirement pay of employees didn't fairly represent their true earnings. The retired worker was thus penalized for the rest of his life.

While all employees favor the freeze, they cannot be expected to enjoy one aspect of it — the reduction of take-home pay. Since they must now contribute into the retirement fund for the entire sum, rather than for what was originally base pay, the total usable pay check is reduced. Everybody knows that all City salaries need readjustment, but the next immediate step should obviously be assurance that take-home pay will not be reduced.

## State Engineers Have A Just Grievance

Engineers in the State Department of Public Works have a legitimate grievance, and the State ought to act at once to rectify the situation. The facts are these:

A departmental employee who travels on State business gets an allowance of \$11 a day. When, however, an engineer works on construction more than 25 miles from headquarters, he may choose between \$3.20 a day travel expenses and \$3.75 subsistence allowance. No travel reimbursement goes with the subsistence—the engineer pays his own transportation. Often the men are far too distant from home to travel back and forth; and the subsistence cannot possibly cover their costs.

It is our understanding that the Superintendent of Public Works is in sympathy with the aims of the engineers, and has asked that an upward revision be made in the allowance.

The engineers seek an increase to \$8 from the present \$3.75. This is not unreasonable. The amount of money involved in straightening out this matter is small. Getting it straightened out will remove an irritating inequity.

## Question, Please

THE U. S. Government, under certain conditions, grants veteran preference to wives and widows. Does New York State or NYC do likewise? C. E. P.

Answer—No. The State law applies to exams for jobs with the State or local governments, and contains no such secondary preference provision.

IS THERE a minimum pension law for New York State or NYC employees? L. C.

Answer—It is assumed that by "minimum pension" you mean that anybody who retires receives at least a certain fixed minimum amount. Last year, when a law was passed to provide some aid for pensioners whose allowances were pittance, some confusion arose in the public mind that this guaranteed a minimum pension. The additional amount granted in these cases is small, and rigid requirements must be met, before the extra pension money is granted.

WHEN, in your estimation, would be the earliest to expect the U. S. Civil Service Commission to open the clerk exam for receipt of applications? P. E.

Answer—Early next year. The exam would open sooner, but clerk-carrier exams for numerous small post offices in New York and New Jersey required immediate attention, and finding jobs for displaced employees has put a heavy demand on the Commission's time.

## Comment

PLEA FOR SHORTER HOURS IN MENTAL HYGIENE DEPT.

Editor, The LEADER:  
 In The LEADER of September 15 Governor Thomas E. Dewey stated he "seeks to inject life into the leaden feet of State recruitment." We as employees of New York State mental hospitals know of what he speaks. Leaden feet are a common complaint, as the six-day week leaves no room for either "winged feet or happy working spirit."

The biggest boom to recruitment would be a five-day week, so that we, the forgotten members of the civil service unit, could feel and live like human beings. No lay person can quite understand the tremendous strain on human energy exerted in caring for those of broken minds and bodies. If officials could only spend one day in a mental hospital, living side by side with these disturbed, distraught people, they would surely know it is impossible to maintain good nursing care when one has so little time as 24 hours a week away from the stress and demands of the job.

Instead of recruitment improving, we find even old timers giving up and getting jobs elsewhere at 40 hours a week.

It is always a puzzle to us, the attendants and nurses at the hospital, how quick the visitors are to find fault with the care given to their loved ones, yet even two hours of visiting leave the callers leary to be left alone.

We ask little. Industry country-wide has adopted the five-day work week. What business demands more alertness than does the care of the mentally ill?

MISS B. COOKE,  
 West Brentwood, N. Y.

## CIVIL SERVICE

# NEWS Letter

SOMETHING is certain to be done on behalf of the "indefinite" U. S. employees, but the main question is, How soon?

There is a division of opinion among the U. S. Civil Service Commissioners about when the project should be undertaken, but as Chairman Philip Young feels that taking care of displaced career employees comes first, that's the way it will be.

The solution, when it comes, will be large-scale, affecting perhaps 300,000. The whole idea is to put an end to what is close to a temporary hiring basis, when incumbents are filing regular, permanent jobs. In other words, the jobs are permanent, but the occupants are not, though they passed the same kind of competitive civil service tests that the careerists did.

The Commission unanimously recognizes the anomaly, notes that it was something not of its own creation, and says it's anxious to put the Federal civil service as a whole on a career basis, except for jobs for fixed periods of employment, of temporary nature, or the like, and those policy-making ones subject to discretionary appointment.

THE POST OFFICE Department is going right ahead with its self-analysis of personnel administration and is checking on what weight should be given to seniority in filling some of the more responsible jobs. Other facets are being explored.

THE PROBLEMS are many, but not necessarily peculiar to the Post Office Department. For instance, an employee must enter as the low man on the totem pole, and rise through good, hard work or other means. Should jobs at intermediate and even higher levels be opened to the public, to attract top-notch talent? The department, in a self-survey, finds that seniority, all right as far as it goes, has a deadening effect on making department operations more efficient, to the extent that seniority is the main determinant now. Why not, the department wonders, encourage and reward education and training, instead of putting so much stress on seniority? Surely, a question that's controversial, but Postmaster General Arthur Summerfield isn't quivering. He says he'll put the department in the best condition it's ever been in, and that President Eisenhower is backing him up completely.

The U. S. Civil Service Commission has released a detailed plan of its reorganization, which savors of greater faith in plans than in the persons who fill the jobs. The new broom is still sweeping strong and fast in the Eisenhower Administration, and the purpose, so far as corroborated to date, is excellent. However, too many reorganization plans have succeeded in doing little more than raising too much dust, with no material benefit to show for the effort. We're all for the energy and purpose of an aggressive Administration, wouldn't throw cold water on enthusiasm and eagerness, for the world, but have to be shown results.

MEMOS TO STAFF MEMBERS, reminding them to observe office hours strictly, are the rule, but now comes Edmund F. Mansure, Administrator of the U. S. General Services Administration, warning his officials to "set an example in strict observance of official working hours." Hours are 8:45 A.M. to 5:15 P.M., with 30 minutes for lunch, and, Mr. Mansure reminds his top-flighters, a coffee-break is a special privilege, and not a right.

## Comparison Shows Pay of State Prison Guard Low

WOODBOURNE, Oct. 26 — Too little pay is the reason why New York State can't recruit a sufficient number of competent personnel to maintain its high prison standards, said Jack Solod, of Woodbourne Prison, who is campaigning for \$5,200 minimum pay based on a 40-hour week, for prison guards.

That there are men who want to go into correctional work is demonstrated, he said, by the recent NYC correction officer exam, in which 6,565 applied, compared to 459 candidates from all over the State in the recent State guard test.

Mr. Solod compares qualifications and salaries. "Read them and you'll have the answer," he said. State guard: Age, 21 to 28. High school education required. Two years' supervisory experience required. Salary, \$4,212. NYC guard: Age, 21 to 40. No minimum educational requirements. No experience requirements. Salary, \$4,565, plus one meal a day.

## Thousands of Jobs In NYC for Christmas

The New York State Employment Service expects to have thousands of Christmas jobs for women in department stores and neighborhood shops throughout NYC.

The Employment Service has set up four job centers. The central office for all sales and office positions in the City is at 119 Fifth Avenue. Stock jobs are available at 87 Madison Avenue, Manhattan; 205 Schermerhorn Street, Brooklyn, and at the Bank of Manhattan Building in Long Island City. The service is free.

Chances of getting a sales job this year are particularly good for

women and girls over 18, said an Employment Service spokesman, because of the tight labor market. Employment in the City is high and already includes many housewives who ordinarily would be potential store workers.

About 90 per cent of the sales jobs, both full-time and part-time, call for women. Full-time jobs are for 37½ to 40 hours a week. Saturday and evening jobs are obtainable. Part-time work is for four to five hours a day and one evening a week. Office jobs are open to women only and are all full time, 37½ to 40 hours. Stock jobs, however, are open to men as well as women, but are full time only.



Faces are happy as Deputy Sanitation Commissioner Salvatore J. Grieco swears in 11 NYC Sanitation employees promoted to clerk, grade 3. From left, front row, Evelyn Anderson, Sallie Schwarz, Commissioner Grieco, James Mahony and Betty Trosten. Rear, Florence Lupi, Claire O'Connor, Ralph Ranauore, Peter Stokatasu, Hazel Kuck, Irene Hoey and Alexander D'Agostino.

# Activities of Employees in State

## Oneonta

**CHRISTINE R. DURGEE**, consultant public health nurse at Homer Folks Tuberculosis Hospital, Oneonta, retired after 35 years with the State Department of Health. Miss Durgée, a graduate of Utica State Hospital, took post graduate training at Fordham Hospital and the University of Michigan.

Her professional career began during the influenza epidemic of 1918 when she responded to an emergency call from the State Department of Health. She was assigned to Syracuse, later went to Wayne County where, for the next seven years, she served as a tuberculosis public health nurse under the County Board of Supervisors, and in a generalized program un-

der the Wayne County chapter, American Red Cross.

In 1925, while New York State was organizing case finding, Miss Durgée was assigned to a clinic unit which traveled throughout the State. At that time all X-rays and histories were mailed each day to the Division of Tuberculosis in Albany for interpretation.

When Homer Folks Hospital was opened in 1935, Miss Durgée came to Oneonta. She has served in the out-patient department, with the public health nurses in the eleven counties which the hospital serves, and with affiliating health agencies.

Miss Durgée was honored at a hospital staff picnic which was well attended. Dr. Ralph Horton, director, presented her with a purse of money from her associates. She will make her home in Utica.

## Mid-State Armories

**THE MID-STATE** Armory chapter, CSEA, at its annual meeting at Rome, elected the following officers: Arthur V. Rutz, Rome, president; Byron A. Chrisman, Rome, re-elected vice president, and Francis M. Sherman, secretary-treasurer.

A luncheon was served by employees of the Rome Armory.

Representatives from Rome, Mohawk, Utica, Ogdensburg and Oneonta were present.

The out-going officers were President Peter E. Smith and Secretary-Treasurer Joseph A. Bush.

## Onondaga

**ONONDAGA** chapter extends sympathy to the family of the late Mrs. Sarah Mayer. Mrs. Mayer was formerly employed by the Syracuse Public Library.

# Postal Promotion Tests Will Be Held Nov. 14; Rules Are Announced

WASHINGTON, Oct. 26 — The post office promotion exams — the first promotion exams to be held by the U. S. — will be held on Saturday, November 14, the Post Office Department announced. Clerks at grade 7 or above are acceptable. The registers will be used for filling jobs as clerk in charge and foreman.

The U. S. Civil Service Commission will grade the papers, although the Post Office Department will actually hold the exam. The written test is being prepared by the department with the aid of the Commission.

The eligibles will be separated into five grades: A, for percentages of 96 to 100, inclusive; B, 91 to 95; C, 86 to 90; D, 81 to 85, and E, 75 to 80.

### Four-Part Written Test

The written test will be divided into four parts, but each part does not have to be passed separately.

The paper will be rated as a whole.

No veteran preference will apply, but seniority will be honored. Those eligibles in each of the five groups must be appointed in the order of their seniority within their group, unless the postmaster decides otherwise, for reasons satisfactory to the department, and in that case the employee must be notified. Also, the employee will be informed of his score, in any event, and complete registers will be posted in the New York Metropolitan area affected.

The department expects to hold the promotion tests every two years. Whether competitive promotion tests for still higher jobs will be held has not been decided, but it is expected that the decision will be influenced in part by how successful the current exam is.

A competitor who fails the current exam may take another one two years hence.



17-inch Craig  
Lowest priced RCA Victor television you can buy! Compact table model is finished in sleek ebony. Model 175349.

# It's Rotomatic Tuning



21-inch Talbot  
Model 215362.



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and only **RCA VICTOR** Television has it!



"Victrola" 45 automatic attachment

Just plug into the handy phono-jack at the back of your RCA Victor TV set and you'll have a phonograph combination! Model 45J2

### MORE TO SEE!

- More detail—amazing depth and clarity.
- Interference is screened out, power stepped up—automatically.

### LESS TO DO!

- Less dialing—it's automatic! Turn one knob—CLICK—there's your station!
- Less adjusting—"Magic Monitor" circuit system brings in and holds the finest picture.

For the finest UHF reception—choose the "Rotomatic" UHF-VHF tuner or, on lower priced sets, the manual UHF tuner (both optional at extra cost).

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## Troy Pension Forum a Hit

TROY, Oct. 26 — Attendance at a series of discussions on "Preparation for Retirement" is still holding to its high level.

Fifty-three persons took part in the session held at the Troy YMCA on Tuesday, October 20, "The Retired Person and the Family." The Rev. Benjamin Kuhn, professor of sociology at Siena College, Albany, was leader, in the place of Rosemary Antin, who was ill. Father Kuhn was assisted by a panel composed of Elizabeth Scherer, professor of sociology, Russell Sage College, Troy; Mrs. Palma Oliver, director, Visiting Nurses Association, Troy; and Leon Watson, Welfare Commissioner of Rensselaer County.

### Dr. Dyett to Be Heard

On October 27, Dr. Edmund G. Dyett, psychologist of Troy, will lead a discussion on "The Right Mental Attitude Toward Retirement." Dr. Dyett is a graduate of Cornell University and received the degree of bachelor of theology from the Princeton Theological Seminary in 1926. After serving as a missionary in Guatemala, he received a master of arts degree in psychology at Columbia University.

After a period of study at the University of Paris, France, he was awarded his Ph. D. with honors in 1932. He has taken courses at the New York School of Social Work and the Counseling Center of the University of Chicago.

From 1946 to 1950 he served as personnel counsellor in the Albany regional office of the Veterans Administration.

He is a member of the American Psychological Association and the Presbytery of Troy.

Dr. Dyett will be assisted in the discussion by Mrs. Helen P. Pike, supervisor of child welfare, Rensselaer County Welfare Department, and Frederick T. Green, personnel manager of Behr-Manning Company, Troy.

Dr. Arvie Eldred, former executive secretary of the New York State Parents Teachers Association will be chairman of the meeting.

The courses are being given by the Civil Service Employees Association, in conjunction with the Troy YMCA each Tuesday evening from 7:30 to 9 P.M.

### ZOO EMPLOYEES JOIN AFL GROUP

Menagerie keepers in NYC zoos have affiliated with the Local 1306, Cultural Institution Employees, American Federation of State, County and Municipal Employees, AFL.

### 361 SANITATION JOBS BEING FILLED

The NYC Civil Service Commission certified 601 names from the new sanitationman class B eligible list, to fill 361 jobs with the Sanitation Department, at \$3,930 a year total. Last number certified was 650.

## Where to Apply for Jobs

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

**STATE**—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.; Room 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. All of foregoing applies to exams for county jobs.

**NYC**—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880.

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

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

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

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. 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 at rates fixed by law.

# Civil Service LEADER'S 'Frenchie'

*The Most Loveable Doggie Anyone Ever Saw  
In A Window or Anywhere Else!*

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**\$9 VALUE —  
YOURS FOR  
LESS THAN  
HALF THE  
PRICE**

Who in the world can resist a soft, cuddly little dog like FRENCHIE THE POODLE? Everyone in the family loves him — from Baby to grown-up gals! He's the perfect mascot to have around the house — a wonderful, durable toy for boys and girls — a smart, adorable conversation piece for any young lady's room! He is 18 inches tall . . . looks like a real miniature poodle. And he comes in all the "natural" colors: grey, white or black. His legs are cleverly wired so that he can pose for you in any position—sitting, standing, or lying down—just like an honest-to-goodness puppy! He even sits up and begs! Frenchie has moving eyes and long, curly eyelashes. He wears a colorful, saucy French beret with pom-pom trim. Complete with attractive plastic collar and leash.



## Special to Our Readers Only \$3.75

Plus Two Coupons From The LEADER or Your Subscription Label, and a Small Mailing Charge.

### HOW MUCH IS THIS DOGGIE IN THE WINDOW?

Thanks to the special arrangements made by the publishers of the CIVIL SERVICE LEADER, Frenchie the Poodle costs you and other readers less than one-half the price you would have to pay for him in retail stores! In accordance with our established policy, we once again bring you something special for yourself, for your friends, for your Christmas giving—at a price that saves you a lot of money! Frenchie is yours—all yours—for only \$3.75 plus 25c to cover the cost of handling and postage, plus two (2) CIVIL SERVICE LEADER coupons, or—if you are a subscriber—one label from your wrappers. That's an awful lot of loveable doggie for the money! And remember—you'll see him in various retail stores—for twice the price we ask!

### MAIL COUPON NOW FOR EARLY DELIVERY

So, do your Christmas shopping early — and save money, too! At this special low price, many of our readers will want several of these darling doggies to give as presents. Order as many as you like. They make wonderful gifts for babies, for children of all ages . . . and your grown-up gal friends who will cherish Frenchie to decorate their beds or boudoir chairs! Just be sure to enclose \$4.00 (\$3.75 plus 25c mailing charge) and two coupons or your wrapper label for each Doggie you order. Send the coupon in right away! (Coupon on Page 2).

CIVIL SERVICE LEADER,  
Doggie Dept. 106  
97 Duane St., N. Y. 7, N. Y.

**DOGGIE  
COUPON**  
Oct. 27, 1953

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Please rush me the following "Frenchie the Poodle" Doggies, at \$4.00 each (\$3.75 plus 25c mailing charge), sent on 10-day money-back guarantee.

If you live in N. Y. C., please add 12c for City Sales Tax.

Quantity I enclose \$..... in ( ) Cash  
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Grey .....  
White ..... and ..... CIVIL SERVICE LEADER coupons or wrapper labels (1 for each Doggie you order at this special, low price).  
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CITY ..... ZONE ..... STATE .....



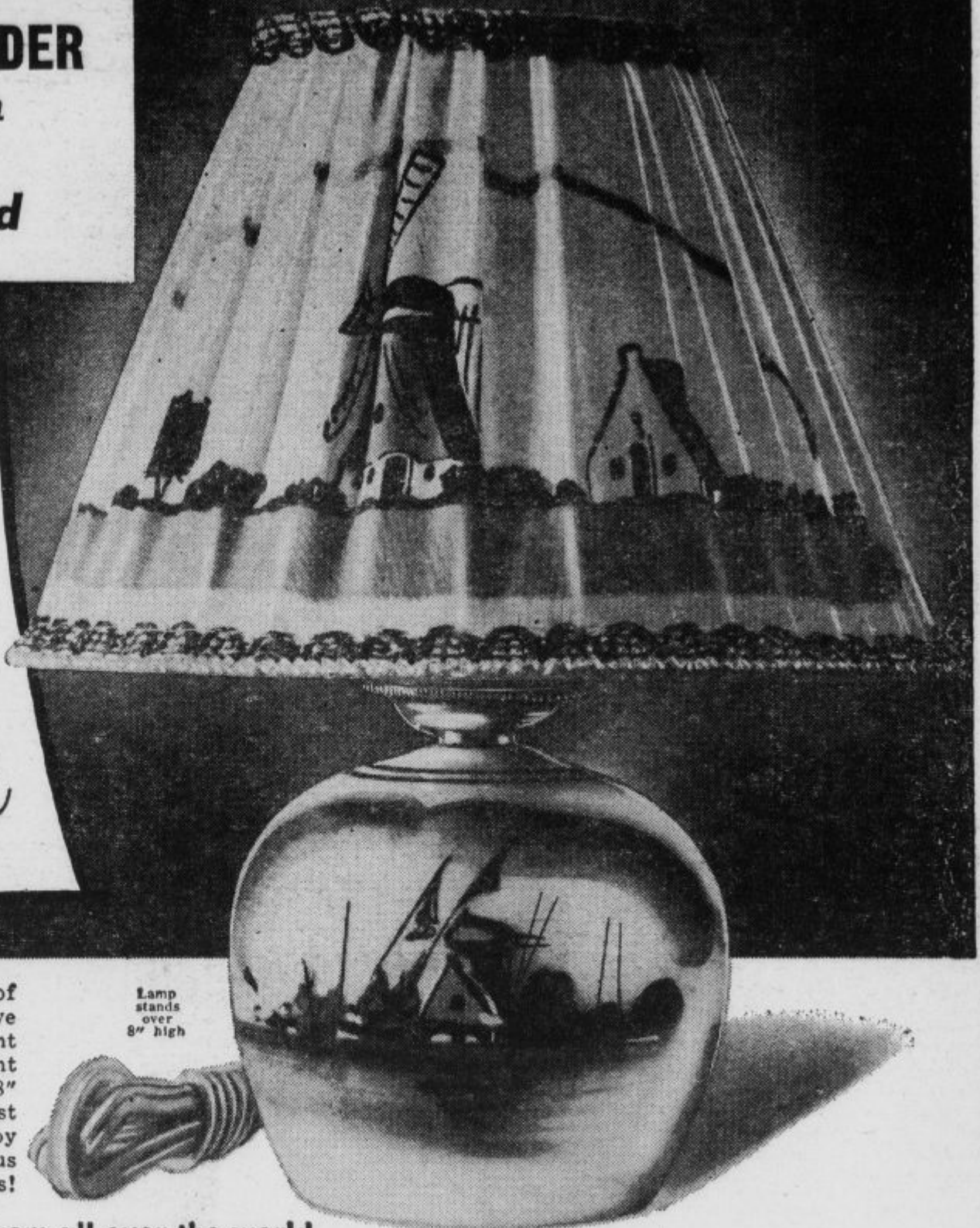
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HAND-PAINTED  
DELFT'S BLUE**

*Twilight Lamp*  
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Lamp stands over 8" high

To demonstrate the quality and value of Around-the-World Shoppers Club gifts, we want to send you this Delft's Blue Twilight Lamp with our compliments as an inducement to join now! Lamp, with shade, stands over 8" high; shade measures 6" across at widest point. Base and shade are hand-painted by the skilled artists of Delft, Holland, famous as the home of *Delftware* for over 400 years!

**Beautiful, unusual gifts mailed from all over the world for just \$2.00 each, postpaid, duty free!**



Wouldn't you like to go shopping around the globe with a traveller who knows where the finest merchandise and biggest bargains are? Wouldn't you like to visit distant lands, shop for exquisite gifts in exotic bazaars, go through fantastic Old World workshops, watch native craftsmen create beautiful things with their ancient skills? Best of all—wouldn't you like to make your home a "show place" with the exciting gifts you've purchased—for just \$2.00 each?

### A Thrilling Surprise Each Month

To introduce you to the thrills and enjoyment of shopping abroad, let us send you this beautiful Dutch Twilight Lamp without charge! Then, as a member of the Around-the-World Shoppers Club, each month you will receive a surprise package sent to you direct from the country of origin — and with it will come a colorful brochure telling all about your gift!

When you actually see the articles you receive for just \$2.00 each, you'll wonder how the Club can offer such tremendous bargains even from abroad! The secret, of

course, is that foreign nations need U. S. dollars to support native industry, and offer the Club unheard-of values in exchange. Members thus benefit and help improve world conditions at the same time.

### Join Today by Mailing the Coupon

So — come aboard our magic carpet and let's set out on our shopping trip! You may join on the 3 months plan (3 consecutive shipments for \$6.00), the 6 months plan (6 consecutive shipments for \$11.50) or the 12 months plan (12 consecutive shipments for \$22.00). When your gift packages begin arriving, covered with fascinating stamps from distant lands, you'll be delighted you joined the Club! However, if you become displeased in any way, simply resign membership and your unused payment will be refunded. Furthermore, if you are not delighted with the first selection sent to your home, keep it, as well as the Twilight Lamp and receive a full refund. Mail coupon now while these gift lamps from Holland are being offered without extra charge!



### GIVE A GIFT TO SOMEONE SPECIAL!

What gift could be more intriguing than an Around-the-World Shoppers Club membership? Gifts are so precious! Friends are reminded of your kindness month after month!

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Please enroll me as a Member and send me my Twilight Lamp direct from Holland without charge. Also start regular monthly shipments of the Club's selection of foreign merchandise, to be shipped direct to me from countries of origin and to continue through the following term of membership:

- 3 Months.....\$ 6.00      I enclose remittance
- 6 Months..... 11.50      for .....
- 12 Months..... 22.00

Make Remittance—Around-The-World Shoppers Club  
Name.....

Address.....

City & Zone..... State.....

(NOTE: The U. S. Post Office Dept. charges a service fee of 15c for delivering foreign packages, which is collected by your postman and cannot be prepaid.)

(Please use additional sheet for gift subscriptions)  
Reference: Franklin-Washington Trust Co., Newark 2, N. J.

**AROUND-THE-WORLD SHOPPERS CLUB**

Care of Civil Service Leader  
97 Duane Street, New York 7, N. Y.

# Requirements In NYC Tests Opening Nov. 4

The following NYC exams will be open for receipt of applications starting Wednesday, November 4. Do not attempt to apply before then. Last day to apply is Friday, November 20, except in the patrolman (P.D.) and custodian-engineer exams, open to Monday, November 30, and the civil engineering draftsman and junior civil engineer exams, open to Thursday, December 17.

Candidates must be U. S. citizens and residents of New York State. One year's residence in the City is required for appointment, unless otherwise stated.

Apply at the NYC Civil Service Commission's application section, 96 Duane Street, NYC, in person or by representative, from 9 A.M. to 4 P.M. Mondays to Fridays and from 9 A.M. to noon on Saturdays during the filing period.

### OPEN-COMPETITIVE

**6949. ARCHITECT (MATERIALS RESEARCH AND SPECIFICATIONS)**, \$5,846; one vacancy in NYC Housing Authority. Exempt from NYC residence requirement. Requirements: bachelor's degree in architecture and six years' experience, including three years in specifications writing for housing projects of the multi-family type; or equivalent. Fee \$5. (Friday, November 20).

**6898. ASSISTANT MECHANICAL ENGINEER**, \$4,771; 50 vacancies. Requirements: bachelor's degree in engineering and three years' experience; or equivalent. Fee \$4. (Friday, November 20).

**6857. ATTENDANT (MEN), GRADE 1**, \$2,110; 40 vacancies. No education or experience requirements. Fee \$1. (Friday, November 20).

**7005. ATTENDANT (WOMEN), GRADE 1**, \$2,110. No education or experience requirements. Fee \$1. (Friday, November 20).

**7073. CIVIL ENGINEERING DRAFTSMAN (6th filing period)**, \$3,885; 50 vacancies. Requirements: high school graduation and four years' experience; or bachelor's degree in engineering by March 1, 1954; or equivalent. Fee \$3. (Thursday, December 17).

**6908. CLIMBER AND PRUNER**, \$3,350 for 223 days; 30 vacancies in Dept. of Parks. Requirements: one year's experience; or equivalent. Maximum age limit, 35, except for veterans and persons in military duty since July 1, 1940, in time of war. Fee \$3. (Friday, November 20).

**6815. CUSTODIAN-ENGINEER (1st filing period)**, \$7,560 to \$17,160, depending on size of building to which assignment is made; 17 vacancies in Department of Education. Requirements: five years' experience in the supervision or operation of mechanical and electrical equipment in buildings, at least one year of which must have been in charge of buildings comparable to school buildings; or

equivalent. Engineering training or shipboard engineering experience may be substituted for up to four years' experience. Fee \$4. (Monday, November 30).

**6944. ELECTRICAL INSPECTOR, GRADE 3**, \$4,016; one vacancy each in Departments of Education and Traffic. Requirements: five years' experience as electrician, designer, inspector or draftsman of electrical installations for light, heat or power in or on buildings; or equivalent. College training in engineering may be substituted for up to three years' experience. Fee \$3. (Friday, November 20).

**6932. INSPECTOR OF HOUSING, GRADE 3**, \$4,016; 30 vacancies in Department of Housing and Buildings. Requirements: five years' experience in (a) major field of building construction, such as masonry, carpentry, plumbing, plastering or iron work; or (b) in drafting room or field on construction or alteration of buildings; or (c) as agent for real estate management in operation, maintenance and repair of multiple dwellings; or (d) in inspection of housing or buildings for public agency; or (e) in review of building applications for government agency; or equivalent. Fee \$3. (Friday, November 20).

**6914. INSPECTOR OF PRINTING AND STATIONERY, GRADE 3**, \$4,016; one vacancy in Comptroller's Office. Requirements: three years' experience buying, selling or inspecting printed matter and stationery, including writing specifications; or five years' printing experience, including one year as production man or estimator; or equivalent. Fee \$3. (Friday, November 20).

**6777. INSTITUTIONAL INSPECTOR, GRADE 2 (amended notice)**, \$3,326; one vacancy in Department of Hospitals. Requirements: (a) bachelor's degree and one year's experience in inspecting and investigating institutions; or (b) high school graduation and graduation from school of nursing and one year's experience in supervisory nursing position or one year's experience inspecting or investigating institutions; or (c) high school graduation and four years' experience. Fee \$2. (Friday, November 20).

**6778. INSTRUCTOR (CORRECTIVE PHYSICAL EDUCATION) (amended notice)**, \$3,260; three vacancies. Requirements: bachelor's degree in physical education or physical therapy, with courses in corrective and remedial exercises, physiology, kinesiology and anatomy, and 150 hours of clinical practice working with physically handicapped disabled patients; or master's degree in corrective physical education or physical therapy. College graduates with major in physical education

## U. S. Exams Now Open

**2-176 (53). JUNIOR SCIENTIST AND ENGINEER**, \$3,410 to \$4,205. Jobs in New York and New Jersey. Requirements: bachelor's degree, within six months of application, with courses in science or engineering, for \$3,410 jobs; six months' experience for higher-paying jobs; maximum age, 35, except for persons entitled to veteran preference. Apply Second U. S. Civil Service Region, 641 Washington Street, N. Y. New York 14, N. Y. (No closing date).

**331. JUNIOR MANAGEMENT ASSISTANT**, \$3,410 to \$4,205. Jobs throughout U. S. Requirements: bachelor's degree by June 30 1954, with courses in management, administration or the social sciences; experience may be substituted for part of education requirement. Age limits, 18 to 35, except veterans. Apply to the U. S. Civil Service Commission, Washington, D. C. (Thursday, November 12).

or physical therapy may substitute one year's experience administering physical exercises for specialized courses. Fee \$2. (Friday, November 20).

**7074. JUNIOR CIVIL ENGINEER (8th filing period)**, \$2,885; 320 vacancies. Requirements: bachelor's degree in engineering, by March 1, 1954; or equivalent. Fee \$3. (Thursday, December 17).

**7015. PATROLMAN (P.D.)**, \$3,725 to \$4,725. No educational or experience requirements; age limits, 18 to 29, except for persons on military duty since July 1, 1940, in time of war, who may deduct time spent in service from actual age. Minimum height, 5 feet 8 inches, bare feet; normal weight; 20/20 vision in each eye, separately, without glasses. Fee \$3. Men in the armed forces during regular filing period may apply to December 31. (Monday, November 30).

**6844. PHARMACIST (amended notice)**, \$3,260; 25 vacancies. Requirements: graduation from school of pharmacy. Fee \$2. (Friday, November 20).

**6939. STATIONARY FIREMAN (1st filing period)**, \$13.54 a day; 150 vacancies. Requirements: two years' experience or equivalent. Maximum age, 50, except for veterans and persons in military service since July 1, 1940, in time of war. No written test. Fee 50 cents. (Friday, November 20).

### PROMOTION

Candidates for promotion exams must be present employees of the NYC department or agency mentioned.

**6978. ASSISTANT ELECTRICAL ENGINEER (AUTOMOTIVE) (Prom.)**, NYC Transit Authority, \$4,141 to \$5,160. Six months as junior electrical engineer (all specialties), junior mechanical engineer (all specialties), junior civil engineer (all specialties), civil engineering draftsman, mechanical engineering draftsman, electrical engineering draftsman, assistant mechanical engineer (all specialties except automotive); or assistant civil engineer (all specialties); and bachelor's degree in engineering and three years' experience, or equivalent. Fee \$4. (Friday, November 20).

**6980. ASSISTANT MECHANICAL ENGINEER (AUTOMOTIVE) (Prom.)**, NYC Transit Authority, \$4,141 to \$5,160. Six months as junior mechanical engineer (all specialties), junior civil engineer (all specialties), junior electrical engineer (all specialties), civil engineering draftsman, mechanical engineering draftsman, electrical engineering draftsman, assistant mechanical engineer (all specialties except automotive); or assistant civil engineer (all specialties); and bachelor's degree in engineering and three years' experience. Fee \$4. (Friday, November 29).

**6967. ASSISTANT MECHANICAL ENGINEER (Prom.)**, Department of Education, \$4,141 to \$5,160. Six months as junior mechanical engineer, junior civil engineer (all specialties), junior electrical engineer, civil engineering draftsman, mechanical engineering draftsman, electrical engineering draftsman, assistant civil engineer (all specialties), assistant electrical engineer (all specialties), or assistant mechanical engineer (all specialties except sanitary); and bachelor's degree in engineering and three years' experience, or equivalent. Fee \$4. (Friday, November 20).

**6860. ASSISTANT SUPERINTENDENT (BUSES AND SHOPS) (Prom.)**, NYC Transit Authority, \$7,381 to \$8,000; four vacancies. Requirements: one year as supervisor (buses and shops) or maintenance engineer (buses and shops). Fee \$5. (Friday, November 20).

**6861. ASSISTANT SUPERVISOR (TRACK)**, (Prom.) NYC Transit Authority, \$5,221 to \$5,920; three vacancies. Requirements: one year as foreman (track) or foreman (surface track). Fee \$5. (Friday, November 20).

**6998. BACTERIOLOGIST (Prom.)**, Departments of Health and Hospitals, \$3,721 to \$4,320. Requirements: six months as

assistant bacteriologist. Fee \$3. (Friday, November 20).

**6864. FOREMAN (MECHANICAL POWER) (Prom.)**, NYC Transit Authority, \$2.22 to \$2.50 an hour; 20 vacancies for 74th Street extension. Requirements: one year as power maintainer, group A, or power maintainer, group C. Fee \$4. (Friday, November 20).

**6817. INSPECTOR OF PLUMBING, GRADE 4 (Prom.)**, Department of Housing and Buildings, \$4,021 and over. Requirements: six months as inspector of plumbing, grade 3. Fee \$4. (Friday, November 20).

**6966. INSPECTOR OF PRINTING AND STATIONERY, GRADE 4 (Prom.)**, Comptroller's Office, \$4,021 and over. Requirements: six months as inspector of printing and stationery, grade 3. Fee \$4. (Friday, November 20).

**6970. INSPECTOR OF STEEL (MILL), GRADE 4 (Prom.)**, Comptroller's Office, \$4,021 and over. Requirements: six months as inspector of steel, grades 3 and 4; inspector of steel (construction), grades 3 and 4; inspector of steel (shop), grades 3 and 4, or inspector of steel (mill), grade 3. Fee \$4. (Friday, November 20).

Wish to transfer to another department. Stenographer Grade 2 desires mutual change. Write to Box 101 Civil Service Leader.

### BROOKLYN

#### BE A PROUD HOME OWNER

Investigate these exceptional buys.

**UNION ST. (Brooklyn)** — 1 family, very desirable.

**DECATUR ST. (Stuyvesant)** — 10 rooms, 3 baths. Cash \$2,500

**ST. MARKS AVE. (Nostrand)** — 3-story brick. Cash \$2,750.

**VANDERBILT AVE. (Fulton)** — 3-family, stone. Cash \$900.

Many SPECIALS available to Gl. DON'T WAIT. ACT TO DAY

#### CUMMINS REALTY

10 MacDougal St. Brooklyn PR. 4-6611 Open Sundays 11 to 4

### LONG ISLAND

#### ST. ALBANS AREA

Brick bungalow, 4-rooms and large finished basement with extra kitchen, washing machine, etc., modern bath and kitchen, steam heat (oil), garage, near all facilities. Asking price \$13,000

One family frame, 5-rooms and porch, steam heat (oil), hardwood floors, modern bath and kitchen, near transportation, shopping and school. Terms arranged. Price \$10,500

#### ADDISLEIGH PARK

A 2-room brick home with 3-baths and kitchen, 2 fireplaces, steam heat (oil), 2-car garage, Venetian blinds, storm windows and screens, beautifully landscaped plot 40x100. Terms arranged. Asking price \$10,500

Other homes in East Elmhurst, Corona and Amityville \$8,500 and up

#### BUSINESS PROPERTIES Drug Store

Modern building, complete floor, fully stocked, stock, storage and prescription some floor. Five room apt on floor above. Clean full basement with laundry, oil heat. Make a reasonable offer. Other business properties.

#### W. D. HICKS

116-04 Merrick Road, Jamaica, L. I. LAurelton 7-6855 REpublic 9-8393

#### ACT NOW! BROOKLYN BUY

4 story and basement entire house of 17 rooms 5 baths, 4 kitchens. Revenue \$4,568. Excellent buy — good investment. Price \$15,800. JA 6-8267

## REAL ESTATE

### BROOKLYN

#### HANDYMAN SPECIAL ONLY \$350 CASH ALL VACANT

3 story, oil heat, all private rooms, big backyard, 2 kitchens, 3 1/2 baths, move right in. Pay balance like rent. Open Sunday 10 A.M. to 4 P.M.

Call Mr. Hart UL 8-7402

#### Brooklyn's Best Buys MADISON ST.

Near Marcy Ave. 2 story basement, 14 rooms, 2 bath, steam heat, all vacant. Price \$10,500. \$750 cash.

#### MARION ST.

Near Saratoga Ave. 2 story basement, 10 rooms, 2 baths, all vacant, excellent condition. Price \$9,500. Cash \$500.

#### House For Lease

12 rooms, 2 baths, steam heat.

#### LEROY L. WILLIAMS

Licensed Real Estate Broker PR. 3-0568

Sunday 'til 4 P. M.

#### ONLY \$675 CASH 14 ROOMS—VACANT NO MORTGAGE

3 baths, 3 kitchens, fire escapes, brass plumbing, parquet floors, big backyard. Move right in. Pay balance like rent.

Open Sunday 10 A.M. to 4 P.M.

Call Mr. Hart UL 8-7402

### FOR SALE

#### 2 FINE HOMES

**HANCOCK St. — Nr. Howard**, 2 family, solid brick, 11 large rooms, new oil heating excellent condition, nr. transportation. Good investment, immediate possession. Price \$12,000. Terms arranged.

**CHAUNCEY ST. — Here is an attractive clean one family home of 7 large rooms with extra modern kitchen, parquet throughout, nicely decorated and in excellent condition with automatic hot water heat. This house is on an oversized plot 25x100. Near Subway. Price \$8,500—Cash \$2,500.**

#### CHARLES H. VAUGHAN

GL. 2-7610

189 Howard Ave., B'klyn

#### 4 Story—Brownstone ONLY \$900 CASH ALL VACANT—OIL

Beautiful residence, near subway, oil heat, parquet floors, brass plumbing, A-1 location, excellent condition throughout. Move right in. Pay balance like rent.

Open Sunday 10 a.m. to 4 p.m.

Call Mr. Hart UL 8-7402

### FOR SALE

#### EVERYONE A GOOD INVESTMENT

**MONROE ST. nr. Bedford Ave.**, 3 story and basement, 12 rooms, steam. All vacant. Price \$15,000. Cash \$1,500.

**ST. MARKS AVE. nr. Fleet Ave.**, 3 story and basement, brownstone 10 1/2 rooms, steam, oil sprinkler. All vacant. Price \$16,500. Cash \$2,000.

**KOSCIUSKO ST. nr. Lewis Ave.**, 2 story and basement, brick, 3 family, 9 rooms, steam. All vacant. Price \$13,500. Cash \$2,000.

#### L. A. BEST

Glenmore 5-8575

36 Ralph Ave. (near Gates Ave.), Brooklyn

#### 2 FAMILY — BROOKLYN

Bulk of everlasting brownstone—8 rooms 2 baths, 2 kitchens easily converted to 2 family. Nr. schools, shopping. Nice quiet neighborhood. Reasonable. Cash above mortgage. Principals only. GL 5-0888

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# REAL ESTATE



## HOUSES — HOMES — PROPERTIES

IF YOU HAVE A HOUSE FOR SALE OR RENT CALL BE 3-6010

LONG ISLAND

LONG ISLAND

LONG ISLAND

LONG ISLAND

LONG ISLAND

### Moderate Price Homes CAN YOU TOP THESE?

#### HOLLIS

Built of solid brick. This large 2 family home at this price is a steal! Four rooms down and 3 rooms up, full basement, 2 of everything, baths, 2 kitchens, 2 car garage, oil heat with every modern improvement, for only

**\$11,500**

#### ELMHURST

Here is another bargain buy. 2 family home with 2 three room apts. with a plot 20 x 100, full basement, garage, complete and modern with loads of extras. This price only

**\$8,500**

#### ST. ALBANS

On a large oversized plot 40 x 100 is this beautiful 6 room house, parquet floors, modern bath and kitchen, near transportation with every conceivable facility. Easy down payment. Price

**\$8,999**

**Arthur Watts, Jr.**

113-52 175 Place, St. Albans  
JA 6-8269

9 AM to 7 PM—Sun, 11-6 PM

**S. Ozone Pk. \$8,800**  
2 family detached, featuring 1 four-room apartment and 1 three-room apartment, oil heat, garage, venetian blinds, storm windows and screens, 1/2 block bus stop. Small cash.

**St. Albans \$10,990**  
1 family detached home, featuring 6 large rooms and sun porch, modern tile bath, gas heat, garage and loads of other features. Small cash.

**St. Albans \$11,500**  
**SOLID BRICK**  
1 family, 6 large rooms, modern tile bath, oil heat, garage and other features. Small cash.

**Hollis \$14,000**  
**STUCCO**  
A gorgeous 1 family bungalow, 5 rooms plus 1 room in attic, oil heat, large plot 50 x 100, 2-car garage, nicely landscaped, owner will hold large mortgage. Small down payment.

**St. Albans \$13,500**  
**2 FAMILY**  
9-rooms, all improvements. Small cash.

**St. Albans \$18,700**  
**2 FAMILY**  
10 rooms, large plot 60 x 100, all improvements.

**MALCOLM BROKERAGE**  
106-57 New York Blvd.  
Jamaica 5, N. Y.  
RE. 9-0645 — JA. 9-2254

**WHITESTONE**  
Pre-war Cape Cod bungalow, 6 rooms, including one bedroom and bath first floor, slate roof. Convenient Bronx and White-stone bridge.

**\$16,500**

**EGBERT AT WHITESTONE**

**FL. 3-7707**

**BY APPOINTMENT ONLY**

**ROOMS TO LET**  
**Brooklyn**

**FURNISHED** room, Kitchenette, refrigeration, two minute to subway (IND) — owner colored.  
**ST. 9-4343**

### WALTER IS BACK

WALTER SAYS—

\$500 Cash G. I. Buys:  
**South Ozone Park—\$8,200**

**Detached Cottage**

60x 100 plot, 5 rooms, shingled exterior, economical heating. Plenty of land for the kiddies to roam around. Item No. 690.

WALTER SAYS—

\$500 Cash G. I. Buys:  
**Richmond Hill, L. I.—\$9,300**

**New Oil Unit**

Detached 5 room home, ultra modern kitchen, extremely well kept, oil-steam, garage, exceptional buy. Item No. 658.

WALTER SAYS—

\$500 Cash G. I. Buys:  
**Jamaica Park—\$9,700**

**Corner Stucco**

Lovely 6 room home, square type layout of rooms, parquet floors, 3 bedrooms on 2nd floor, oil-steam, garage, large stately trees all around the neighborhood. Terrific value. Item No. 691.

WALTER SAYS—

\$500 Cash G. I. Buys:  
**St. Albans—\$10,500**

**Bungalow**

**WALTER Inc.**

Located in Essex Bldg.—88-32 138th Street  
Near Jamaica Ave.—NEVER CLOSED!

**AX. 7-7900**

## WHEN WINTER COMES

### Own Your Own Modern Home

#### EAST ELMHURST

In a lovely tree-lined street a massive 6 room house, real large rooms, modern tile bath, sturdy, gleaming hardwood floors, large picture window, ample closet space, 3 large, sunny bedrooms, breakfast nook, garage and finished basement, sturdily built and beautiful, oil heat. Call at once to inspect this lovely home. Terms of course.

#### SACRIFICE — QUEENS

Illness compels this sacrifice. In one of Queens most beautiful residential area, with landscaped grounds, Cyclone fence, a perfect setting of garden and splendor, a detached home of 6 airy, light, large rooms and modern tile bath on large plot. Finished basement, garage, oil heat, and loads of extras—Worth many more dollars. Raise cash and let us talk terms. Exceptional opportunity for gracious living. Value-Plus.

### REIFER'S REAL RESIDENCES

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Open Sundays & Holidays

## TOP VALUES IN HOMES

**ST. ALBANS: 1-Family, 5--large rooms, 3 bedrooms, 40 x 100, newly decorated inside and out, excellent location. \$9,000**  
Top value. ....

**BAISLEY PARK: Large 1-Family, 7-rooms, 2-baths, \$9,990**  
oil heat, many extras. ....

**TWO FAMILY** containing 3 rooms and porch down, 3 up. Modern baths and kitchens, oil heat. Legal conversion ..... **\$11,990**

SATISFACTORY TERMS TO GI's and NON GI's

### TOWN REALTY

196-11 MERRICK BLVD.

SPRINGFIELD GARDENS

LA 7-2500

**South Ozone Park \$8,900**  
6 rooms. Steam heat. Garage. Refrigerator and other extras. G.I. \$900 down.

Detached 5-room house. 2-car garage. Oil heat. Near everything. G.I. \$800 down.

6 room brick one family \$9,800. Tile bath. Finished basement. Steam heat. Garage. G.I. \$1,000 down.

A large selection of other choice homes in all price ranges

OPEN 7 DAYS A WEEK  
Mortgages and Terms Arranged

### DIPPEL

115 - 43 Sutphin Blvd.  
Olympic 9-8561

**FOR A QUICK SALE**  
Reduced to \$12,000

#### ELMHURST

Modern 6 room house three large, sunny bedrooms, real modern, scientific kitchen, modern tile bath, gleaming hardwood floors, finished basement, modern oil heating unit, nice neighborhood, near transportation, every extra included—spic and span condition—a home properly cared for by owner—Move right in. Bring deposit.

Other Fine Homes in All Sections of Queens

CALL JA 6-0250  
The Goodwill Realty Co.  
WM. RICH

Lic. Broker Real Estate  
106-42 New York Blvd., Jamaica, N. Y.

## BE SAFE — BE SURE

### SEE

### THE BEST HOME VALUES IN QUEENS

#### SOUTH OZONE PARK 2 Story

Built of solid brick, 1 family dwelling of 7 large rooms, 4 bedrooms, parquet floors, modern tile bath, steam by oil, 1 car brick garage — Cash for veteran, \$1,000

**Price \$10,000**

#### SOUTH OZONE PARK

New detached brick veneer 2 family dwelling, 2 large 4 1/2 room apartments, 2 modern colored tiled baths, 2 new table-top gas ranges, formica-top kitchen cabinets, select oak floors throughout, venetian blinds, screens and storm windows, large full basement, steam heat, oil burner, fully insulated, near schools, churches, shopping and transportation. Corner plot 50x 100. Cash \$6,490. Mortgage \$14,000. Terms arranged.

**Price \$20,490**

#### SOUTH OZONE PARK

New detached bungalows, brick and frame, 5 large sun-filled rooms, full poured concrete basement, Hollywood colored tile bath, steam heat, oil burner, oak floors throughout. Ample closets, knotty pine kitchen cabinet, formica top, venetian blinds, landscaping and shrubbery. Cash for veterans \$750. Civilian reasonable down payment.

**Price \$12,150 up**

**ST. ALBANS:** 2 story detached brick bungalow, first floor 5 rooms, second floor 3 rooms, 2 modern tiled baths, oak floors throughout, modern kitchens with formica top cabinets, table top gas ranges, finished knotty pine basement with built-in bar, steam heat, oil burner, slate roof, beautifully landscaped plot 50x100, detached garage. Terms arranged.

**Price \$21,000**

**IMMEDIATE POSSESSION OF ABOVE HOMES MORTGAGES ARRANGED**

**For These and Other Good Buys You Can Call With Confidence**

MORTGAGES ARRANGED

## HUGO R. HEYDORN

111-10 Merrick Blvd. — Near 111th Avenue

Jamaica 6-0787 - JA. 6-0788 - JA. 6-0789

CALL FOR APPOINTMENTS TO INSPECT

Office Hours: 9 AM-7 PM Mon. to Sat.—Sun. 12 Noon to 6 PM

## OUTSTANDING VALUES

**IN SPRINGFIELD GARDENS**  
Homemakers' dream. Walk into the loveliest low cost home on Long Island. 5-Cheerful rooms, modern bath and kitchen, oversize garage, full 60 ft. frontage with Southern pine landscaping. Can be seen by appointment.  
Yours For Only .....\$9,490

**ST. ALBANS**  
Good living at low cost, comfortable 1-family stucco home, 3-bedrooms, modern kitchen and bath, cheerful atmosphere. Perfect condition, oil heat, 2-car garage.  
Price .....\$10,490

**CHAPELLE GARDENS HOLLIS**  
A California bungalow set in picturesque surroundings, 3 bedrooms, spacious living room with fireplace, steam heat (oil), large plot.  
Price .....\$11,900

**ST. ALBANS**  
Attractive 2-family, 2 large 5 1/2 room apartments, BOTH VACANT. 2 private bedrooms on each floor, steam heat (oil), 2 car garage, impressive neighborhood, \$30 monthly will carry.  
Price .....\$15,900

We Can't advertise them all . . . These are only a few of many outstanding values. If you want a home . . . We have it ! ! !

### ALLEN & EDWARDS

168-18 Liberty Ave., Jamaica, N. Y. OLYMPIA 8-2014—8-2015

## FOR SALE IN EXCELLENT NEIGHBORHOODS

HEMPSTEAD — WESTBURY — ROOSEVELT

NASSAU COUNTY is known as the fastest growing County in the country. Live in and have your children grow up in a country atmosphere, surrounded by new modern schools, rated the best in New York State.

New York's best department stores have branches in Nassau County. Nearby Jones Beach, Bethpage and Hempstead State Parks with numerous recreational facilities.

Convenient transportation for commuters to New York City.

OVER 100 EXCELLENT HOME LISTINGS

In the above and surrounding towns offer suburban living with urban conveniences. Homes from **\$10,000 to \$35,000**

FOR INFORMATION CALL

SEE **WM. URQUHART, Jr.**

58 Grove St., Hempstead, L. I.

HE. 2-4248

DIRECTIONS—Southern State Parkway to Exit No. 19, left turn to 2nd traffic light.

# Activities of Employees in New York State

(Continued from Page 5)  
secretary; Walter Bennett, treasurer, and Charles Burraud and Donald Rose, trustees.

The past president presented a gift to Gustave Gimmler, who is retiring after 20 years with the Town of Brookhaven Highway Department.

Refreshments were served. Charles R. Culyer, CSEA field representative, and Thomas Scanlon, of Ter Bush & Powell, attended the meeting. Mr. Scanlon explained insurance benefits.

## Willowbrook State School

**FAT PREMO**, secretary, and Frank Packard, vice president, were delegates to the CSEA annual meeting in Albany.

Catherine Webb, chairman of the entertainment committee, announced plans for a barn dance to be held in November.

Irene Kemp, chairman of the membership committee, reported that the new membership drive is well underway, and the chapter hopes to increase its membership over last year.

## State Insurance Fund

THE STATE Insurance Fund chapter executive board and chapter members send congratulations to John F. Powers on his election as president of CSEA.

Congratulations to Jack Sten of Policyholders Service Dept., formerly of wrecking-Underwriting, promoted to insurance sales representative. Good luck, Jack.

Congratulations to the membership committee which recruited 20 new members since October 1. New members are: Agnes Taylor, Elizabeth Miller Schwartz and Clarence Bloom, Underwriting; John Walsh and Yetta Pressman,

Personnel; Gwendolyn Nelson and Marguerite DeForest, Accounting; Celien Francke and Robert Greco, Claims; Edward J. Summers and William Manning, Audit and Review, and Emma Hunt, Actuarial.

Bowling results: Underwriters came alive and trampled Actuarial for four points. The Orphans stopped Safety for three points. Claims Examiners blanked Policyholders, and continue to lead the league. Payroll stopped the power-driving Accounts for three points. Claims Seniors, fighting to get into the first division, stopped Medical for four points.

## Brooklyn State Hospital

THE membership committee of the Brooklyn State Hospital chapter, under the chairmanship of Frank J. Cole, is composed of: Male, Building 10, James Hourigan, Joseph Munn, John Staffa, Joseph Farsetta, Stanley Murphy, John Morris, Jas. Sweeney, Innes Martinez, Melvin Keyes, John Sellito, Frank DellaCroce and Mike Kuropcak; Female, Building 10, Ada Kavanaugh, Catherine Sullivan, Carrie McCourt, Mildred Droque and Barbara Sweet; Male Reception Building; Patrick Farrell, Larry Gamache, Arnold Moses and William Farrell; Female Reception Building; Lois Cohn, Jean Doan, Clara Straker and Mary Laughlin; East Building, Calvin Murphy, Anthony Prainito, Jacob Ramseur and George Lienthel; West Building, Josephine Kelly, Vera Sutherland, Camille Paleski, Frances Carrera and Peggy Woods; School of Nursing, Laura Kampe; Staff House, Herman L. Kraus, Eleanor Douglas, Henry A. Girouard, Mary Bussing, Sally Grathwhol and Josephine Criscuolo; Social Service, Katherine Wells; kitchens, Rudolph Rauch; grounds, William Hanlon, Emil Impresa, Michael Murphy and John Hennessy; Industrial shops, Frank Cole, James Dart, Stella Ochab and Mary Rauch; occupational therapy, Edith Weingarten and Mae Rebhan.

Best wishes to Josephine Criscuolo, who was recently married.

Best wishes are also extended to Mr. and Mrs. Thomas C. Shaughnessy, who were married October 3 at St. Catherine of Sienna Church, St. Albans. Mrs. Shaughnessy is the former Kathryn Lynch, nurse at the hospital.

Welcome to the following new employees: Mary F. Dooley, Raphael A. Vasquez, Lawrence Levin, Rose Schuliano, Walter Slavin and Kathleen Brantley.

Mrs. Elizabeth Thiel has returned from a vacation in upstate New York. Mrs. Winifred Scanlon is on the sunny beaches of Florida. Other employees enjoying fall vacations are: John Napoli, Orzie Rewis, Homer Gates, Rebecca Williams and Joseph Appleton.

Employees who have been convalescing in sick bay are: Oscar Bushery, Charles Parker, Vincent DePasquale, Ingeborg Brennan, Mary O'Connor and Mary Sheridan.

## Metropolitan Armories

**JACK DE LISI**, Henry Clark, Frank Wallace and George Fisher feel they have made some inroads on the path of advancement for Armory employees. The four men

represented the Metropolitan Armory employees at the annual meeting of the Civil Service Employees Association in Albany.

The four attended the general meetings of the CSEA and also participated in the Conference of Armory Employees. They say: "The outcome of these meetings was quite satisfactory."

A full report on the activities will be made at the next regular meeting of the chapter, which will be held at the 107th Infantry Armory, 643 Park Ave. (at 66th Street), NYC.

The framework for prospects of the immediate future will be the main topic of discussion. It is important that all Armory employees attend if they are interested in their future. The meeting will be most informative.

Tickets will be distributed for the 6th annual awards dinner-dance, to be held December 5 at the Oak Room in the 71st Division Armory.

The chapter extended its gratitude to the Civil Service LEADER for this newspaper's continued cooperation.

## Utica State Hospital

A FAREWELL party was given to William Sultenfuss at the Bungalow Inn, Yorkville, by past and present members of the Utica State Hospital bowling league.

Bill Sultenfuss was born in Brooklyn in 1897 and was educated in Utica. After serving a short apprenticeship in Syracuse, he became employed at the Utica State Hospital print shop as a printer in 1927. He has 26 years' continuous service, and is retiring on October 31. He and Mrs. Sultenfuss will soon leave for Florida, where they plan to spend their winters.

While at Utica State Hospital, Mr. Sultenfuss was active in all employees' activities. He was the founder and first president of the Utica State Hospital men's bowling league, which was organized in 1935 and has bowled at the Bliss Alleys, Whitesboro, each Friday night since 1936. He has served in every office and committee of this league.

Lawrence J. Maxwell, business officer at the hospital, and a member of the bowling league, acted as toastmaster and introduced several former members and retired hospital employees.

Dave Currier, president of the bowling league, presented a gift of luggage from the bowling league and his friends at Utica State Hospital. Mr. Sultenfuss' son John was a guest.

The officers and captains of this year's bowling league served on the arrangements committee.

## Sing Sing

AT THE regular monthly meeting of Sing Sing chapter, CSEA, with James Anderson, chapter president, presiding, it was decided that only Sing Sing chapter members would be included in the Blue Cross hospitalization plan. The vote: 12 in favor, 10 against and two absentions. Since its inception in 1949, Blue Cross collections have been accepted from both CSEA and local chapter members. The new policy is part of Sing Sing chapter's drive for increased membership, and to facilitate chapter administration. John D. O'Brien, who is now

CSEA 4th vice president, was present. He expressed his concern for the problems of prison guards. Mr. O'Brien's name was placed by petition on the Association official ballot through the efforts of Sing Sing's Charles Lamb, president of the Southern Conference.

Refreshments were served.

## Rockland State Hospital

**ISABEL CONKLIN**, senior stenographer who, after 23 years in the business office at Rockland State Hospital, will transfer to Letchworth Village, was honored at open house in the hospital's medical library.

Dr. Alfred M. Stanley, senior

director, thanked her for the excellent work she has always done and wished her the best of luck, as did H. Underwood Blaisdell, senior business officer, for whom Miss Conklin was secretary.

Miss Conklin said she hated to leave, but found it necessary to be closer to her home in Stony Point.

The men in the business office presented her with a large medal, of gold paper, inscribed "23 years." She also received a feather duster for her office at Letchworth, and a portable radio, gift of the employees.

Before coming to Rockland, Miss Conklin worked at the State Rehabilitation Hospital, Haverstraw.

### LEGAL NOTICE

SEABRING ASSOCIATES, 205 East 43rd Street, New York City.

Substance of Limited Partnership Certificate filed September 24, 1953.

Business: Owning and operating Real Estate at 19 Richards Street, Brooklyn, New York.

General Partners: Ira Kavanau, 85-07 Avon Street, Jamaica, New York; Harry Cohen, 15 West 75th Street, New York City; Louis Levy, 90 Riverside Drive, New York City.

Limited Partners: cash contributions, 1/16th shares, residence (all of which are New York City, unless otherwise specified): Alex Epstein, 720 West 173rd Street, New York City, \$5,600.00, 5%; Gladys Siegel, 74-12 Metropolitan Avenue, Middle Village, L. I., \$5,600.00, 5%; Florence Richman, 993 Park Avenue, New York City, \$5,600.00, 5%; Benjamin Wachtel, 1572 East 26th Street, Brooklyn, New York, \$7,700, 0.875%; I. Henry Simon, 1600 Ocean Parkway, Brooklyn, New York, \$7,700.00, 0.875%; Morris Cohen, 1035 Ocean Parkway, Brooklyn, New York, \$7,700.00, 0.875%; Lawrence Janoff, 12 Merritts Road, Great Neck, New York, \$1,120.00, 1%; Adole Goldstein, 600 West 161st Street, New York City, \$1,120.00, 1%; Ronald Janoff, 73-12 35th Street, Jackson Heights, New York, \$1,120.00, 1%; Milton Janoff, 75 Village Road, Roslyn, New York, \$1,120.00, 1%; Edna Cohen, 9 Nirvina Avenue, Great Neck, New York, \$1,120.00, 1%; Albert & Wilhelmine Augustine, 149-12 59th Avenue, Flushing, New York, \$5,600.00, 5%; Sylvia & Martin Berkowitz, 144-20 72nd Avenue, Flushing, New York, \$5,600.00, 5%; Edward L. Meyerson, 1890 East 14th Street, Brooklyn, New York, \$2,800.00, 2.5%; Dolly P. Gross, 85 Park Terrace, New York City, \$2,800.00, 2.5%; Katherine M. Litman, 2044 Holland Avenue, Bronx, New York, \$2,800.00, 2.5%; Sadie Davis, 98-21 65th Avenue, Forest Hills, New York, \$2,800.00, 2.5%; Richard Klein, 156 Second Avenue, New York City, \$2,800.00, 2.5%; Aline B. Petzal, Trustee for Arthur B. Petzal, c/o Edmond Bixer, 339 Fifth Avenue, New York City, \$5,600.00, 5%; Aline B. Petzal, Trustee for David E. Petzal, c/o Edmond Bixer, 339 Fifth Avenue, New York City, \$5,600.00, 5%; Nathan Levine, Trustee for Donald & Karen Levine, 1685 East 5th Street, Brooklyn, New York, \$5,600.00, 5%; Sylvia Kavanau, 85-07 Avon Street, Jamaica, New York, \$2,100.00, 1.875%.

The general partners have contributed in cash and are entitled to the following profit shares: Ira Kavanau, \$8,800.00, 15%; Harry Cohen, \$2,800.00, 2.5%; Louis Levy, \$2,800.00, 2.5%.

Limited Partners have contributed no other property of any kind and have not agreed to make any additional contributions at any time.

Partnership commences on September 1, 1953, and terminates on September 1, 1993, unless the property owned by the partnership is sold prior to that date, in which event, it shall terminate on the sale of such property.

None of the partners has any priority over the other partners, whether general or limited, as to compensation by way of income.

Limited partners have right to substitute assignees on filing of amended certificate; but must first offer to sell interest to other partners at price for which they received bona fide offer.

No additional limited partners may be admitted.

Partnership continues on death of general partner, and limited partners may appoint a general partner to act in place of such decedent, and amended certificate shall be filed.

Partnership shall continue on death of limited partner, and amended certificate filed with name of successor in interest.



William Bogard (right), Tax and Finance Department employee, demonstrates to James Guilliano, head office machine operator, the tabulating machine device which won him \$140 from the State Merit Award Board.

17" PICTURE  
**ZENITH**  
1954 TV

TERMS TO SUIT

The Lexington. Refreshingly modern mahogany Pyroxylin cabinet.

new! "Super K" Chassis... brings you Picture Perfection beyond compare  
new! "Bull's Eye" Tuning... one knob, one click  
new! Built-in UHF-VHF Antenna  
new! Value for your money in finer picture and sound  
... and many other sensational Zenith features

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Appliances • Television • Furniture • Accessories • Refrigerators  
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Rate high on the promotion test for

## SENIOR CLERK

(open to all appointed after August 14, 1953)

Get The  
**NEW ARCO STUDY BOOK**

Supervision — Administration — Office Practices — Reading Comprehension — Arithmetic — Chart and Table Interpretation — Including a new previous examination.

**2.50** at the

## LEADER BOOKSTORE

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

# Typist Hiring Pool Is Set For Nov. 18

A hiring pool, for filling typist, grade 2, jobs in NYC from the list of eligibles, will be held in Room 207 at 299 Broadway, on Wednesday, November 18 by the NYC Civil Service Commission. The purpose is to complete the hiring, and in one operation, at one place, instead of requiring eligibles to go to the location of the various departments, and sometimes get two or more bids to be in different places at the same time.

Secretary Frank A. Schaefer asked each department head to send a representative to the pool, to act for the department.

Thomas J. Frey, acting chief of the Certification Bureau, is running the pool for the Commission.

# Anchor Club Elects Officers

The Anchor Club, NYC Fire Department branch, has elected John J. Cashin president. The other officers elected are Edmund G. McCann, 1st vice president; Peter J. Stevenson, 2nd vice president; Thomas J. McElroy, 3rd vice president; Joseph F. R. Pierce, recording secretary; Francis E. Kochenberg, financial secretary; John H. Swenson, treasurer; Ulric R. Blessington, advocate; Thomas P. Deane, historian; William Kelly, sergeant-at-arms; Elias E. Morcut, inside guard; John J. Gilhooley, outside guard; John Tarpey, trustee.

Delegates elected are: Joseph C. Maceda, James J. Brennan, Albert J. Rohner and Cornelius T. Nolan.

Alternate delegates are: John P. Mullen, James T. Lynch, Matthew F. Farrell, Charles A. Roth and O. Peter Novembro.

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# Pension Justice Sought by UFOA

The Uniformed Fire Officers Association of NYC is looking forward to cooperation from the Uniformed Firemen's Association, the Patrolmen's Benevolent Association and other line organizations in the Police Department, in a drive for legislation to improve the pension systems of both departments. It is recognized that what would be the rule for one must, in general, become the rule for both departments.

In the past the organizations have presented a united front for legislative gains. This time such unity is deemed most urgent, because of the disparity of benefits not only among members of the two systems, but even among members of the same system.

**Difference in Rights**  
Taking the Fire Department Pension Fund as an example, Article I covers those appointed

prior to 1940; Article II, those appointed in 1940 and later. The Police Pension Fund has similar differentiation.

"Under these Article I systems," says the UFOA, "the members have no option rights to take care of beneficiaries, be those intended beneficiaries widows, children or parents.

**\$50 Widow's Pension**  
"Furthermore, no matter how large his equity, no member can assure more than \$50 a month pension for his widow, children under 18, or dependent parents. If the widow, children under 18, or dependent parents draw just one \$50 check and then become ineligible because of marriage, passing the 18 year age limit, or by death, the remainder of the member's contributions, no matter how many thousands of dollars, passes to the City of New York. The member's next of kin, such as

children over 18, or grandchildren, do not receive one penny.

"The members of the Fire and Police Departments appointed after 1940, and the City employees who are in the NYC Employees' Retirement System, are not faced with these problems. These employees are entitled to 3000 options in which a member may retire on a reduced retirement allowance with beneficiary receiving a pension for life, should the member die."

**Want Contributions Refundable**  
"Another provision open to others, but not available to Article I members, is that in event of death of a member, the beneficiary will receive a return of all of the member's contributions (plus interest, except for Fire Department members), plus one year's salary."

In all ranks the widow's pension, in both departments, is \$50 a month, which, the UFOA says, may have been all right when enacted 13 years ago, but is grossly inadequate now. The UFOA adds: "Many parents have died since, many children are over 18 years of age or rapidly approaching that age, and wives and members are 13 years older. Many men are now considering their thousands of dollars of contributions and would like to see their hard-earned money available for children and even grandchildren, but instead in many cases the money will be confiscated by the City of New York."

# Attendance Officer Pay in NYC Shown as Far Behind

The Council of Attendance Officers of the NYC Board of Education has issued a pamphlet, as part of a study of present practices in attendance work, to help recruit and retain competent personnel, and to resolve the question of how "specialized" such workers should be.

The Council's comparison of salaries for attendance positions shows NYC tenth on a list of the eleven largest U. S. cities, with a NYC maximum salary of \$4,450 a year. San Francisco leads the list, paying its attendance personnel \$6,615.

Florence B. O'Mara, president of the attendance group, said: "Although our attendance service maintains the highest standards of performance and accomplishment in the adjustment of children with special needs, we are remunerated at such a low scale of pay that we are unable to attract and retain the most competent workers. Experienced, trained and socially-sensitive staff members are constantly accepting more attractive opportunities in other fields. Staff morale is at an exceedingly low level and children and parents suffer as a consequence."

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Courses are in human relations in administration, Lawrence H. Baer, deputy regional director, U. S. Civil Service Commission; Federal organization and methods analysis, Daniel M. Gilmartin, chief of the Area Wage and Classification Office, New York Naval Shipyard; Federal personnel management, Charles M. Lunz, assistant area chief, Bureau of Old Age and Survivors Insurance, U. S. Department of Health, Education and Welfare; and Federal budget management, Joseph W. Burke, chief of the budget and fiscal branch, office of the Regional Commissioner, U. S. Internal Revenue Service.

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# Bigelow Backs Some Requests Of Employees

ALBANY, Oct. 26 — The regular meeting of an executive committee representing the Mental Hygiene Employees Association with Commissioner Newton Bigelow resulted in a mutually satisfying airing of problems and exchange of views, according to a joint announcement by Dr. Bigelow and Frederick J. Krumman, president of the association. The meeting, an informal round-table discussion, took place in Albany.

"While no immediate solution is possible for many of our problems," Mr. Krumman declared, "the committee feels that much has been gained through this opportunity to clarify the issues, arrive at a common understanding of difficulties, and in some instances lay the groundwork for future improvements."

**40-Hour Week**

The committee raised several questions of long stand, among them the possibility of a five-day, 40-hour week for institution employees. Dr. Bigelow pointed out that this is essentially a matter of recruiting additional personnel. The number of vacancies in some institutions is indicative of present recruiting difficulties in certain areas of the State, he said, and until this problem is solved there can be no progress toward a shorter work week, which of course should be uniform throughout the department.

A shorter work week for office personnel was also suggested, but

the Commissioner felt that this might be considered discriminatory against other institution employees.

### Backs Farmer Title

The request that farm hand be reclassified to farmer received the Commissioner's support. This, he said, has been recommended by the department, but the final decision rests with other departments of the State.

A protest against the definition of serious illness in the immediate family of an employee as represented in Item 9 of the attendance rules was registered by the committee. Dr. Bigelow indicated that a change in the definition might be desirable. If, as the committee claimed, the application of the new rule is causing hardship, he said, he will be glad to have supporting evidence to transmit to the Civil Service Commission.

Commissioner Bigelow reported substantial progress on questions raised at the previous meeting. Among these were uniform requirements for physician's certificate to qualify for sick leave; uniform rules for hospitalization and medical service for employees; provision for a time and place for employees to smoke. All of these, he said, have been taken up by department committees and action is expected shortly. Discussions were continuing with the Division of the Budget, he said, on the matter of required meals for resident employees.

### Extra Pay for Hazards

Extra pay for hazardous work was requested for the small percentage of employees working in tuberculosis units who do not now receive it. The committee said that these employees were subject to certain hazards not reflected in their pay scale. Dr. Bigelow promised that the department would take immediate steps to examine the reported hazards and see if any can be eliminated. The question of additional pay, he said, is one that the department cannot handle independently, since the problem cuts across several State agencies. He indicated, however, that he would be glad to take it up with other departments involved on the basis of any new information that might be submitted.

Reclassification and upgrading of kitchen help was requested by the committee to improve recruiting potentialities for the higher level jobs. The Commissioner said that some of these problems will be solved when it is possible to have more personnel in this area. The matter of salaries, he said, he would refer to the salary survey.

### Other Questions Considered

Several matters with reference to safety personnel were considered. Promotion possibilities, the Commissioner thought, could very well come about naturally as the development of the safety program continues. He considered constructive the suggestion of the committee that a safety school be

## Merit Award Another Honor For Mrs. Wenger

ALBANY, Oct. 26—Mrs. Esther M. Wenger, secretary to the director of the Bureau of Research and Statistics, State Social Welfare Department, was awarded \$25 and a certificate of merit by the State Merit Award Board for her suggestion to substitute gummed stickers for staples in mailing circulars. The presentation will be made through the Award Board's departmental committee.

Mrs. Wenger is secretary of the Capital District Conference of the Civil Service Employees Association. Her boss, Dr. David M. Schneider, is himself prominent in the CSEA, having served the Social Welfare chapter and the Association in executive capacities. He is a former chairman of the Capital District Conference.

### Honored on Television

An Albany television station recently honored Mrs. Wenger as the Prudence Penny orchid winner, and presented her with a pen. The group which gathered at the Department of Commerce's TV set to watch the presentation, included Dr. Schneider, Kathryn Miller, Mrs. Irene Albert, Mrs. Lucy Taplin, Mrs. Marguerite Brown, Grace Quillinan, Sadie Zuchovitz, Dr. Robert Axel, and Dr. Theodore C. Wenzl, of the State Department of Education, and chairman of the Capital District Conference.

established. The question of authority of police officers was also discussed and the committee was asked to submit additional material to support its belief that the police officer's authority is inadequate.

The committee requested re-evaluation of the classification of persons driving motor vehicles. Dr. Bigelow indicated that he was not satisfied with the present classification and would ask his personnel staff to take it up with the classification division. The titles involved are motor vehicle operator and truck driver. The committee also presented material to support a request for salary reallocation of nursing positions, which the Commissioner promised to study for submission to the division of classification and compensation. He pointed out that the matter of keeping the classification program current calls for additional staff in the State agencies dealing with classification.

### Service Ratings

There was some discussion of the new service rating system. The committee questioned the advisability of continuing a separate rating system for attendants. Dr. Bigelow pointed out that there were many advantages to the old system which might not be apparent. The committee decided to give the question further study.

Information was requested as to the status of uniforms for safety personnel. The Commissioner, indicating that action was expected soon, called attention to the new policy of the department to consult the personnel concerned regarding uniforms. This, he said, would govern department action on future uniform problems.

The female attendants' uniforms, which were devised on this basis, came up for discussion. A few complaints regarding fit and other manufacturing matters have been investigated by the department, and attendants were urged to report to the department any deviation by manufacturers from the specifications, which were carefully set up for the protection of employees.

The committee described employee-administration discussions recently instituted as regular practice in some of the institutions, and expressed the hope that this procedure would be adopted throughout the department, following the example set by the Albany administration on the State level.

### Evening Meeting

An evening meeting of the Mental Hygiene Employees Association was heavily attended, not only by hospital delegates, but by top dignitaries of the department, of the Civil Service Employees Association, and of other departments. Louis I. Garrison, of Hudson River State Hospital, presided. High praise was extended to Fred J. Krumman for his work in building up the Mental Hygiene Employees Association. Jesse B. McFarland, former CSEA president, and John P. Powers, new president, both attended the meeting—which was described as one of the gayest affairs of its kind ever held.

# Employee Activities

## Kings Park State Hospital

**THE SOCIAL** committee of Kings Park chapter, CSEA, reports a brisk sale of tickets for the Halloween dance, to be held Thursday evening, October 29 at York Hall. Tickets, \$1 each, may be obtained from supervisors and members of the social committee, who should make their returns to Mr. Link at the firehouse as soon as possible.

York Hall will be decorated in the holiday spirit. Refreshments, buffet style, will be served. Two bands will provide music for dancing. The patients' orchestra will play from 7:30 to 9 P.M., the Eddie McWilliams band from 9 P.M. The McWilliams group has been featured at the better night spots in Suffolk County. It adds up to a good time. Make your plans now to be there.

A total of 120 boys and girls from the children's units attended four baseball games at Ebbets Field this year. Hot dogs, soda, ice cream and peanuts were provided by David Soden, associated with the Knot Hole Club of Brooklyn. The children also took bus excursions during the summer to various points of interest on Long Island.

Get well wishes to Mrs. Buckman, wife of the senior director. She is in Ward 80 infirmary.

The patients' varsity softball team locked horns with the K.P. employees at Tiffany Field and came out on the short end, 8 to 5. The game was a pitchers' duel for 10 innings until Al Dwyer, local student, unloaded a base clearing triple in the top of the tenth to break the tie.

Get well wishes to John Mulligan, hospitalized in Huntington.

## District No. 8, Public Works

A BUSINESS meeting of District 8, Public Works chapter, CSEA, was held recently at the Italian Center, Poughkeepsie, with newly elected president Zora S. Way presiding. President Way named the following committees:

Auditing — Daniel Gonja, Gus Noble and Bill Heidel.

Grievance — John Ward, Frank Riley and Betty Flinn.

Social and Publicity — John Manning, Bill Hurlhe, Joan Dionysius, Bob Benjamin, Fred Liguori and Ina Mable.

Membership — Hazel Walsh, Bill Hurlhe, Fred Lovelace, Arthur Miller and E. L. Judson.

Welfare — Rita Smith, Ina Mable and Carl Anderson.

## Mt. Morris

**NEW ITEMS** of Mt. Morris chapter, CSEA:

Dr. Armstrong and Dr. Learn attended a conference recently.

Oliver Longhine, Irene Lavery, as a delegate, Eleanor Lariton and Lee Gazell attended a meeting and clam bake of the Western Conference at Attica.

Mrs. Frances Holbrook entertained her daughter recently.

Mr. and Mrs. Anthony Lopez write that they are having a marvelous time in California.

Elaine Stumm has received permanent appointment as clerk in the business office.

On the sick list have been Kenneth Diehl, Margaret Gardner and Rosetta Rossborough. Emily Wilcox is hospitalized in Dansville.

Gertrude Deiter is back in the kitchen after a leave of absence.

Mrs. Ruth Burt spent her vacation with her son, Richard, who was on leave from the U. S. Navy. The nursing department held a dinner for Oliver Loughine.

Back from vacations are: William Barrett, Ruth Hoffman, Wiley Ward, Ray Howe, Durward Scott, Francis Halford and Eva Byrnes.

Helen Johnston has resigned from the diet department.

## Creedmoor

**CREEDMOOR** chapter, CSEA, met in the social room of the Assembly Hall. All officers and members, including those on the membership committee, were requested to attend. Reports from delegates to the Association's annual meeting were heard.



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# Activities of Employees in New York State

## New York City

**NEWS OF the New York City Chapter, CSEA:**

**State Commission Against Discrimination:** Mr. and Mrs. Harold M. Brody of the Bronx, who were married October 3, have returned from their honeymoon at Grossinger, N. Y. The wedding reception was held in the Garden Room of the Essex House, and was attended by the immediate family and a few close friends. Mrs. Brody, the former Sarah Marmor, began her State career in the Labor Department. When SCAD was set up in 1945, she joined the staff as a head account clerk. A luncheon in Mrs. Brody's honor was given at Longchamps by the ladies of the Commission. She was presented with a set of imported crystal stemware. Congratulations and best wishes to the happy couple.

**Division of Military and Naval Affairs:** An anniversary party was given for Elizabeth Hannan to commemorate her 35th year with the

State Arsenal. The party was held at the Raleigh Room, Brooklyn, and was attended by 100 co-workers. A gold watch was presented on behalf of the Arsenal personnel by Col. K. L. Buscher.

**Workmen's Compensation Board:** The examiners of the Review Section held their semi-annual outing at the home of Commissioner James Amadei, at Beaver Dam Lake. The enticing Indian Summer weather brought forth more than the usual number of softball players, who engaged in a game at a nearby field. The hot sun soon melted some of Harry Cohen's surplusage, permitting him to snare the hot grounders that were batted his way. Bert Hayden and Arthur Rush explored the countryside searching for rare flora, and Mike Porta shed his socks and shoes to cool his tooties in the lake. After these athletic feats, the group ravenously feasted on the speciality of the house, charcoal-grilled steaks and hamburgers, "a la Julie Fell," garnished with cocktail frankfurters.

The next outing will be held next May 22.

By the way, fellers, what was the score? How about it, members of the New York City chapter, didn't anything of interest take place in your section? Why not tell your fellow members about it? Contact Ben Chase, at Walker 5-3000.

## Middletown State Hospital

**A DINNER** and reception was held recently at the Flo-Jean, Port Jervis, for Dr. Ray W. Moody, assistant director of Middletown State Hospital, who retired after 40 years' State service. Among the 141 guests were Dr. and Mrs. Sporn of Lebanon, Pa., a former staff member, and Mrs. Quast of Creedmoor, a former employee.

As Dr. and Mrs. Schmitz, Dr. and Mrs. Moody, Dr. Faivre, a former staff member, and Mrs. Faivre entered, Mr. Goldsmith at the piano played, and guests sang "for he's a jolly good fellow." It was Dr. Moody's birthday.

Dr. Schmitz, Dr. Kliener and Dr. Schantz paid tribute to the guest of honor, and presented him with a wrist watch, inscribed "Presented to R. Moody, 1953, by his friends of MSHH." Dr. Moody

also received a purse, to buy roses for his new home. The staff presented a rotisserie, smoking jacket and a box of cigars.

Martha Flynn, of the switchboard, and Fred Flynn, of Ashley Hall, are on vacation.

John O'Brien, Laura Stout and Paul Hayes attended the annual CSEA meeting.

**Notice to Blue Cross group policyholders:** Collection hours will be 4:30 to 5:45 P.M. on the two days following pay day, in the community store. Put envelope with correct change and card in the collection box. The receipted card will be returned. Appointments to make payments during off duty hours may be made by calling Mrs. Stout at home.

Association dues are due again.

## James E. Christian Memorial

**MEMBERS** of the James E. Christian Memorial Health Department chapter, CSEA, feted past president Bill Byron at the regular fall luncheon meeting at CSEA headquarters. Mr. Byron, senior training technician in the office of personnel, has transferred to the Department of Public Service, to head the personnel of-

ice as senior personnel administrator.

Bill was given a camera as a gift from chapter members.

The meeting attracted full attendance, including chapter officers Daniel Klepak, president; Virginia Clark, vice president; Kay Tierney, secty.; Howard Wiltsey, treasurer; and Mary P. Armstrong, Ethel Bates, Rose Marie Bell, Frances Bercharlie, Henrietta Boland, Florence Blair, William Eyrone, Kay Campion, Helen C. Chase, Jeanne Cherniak, Charlotte Clapper, CSEA secretary; Virginia Clark, Thomas E. Coffey, Frances Cohen, Arthea B. Connors, Murray L. Cooper, Noreen Cooper, Roy L. Cramer, Margaret Costin, Kathleen Delaney, Angie De Mola, Louise Draper, Barbara Dunney, M. Joan Evers, Stella Faraci, Edythe Fisher, Patricia Griffin, Irene Hack, Ceil Hannan, Mary M. Hanrahan, Grace Haswell, Elizabeth Heckman, Regina Hickey, Margaret Hogan, Polly Hough, Joan Hunter, Elizabeth J. Karolak, Barbara Kinch, Dan Klepak, Sara Kramer, S. Kunofsky, Gertrude Lang, Florence Manley, Pat Martin, Richard Mattox, Adele Mazlom, Helen McGraw, Ann J. McHale, Charles McIntosh, Edward McKern, Ellen McManus, Joanna McNamara, Joan Melesky, Ellen D. Murphy, Ann Murnane, Signe N. Norris, Raphael Pellino, George Petruska, Agnes Purcell, Rita Purtell, Gertrude Purdy, Rose A. Radley, Paul F. Robinson, Edith Schoenfield, Mary Scholan, Helen Slingerland, Harriett Springer, Mary Sullivan, Kay Tierney, Julia M. Tyrrell, Harriet Van Wie, Grace Widener, Howard Wiltsey and Dorothy McAlley.

Employees of the Health Department were sorry to learn of the death of a former Health Department employee, Jeremiah P. Grogan, a retired mail and supply clerk. Prior to his retirement in 1945, he had served in the department for more than 40 years.

## Bigelow Explains Time Off for Casting Ballot

**ALBANY, Oct. 26** — In answer to an inquiry regarding time-off for voting next Tuesday, the Civil Service Employees Association cited a letter from Mental Hygiene Commissioner Newton Bigelow. The inquiry was made by Arnold Moses, of Brooklyn State Hospital. The Brooklyn chapter of the CSEA had urged that all employees get two hours off for voting, regardless of the shift on which they currently are engaged. Under provisions of the ruling, the employee must make an advance request for time off. The State law allows him two hours for this privilege.

### Bigelow Letter

Dr. Bigelow's letter to Mr. Moses follows:

"This is in reply to your letter of October 20, 1953 regarding Section 226 of the Election Law.

"The following is a digest of the contents of this department's Circular Letter on the above subject.

"Commenting on the request of the Local of the International Association of Machinists, which you mentioned in your letter, attention was drawn to the fact that this relates to time off to vote for persons on shifts of duty which would overlap the hours during which the polls are open. So far as the institutions of this department are concerned, it would apply to employees on the midnight to 8:00 A.M. shift, who, in view of the opinion of the Attorney General, must be given time off to vote between 6:00 and 8:00 A.M., and the evening shift reporting for duty at 4:00 in the afternoon would be entitled to two hours to vote between 4:00 and 7:00 P.M. The foregoing is based on the assumption that the polls open at 6:00 A.M. and close at 7:00 P.M. Such allowance of time is given to the employee after proper notice is given to the employer of the former's desire to be absent for the purposes of voting during the time specified.

"Obviously the patients in the institutions must receive adequate care. If a substantial number of employees request time off to vote at either one of the above-mentioned times of day, the only alternative left to the Director is to require other employees to work overtime to provide for necessary coverage. In this case compensatory time would be allowed off at a time convenient to the institution.

"We trust this clarifies the situation."

Crisp, Crunchy, Delicious

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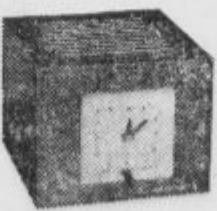
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*Bob Wagner Says—*

**IT'S COMING!**

# **THE 25-75 RETIREMENT PLAN FOR ALL CITY EMPLOYEES**

"I favor the extension to the other City services of the 25% employee and 75% City contributions which have been given to the employees of the Police and Fire Departments"

## **AND THAT'S NOT ALL**

Bob Wagner has worked out the most comprehensive program for New York City civil service employees in history.

*Here it is! Read it in full! It means more money in your pocket, better working conditions, increased opportunities for you.*

I am convinced present salary rates for New York Civil Service workers are inadequate. The Mayor's Management Survey Committee found this to be so, and I fully agree with their finding. To deal comprehensively with the acute problems of New York City Civil Service workers, I propose the following:

1. Create immediately new pay schedules in line with the cost of living indices, and in line with pay for similar work in private industry.
2. Last week I helped to freeze the cost-of-living bonus, making it a permanent part of salary. Next step: the city should make salary adjustments so that there will be no loss of take-home pay.
3. A definite pay plan should be set up to take the place of the hodge-podge system of pay increases now in existence.
4. Provisions should be made for systematic annual increments so that a city employee's pay will go up by several regular increases, so long as he performs his task with diligence and competence. He should not be left to the favor of his superiors for pay increases.
5. There should be set up a modern job classification, and this should be put into effect immediately. I know that nearly all em-

ployee groups now want this done. The setting up of a proper job classification would make possible the set-up of a modern wage structure with logical promotional lines.

6. There should be set up a permanent Classification and Wage Board to which any employee could appeal when he felt that his salary was out of line with his work.
7. There have been grave abuses in connection with the administration of Section 220 of the Labor Law, the so-called prevailing rate provision. I will do everything in my power to see that public officials live up to the spirit and intent of this law.
8. Our pension systems have had careers much like Topsy—they have just grown. They should be re-examined with a view to equalization and uniformity.

I favor the extension to the other city services of the 25% employee and 75% city contributions which have been given to the employees of the Police and Fire Departments.

9. I believe in a clear-cut procedure for handling labor relations with the City's employees. Such a procedure should apply uniformly to all city departments and agencies and should fix the broad outlines for processing complaints.

It should include the voluntary check-off of union dues for those employees who request it. There should not be any more hesitation or delay about accomplishing this.

10. The merit system has been the subject of many attacks in recent years. There are some who believe it has outlived its usefulness and should be abolished. I am not one of these. In my view, we should strive to strengthen the system, but at the same time make it conform to modern standards and adjust it to the needs of a streamlined era.

The answer lies in the adoption of up-to-date personnel methods. I shall bend all of my efforts as Mayor to the achievement of maximum efficiency in government with the least possible burden on the tax-payer.

Throughout my political career, I have not hesitated to call for action by the Board of Estimate, City Council or other appropriate bodies to meet the needs of our city employees. I have fought for salary raises, the five-day week, liberal vacation and sick leave, and other benefits. This is all a matter of record, established long before my present candidacy. I intend to keep on fighting for these things because I believe in them.

**VOTE FOR ROBERT F. WAGNER**

DEMOCRATIC COMMITTEE FOR WAGNER-GEROSA-STARK