

Civil Service Employees Association Sets Year's Objectives; 15% Pay Increase Asked; Re-elect McFarland, All Incumbent Officers

ALBANY, Oct. 8—The 41st annual meeting of the Civil Service Employees Association concluded its three-day session on a note of hope for continued gains in public employment and for improvement of the merit system.

From all parts of the State, 372 delegates assembled in Albany for deliberations upon many phases of civil service and working conditions—from salary revision to revision of the civil service law.

Sessions in 3 Places

The major sessions were held in the DeWitt Clinton Hotel, Albany, with committee, conference, and chapter activities spilling over into the Wellington Hotel nearby and in Association headquarters at 8 Elk Street. Most of the sessions were conducted by Jesse B. McFarland, president. Edward L. Ryan presided over the meeting at which resolutions were voted.

The meetings began on the evening of Tuesday, October 2, and continued through Wednesday, October 3 and Thursday, October 4.

Lochner Honored

The surprise event was a Twenty-Year Testimonial to Joseph D. Lochner, executive secretary of the Association, held on the evening of October 4, in the Crystal Ballroom of the DeWitt Clinton. With John A. Cromie as toastmaster, a roster of distinguished guests joined in honoring

Mr. Lochner's long service to the Association.

Department Meetings

In addition to business meetings, many employee groups held conferences on matters peculiar to their departments: among them being problems about Mental Hygiene, Correction, Health, Social Welfare, Public Works, Education, Conservation, Armories, and DPUI. County Division delegates also met.

Three special panel discussions were held on salaries, retirement, and improvement of the Merit system.

Catherwood Speaks

Martin P. Catherwood, Dean of the New York State School of Industrial and Labor Relations, was the principal speaker, taking as his subject "Human Relations in Civil Service."

The delegates debated and acted upon nearly 100 resolutions, incorporating in these their objectives for the coming year. And new officers for the 1951-52 Association year were installed by Clifford C. Shoro, past president of the Association.

Committee Reports

Francis C. (Pete) Maher of the Law Department reported for the budget committee. The Association is well ahead of last year financially, largely because of increased membership, he stated.

Dr. Theodore Wenzl of the Education Department, reporting for the grievance committee, said that the State Personnel Relations

Board was now firmly established, with departmental rules and regulations stabilized and unit panels created.

"The grievance committee has been resolutely and patiently watching developments and the apparent results, frankly, have fallen far short of expectations," he said.

Not Impressed

The grievance procedure, he reported, is ineffective because the "machinery" is too elaborate and cumbersome for the type of grievance permitted to be processed, and the fundamental grievances are not within the authority of the Board, e. g., classification and salaries, which "are handled by other structures."

The committee recommended simplified rules and regulations and serious consideration to the inclusion of vital grievances in the scope of the Board's authority.

The Association's own grievance committee in Albany could stand some improvement in service continuity, he remarked. Chapter presidents are appointed, but as their terms expire are succeeded by the new presidents on the committee, producing a serious turnover. A member, once elected, should serve on the committee for a full year, regardless of chapter election results, Dr. Wenzl recommended.

Training Courses Popular

Dr. Edward S. Mooney reported for the education committee that training courses were increasing, that participation in them was mounting and that the evidence of an education-conscious staff was an index of desire to perform outstanding public service. He praised training courses being given by the State Civil Service Department in Albany, Buffalo, NYC, Rochester and Syracuse and said that the Labor Relations School at Cornell would introduce any courses for which a clear desire was shown by employees.

Dr. Mooney cited an experiment conducted by the Rochester chapter and called Mrs. Melba R. Binn to the platform. Mrs. Binn is president of the Rochester chapter.

Mrs. Binn Tells of Sampling

The chapter, she explained, sought to test the members' educational needs. The chapter's education committee, composed of Charles Rudolf, Hugh Lee and James Baldwin, got up a questionnaire. Employees were asked 33 questions. Twenty-five questionnaires were distributed, 18 were returned completed. It was only a sampling, Mrs. Binn said, but it showed that half of those completing the questionnaire were willing to give up five days of vacation to take courses. About a quarter would give up evenings and about a fifth devote Saturdays to taking courses.

"This willingness has a very definite significance," she commented.

Of the 18, desire to do a more effective job prompted 15 to want to take training courses, 11 sought preparation for promotion and only five had a better service rating as their aim.

"What better example could we have of devotion to duty?" Mrs. Binn asked.

Larger-scale distribution of questionnaires is planned.

Public Relations Results Hailed

Foster Potter, chairman of the public relations committee, declared that the Association had benefited during the year by the best public relations program in its history. He cited the advances since March 1 last, particularly, and radio programs in Rochester, Plattsburg and Syracuse, newspaper publicity of Association activities and objectives, the stirring Association exhibit at the State Fair and the Art Show. He praised

Meade Brown, director of public relations, for having done an outstanding job, and noted the aid rendered by field representatives of the Association, and the contribution of the Art Show idea by one of those representatives, Philip Kerker. Mr. Potter took pains to emphasize that the Association was leading in the attempt to get more adequate maintenance allowances for State Troopers.

Booklet on Way

An indoctrination booklet is being prepared by the Association, Mr. Potter revealed, describing the history and aims of the Association. The work is more than half completed.

He praised William F. McDonough, executive assistant to President McFarland, for having drawn up the notable code of ethics (which the Association later adopted by resolution) and said Governors of several states had sent for a copy and that it had been published in the Congressional Record.

Vernon M. Tapper, reporting on membership, on behalf of both the State and County Divisions, told of a gain of 1,628 in the State Division and 1,007 in the County Division in a year. Still greater increases are immediately in sight.

Social Security Eyed

Davis L. Shultes reported for the pension and insurance committee, telling of the lengthened time limit on liberalization of insurance policies open to Association members.

A study is being made by the committee of the benefits under Social Security, especially to those receiving less than \$3,500 a year, and a report will be rendered, he said. Local Security pensions are, in general, larger in that salary bracket, and survivorship benefits are also larger.

Time-Off

Dr. Wayne Soper, chairman of the attendance rules committee, said that the committee favors more liberal allowance of time off where there is serious illness in one's family, and permission to appear at certain hearings without any time deduction. Lump sum payments for accumulated sick leave, vacation allowances and overtime, on retirement, are also favored. The committee has received word that Charles L. Campbell, administrative director, State Civil Service Department, is sifting suggestions and recommendations of the Association, department heads and others, and that a report would be rendered to the Commission.

Flood Reports

Ivan S. Flood, chairman of the board of directors' charter committee, reported that the recommendations of his committee had been unflinchingly approved by the executive committee. Mr. Flood's group passes on proposed chapter constitutions and by-laws and amendments to existing ones.

Dr. Schneider Reports on Ratings

Dr. David M. Schneider, chairman of the service rating committee, said that progress was being made toward a workable system that would be more satis-

factory than any yet tried by the State. He described past service rating systems as "not liked by anybody—the Civil Service Department, the heads of the various departments, or the employees," though the State had tried nine of them. Recently a change was introduced experimentally in four departments, with mixed reactions, he declared. Social Welfare, the NYC office of the State Education Department, the Conservation Department and the Thruway Authority were the four. The Education Department found the new form more to the liking of employees and officials than the former one, but a criticism was that there were "too many things mixed in." Changes are in the works and will be tried out. The three other agencies like the experimental plan well enough, he stated, but the final solution has not yet been found. He recommended that all concerned should stop, look and listen for another year. Seven other departments are expected to try out yet another method.

Dr. Schneider received rounds of applause as he mounted the platform. It was a form of welcome back, as he had just recovered from a long serious illness.

Theodore Becker, of the State Civil Service Commission staff, chairman of the Association's committee on revision of the civil service law, told of his committee's interest in the work of the Governor's Temporary Commission for such revision, and how the Association plans to aid that Commission all it can. Dr. Frank L. Tolman, former president of the Association, is a member of the Commission. A separate panel on civil service was held the next day, at which the subject was discussed in detail by Mr. Becker and others.

Tough Problem in DPUI

Harry Spodek, reporting for the special DPUI committee, of which he is chairman, said that there was so much internal dissension among DPUI employees that actually no progress had been made toward a solution of the problem of layoffs and blocked promotions. All who'd been laid off are now back at work, he said, some in the DPUI, others in other branches of the State government, and still others in private industry. The layoffs occur through reduction of workloads under a Federal formula which limits the number of employees on a workload basis.

The placement of those who had lost their jobs was no permanent solution at all, he admitted, and he praised the Civil Service Commission for the sincerity of its effort to find some permanent solution satisfactory to the Association's members.

"There has been a complete failure," he said. "We are no nearer to a solution now than we were at the start, although there has been agreement that certain suggestions should be eliminated from consideration."

President McFarland, who presided, commented that the DPUI layoffs were giving the Association, its officers and counsel a great deal of concern.

Salary Increase Seen as 'Must'

ALBANY, Oct. 8—A 15 per cent salary increase is deemed a necessity by State employees. Moreover, they feel that strong action must be taken to curb inflation, which hits fixed-salary public employees especially hard. Below are two resolutions on the subject passed by the delegates at the 41st annual meeting of the Civil Service Employees Association in Albany on October 4.

SALARY ADJUSTMENTS

WHEREAS, the United States dollar today has a purchasing value of only 54 cents compared with 100 cents for the period 1935-39, and

WHEREAS, the Director of Defense Mobilization, economists, businessmen, manufacturers and farmers generally concur in the opinion that there will not be a return to the pre-Korean war economy, and

WHEREAS, in private employment wages and salaries have been adjusted to the prices of goods as reflected in the new dollar value, and

WHEREAS, revisions in the salaries of the employees of the State of New York since the 1935-39 period have not kept pace with the changes in currency values, and

WHEREAS, the public employee group suffers obvious hardship in attempting to maintain fair standards of living unless parity between living costs and salaries received is achieved,

THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to grant an upward salary adjustment of 15 per cent above the present emergency salary adjustment to all employees of the State on April 1, 1952.

BE IT FURTHER RESOLVED, that the Association seek further periodic automatic adjustment within each fiscal year above basic adjustment as recited in this resolution of 3 per cent for each 5 points increase in the United States Bureau of Labor Statistics Consumers Price Index after April 1, 1952.

URGING NATIONAL STABILITY OF PURCHASING POWER OF THE DOLLAR

WHEREAS, the success of the high purposes of the United Nations in seeking world peace and a decent standard of living for all peoples everywhere depends upon the ability of the people of the United States to sustain a sound resource and production economy, and

WHEREAS, the stability of our national medium of exchange is vital to the carrying out of the broad international program for human welfare, and

WHEREAS, excessive inflation or deflation in money values is destructive of public confidence in our national policy directed to conserving our natural resources and safeguarding our industrial and farm economy, and

WHEREAS, upward salary adjustments without stabilization of dollar values lose their virtue with each rise in price of goods and services and create a vicious cycle detrimental to sound economic planning by citizens,

THEREFORE BE IT RESOLVED, that The Civil Service Employees Association urge industrial, business, labor, civic and religious leaders to unselfishly cooperate in establishing and fulfilling a policy to stabilize the purchasing power of the dollar on such a basis as will protect fair standards of living for all citizens of our Nation.

NOTICE

On this page and on other pages of this issue, The LEADER prints the story of the 41st annual meeting of the Civil Service Employees Association. This three-day event has overwhelming importance to all public employees. We suggest you read — read carefully rather than merely skim over — this material. You will find it instructive and useful.

McFarland States 10-Point Program of Objectives

ALBANY, Oct. 9—In a 3,000-word report to 372 delegates representing 167 chapters of the Civil Service Employees Association, President Jesse B. McFarland outlined the sources of Association strength and some of its future plans. The statement was part of the 41st annual meeting of the organization.

A ten-point program buttressed his statement of objectives:

1. Elevation of the merit system to its full dignity and usefulness;
2. Improvement of salary, classification and appeal plans;
3. Liberalized treatment of disabled and aged public workers;
4. Extension of in-service training;
5. Full application of definite rules relating to employee grievances;
6. Prompt, fair action to assure like pay for like work, including true recognition of women workers in civil service;
7. Fair hours of work;
8. Fair pay for overtime;
9. Safeguarding civil service and retirement rights of employees entering military service;
10. Strengthening of internal chapter and general organization.

Media of Communications

"We anticipate the use of the radio, the press, the public forum, the film, television, and the medium of State and county exhibitions, wherever government is involved, as fertile ground for making known the Association's objectives and activities," he told the assemblage.

"The recitation began with the blunt statement that 'by the major measurements of organizational strength adherence to ideals, constructive planning and

accomplishment, increased membership, financial soundness—your Association is in excellent condition."

Double Duty

Throughout, the newly re-elected president stressed the double duty which the Association deems itself to have, (a) advancement of the welfare of State and local employees; (b) advancement of good government.

Speaking of the Association's internal functioning, Mr. McFarland stated that "every cent received into the treasury and every cent paid out has been scrupulously applied to productiveness of effort on behalf of the broad program of Association activities . . ."

Strengthen a Staff

He reviewed the Association's staff additions: the addition of a public relations director, a new field representative and a strengthened research department. He added: "I believe we should promptly reorganize our field activities and increase our field force, so that we may meet the challenge of the vast potential of unorganized public employees and bring them into our progressive and constructive Association."

Observance of Merit

He pleaded for stronger observance of the merit system. This mandate, he sadly told the delegates, "is only partially observed."

He called for fair compensation to public workers, and hinted at the strong campaign for salary increases which the delegates at the convention have made a part of their forthcoming group of objectives.

In the field of retirement, Mr. Farland asked his audience to consider some pertinent questions: "Shall we seek to have Federal Social Security added to our present plans? Shall we urge the State and local governments to liberalize present plans?" He called for passage of the Amendment No. 3 at the forthcoming elections, which will permit the Legislature to set up minimum pensions.

Personnel Relations

The Personnel Relations Board, given full support by the Association, needs to be strengthened, he said. The machinery of the Board he called cumbersome in some instances. "Let's get the Personnel Relations Board going fully with educational helps, with counselling of employees as to their problems and also as to how to use the grievance machinery, and above all we ask that the heads of government participate generously." He suggested extension of the plan to local units of government.

Dealing With Officials

In dealing with public officials, Mr. McFarland said this of the Association's methods: "We do not need to be boorish, or bullies, or hard, or defiant, but we have difficult problems to solve . . . we have a responsibility to each other, a loyalty to seek the welfare of each other, an obligation to deal fairly with our employer and constantly upbuild public service, and as such we have to be definite and firm and courageous in insisting that right principles and right policies and sacred human rights shall come first . . ."

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McFarland Calls Assn. Tops; Bids Many More to Join

ALBANY, Oct. 8—Jesse B. McFarland, president of the 53,000-member Civil Service Employees Association, opened the sessions of the 41st annual meeting at the DeWitt Clinton Hotel by describing the Association as the "largest, most experienced and respected public employee organization of its kind in the world."

Mr. McFarland added that people are becoming conscious of the fact that the business of government is the most important business of civilized society, and are beginning to realize that constitutions and laws are effective only when civil service personnel is honest and efficient.

Miscreants Deplored

"We deplore the instances of

betrayal of trust by public servants," said Mr. McFarland, "though they are insignificant in comparison with the industry and loyalty of millions of faithful public workers."

"We are proud of our great Association which for 41 years has led in the upholding of the merit system of appointment in civil service and the maintenance of clean, honest government on all levels, uninterrupted by strikes or work stoppages."

"The Association, with a no-strike pledge in its constitution, for 41 years has proven that public employee problems can be better resolved by negotiation and conference than by work stoppages harmful to everyone concerned."

Membership Campaign On

"We shall always insist that the dignity of public service and of the public servant demand that officers of government invite the participation of employees in developing sound personnel administration. We shall always insist that management and employees should confer and negotiate all grievances arising from employment practices and procedures in a reasonable and humane manner."

"The Association, the largest and most experienced independent employee organization in the world, is now inaugurating a vigorous campaign to enroll all public employees in each district, village, town and city in the 57 counties of the State where membership is open. We believe that there is nothing that any other worker organization can do on behalf of good government and good working conditions in public employment that the Association cannot do better."

Davis Shultes Will Address Southern Conference Nov. 17 On 'Getting a Pay Increase'

ALBANY, Oct. 8—A record attendance marked the meeting of the Southern Conference of the Civil Service Employees Association, held at the Hotel Wellington, on October 4.

The Conference voted to hold its next meeting at the Italian Center, 227 Mill Street, Poughkeepsie, on Saturday, November 17, at 3 p. m. Officers will be installed. The Hudson River State Hospital chapter will act as host.

The legislative program of the Association will be thoroughly explained to the members and all-out assistance methods will be sought to help get the program enacted. The program was voted in the form of resolutions at the

annual meeting of the Association, in conjunction with which the Conference session was held.

Davis L. Shultes, chairman of the salary committee of the Association, will address the turkey dinner meeting during the evening. He will be the only guest speaker.

There will be a cocktail hour from 6 to 7 p. m.

Revision of the Conference constitution and by-laws will be discussed at the afternoon session, which will constitute the business meeting. A proposal to institute a sinking fund, to capitalize the Conference on a 10-year basis, will be discussed.

Francis A. MacDonald, Conference chairman, will preside.

Armory Men Ask Meaning Of Word 'War'

ALBANY, Oct. 8—Armory employees met in Albany last week during the annual meeting of the Civil Service Employees Association. Clifford C. Asmuth presided, with seven Armory chapters participating. One of the decisions reached was to ask the State Attorney General for an opinion on section 28 of the Military Law. This section, the Armory men contend, is unclear. Dealing with retiring vets and pensions, its lack of clarity results from the mean-

ing of the word "war" in the section—does it mean World War II as well as the first World War?

Delegates to the conference were: James P. Riff, Syracuse; Mike Murtha, Genesee Valley; Benjamin Alulis, Hudson Valley; Peter E. Smith and Arthur V. Rutz, Mid-State Armory; Frank E. Wallace, Jack DeLise, George Fisher, Henry Clarke, Metropolitan Conference; William Vaughan and John Croke, Capital District.

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JESSE B. McFARLAND
President



JOHN F. POWERS
First Vice-President



RAYMOND L. MUNROE
Second Vice-President



J. ALLYN STEARNS
Third Vice-President



ERNEST L. CONLON
Fourth Vice-President

Public Works Group Asks Equity on Pay

ALBANY, Oct. 8--Delegates of Public Works Department chapters of the Civil Service Employees Association, meeting in Albany, voted in favor of a reclassification, whereby salaries of maintenance employees would reflect the value of the work and the seniority of the employees. The session was held simultaneously with annual meeting of the Civil Service Employees Association and was addressed by Superintendent Bertram D. Tallamy and Joseph Ronan, his executive assistant.

Pay Discrepancies

The delegates heard of pay discrepancies that had endured for years and asked that a remedy be applied without delay. A foreman with 30 years of service receives 28 cents a day more than a laborer appointed last week. A man who'd been a laborer for 15 years, on promotion to truck driver received two cents a day less pay. These were only some of the instances cited.

An effort will be made to get the Classification and Compensation Board to straighten out the inequities.

The delegates were glad to hear Mr. Ronan say that progress was being made toward putting per diem men on a per annum basis.

Charles J. Hall presided over the session.

500 Attend Onondaga's Big Clambake

SYRACUSE, Oct. 8--When it comes to clambakes, leave it to the employees who work in Syracuse and Onondaga County. On Saturday, September 22, they put on a clambake the likes of which have never before been seen in those parts.

Customers? 500! Yes, that's what it says here--a clambake for 500 people! And food! There was so much that the people were given bags to take half-chickens home with them.

McFarland Present

Guests came from all parts of the State, including Jesse B. McFarland, president of the Civil Service Employees Association, and Meade Brown, director of public relations.

The big whirlwind job was taken care of by the united action of the various Association chapters in the county who pitched in to help the Onondaga chapter in the deal. The event took place at Storto's Grove.

More Fun Than Ever

With chapter president Julia Pendergast overseeing the works, energetic Norma Scott helped put the job together. Committee chairmen were Vernon Tapper and Thomas Jackson. Others who pitched in were Eleanor Rosbach, Ivan Stoodley, Fred Krumman, Doris LeFever (and if we've left out some names, we'll print 'em next week).

Important thing: everybody had more fun than they ever had before at a clambake.



JOSEPH F. FEILY
Fifth Vice-President



HARRY G. FOX
Treasurer



CHARLOTTE M. CLAPPER
Secretary

Association Voters Re-elect Incumbent Officers, With McFarland, Powers at Top

ALBANY, Oct. 8--Jesse B. McFarland, unopposed for his office, has been re-elected president of the Civil Service Employees Association. In one of the mildest Association elections in years, all incumbents who faced opposition were also re-elected. The mildness of the campaign was indicated by the relatively low number of ballots cast--12,009, out of a membership totalling nearly 53,000 State and local employees. The new officers were inducted by Clifford C. Shoro, past president.

Complete election results, for officers and members of the executive committee, follow:

- President
Jesse B. McFarland, 11,968.
- 1st Vice President
John F. Powers, 11,981.
- 2nd Vice President
Raymond L. Munroe, 6,822.
Sidney Alexander, 4,654.
Scattered, 21.
- 3rd Vice President
J. Allyn Stearns, 11,921.
- 4th Vice President
Ernest L. Conlon, 6,725.
Margaret Fenk, 2,232.
Grace Hillery, 2,254.
Scattered, 17.

- 5th Vice President
Joseph F. Feily, 6,668.
John F. Jahn, 1,652.
Robert L. Soper, 3,145.
- Secretary
Charlotte M. Clapper, 11,659.
- Treasurer
Harry G. Fox, 11,942.

MEMBERS OF THE STATE EXECUTIVE COMMITTEE

- Agriculture & Markets
William F. Kuehn, 210.
- Audit & Control
Vernon R. Davis, 149.
Leo P. Mullen, 130.
- Banking
Frank C. Maher, 60.
- Civil Service
Lawrence W. Kerwin, 119.
- Commerce
Mildred O. Meskil, 55.
- Conservation
Noel F. McDonald, 165.
John G. Thompson, 141.
Clyde H. Morris, 92.
- Correction
Reginald L. Stark, 452.
- Education
Frederick H. Bair, 570.
- Executive
George Fisher, 406.
- Health
Dr. William Sigal, 654.
- Insurance
Solomon Bendet, 99.

- Labor
Doris LeFever, 530.
Joseph Redling, 520.
- Law
Francis C. Maher, 66.
- Mental Hygiene
Charles D. Methe, 1,443.
Arnold Moses, 1,282.
- Public Service
Kenneth Valentine, 143.
Joseph Foxell, 100.
- Public Works
Charles J. Hall, 1,009.
- Social Welfare
Charles H. Davis, 271.
- State
Edward L. Gilchrist, 69.
- Taxation & Finance
Arnold W. Wise, 727.
Michael Lester, 15.
- Judiciary
Walter J. Nolan, 96.
- Legislative
William S. King, 5.

In those cases where there were close contests, ballots were checked by more than one member of the Board and run several times through the counting machine to insure accuracy.

The canvassing committee consisted of Leonard R. Requa, chairman; Mildred O. Meskil, Isabel M. O'Hagen, Margaret Sayers, and George W. Hayes.

White Plains Employees Win Special \$200 Increase

WHITE PLAINS, Oct. 8 -- The City of White Plains will receive a special \$200 increase for the first six months of 1952, or at the rate of \$400 a year. The announcement was made by the White Plains Civil Service Employees Association.

The \$200 special increase is designed to help the employees during a period of rising living costs inasmuch as the general salary survey now under way will not be completed in time for inclusion in the budget for the first six months of 1952.

Present C. O. L. A. is \$600. At present, the employees re-

ceive a \$600 a year cost of living adjustment. The \$200 for the first six months of 1952 will include \$150 additional C. O. L. A. and \$50 as an increment above present maximum salaries. The proposed total increase at the rate of \$400 a year is what the White Plains Civil Service Employees Association requested be granted as of July 1, 1951. At the time of their request, a detailed analysis of White Plains employees' salaries, prepared by Westchester Chapter, was submitted by the White Plains Unit to the Mayor and Common Council.

As a result, a general salary

survey is now under way by the firm of Cresap, McCormick and Paget, a firm of New York City Management Consultants. Conferences have been held by the consultants with officers of the White Plains group.

Grumbings Are Heard

An undercurrent of dissatisfaction is swelling through all White Plains employee groups since it has become tentatively understood that employees who would normally receive a regular salary increment on January 1st may not receive one due to the special increment plan. The employees feel that this may induce sore-spots among those scheduled for increments, and will tend to nullify the overall good from the planned increase.

At Least 2 For Every Assn. Post

ALBANY, Oct. 8--A final action of the delegates at the 41st annual meeting of the Civil Service Employees Association will tend to make Association elections more exciting in coming years. The action provides that at least two candidates must be nominated for every office. The motion reads:

The Amendment

"Moved, that the following amendment to the constitution be ordered printed:

"Amend Article IV, Section 4, Paragraph (B) of the constitution to read as follows (new matter in bold face):

"(B). Nominations. A nominating committee shall be appointed by the board of directors at least 90 days before an annual meeting of the Association and such committee, after giving full consideration to all facts and petitions presented to it by individual members or groups of members shall file with the secretary at least 60 days before the annual meeting a slate of nominations for officers of the Association, containing at least two nominations for each office."

Capital Dist. Conference Greet 200

ALBANY, Oct. 8--The Capital District Conference of the Civil Service Employees Association held a social evening at the De Witt Clinton Hotel in conjunction with the annual meeting of the Association.

During the festivities, announcement was made that two more chapters had made an affirmative move to join the chapter. They are the Mt. McGregor and the Adrian Dunckel chapters. The Adrian Dunckel chapter was formerly known as the Saratoga Spa chapter, but was renamed in memory of its late president.

Chapter Officers

The Mt. McGregor chapter is a year old. Its members are employed at the veterans rest camp at Mt. McGregor, 40 miles from Albany, the only institution in the Executive Department. The officers are L. W. Curtis, president; George Doescher, vice president; Ann McCarthy, secretary; Charles Dinton, treasurer. It has 140 members.

The officers of the Adrian Dunckel chapter are Joseph Folts, president; Marie Van Ness, vice president; Helen Hays, secretary, and Hazel Folts, treasurer. The president is the treasurer's husband. The chapter has 162 members.

Array of Guests

Dr. Theodore Wenzl, chairman of the Conference, greeted the 200 members and guests, including officers of the Association, and said that the Conference looked forward with confidence to the most successful year of its history.

Activities of Civil Service Employees Assn. Chapters

St. Lawrence

GLENN W. MILLER, Gouverneur village engineer, was installed last week as new president of the St. Lawrence Chapter, CSEA, succeeding Philip L. White, who headed the chapter since it was formed in 1947. Mr. White was honored at the annual chapter dinner the week before.

Other officers are E. Stanley White, Potsdam, first vice president; Welthia B. Kip, Canton, second vice president; Edgar E. Mooney, Ogdensburg, third vice president; Lefe B. Gooshaw, Massena, fourth vice president; Jean S. McGee, Gouverneur, secretary, and John M. Loucks, Ogdensburg, reelected treasurer.

Mr. White, who intends to continue to take an active part in chapter affairs, was elected to the directorate of the chapter, along with Katherine Fullerton, Potsdam; Florence L. Wood, Canton; Elizabeth Whalen, Ogdensburg; Mary Manning, Ogdensburg; Ceylon Allen, Canton; Yale Gates, Gouverneur; David Bell, Ogdensburg, and Roger Daniels, Potsdam.

U. S. Exam Open

4544. School Teacher, Westchester County; one vacancy; \$2,850 to \$8,450; plus emergency compensation of \$195. Requirements: (1) college graduation and possession of, or eligibility for, a certificate to teach common branch subjects in New York State and (2) either (a) one year of full-time teaching experience in elementary school, or (b) completion of 32 graduate semester hours in education, or (c) an equivalent combination of such training and experience. Fee \$3. (Monday, October 15).

bers who passed away during the last year: Roy F. LaVier, Charles H. Ford, Frank S. John, and John W. Graveline, all of Ogdensburg.

Awards went to Mrs. Dorothy Kapp Canton, president, League of Women Voters; Ross E. Brown, Morristown, chairman, Board of Supervisors; Leo E. Martin, supervisor, town of Louisville; Gilbert L. Northrup, Third Ward Supervisor, Ogdensburg; William H. Foster, mayor of Gouverneur, and W. Clyde Sykes, former supervisor, town of Pierrefield.

John E. Holt-Harris, Jr., assistant counsel of the CSEA, praised Phil White in his main address at the dinner.

Creedmoor

REGULAR MONTHLY meetings of the Creedmoor Chapter, CSEA, get under way Tuesday, Oct. 9, at 6 P.M. Mrs. Helen C. Peterson, president, will report on the annual meeting, to which she and John Mackenzie were delegates. Congratulations being offered to Mrs. Wanda Sullivan, promoted to Assistant Principal of the School of Nursing. The hospital was saddened by the death of Henry G. Robinson, a member of the board of directors of the chapter. In sick bay: Mary Clarke, Margaret Brett, Daisy Mobley, Catherine Brady, James Romer, Adolf Wagemann and Thomas Pellegrino. New employees are urged to see Kenneth J. Roseboom, in the Pharmacy about joining Blue Cross—and the three building representatives to join the Association.

Armory Employees, Syracuse and Vicinity

THE REGULAR meeting of the Armory Employees chapter, CSEA, Syracuse and Vicinity, was held at the Cortland Hotel, Cort-

land. At a previous meeting the chapter decided to hold the meeting at a point located approximately in the center of our chapter region and Cortland was selected for future meetings. This seemed a good move, as 35 turned out for this meeting.

The slate of officers for the coming year, presented by the nominating committee, was elected. The new officers are Francis X. Daly of Auburn, president; James J. Riffe of Elmira, vice president, and Frank White of the Genesee St. Armory, Syracuse, secretary-treasurer. These officers will be installed at the next meeting on Saturday night, October 20. The following delegates were elected to represent the chapter at the coming meetings: James P. Riffe, Elmira; John Bell, Geneva; Joseph Uhl, Corning; and Mauro Sciancalepre of the East Genesee Street Armory, Syracuse. In conjunction with the installation we will have our annual dinner, for which the chapter will pay. A large turnout is expected. Also a prominent speaker will address the gathering.

Frank White would like the representative in each Armory to send the dues and applications to him at the East Genesee Street Armory as soon after October 1 as possible. Also each representative is requested to send the reply card to him with an accurate number that will attend from each Armory. A reply is requested, even if there are no employees attending from the Armory concerned. This will facilitate making the reservations at the Hotel. We welcomed a new Armory into the Chapter, this being the Armory at the Hancock Air Base, in Syracuse.

Social Welfare

AT THE annual meeting of the Social Welfare chapter, Albany, the following officers were elected: president, Mrs. Esther Wenger; 1st vice president, Eleanor Walsh;

2nd vice president, Fred Grimm; treasurer, Gladys Brown; secretary, Mrs. Jessie Lockwood.

Representatives and alternates, in that order:

Accounting, Mrs. Virginia Corrigan; Mandel Schwartz. Administration, Mrs. Alice Kelly; Jane Rowan.

Institutions, Miss Mercedes Lovegrove; Evelyn A. Smith.

Office Administration, Mrs. Marie Seddon; Mrs. Helen Peters.

Research & Statistics, Arnold Heart; Jane Flynn.

Welfare and Medical Care, Miss Marie Maguire; Peggy Sayers.

Area 4, Andrew J. Smith, Jr.; Sid Honigsberg.

Tonawanda

WILLIAM FREW was elected president of the City of Tonawanda Chapter, CSEA, at the regular September meeting, along with Everett Somerfeldt, vice president; Ivory Shain, treasurer, and Walter Schwinger, secretary. Henry Grobe is new representative to the Erie County Chapter. LaVern Tomm, retiring president, has moved from the Sewage Disposal division to the State Motor Vehicle Bureau in Buffalo and has joined the state unit there. During the last year, two members, Frank Gross and William Steele, retired from the School Department.

Matteawan

THE MATTEAWAN State Hospital chapter, CSEA, will give a testimonial dinner on Saturday, October 20, to two legislators — Senator Ernest I. Hatfield and Assemblyman Robert W. Pomeroy. The two men will be honored as part of the annual Matteawan dinner. Toastmaster will be 'Bogie' Scofield.

Schenectady

THE SCHENECTADY chapter, CSEA, held its regular monthly meeting at the Knights of St. John Hall. President Harry Dennington presided. A major portion of the meeting

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was devoted to a discussion of the progress of the chapter's program of a \$300 across-the-board salary increase for county employees and obtaining a five-day week. Mark
(Continued on page 5)

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Activities of Assn. Chapters

(Continued from page 4)

Delaney, chairman of the chapter's personnel committee, reported on the progress of negotiations with the Board of Supervisors. Uniform vacation and sick leave rules were discussed.

James Pigott, CSEA field representative, addressed the chapter on the need for inaugurating a vigorous membership campaign. He also explained the present rules governing sick leave and vacation time for State employees and for counties.

The next regular meeting will be held on October 22.

The chapter plans to have a representative from the State Employees Retirement System appear at the meeting. All public employees in the Schenectady area are invited. The meeting will be held at 8 p.m. at Knights of St. John Hall, 409 Schenectady St.

District 10 - Public Works

THE executive council of District 10 Public Works chapter, CSEA, decided to hold the annual turkey event and dance of the chapter on Friday, November 16 at the American Legion Clubhouse in Babylon.

The price of tickets is 50 cents. This will include beer and dancing.

The council will invite all State and County chapters on Long Island to join District 10 that evening.

President Paul Hammond appointed the following committee to handle the affair: Alfred Downs, chairman; Carl Hamann, William A. Greenauer, Evelyn Cherubini and Charles Weber.

The annual turkey raffle and dance of the District 10 Public Works Chapter, CSEA, will be held Friday, Nov. 16, at the American Legion Clubhouse in Babylon, according to a decision of the executive council. All state and county chapters on Long Island will be invited to join in the fun. President Paul Hammond has appointed the following committee to handle the affair: Alfred Downs, chairman; Carl Hamann, William Greenauer, Evelyn Cherubini, and Charles Weber.

Newark State School

RALPH HINCHMAN heads the 1951-52 officers of Newark State School Chapter, CSEA. Other officers are William Verbridge, vice president; Edna VanDeVelde, treasurer, and Alice Walsh, secretary.

Leona F. Marley heads the membership committee, made up of Mary W. Bidwell, Anna L. Verdow, Vera Pallister, Marylouise Hinchman, James T. Meath, Ella L. Lawrence, Merton R. Wilson, Bernice McCaffrey, Harry Winters, Elva L. Ramsey, Albert Martin, Burnett G. Porter, Elmer C. Hartnagle, George A. Benjamin, Richard A. Surber, Steve Lindley, Frances Green, Bessie F. Darrow, Helen M. Banckert, Etheleen Hanagan, Rose M. Hurlbutt, Lois Sweet, Eva L. Welch, Eileen Deyo, Alice M. Hammond, Caroline L. VanHoute, Edna D. Clark, Glenn Fitzgerald, Edward Klahn, Clifford E. Warner, Ralph O. Crediford and Ann Grau.

State Insurance Fund

AN EXECUTIVE meeting of the NYC State Insurance Fund chapter was held at the Hotel Nassau. Many problems pertaining to the employees' welfare were discussed and acted upon.

Each member of the State Insurance Fund Chapter, CSEA, who brings in three or more members will receive a gift, in the intensive membership campaign continuing through December. Chapter good wishes go to Pat Mason, supervising attorney in the Legal Department, running for Municipal Court Judge in the Fifth Judicial District, Manhattan. A career man in the State service, he has been with the Fund since 1923.

Best wishes to Evelyn Deutsch and Dolores Lawson, recent brides, and to Jennie Reeves, about to join them. Lillian Tweed, Actuarial and Rene Hartshorn, Underwriting - Filing, expecting additions - and Vincent Rubano and Seymour Gwizer are already passing out the cigars.

Standing at the end of last month in the bowling league:

Team	W	L	Pts
Orphans	8	1	11
Safety	6	3	8

Claims Sr.	5	4	6
Payroll	4	5	6
Policyholders	4	5	6
Medical	4	5	6
Accounts	3	3	4
Underwriters	3	3	4
Claims Seph.	3	6	3
Personnel	2	7	2

Weekly high teams: Orphans, 861; Underwriters 865; Claims Sr., 838. Individual high of the evening: Heatley, 217. Members of the first-place Orphans: C. Mallia, captain; M. Brown, E. Kretsch, S. Arena, M. Gaifinkel, B. Eisner, and J. Stein.

A group of State Fund employees chartered a fishing boat for a day on Great South Bay. Among those on the outing were Charles Werner, Cashier's Office; Henry Roth, Bill Price and Sid Levine, all from the Collection Department; Frank Valenza, Payroll Audit Department, and Ed Kretsch, Underwriting Department.

The boat prize for the biggest fish caught was won by Frank Valenza's son, Joe, with a 9 lb. fluke.

The booby prize went to Bill Price, vice president, who caught only four small fish.

Victor Leschkiwitz, of Underwriting, returned after a three-weeks vacation in the Catskills.

Rochester State Hospital

A TESTIMONIAL dinner was held in honor of Frank Glover, retiring Supervisor of the Howard Building, Rochester State Hospital. Mr. Glover has been an efficient and faithful employee of the State for the past 34 years and he will be greatly missed.

One hundred and seventy-five employees of the hospital attended the dinner, given at Melody Lane. The Rev. Eugene Golding was toastmaster and the following speakers bade farewell to Mr. Glover: Dr. C. F. Terrence, director of the hospital; Matha Finnegan, chief supervisor of female service; John McDonald, chief supervisor of male service; Anna Nichols, Bruce McLaren, Willard Weiss, Archie Graham, Leo Lamphron, Dr. Liebertson, and Mrs. Mary Killen. The members of the hospital presented Mr. Glover with a check, also a framed testimonial.

Mr. Glover's position will be filled by Willard Weiss, his assistant for years.

Mr. Glover plans to winter in Florida with his wife, who retired from the hospital three years ago. We all wish them both many happy days in the warm sunshine and fully hope that they won't forget their many friends who have yet to remain on the job.

Pictures were taken of the event by Jack Stevenson.

Plans are under way for the first annual chapter dinner to be held at Mike Conroy's Pine Tree Hotel, 1225 Ridge Road West, Wednesday, on October 10 at 7:00 p.m. Tickets are now available and hand bills have been circulated so that you may know who

Group Seeks Tenure for DPUI Jobs

ALBANY, Oct. 8—DPUI delegates to the annual meeting of the Civil Service Employees Association met at Association Headquarters.

Presiding was Christopher J. Fee. Also present were: Elisabeth McKnight, Margaret J. Willi, Harry Spodak, Joseph P. Redling, Harold Schwebel, Albany; Catherine O'Connell, Froila Muckey, Syracuse; Agnes J. Williams, Oneonta; Celeste Rosenkranz, Buffalo.

John H. Blendell of the Personnel Office conducted an open forum, answering questions asked by the delegates. The principal topic of discussion was the perennial problem concerning the tenure of many of the Division's employees. In addition grievances throughout the State were discussed and suggestions made as to the disposition of these grievances.

It was felt that more frequent meetings of this group should be held, since the open discussion of problems affecting DPUI employees leads to better understanding and better morale, said Mr. Fee.

to contact for tickets. Chapter Officers plan this to be a big event. Come out with your fellow-employees and enjoy a grand time. A dance is also being planned by the chapter, to be held the evening of November 23, 9 to 1, at the Rochester Hotel. All chapter members of the CSEA who would like to attend are welcome. Members should bring friends.

Creedmoor

THE MONTHLY meetings of the Creedmoor chapter started again this month. Mrs. Helen C. Peterson, president of the chapter, presided and reported on the annual meeting of the CSEA. The delegates to the annual meeting are Mrs. Peterson and John Mackenzie.

The officers and members of the chapter and the employees were sorry to hear of the death of Henry G. Robson, a member of the board of directors of the Creedmoor chapter.

The chapter membership committee has been asked by Mrs. Peterson to extend every effort to obtain new members and renewals for the coming year. The chapter reached its highest membership during the last year.

Congratulations are in order for Mrs. Wanda Sullivan, promoted to be assistant principal of the School of Nursing. Mrs. Sullivan has been employed for years in the operating room of the hospital as head nurse.

The men's and women's Bowling League will start on October 15.

Employees in sick bay are Mary Clarke, Margaret Brett, Daisy Mobley, Catherine Brady, James Romer, Adolf Wagenmann and Thomas Pellegrino. Send them a get-well card and if possible pay them a visit.

In the past few months many new employees have joined the staff at Creedmoor. We wish them well and hope that they will be with us for a long time and will take active parts in employee programs. All new employees are eligible to join the Blue Cross plan by contacting Kenneth J. Roseboom in the Pharmacy. We also urge them to join the Civil Service Employees Association by contacting their building representative.

Albion

ROSE ANN McCARTHY, president of the Albion chapter, CSEA, will propose to the membership a series of social events, inaugurating a new policy. The chapter will meet this month in the library building. Two meetings are held on the same day, one at noon, the other at night, to accommodate the two shifts.

Mrs. Charles Eaton, charge matron, has retired after 15 years' service.

Katherine Flattery, matron, while walking across the grounds, dropped dead of a heart ailment. Mrs. L'Hommedien, charge matron, recently resigned, died. The chapter mourns the death of the two women, whom its members had come to know intimately and admired greatly. Deepest sympathy is extended to their families.

On vacation are Mrs. Catherine Monacelle, matron, and Trene Ire, charge matron.

The outside of the buildings are being painted. The capola has taken on an entrancing appearance. New walks have been provided around the administration building, leading to the reception center and hospital, and have afforded a great convenience to the employees and others.

The tomato crop at the Albion State Training School farm, was prodigious and now the apple crop bids fair to outdo the tommies.

Miss McCarthy and Eleanor McGaffie, secretary, attended the Western Conference meeting at Batavia and were impressed with the informed and business-like discussions.

Mount Vernon

A MEETING attended by 85 employees of the Mount Vernon Board of Education and other City employees was held in the American Legion Hall, Mount Vernon.

The meeting was held by the Westchester Chapter's Local Unit which is being formed in Mount Vernon. George W. Kerr of the Westchester County Department of Public Works was temporary (Continued on page 7).

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Applications Open Oct. 16th for Promotional Exam.
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N. Y. CITY BOARD OF EDUCATION
SALARY RANGE \$4,000 TO \$10,000 A YEAR
REQUIREMENTS: Must be Licensed Stationary Engineer with at least 5 years satisfactory practical experience in supervision or operation of mechanical and electrical equipment, at least one year of which must have been in responsible administrative charge of buildings comparable to school buildings. Engineering educational training or shipboard engineering experience accepted in lieu of foregoing experience on year to year basis up to maximum of 4 years.
Visit a Class Session FRIDAY at 7:30 P.M. as Our Guest

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Comment

HAZARDOUS JOBS IN INSTITUTIONS

Editor, the LEADER.

There are, in the various departments of New York State, positions presenting more hazardous and arduous work than other positions in the same title. This is especially true in the Department of Mental Hygiene. Every mental hospital and State school has wards for disturbed, aggressive, assaultive, deteriorated, untidy and infirmly helpless cases.

It is obvious that these charges of the State should receive the best care that can be provided. It is also reasonable that the employees staffing these undesirable wards should receive some compensation, because they are exposed to duties, working conditions, and hazards not usual in routine wards.

A bonus for these undesirable wards is not new; the employees in such wards received 7½% bonus for several years. This was suddenly stopped. It is admitted that the old method of administration was not workable, but employees feel it could easily be administered in the same manner as is granted in the TB wards by up-grading. The up-grading should be frozen to the title rather than the employee who is subject to transfer to another service.

There was a definite drop in the morale of the employees in these wards when the 7½% bonus was cut. It is difficult to staff these wards and employees frequently resign when assigned to the infirmaries.

It behooves the State to properly compensate these employees who are required to work under conditions which are arduous, hazardous and undesirable.

SAM CIPOLLA,
Craig Colony
Soneya, N. Y.

NYC Career Plan Is Given Comptroller

NYC's monumental career-and-salary plan is completed.

E. O. Griffenhagen, senior partner of Griffenhagen and Associates, came to the office of Comptroller Lazarus Joseph last Wednesday to deliver the final report based on the survey started in August, 1950. The supporting sections of the report are already in the hands of printers.

Next step: public hearings on the job classification and pay plan where employees and the interested public will be permitted to air their views.

Final step (we hope): a modernized stream-lined career and salary plan for NYC's thousands of city employees.

Tech. Guild Will Study Constitution

A committee composed of Matthew Hermes, Sylvan Christie and Robert Greene was appointed by Louis Rubenstein, second vice president, NYC Civil Service Technical Guild, at its first regular fall meeting to submit recommendations for changes in the Guild's constitution.

Among other items of business: President Philip P. Brueck, reporting on reclassification, revealed that two conferences had been scheduled with Acting Mayor Sharkey on the Treulich mandatory increment bill, labor relations, etc. Financial Secretary John R. Duffy announced that the membership had reached the 1,000-mark . . . Ray Diana and Nathan Simon told of the recent C.I.O. convention, and Milton Murray, national G.C.E.O.C. secretary-treasurer, urged a greater voice for civil service workers . . . The meeting adjourned in memory of the late Queens Borough President, Maurice FitzGerald.

GOSNELL AT BRAZIL TALKS
Dr. Charles F. Gosnell, New York State Librarian and Assistant Commissioner of Education, is in San Paulo, Brazil during the first two weeks of October as American delegate to a UNESCO conference on libraries.

Education for Public Aides Becomes Major Program, Dr. Edward Mooney Reveals

ALBANY, Oct. 8—A state-wide training program covering employees at all levels was advocated last week by Dr. Edward S. Mooney, State Education Department. Dr. Mooney is chairman of the Education Committee of the Civil Service Employees Association. His recommendation was made in a report on October 3 at the 41st annual meeting of the Association.

"In order to accomplish this purpose," he said, "it is necessary for the Committee to work very closely with the central training agency of New York State, which is the Training Division of the Department of Civil Service."

Many Courses

This covers programs to be operated in Albany, Buffalo, New York, Rochester and Syracuse: Fundamentals of Supervision, Elementary Statistics, Fundamentals of Accounting, Business English, Public Speaking.

In addition, the Albany program includes also: Case Studies in Supervision, Hydraulics, Thermodynamics, Structural Design. The trade program will also be operated where needed in cooperation with institutions.

Questionnaire Sent Out

In order to obtain specific information concerning the need for training among employees and to learn what facilities were available to meet this need, the Committee sent out to all chapters a formal questionnaire asking chapter presidents and chairmen of education committees to investigate the situation with regard to in-service training in their particular groups, and to make that information available to the Association's Education Committee.

Requested for Next Year

The following are kinds of in-service training requested for 1951-52:

Clerical Skills

Stenography
Typing
Accounting
Supervisory
Actuarial
Engineering
Personnel and Guidance Service
High School Courses—to compete for promotion
High School Equivalent Examinations

College and advanced courses
One of the major interests of the Education Committee has been the organization of courses of interest to sub-professional groups.

Supervision courses on the beginning level have been conducted in a number of centers on an inter-departmental basis for groups selected by department administrators.

College Courses Available

College courses and graduate studies are available for State employees interested in preparing themselves for advancement. Courses especially geared to work of State departments have been included in the curriculum of the Albany Graduate Program in Public Administration sponsored jointly by New York University and Syracuse University and also in undergraduate schools in the vicinity.

Civil Defense

A sub-committee worked with the State Civil Defense authorities in an effort to instruct public employees of the State in the way in which they may be able to help themselves and their communities in the event of an atomic attack. Dr. Franklin B. Amos of the Health Department was chairman of the sub-committee. Programs of courses have been constructed and are available for distribution to the different chapters for use in training programs.

The Association's Education Committee is now working on plans to help recruitment for State service, Dr. Mooney revealed.

Human Interest Story With a Moral

BURIED beneath the long figures of the recent State open competitive list for Dictating Machine Operator is an important human interest story. It happens that four of the 353 successful candidates were blind girls, and one of the four—Mary Jane Kane—scored 16th. The others are Marion Switzer, Mary Torpey and Doris Massey.

Miss Kane, now at Syracuse General Hospital for a corneal transplant to her eye, is employed in the stenographic pool at Taylor Instrument Company, Rochester. She does the same kind of transcription as other operators for a company doing international business. The correspondence requires several carbon copies of different colors to dealers, district managers, and salesmen throughout the company, and involves knowing terminology peculiar to Taylor Instrument manufacture. She is more than able to hold her own with her non-handicapped fellow employees, and will do the same if and when she gets a State job.

Mary Torpey, another of the successful candidates, is doing a successful job in the office of Geneseo State College.

As the national defense program goes into high gear and the available labor pool shrinks, the handicapped will again be sought for jobs. But girls like these four should be a sign to all employers, in normal as well as boom times, that the handicapped are fully capable of doing useful jobs in a democratic society.

Social Service Pay Must Be Raised

THE LAST of the large NYC eligibles lists, Social Investigator, has been established, with 2,889 names, and with the prospect of 1,155 early appointments in the Welfare Department.

The number of provisionals in the title will drop sharply from the present 1,132. The possibility of some reduced turnover also exists.

What is needed even as much as permanency of appointment is pay commensurate with duties. Reclassification of the Social Service in NYC is long overdue. Nobody has opposed it, which is most unusual. Even Budget Director Thomas J. Patterson has discussed it sympathetically in an unguarded moment.

Raises in pharmacist titles, also long overdue, have finally been voted. This project was considered on a par with the need of pay increases in the Social Service. Now that the one remedy has been applied, for which the Board of Estimate deserves thanks, the other must not be long in coming.

One of the worst hazards of Welfare Department administration has been the turnover among social investigators. A hazard to morale and job retention is more insidious than a hazard to property. The City has a duty it must no longer neglect.

Legislative Commission Asks Opinions on Civil Service Law

The first two questionnaires of a series to be issued by the Temporary State Commission of Revision of the Civil Service Law—one on city commissions, the other on county agencies—have been mailed to more than 400 interested persons and organizations, according to Assemblyman Fred W. Prel-

ler, chairman. Copies are available at the offices of the commission at 270 Broadway, NYC.

The commission was created by the Legislature to study the Civil Service Law, except for retirement provisions, with an eye to revision and amendment so as to bring its provisions up to date.

Health Dept. Chapters Want Work-Week Choice

ALBANY, Oct. 8 — Health Department chapters of the Civil Service Employees Association, at a meeting at which Dr. William Siegal presided, moved for a standard 40-hour week in the institutions. These are the Tuberculosis Hospital at Broadacres, the Cancer Institute at Buffalo and the Rehabilitation Hospital at West Haverstraw. A resolution was offered at the meeting of the Association, embodying the formula for hours that the Health Department chapters desire.

One full 24-hour day off, in each seven was requested. Nurses and attendants would be under a straight 40-hour week, or 44 or 48, at their own choice, instead of at a required 44 for attendants and 48 for nurses. Eight hours a day would draw regular pay, any additional hours per day, or in excess of 40 a week, constituting overtime. Present employees would

be given two weeks to make their choice of hours and would have to stick to whatever choice they made. Many prefer to abide by the 40-hour week.

Represent 4,000 Employees

Some employees, who work in the offices, have a 40-hour week. Other office employees elsewhere have a 37½ hour week, and the hope was expressed that discrimination would end, so that 37½ hours could be standard office hours.

The chapters represent 4,000 employees.

Dr. Siegal is president of the James E. Christian Memorial chapter, Albany, Virginia Clark, secretary of the chapter, acted as secretary of the meeting.

The down-grading of physiotherapists at West Haverstraw was deplored and a unanimous vote cast in favor of restoring the salaries.



Dr. C. F. Terrence, director of the Rochester State Hospital, and Frank Glover (right), who was honored on his retirement.

Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from page 5)
chairman. He is a member of the County Association. Philip Kerker, Civil Service Employees Association field representative from Albany Headquarters, discussed a salary survey being made by the Association of the pay of Mount Vernon employees and others. He also answered questions regarding organizational matters.

It was reported that enrollment of Board of Education employees is proceeding rapidly and moving well past the point where a majority of Board employees are now members of the Association. Enrollment of other employees of the City of Mount Vernon is also proceeding.

Metropolitan Armory

ARMORY Employees, Metropolitan District, will hold a dinner-dance and bestow 25-year service awards in the 71st Regiment Armory, NYC, on Saturday, October 13.

Jeane B. McFarland, president, Civil Service Employees Association, has been invited. The following awards for 25 years service will be made: Francis W. Cleveland, 33rd Fleet Div; Walter S. Derby, 2nd Bn. NM; David Krone, 2nd Bn. NM; Richard C. Montoux, 1st Bn. NM; Herbert G. Shera, 1st Bn. NM; Edward F. Dowling, 107th Inf.; Peter A. McVonnille, 107th Inf.; Joseph H. McGrath, 107th Inf.; Samuel L.

LEGAL NOTICE

PERKINS, GEORGIA S. — CITATION. — P 2592 — 1951. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: MARY KEATOR and MRS. JAMES BAL-LORAN, whose places of residence are unknown and can not, after diligent inquiry, be ascertained by the petitioners, and SIMON KEATOR, whose whereabouts are unknown, and if he be dead, his heirs, next of kin, distributees legatees, personal representatives, executors, administrators, devisees, assignees and successors in interest, whose names are unknown and can not be ascertained after due diligence, being the next of kin and heirs at law of GEORGIA S. PERKINS, deceased, SEND GREETING:

WHEREAS, ISABEL FARNSWORTH, residing at 155 East 77th Street, New York, New York, and WALTER M. GOLDSMITH, residing at Stratton Road (no number) New Rochelle, New York, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date September 19, 1949, relating to both real and personal property, duly proved as the last will and testament of GEORGIA S. PERKINS, deceased, who was at the time of her death a resident of No. 120 East 75th Street, Borough of Manhattan, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 24th day of October, one thousand nine hundred and fifty-one, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 19th day of September, in the year of our Lord one thousand nine hundred and fifty-one.

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

STUHM, ANNA W. — CITATION. — P 2595 1951. — The People of the State of New York By the Grace of God Free and Independent, To ETHEL HANSON, CARRIE JOHNSTON DENNEHY, JAMES JOHNSTON, MURIEL JOHNSTON, CAROLYN JOHNSTON, to all if living, and if dead, to their heirs at law, next of kin and distributees whose names and places of residence are unknown, and if they died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of ANNA W. STUHM, the decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, send greeting:

Whereas, Ruth Anderson of 611 Academy Street, New York, N. Y., and Simon Schechter, of 11 Park Place, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 2, 1950, relating to both real and personal property, duly proved as the last will and testament of ANNA W. STUHM, deceased, who was at the time of her death a resident of 15 East 88th Street, the County of New York.

Therefore you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 2nd day of November, one thousand nine hundred and fifty-one, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 24th day of September, in the year of our Lord one thousand nine hundred and fifty-one.

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

Porte, 369th AAA. Gp.; Amos Knighton, 369th AAA. Gp.; Israel Kesten, 71st Inf.; Harold S. Waring, 8th Regt.; Patrick Morris, 101st Cav.; Frank Ridout, 8th Regt.; and William Williams, 106th Inf.

Guests will be John F. Powers, 1st vice-president of the Association, and Sidney Alexander, chairman of the Metropolitan Conference.

Eligible Lists

ASSISTANT EMPLOYMENT SECURITY MANAGER, Division of Placement and Unemployment Insurance, Dept. of Labor.

- 1. Palis, Jacob NYC 94615
- 2. Flanagan, Albert F., Ontario 94300
- 3. Schizer, Walter M., Bronx 92700
- 4. Kaykewitz, Gerahen, Bklyn 91555
- 5. Butler, James F., Ogdensburg 91420
- 6. Musso, Alfred S., Buffalo 91400
- 7. Levy, Jack, S. Nyack 91307
- 8. Gienick, Isidor, Bklyn 91256
- 9. Croft, Edward S., Bklyn 90472
- 10. Shaffer, Hiram, Bklyn 90240
- 11. Solodow, William J., Albany 90098
- 12. Peck, Horace S., NYC 89760
- 13. Meschino, John, Ozone Pk 89675
- 14. Rubenstein, Philip, Bronx 89396
- 15. Filkins, Royal E., Galway 89386
- 16. Friedman, Alfred, Wantagh 89345
- 17. Keckelely Alwyn B., Clinton 89320
- 18. McCormack, M. M., Syracuse 89262
- 19. Gold, Sidney, Bklyn 89251
- 20. Williams, Joshua H., NYC 89092
- 21. Mahar, Joseph A., Kingston 89056
- 22. Blauchard, J. W., Phoenix 89004
- 23. Stanton, George J., Kingston 88850
- 24. Jacoby, David R., Woodside 88850
- 25. Gillman, Joseph A., Northport 88820
- 26. McGovern, Bernard, NYC 88816
- 27. Curtis, Lamar K., E. Aurora 88791
- 28. Leftwich, Willie R., Bklyn 88782
- 29. Spaner, Arnold, Albany 88779
- 30. Cooke, Catherine F., Yonkers 88754
- 31. Liebman, Bernard, NYC 88754
- 32. Alford, Leo J., Onieda 88712
- 33. Nathan, Aaron, Bklyn 88708
- 34. Gallus, Jack, NYC 88690
- 35. Wolchans, Charles, Bklyn 88672
- 36. Bernstein, Leo, Binghamton 88590
- 37. Lee, James J., NYC 88464
- 38. Fix, Alexander, NYC 88452
- 39. Kelly, Francis J., Utica 88416
- 40. Mahoney, John J., Utica 88222
- 41. Lax, Milton, Bronx 88195
- 42. Kronenberg, Samuel, L. I. City 88144
- 43. Wright, S. J., E. Rochester 88128
- 44. Stessel Joseph H., Middletown 88088
- 45. Kusimsky, Isidore, Bklyn 88078
- 46. Forman, Louis, Bayside 88071
- 47. Hopkins, Robert R., Buffalo 88048
- 48. Novello, N. Richmond HI 88005
- 49. Johnson, Ethel M., NYC 87920
- 50. Waitman, Alex, Bronx 87887
- 51. Schwartzberg, S., Albany 87847
- 52. Malkoff, Jack J., Bklyn 87813
- 53. Schulz, Wm. J., Jackson Hgt 87819
- 54. Aymone, Nestor A., Bay Shore 87798
- 55. Dorlor, Lawrence A., Wellsville 87749
- 56. Moss, Edward A., Glendale 87744
- 57. Cowan Leon, Jackson Hgt 87736
- 58. Colfer, Mary E., Utica 87720
- 59. Stapleton, Irene W., Troy 87715
- 60. Murray, Grace, Rochester 87696
- 61. Donnelly, E. J., Massapequa 87694
- 62. Pratt, Irma C., Elmira 87600
- 63. Lee, Hugh J., Rochester 87521
- 64. Armenty, Teresa K., Bronx 87511
- 65. Block, Milton, Bklyn 87507
- 66. Mednick, Joseph, Hempstead 87386
- 67. Cutler, John S., Jamaica 87381
- 68. Journer, Herman, NYC 87380
- 69. Bush, Edwin L., Buffalo 87340
- 70. Benso, Edward J., Slingerland 87298
- 71. Sachs, Louis A., Bklyn 87272
- 72. Plotnick, Morris, Bklyn 87243
- 73. Rogers, Isidore, NYC 87243
- 74. Kierian, Hugh J., Bklyn 87215
- 75. Sergio, George L., Ossining 87183
- 76. Gambi, Alona J., Buffalo 87120
- 77. Fields, Harriet Z., Rockville Ctr 87095
- 78. Singer, Eric D., NYC 87076
- 79. Stricker, Irving, Bronx 87069
- 80. Wright, Winfield B., Forest Hts 87069
- 81. Burstein, George, Arverne 87049
- 82. Slavin, Louis, Bronx 87045
- 83. Kalashnikoff, A. F., Theresa 87042
- 84. Friedman, Barbara, Bronx 87037
- 85. Brecher, Charles D., Levittown 87000
- 86. Klein, Joseph L., Corona 86953
- 87. Lewin, Wilfred S., Mt. Vernon 86940
- 88. Klineck, Charles J., Rome 86937
- 89. Arje, Jacob, NYC 86934
- 90. Teitelbaum, W., Bronx 86880
- 91. Gardner, Morris H., Rochester 86876
- 92. Fitzgerald, Gerald, Troy 86808
- 93. Schor, David, Kew Gardens 86752
- 94. Rosen, Jacob, NYC 86749
- 95. Becker, John A., Bklyn 86733
- 96. Kallner, Rosalyn, Bronx 86705
- 97. Arcangel, Nello P., Elmira 86650
- 98. Warren, Wm. A., Williamsvl 86648
- 99. Zaehner, Philip L., Bklyn 86659
- 100. Salschuta, Norman, Middle Vlg 86549
- 101. Pollack, Samuel, Bklyn 86532
- 102. Ostfeld, Emily, NYC 86525
- 103. Tritt, Mendel, Bklyn 86450
- 104. Shapiro, Max, Bklyn 86448
- 105. Hatch, Winton P., Albion 86451
- 106. Drais, Ward B., Herkimer 86392
- 107. O'Brien, John J., Elmira 86332
- 108. Lieberman, Irving, Bklyn 86316
- 109. Goldberg, Sidney, NYC 86296
- 110. Rosenzweig, M., Bayside 86189
- 111. Thomas, Augustus, Canilus 86183
- 112. Lurie, Herman, Kingston 86149
- 113. Spitzer, Harry, Jamaica 86142
- 114. Fontana, Morris, Yonkers 86102
- 115. Hartman, Samuel, NYC 86031
- 116. McMahon, Chas. G., L. I. City 85992
- 117. Curran, Elizabeth, Bronx 85909
- 118. Singer, Isidore, NYC 85893
- 119. Leary, John J., Saranac Lk 85887
- 120. Dreyfuss, Sol., Bayside 85887
- 121. Sharney, Ava, NYC 85828
- 122. Gaules, Isidor, NYC 85797
- 123. Kahn, Earl, Bklyn 85755
- 124. Gladstone, William, NYC 85742
- 125. Kretschmer, Sarah D., Bklyn 85734
- 126. Alheim, Alex, Bklyn 85682
- 127. Engle, Vecca C., NYC 85650
- 128. Hauptman, William, Bronx 85634
- 129. Gukofsky, Simon, Bronx 85625
- 130. Herman, Betty, Bklyn 85620
- 131. Wytak, George, Ridgewood 85545
- 132. Cooper, Morton, Bklyn 85469
- 133. Shulman, Jack, Bronx 85408
- 134. Feinstein, Hyman, Bklyn 85403
- 135. Reich, Eugene, Bklyn 85394
- 136. Dalton, Perry, Prospect 85369
- 137. Friedman, Hubo, Bayside 85369
- 138. Hase, Joseph M., Utica 85353
- 139. Nully, Gason T., Bronx 85350
- 140. Miller, Anna H., Bklyn 85311
- 141. Soloway, Murray M., NYC 85269
- 142. Hersch, Samuel, Bronx 85253
- 143. Feinstein, Henry, Bklyn 85245
- 144. Hughes, Constance, Watertown 85198
- 145. Egan, Daniel F., Hudson 85195
- 146. Pollard, Myrtle E., NYC 85149

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In reply to your request I wish to state, that I am using your ULADON CREAM since a considerable length of time in my extensive dermatological practice with full satisfaction for the treatment of various forms of so called "Ringworm group" (Dermatophytosis, Tinea capitis, Tinea pedis).
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Musty Cellars and Attics as well as stale smoke odor. One ounce of TREBOR DEODORANT SPRAY CONCENTRATE mixed with water, makes one gallon, ready for use with any sprayer. Atmosphere immediately becomes and stays fresh and clean. ALICE AND JOHN recommend TREBOR DEODORANT. One ounce is enough for one gallon and will be sent postpaid on receipt of 1.00; trail size 25c (coin).
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- 147. Greenblatt, Irving, Bklyn 85137
- 148. Hornby, Helen B., Babylon 85132
- 149. Olivieri, Louis J., Vally Strm 85069
- 150. Kleinfeld, Joseph, Westbury 85054
- 151. Vanslyke, Esther G., Nyack 85013
- 152. Mitchell, Aaron, Bklyn 84976
- 153. Roachbook, Neil F., Rochester 84909
- 154. Lansing, William F., Staten Is 84948
- 155. Goldwater, Israel, Kenosha 84929
- 156. Diamond, Morris, NYC 84916
- 157. Phillips, Harold F., Glen Oaks 84816
- 158. Brown, Henrietta M., Ithaca 84781
- 159. Schulthess, G. H., Bklyn 84646
- 160. Moran, Brearton, Rye 84622
- 161. Levy, Frieda, NYC 84616
- 162. Bosik, William, Bronx 84597
- 163. Robinson, Walter C., Medina 84592
- 164. McIntire, H. G., Richmond HI 84573

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(Continued on page 9)

Resolutions Passed by Delegates at 41st Annual Meeting of Civil Service Employees Association

ALBANY, Oct. 8—The resolutions voted on by the Civil Service Employees Association at its 41st annual meeting follow. Unless otherwise noted, a listed resolution was adopted.

The list includes both the resolutions submitted to the resolutions committee on or before August 20, a report on which went to chapters, as well as those submitted later.

The Association's committee numbered each resolution for identification.

The resolutions committee con-

sisted of Edward L. Ryan, chairman, and Robert Leonard, Harry M. Dillon, John F. Powers, Guy de Cordova, Melba R. Binn, Robert L. Soper, Joseph J. Byrne, Robert Baylor, Remington Ellis, John Miller and Edmund J. Bozek.

The committee referred to the salary committee all proposals as to salary adjustments. The resolutions committee received the recommendations of the salary committee and took action with reference to salary adjustments to be requested. The Association voted on the salary resolutions.

1-aa. Salary Adjustments — WHEREAS, the United States dollar today has a purchasing value of only 54 cents compared with 100 cents for the period 1935-39, and

WHEREAS, the Director of Defense Mobilization, economists, businessmen, manufacturers and farmers generally concur in the opinion that there will not be a return to the pre-Korean War economy, and

WHEREAS, in private employment wages and salaries have been adjusted to the prices of goods as reflected in the new dollar value, and

WHEREAS, revisions in the salaries of the employees of the State of New York since the 1935-39 period have not kept pace with the changes in currency values, and

WHEREAS, the public employee group suffers obvious hardship in attempting to maintain fair standards of living unless parity between living costs and salaries received is achieved,

THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to grant an upward salary adjustment of 15% above the present emergency salary adjustment to all employees of the State on April 1, 1952, and

BE IT FURTHER RESOLVED, that the Association seek further periodic automatic adjustment within each fiscal year above basic adjustment as recited in this resolution of 3% for each 5 points increase in the United States Bureau of Labor Statistics Consumer Price Index after April 1, 1952.

1. Additional Increments Based on Length of Service—RESOLVED, that the Association sponsor legislation to insure that one extra increment shall be given to employees who have been at the maximum of their grade for five years, and that an additional increment shall be given such employees on the completion of 10, 15 and 20 years.

2. Maximum 40-Hour, Five-Day Week — RESOLVED, that the Association urge prompt adoption by the State and local units of government within the State of a basic forty hour, five day week for all State and local civil service employees where longer than forty hours per week now prevails and that employees shall be paid at an appropriate rate for all work required to be performed beyond 40 hours.

3. Right To A Hearing in Disciplinary Actions — RESOLVED, that the Association sponsor legislation providing that all competitive employees shall have the right to a hearing when disciplinary action is undertaken against such employees on the same basis as is now accorded to veterans and exempt volunteer firemen under Section 22 of the Civil Service Law.

4. Counsel At Civil Service Hearings—RESOLVED, that the Association urge amendment to the Civil Service Law to extend to all civil service employees the right to counsel at formal hearings before appointing officers.

5. Elimination of Budget Veto on Reclassification and Reallocations — RESOLVED, that the Association sponsor legislation which will eliminate the authority of the Budget Director to veto upward reclassifications and reallocations approved by the Classification and Compensation Division.

6. To Make Immediately Effective All Salary Reallocations—RESOLVED, that the Association urge the adoption of amendments to the statute which will mandate the payment of the salary provided for the position and grade, according to years of service in the title, in the case of each salary

reallocation from the date any such reallocation is approved by the Classification and Compensation Director or Board.

7. Extension of Competitive Class — RESOLVED, that the Association continue and intensify its efforts to obtain extension of the competitive class to all positions which by law should be so classified.

8. Reclassification in Hazardous Services—RESOLVED, that the Association seek a solution to the problem of fair classification and pay for positions deemed to be hazardous or arduous.

9. Twenty-five Year Retirement For Uniformed Prison Employees—RESOLVED, that the Association sponsor legislation to provide retirement after 25 years of service at half pay for uniformed employees of the Department of Correction.

10. Twenty-five Year Retirement for All Mental Hygiene Employees—RESOLVED, that the Association sponsor legislation to provide retirement after 25 years of service at half pay for employees of the Department of Mental Hygiene.

11. Augmentation of Present Retirement Plans — RESOLVED, that the Association urge prompt action to improve State Retirement allowances by addition of Federal Social Security Benefits or otherwise in order to provide fair and necessary superannuation allowances upon retirement, for public employees of the State and the subdivisions of the State.

12. Extension of Coverage of Disability Retirement Allowances—RESOLVED, that accidental disability retirement benefits applying at present to persons under age 60 be extended to members of the State Retirement System who continue to work after age 60.

13. Retirement After 25 Years of Service—RESOLVED, that the Association seek amendment to the State Retirement Law to provide that any member who has rendered 25 years of service may retire under the 55 or 60 year formula with benefits actuarially determined in accordance with the member's age at the time of retirement.

14. Retirement After 30 Years of Service—RESOLVED, that the Association seek amendment to the State Retirement Law to provide that any member who has rendered 30 years of service may retire under the 55 year or 60 year formula with benefits actuarially determined in accordance with the member's age at the time of retirement.

15. Peace Officer Status — Patrolmen, Dept. Mental Hygiene—RESOLVED, that the Association urge legislation to provide that all patrolmen in the Department of Mental Hygiene shall have the powers of peace officers under Section 154 of the penal code.

16. Fair Holiday and Leave Privileges for Public Employees—RESOLVED, that the Association take all proper steps to assure that all employees of the State and of its civil divisions, including the State colleges, schools and institutes, shall be granted leave without loss of pay on all legal holidays or shall be granted such privilege through days in lieu of holidays where public service requires the employee to work on legal holidays.

17. Study and Action Covering Wearing of Uniforms — WHEREAS, it is considered desirable to the performance of their duties to require certain State employees to wear uniforms of a specified type, and

WHEREAS, such practice is not consistent throughout State service and some groups of em-

ployees feel that uniforms should be required in their type of service where they are not now required.

THEREFORE BE IT RESOLVED, that the Association urge upon the proper authorities that a definite study be made promptly and that a consistent policy as to requirements governing the wearing of uniforms be established.

18. Public Employees Required to Wear Uniforms to Be Furnished Same—RESOLVED, that the Association take appropriate action to insure that all employees of the State required to wear uniforms shall be furnished with such uniforms by the State, or that they shall be reimbursed for the cost of such necessary uniforms.

19. Extension of Civil Service to Authorities, Commissions and Agencies—RESOLVED, that the Association take appropriate action to insure that all authorities, commissions and agencies of the State shall be covered by the Civil Service Law in the same manner as such law now applies or shall apply to State departments.

20. Adoption of Code for Public Employees — WHEREAS, one of the greatest problems today is the cynicism which has arisen from occasional reprehensible ethical and moral attitudes which have been revealed in government and business,

THEREFORE BE IT RESOLVED, that the Civil Service Employees Association call upon the people of the nation and the public workers in particular to awaken to this danger and urge that this credo become the code of practice for all government employees.

"I am a free man living in a Nation having a government devoted to freedom and good will.

"I serve that government directly as a public servant.

"I am honored by the opportunity for public service.

"I believe because of the power which rests in government to protect the lives and property of all citizens and to assure the liberty of each to pursue happiness in his own way without trespass upon the liberty of his neighbor, that service in any position of government from the lowest to the highest is a sacred trust involving serious responsibility to God and man.

"I pledge complete and undivided loyalty to the laws and ideals of my government, and to the officials of government who have direction over my work.

"I shall resist and expose any small or great attempts or pressures from within or without government to corrupt me or my government or to reduce in any way the effectiveness of my work as a public servant.

"I shall serve my government honestly and industriously in each task that is mine throughout my period of service.

"I shall tell the truth and urge that all with whom I work in government and those with whom I come in contact in connection with my daily tasks shall also respect the truth in every way.

"I believe that every wilful betrayal of governmental responsibility should be exposed and punished.

"I recognize that the government is the servant and not the master of the citizen and shall treat each citizen with courtesy and respect.

"I shall consistently urge that laws and rules providing for the appointment and promotion of civil service employees on the basis of merit and fitness be fully and scrupulously observed as necessary to good government.

"I shall urge upon my fellow citizens that they take a vital interest in the honesty and integrity of their government in its day to day operation.

"I believe that as a citizen and a public servant I am entitled to the inalienable rights of all citizens of my Country, and to the respect and rewards due all workers in a free Nation devoted to the highest possible standards of social, economic and political welfare.

"I shall insist upon the right at all times to petition and appeal individually and through the organization of my choice for the establishment and application of sound and fair employment prac-

tices for all who serve my government."

21. Urging National Stability of Purchasing Power of the Dollar—WHEREAS, the success of the high purposes of the United Nations in seeking world peace and a decent standard of living for all peoples everywhere depends upon the ability of the people of the United States to sustain a sound resource and production economy, and

WHEREAS, the stability of our national medium of exchange is vital to the carrying out of the broad international program for human welfare, and

WHEREAS, excessive inflation or deflation in money values is destructive of public confidence in our national policy directed to conserving our natural resources and safeguarding our industrial and farm economy, and

WHEREAS, upward salary adjustments without stabilization of dollar values lose their virtue with each rise in price of goods and services and create a vicious cycle detrimental to sound economic planning by citizens,

THEREFORE BE IT RESOLVED, that The Civil Service Employees Association urge industrial, business, labor, civic and religious leaders to unselfishly cooperate in establishing and fulfilling a policy to stabilize the purchasing power of the dollar on such a basis as will protect fair standards of living for all citizens of our Nation.

22. Place of Holding Annual Meeting or Annual Dinner — RESOLVED, that the matter of holding the annual meeting or the annual dinner of the Association be referred to the board of directors with the recommendation that the board give careful consideration to the question of holding one or the other of the meetings in the future in one or another of the cities of the State.

23. Opportunity to Obtain Retirement Credit During Period of Physical Disability — RESOLVED, that the Association seek amendment to the Retirement Law which will permit contributions to the Retirement System of both the employee's and the State's share, upon reinstatement, in the case of employees who are excluded from payrolls during a period of physical disability.

24. Partial Payment Plan for 55-Year Deficiencies — RESOLVED, that the Association urge upon the officials of the State Retirement System a plan whereby deficiencies existing in the case of those who are members of the 55-year plan may be liquidated by payments of amounts of \$100 or multiples thereof as the member finds it possible to pay his deficiency.

25. Retirement Benefit Coverage Employees of All Civil Divisions — RESOLVED, that the Association urge all civil divisions of the State take action to cover their employees in the State Retirement System.

26. Safeguarding Civil Service Rights and Privileges for State Police — WHEREAS, the services rendered by the State Police are of outstanding need in the protection of life and property in the many communities throughout the State, and

WHEREAS, the members of the State Police have given proof of fine devotion to service in the face of all of the hazards inherent in police work, and

WHEREAS, the need for attention to establishment of employment conditions as to pay, hours, leaves, and security which will attract and retain the best fitted among the citizens for the work involved, is apparent,

THEREFORE BE IT RESOLVED, that the Association urge upon the Governor and the Legislature that all of the civil service rights and privileges under the merit system be guaranteed to the State Police and fairly applied in all instances.

27. Support of Amendment No. 3 Applying to Retired Employees — RESOLVED, that the Association take all proper action to inform the people relative to the merits of proposed amendment to the Constitution which will appear on the November Ballot as Number 3, and that an intensive campaign be directed to securing the approval by the voters of this important and very worthy measure which is directed to the prob-

lem of securing adequate pensions for retired public employees.

28. Credit in State Retirement System for Service in World War II — RESOLVED, that all members of the New York State Retirement System who served in World War II be granted service credit at no additional cost providing that they were actual residents of the State of New York at the time of entry into the armed forces and possess an honorable discharge.

29. Right of Options for Members of Correction Department Retirement System — RESOLVED, that the Association sponsor legislation to allow to members of the closed Correction Department Retirement System the same options presently available to members of the New York State Employees Retirement System.

30. Holiday Falling on Saturday — RESOLVED, that the Association take proper action to insure that the employees of the State be given compensating time off for a legal holiday falling on Saturday.

31. Rights Extended to Civil Defense Employees — RESOLVED, that all civil servants engaged in civil defense be accorded all of the rights and privileges under the Civil Service Law granted to volunteer firemen.

32. Association To Make Allowances and Recommendations Re Retirement System — RESOLVED, that the board of directors are authorized, in their discretion, to employ a retirement plan expert to analyze the provision of the State Retirement System as it relates to persons in the moderate income group and present a report of the facts with recommendations for meeting the needs of the average employee within the Retirement System and for meeting the needs of those already retired.

33. Elimination of Split Shift—RESOLVED, that the Association seek to secure the complete application of the straight 8-hour day and the elimination of the split-shift practice in State service.

34. Vesting of Retirement Allowance — RESOLVED, that the Association sponsor appropriate legislation to provide for the vesting of an employees' retirement allowance on discontinuance of service when such service is discontinued after at least 10 years employment.

35. Hazardous Pay for Tuberculosis Hospitals and Ward Employees — RESOLVED, that the Association urge that prompt action be taken to provide for hazardous pay for all employees in the tuberculosis hospitals and wards.

36. Pay for All Legal Holidays for Per Diem Workers—RESOLVED, that the Association take appropriate action to insure that per diem and hourly employees of the State and its political subdivisions be paid for all legal holidays or for such of these holidays as may occur during the period of their employment.

37. Free Toll Rights for Employees Manhattan State Hospital — RESOLVED, that the Association take all possible measures to secure for employees of the Manhattan State Hospital remission of toll charges required by the Triborough Bridge Authority.

38. Extension of Lupton Law—RESOLVED, that the Association seek permanent enactment of the Lupton Law.

39. Optional Retirement After 25 Years — RESOLVED, that the Association sponsor and support the necessary legislation to insure optional retirement after 25 years of service with a minimum retirement allowance of one-half of final average salary for all members of the retirement system.

40. Uniform 37½ Week for Office Personnel—RESOLVED, that all office personnel in State service be granted a 37½ hour work week.

41. Payment for Unliquidated Time Accruals—RESOLVED, that the Association sponsor and support legislation to require the State Comptroller to pay employees in a lump sum for unliquidated time accruals on separation from the service.

42. Liberalization Unemploy-
(Continued on page 9).

State and County Employees Call for Improved Merit System, Better Pay and Retirement Laws

(Continued from page 8)

ment Insurance Law for Civil Service — RESOLVED, that the Association initiate or support legislation to the end that the base period used to compute benefits under the Unemployment Insurance Law shall be the same for State employees as for private employees.

43. Tenure Competitive Class Employees — Villages — RESOLVED, that the Association sponsor or support legislation to repeal the provisions of the Village Law requiring or permitting annual reappointment of competitive class employees.

44. Payment for Accrued Sick Leave Credits — RESOLVED, that the Association sponsor legislation providing that public employees be paid in a lump sum for all accrued sick leave credits on retirement or separation from the service.

45. Mandatory Salary Plans for Civil Divisions — RESOLVED, that the Association sponsor or support the necessary legislation to make it mandatory for all political subdivisions to submit and adopt definite salary plans with increments for all employees.

46. Right to Contribute on Prior Maintenance Values — Oneida County — WHEREAS, the employees at the Oneida County Hospital were formerly permitted to contribute to the New York State Employees Retirement System based on one and half times their annual salary to make allowances for the value of maintenance, and

WHEREAS, maintenance for such employees has recently been converted to a dollar figure, and WHEREAS, the New York State

Employees Retirement System is not empowered to accept contributions calculated on the old basis without legislation,

THEREFORE BE IT RESOLVED, that the Association initiate and sponsor legislation which would permit the employees of the Oneida County Hospital to continue contributing to the New York State Employees Retirement System based on one and one-half times their annual salary immediately prior to the inclusion of maintenance in certain salaries until such time as their annual salary shall exceed the old basis.

47. Use of Personally Owned Cars on State Business — RESOLVED, that the Association urge upon the proper administrative and budgeting authorities that in view of the difficulty and expense of providing personally owned cars for use on State business, that such requirements be waived or limited to the greatest possible degree in the interest of employee welfare by providing necessary State owned automobiles or otherwise arranging the work so as to assure that the requirements as to providing personally owned transportation shall be fair and equitable in all instances.

48. Equalizing Pay Within Grades — RESOLVED, that the Association seek to have salary allocations relating to groups of employees, such as the prison guard group, equalized so that the maximum salary will be the same for all employees in the same title.

49. Elimination of Size As Classification Factor — RESOLVED, that the Association initiate action to insure that the classification of titles be based solely on

the duties and responsibilities of the position and that the size of the institutional patient or inmate population be eliminated as a controlling factor in classification of positions.

50. Payment of Prevailing Rate. RESOLVED, that the Association take appropriate action to insure that the skilled and unskilled tradesmen of the State, county and other political subdivisions be assured compensation at a rate not less than the rate paid in private industry for similar services in the area.

51. Unemployment Insurance for All Public Employees — RESOLVED, that the Association sponsor legislation to insure coverage of all public employees under the Unemployment Insurance Law.

52. Increased Death Benefit — RESOLVED, that the Association sponsor legislation to provide that the death benefit shall be computed at one month's salary for each year of service up to 12 years.

53. Elimination of Fee for Promotion Examinations — RESOLVED, that the Association sponsor legislation to amend the Civil Service Law to provide that candidates in promotion examinations shall not be required to pay an examination fee.

54. Increments for Experimental Station at Geneva — RESOLVED, that the Association continue its efforts to secure legislation providing for the payment of mandatory increments to all employees of the New York State Agricultural Experiment Station at Geneva.

55. Group Hospital and Medical Plan Payroll Deductions — RESOLVED, that the Association urge upon the proper State and local

authorities that payroll deductions for any Group Hospital and Medical Plans approved by the Association be arranged.

56. Improve Examination Techniques — RESOLVED, that the Association continue to urge on the Civil Service Department improvement in the examination technique to the end that the civil service examination shall more adequately test for ability to perform the duties of the position for which the examination is held.

57. Minimum Retirement Allowance — RESOLVED, that the Association take appropriate action to provide a minimum retirement allowance of \$1,500 annually for members of the State Retirement System after 30 years of service.

58. Death Benefit — State Hospital Retirement System — RESOLVED, that the present law governing the State Hospital Retirement System be amended to provide that its members shall be eligible for the same death benefit as is available for members of the Employees Retirement System.

59. Travel Time Credit — RESOLVED, that all personnel required to travel on their own time be granted overtime pay or allowed accumulated time for all time travelled over and above their regular working time.

60. State Contribution for Medical Aid and Hospitalization Insurance — RESOLVED, that the Association's board of directors make proper study of Hospitalization, Surgical and Medical care by surveying a number of plans toward an effort to adopt the best and most economic plan of such insurance, which may be suggested as a payroll deduction plan.

The board of directors shall report its recommendations to the delegates at the February, 1952, meeting.

61. Exemption of Pensions from Federal Income Tax — RESOLVED, that the Association seek limited Federal Income Tax exemption of pensions of public workers.

62. Leaves — Sickness and Religious Observance — RESOLVED, that the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform provisions for vacations, sick leave, leave for religious observance and holidays.

63. Guards Pay for Criminal Hospital Attendants — RESOLVED, that the Association urge upon the Governor and the Legislature that the custodial employees in the Dannemora and Matteawan State Hospitals be paid the salary applying to prison guards and other custodial titles in the prison system.

64. Salary Adjustments for

Women at Albion and Westfield — RESOLVED, that the Association urge upon the Governor and the Legislature that the principle of like pay for like work and the principle that woman doing work equal to men shall receive the same be applied in the case of the women who guard women prisoners in the State institutions at Albion and Westfield, and that pay adjustments to prison scales be made effective promptly.

65. Requiring Reasons for Veto by Budget Director of Reclassification or Reallocation of Positions — RESOLVED, that the Association sponsor and urge legislation to require the Budget Director in the event that he shall veto any reclassification or reallocation approved by the Director of Classification and Compensation Appeals Board to state the reasons for such veto in writing.

66. Repeal of Law Permitting Arbitrary Transfer of Game Protectors — WHEREAS, Chapter 438 of the Laws of 1950, Section 151 of the Conservation Law empowers the Conservation Commissioner to transfer game protectors at will, and

WHEREAS, such a transfer would impose a tremendous hardship and substantial expense on game protectors who may be subjected to punitive or arbitrary transfer,

THEREFORE BE IT RESOLVED, that the Association seek to have the Legislature repeal the provision cited at the coming session of the Legislature.

RESOLUTIONS REFERRED TO COMMITTEES

1. State to Pay 55 Year Deficiencies — Referred to board of directors.

2. Permanent Office and Information Center — Referred to board of directors for further study.

3. Processing Membership Cards — Referred to board of directors for further study.

4. Proposed Association Balloting Plan — Referred to committee on amendments to constitution and by-laws and board of directors for the drafting of an amendment to the By-laws for the submission to the delegates at the February, 1952, meeting.

5. Investigation and Equalization Salaries Certain Titles Department Public Works — Referred to president for proper action.

6. To Safeguard Under Court Decision All Titles Covered Into Competitive Class — Referred to legislative committee.

7. Time For Religious Observance — Referred to attendance rules committee.

8. Uniform Room Charge For Blue Cross — Referred to committee on insurance.

9. Sound Classification of Farm Positions — Referred to board of directors.

Eligible Lists

(Continued from page 7)

- 165. Richardson, F. M., Oswego .. 84548
- 166. Berson, George J., Bklyn .. 84515
- 167. Tackabury, Olive G., Canastota 84512
- 168. Shohet, Ethel J., Yonkers .. 84509
- 169. Gridley, Aldene E., Oneida 84501
- 170. Koplik Jack, Bklyn .. 84449
- 171. Swanson, Glenn C., Oswego .. 84394
- 172. Moss, Leo, Yonkers .. 84356
- 173. Colombini, Renato, Bronx .. 84356
- 174. Wasserman, Sheldon, Bayside 84349
- 175. Berger, Herbert, NYC .. 84349
- 176. Berman Harry, Bklyn .. 84349
- 177. Gillis, Norman S., Albany .. 84338
- 178. Geller Eva M., Troy .. 84372
- 179. Millman, Elizabeth, NYC .. 84309
- 180. Dumary, Ella L., Catskill .. 84192
- 181. Krashes, Howard S., Bronx .. 84181
- 182. Beardon, Murray, Oneida .. 84169
- 183. McCann, Henry G., Tonawanda 84090
- 184. Alvarez, Arthur E., Bronxville 84090
- 185. Difrancio, Salvatore, Bronx .. 84040
- 186. Burden, Jane E., L. I. City .. 84035
- 187. Biley, Irving J., Bronx .. 83967
- 188. Donovan, Gertrude, Mt. Morris 83920
- 189. Burke, William J., Buffalo .. 83828
- 190. Schneider, Irving, Bronx .. 83810
- 191. Cyrkin, Anne, Rochester .. 83810
- 192. Perry, Marian E., E. Greenbush 83738
- 193. Friedman, Harry, Bklyn .. 83693
- 194. Rocco, Philip J., Troy .. 83670
- 195. Johnson, Mary E., Middletown 83648
- 196. Fishbein, Louis, Bronx .. 83635
- 197. Steinman, Daniel, Bklyn .. 83549
- 198. Klavansky, Harry, Bronx .. 83542
- 199. Rubin, Lillian, Bklyn .. 83499
- 200. Gaer, Nathaniel, Bklyn .. 83495
- 201. Shapiro, Meyer, NYC .. 83490
- 202. Tannen, Sidney M., Albany 83475
- 203. Castaldi, John J., Bethpage .. 83416
- 204. Drayman, Eva L., Bronx .. 83340
- 205. Biancardi, Andrew, Bklyn .. 83309
- 206. Schwartzman, Max, Bklyn .. 83304
- 207. Erickson, Vincent, Olean .. 83298
- 208. English, Elizabeth, Yonkers 83233
- 209. Lacher, Esther, NYC .. 83164
- 210. Leifer, Yefsa, Albany .. 83118
- 211. Schwarz, Elsie, Bronx .. 83030
- 212. Moore, William E., Buffalo 83032
- 213. Gold, Sylvia, Bronx .. 83022

- 214. Greene, Wilfred, Syracuse .. 83000
- 215. Casey, Genevieve C., Herkimer 82999
- 216. Lehr, Sidney, Bklyn .. 82957
- 217. Prasier, Isaac D., NYC .. 82915
- 218. Kaplan, Arthur M., Bklyn .. 82915
- 219. Felder, Max, Woodside .. 82915
- 220. Greenblatt, B., Bklyn .. 82888
- 221. Langsam, Fannie, Bronx .. 82869
- 222. McBride, Malcolm, Pittsford 82852
- 223. Risley, Mildred J., Rochester 82829
- 224. Mosk, Fay, Pt. Chester .. 82817
- 225. Vonpeis, Mae, White Plains .. 82788
- 226. Zipf, Louise, Flushing .. 82769
- 227. Smith, Shearman S., Rochester 82649
- 228. Lahlase, Woodrow W., Albany 82609
- 229. Fritzsche, W., Geneva .. 82576
- 230. Cohen, Morris S., Bklyn .. 82547
- 231. Harris, Hal M., NYC .. 82536
- 232. Weiss, Virginia, NYC .. 82509
- 233. McGillicuddy, Mary, Buffalo 82396
- 234. Sarsfield, John E., Albany .. 82395
- 235. Kirsch, Emanuel, Bklyn .. 82389
- 236. Berkach, Seymour, Levittown 82301
- 237. Hatcher, Marvin M., Oneida 82239
- 238. Rebhuck, Sara E., Bklyn .. 82195
- 239. Marotti, Grace, NYC .. 82185
- 240. Saffrin, Harry B., Rochester 82157
- 241. Romanoff, Helena, Bronx .. 82079
- 242. Gerstanzang, G., Bklyn .. 82029
- 243. Hilligas, Robert, Buffalo .. 81896
- 244. Irom, Joseph, Bklyn .. 81849
- 245. Hopkins, Herbert M., Buffalo 81849
- 246. Sobel, Rose, Jackson Hgt .. 81817
- 247. Gibbs, Louis, NYC .. 81713
- 248. Stracuzzi, Tannie, Binghamton 81676
- 249. Thomas, Josephine, Buffalo .. 81637
- 250. Lee, Gwendolyn M., Bronx .. 81505
- 251. Daniels, Michael, Bklyn .. 81353
- 252. Curtwright, Wesley, Bronx .. 81348
- 253. Berman, Rose, Bklyn .. 81331
- 254. Stevens, G. L., NYC .. 81295
- 255. Alexander, Morris, NYC .. 81276
- 256. Abel, Fanny L., Little Pls 81259
- 257. Walsh, Joseph P., Baldwin 81026
- 258. Keegan, John R., Amsterdam 81014
- 259. Morr, Ruth, NYC .. 80809
- 260. Mulachy, Frieda K., Staten Isl 79924
- 261. Pittinsky, Morris, NYC .. 79409
- 262. Caine, Harry, Bklyn .. 78104

Welfare Clerks Elect Officers

At a membership meeting, held in Werdermann's Hall, the Department of Welfare Clerk Grade 4 Eligible's Association elected the following officers: Joseph Schechter, president; Raymond Conway, vice president; Arthur Caliman, treasurer; Clifford Kirmss, secretary; Frank LiCausi, publicity chairman; and Frederick Steiner, coordinating chairman.

Plans were formulated for city-wide action for use of the Clerk Grade 4 list, which expires in October, 1952. A meeting with Acting Mayor Joseph T. Sharkey is planned for next week.

Another general meeting is to be held next month.

NOTARY PUBLIC SERVICE FREE

As a service to applicants for civil service jobs, The LEADER supplies free notary service at its office, 97 Duane Street, NYC, across the street from the NYC Civil Service Commission's Application Bureau.



Edmund L. Shea, regional attorney for the Civil Service Employees Association, is shown presenting a gift to Philip L. White, retiring president of the St. Lawrence chapter. The event took place at the 4th annual dinner-meeting in the background: Ross E. Brown, chairman, St. Lawrence County Board of Supervisors; and John E. Holt-Morris, Jr., assistant counsel of the Association.

Applications Now Open! — Close Nov. 9th

OPEN COMPETITIVE EXAMINATION TO BE HELD DEC. 15th

for

HEARING OFFICER (Referee)

Salaries Range from

\$5,135 to \$7,037

to fill vacancies as

- MOTOR VEHICLE REFEREE
- MOTOR CARRIER REFEREE
- UNEMPLOYMENT INSURANCE REFEREE

Requirements: Admission to the New York State Bar; and either (a) 4 years of general law practice of which 2 years must have been in trial of issues in courts of record or (b) 4 years of experience in trial of issues before a quasi-judicial agency or in analysis and review of court records as legal assistant to a hearing officer or (c) an equivalent combination of (a) and (b).

Attend As Our Guest the Opening Lecture
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Western Conference Hears About Medical Insurance; Considers County Problems

ALBANY, Oct. 8 — The Western Conference of the Civil Service Employees Association heard a discussion of medical, surgical and hospital insurance. The need for such insurance was stressed by all speakers, and some form of payroll deduction was favored by several. The session took place in Albany during the Association's 41st annual meeting.

The subject is one of wide scope and will be given thorough study by the Association. The Association itself has made some inquiries of costs, but is now going into the subject more deeply.

Invitation to County Chapters
The Western Conference area comprises 27 chapters, of which 21 are members of the Conference, while some of the six others have recently shown an interest in joining. Noel McDonald, Conference chairman, has been instrumental in attracting more chapters. He will visit the non-member chapters and also invite County Division chapters to send representatives to the four general meetings of the Conference held each year. Mr. McDonald wants to explore the extent to which the Conference could be beneficial to the employees of counties and cities, as well as other local governments.

The Conference constitution does not now authorize the admission of County chapters into the Conference.

Next Meeting In January

The next meeting will be held in Buffalo, probably on the third or fourth Saturday in January. The Buffalo State Hospital chapter will be the host.

NYC EXAMINATION

6129. Administrator, Prom., \$6,351 base pay and over. Open only to employees of the Departments of Finance and Marine and Aviation. One vacancy in each department. Open to employees who on the date of the test: (1) are permanently employed in a competitive civil service grade or position, the minimum basic salary of which is not less than \$4,021 a year (excluding any cost-of-living adjustment) or if ungraded the entrance basic salary is not less than \$4,021 a year (excluding any cost-of-living adjustment); (2) have served as a permanent employee in such grade or position in the department for a period of not less than six consecutive months immediately preceding that date; and (3) are not otherwise ineligible. However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open-competitive and promotion lists for the same title co-exist the period of required service may be reduced from two to one year. Candidates must have had at least three years full-time paid experience in a governmental agency or in a large business or industrial or civic organization or educational institution charged with the administration of an important office or the management of a large project performing functions tending to qualify for the duties of this position. Fee \$5.

Eligible Lists

- ARTIST DESIGNER, State Departments.**
1. Glorioso, Mario M., Bronx ... 93800
 2. McCarthy, Francis, Maspeth ... 90000
 3. Balayik, Albert, Bronx ... 87000
 4. Deo, Walter G., Ozone Park ... 86100
 5. Fiddes, Robert B., Buffalo ... 86100
 6. McDonnell, John B., Tuckahoe ... 85400
 7. Fringio, Earl H., Bronx ... 84700
 8. Erdell, John B., Bklyn ... 84000
 9. Schreff, Arthur E., Bklyn ... 83800
 10. Aparar, Nicholas A., Troy ... 83500
 11. Lewis, Theodora T., Bronx ... 82400
 12. Bergman, Louis E., Bklyn ... 81300
 13. Krumboltz, Jack, Bayside ... 80000
 14. Bials, Abraham S., Bronx ... 79000
 15. Gardner, Shirley, Staten Isle ... 78800
 16. Orlando, Sebastian, Bklyn ... 70200

- MEAT INSPECTOR, Division of Standards and Purchase, Executive Department.**
1. Courmettes, Henry, L I City ... 96010
 2. Marrano, Charles J., Perryburg ... 80005
 3. Orourke, John, Kings Park ... 80055
 4. Boedlheimer, T., Amsterdam ... 83720
 5. Nettleton, George, Elmsere ... 83555
 6. Peluso, Frank P., Bklyn ... 81045
 7. Rappazzo, Mario P., Albany ... 81390
 8. Ditolla, George A., NYC ... 80335
 9. Gannier, Elmer J., Danmonora ... 79220
- SUPERVISOR OF OCCUPATIONAL THERAPY (TUBERCULOSIS), State Departments.**
1. Nellingner, Mildred, Albany ... 70000

Catherwood Describes Six 'Expectations' of Public Aides, As Part of 'Human Relations'

ALBANY, Oct. 8 — Public employee ought to expect consideration in six areas, Dr. Martin P. Catherwood told an assembly of civil service employees on October 4. Dr. Catherwood, Dean of the School of Labor and Industrial Relations at Cornell University, was principal speaker at the 41st annual dinner of the Civil Service Employees Association. These expectations are: 1. Security. 2. Recognition. 3. Opportunity to advance. 4. Opportunity to Participate. 5. Belonging. 6. Good supervision.

Drawing from experience based upon questionnaires and surveys, the former State Commerce chief

concluded that where employees have these six advantages, far better work is accomplished and far greater happiness results. Dr. Catherwood's subject was "Human Relations in Civil Service."

What They Should Expect

Going into detail, the Cornell dean contended that public employees are entitled to expect fair and reasonable pay for the task they perform, and insurance against the hazards of unemployment; protection from unnecessary humiliation; opportunity for training and development. "They want to be members of a team," he said, and the companionship and good-will of associates mean a lot.

More Than Money

"Financial competence alone doesn't make for a satisfactory job," he pointed out. A public employee shouldn't be treated as a cog in a machine. Supervision is therefore of great importance. If supervision is poor, nothing else can save a job. "To the employee, the supervisor is the employer."

Employees want supervisors who will listen and who will try to understand. They prefer supervisors of consistent attitudes, even if tough, to supervisors who vacillate.

Oswego County Chapter Organization Meeting To Be Held on Oct. 15

FULTON, Oct. 8—Employees of the County of Oswego, the Cities of Oswego and Fulton, and non-teaching employees of the school district, as well as town and village employees in Oswego County, are invited to a meeting to be held on Monday, October 15, at 8 p.m. in Polish Hall, First Street, Fulton, N. Y.

At the meeting the work of the Civil Service Employees Association, the nature of the services it renders to members, and the value of such membership to each member's personal welfare will be explained.

The purpose of the meeting is to organize an Oswego chapter in the County Division of the Association. Amendments to the proposed constitution of the chapter will be voted on and decision will be made whether the present temporary officers should continue on a regular basis.

Plans for obtaining salary increases will be formulated.

Laurence J. Hollister, field representative of the Association, will conduct the meeting and make the explanations.

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Organization

Fred Krumman Named Head Of Mental Hygiene Assn.; Promises Vigorous Regime

ALBANY, Oct. 8 — Fred J. Krumman, of Syracuse State School, has been inducted as president of the Mental Hygiene Employees Association. The ceremony took place during an impressive dinner-meeting in which William F. McDonough, assistant to the president of the Civil Service Employees Association, told the assemblage of ravages upon the merit system, invoking their grass roots aid to help halt the trend.

Inducted with Mr. Krumman were the following: Biagio Romeo, 1st vice-president; Lida C. MacDonald, 2nd vice-president and Doris Blust, secretary-treasurer. The four were pledged into office by Charles Methe, outgoing president of the organization.

Mr. Krumman promised vigorous prosecution of the needs of Mental Hygiene employees.

The meeting took place in the Wellington Hotel on Wednesday, October 3. The meeting, largest

ever held by the Mental Hygiene Employees Association, had been arranged and carried out by Beulah Bedford, of Marcy State Hospital.

50% Institutional

In his address, Mr. McDonough said that 50 percent of the problems of civil service employees have to do with institutions. "There never was a time," he added, "when there has been so much criticism of government employees. Yet those that do wrong are an insignificant number."

Warning that the average legislator knows little about civil service procedures, and that patronage is as serious a problem as it has ever been, he urged the assembled Mental Hygiene representatives to do everything in their power to uphold and extend the merit principle. "Nobody is trying to stop raids on civil service," he continued.

Correction Group Wants Vacation Arrears Made Up

ALBANY, Oct. 8 — Department of Correction chapters of the Civil Service Employees Association, meeting at the DeWitt Clinton hotel, looked forward expectantly to the appointment of a Commissioner of Correction, anticipating that a vacation problem would be solved soon after the new Commissioner takes office. Commissioner John J. Lyons died recently.

Employees who worked for the department prior to April 1, 1947 received no vacation during their first year, and their first vacation during the second year. Then, when vacations were put on a current basis, employees claimed that they had an extra 30 days coming to them, to bring their vacation account to a current basis, as the change in the rules contended. This claim was recognized as just by Commissioner Lyons. At a conference with Correction delegates last June he stated his views, which were transcribed with the remainder of the discussion, and copies sent to the wardens. Some of the wardens recognized such minutes as official and have honored the debt. Others have taken no action, and it is these others that the new Commissioner is expected to induce to see the light.

The granting of the extra 30-days without any interference with the smooth operation of the department is expected to create no problem. The adjustment has been worked out satisfactorily in those institutions where the grant has been allowed.

It was reported that 40 per

cent of the employees have "vacation arrears."

25-Year Retirement

The guards and matrons heard Harry Dillon, chairman of the pension committee of the Correction Conference, report the contents of a letter received from Deputy Comptroller H. Eliot Kaplan. The letter set forth that a 25-year retirement plan would not cost the State any more now than in 1946, when an actuarial report of cost was prepared. The employees want the State to take over the annuity cost of service prior to any changeover to a 25-year system, as well as the pension reserve for that period, with future payments shared by State and employee, the government defraying the pension part and the employee the annuity part of the retirement allowance.

The meeting voted unanimously to support legislation for employees in the Mental Hygiene Department and other State departments.

Lieutenant Governor Frank C. Moore was reported interested in the proposed legislation. He was formerly State Comptroller and head of the State Employees Retirement System.

In all, 2,970 employees would or could be affected by such legislation.

Vote on Resolution Stand

The meeting took up each resolution reported out by the CSEA resolutions committee and the resultant vote was a cue to delegates on what stand they should take the next day, when the Association was to vote on resolutions.

Particular interest was manifested in the resolution for seniority increments, a 40-hour week

established by statute, equal pay for guards, and guard pay for attendants at the criminal hospitals, Matteawan and Dannemora. Counsel for all employees pressing grievances was also strongly favored.

Hours

It was noted that clerical employees in other departments work a 37½-hour week, often across the hall from Correction clerks working 40 hours.

Equal pay for prison guards was urged. Now some — "junior guards" — earn \$68 less than other guards doing the same work.

Reginald Stark, head of the Correction Conference, presided. [Names of delegates will appear in next week's LEADER.]

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LEGAL NOTICE
SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NEW YORK
SYLVIA SACKS, Plaintiff, against
MICHAEL R. SACKS, Defendant.
Plaintiff designates New York County as the place of trial.
Summons with notice: Action for Separation and Divorce. Plaintiff resides in New York County.
To the above named Defendant:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.
Dated, August 10, 1951
EVERETT B. BIRCH,
Attorney for Plaintiff
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HEROLD, GUNDA.—CITATION.—P 2821, 1951.—The People of the State of New York By the Grace of God Free and Independent, To: Gussie Conway, Martine Blauroch, Lonchen Eser, Joseph Ach, George Ach, Hans Ach, Katherine Rudolf, Charles Ach, Alfred Ach, Oswald Ach, Hedwig Ach, Richard Ach, Paul Gunther Herold, the next of kin and heirs at law of Gunda Herold, deceased, send greeting: Whereas, Anton Ach, who resides at 35 West 87th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date May 18th, 1950, relating to both real and personal property, duly proved as the last will and testament of Gunda Herold, deceased, who was at the time of her death a resident of 1850 First Avenue, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of October, one thousand nine hundred and fifty-one, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 19th day of September in the year of our Lord one thousand nine hundred and fifty-one.

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

Prepare for your test with carefully compiled study material. See advertisement page 15.

Central Conference Seeks County Division Members

ALBANY, Oct. 8—The Central Conference of the Civil Service

Employees Association will wage a membership campaign in which it will seek the addition of County Division chapters, as well as more State Division chapters, to the Conference.

At a meeting held at the DeWitt Clinton Hotel the Conference decided to have Chairman Edward Riverkamp visit all chapters of both divisions in the Conference area. Already some county chapters have signified through their presidents a desire to join the Conference. Oneida chapter was one of them.

First to Make Move

The Conference meets four times a year. The next meeting will be held in January, the time and place to be decided by Chairman Riverkamp. By that time it is

expected that a full report will be ready on additions to the number of chapters in the Conference. Now there are 13 chapters, but with the County Division, the potential is at least 30.

The Central Conference is the first one to solicit County Division membership, which it has authority to do under its constitution and bylaws, as approved by the CSEA board of directors.

AFGE ASKS SOLONS' HELP

Congressmen from New York City have been asked by the American Federation of Government Employees, Lodge 1289, General Service Administration, Custodial, NYC, to intervene in mass layoffs taking place in the maintenance branch of P. B. A.

Education Courses In NYC Area

Frank E. Wallace and Elizabeth McSweeney, who head the education committee of the Metropolitan Regional Conference, announce that they seek cooperation in forming classes for equivalency high school diplomas and other subjects. They also point to arts and crafts courses now available to employees in the NYC area.

Mr. Wallace and Miss McSweeney may be reached through The LEADER.

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 5. Kelly, Ralph C., E. Greenbush 88787
 6. Schwedel, Harold, Albany ... 87838
 7. Wartell, Ben, Far Rockway ... 87538
 8. Keegan, James G., Troy ... 87232
 9. Lovell, Clarence W., Troy ... 86331
 10. Calligaris, James, Delmar ... 85543
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- SENIOR ADMINISTRATIVE ASSISTANT (Prom.),** Division of Placement and Unemployment Insurance, Department of Labor.
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 8. Thorpe, Mildred N., White Pl 91820
 9. Plats, Dorothy, White Plains 90620
 10. Kobertanz, Helen, Elmsford ... 90116
 11. McCabe, Fay L., Irvington ... 89000
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 13. Bauer, Barbara R., White Plains 88912
 14. Bufato, Barbara R., White Plains 88744
 15. Kotha, Gladys R., N. Rochelle 88132
 16. Lohmann, Helen P., Scarsdale 88072
 17. Biancato, Mary, Ft. Chester ... 87724
 18. McGill, Mae E., Mamaroneck 86864
 19. Moore, Audrey C., Tarrytown 86768
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LEGAL NOTICE

CITATION—The People of the State of New York, by the Grace of God, Free and Independent, To Attorney General of the State of New York, and to "John Doe," the name "John Doe" being fictitious, the alleged husband of Augusta Rohr, deceased, if living, or if dead, to the executors, administrators and next of kin of said "John Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of Augusta Rohr, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of Augusta Rohr, deceased, who at the time of her death was a resident of 1310 Park Avenue, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 508, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 13th day of November 1951, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of New York to be hereunto affixed. Witness, Honorable [Seal.] George Frankenthaler, a Surrogate of our said County, at the County of New York, the 2nd day of October in the year of our Lord one thousand nine hundred and fifty-one.

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

Statement of the Ownership, and circulation required by the Act of Congress of August 24, 1912, as amended by the acts of March 3, 1933, and July 2, 1948 (Title 39, United States Code, Section 433): of Civil Service Leader, published weekly at New York, N. Y., for Oct. 1, 1951.

1. The names and addresses of the publisher, editor, managing editor and business managers are: Publisher: Jerry Finkelstein, 97 Duane Street, New York 7, N. Y.; Editor: Maxwell Lehman, 97 Duane Street, New York 7, N. Y.; Managing Editor: Herman Bernard, 97 Duane Street, New York 7, N. Y.; Business Manager: Nathan H. Mager, 97 Duane Street, New York 7, N. Y.

2. That the owner is: If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern its name and address as well as those of each individual member must be given. Leader Enterprises, Inc. The owners of 1% or more of the common stock of Leader Enterprises, Inc. are: Jerry Finkelstein, 97 Duane Street, New York 7, N. Y.; Shirley Finkelstein, 97 Duane Street, New York 7, N. Y.; Ethel Finkelstein, 97 Duane Street, New York 7, N. Y.; Morton Yarnon, 97 Duane Street, New York 7, N. Y.; N. H. Mager, 97 Duane Street, New York 7, N. Y.; Sidney Friedberg, 8 W. 40th St., New York, N. Y.; Estate of Lucy Gash, Margae Farms, Stockton, N. J.; Norman Bernie, 97 Duane Street, New York, N. Y.; Fulton, Walter & Halley, 30 Rockefeller Plaza New York, N. Y.; Frederick Gearhart & Co., 45 Nassau St., New York, N. Y.; Esso Snyder & Co., National Bank of Topeka Bldg., Topeka, Kansas; Charles Taggart & Co., 1500 Walnut St., Philadelphia, Pa.; Joseph Farol & Co., 29 Broadway, New York, N. Y.; Herbert W. Schaefer & Co., First National Bank Building, Baltimore, Md.; Frank S. Smith & Co., Inc., 1341 Liberty Life Bldg., Columbia 7, S. C.; David Prudenthal, 13 Fuller Place, Brooklyn, N. Y.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: None.

4. Paragraph 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.

5. The average number of copies of each issue of this publication sold or distributed through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required from daily, weekly, semi-weekly, and triweekly newspapers only.) 71285.

Nathan H. Mager,
Sworn to and subscribed before me this 26th day of September, 1951.
Calla M. Rawlings,
Commissioner of Deeds, City of N. Y.
New York County Clerk's No. 58,
Commission expires May 9, 1952.

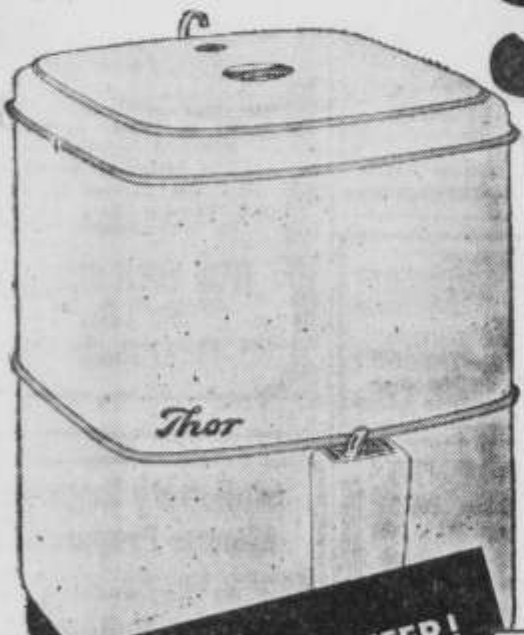
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LEGAL NOTICE

SUPREME COURT, BRONX COUNTY—
RUTH ADAME, plaintiff, against ELIZABETH SULLIVAN, and at other heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators, and successors in interest of said Elizabeth Sullivan, and if any of them be dead, the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, trustees, lienors, executors, administrators and successors in interest of the aforesaid classes of persons, if they, or any of them be dead, and the respective husbands, wives, or widows, if any, all of whom, and whose names and places of residence are unknown to the plaintiff, and all other persons, if any, having any rights, or interest in, or lien upon the property affected by this action, or any part thereof. Defendants. Plaintiff designates Bronx County as place of trial.

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

Dated: Bronx, New York City,
June 8th, 1951.
JOSEPH J. NISTA,
Attorney for Plaintiff.

Office & P. O. Address, 260 East 161st Street, Bronx, N. Y. C.
To the Above named defendants:
The foregoing summons is served upon you by publication pursuant to an Order of Hon. Ernest E. L. Hammer, Justice of the Supreme Court of the State of New York, dated October 1st, 1951, and entered October 2nd, 1951, and filed with the complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of the Bronx, City of New York.

This action is brought to foreclose a transfer of tax lien sold by the City of New York to the plaintiff, No. 85028, in the amount of \$1,005.00, with interest at 12% per annum, from November 11th, 1941, affecting real property situated in the Borough of Bronx, City and State of New York, designated and shown upon the tax map of the said City of New York for said Borough as Lot 47, Section 17, Block 4092, and being on the East side of Duruya Avenue, approximately 225 feet south of Strand Avenue.

Dated: October 3rd, 1951.
JOSEPH J. NISTA,
Attorney for Plaintiff.

Exams Now Open for Public Jobs

STATE Open-Competitive

The following State exams are now open. The last day to apply appears at the end of each notice. The pay of State jobs, at start and after five annual increments, is stated and includes emergency compensation. The written tests will be held on Saturday, December 1.

4283. Supervisor of Social Work (Public Assistance); one vacancy each in Albany and Syracuse; one each expected in Albany and NYC; \$4,425 to \$5,313. Requirements: (1) a bachelor's degree or equivalent education; and (2) either (a) six years of full-time paid experience, within the past 10 years in social welfare or social insurance with a recognized agency, including two years of responsible supervision of a staff of professional workers or field supervision of operations of public or private welfare agencies and three years of major responsibility for determining eligibility for economic assistance and/or granting of financial assistance and services to needy families or adults or (b) an equivalent combination of such training and experience. If eligible, a candidate may apply for Senior Social Worker (Public Assistance) below, paying an extra fee. (Friday, October 26.)

4284. Senior Social Worker (Public Assistance); four vacancies in Buffalo, three in NYC, two in Syracuse, and one in Rochester; two vacancies expected in NYC and one each in Albany and Syracuse; \$3,991 to \$4,781. Requirements: (1) a bachelor's degree or equivalent education; and (2) either (a) four years of full-time paid experience, within the past 10 years, in social welfare or social insurance with a recognized agency, including one year of responsible supervision of a staff of professional workers or field supervision of operations of public or private welfare agencies and two years of major responsibility for determining eligibility for economic assistance and/or granting of financial assistance and service to needy families or adults or (b) an equivalent combination of such training and experience. If eligible, a candidate may apply for Supervisor of Social Work (Public Assistance), above. Fee: \$3. (Friday, October 26.)

4282. Office Machine Operator (Bookkeeping); eleven vacancies in Albany and five in NYC; \$2,140 to \$2,833. The entrance salary for positions in NYC is \$2,416. Requirements: either (a) three months' experience in the operation of a multiple register bookkeeping machine or (b) successful completion of an acceptable course in the operation of a multiple register bookkeeping machine. Fee: \$1. (Friday, October 26.)

4279. Senior Sanitary Engineer (Design); one vacancy expected in the Dept. of Public Works, Albany; \$5,774 to \$7,037. Requirements: (1) possession of a license to practice professional engineering in New York State or eligibility to obtain such license by April 26, 1952; (2) high school graduation or possession of an equivalency diploma; (3) four years of professional engineering experience, including two years in the design of sanitary engineering facilities; and (4) either (a) a bachelor's degree in engineering plus one more year of professional engineering experience involving the design of sanitary engineering facilities or (b) a master's degree in sanitary engineering or (c) 8 more years of engineering experience plus one more year of experience as described in (a) or (d) five more years of experience as described in (a) or (e) an equivalent combination of such training and experience. Fee: \$5. (Friday, October 26.)

4274. Physician; two vacancies at Clinton Prison, Dannemora, and one each at Attica Prison, the N.Y.S. Woman's Relief Corps Home at Oxford, and Veterans' Rest Camp at Mt. McGregor; \$5,135 to \$6,200. No written test. Requirements: (1) medical school graduation and possession of, or eligibility for, a license to practice medicine in New York State; and (2) either (a) completion of a one year, or nine months' accelerated wartime internship plus 2 years of general practice in medicine or (b) an equivalent combination of such training and experience. Fee: \$4. (Saturday, December 1).

4068. Assistant Radio-Physicist; one vacancy in the Health Dept. at Roswell Park Memorial Institute, Buffalo; \$3,846 to \$4,639. Requirements: (1) a bachelor's degree with specialization in physics or electrical engineering; (2) one year of full-time experience in a laboratory, including work in physics; and (3) either

4281. Industrial Foreman (Paint Brush Shop); one vacancy at Sing Sing Prison, Ossining; \$3,389 to \$4,148. Requirements: five years of recent experience in the trade or manufacture of paint brushes, including one year in a responsible supervisory capacity. Fee: \$3. There will be no written test. Candidates will be rated on the basis of their training and experience. (Saturday, December 1).

4102. Assistant Director for Clinical Research; one vacancy in the Health Dept., Division of Laboratories and Research, NYC; \$9,610 to \$11,303. No written test. Requirements: (1) graduation from medical school and possession of, or eligibility for, a license to practice medicine in New York State plus completion of a one year, or nine months' accelerated wartime, internship; (2) two years of progressively responsible clinical and laboratory research involving supervision of subordinate employees in medical and scientific research; and (3) either (a) three more years of such experience or (b) three years of clinical or laboratory training beyond the M.D. or (c) an equivalent combination of (a) and (b). This exam is open to residents and

non-residents of New York State. (Saturday, December 1).

4275. Bacteriologist; four vacancies in the Division of Laboratories and Research, Health Dept., Albany; \$3,846 to \$4,639. Requirements: (1) a bachelor's degree with specialization in the biological sciences, including courses in inorganic and organic chemistry and preferably bacteriology; (2) one year of laboratory experience in bacteriology; and (3) either (a) one more year of such experience or (b) one year of graduate work in the biological sciences or (c) an equivalent combination of such graduate work and experience. The eligible list will also be used for Bacteriologist (T. B. service), as needed, \$3,991 to \$4,781. Fee, \$3. (Friday, October 26.)

4070. Game Pathologist; one vacancy in the Dept. of Conservation, Delmar; \$3,846 to \$4,639. Requirements: (1) a bachelor's degree; and (2) either (a) 18 graduate credits in zoology, biology, bacteriology, serology or parasitology plus two years of experience in game conservation, including one year in game animal, game bird or poultry pathology research or (b) undergraduate specialization in the courses listed in (a) plus three years of

experience in game conservation, including one year of the game research described in (a) or (c) an equivalent combination of game conservation experience and graduate study as described in (a). Fee: \$3. (Friday, October 26.)

4276. Supervising Dietitian; one vacancy each at Piltgrim State Hospital, Brentwood; J. N. Adam Memorial Hospital, Perryburg; Onondaga Sanatorium, Syracuse; and Veterans Rest Camp at Mt. McGregor; \$3,991 to \$4,781. Exam open to residents and non-residents of State. Requirements: (1) a bachelor's degree with specialization in dietetics, food preparation, nutrition, or institution management; (2) three years of hospital dietetic work; and (3) either (a) one more year of such work or (b) completion of a post-graduate hospital training course as a student dietitian. Fee: \$3. (Friday, October 26.)

4277. Senior Dietitian; four vacancies in the Department of Mental Hygiene at Brooklyn State Hospital; Psychiatric Institute, NYC; Wassaic State School; and Willard State Hospital; \$3,237 to \$3,996. Requirements: (1) a bachelor's degree with specialization in dietetics, food preparation, nutrition, or institution management; (2) one year of hospital dietetic work; and (3) either (a) one more year of such work or (b)

experience in game conservation, including one year of the game research described in (a) or (c) an equivalent combination of game conservation experience and graduate study as described in (a). Fee: \$3. (Friday, October 26.)

4276. Supervising Dietitian; one vacancy each at Piltgrim State Hospital, Brentwood; J. N. Adam Memorial Hospital, Perryburg; Onondaga Sanatorium, Syracuse; and Veterans Rest Camp at Mt. McGregor; \$3,991 to \$4,781. Exam open to residents and non-residents of State. Requirements: (1) a bachelor's degree with specialization in dietetics, food preparation, nutrition, or institution management; (2) three years of hospital dietetic work; and (3) either (a) one more year of such work or (b) completion of a post-graduate hospital training course as a student dietitian. Fee: \$3. (Friday, October 26.)

4277. Senior Dietitian; four vacancies in the Department of Mental Hygiene at Brooklyn State Hospital; Psychiatric Institute, NYC; Wassaic State School; and Willard State Hospital; \$3,237 to \$3,996. Requirements: (1) a bachelor's degree with specialization in dietetics, food preparation, nutrition, or institution management; (2) one year of hospital dietetic work; and (3) either (a) one more year of such work or (b)

(Continued on page 14)

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, BRONX COUNTY
SUMMONS: Plaintiff Resides in Queens County and Designates Bronx County as the Place of Trial. EVELYN GADWAY, Plaintiff; against NICOLA STISO, ANTONIA STISO, also known as MARIANTONIA STISO, widow of Pasquale Stiso, deceased; FRANCESCO STISO, deceased; IGO STISO and "DIANA" STISO, his wife, if any; SABELLA STISO, CHARLES McDONOUGH and "CATHERINE" McDONOUGH, his wife, if any; ARTHUR McDONOUGH, also known as ARTHUR A. McDONOUGH, and "ALICE" McDONOUGH, his wife, if any; ELLEN McDONOUGH, GILBERT WILLIAM CULLEN, MARGARET DOHERTY, MARY CAKEY, REV. JOSEPH P. SMITH, REV. JOSEPH A. FOLEY, EMILY M. McDONOUGH, FRANCIS McDONOUGH and "FRANCES" McDONOUGH, his wife, if any; ANNIE CURRAN, MARIÉ ELIZABETH COX, BERTHA D. GLUHR; ARTHUR E. GOLDBERGER, an infant; GEORGE J. SEUFERT, and "ELSIE D." SEUFERT, his wife if any; ELSE D. SEUFERT, HELEN McCULLOUGH, MRS. JULIA PHELAN, MISS KATHERINE DOHANEY, said first names "DIANA," "CATHERINE," "ALICE," "FRANCES," and "ELSIE D.," being fictitious and true first names unknown to plaintiff; if all the aforesaid defendants be living, and all the heirs at law, distributees, next of kin, devisees, grantees, trustees, legatees, creditors, assignees and successors in interest of any of the aforesaid defendants who may be deceased; and the respective heirs at law, distributees, legatees, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated; MARIANTONIA STISO, as Executrix and Trustee, under the Last Will and Testament of PASQUALE STISO, deceased; JAMES F. CHEEVERS, as sole Executor of and Trustee Under the Last Will and Testament of ELLEN McDONOUGH, deceased; and others.

Defendants:
TO THE ABOVE NAMED DEFENDANTS:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's Attorneys within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, N. Y.
November 10, 1950
MASON & MASON, Attorneys for Plaintiff, Office & P. O. Address, 170 Broadway, Borough of Manhattan, New York, N. Y.

TO THE ABOVE NAMED DEFENDANTS IN THIS ACTION:
The foregoing summons is served upon you by publication pursuant to an order of Hon. Edgar J. Nathan, Jr., a Justice of the Supreme Court of the State of New York, dated September 6, 1951, and filed with the complaint in the office of the Clerk of the County of Bronx, in Bronx County, New York.

The object of this action is to foreclose nine transfers of tax liens sold by the City of New York and now held by plaintiff, in the amounts stated below with 12% interest annually, affecting premises in Bronx County known on the Tax Map of the City of New York for the Borough of Bronx in Section 18 thereof by the descriptions below stated. You are interested in the following tax liens described in said action:

- Lien No. 67056; \$821.05; Block 5324, Lot 43; west side of Vincent Avenue 100' north of Fairmount Avenue, 25' x 95'.
 - Lien No. 67057; \$142.06; Block 5325, Lot 1, west side of Wilcox Avenue, at the north side of Fairmount Avenue, 20' x 100'.
 - Lien No. 67060; \$1101.18; Block 5325, Lot 8; north side of Fairmount Avenue, 20' east of Vincent Avenue, 25' x 100'.
 - Lien No. 67066; \$955.08; Block 5326, Lot 31; west side of Clarence Avenue at the south side of Fairmount Avenue 45' x 100'.
 - Lien No. 67074; \$332.11; Block 5327, Lot 23; east side of Clarence Avenue at the south side of Fairmount Avenue, 20' x 100'.
 - Lien No. 67080; \$973.09; Block 5330, Lot 34; south side of Waterbury Avenue, 170.35' east of Wilcox Avenue 25.05' x 100.50' x irregular.
 - Lien No. 74700; \$194.06; Block 5330, Lot 35; south side of Waterbury Avenue, 195.40' east of Wilcox Avenue 25.05' x 96.38' x irregular.
- The last tax lien above described bears interest from February 6, 1947; the other tax liens bear interest from September 21, 1943.
Dated: New York, September 13, 1951
MASON & MASON
Attorneys for Plaintiff

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Hearing Officer and Phone Jobs Open

STATE Open-Competitive

(Continued from page 13) completion of a post-graduate hospital training course as a student dietitian. Exam open to residents and non-residents of State. Fee: \$2. (Friday, October 26).

4278. Dietitian; several vacancies in the Executive Dept. and the Depts. of Mental Hygiene, Health, and Social Welfare; \$2,784 to \$3,541. Requirements: (1) a bachelor's degree with specialization in dietetics, food preparation, nutrition or institution management; and (2) either (a) one year of hospital dietetic work or (b) completion of a post-graduate hospital training course as a student dietitian. Open to residents and non-residents of the State. Fee: \$2.

4561. Dietitian, Westchester County; one vacancy in the Dept. of Public Welfare, of Westchester County; \$3,660 to \$4,290, plus an emergency compensation of \$195. Open to residents and non-residents of State. Requirements: (1) a bachelor's degree with specialization in foods, nutrition, or institution management, plus one year of post-graduate training in an American Dietetics Assoc.-ap-

proved institution, and three years of dietetics experience in a large institution including six months of supervisory experience; or (2) an equivalent combination of such training and experience. Fee: \$3. (Friday, October 26).

Candidates may compete in Nos. 4276, 4277, 4278 and 4561. A separate application and fee must be filed for each.

4271. Senior Welfare Consultant (Mental Health), \$3,991 to \$4,781. Open to residents and non-residents of State. (Friday, October 26).

4272. Supervisor of Social Work (Psychiatric), \$4,425 to \$5,313. Open to residents and non-residents of State. (Friday, October 26).

4273. Senior Social Worker (Psychiatric), \$3,991 to \$4,781. Open to residents and non-residents of State. (Friday, October 26).

4548. Senior Psychiatric Social Worker, Westchester County, \$3,585 total. Open to residents and non-residents of State. (Friday, October 26).

The following State exams are now open. Written tests will be held on Saturday, December 15. State pay at start and after five annual increments is listed and includes emergency compensation. The last day to apply appears at the end of each notice.

4180. Director of Mental Hygiene Personnel, \$7,352 to \$8,905. Two vacancies in the Albany Department of Mental Hygiene. Candidates must have either (a) college graduation plus 7 years of professional personnel experience in a personnel office or agency, including 3 years in mental institutional personnel work and 2 years in a major administrative capacity, or (b) an equivalent combination of training and experience. Fee \$5. (Friday, November 9).

4285. Guidance Counselor, \$3,086 to \$3,845. One vacancy each at

Attica Prison, Elmira Reformatory, N. Y. S. Vocational Institutions at West Coxsack, and Westfield State Farm at Bedford Hills. Candidates must have (1) a bachelor's degree, and (2) either (a) one year of full-time paid experience in employment interviewing, guidance, social work, or institutional work, including the use of guidance social work, or personnel techniques, or (b) 30 graduate credit hours with a major in guidance, social work, or personnel administration, or (c) an equivalent combination. Fee \$2. (Friday, November 9).

4286. Forest Appraiser, \$4,710 to \$5,774. One vacancy in the State Board of Equalization and Assessment in Albany. Candidates must have (1) a bachelor's degree with specialization in general forestry or forest management, and (2) either (a) 3 years of professional forestry experience including appraisals of forest lands, or (b) completion of 30 graduate credits with specialization in forestry and 2 years of the above experience, or (c) an equivalent combination. Fee \$4. (Friday, November 9).

287. Senior Aquatic Biologist (Marine), \$4,710 to \$5,774. One vacancy in the Albany and one in the NYC Departments of Conservation. Candidates must have (1) a bachelor's degree plus completion of graduate or undergraduate work in one or more courses in each of any four of the following six groups of subjects: Biology, Botany, Zoology; Fish Culture; Ichthyology Vertebrate Taxonomy, Field Zoology, Natural History; Invertebrate Zoology, Entomology; Comparative Anatomy, Physiology, Bacteriology; Fish or Wildlife Conservation, Fisheries Biology and (2) two years of professional experience in marine fisheries survey work involving salt water fish, shellfish, or crustacea, and (3) either (a) two years of fish conservation experience, or (b) completion of 30 graduate credits in the biological sciences plus one year of fish conservation experience, or (c) two years of teaching in one of the subjects listed under (1), or (d) an equivalent combination. Fee \$4. Saturday, December 15. (Friday, November 9).

4288. Hearing Officer. This list will be used for the Albany DPUI for one vacancy and the NYC office for six vacancies, at \$5,774 to \$7,037; the Albany Department of Tax and Finance for four vacancies and the NYC office for one vacancy at \$5,348 to \$6,412; and the Albany Department of Public Service for two vacancies at \$5,135 to \$6,200. Candidates must have (1) admission to the New York State Bar, and (2) either (a) 4 years of general law practice of which two years must have been in trial of issues in courts of record, or (b) 4 years of experience in trial of issues before a quasi-judicial agency or in analysis and review of court records as legal assistant to a hearing officer, or (c) an equivalent combination. Fee \$4. Saturday, December 15. (Friday, November 9).

289. Construction Wage Rate Investigator, \$3,086 to \$3,845. One vacancy each in Albany, Bing-

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 in the New York post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., and Room 302, State Office Building, Buffalo 2, N. Y. Hours 9:30 to 5, excepting Saturdays, 9 to 12. Same applies to exams for county jobs.

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

hamton and Buffalo and two in NYC in the Departments of Labor. Candidates must have (1) two years of experience in building, highway or heavy engineering construction, preferably on diversified types of construction, and (2) either (a) a bachelor's degree in engineering with specialization in civil engineering, or (b) high school graduation or possession of an equivalency diploma plus two more years of the above experience or (c) four more years of the above experience or (d) an equivalent combination. Fee \$2. Saturday, December 15. (Friday, November 9).

4290. Institution Photographer, Seventh Judicial District; \$2,784 to \$3,541. One vacancy in Craig Colony at Sonyea. Candidates must be legal residents of the counties of Cayuga, Livingston, Monroe, Ontario, Seneca, Wayne, or Yates for four months immediately preceding Saturday, December 15, the exam date. They must have either (a) two years of experience in commercial photography, or (b) 4 years of satisfactory experience in home photography, including taking, developing, and printing photographs and using and maintaining dark room equipment. Fee \$2. Saturday December 15. (Friday, November 9).

4291. Telephone Operator, \$2,140 to \$2,833. There are four vacancies in Albany, seven in NYC, and one in Watertown in various Departments, and 49 in institutions, hospitals, and schools in Alfred, Attica, Binghamton, Brentwood, Central Islip, Comstock, Dannemora, Deer Park,

Geneseo, Hudson, Industry, King's Park, Marcy, Mt. McGregor, Nanapanoch, Newark, New Paltz, NYC, Orangeburg, Ossining, Poughkeepsie, Sonyea, Stormville, Syracuse, Walkill, Warwick, Wassaie, Willard, Willowbrook, Wingdale, and Woodbourne. Candidates must have at least six months of experience in the operation of a telephone switchboard. Fee \$1. Saturday, December 15. (Friday, November 9).

U. S.

2-57-1 (51). Kitchen Helper, \$2,120, and Hospital Attendant, \$2,200. No experience requirements, but credit will be given for experience. Open only to men entitled to veteran preference. No age limits. (Monday, October 8).

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- Vogelsang, Mable L., White Plains 87030
- Bond, Dorothy M., Mt. Kisco 86634
- Hoffman, Olga Ann, Ossining 86214
- MacDonald, Myra E., White Plains 84618
- Cuciarre, Angela, White Plains 84440
- Marchionno, J. A., White Plains 84368
- Cillette, Ann L., White Plains 84184
- Livsey, Jeanne M., Hawthorne 83910
- Herbert Virginia, White Plains 83116
- Merklee, Phoebe S., Larchmont 82422
- Firestone, Joan M., Bronxville 80880
- McGuire, Julia, Verplanck 77922
- Clifford, Lois B., White Plains 77894

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BIostatistician, Department of Health.

- Allaway, Norman C., Bklyn 81600
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Private Pensions Compared as Hungerford, Van Name Probe New Plans

ALBANY, Oct. 3—Interest in bringing some of the advantages of private pensions systems, and even Social Security, into public employees pension systems was expressed at a forum held in conjunction with the annual meeting of the Civil Service Employees Association, Ernest L. Conlon, 4th vice president of the Association, presided at the session, held in the DeWitt Clinton Hotel.

The panel consisted of Ralph L. Van Name, secretary of the NYC Employees Retirement System; Isaac Hungerford, assistant director, State Employees Retirement System; Helen Drummond of the Civil Service Reform Association; and E. S. Willis, manager, employee benefits plans, General Electric Company, Schenectady.

Tells of Tax Exemption Vote

Mr. Van Name started the discussion by telling about the vote in the U. S. Senate on a proposed amendment to the income tax bill, whereby a \$1,440 tax exemption would be allowed against pensions generally. This is the same figure as applies under the Railroad Retirement System. Under Social Security the figure is \$1,800. Both of these figures represent the maximum primary benefit; the tax exemption itself is 100 per cent.

Though the proposed amendment lost, Mr. Van Name said that the 36 votes cast for it represented the farthest advance the project has enjoyed to date, and it has been in the mill for a decade.

Fifty votes were cast against it. In favor of the proposal were the two U. S. Senators from New York, Irving N. Ives and Herbert H. Lehman.

Amendment 3

Mr. Van Name urged members of the Association to do everything they can to help achieve enactment of the Mahoney amendment (Amendment 3) to the State Constitution, which will be voted on at the general election next month. The amendment would permit the increase of pittance pensions of persons retired, many of them long ago.

Mr. Hungerford reported that only between 6,000 and 7,000 members of the State Retirement System had taken advantage of the opportunity to come under the age-55 retirement plan, the deadline for which was September 30.

"Since the switch to the new plan would permit a greater pension and a greater retirement allowance," he said, "the result was a little surprising."

The GE Plan

Mr. Willis explained the General Electric plan which is integrated with Social Security. The company pays two-thirds the cost, members with 25 years or more of service receive a guaranteed minimum. The retirement age for men is 65, for women 60, though retirement at 60 for men is possible. There is even a provision for disability insurance of pensioners, not to exceed \$560 for the remainder of their lives.

Questions from the floor included ones dealing with insurance of the pension dollar, establishment of a flat rate, and pensions for length of service, without age considerations. Mr. Van Name said that State Senator Seymour Helsen of Queens had introduced a bill in several sessions of the Legislature, to tie in the retirement allowance with the cost-of-living index, but the bill had no chance, because it is considered unconstitutional. Enactment of the Mahoney amendment, said Mr. Van Name, would enable such legislation to avoid the objection of unconstitutionality.

Age Requirement

The elimination of age requirements was costly, both Mr. Van Name and Mr. Hungerford said, and pointed out that the private pension systems do not have the age-55 retirement provision. The half-pay retirement at age 55, compared to age 60, under specified circumstances, could cost twice as much. Since employees share the cost, they said, it is difficult, as the results in the State's age-55 plan, and in the NYC 1 per cent per year pension plan indicated, to get employees to support changes involving greater contributions on their part.

Buffalo City Employees Oppose Downgrading Plan

BUFFALO, Oct. 3—The primary objective of the Competitive Civil Service Employees Association, now a unit of the Erie County chapter of the Civil Service Employees Association is to prevent inequities from being enacted in a Buffalo reclassification. The State Civil Service Department made a survey resulting in a proposed reclassification which the Buffalo Common Council has approved.

Downgradings Opposed

The employees object to the downgradings contained in the reclassification, the failure to evaluate technical, scientific and professional services at their true worth, and the narrow field in which upgrading was recommended.

The Council appointed a committee of Council members, business men and members of the local Civil Service Commission. The absence of any employees on the committee was protested by the CSEA group. The unit also urged Mayor Joseph Bruk to veto the reclassification resolution.

The chapter officers are waging

a united effort for a fair reclassification. They are Frank McDade, president; John Mazury, vice president; Anne Sullivan, recording secretary, and George Hoffman, treasurer. They are aided by John P. Julinn, chairman of the unit's grievance committee.

2,500 Membership Expected

The latest group to enter the CSEA has 1,200 paid-up members and will receive its own charter at presentation ceremonies probably next month. It is one of the largest chartered groups in either the State Division or the County Division of the CSEA. A membership of 2,500 is expected before the new fiscal year is over.

The members are employees of the City of Buffalo.

The adoption of the reclassification is being opposed, with the aid of CSEA headquarters, represented by Charles L. Culyer, field representative, until the inequities are rectified.

Some of the downgrading in the reclassification, as voted by the Council, chapter members were informed, went as far as three grades down, e.g. for clerical workers, pump operators, carpenters, plumbers, steamfitters and others in skilled trades.

Seek Higher Engineering Pay
Engineering staff pay was re-

tained at its four-year old level, the chapter reported, instead of being made to conform to the high quality of special skill exercised by those in engineering titles. Upgradings, where recommended, were found not to benefit many employees of long seniority. The chapter meets at the Daly American Legion Post in Buffalo.



Bids Received For Repair Work

New York State has received bids on the following repair or construction work on State facilities:

Brooklyn — Remove windows in rear of drill shed, State Armory, 357 Sumner Avenue.

Elmira — Replacement of roof, Building No. 7, Elmira Reformatory.

Marcy — Construction, heating, sanitary, and electric work for staff housing, Buildings Nos. 86 and 88, including service connections and improvement of grounds, Marcy State Hospital.

NYC — Alterations to roof, removal of towers, Verplank Building, Manhattan State Hospital, Ward's Island. Construction and electric work to 14th and 15th floors, State Insurance Department, 61 Broadway.

Bigelow Fills 2 Jobs

ALBANY, Oct. 8 — Dr. Newton Bigelow, Mental Hygiene Commissioner, promoted Harold Abel of Northport, L. I., to supervisor of recreation as \$5,774 a year, and appointed Joseph M. Goewey of Troy as safety consultant at \$4,923.

Mr. Abel was promoted from his position at Pilgrim State Hospital at West Brentwood, where he has been recreation instructor for 15 years. In his new position he will serve in an advisory capacity to recreation personnel at the department's 27 institutions.

Mr. Goewey occupies a new position and was appointed from an open-competitive list. He will render advisory service relating to institution safety.

He has been acting supervisor of the upstate safety division, State Insurance Fund, for the past 15 years.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, IRVING TRUST COMPANY and FRANK W. AGELENGER, as Trustees under Agreement made by Harry J. Schmidt, dated June 5, 1930, Plaintiffs, against HELENE SCHORK, FLORENCE MINNERS, AND OTHERS, Defendants. Plaintiffs designate New York County as the place of trial. SUMMONS, Corporate Plaintiff's Principal Place of Business New York County.

TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorneys within twenty days after the service of this Summons, exclusive of the day of service. In case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, September 1, 1951.
HOWIE & ROBERTSON, Attorneys for Plaintiffs, Office and Post Office Address: One Wall Street, New York 5, New York

To the above named defendants in this action: The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. M. McNally, Justice of the Supreme Court of the State of New York dated the 14th day of September, 1951, and filed with the complaint in the office of the clerk of the County of New York, at the County Courthouse, Foley Square, Manhattan, New York.

HOWIE & ROBERTSON, Attorneys for Plaintiffs, Office and P. O. Address: 1 Wall Street, New York 5, N. Y.

500 Posts in Public Works Quickly Filled

ALBANY, Oct. 8—500 posts in the State Department of Public Works were cleared with furious speed in time to meet the deadline for the next group of salary increments.

Delegates of the Department held a meeting at the headquarters of the Civil Service Employees Association on October 2 to discuss the matter of the new appointments and promotions. The meeting was attended by Bertram Talamy, superintendent of public works and Joseph Ronan, executive assistant to the superintendent. A unanimous vote of thanks was given to Warren Welch, personnel director of the Department, for his work and that of his staff in processing the 500 appointments.

Charles Hall, representing the Public Works employees on the board of directors of the CSEA, presided at the meeting.



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Assn. to Poll Members on Improving Civil Service

ALBANY, Oct. 8 — A sort of preview as to what the Civil Service Employees Association will do regarding the proposed revision of the Civil Service Law came to light at a panel discussion held at the De Witt Clinton Hotel as part of the annual meeting of the Association. Dr. Frank L. Tolman, former president of the Association, a member of the Governor's Temporary Commission on Revision of the Civil Service Law, presided.

The Association will circulate among all its members the questionnaire of the Commission, in which queries are asked about the functioning of civil service and opportunity afforded to make suggestions for improving present conditions. Dr. Tolman bade the membership to take the effort seriously, to do some real thinking, and contribute as much toward the solution of existing civil service problems as possible.

DeGraff Issues Warning
There was some division of opinion as to what the Commission will actually do—propose only such improvements as it deems essential, or rewrite the whole law. At the close Dr. Tolman called on John T. DeGraff, counsel to the Association, to relate what would be the effect of a complete rewriting. Mr. DeGraff said that "it was wise not to try to use new language, unless the new language was an improvement on the old," because the present phraseology has been adjudicated, and it would take many a long year before the courts would have an opportunity to decide cases interpreting and construing just what all new language actually might mean. Dr. Tolman said he had had some suspicion in that direction and that was his reason for asking the question of Mr. DeGraff, who was a member of the audience. Members of the Preller Commission have stated that the Commission has decided to write a new law. On the panel were Helen C.

Drummond of the Civil Service Reform Association; Theodore Becker, chairman, civil service law revision committee of the Association; William F. McDonough, executive assistant to Association President Jesse B. McFarland, and John J. Kelly Jr., assistant counsel to the Association.

The Preller Commission, as it is called for its chairman, has held several sessions at which differences among those called to the conferences caused some embarrassment, reported some who attended but in the main the committee was finding those whose suggestions it was seeking to be interested and co-operative.

Not All Rosy

The civil service system as it exists in the State, and in civil divisions, such as cities and counties, came in for a drubbing. Panel members pointing out that political appointments are common in top civil service posts and even capable men and women filling the jobs are burdened with difficulties of favoritism and "contracts." Some different set-up should be established, speakers suggested but there was no agreement on any one. Mr. McDonough suggested a civil service board similar to the State Board of Regents, with local personages named to the posts on a regional basis, might be satisfactory. Dr. Tolman felt that the mere machinery itself was secondary to the capability and authority of the civil service administrators. Mr. Kelly felt that one good administrator was better than 15 poor ones; this in comment upon Mr. McDonough's "Board of Regents" idea.

None of the panel members was enthusiastic over present examination methods.

More Competitive Jobs

What most of the speakers agreed on, was that there should be a broader inclusion of positions in the competitive class. Dr. Tolman felt that consideration might be given to having just that one

class, with sparing statutory and rule exceptions. Mr. Kelly said that the non-competitive class and the exempt class could be treated as one, since no competitive exam was needed for getting a job in either class and that many jobs in the unclassified service could be included in the competitive class. Also, Authorities, State Troopers teachers, and various independent agencies should be brought under civil service—meaning the classified service—nearly everybody agreed. A great broadening of the competitive class as a means of improving the merit system with better methods and procedures, was an idea that panel members kept tossing around persistently.

Likes Constitutional Idea

Miss Drummond emphasized the "wrong way" of selecting civil service commissioners, where political considerations figured, and feared that the present method allows considerable leeway in filling jobs politically as attested by the statistics. Fewer than 60 per cent of the jobs in the State are in the competitive class. Mr. McDonough deplored, and this after 57 years of the merit system. In State jobs the percentage is 70, in cities and counties about 50, he said.

The two other major classes of jobs are: Non-Competitive, filled by passing a qualifying test, which may mean anything or nothing; and Exempt, in which not even a qualifying test is required.

Mr. McDonough strongly supporting the idea of constitutional civil service, said that the constitutional amendment was never intended to make possible filling such large percentages of jobs without competitive examination.

Earl Kelly Reveals Number of State Grades, Now 50, May Be Reduced

ALBANY, Oct. 8 — At a panel discussion of State salaries, J. Earl Kelly, State Director of Classification and Compensation, revealed the possibility that the number of grades, now 50, might be reduced. The discussion took place during the 41st annual meeting of the Civil Service Employees Association on October 4.

Other panel members were Davis Shultes, chairman of the salary committee of the Civil Service Employees Association; J. Allyn Stearns, 3rd vice president of the Association and a member of its salary committee; Henry Galpin, salary research consultant.

"State salaries today," said Mr. Kelly, "are not in the best kind of alignment with either the cost of living or with grade allocations in the salary structure."

"If we should be permitted to devise a new salary scale with fewer grades and a bigger spread, it would provide a model pay plan," Mr. Kelly added.

Mr. Stearns discussed the escalator clause type of agreement and told how the plan was working in Westchester County. Under this plan, salaries are tied to the cost of living. There was general agreement among the four in favor of escalator clauses, if based on an adjusted consumer price index which reflected the real cost of living.

Mr. Kelly felt there might be some reluctance by an administration to favor escalator clauses because they represent to a degree the giving up of some legal powers. Mr. Stearns pointed out that Westchester had undertaken the

plan confidently, that it had worked out fairly satisfactorily, and that the employees had met the administration more than half way so that a fair give-and-take solution of the salary problem would result. He added that the escalator clause simplified operations and remarked that it is present in many industrial contracts.

Mr. Shultes pointed out that escalator clauses would reflect the well-being of the State and its employees.

Mr. Galpin appraised escalator clauses as advantageous in simplifying negotiations. He agreed with Mr. Stearns on the need for recurrent internal adjustment to compare the salary level as it is with what it should be.

Joseph F. Peiley, 5th vice president of the Association, presided.

U. S. EXAM OPEN

(The closing date appears at the end of the notice.)

4535. Public Health Educator, Erie County; one vacancy; Salary: \$4,000, plus \$700 cost-of-living adjustment. Candidates must have (1) a master's degree in public health with specialization in public health education and (2) either (a) 2 years of health education experience in an approved agency, or (b) one year of closely supervised field experience in health education in an approved agency, or (c) an equivalent combination of such training and experience. Fee \$3. (Monday, October 15).

STATE ELIGIBLES

TAX ADMINISTRATIVE SUPERVISOR (CORPORATION).
(Prom.), Corporation Tax Bureau, Department of Taxation and Finance.
1. Worthman, Herman, Bronx . . . 91015
2. Brenner, Albert E., Bayside . . . 90402

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OCCUPATIONAL THERAPIST.

- State Departments**
- 1. Mellinger, Mildred, Albany . . . 86800
 - 2. Domestico, Florence, Buffalo . . . 85320
 - 3. Fish, Henry, Picoasie . . . 84170
 - 4. Stewart, M. W. Havstraw . . . 84160
 - 5. Burke, Beardsfan B., Buffalo . . . 83420
 - 6. Emery, Marquerite, NYC . . . 83130
 - 7. Flynn, Marjorie M., Rochester . . . 83110
 - 8. Vanderstapel, P. W., Hempstead . . . 82960
 - 9. Kullberg, Frances, W. Havstraw . . . 81450
 - 10. Goddard, Dorothy K., Utica . . . 81160
 - 11. Wright, Marian E., Buffalo . . . 81140
 - 12. Bingham Margaret, Syracuse . . . 80750
 - 13. Chorney, Harriet, Syracuse . . . 80680
 - 14. Carroll, C. E., Richmond, Va. . . 80270
 - 15. Dorazio, Kathryn E., Flushing . . . 79860
 - 16. Wisniewski, Jacob G., Buffalo . . . 79870
 - 17. Dispart, G. A., Genesee . . . 79540
 - 18. Schneider, Helen, NYC . . . 79480
 - 19. Croner, E. M., W. Havstraw . . . 79080
 - 20. Farrell, Phyllis R., Montville . . . 78780
 - 21. Silverstein, F., NYC . . . 78710
 - 22. Bolger, James M., Binghamton . . . 78400
 - 23. Kunz, Unabelle, Syracuse . . . 77920
 - 24. Larsen, Lulu A., Stapleton . . . 77580
 - 25. Weingarten, Edith, Bronx . . . 77580
 - 26. Levitsky, Slava V., Brentwood . . . 77550
 - 27. Devine, Sally A., Orangeburg . . . 77550
 - 28. Murphy, Mary A., W. Havstraw . . . 77520
 - 29. Engel, Rosa H., NYC . . . 76740
 - 30. Simmons, Lorna J., Brentwood . . . 74350
 - 31. Lewis, Shirley B., Binghamton . . . 75990

PRINCIPAL

- School of Nursing, All Institutions, Department of Mental Hygiene**
- 1. Austin, Esther E., Bronx . . . 85740
 - 2. Sabli, Maryhelen, Queens Hig . . . 79820
 - 3. Miller, Virginia A., Ogdensburg . . . 79320

JUNIOR HEATING AND VENTILATING ENGINEER.

- Department of Public Works.**
- 1. Price, Bernard, Albany . . . 94500
 - 2. Weissenberfer, A., Bronx . . . 89000
 - 3. Welts, Harold, Bronx . . . 87000
 - 4. Deob, Edward Bklyn . . . 83500
 - 5. Speer, Werner E., E. Greenbush . . . 82500
 - 6. Burnham, Warren E., Menands . . . 79000
 - 7. Wisniewski, S. H., Flushing . . . 75500

ASSOCIATE EDUCATION SUPERVISOR (PHYSICALLY HANDICAPPED).

- Bureau for Handicapped Children, Education Department.**
- 1. Fenton, Joseph, Albany . . . 89000

SENIOR EDUCATION SUPERVISOR (SCHOOL BUILDING SERVICE).

- Division of School Buildings and Grounds, Education Department.**
- 1. Hick, Basil L., Voorheevle . . . 85875
 - 2. Moore, Philip J., Albany . . . 85325

COMMUNITY HEALTH ASSISTANT.

- Dept. of Health**
- 1. Lehocuf, Clark L., Schtly . . . 84500
 - 2. Blumenthal, Milton, Bronx . . . 80500
 - 3. Robinson, Paul F., Schtly . . . 78000

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- Commission For the Blind, Department of Social Welfare.**
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 - 2. Crispin, Norma S., Bklyn . . . 81020

RECREATION SUPERVISOR.

- State Departments.**
- 1. Jauch, Edward, NYC . . . 101000
 - 2. Zeiler, Joseph A., Bklyn . . . 97020
 - 3. Asp, William M., Red Hook . . . 95273
 - 4. Silverberg, Edward, Bklyn . . . 91813
 - 5. Lawrence, David, NYC . . . 91560
 - 6. Anderson, Kenneth, Coeseville . . . 88093
 - 7. Coccaro, Angelo J., Attica . . . 88220
 - 8. Bussey, Peter S., N. Hartford . . . 88024
 - 9. Macenroe, J. W., Richmond Hl. . . 88013
 - 10. Raville, Lawrence, Maone . . . 87583
 - 11. Dracsen, Lincoln, Bklyn . . . 87483
 - 12. Simpson, Joseph C., Lockport . . . 87429
 - 13. Hofmann, William, Fallsidea . . . 87123
 - 14. Chichester, Donald, Mt. Morris . . . 86873

- 15. Madden, Joseph F., Hicksville . . . 86800
- 16. Tarpinian, Krikor, Syracuse . . . 86466
- 17. Kaufman, Max, Bronx . . . 86246
- 18. Kumpf, Harold L., Gowanda . . . 85900
- 19. Fonte, Albert F., Bklyn . . . 85340
- 20. Williams, William, Rochester . . . 85113
- 21. Capodiferno, T. A., Bronx . . . 84533
- 22. Trapasso, Joe, White Pns . . . 83223
- 23. Lauer, Robert J., Oneida . . . 83100
- 24. Harrington, B. E., Potsdam . . . 82653
- 25. Hawksley, Richard, Utica . . . 82473
- 26. Maynard, William C., Freeville . . . 81986
- 27. Adam, John W., Syracuse . . . 81790
- 28. Riley, Huntley W., Kenmore . . . 81046
- 29. McElroy, W. A., W. Havstraw . . . 81233
- 30. Peters, William F., Binghamton . . . 81100
- 31. Forman, Irving L., Bklyn . . . 81093
- 32. Bryant, Azes L., NYC . . . 80866
- 33. Logan, Wenonah B., NYC . . . 80200
- 34. Hall, Frank J., Bronx . . . 79553
- 35. Roy, Raymond F., Babylon . . . 79533
- 36. Edwards, Paul J., Buffalo . . . 78553
- 37. Daly, Joseph S., Bronx . . . 75200

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- 1. Groff, Margaret E., Albany . . . 98000
- 2. Kaimar, Jan., NYC . . . 97800
- 3. Taylor, Marjorie, Albany . . . 94150
- 4. Rhinehart, Bernice, Schtly . . . 94500
- 5. Kirk, Ray M., Menands . . . 94500
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- 7. Burke, Mary E., Rensselaer . . . 92300
- 8. Kammerer, Shirley, Voorheevle . . . 91200
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- 34. Zosson, Gwendolyn, Albany . . . 81850
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- 48. Greenberg, Sylvia, Bronx . . . 75250
- 49. McCarthy, Eileen A., Troy . . . 74700
- 50. Campion Helen C., Rensselaer . . . 74700
- 51. Clement, Louise F., Bklyn . . . 74700
- 52. Morgenstern, L., Bklyn . . . 74700
- 53. Britt, Ann Marie, Albany . . . 74700

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- Division of Safety, Executive Dept.**
- 1. Herman, William J., Pearl Rv . . . 84448
 - 2. Crowley, Francis, Elmira Tst. . . 84702
 - 3. Danahy, John J., Buffalo . . . 84016
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