

Civil Service LEADER

America's Largest Weekly for Public Employees

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State Pension News In Four More Cities

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY 1 N Y
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See Page 3

Meetings Discuss Drive for Raise

Service Employees Association drive for higher salaries and improved fringe benefits is already under way, with the groundwork being prepared by the salary committee and the Association salary research staff.

Following a resolution by the salary committee to seek a \$30,000,000 State appropriation for these improvements, Salary Committee Chairman Davis L. Schultes and Henry Galpin, Association salary research analyst, have held meetings to discuss the general approach for the proposed program.

Their findings will be used to emphasize the importance of the resolution when it is presented to membership at the annual meeting for adoption.

The Association staff is delving into an analysis of wage contracts that have come into effect during the last two years and is studying the effect of the new Federal min-

imum wage on State employees' salaries, as well as what impact a minimum wage of \$1.25 per hour, as recommended by Governor Harriman, would have on the State salary structure.

Fringe benefits for State employees will receive great emphasis. While private industry has increased the number of fringe benefits for its employees at a steady rate, State employees have had little or no improvement over the past several years.

In conjunction with its general program of wage and benefit increases, the research staff is seeking the aid of the Association's pension and insurance committee in obtaining facts for arguing these increases.

State employees are being left behind in the salary gain and fringe benefit field by private industry. The CSEA will demand from the State that it do justice to its employees — and back up their demands with solid facts.

CSEA Southern Conference Appoints Five Committees

OSSINING, Aug. 29 — Charles K. Lamb, president of the Southern Conference, Civil Service Employees Association, has announced the membership of conference committees for the year 1955-56.

They follow:

Resolutions and Legislative

John O'Brien, Middletown State Hospital, chairman; Francis A. MacDonald, Warwick State School; Robert Soper, Wassala State School; Joseph McCollough, Hudson Valley Armories; Frank Gronowetter, Sing Sing Prison; Thomas J. Veraldi, Middletown State Hospital; Michael Galuppo, Harlem Valley State Hospital; Nellie Davis, Hudson River State Hospital; Dave Duncan, Woodbourne Prison; Margaret O'Neill, Rehabilitation Hospital; Joseph Grabel, Napanoch Institute; Martin Mulcahy, Sing Sing Prison; Angelo Donato, Palisades Park Commission; Kenneth Van Sciever, New Hampton Farm; Henry Marier, Rockland State Hospital; Anthony Van Zetta, Letchworth Village; Zora Way, State Public Works, District No. 8.

Auditing and Budget

James Grogan, Warwick State School, chairman; Sarah Collins, Letchworth Village; Mae Mc-

Carthy, Hudson River State Hospital.

Grievance

James Anderson, Sing Sing Prison, chairman; Christopher McGrath, Hudson Valley Armories; Stephan Stouter, Columbia County Public Works; Frank Bianchi, New Hampton; Roland Spencer, Warwick State School; Donald Buchanan, Woodbourne Prison; Emil Boliman, Rockland State Hospital; James Adams, Sing Sing Prison.

Social

Nellie Davis, Hudson River State

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CSEA Asks Harriman For 40-Hour Week and Basic Survey of Jobs

ALBANY, Aug. 29—In two letters to Governor Harriman, President John F. Powers of the Civil Service Employees Association, has urged the administration to fulfill its duties toward State workers by extending the 40-hour week to all employees and creating a serious program to put more jobs in the competitive class.

Mr. Powers offered the full co-operation of the Association in accomplishing these goals.

Reminder to Governor

The CSEA head reminded the Governor that the 40-hour week was established in State service in 1947. Yet, most institution employees are "required" to work longer.

Mr. Powers also pointed out that the last survey of jobs excepted from civil service rules accomplished practically nothing.

Following is the text of Mr. Powers' letter on the 40-hour week:

Dear Governor Harriman:

One of the most vexatious problems in the State service is the "compulsory forty-eight hour week" that prevails in our State institutions. As you know, a forty-hour or even shorter week is standard in private employment. A basic forty-hour week was established in the State service in 1947 by Section 41-a of the Civil Service Law but, under the powers vested in the Budget Director by that section, he has refused to extend the basic forty-hour week to institution workers.

Mr. Powers' letter to Mr. Harriman on the forty-hour week:

Most of our institution employees are still required to work forty-four and forty-eight hours weekly intended that the basic each week although it was originally intended that it should be extended to them as rapidly as possible. This problem has festered and become worse year by year as the State continues to deny to institution workers the benefits of the established by law eight years ago for all State employees.

Cost Estimate Asked

You may recall that during the past year you have declared that

your administration would remedy this condition and would establish a forty-hour week for all State employees as rapidly as possible. At the recent meeting of our Salary Committee a resolution was unanimously adopted requesting that I bring this matter to your attention again, emphasizing the urgency of the problem and the necessity for an early solution.

It would be very helpful if you would furnish us with an accurate estimate of the cost involved in putting all employees on a basic forty-hour week without reduction in take-home pay.

Our Association and our officers throughout the State will be happy to co-operate with you and your administration in every possible way. We must emphasize, however, the urgency of the problem and the pressing necessity for an early solution which will eliminate the patent inequities and injustices of the present "compulsory" forty-eight hour week.

Job Survey Letter

The letter on the job survey follows:

Over five years ago, the previous

administration undertook to make a jurisdictional survey of State positions, with a view to transferring into the competitive class all those which could practically be so transferred. The action, begun in response to many requests of this Association, hobbled along weakly; it was never completed; and failure to implement the decision became a source of much friction.

Both in the 1954 political campaign and since, you have expressed your interest in the effective extension of the merit system. We are hopeful that your administration will accomplish a complete survey to bring into the competitive class all the positions which should be covered therein to carry out fully the mandate of the State Constitution.

Basic Grouping

The competitive class may be described as the "basic" civil service grouping, in the sense that its members are selected on the

(Continued on Page 16)

Three Assigned To Flood Relief

ALBANY, Aug. 29—Implementing Governor Harriman's flood relief program, State Commerce Commissioner Edward T. Dickinson sent three Commerce Department aides into the Ellenville-Port Jervis area.

Commissioner Dickinson assigned Donald J. Horn, Regional Manager of the Commerce Department's Binghamton Office, and Thompson Pyle of the Buffalo Office. James E. McGrath, Regional Office Coordinator in Albany, will act as team chief.

Civic, Civil Service, Labor, Business Leaders Extol Lehman Appointment

Wide approval among civic, civil service, labor and business leaders and public officials marked the appointment of Maxwell Lehman as Deputy City Administrator for NYC. The Division of Administration, with which the former LEADER editor is now associated, is a part of the NYC Mayor's Office. Mr. Lehman assumed his new duties last week.

Below are excerpts from some of the communications concerning the appointment sent to Mayor Robert F. Wagner and Mr. Lehman.

TO MAYOR WAGNER:

The appointment of Maxwell Lehman to the post of Deputy City Administrator is a splendid one. He will be a fine addition to your official family.

His appointment undoubtedly

pleases the employees of the City of New York, who will be assured of his sincere interest in their affairs by virtue of his long and intensive efforts in their behalf.

I have known Max for a long time. He is exceptionally well informed on government matters from top to bottom, and his competence and devotion to high ideals of public service should be helpful in achieving your own objective of truly good government.

ALEX A. FALK

President
New York State
Department of Civil Service

TO MR. LEHMAN:

Knowing you as I do, I know you will do a fine job and justify Administrator Gullick's and Mayor Wagner's confidence in you.

JAMES A. FARLEY

TO MR. LEHMAN:

My feelings are very mixed in writing this congratulatory note on your recent appointment as Deputy City Administrator in NYC. Of course, my sincere thoughts are for your success, which I know you will have in this new post, but there is a sense of loss in your leaving The LEADER which I and all of our Association will feel deeply.

One cannot be associated with a person on such amiable terms for the length of time we have been together without feeling some tug at the separation. I know I am speaking for all the Association when I send our best wishes and congratulations.

JOHN F. POWERS

President,
Civil Service Employees
Association

TO MAYOR WAGNER:

May I express my sense of appreciation and gratification at your excellent appointment of Mr. Maxwell Lehman as Deputy Administrator in the Division of Administration of the City of New York.

I have known Mr. Lehman for many years and worked with him on newspapers and consider him to have a profound understanding of government. He is a person of great ability and integrity who will reflect credit in his new post upon himself and upon the Administration which you head.

MORRIS IUSHEWITZ
Secretary-Treasurer
NYC CIO Council

TO MR. LEHMAN:

We are confident that you will

(Continued on Page 16)

TWO LABOR LEADERS NAMED TO JOBLESS COUNCIL

ALBANY, Aug. 29 — Governor Harriman appointed two labor leaders to the State Advisory Council on Unemployment Insurance. They are Harold J. Garbo of NYC, secretary-treasurer of the State CIO Council, and Harold C. Hanover of Albany, secretary-treasurer of the State Federation of Labor, AFL. The appointments represent a return to membership for both, after a lapse.

Training Plan To Fill Top Jobs Being Prepared

ALBANY, Aug. 22—Comptroller Arthur Levitt has named a committee to prepare plans for training selected State workers for top-level administration jobs.

The proposed executive-training program has the approval of the Governor's sponsoring committee on public administration. That group, headed by Mr. Levitt, supervises the established training program in public administration for rank and file State employees.

Under the new program, all appointees would be from State service and would, as in the other program, receive no salary other than their regular State pay.

Preparation In High Jobs

Behind the plan is the desire to prepare selected administrators — even at the deputy level — for top executive positions.

The new committee includes Milton Stewart, executive assistant to the Governor's counsel; C. D. Ahlberg, deputy budget director; Tax Commissioner George M. Bragalini; William D. Carlebach, executive assistant to the Commerce Commissioner; President William Carlson of the State University; Alfred W. Haight, deputy superintendent of insurance; Hollis S. Ingraham, first deputy health commissioner, and Dr. Julius B. Maller, municipal research director in the Department of Audit and Control.

According to tentative plans, the executive training program may be conducted through an institute to be held away from Albany.

As many as 100 persons might be chosen to attend — and invitations to attend would come from the Governor. Travelling expenses would be paid by the departments sending the trainee, while the cost of the institute would be part of the Civil Service Department budget.

One location under consideration is said to be Arden House, which is on the Harriman estate in Orange County.

The aim is "to sharpen the executive talents of the participants," an administration spokesman said. Those taking part will come from the upper jobs.

SABOTAGE IS ILLEGAL IN SEEKING RACE JOB

The question was put to State Attorney General Jacob K. Javits whether it was legal for an employee of a local government could take a leave of absence without pay, so that the total salary he drew would be under the limit for obtaining a license for a racetrack job. Mr. Javits in a formal opinion ruled that any such device would be contrary to the intent of the Pari-Mutuel Revenue Law.

The allowable limit is \$5,000 a year.

STATE TROOPERS' CARS GET NEW COLORS

State Troopers will be more easily spotted, now that their automobiles are getting a new black-and-white color scheme.

At present, five cars have been painted in the new colors, replacing the inconspicuous gray now used. All cars will be black-and-white, with the words "State Police" printed on, within 18 months.

NEW AGENCY IS ASKED AS UNEMPLOYMENT CURE

WASHINGTON, Aug. 29 — The CIO recommended that a new Federal agency be created to develop public and private programs for relieving unemployment.

CBC Proposes Sites For Police Academy

The Citizens Budget Commission proposed two alternate sites for a new Police Academy building in a recommendation to the NYC Board of Estimate, opposing a site adjacent to the Baruch School of City College on 23rd Street.

Harold Riegelman, CBC Counsel, in a letter to the Board of Estimate, declared that the 23rd Street property of the NYU Dental School, between Second and Third Avenues, one block from the CCNY building, would be available. The other site proposed by Mr. Riegelman is that of P.S. 50 on 21st Street, between Second and Third Avenues.

State to Open 23 Tests Soon

The State will open 23 tests on Monday, September 12. The last day to apply will be Friday, October 21. The exams are tentatively scheduled for Saturday, November 19.

Exam serial number, title, starting pay and maximum pay of the grade are given in the list below. Maximum is obtained through five annual increments.

Candidates must be legal residents of New York State for at least one year prior to the examination date, and must be U.S. citizens, except that the residence rule is not applied in four instances, denoted by an asterisk (*). In a fifth instance, denoted by a double asterisk (**), legal residence in Yates county for at least four months immediately preceding the exam date is required. The list:

- 2136. Recreation supervisor, \$4,350 to \$5,460.
- 2137. Recreation instructor, \$3,540 to \$4,490.
- 2138. Assistant recreation instructor, \$2,720 to \$3,520.
- 2139. Institution education director, \$5,090 to \$6,320.
- 2140. Examinations editor, \$4,130 to \$5,200.
- 2141. Senior occupational therapist (psychiatric) \$4,350 to \$5,460.
- 2539. Case worker, junior social case worker, salaries vary.
- 2084. Reissued supervisor of English education, \$7,936 to \$8,890.
- 2142. Reissued supervisor of mathematics education (*) \$7,936 to \$8,890.
- 2143. Associate industrial hygiene physician (*) \$9,346 to \$10,810.
- 2144. Senior industrial hygiene physician (*), \$7,618 to \$8,890.
- 2145. Photofluorographer, \$2,720 to \$3,520.
- 2147. Marketing facilities specialist, \$4,350 to \$5,460.
- 2148. Automotive maintenance inspector, \$4,130 to \$5,200.
- 2149. Tree pruner foreman, \$3,180 to \$4,070.
- 2150. Buoy light tender, \$2,590 to \$3,350.
- 2151. Camp sanitary aide, \$265 per month.
- 2152. Supervisor of Toll Audit, \$5,090 to \$6,320.
- 2153. Executive officer F, ABC Board, Yates County (**), \$3,540 to \$4,490.
- 2154. Assistant sanitary engineer (design), \$5,360 to \$6,640.
- 2155. Associate welfare consultant (child welfare), \$6,590 to \$8,070.
- 2156. Supervisor or social work (adoption) (*), \$5,090 to \$6,320.
- 2903. Farm placement representative, \$3,730 to \$4,720.

Candidates who filed for examination for supervisor of mathematics education in June, 1954 or for supervisor of English education in June, 1955 need not file again or pay another fee, but should submit a notarized statement bringing their training and experience up to date.

Fire Groups Set Sights on Legislation

Firemen, being used to heat, have not let the uncomfortable summer temperatures prevent them from forging ahead on their legislative plans for the coming year.

The Uniformed Fire Officer's Association and the Uniformed Firemen's Association, working together, are laying the groundwork to acquire needed legislation to improve firemen's benefits.

A primary object of both groups will be to get Governor Harriman to accept the "heart bill," which he rejected after it was passed by both houses of the Legislature at the last session.

Heart Bill Sought

Firemen are afflicted with an unusually high percentage of heart disabilities, which are not now considered due to their duties. However, it seems obvious that when firemen must undergo rigid physical examination before their appointments to the department, and still many of them succumb to heart ailments, that their heavy duties must be responsible. The State should recognize heart trouble as the duty-connected disability it is.

The UFOA and UFA will also seek to improve widows' pensions and pension options. Payment to heirs of money for unused vacation time is another object sought.

Both groups will seek also for legislation which will allow retired members to maintain their health insurance at the rate paid while employed, instead of the full rate after retirement.



FRED W. PRELLER

The Committee on Revision of the Civil Service Law, which the Queens Assemblyman heads, will meet at Grossinger's in September to draft a report for submission to the State Legislature that convenes in January. This week the committee conferred in NYC with representatives of county civil service commissions.

SCHOLARSHIPS OFFERED BY FORD FOUNDATION

Teachers or researchers who have a Ph. D. degree, or who expect to complete requirements for one, aside from the thesis, by February next, are eligible for Ford Foundation scholarships in advanced training in international and foreign affairs. Address the International Relations Training Fellowship, 47 Madison Avenue, New York 22, N. Y.

LOOKING INSIDE

When Flags Should Be Flown At Higher Than Full Mast

By H. J. BERNARD

The Federal government continues to set the pace. Confronted with a pay problem because Crafts-Protective-Custodial employees are being transferred from the General Service to wage board jurisdiction, several departments took it upon themselves to pay the percentage increase granted to Federal employees generally, or the wage board rate, whichever is higher. That is not only sound policy but shows real regard for the morale of the employees. Think how employees would have felt had their salaries stood still, while the pay of all others rose.

Good for One, Good for All

In other regards the Federal employee fares well. If a job is being filled at more than the minimum of the entrance grade, all incumbents at the minimum of that grade move up to the same pay step offered to newcomers. That advantage to present employees does not, as a rule, obtain in the State government. On a modified basis, it does apply under NYC's new Career and Salary Plan, a protection that needs broadening.

The Federal government granted a tolerable pay increase recently, when one considers the modest scale on which raises are granted in general by any level of government. NYC did nearly as well. The State fell behind, comparatively, and so did many of the counties in the State.

More Must Be Granted

The comparative basis of obtaining benefits has proved successful, and holds considerable promise. Not only pay raises, but fringe benefits must be increased for State and local government employees. The Federal and State employees who enjoy unemployment insurance benefits would like to see the local government employees get the same break. NYC employees are looking forward to being covered by unemployment insurance, particularly those in part-time, seasonal, or temporary jobs.

Perhaps the day will come when pay and fringe benefits will be at par for practically all levels of government. That would occur only when and if the benefits for public employees brought up to the level of those of workers in private industry. Always there will be at least some disparity. The pension benefits for public employees should not only be kept as good as they are, but improved. Private industry has been catching up with public employers on the pension score, year after year.

Time for Celebration

When and if the day of equality arrives it will be time to fly the flags at the national and State Capitals, and at city halls, higher than full mast.

RENT INSPECTOR TEST CLOSURES ON SEPT. 16

State exams for positions of rent inspector are now open in NYC and upstate. The salary range is \$3,360 to \$4,280.

Requirements for the position are (1) three years' experience as a building inspector or other work requiring knowledge of building maintenance, rental practices and housing conditions, or conducting field investigations or inspections and preparing reports; and (2) either a high school graduation or two years of high school

and two years of business school or four more years' experience or the equivalent combination.

Last day to apply is Friday, September 16. Applications may be secured at State Civil Service Department offices, at 270 Broadway, NYC; State Offices Buildings in Albany and Buffalo.

At present there are 10 vacancies existant in New York City and one in Albany. Other vacancies will occur during the life of the eligible list.

ACTIVITIES OF EMPLOYEES IN STATE

Manhattan State Unit Nails Visit of Hoch

NEW YORK, Aug. 29 — Mental Hygiene Commissioner Paul H. Hoch was warmly greeted by personnel and patients on the occasion of his official visit to the Manhattan State Hospital last Wednesday. Commissioner Hoch's personal, as well as his professional qualities endear him to all. Manhattan is proud to claim his friendship and wish him every success in his new post.

Blue Cross — Blue Shield — You owe it to yourself and your loved ones to be assured of adequate care in the hospital of your choice when illness strikes. Join today the special payroll deduction plan. Applications may be secured from Tommy Gallagher, Business Office up to August 31st.

The membership drive is beginning to percolate. Get behind the cause and enroll a new member. Our goal for 1956 is 100% membership.

Twilight outdoor dancing under the direction of the O. T. Department has won acclaim from the patients at M.S.H. Get well wishes are extended to Rose Schimel. We are glad to see Dolly Stapleton and Matilda Salsman back on the job after an illness of a short duration at Sick Bay.

The Chapter extends deepest sympathy to Mrs. Mae Traynor on the death of her mother.

Public Works Unit To Meet September 8

BABYLON, Aug. 29 — District 10 — Public Work Chapter, CSEA, will hold its quarterly meeting on Thursday, September 8, 1955, at 8:00 P.M. in the Public Works Storehouse at Hicksville.

At this meeting the officers will report on the special CSEA meeting in Albany.

Refreshments for the meeting have been arranged for by C. Pearsall, chairman of the social committee.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



The Broader Aspects of Adequate Pay

THE U.S. BUREAU OF LABOR STATISTICS has just reported an increase in the cost of living for the month of July. This is the second consecutive month of rise this year. The newspapers are also carrying stories of inflationary trends beginning to trouble the financial structures of European nations. In Britain, Belgium, Holland, France, and Germany there is definite evidence that rising prices are beginning to create national as well as world-wide problems.

The rise in the cost of living in the United States that has just occurred should not be a cause of undue alarm. A continuing rise, however, will be something of great concern to the public worker. The public employee is a member of one of the important groups that always suffer during an inflationary period. The industrial worker, through either the built-in escalator clauses provided in their union contracts, or private industry's methods of ready fiscal adjustment, does have an escape from the evil consequences of inflationary rises. Their salaries or wages can be readily adjusted in proportion to the rise.

Who Must Be Convinced

The public worker, because of the rigid legal structure that controls his salary, is in no such fortunate position. Budgets are generally frozen for at least a year, sometimes longer, so that cumbersome obstacles prevent the civil servant from having his pay adjusted during these periods. The increase in the cost of butter or eggs or gasoline or any other commodity affects the public worker as well as the industrial worker, and yet one can be quickly adjusted to these increases while the other has a slow adjustment.

With the inflationary signs on the horizon, the public servants should undertake as rapidly as possible to convey to the general public and their representatives in the legislature the necessity of a salary structure adequate to meet these recurring inflationary periods. It will not be an easy job to reach the general public. While the man in the street may have a high appreciation of the particular civil servant as his neighbor or relative, a negative attitude toward civil service and government is general. The average person still may entertain notions that public servants are overpaid and do not adequately or efficiently meet the obligations put upon them.

The man in the street is likely to forget the dependence that he places upon the civil servants for the stability of his community. He has been too ready, when thinking of reduction in the cost of living, to urge reduction in the cost of governmental salaries.

In our present-day world, the security and stability of our society depends on good governmental service, and good governmental service definitely depends upon the efficient performance by people whose morale is high. If there is a loss of morale among governmental employees, then governmental service will suffer loss in efficiency. Inefficiency in government today, on any level, is a luxury which none of us living in a world as complex and uneasy as ours can afford.

Pittoni Gets Post In Commerce; O'Toole Rises

ALBANY, Aug. 29 — State Commerce Commissioner Edward T. Dickinson appointed Mario Pittoni, Professor of Law at Brooklyn Law School, as First Deputy Commissioner and Donald L. O'Toole, director of the Department's Division of Commerce and Industry as Deputy Commissioner in charge of regional operations.

Mr. Pittoni, a consultant on business organization, labor and tax matters, was for 10 years Assistant United States Attorney for the Eastern District of New York. He will take over new duties as First Deputy Commissioner September 1. The post pays \$15,000 a year.

Deputy Commissioner in charge of regional operations is a new post. Mr. O'Toole will coordinate the work of the 11 intra-State offices of the department and the department's Washington and Chicago offices. He will be charged also with the responsibility of providing a closer liaison between the activities of these offices and the industrial promotion sales force that is working inside and outside the State to attract new industries. Mr. O'Toole's salary will be \$13,000 a year.

From 1937 to 1953, Mr. O'Toole represented the old 13th District of

Thomas Heads Institution Teacher Group

ALBANY, Aug. 29 — The New York State Institution Teachers Association elected Gerald E. Thomas of the Correction Department President. The other officers elected were James Daniels, Social Welfare, vice president; Anne Mohar, Health, secretary, and Joseph Scheepama, Correction, treasurer. The executive council consists of Raymond Beecher and Helen Parrish, Correction; Helen Benning, Health; Jacob Porter, Social Welfare, and Mary Louise D. Hinchman, Mental Hygiene.

The meeting, held at the DeWitt Clinton Hotel, also adopted a constitution.

One of the aims is to advance the standards of institutional education personnel, and another to get more colleges to give courses for training institution teachers.

Brooklyn in Congress. During his 18 years of Congressional service, he was actively concerned with legislation affecting national and international business and labor affairs.

State Widens Information On Pensions

ALBANY, Aug. 29 — State Comptroller Arthur Levitt will establish on a permanent basis, and expand, the experimental program of giving members of the State Employees Retirement System retirement information and advice.

As head of the Retirement System, the Comptroller has been sending men at monthly intervals to Buffalo and NYC to meet with any member of the pension system, or any employer member to clarify doubtful points.

The response has been so enthusiastic, Comptroller Levitt said, that he will soon expand the service to Elmira, Syracuse, Rochester, and Plattsburgh.

Many Got Help

In addition to the regular city visits, members of the retirement staff have been accepting invitations to meetings of public and quasi-public bodies.

Since the first of the year, 349 personal interviews have been accorded to members of the System in Buffalo and NYC, and members of the Comptroller's staff have talked to 3,300 persons at public meetings.

In Comptroller Levitt's opinion, the benefits to the 180,000 members and 1,700 employers of the System have been so obvious and striking that addition of the four cities is warranted. Exact dates in the enlarged schedule are now being worked out.

Complex Law

"The complexity of the pension law is so great that often personal consultation is essential," he said.

It is expected that many persons in the System who have complained of being unable to get to Albany, Buffalo or NYC for personal interviews will be accommodated at the other four cities. The alternative would be to ask all members of the System to visit Albany. The 180,000 members of the System are scattered all over the State.

HEAD CLERK PROMOTION TEST POSTPONED

Promotion examination No. 1121, head clerk (payroll) for the State Department of Social Welfare, originally scheduled for October 15, has been postponed. No new date has been set.

U. S. Savings Bond Drive To Start; Levitt Names Chairmen for Agencies

ALBANY, Aug. 29 — Governor Averell Harriman set aside the month of September for a campaign among 80,000 State employees to invest in or increase their holdings of U.S. Savings Bonds through the payroll savings plan. He designated Comptroller Arthur Levitt as general chairman.



ARTHUR LEVITT

Using the slogan, "Invest in America," the campaign will seek to add thousands of State employees to the 16,000 who are presently buying Savings Bonds on the savings plan.

Mr. Levitt named John J. Kelly, administrative director of the Department of Audit and Control, as coordinator for all State departments.

Comptroller Levitt said the State payroll savings drive will be one of the most thorough ever conducted among State employees. More than 5,000 employees will serve as volunteer Empire State Minute Men.

List of Chairmen

Department and division chairmen are:

- Executive, Patrick J. Moynihan.
- Department of Audit & Control, Martin P. Lanahan.
- Attorney General, Joseph H. Murphy, (Albany) — Joseph E. Ruggiero (NYC).
- Agriculture & Markets, Gerald McEvoy.
- Banking, Francis A. Florin.
- Civil Service, John Flanagan.
- Commerce, William D. Carlebach.

Conservation, Thomas Houlihan. Correction, Louis P. Brown. Education, Bernard M. Campbell.

Health, Richard H. Mattox. Insurance, Robert J. Malang. Labor, Richard Brockway. State, Hon. Frank A. Emma. Taxation and Finance, Norman P. Gallman.

Budget, Joan Reid. Military and Naval Affairs, Col. James J. Cooke.

Civil Defense, Raymond J. Bar. Alcoholic Beverage Control, William E. Phillips.

Safety, Joseph F. O'Brien. Commission Against Discrimination, John R. Fox.

Parole, Samuel Viner. buti.

Veteran's Affairs, Edmund L. Daley.

Thruway Authority, Holden Evans.

State University, Charles H. Foster.

Rent Commission, Marie Hunt. Housing Commission, Kenneth Fraser.

Standards & Purchase, James E. O'Connell, Jr.

State Police, Everett T. Hanchett. Interstate Sanitation Commission, Mrs. Edith G. Knight.

Public Service Commission, Os-

Harriman Stresses Need to Help

Social Welfare, James J. Sullivan.

Public Works, Henry A. Cohen.

car V. Newkirk.

Mental Hygiene, Daniel J. Sheavan.

Governor Harriman, honorary chairman of the New York State Savings Bonds Committee, told all commissioners and department heads, "It is important to lend our support to the Treasury Department in this project."

Buffalo Champs Face Mental Hygiene

The Buffalo team of the Mental Hygiene Softball League won the league championship and played against an all-star team in a double-header Aug. 27 in Buffalo.

The all-star team was composed of leading players from the league teams.

Final league standings were as follows:

Buffalo, won 9, lost 1, cancelled two.

Willard, won 7, lost 4, cancelled one.

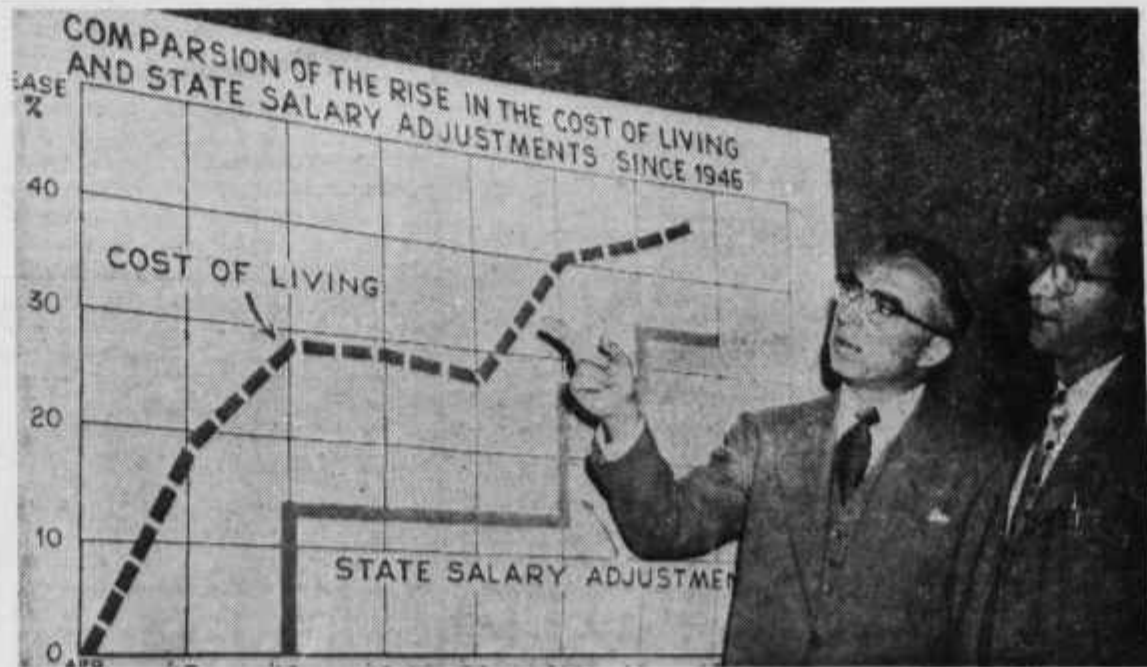
Newark, won 6, lost 6.

Rochester, won 6, lost 6.

Craig Colony, won none, lost 11, cancelled one.

In the final league games, on August 6, Newark beat Craig Colony, 12 to 9; on August 13, Rochester defeated Newark, 18 to 11, the Buffalo and Willard game being cancelled; on August 20, Willard downed Newark, 15 to 7, and Craig Colony and Buffalo were forced to cancel because of rain.

W. Handy and R. Burns were added to the Buffalo roster during the month and L. Henshaw and J. Dutchess dropped out.



Davis L. Shultes, chairman of the salary committee of the Civil Service Employees Association, and Henry Galpin (right), Association salary research analyst, are preparing a chart to show graphically the difference between the rise in living costs and the slower rise in State salaries. The chart will be used in demonstration of the Association's need for a salary push, which will be discussed at the Association executive board meeting September 15. The recent rise in the cost-of-living index will be included.

U. S. Exempt Jobs Fewer

WASHINGTON, Aug. 29 — The number of Schedule C positions, policy-making or confidential, declined from 1,134 to 1,122 during the first six months of 1955, the U.S. Civil Service Commission announced. There were more than 2,000,000 positions in the competitive civil service on June 30.

Of the 1,122 Schedule C positions, 253, the Commission said, were taken directly from the competitive system. Another 533, almost half the total, had been

removed directly, from Schedules A and B, which are other job categories exempt from civil-service requirements. The remainder, 336, are entirely new positions.

Employee Members To Have Fixed Term

Members of the salary appeal board for NYC employees "shall be appointed by the Mayor and shall serve at his pleasure," says the Career and Salary Plan resolution.

Several speakers at last week's hearing feared the possibility that a mayor's "pleasure" might be withdrawn from an employee representative with whose decisions he disagreed.

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



This panel is one of two such panoramic exhibits to be shown by the CSEA at the annual State Fair in Syracuse. The montage depicts the many activities of civil service workers throughout the State.

Assn. Plans Big Exhibit At State Fair

ALBANY, Aug. 29 — The fifth annual exhibit of the Civil Service Employees Association will be on view at the New York State Fair in Syracuse from September 3 thru September 11.

The Association exhibit will tell the story of the civil service of the State of New York. The practice started three years ago, the Association serving coffee to the workers in the State building, will be continued this year.

Plans are being made for increasing the facilities of the Association's booth to provide a place for rest and relaxation for the public servants assigned the varying State exhibits.

The Association exhibit will be staffed by members of the chapters in and around Syracuse, aided by Philip Kerker, director of public relations of the Association.

MANY ASK STATE TO RUN NEWBURGH-BEACON FERRY

NEWBURGH, Aug. 29 — Assemblyman D. Clinton Dominick 3d and others are asking Governor Averell Harriman to consider calling a special session of the Legislature so that a law can be passed authorizing the New York State Bridge Authority or the State Department of Public Works to operate the Newburgh-Beacon ferry. Present plans call for abandoning the privately-run ferry operation on September 30 for lack of funds. Residents of both sides of the Hudson River, and the Beacon Chamber of Commerce, insist the ferry should be maintained as a public service.

A NYC firm, hired by employees and management of the ferry, reported that it could not be operated profitably.

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

THIS IS A WARNING to all State employees when reporting sick by telephone. Be explicit; do not generalize; state as closely as possible the particular illness.

A telephone call made 17 years ago by the wife of a prison guard reporting him ill is being used as a basis for denying him a disability retirement. His wife, when calling, said he was "sick and dizzy." A year ago, this man fell down a flight of stairs while working and became disabled. This phone call of 17 years ago, which is in his record, is being used to insinuate that he was subject for many years to dizzy spells that were the direct cause of his fall.

Letters from guards tell about the attitude of the State Employees Retirement System toward accidental disability pensions. It is understandable that the retirement system guards against fraudulent claims for disability retirement, but when the State Insurance Fund physician swears to the validity of an accident which results in 90 percent disability of both hands, and the Retirement System still denies a disability pension, this is too much! Perhaps one should be able to work as prison guard guard with only 10 percent use of both hands.

Latest surveys by the Department of Labor show that one out of every six persons gainfully employed work less than 30 hours a week. Of those working less than 40 hours, 39 percent work 37½ hours a week. In State service, we are still nly talking about a 40-hour week.

As we approach a new fiscal year of the Civil Service Employees Association, I toss an accolade to the many chapter presidents and delegates who work hard throughout the year to improve the lot of civil service employees.

As I think of these tireless workers, I am reminded of a story I heard years ago, a story of life as illustrated by Harry Lauder, the comedian. He told of sitting at his window in his Scotland home many years before the advent of electric lights, watching the street lamplighter light the evening lights. He would watch the man place his ladder, climb and light the lamp, take down the ladder, go to another post, and go down the street. At last Lauder could see the lamplighter no more, but could tell the direction in which he went by the lamps he had lighted.

So it is with you and me. We be found lighting lamps of truth, justice and righteousness, so that as time passes and we move from the scene of action, those coming after us may tell the way we went by the lamps which we have lighted.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

State Insurance Unit Names Committees

New York City, Aug. 29 — Alex Greenberg, president of the CSEA Chapter in the SIP of the State-wide membership committee has announced the State Insurance Fund's membership committee for the year 1955-56, as follows:

- Arnold Herzog — legal; C. McQuire — executive; Helen Loos — payroll audit; Helen Rogers — payroll audit; J. Gold, Sam Mahler — safety service; K. Boyce, R. Griffith — underwriting dept.; C. H. H. Jacobs, V. Tory, and H. Mallis — underwriting files; Millmont Smith — policyholders; Dave Bass — actuarial; Edna Crawford — actuarial; Ann Archer — machine actg.; Ely

- Ellis, Etta Schneider — Actg.; Francis Ferrara — audit and review; John White — collection; Dave Bosworth — claims Upstate; Joe Albert — claims 4; Ida Amendola — claims 5; Fanny Arnow — claims 3; Harold Friedman — claims D.P.A.; Salvatore Arena — claims 1; Noel Calogero — claims 2; Rosalie Klars — medical; John V. White — personnel and mail; Claudia Williamson — claims service.

The Chapter welcomes the following new members which makes the total paid membership of 740, a net increase of 82 members. Marie Jenkins, Justine Hawkins, Teresa Murphy, Homer R. Wade, all from Medical Department; Jesse Levy from Collection; Sidney Finigeret of Payroll Audit. Calling all fundities — Watch for the announcement of the next

general meeting and executive board meeting in September.

The State Fund Bowling League will begin its 1955-56 season on Thursday, September 15, and every Thursday thereafter until the end of the season.

The new officers are: Ed Summers of audit and review division — chairman; John Marron of safety service dept. — vice chairman, William Joyce of payroll audit — treasurer, and Yola Tentone of policyholder service — secretary. There are openings on practically all officers or the department team captains can be contacted for further information. All those who

Anyone interested in bowling with the league is welcome as all of the teams. Any of the above submitted their names to work on the publicity committee, stand for committee meeting in September.

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Letters Hail Lehman's Appointment

(Continued from Page 1)
 be able to make an important contribution to the advancement of the management of the City government, particularly in the field of personnel where you are equipped with special competence that the City should utilize to the fullest. We know of your deep interest in other aspects of municipal administration and believe that in these fields, too, you will be able to give constructive leadership.

HAROLD RIEGELMAN
 Counsel
 Citizens Budget Commission

TO MR. LEHMAN:
 I was exceedingly pleased to read in the papers of your appointment as Deputy City Administrator of the City of New York. With your talents and knowledge of government you should be able to make a major contribution to the betterment of the government of this city.

PAUL STUDENSKI
 Professor Emeritus
 of Economics
 School of Commerce
 New York University

TO MAYOR WAGNER:
 We are hopeful that the appointment of Maxwell Lehman as Deputy City Administrator may mean the rapid solution of several serious shortcomings of the present personnel program which you and your staff are developing in the city.

Mr. Lehman is fully informed in these fields. He is competent, energetic and has a strong sense of public service. I strongly urge that Mr. Lehman's activities for the first few months be concentrated on solving these problems in the career and salary plan and the overall personnel program.

JAMES R. WATSON
 Executive Director
 National Civil Service League

TO MR. LEHMAN:
 Congratulations to you and the City of New York on your appointment—and best wishes for a very happy and successful period of government service.

It was grand to read of it.
CHARLES D. BREITEL
 Associate Justice
 Appellate Division,
 First Department

TO MAYOR WAGNER:
 Central Trades and Labor Council Greater New York wishes to commend you on your appointment of Maxwell Lehman as Deputy City Administrator. We believe with Mr. Lehman's experience in city-wide affairs he will prove a valuable asset to the administration.

MARTIN T. LACEY, Pres.
JAMES C. QUINN, Secy.
 Central Trades and
 Labor Council
 A. F. of L.

TO MR. LEHMAN:
 I read with pleasure that your talents had been officially recognized and that you were appointed to a most important post in our city administration.

It could not have happened to a nicer or more capable person.
SAMUEL M. BIRNBAUM
 State Board of Parole

TO MR. LEHMAN:
 When I read that you had been appointed Deputy City Administrator, I wished for the ability to do a profile on you in the same way in which you honored me in 1950 when I was appointed to this post.

Lacking such ability, however; I must content myself with telling you how pleased I am as well as of my hopes that you will enjoy the post. I am sure that your performance will be at all times intelligent, able and effective.

FRANCIS E. RIVERS
 Justice
 City Court
 of the City of New York

TO MR. LEHMAN:
 We are extremely fortunate to have a man of your excellent experience and great wisdom in this important post. I have been much pleased with all the Mayor's appointments — this is one of the best.

WILLIAM DEAN EMBREE

TO MR. LEHMAN:
 Saturday's Times has just arrived bringing the story of your appointment as Deputy City Administrator. This is welcome news indeed and Luther deserves congratulations. He and the City can gain much from applications of your down-to-earth common sense.

JOHN M. LEAVENS
 Executive Secretary
 Citizens Budget Commission

TO MR. LEHMAN:
 Sincerest and heartiest congratulations on your appointment. No one we know is better equipped to meet the responsibilities of your new post.

PHILIP F. BRUECK, Chair.
RAY E. DIANA, Exec. Secy.
JOHN J. POWERS, Dir.
 New York Joint Board,
 Government and
 Civic Employees
 Organizing Committee,
 CIO

TO MAYOR WAGNER:
 Your administration is to be congratulated upon the appointment of Maxwell Lehman as Deputy City Administrator. He is an outstanding and highly esteemed member of the graduate faculty and regarded as a foremost authority in local administration. Possessing as he does the confidence of civic and academic groups in the city, we are sure he will be a deserved asset to your administration.

MARTIN B. DWORKIS
 Assistant to the Dean,
 Graduate School of
 Public Administration,
 New York University

TO MAYOR WAGNER:
 I wish to advise you that in my opinion this was an excellent choice. My observations of Mr. Lehman lead me to believe that the people of this city will gain much by this appointment.

NATHAN H. MITCHELL
 Deputy Tax Commissioner
 State Department of
 Taxation and Finance

TO MR. LEHMAN:
 You bring to the job thorough knowledge of City affairs, a fair and sensible approach to problems, and, above all, an abiding faith in the ability of democratic government to govern justly and fairly, and thereby to promote the welfare of the citizens.

MORRIS WEISSBERG
 Assistant Counsel
 State Legislative
 Commission on Revision of
 the Civil Service Law

TO MR. LEHMAN:
 The news reached me on our way home from a three week vacation up in New York State. Nothing could have completed my holiday in better form.

Aside from my warmest personal feelings for you, Max, I am enormously pleased by the fact that the City of New York has gained a remarkably talented thinker and man of action. I am confident that your career will add additional lustre to this already important governmental post.

DAVID G. SALTEN
 Superintendent of Schools
 Long Beach, N. Y.

TO MR. LEHMAN:
 What a wonderful feeling it is to get the New York Times down here and be greeted with the announcement of your appointment as Deputy City Administrator. I am so confident that you will do a most capable job that I really

feel that Mr. Gulick should be congratulated.

LOUIS PORER
 Former Chief Accountant to
 District Attorney Frank S.
 Hogan

TO MR. LEHMAN:
 That was a dramatic and delightful surprise — the news story of your appointment as Deputy City Administrator, broken (for us) right on our lawn here. Bea and I wish you the best of luck in this most important job for which we know you are highly qualified.

IRA PALESTIN
 Commissioner
 State Department of
 Taxation and Finance

TO MR. LEHMAN:
 The Mayor and Dr. Gulick could not have chosen a better or more qualified person for this very important position.

SOL HEIPETZ
 State Commission
 Against Discrimination

TO MR. LEHMAN:
 Words cannot express the reaction I got when I read about your appointment. It was terrific! I am sure that a recognized expert in Government Administration, such as you, will help the Administration.

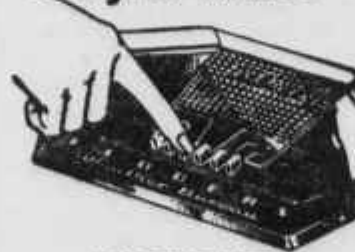
WILLIAM B. VOLET
 Executive Assistant
 to the Comptroller
 State of New York

TO MAYOR WAGNER:
 May we take this opportunity to tender you our well considered and sincere commendation on your selection of Maxwell Lehman to fill the post of Deputy City Administrator.

Being particularly mindful of Mr. Lehman's extensive and distinguished journalistic service in

(Continued on Page 13)

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MODERN PUBLIC ADMINISTRATION

Fair Game the World Over

Citizens often claim to see in the civil service a haven for the incompetent and the lazy. Efforts to scotch the myths about public employment and to change hostile attitudes towards the civil service have pointed out that public contempt for and ridicule of its government workers not only takes the heart out of those on the job but also discourages able persons from entering the public service.

Now come words from Switzerland that the air there is also sometimes filled with "barbs about a plethora and overweening bureaucracy feeding callously upon the body economic of the country." An article on the subject appears in the Civil Service Assembly's Public Personnel Review.

"Even the story of excessive use of sick leave by public employees has made the rounds in Switzerland," the article says.

There is another side to the story. When a referendum was held in 1949 on increasing pay and allowances that would add some 44 million francs to the federal payroll, 55 per cent of Swiss voters approved it.

Wide Interest Shown in Water-Saving Plan

EVER SINCE Schenectady, N. Y., adopted a new water-saving ordinance, it has received queries on how-to-do-it from more than 200 other municipalities throughout the U. S., according to the American Public Works Association.

The ordinance that has created all this interest puts a prohibitive charge on any air conditioner that is not equipped with a water-conserving device, such as a cooling tower, spray pond, or evaporating condenser. Units that do not conform will be subject to an annual tax of \$20 for each ton of rated capacity. (A ton in this sense is the heat required to melt ice at the rate of one ton in 24 hours.) The ordinance gives owners until 1960 to add a water-saving device.

Key Punch Jobs

Applications will be received by the State for key punch operator (IBM) jobs, \$2,450 to \$3,190, until Friday, September 30. The test will be given in NYC and Albany on Saturday, November 5.

An exam for assistant bio-statistician, open in Erie County, will be held on Saturday 19. Applications will be received until Friday, October 21. Pay is \$4,450 to \$5,735.

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TUESDAY, AUGUST 30, 1955

High Time to Increase NYC Engineers' Pay

Although acting independently, officials of NYC and the Transit Authority are submitting data to Personnel Director Joseph Schechter in support of higher pay for engineers as consistent in facts and recommendations as if the operation had been conducted in concert.

NYC eligible lists for filling junior titles in civil, electrical and mechanical engineering seldom contain the names of graduates of engineering colleges. Without a college degree, no license as a professional engineer is obtainable, and without a license, one can not qualify to compete in promotion tests.

How can NYC create and maintain a career engineering service on such a foundation?

For the assistant engineering titles, the City gets eligibles, but not employees, because declinations often run 100 percent for list after list. The reason: insufficient pay.

Safeguard for Future Is Needed

With an elderly and aging staff of engineers in the higher supervisory positions, where will NYC get its engineering leaders in the future, if not from the recruits of present hiring?

City departments, and related agencies, are being hamstrung by an unrealistic fiscal policy on engineering pay.

Congratulations to Brooklyn Borough President John Cashmore, and other City and Transit Authority officials, who strongly recommend higher pay. Here's hoping that Mr. Schechter, as the result of the special study of such pay he was assigned to make, will come up with just as strong recommendations and in the same inevitable direction.

Civil Service Progresses On World-Wide Scale

THERE is no end to the variety of rules that apply to civil service employees.

In the Federal government an employee is no longer to be subject to discipline if he has his own personal air-conditioning unit installed in the office. He can not avoid sharing the benefits with others in the same office, but he will probably get the others to share the cost. Hereafter all that will be necessary to spare him from discipline is permission for the installation, have the installation made under government specifications at his expense, and lease the machine to the employer for \$1 a year. No need to hire a lawyer or even take out a surety bond guaranteeing faithful performance of the contract.

In Iran it is different. There employees are prohibited by a new order, not from having air-conditioning units of their own in the office, but from smoking; and not from smoking tobacco, either, but opium.

Thus government, wherever located, is fortunately getting to be more practical. While it prohibits what is bad, it no longer prohibits what is good. The word for that is "progress."

NYC HAS ITS OWN unique compensation law. While it is generous in obliging departments seeking to hire only men as clerks, it transports women prisoners between jail and court in a bus, while male prisoners still have to go by van.

Question, Please

THE WORD "classification" seems to have several different meanings in civil service, so that one may not always be sure what is meant when it is used. Please define the different meanings.

L.W.C.

Answer—Taking New York State civil service as an example, since it applies not only to the State but to its communities as well, the first consideration is the jurisdictional classification. That means the particular class into which a title is put in the classified service. That service consists of the competitive, non-competitive, exempt and (in cities) labor class. In the State government proper, the labor jobs are in the exempt class. All classified jobs have been put into one of these three categories by the State, and in NYC has used the fourth, or labor class. Shifting the titles from one such primary class to another constitutes jurisdictional reclassification. The Civil Service Commission itself possesses authority to classify and reclassify titles jurisdictionally. Once it has done so, one of its divisions — in the State it is Classification and Compensation—amends within the allotted jurisdictional groups. For instance, it may reclassify a title upward, putting it into a higher grade, but not changing the class in which the title is, for instance, competitive. Or it may raise the pay of the title, without putting the title in a higher grade, which would be known as upward reallocation. Title reclassification and reallocation may be either upward or downward. In cases of downward action, a law prohibits the reducing of a State incumbent's pay, whether the title is downgraded or downwardly allocated. The lower rates would apply to new appointees only.

Comment

HUMAN TOUCH ASKED IN CIVIL SERVICE TESTS

Editor, The LEADER:

The State held a written test for beginning officer worker-clerk on March 26. It was the first civil service test I ever took. The fairness and scope of the questions impressed me. I have taken many other examinations, for college entrance and scholarships. This one was on a par with the best. The State must have excellent examiners and a director of examinations worthy of his hire.

Of the 8,355 who applied, 2,562 qualified. So relatively small a list is to be regretted, since the examination was by no means difficult. I am a college senior and scored among the top 3 percent, but even candidates with no more than a grade school diploma should have had no difficulty in passing.

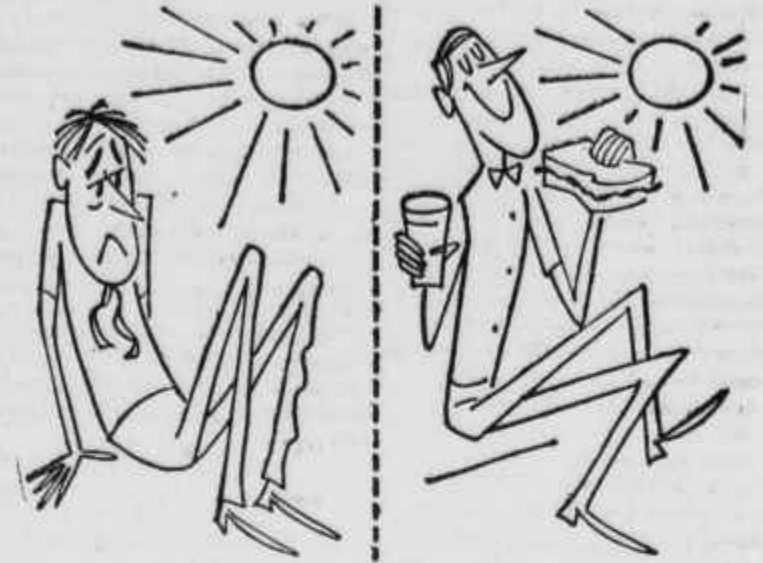
Older Candidates Numerous

I noticed particularly the distribution of candidates at the center where I competed. An unexpectedly large number were middle-aged or older; some had to use crutches, others canes, while others merely limped. A look of anxiety on many faces made me wonder whether a large number of candidates were depending on passing the test so that they might become self-supporting.

Any frantic effort to pass a test is likely to result in a poor showing, even by a competent candidate. Tenseness and nervousness prevent a person from doing his best, particularly in an examination that must have been an important one to many candidates.

(Continued on Page 7)

ANYTHING FOR A LAUGH



Better, much better, than a beach umbrella.

Schools are beginning to give English courses for Federal employees, a desperate effort to end the use of gobbledegook. Next other schools may have to give English courses to gobbledegook exterminators, to curb the use of educational jargon.

A committee of civil service employees was planning the menu for the annual dinner. The question of the salad dressing came up. "Russian," suggested one member.

"No good," countered another. "It might get all of us in trouble with the House Committee on Un-American Activities."

"French," advised a third. "No good," repeated the dissenter. "It might look as if we were taking the French side in the trouble in Algeria and Morocco."

"I have it," gloated a third member. "Make it Hollandaise sauce. Holland has always been neutral and, besides, declared war against England to help us in our own Revolution."

A medical examiner who had performed many autopsies was at his death-bed. Sitting beside the bed was the examiner's closest friend, a minister.

"I hope," the minister whispered, "you have no fear of death." "No, but I am bothered by claustrophobia."

A travelling auditor for the Internal Revenue Service, a flax-haired Nordic type, had to go much by day coach on interstate trains. He enjoyed talking to some pretty woman. He would seat himself beside the best-looking woman he could find, who was travelling alone, and hope she would start a conversation. He himself was too shy to do so.

He had no luck until he picked up from the waiting-room floor a copy of a strange newspaper. When he took his seat beside a pretty woman on the train, he made believe he was reading the paper. The woman immediately began asking him questions. Since then, every time he has to travel by train, he carries with him a copy of a Chinese newspaper.

A girl in her sweet teens was visiting a Veterans Administration hospital of which her uncle was superintendent.

"Isn't it dangerous to get too close to the men not fully recovered?" she asked, when shown the contagious disease ward.

"The greatest danger," her uncle

assured her, "comes from getting too close to those who are fully recovered."

A father of 15 lived in a wild country where the rabbit season was now open and where there were few phones. His wife told him to run for a doctor. The sixteenth was showing signs of arrival. The husband hesitated.

"What holds you back?" she demanded in painful alarm. "You've run the six miles 15 times before."

"I'm afraid," he confessed, "that this time I might get shot."

An equestrian statue of Cleveland graced the handsomest plaza in the park. It bore the inscription, "To the Celebrity Who Did So Much to Establish the Competitive Principle."

A horse trainer often took his six-year-old son to the park to see the statue. Each time the boy admired it with glowing eyes.

When the father's work required that he move to another State, the boy wanted to say goodbye to the statue. The father took him once more to the plaza.

As they were leaving the statue, the boy said tearfully, "Cleveland must have been a great horse. Who was that jockey?"

Jerry Klutz, former Washington correspondent of The LEADER, runs a daily column, "The Federal Diary," in the Washington Post.

Gone are his forelocks, but he makes up for the deficiency by wearing his hair rather long in the back.

He reports that one Federal employee rhapsodized, "We have been getting our share of fringe benefits in the past year or two."

"What in the world," asked a G-girl, "is a 'fringe benefit'?"

The reply: "A fringe benefit is when Jerry Klutz gets a haircut."

At the weekly cabinet meeting of a government whose country was smaller in size than Rhode Island, ways and means of getting needed funds for building up the country were being discussed.

Suddenly, one of the cabinet members stood up, a look of radiant joy on his face.

"I have the answer to all of our financial problems!" he shouted.

The other members looked at him with great interest.

"All we have to do," said the idea man, "is attack the United States. Then, when we lose the war, their generous people will

(Continued on Page 7)

Comment

(Continued from Page 6)

I got the impression that merely handing out question papers to candidates does not give a test sufficient stature, nor show that heart, as well as head, goes into the administration of a civil service test.

A Proposed Remedy

Civil service commissions might consider giving training courses for examination monitors, who would be taught what to say and how to say it, to relieve candidates of tension. If the monitor would follow a few simple instructions with some light comment, and even tell a few jokes, many competitors' nervousness would disappear, more eligibles would pass, and more would get higher scores. This would also give a lift to those who went to the examination obsessed by family or other personal troubles. That human touch should help to make tests more objective and realistic.

Though my father is executive editor of The LEADER, civil service is rarely a topic of conversation in the family. This suggestion therefore comes from a real novice who feels it would work an important improvement, if adopted.

WINIFRED BERNARD
Brooklyn, N. Y.

CHECK-UP ASKED ON HIRING MEN ONLY

Editor, The LEADER:
You revealed in your news columns that some NYC departments get permission from the Civil Service Commission to appoint only men as clerks, but for reasons that do not stand up on investigation made after appointment. The Personnel Department should check up on all such selective appointments, to make sure that the grounds of the exceptions are not false. Also, in such cases, it should find out from the departments, also the employee himself, a month or so after appointment, what's what. If a department makes false claims, to hire only men, it may work out of title those men it hires, which is against the law.

PHILIP CARLOSE
Far Rockaway, N. Y.

Industrial Office OF NYSES Moves

The New York State Employment Service's Manhattan Industrial Office moved to 255 West 84th Street, NYC. It serves 400,000 workers and 35,000 employers annually, and ranks as the largest public employment office in the world, said Richard C. Brockway, executive director.

Formerly located at 87 Madison Avenue, the job agency moved without interruption of activities. Employers in need of workers telephone Columbus 5-2700.

Last year the office, which does industrial placement work for firms in Manhattan and the Bronx, filled 60,000 jobs. No fee is charged to anybody.

Man Who Made Animals Happy Now Tries His Magic on People

ALBANY, Aug. 29 — Meet a New York State employee who once chatted with Adlai Stevenson in the wilds of Alaska and later served as a technical advisor to Walt Disney's "The Living Desert." He is Victor H. Cahalane, assistant director of the State Museum and Science Service in the State Education Department.

Before joining State service, Mr. Cahalane was chief biologist for the National Park Service. It was his job to see that the thousands of wild animals living in 28 national parks and 83 national monument areas were protected, happy

ANYTHING FOR A LAUGH

(Continued from Page 6)
spend millions of dollars rehabilitating us."

The plan was greeted enthusiastically by all the cabinet members except one, a chap noted for being cautious.

"There's only one thing wrong," he said. "What if we should win?"

This same cabinet member was visiting America and his host was annoyed by the fact that nothing in this country seemed to impress the man.

Finally, the American decided to show his guest the mighty Niagara Falls.

As they stood looking at one of nature's greatest phenomena the American said enthusiastically, "Look at those falls. Just imagine; thousands, millions of gallons of water pouring over that mighty ledge every hour, every day, every year. Pouring, pouring, pouring."

The guest shrugged his shoulders. "And what's to prevent it?" he asked.

The Hot Weather Office of the Snack Bureau of the Federal Food and Drugs Division not only devotes thought to food but also supplies food for thought.

The Hot Weather Office etc. is reported to have reported:

"Don't Starve Because You Are Hot And Irritated!"

Our Federal Mother advises us that she can do nothing about the heat itself but tells us that our sagging appetite must be stimulated to keep on the happier side of the weather.

"Keep up your hot weather strength by eating sandwiches, which are no bother, and drinking plenty of fluid (milk, fruit juice, iced tea and coffee)," she says. "It's better, for keeping cool, than a beach umbrella, much better."

A large frenon poodle we know, who goes by the name of Pizzicato, is so black that his mistress cannot see him at night. She solved this problem by rigging up a collar complete with lights and battery. Now, no matter where Pizzicato jogs on his nightly rounds, his path can be traced. The only drawback to date, his mistress reports, is that some of the neighbors are quite startled to see what looks like an unattached light floating around the streets at night.

All hurricanes are given women's names and some of our gentler readers feel it is a slur on womanhood to connect them so intimately with howling winds.

We are staying aloof in this controversy but suggest that maybe naming tornadoes after men would equalize the situation. Tornadoes, you know, always leave a lot of mud behind them — and we all know whom women blame for that sort of thing.

MEAD HAPPY IN NEW JOB

WASHINGTON, Aug. 29—James M. Mead, former U.S. Senator, former Representative in Congress, and former Chairman of the Federal Trade Commission, appointed by Governor Averell Harriman of New York as director of the Washington office of the State's Department of Commerce, is exceedingly happy in his new job. "Big Jim," as his friends call him, has the unofficial title of "Ambassador from New York State to Washington."

His main duty will be to work with Congress to provide more employment for citizens of New York State, and better business opportunities, particularly for small business.

Started as Waterboy

Director Mead began his working life as a waterboy on the Lack-



"No, thanks, I'm turning back with thanks that offer to transfer my activities to New York State, because I am so well acquainted and settled in Washington, D.C., that I'm staying here." Those were the sentiments, if not the exact words, of James M. Mead. He was appointed by Governor Averell Harriman later as "Ambassador of the State of New York to Washington."

awanna Railroad, was active in union affairs, and when elected to Congress started a long career of fighting for constructive labor legislation, and for better manufacturing and sales facilities for business.

Business men, particularly small ones, as well as labor and civil service groups, including postal unions with whom Mr. Mead is exceedingly popular, recommended the appointment he just received. Gratifying the request gave Governor Harriman great pleasure. He and Mr. Mead are old friends.

Equal Representation Is Asked on Panels, Too

One consideration at the hearing on establishment of a NYC salary appeals board was the question of representation on hearing panels.

A panel would hear an employee's appeal, weigh the testimony, and make recommendations to the appeal board. The board's recommendations would then be transmitted to the Board of Estimate for action.

There was concurrence among employee representatives that labor and management be represented equally on the panels, and that the employee member, or members, be "on a par" salary-wise with the worker whose appeal was being heard.

"Rotation" among employee panelists was among the suggestions.

Faster Service to Clients, True Standard for Caseloads, Cited as Welfare Dept. Needs

BY PAUL KYER

From the early dawn of charitable welfare work to some two decades ago, leadership in the creation of organized welfare assistance came largely from private agencies.

The financial depression of the 1930s, however, produced such an unprecedented load of financially dependent persons that City, State and Federal governments were forced to recognize the need for serious consideration of the welfare problems facing the nation. It is to the credit of these governments, particularly that of NYC, that public welfare workers soon took the reins of leadership for pioneering in this comparatively new field.

NYC A Guide

The NYC Welfare Department, largest in the world, has been a noted guide to modern social service in the past two decades. Its long drive forward, however, is in danger of being brought up short. The department has done a fine job in servicing more than 280,000 financially dependent New Yorkers each month, but some changes in the department's present set-up are needed to keep up this good record and improve upon it.

Up until three years ago, social investigators, their supervisors and administrators, were allowed some freedom in determining the order in which a client's needs were to be handled. Aid was usually given first priority — eligibility records came second.

While this often provided prompter care for the needy client, it proved irksome to the State, which demanded that the funds it contributed to the NYC welfare budget (approximately a third of the total) be spent only on persons whose eligibility had first been proved.

To accommodate the State, the NYC Welfare Department has instituted a social audit, which calls for eligibility deadlines and the constant review of cases. In all cases, deadlines for getting in the correct, official and necessary eligibility papers must absolutely be observed.

This rigid ruling not only discounts the types of variable emergencies that always occur where human beings are involved — it also requires enforcement by employees reassigned from an already too small a staff.

As an ideal of competent operation, the social audit may be the best means of serving both client and the department. The success of the program, however, has not been thoroughly evaluated and is a source of constant complaint among the personnel in welfare centers.

Welfare administrators, case supervisors and social investigators have stated that the constant review of cases required by the social audit not only takes up time from their crowded schedules but reduces the effectiveness of their services to clients, because the more time spent on paper work, the less time spent on the client.

It is time for a review of the worth of the social audit.

It also is time for a review of the working conditions of the department.

Job Study

There has been no departmental job study for at least seven years. The department's problems have become more complex meanwhile, and more work is demanded from the employee. Yet, this work is being carried out under the same conditions as existed 10 years ago.

With its shortage of personnel, its large number of inexperienced social investigators and its increasing number of clients the department owes it to its personnel to study all jobs and determine whether or not case loads are too high, procedures too complicated, salaries too low.

If the present case load of 75 is too high, the department should make a fervent request to have the load reduced and more personnel hired. The caseload of 75 has not been proven as either low, high or sufficient. It came into being over a number of years on no actual basis. As a matter of fact, no one in the department was able to explain just how a case load of 75 was arrived at in the first place.

High Potential

An impartial investigation of working conditions, followed by active application of needed remedies, could not only increase the efficiency of the department, but reduce the heavy personnel turnover. If a career in the Welfare Department is passed up quickly by so many persons who have tried it, there is an indication that working conditions have much to do with their leaving.

(Continued on Page 8)

SPOTLIGHT ON LABOR DEPARTMENT

THE RESOURCES and facilities of the State Labor Department's Division of Employment, headed by Richard C. Brockway, have been placed at the disposal of the State Civil Defense organization.

This division's director of field operations and seven of its employment security superintendents have been appointed to serve as State CD area manpowers service coordinators, assisting Stanley M. Remes, State CA chief of the manpower service.

The new manpower service is being set up in the anticipation of the surge of volunteer workers who would come forward in the event of enemy attack, offering their talents and skills to Civil Defense.

Also, under the State Defense Emergency Act, every able-bodied man in the State could be conscripted for service in the event of a bombing attack.

The eight newly appointed coordinators and their area centers are Stephen Mayo, director of field operations, Division of Employment, NYC; George E. Merrell, Binghamton; William J. Hurley, Albany; Leo A. Sweeney, Buffalo; Charles Howard, Rochester; Emil Blum, Jr., Syracuse; M. James McManus, Utica, and Herbert A. Howe, Yonkers.

There is much interest among employees of the State Labor Department in the plans of the Federal government to extend unemployment insurance. The Federal government is moving toward coverage of more groups until finally nearly everybody would be covered, and also increasing the benefit amounts. It is recognized that the present amounts are insufficient to maintain a family properly during the unemployment period.

Revised List of Coming State Tests

Judge Limits Jury's Right To Questions

Promotion
The following is the latest revised list of coming State promotion exams. They will be open only to State employees of the department or other units in which the jobs exist. Watch the LEADER for advance publication of the dates for receipt of applications.

Administrative Business and Clerical
Account clerk, chief, State Insurance Fund.
Account clerk, head, Mental Hygiene.
Account clerk, head, Public Works District 4.
Account clerk, principal, Correction.
Accountant, assistant — inter-departmental.
Accountant, assistant and senior titles, Public Service.
Actuarial clerk, head, State Insurance Fund.
Actuary (life), principal, Insurance Dept.
Administrative assistant, Public Works.
Administrative assistant, junior — ABC Boards, Civil Service, Mental Hygiene, Public Works.

Administrative assistant, senior, ABC Boards.
Administrative director of audits and accounts, Audit and Control.
Assistant to superintendent of contracts, Standards and Purchase.
Auditor of State refunds, assistant chief, Audit and Control.
Billing machine operator, SIP.
Bookkeeping machine operator — Audit and Control, Tax.
Budget examiner, associate, junior and senior titles, Budget.
Budget examiner (management), associate, principal and senior titles, Budget.
Business consultant, senior, Commerce.
Business officer, Mental Hygiene.
Clerk, principal — Standards and Purchase, Housing Rent Commission.
Clerk (collections), senior, State Insurance Fund.
Clerk (compensation), senior, Workmen's Compensation Board.
Clerk (estate tax), senior, Tax.
Clerk, senior (medical records), Mental Hygiene.
Clerk, chief, Motor Vehicles.
Clerk (personnel), principal, State Insurance Fund — inter-departmental.
Corporation tax examiner, Tax.

Corporation tax examiner, senior, Tax.
Director of correction accounts, assistant, Correction.
Director of Mental Hygiene business administration.
Director of office audit, Audit and Control.
Director of tax research statistics, assistant, Tax.
Director of truck mileage tax, assistant, Tax.
District tax supervisor, assistant, Tax.
File clerk, principal, Correction.
File clerk, senior, ABC Board, NY office.
Fingerprint clerk, principal, Correction.
Health local assistant supervisor, Health.
Institution steward, Social Welfare.
Insurance collector, State Fund.
Insurance examiner, Insurance.
Insurance examiner (municipal finance), associate, Insurance.
Insurance examiner (rates), principal, Insurance.
Offset printing machine operator, senior, Health.
Personnel administrator, State Thruway Authority.
Purchasing agent, Standards and Purchase.
Rent accountant, Housing Rent Commission.
Rent examiner, senior, Housing Rent Commission.
Statistics clerk, principal, State Fund.

Statistics clerk, senior, Thruway Authority.
Stenographer, principal, Civil Defense Commission and Thruway Authority.
Stenographer, senior — inter-departmental.
Stenographer, senior, Banking.
Stenographer (law), senior — Banking, Law, Tax, Housing Rent Commission.
Stores clerk, principal and senior titles, L. I. State Park Commission.
Tabulator machine operator, head, Tax.
Tabulator machine operator, senior, Thruway Authority.
Tax administrative supervisor, Income Tax.
Toll collector, supervising, L. I. State Park Commission, and Thruway Authority.
Toll division assistant supervisor, L. I. State Park Commission.
Toll section supervisor, Thruway Authority.
Truck mileage tax examiner, Tax.
Truck mileage tax examiner, supervising, Tax.
Typist, senior — State Fund, Thruway, Tax.
Engineering, Mechanical and Agricultural
Architect, assistant and junior titles, Public Works.
Architectural draftsman, senior, Public Works.
Building construction engineer, associate, Public Works.
Civil engineer, junior — Thruway Authority, Public Works.
Civil engineer, senior, Thruway Authority.
Civil engineer (buildings), assistant, Public Works.
Civil engineer (design), junior and senior titles, Public Works.
Civil engineer (highway planning), assistant and senior titles, Public Works.
Communications supervisor, Thruway Authority.
Deputy chief engineer (bridges), Public Works.

A grand jury does not have the right to compel a witness to fill out a questionnaire such as that issued by the State Department of Investigation. NYC General Sessions Judge Louis J. Capozzoli has ruled.

Thus, the judge upheld the refusal of six State Liquor Authority employees to fill out questionnaires on employee finances. However, Judge Capozzoli stressed that his ruling should not be construed as deprive the State, as an employer, of questioning its employees in any way it saw fit. The ruling appears to apply only to the right of a grand jury to order such questionnaires.

MUNICIPAL GROUP'S BOARD EXPECTED TO MEET SOON

Mayor Robert F. Wagner of NYC said that the American Municipal Association's executive board expects to meet, probably at the end of November, in Miami, Fla. The Mayor returned to NYC from a meeting of the board held in Washington, D.C.

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U. S. Hearing Examiner Test Finally Will Be Competitive

WASHINGTON, Aug. 29 — The U.S. Civil Service Commission will set up soon an advisory group of six outstanding citizens to advise its executive director, John W. Macy, Jr., on problems relating to hearing examiners.
The Advisory Group will be composed of a Federal Judge, an official of the American Bar Association, an attorney from a legal office of a Federal agency, a law professor, and two officials from among the agencies employing hearing examiners. One of the two officials will be a hearing examiner.
All members of the Advisory Group will be appointed by Philip Young, CSC Chairman.
Reopening of the competitive civil-service examination for hearing examiner on a continuous basis also is planned. Commission regulations will be changed to eliminate any possibility of appointing hearing examiners on a non-competitive basis and to insure that such appointments be made either from the open-competitive register or by promotion, transfer, or reinstatement of hearing examiners. Both competitive and noncompetitive appointments, have been possible under current regulations.

The Commission's announcement follows completion of a study by the President's Conference on Administrative Procedure of the problems of unnecessary delay and expense in rule-making and adjudicative proceedings. Seven recommendations by the Conference directly affected the hearing examiner program. The Commission accepted five and modified two.
Other Conference recommendations accepted by CSC included the maintenance of the present high qualification standard for hearing examiners, the retention of the Career-Merit System for hearing examiners, and a simplification of the salary grade structure.
The seventh recommendation, regarding court reporters, could be adopted only in part, since CSC has neither authority, funds, nor staff to undertake a survey of the need of pool arrangements for court reporters in affected Federal agencies in cases coming under the Administrative Procedure Act. However, the Commission decided to study all stenographic occupations and to consider grade levels for reporters using all types of reporting methods, which were part of the same recommendation.

Blueprint on Welfare

(Continued from Page 7)
The NYC Welfare Department has done a fine job for City's needy to date. Its potential for doing an even better job is so great, however, that the department owes it to itself and its clients to pause and re-evaluate its present operation.

Any needed changes should be put into effect quickly. If they are not, the department may soon find itself bogged down with an inefficient operation that will cause even more workers to seek a career elsewhere. And the client will get less service than he needs.
These changes are not merely desirable but necessary.

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Official Requirements For Parking Meter Job

Preceded by a flood of advance inquiries from prospective candidates, the parking meter collector exam will be opened by NYC for receipt of applications on Thursday, September 8, and close on Thursday, September 29.

Apply at 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office but not before September 8.

There are no training or experience requirements.

Pay starts at \$3,500 and rises to \$4,580 through \$180 annual increments.

The maximum age is 50, as of September 29, 1955. That limit does not apply to any veteran. Persons who served in recognized auxiliaries to the armed forces, if overage, may deduct from their actual age the length of time spent in such service.

Following are the official requirements in the parking meter collector exam that NYC is about to open:

NO. 7374

PARKING METER COLLECTOR

This examination is open to men only.

The salary range for this position is \$3,500 to and including \$4,580 per annum. There are annual increments and a longevity increment of \$180 each. There are at present eight vacancies in the Department of Finance.

Applications: Issued and received in person only, from 9 A.M., September 8 to 4 P.M., September 29, 1955.

Fee \$3.

Date of test: The written test is expected to be held on October 22, 1955. The date is tentative only and may be changed if circumstances so demand.

Requirements: There are no formal educational or experience requirements for this position.

However, this position requires that candidates be in good physical condition and able to carry a loaded case weighing as much as 75 pounds. All candidates will be required as part of the physical test to pick up a 40 pound dumbbell at full arm's length above the head with one hand and a 35 pound dumbbell with the other.

Age Requirements: Open only to persons who shall not have passed their 50th birthday on the last date for the filing of applications. This position requires extraordinary physical effort.

Exceptions: (a) This requirement does not apply to disabled or non-disabled veterans (Sub. 2 (g), Section 21, Civil Service Law; (b) in addition, all other persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940 and in time of war, may deduct the length of time they spent in such military duty from their actual age in determining their eligibility (Sub. 10a, Section 243, Military Law).

At the time of investigation, applicants will be required to present proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful misstatement will be cause for disqualification.

Duties: Under direct supervision to: collect boxes of money and install replacements; load and unload these boxes (carrier fully loaded weighs 75 pounds); inspect condition of meters; prepare written reports; perform related work.

Tests: Written, weight 100.

Candidates who fail to attain the pass mark which shall be set for any tests, subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be rated.

Coming State Promotion Tests

- Deputy chief engineer (highways), Public Works.
- Director of fish and game, assistant, Conservation.
- Director of State Traffic Commission, assistant, Tax.
- District engineer, Public Works District 1.
- District forester, Conservation.
- Division maintenance superintendent, Thruway Authority.
- Division maintenance superintendent, assistant.
- Electrical draftsman, senior, Public Works.
- Engineer (materials analyst), Public Works — also in associate and senior titles.
- Gas engineer, senior, Public Service Commission.
- Grade separation engineer, associate and senior titles, Public Service Commission.
- Hydraulic engineer, assistant, Public Service Commission.
- Industrial foreman (garment manufacturing), Correction.
- Industrial hygiene engineer, associate, Labor.
- Laundry supervisor, head, Mental Hygiene.
- Maintenance supervisor, head, Mental Hygiene.
- Mechanical draftsman, senior, Public Works.
- Planning delineator, Public Works.
- Safety service representative, State Insurance Fund.
- Sanitary engineer, assistant and associate titles, Health.
- Sanitary engineer (design), assistant and junior titles, Public Works.
- Section maintenance supervisor, Thruway Authority.
- Superintendent of Thruway maintenance, Thruway Authority.
- Supervisor of park operations, L. I. State Park Commission.
- Supervisor of park operations, assistant, Conservation.
- Tax valuation engineer, senior, Equalization Board.
- Transportation engineer, principal, Public Service Commission.
- Health, Education and Welfare.
- Attendant, supervising, Mental Hygiene.
- Bacteriologist, Health.

- Biochemist, Health.
- Dentist, principal, Mental Hygiene.
- Dining room attendant, head, Mental Hygiene.
- Director of institution parole services, Executive.
- Director of institution parole services, assistant, Executive.
- Director of mental hospital, assistant, Mental Hygiene.
- Director of motion pictures, assistant, Education.
- Director of parole field operations, Executive; also assistant title.
- Director of public health development and evaluation, Health.
- Director of services for the blind, assistant, Social Welfare.
- Histology technician, senior, Education.
- Librarian, assistant, Education.
- Librarian (medicine) senior, Mental Hygiene.
- Librarian (technical processes), senior, Education.
- Parole area director, assistant, Executive.
- Parole officer, supervising, Executive.
- Psychiatrist, supervising, Mental Hygiene.
- Public health physician (communicable diseases), associate, Health.
- Recreation instructor, Mental Hygiene.
- Social worker (psychiatric), senior, Mental Hygiene.
- State veteran counselor, senior, Executive.
- Supervisor of blindness prevention, Social Welfare.
- Welfare consultant (administration), senior, Social Welfare.
- Youth parole worker, senior, Social Welfare.
- Legal and Law Enforcement
- Attorney, Insurance.
- Attorney, Junior.
- Compensation claims auditor, assistant and junior titles, State Insurance Fund.
- Compensation claims examiner, assistant, Labor.
- Compensation investigator, Workmen's Compensation Board.
- Inspector of motor vehicle license operations, Tax.
- Inspector of motor vehicle license

Eligibles

STATE Promotion

ASSISTANT SPECIAL DEPUTY CLERK, GRADE 6

- (Prom.), County Court, Bronx County
- 1. Volpe, Ciro A., Bronx 89000
- 2. McParland, John J., Bronx 87000
- 3. Goldberg, David, Bronx 80550
- 4. Zampino, Vincent J., Bronx 79250

ASSISTANT DEPUTY CLERK, GRADE 5 (Prom.), Court of General Session, New York County

- 1. Rotstacher, H. D., Flushing 103150
- 2. Lappano, Frank C., NYC 102160
- 3. Kenny, James P., Woodside 101750
- 4. Yochelson, Maurice, NYC 101550
- 5. Sibrun, William P., Mt. Kisco 101000
- 6. Cohen, Alexander, NYC 100450
- 7. Frank, El, NYC 99000
- 8. Schmookler, Alex, NYC 99160
- 9. Bethes, John, LI City 99010
- 10. Keir, William G., Jamaica 98880
- 11. Strier, Samuel, Bronx 98180
- 12. Statworth, John E., NYC 97130
- 13. Lanotte, Frank A., NYC 96310
- 14. Dickhoner, Donald, NYC 95510
- 15. Casey, Peter J., NYC 94800
- 16. O'Rourke, James J., NYC 94910
- 17. Schwartz, Abraham, LI City 93040
- 18. Keegan, John J., Bellerose 92340
- 19. Garrett, John P., NYC 91500
- 20. Hulnick, Louis A., NYC 91200
- 21. Post, Irving, NYC 90100
- 22. Finnegan, Francis, Bronx 89070
- 23. Heister, William, NYC 89280
- 24. Wallace, William H., NYC 89560
- 25. O'Reilly, Daniel J., Elmhurst 87820
- 26. Anderson, G. N., NYC 87320
- 27. Enright, Maurice J., Yonkers 86420
- 28. Craig, Jerome P., NYC 86400
- 29. Soden, Leo J., NYC 85070
- 30. Hippen, Joseph C., NYC 84770
- 31. Sheridan, Agnes M., NYC 83880
- 32. Francinella, S., NYC 82820
- 33. Pink, Myron, Riverdale 82900
- 34. McGarray, Daniel C., NYC 82450
- 35. Covensly, George C., NYC 80550
- 36. Hunt, Kendrick D., NYC 79100
- 37. Deacone, Joseph C., NYC 77000
- 38. O'Keefe, John M., NYC 76900

PERSONNEL TECHNICIAN (Prom.), Civil Service Department

Departmental Eligibles for Classification and Compensation

- 1. Bailley, Mary A., Mechanicville 84800
- 2. Farry, Andrew T., Schtady 82000
- 3. Cassidy, Robert F., Schtady 82400
- 4. McNamara, John S., Albany 80700
- 5. Roche, Bart P., Albany 80700
- 6. Halloran, Daniel F., Cohoes 87500
- 7. Greene, Lawrence D., Singersville 84800
- 8. Varian, Jessie B., Delmar 83450
- 9. Creagan, Richard W., Albany 83150
- 10. Donnan, Sally L., Albany 82550
- 11. Larsen, Arnold E., Catskill 82150
- 12. Lieber, Sherman, Albany 81500
- 13. Julet, James G., Albany 81500
- 14. Mettisher, William, Albany 78700
- 15. Howland, Paul D., Albany 78600

Departmental Eligibles for Examinations

- 1. Farry, Andrew T., Schtady 82000
- 2. Cassidy, Robert F., Schtady 82400
- 3. Varian, Jessie B., Delmar 83450
- 4. Donnan, Sally L., Albany 82550
- 5. McNamara, John S., Albany 82000

Departmental Eligibles for Municipal Service

- 1. Farry, Andrew T., Schtady 80900
- 2. Cassidy, Robert F., Schtady 84400
- 3. Donnan, Sally L., Albany 80350
- 4. Bailley, Mary A., Mechanicville 87000
- 5. Roche, Bart P., Albany 80100
- 6. Howland, Paul D., Albany 87400
- 7. Varian, Jessie B., Delmar 80250
- 8. Greene, Lawrence D., Singersville 80000
- 9. Larsen, Arnold E., Catskill 84650
- 10. McNamara, John S., Albany 82500
- 11. Sherber, Edna G., Albany 81350
- 12. Parker, Russell E., Delmar 80500

Departmental Eligibles for General

- 1. Farry, Andrew T., Schtady 87300
- 2. Cassidy, Robert F., Schtady 82800
- 3. Donnan, Sally L., Albany 80350
- 4. Brown, Margaret M., Singersville 88500
- 5. Bailley, Mary A., Mechanicville 88400
- 6. Roche, Bart P., Albany 88200
- 7. Larsen, Arnold E., Catskill 86950
- 8. Howland, Paul D., Albany 86200
- 9. Greene, Lawrence D., Singersville 82200
- 10. Varian, Jessie B., Delmar 85050
- 11. Egan, M. Inez, Troy 83450
- 12. Halloran, Daniel F., Cohoes 83100
- 13. McNamara, John S., Albany 82000
- 14. Lieber, Sherman, Albany 80900

Interdepartmental Eligibles for Classification and Compensation

- 1. Bassell, Lawrence, Albany 80750
- 2. Bailley, Mary A., Mechanicville 88300
- 3. Farry, Andrew T., Schtady 87800
- 4. Cassidy, Robert F., Schtady 87400
- 5. McNamara, John S., Albany 87200
- 6. Garrison, Ralph A., Besselaer 86400
- 7. Roche, Bart P., Albany 86700
- 8. Gorman, Robert W., Endwell 86200
- 9. Halloran, Daniel F., Cohoes 86000
- 10. Cramer, Arthur L., Albany 84750
- 11. Bessell, Jeanne P., Albany 81600
- 12. Robinson, Norman W., Bklyn 80700
- 13. Greene, Lawrence D., Singersville 79800
- 14. Julet, James G., Albany 79000
- 15. Creagan, Richard W., Albany 78050
- 16. Varian, Jessie B., Delmar 78450
- 17. Siegel, Morton R., N. Rochelle 78100
- 18. Morse, Robert P., Mt. Vernon 77800
- 19. Larsen, Arnold E., Catskill 77750
- 20. Donnan, Sally L., Albany 77550
- 21. Lieber, Sherman, Albany 77150
- 22. Rubin, Roth, Albany 76650
- 23. Johnston, David A., Besselaer 76000
- 24. Griffin, Gerald J., Albany 76250
- 25. Mettisher, William, Albany 76700
- 26. Singer, Albert E., Troy 76150
- 27. Howland, Paul D., Albany 76100

operations, senior, Tax.

Motor carrier referee, supervising, Public Service Commission.

Division of Employment

Administrative officer, assistant, Clerk (purchase), principal.

Director of research.

Employment security area director.

Employment security assistant area director.

Hearing transcriber.

Statistician, senior.

UI reviewing examiner, associate, principal and senior titles.

Questions answered on civil service. Address Editor, The LEADER.

Tax Collectors Needed at \$65

Twelve vacancies as tax collector exist in the State Department of Taxation of Finance, in NYC, five in Syracuse, three in Rochester, and one in Utica. They will be filled from an exam that remains open until Friday, September 16. Apply to the State Civil Service Department. In NYC the address is 270 Broadway, corner of Chambers Street.

The jobs pay \$3,360 a year to start. Through five annual increments pay in the entrances grade rises to \$5,280. Thereafter higher pay may be obtained by being promoted to the next higher grade, through passing another competitive test.

Other Jobs to Be Filled

The exam is No. 2120. Mention serial number and title when applying. If applying by mail, address State Civil Service Department, State Office Building, Albany, N. Y., and enclose six-cent-stamped, self-addressed envelope.

The eligible list will be used for filling similar jobs in other State departments.

The application fee, payable on submitting the filled-out form, is \$3.

The written test will be held on Saturday, October 15.

Minimum Requirements

The official notice of examination sets forth the following minimum qualifications and other data: Candidates must meet the re-

quirements of one of the following groups:

(a) four years of satisfactory experience in collection, investigation, bookkeeping, or legal-clerical work, of which one year must have been in the collection of accounts; or (b) graduation from a standard senior high school and two years of satisfactory experience in collection, investigation, bookkeeping, or legal-clerical work, of which one year must have been in the collection of accounts; or (c) graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted and one year of satisfactory experience in the collection of accounts; or (d) graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted with specialization in accounting, law, or business administration; or (e) a satisfactory equivalent combination of the foregoing training and experience.

Unpaid or part-time experience will not be accepted toward meeting any of the experience required above. Office work which involves collection by form letters only will not be accepted as satisfactory experience in the collection of accounts as required above.

Candidates must be able to write narrative reports and to meet and deal successfully with others; they must be able to assume responsibility.

Police Lieut. Study Aid

Following is study material for the coming NYC Police Lieutenant written test. The items, from previous exams, will give this year's candidates an idea of the type of questions they will have to answer. Key answers are given at the end.

The period for receipt of applications will be reopened, three days only, September 12 to 14, inclusive.

8. In the event of an atom bomb explosion would the greater damage to human life be caused by radiation or by blast and heat?

9. Under Regulation 3, Traffic Control, promulgated by the State Civil Defense Commission, whose authorization is required before a private vehicle may be operated within the boundaries of a city in New York State which has sustained attack?

10. What type of accident is classified as an "accident case" for the purpose of Article I of the Manual of Procedure?

11. What factor should determine whether a desk officer sends a lost child to a shelter designated by the Welfare Department or to the New York Foundling Home?

12. In addition to lost, neglected or destitute children, what types of persons will ordinarily be taken into "protective custody" by a police officer?

13. If a person reported a lost bicycle to you as desk officer, what descriptive information should you obtain from him?

14. When should the first officer on the scene in a "D.O.A." search the body?

15. Under Rule 381, who is charged with the duty of keeping the desk officer informed of new developments at the scene of an unusual occurrence at which several police officers of various ranks are present?

16. What information is contained in the General Appearance File maintained by the State Department of Correction?

17. If a summons is issued in lieu of arrest, when should it be made returnable?

18. What bureau of the Division of Licenses supervises the issuance of sound device permits?

19. To what office would you direct a person who applied at the precinct station house for a parade permit?

20. If a corporation applies for a public dance hall license, whose fingerprints should be taken in connection with such application?

21. Under what circumstances may a peace officer of another state make an arrest in New York for a crime committed in another state?

KEY ANSWERS

- 8. Blast and heat.
- 9. The local Civil Defense Director.
- 10. Vehicle street accidents only.
- 11. The age of the child (foundling if under 2).
- 12. Insane, intoxicated, lost persons, runaway children, amnesia victims.
- 13. Make, color, number, kind of brake and saddle.
- 14. When a superior arrives at the scene and in the presence of a superior officer.
- 15. The first superior officer at the scene.
- 16. Photo, modus operandi and personal description of released prisoners.
- 17. 10 days.
- 18. Pistol License Bureau.
- 19. Office of the Chief Inspector.
- 20. All its officers and directors.
- 21. When he enters state in close pursuit of a person whose crime would also be a crime under New York Law.

American Bar Association Asks Government to Adopt Industry Standards for Labor Relations

Statutory restrictions against the right of public employees to organize as they see fit, within certain limitations, to "strike against government," and other similar bans, are not satisfactory approaches to solving the problems of management-employee relations in government.

So states the Committee on Labor Relations of Governmental Employees in its report to the American Bar Association.

The committee chairman is H. Elliot Kaplan. The report was approved at the annual meeting in Philadelphia.

The report states that wherever practicable, the privileges accorded to employees in private industry should be extended to public employees, "modified to meet the unique needs of the public service and compatible with our con-

cepts of democratic administration of public affairs."

Grievance Plan Asked

The committee recommends establishment of adequate grievance machinery in the public service, confined to areas of authorized administrative responsibility, "to assure justice both to management and employees." The goal in providing any sound plan, the committee states, "is a satisfied and contented corps of public servants, the attraction and retention of competent personnel, and uninterrupted service to the people."

The following are excerpts:

"Government as employer has failed in many instances to practice what it compels industry to do. A government which imposes upon other employers certain obligations in dealing with their employees may not in good faith re-

Appeals Board Jobs May Be Full-Time

Sitting on the NYC Salary Appeal Board may well turn out to be a full-time job for all its members — administration, employee, and "outside" representatives, if any.

The Mayor might have to excuse employee representatives from their regular City jobs so they could devote full-time to their board duties.

Refuse to deal with its own public servants on a reasonably similar favorable basis, modified, of course, to meet the exigencies of the public service. It should set the example for industry by being perhaps more considerate than the law requires of private enterprise.

"Legislation attempting to outlaw strikes of public employees has proved ill-advised and unworkable. Solution of the problem rests on sound administrative policies and procedures rather than restrictive statutes. The consequences of individual or collective action in declining to perform services must depend on the nature and justification of the action, its cause and other surrounding circumstances, and the merits of the controversy involved in each case."

Right of Public Employees

"Public employees have an inherent and justifiable right to organize among themselves to serve their own best interests and well-affiliate with any outside organizations in either the public or private field, except in such rare cases where the protection of the public interest imperatively dictates non-affiliation with outside labor unions where there might be conflict of interests and loyalties. But even in these areas of employment, restrictions are justifiable only where the public interest imperatively demands limitation."

"Every public jurisdiction should carefully review its laws pertaining to the conditions of service of public employees to be sure they meet present-day concepts of sound employee relationships.

"Government is the largest single employer of labor and must discharge well its employee relation responsibilities.

"Revision of existing laws such as is suggested here should not be done without at least consultation with responsible representatives of the public employee organizations.

"Unilateral action in this area by legislators or administrators without opportunity of employee organizations to present their views will only heighten misunderstanding. This recommendation for sympathetic reconsideration of the position of government in relation to its employees is not intended to counsel uncritical acceptance of all labor practices advocated by organized labor. Some of these may be undemocratic, based on sheer power and unworthy of an enlightened and cooperative labor movement."

Double-Talk Deplored

"Government which denies to its employees the right to strike against the people, no matter how just might be the grievances, owes to its public servants an obligation to provide working conditions and standards of management-employee relationships which would make unnecessary and un-

Waiving Residence Law Did No Good, Probation Group Tells NYC Mayor

The Lyons Residence Law is a recurrent subject of controversy. To stimulate recruitment, NYC made an exception in the appointment of probation officers, just as it has made exceptions in other instances. But employees say the exception did not help in the difficult recruitment of probation officers, but point to higher pay as the real remedy.

Some exceptions to the City's controversial residence law apply to filling top-flight jobs. Against such exceptions there has been practically no opposition. The purpose is to obtain the best talent that the country affords. However, in filling the usual run of competitive, noncompetitive and exempt jobs, there is a difference of opinion.

What the Law Provides

Proponents of the firm application of the law say that NYC provides an ample source of recruitment for the run of jobs, and that to go outside the City, and even outside the State, to fill such jobs in NYC is unnecessary, and a reflection on the calibre of the City's residents themselves.

The law provides that a person must have been a NYC resident continuously for at least three years immediately preceding appointment. Service elsewhere in the armed forces does not constitute a break in legal residence.

The LEADER this week publishes what the probation officers say about the exception made in the attempt to fill court jobs.

Lloyd V. Thompson, president, NYC Probation and Parole Officers Association, has written Mayor Robert F. Wagner, citing a report by Personnel Director Joseph Schechter on the effect of waiving the Lyons Residence Law for probation officers. Mr. Thompson wrote:

"While the report states that after a campaign by the Department of Personnel, 313 applications were filed, of that number 37 were ineligible, and actually 278 notices to appear for the test were sent out. All but 14 applicants were from NYC. Since the report was acted upon, the examination has been given and only 242 applicants actually appeared; hence 71 applicants are already eliminated, which gives a remaining percentage of 22.6 of the original number of applications.

"Since January, when the plan was adopted, there have been at least 20 resignations from the services. When we consider the usual percentage of failures, declinations, etc., involved in recruitment, the number already eliminated, and the high percentage of turnover, we are not willing to admit that the number of applicants for positions in the Domestic Relations, Special Sessions and Magistrates Courts is sufficient to enable the department to establish a list to last four years. Appointments to the Domestic Relations Court, Children's Division, according to the Domestic Relations Court Act, must of necessity be made according to religious affiliation of the appointee.

Jobs Go Begging

"In the present budget the Mayor as concerned about the existing conditions in the service, so

warranted any need for such employees to resort to stoppage of public business.

"It is too idealistic to depend solely on a hoped for beneficent attitude of public administrators. Promises of well-meaning public officials imbued with a sense of high authority who resort to the pretense of alleged limitations on their powers to avoid dealing forthrightly with representatives of their subordinate employees only aggravate grievances. Some practical machinery for handling grievances needs to be provided to insure to employees that public management is concerned with their just complaints. The idyllic plan would be one which would quickly satisfy an aggrieved employee that his complaint had been handled with dispatch, without resentment by higher authority, and without fear of reprisal; one which would tend to satisfy both management and the employees that justice has been done."

\$250,000 as allotted to the three courts for probation and psychiatric personnel is included, but people won't accept jobs."

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THE EXAMINATION FEE OF \$3.00 MUST ACCOMPANY EACH APPLICATION.

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Comment from Notables on Lehman's Appointment

(Continued from Page 5)
 a role which has given him an exceptional insight into the major and minor problems of practical city administration. I should like to emphasize my belief that this is an appointment in the best traditions of the merit system.

I might add that it is fully in consonance with the high standards of selection of key officials which, happily, we have come to expect from you.
 Again, our congratulations on this excellent appointment and our continued good wishes for your

efforts in the direction of constantly improving administration of city affairs.
THOS. JEFFERSON MILEY
 Executive Vice President
 Commerce and
 Industry Association
 of New York

TO MR. LEHMAN:
 Your appointment as Deputy City Administrator not only fills me with gladness, but I have heard only the most enthusiastic comment from other labor leaders, city employees and many others.

The City Administrator's office is of such great importance that only the highest calibre of appointments can be tolerated. It is a pleasure to assure you that in your case not only have the requirements been fully met but have been exceeded.

HENRY FEINSTEIN
 President
 City Employees Union
 Local 237, I. B. of T.

TO MR. LEHMAN:
 In the sixteen years that we have been reading *The CIVIL SERVICE LEADER*, I noticed that your policy was to be honest, fair and kind. You have many thousands of friends in Civil Service.

DAVID A. OWENS
 President
 City-Wide Civil Service
 Watchman's Council No. 368

TO MR. LEHMAN:
 What a welcome surprise it was to me upon my return to the office this morning to learn of your elevation to a level more in keeping with your talents and interests.

It only goes to prove again that you just can't keep a good man out of his proper element.

H. ELIOT KAPLAN
 Counsel
 State Pension Commission

TO MR. LEHMAN:
 Congratulations upon appointment to office for which so well qualified.

M. J. DELAHANTY

TO MR. LEHMAN:
 Couldn't have been more thrilled than when I learned of your appointment. It is terrific and needless to say you will do a great job.
SEYMOUR HALPERN
 Former New York State Senator

TO MR. LEHMAN:
 Congratulations upon your new job. The city has gained a valuable addition.

JACK SOLOD
 Woodbourne, N. Y.

Where to Apply For Public Jobs

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

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 409 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

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

Board of Education, Teaching Only) — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULSTER 8-1000.

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

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

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

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

Questions answered on civil service. Address Editor, *The LEADER*, 97 Duane Street, New York 1, N.Y.

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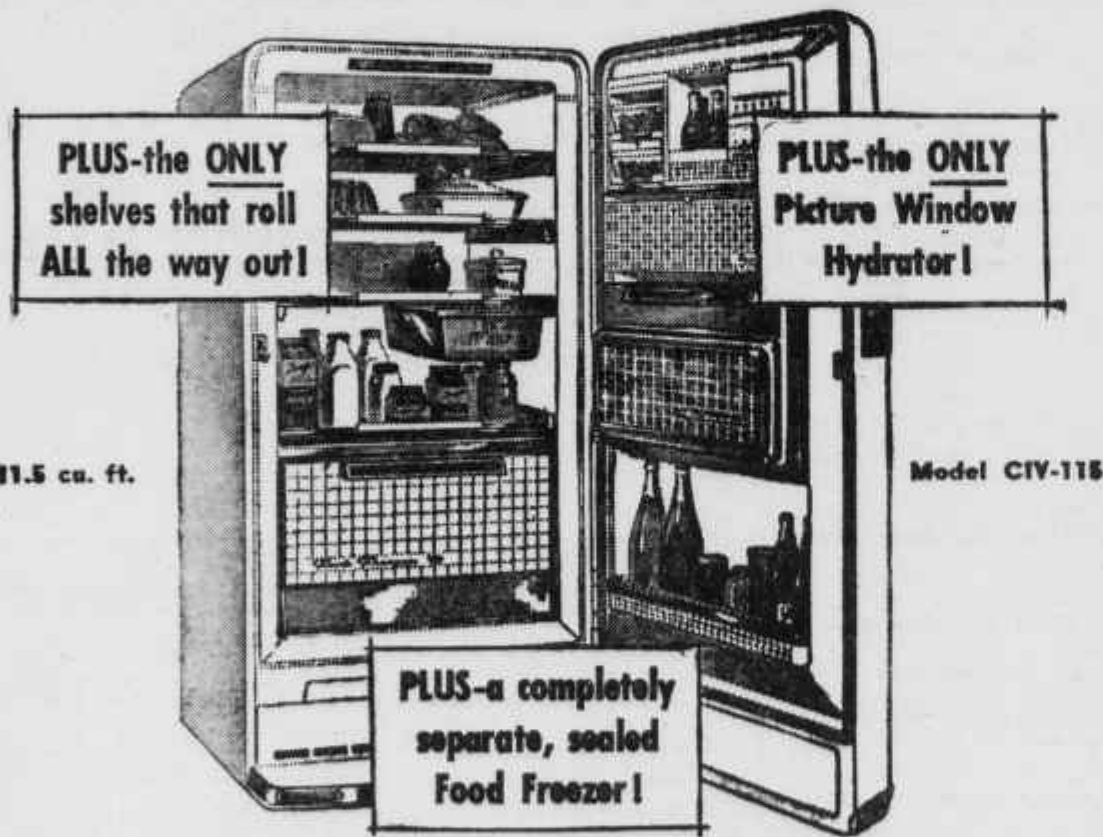
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Metro Conference Will Meet Sept. 22 in NYC

NEW YORK, Aug 29 — The first fall meeting of the Metropolitan New York Conference, CSEA, will be held Saturday, September 10, at 2 P.M. at Creedmoor State Hospital, Queens Village, New York.

The meeting will be held in the social room of the hospital's assembly hall.

Creedmoor State Hospital Chapter will act as hosts. Chapter delegates attending the conference are asked to notify the Creedmoor chapter secretary, Edith Fruchthendler, so that sufficient refreshments can be ordered.

Dr. Harry La Burt, Creedmoor State Hospital director, invited the Conference to hold the meeting at the hospital.

JOBS FOR TEACHERS

Applications for State institution teacher exams will be accepted to September 30. The positions pay \$3,730 to \$4,720. Minimum qualification is possession of or eligibility for a State teaching certificate in the subject appropriate to your specialty.

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: ISABELLA MYERS ANTHONY, PAUL ANTHONY and "JOHN" ANTHONY, the name "JOHN" being fictitious, the true first name being unknown, if living, and if dead, their executors, administrators, distributees and assigns whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; MARY LASSIO; The Salvation Army;

And the next of kin of EUGENE ANTHONY also known as EUGENE A. ANTHONY, 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 distributees, creditors or otherwise in the estate of EUGENE ANTHONY, also known as EUGENE A. ANTHONY deceased, who at the time of his death was a resident of 114 West 12th Street, 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 809, 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 809, in the County of New York, on the 20th day of September 1955, 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, and why the sum of \$127.80 should not be expended for the monument and inscription on decedent's grave.

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 GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York, the 20th day of July in the year of our Lord one thousand nine hundred and fifty-five.

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

Provisionals' Back Pay Asked By Teamsters

The denial to provisionals of the 40 percent retroactive pay under the Career and Salary Plan, as reported exclusively in last week's LEADER, was protested by Henry Feinstein, president of Local 237, Teamsters Union, AFL.

In a letter to Mayor Robert F. Wagner, the union president said that the news of this blow to provisionals was a complete surprise to all City employees, including himself, and possibly the Mayor, too. President Feinstein asked that provisionals be granted the 40 percent.

"My only recollection of the mention of provisionals was at a Board of Estimate meeting where Joseph Schechter, Personnel Director, indicated provisionals would receive the 40 percent," Mr. Feinstein wrote. "This was a natural and logical indication, since the salaries established were made retroactive to July 1, 1954."

"Upon inquiring this week, I was informed that the exclusion of provisionals was provided for in the resolution of June 24, 1955."

"At no time, either at the Personnel Department hearing or at the Board of Estimate hearing on the June 24 resolution, did anyone indicate that provisionals would be excluded."

Steak and Oaths On Erie Unit Menu Sept. 22

The Erie County Home & Infirmary Unit, Erie County Chapter, CSEA, held its annual picnic August 18 at Como Park. The affair was well attended.

Special guests were: Mr. and Mrs. Jack Kurtzman and William H. DiMarco, president of the Erie County Chapter.

Mrs. John Husson, president of the Erie County Home and Infirmary Unit and her committee are to be commended for doing a swell job.

Mrs. Husson also announced Sept. 22, 1955 as the date of the

PISTOL HONORS WON AGAIN BY PATROLMAN GANCI

Patrolman Mario Ganci of the NYC police force won the Deissler Trophy in the New York Mirror's 24th annual pistol tournament, with a perfect score of 300. He won the trophy last year. Mayor Henry Deissler of Teaneck, N. J. helped to distribute 3,000 prizes.

The championship was won by the four-man Boston police team.

CIVIL SERVICE COACHING

Civil Engineer, Asst. Architect, Asst. Civil Engr., Jr. Civil Engr., Asst. Mech'l Engr., Jr. Mech'l Engr., Asst. Electr. Engr., Jr. Electr. Engr., LICENSE PREPARATION, Prof. Engr., Arch. Surveyor, Portable Engr., Stationary, Refrig. Engr., Electrician, DRAFTING - DESIGN - MATHEMATICS

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The FALL TERM Begins Sept. 19
Register: Sept. 10, 10 A.M.-2 P.M.;
Sept. 12-13-14, 6-8 P.M.

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Send me your free High School booklet.

Name _____ Age _____
Address _____
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annual steak dinner to be held at the Moose Hall in Lancaster, N. Y. Installation of officers will be held at that time.

President DiMarco of the Erie County Chapter has completed the make-up for their membership committee: Chairman, Mrs. Mary Montella and Mrs. Thomas Fallon of the Erie County Department of Social Welfare.

Mrs. Helen McDonald of the E. J. Meyer Memorial Hospital, Mrs. John Husson of the Erie County Home & Infirmary, Rose Amato, Audit and Control, City Hall, Alexander F. Burke, Sewer Authority, City Hall.

Erie County Chapter business

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meetings will be resumed Sept. 14, 1955 at Becker's Tavern at Bailey Ave. and William St. at 8 P.M.

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During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country. These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

BUT in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately owned school which helps many pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U.S. Civil Service jobs fill out and mail the coupon at once, TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Rush to me, entirely free of charge (1) a full description of U.S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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I enclose \$3 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name listed below:

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State Commerce Dept. to Open Branch Office in Chicago Soon

ALBANY, Aug. 29 — Rene Risch, who has been mid-Western representative of the Department of Commerce since October 1, 1953, has been authorized by Commissioner Edward T. Dickinson to open a branch office in Chicago soon.

The volume of work has increased to such an extent with the stepped-up business promotion drive for Mid-Western firms to open branches in New York State that opening an office became an urgent necessity, said Mr. Dickinson.

The Department of Commerce has had industrial promotion representatives traveling throughout the midwest since 1946. The new office will serve as headquarters for industrial promotion personnel serving the entire mid-Western area.

THE STATE SCENE

ALBANY, Aug. 29 — Advance planning and careful preparation on the part of New York State health officials went into the Salk anti-polio vaccine program.

With Dr. Herman Hilleboe, State Health Commissioner, personally directing the effort, a group of State employees were primarily responsible for keeping New York "on top" of a changing situation.

Here are the names of three key department officials who played a behind-the-scenes role in the state program.

Dr. Robert Albrecht, acting director of the Bureau of Epidemiology and Communicable Disease Control, was responsible for all medical aspects of the planning.

Murray Nathan, director of the Office of Planning for the department, was in charge of all administrative aspects, including the publishing of plans, issuance of instructions and manuals and in setting up the record system.

Marion Henry, director of the Office of Business Administration, took charge of detailing the cost of the program.

With many other department employees taking part, a vast State-local coordinated operation went into effect.

Another key figure in the program was Dr. Robert F. Korn, now Assistant State Health Commissioner, who served on leave from the state at the Poliomyelitis Vaccine Evaluation Program Center at Ann Arbor, Mich.

The center evaluated the results of last year's national field trials of the Salk polio vaccine.

Overseeing the entire operation was the state's energetic health commissioner, who insisted that the state undertake the vast vaccination program with scientific exactness and order.

Career Men Shine In Great Meadow Revolt

A two-listed, husky, ex-football player for Niagara University is being viewed in State circles as the man behind the "all quiet" sign at Great Meadow correctional institution.

The quick, decisive action of Thomas J. McHugh, State Correction Commissioner, in moving guards and State Troopers against a group of rebellious inmates at the prison was credited with keeping the situation under hand.

A veteran State Police officer said today: "We are fortunate in New York State to have the right kind of administrators for our prison system. The Comstock affair is an example. Commissioner McHugh moved swiftly. The boys found out in a hurry who was boss."

One Guard Injured

Mr. McHugh, who played end on the Niagara football team, sped to Great Meadow at the first word of the uprising and personally directed the moves that ended the rebellion.

The showdown came in a 26-minute battle in the prison's recreation yard in which 14 prisoners and 11 state troopers and guards were hurt. Only one, Guard Rollin Graves of Fort Ann, was injured seriously and he was reported in "fairly good" condition from a leg wound.

In State police circles, it was said that any hesitancy on the part of State when the revolt started could have set off other uprisings in the state's prison system.

"These things are contagious," one officer explained.

Teamwork Noted

Actually the Great Meadow disturbance was thought to have been set off by radio reports heard by the inmates of prison uprisings in other States.

Close teamwork between the State Correction Department and

the State Police has existed for years. Superintendent Francis S. McGarvey was praised by correction officials for his part in quelling the outbreak.

The fact the revolt was the first in New York State in a quarter of a century is ascribed largely to having the prison system in the hands of career men.

Top career officials in the Correction Department, in addition to Commissioner McHugh, include Deputy Commissioners William E. Leonard and Paul D. McGinnis.

Former Trooper Helps

Mr. Leonard, widely recognized as a top administrator, has been with the department since 1935. Another ex-football player, he knows situation in each of the state's seven prisons, six reformatories, two schools for delinquents and two mental hospitals for the criminal insane.

Annual Fire Inspection of Schools Begin

ALBANY, Aug. 29 — Senator S. Wentworth Horton, Suffolk County, chairman of the State Joint Legislative Committee on Fire Laws, has requested B. Richter Townsend of Hartsdale, Westchester County to reactivate the Joint Committee on School Fire Safety.

The School Fire Safety Committee, of which Senator Townsend is chairman, was organized in 1954 to work with the Education Department, State Division of Safety, and the former Temporary State Commission on Fire Laws, to draft legislation to insure annual inspections of public and private schools.

New Law to Be Enforced

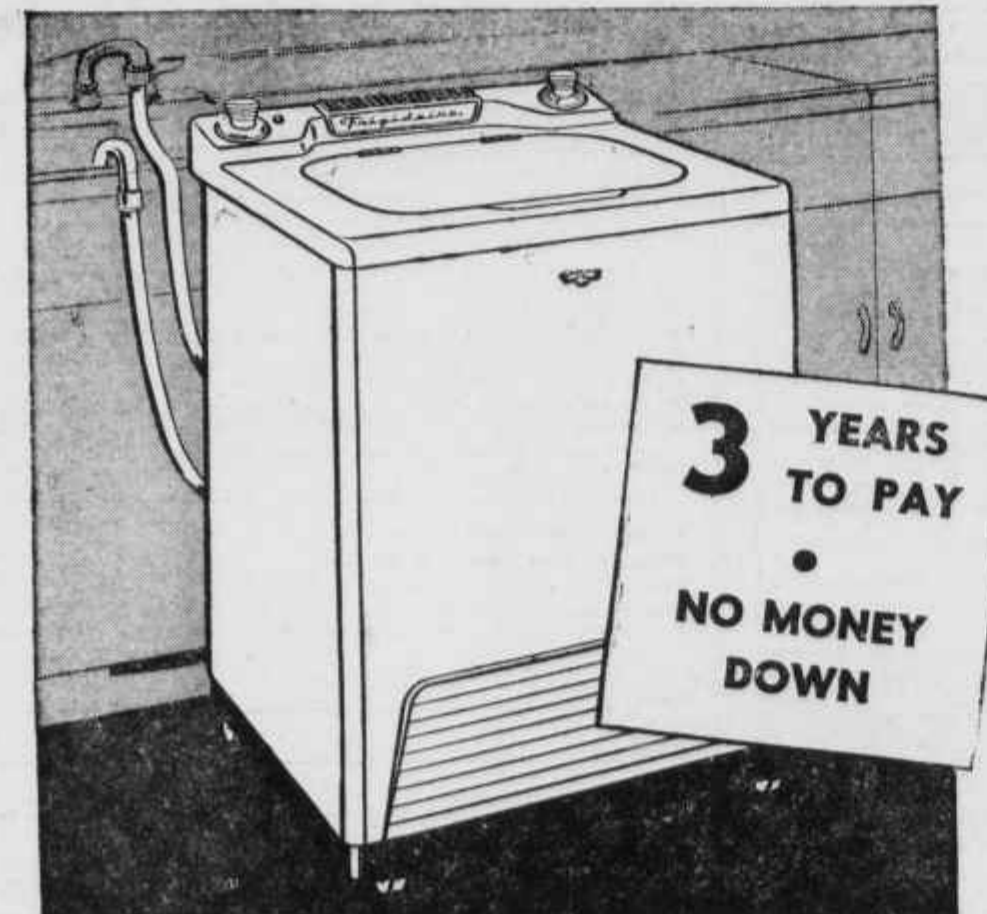
A new school fire inspection law was enacted in this year. It requires an annual inspection for school fire hazards before December 1. It is expected that the school fire inspection report form will be prescribed shortly by Michael H. Prendergast, Director of the Division of Safety. This form will then be distributed to local school authorities by the Education Department. It is expected that the state-wide fire inspections will start in October.

List of Members

Members of the School Fire Safety Committee are: Mr. Townsend, Dr. Charles A. Brind, Jr., counsel, State Education Department; Don L. Essex, director of Buildings and Grounds, State Education Department; Charles W. Potter, counsel, Joint Legislative Committee on Fire Laws; Senator Horton, Greenport; Phillip C. Wolf, vice president, Rochester; Roy E. Abbey, Secondary School Principals Association, Schenectady; the Rev. John F. Bourke, Watervliet; P. Herrick Connors, superintendent of schools, Cohoes; Everett Dyer, School Boards Association; Charles M. Fales, Haverstraw, representing the Firemen's Association, State of New York; Stephen P. Fox, New Hyde Park, representing the Association of Fire Districts; Ernest H. Hoeldtke, Association of District Superintendents of Schools, Buffalo; Dr. John G. Marvin, Pillmore, representing the Firemen's Association, State of New York; Lyle J. Schoenthal, assistant secretary, School Boards Association, Albany; Chief John Walker, Johnstown, representing New York State Association of Fire Chiefs; J. Palmer Harcourt, Loudonville; Edward P. Curren, Albany; and Daniel E. Griffiths, director, Capital Area School Development Association.



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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Craig Colony's 1933 Class Holds Reunion

SONYEA, Aug. 29—The annual class reunion of the Class of 1933, Craig Colony School of Nursing was held Saturday, August 6th, at the home of Lillian Bryant, Dalton, N. Y., with dinner being served at the Genesee Falls Hotel, Portageville, N. Y.

This was the 25th anniversary of the organization of the Class. Those attending were: Ruth Metcalf MacComb, Frances Finnegan Shields, Esther Austin, Hatlie Holbrook Johnson, Mildred Holbrook Eagan, Jean Currie, Evelyn Wicks Osborn, Lillian Thompson Bryant, Sam Cipolla and Wilson Insley. Thelma Crandall Russell, Class of 1930, was a very welcome visitor.

Central Islip Unit Calls Bowling Meet

CENTRAL ISLIP, Aug. 20 — "Attention Bowlers at Kings Park, Central Islip, Pilgrim, Creedmor State Hospital and Highway Department Public Works #10. There will be a meeting at Bowlmor in Commack, L. I. on Thursday, September 1st, 1955 at 7:30 P.M. SHARP. This is the final meeting before we start bowling.

ENJOY DELICIOUS TREAT GOLDEN BROWN POTATO CHIPS. Thinner—Crispier—More Flavorful—Keep lots on hand always... Guaranteed Fresh! Tommy Treat

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Claims Examiner (Unemployment Insurance) \$4.00
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Clerk, GS 1-4 \$2.50
Clerk 3-4 \$3.00
Clerk, Gr. 2 \$2.50
Clerk, Grade 5 \$3.00
Conductor \$2.50
Correction Officer U.S. \$2.50
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Investigator (Civil and Law Enforcement) \$3.00
Investigator's Handbook \$3.00
Jr. Accountant \$3.00
Jr. Management Asst. \$2.50
Jr. Government Asst. \$2.50
Jr. Professional Asst. \$2.50
Janitor Custodian \$2.50
Jr. Professional Asst. \$2.50
Law Enforcement Post-

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LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, located at City Hall Park, Borough of Manhattan, City of New York, on the 19th day of August, 1955. PRESENT: Hon. SANFORD H. COHEN, Justice. In the Matter of the Application of SARAH POLLACK for leave to assume the name of LYDIA EDWARDS ORDER. Upon reading and filing the annexed petition of SARAH POLLACK, duly verified the 18th day of August, 1955, praying for leave to assume the name of LYDIA EDWARDS, and it appearing that said SARAH POLLACK was born in the City and State of New York on November 22, 1910, as evidenced by the copy of her Certificate of Birth issued by the Department of Health of the City of New York, bearing No. 280980, and the Court being satisfied that the averments contained in the said petition are true, and that there is no reasonable objection to the proposed change. NOW, an motion of NEUBERGER & TURPIN, attorneys for the petitioner, it is ORDERED, that the petitioner upon fully complying with the provisions of this order, be and she hereby is authorized to assume the name of LYDIA EDWARDS from and after the 28th day of September, 1955, and it is further ORDERED, that this order and the aforementioned petition be entered and filed within ten (10) days from the date hereof in the Office of the Clerk of this Court; and that a copy of this order shall within twenty (20) days from the entry hereof be published at least once in the CIVIL SERVICE LEADER, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, County of New York, and it is further ORDERED, that upon compliance with the foregoing provisions, and on and after the 28th day of September, 1955, the petitioner shall be known as LYDIA EDWARDS, and by no other name. ENTER: S.H.C. J.C.C.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—IDA KING, Plaintiff, against JOSEPH KING, Defendant.—SUMMONS WITH NOTICE—Index No. 31133-1955.—Action FOR ABSOLUTE DIVORCE.—Plaintiff resides in New York County.—Plaintiff designates New York County as Place of Trial.

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: New York, March 9th 1955. ANDREW R. TYLER, Attorney for Plaintiff, Office & Post Office Address 225 Broadway, New York 7, N. Y.

TO JOSEPH KING: The foregoing summons is served upon you by publication pursuant to an order of Hon. Vincent A. Lippiano a Justice of the Supreme Court of the State of New York dated August 23rd, 1955, and filed with the complaint in the office of the Clerk of New York County, Foley Square, Borough of Manhattan, City and State of New York. Dated, New York August 26th, 1955. ANDREW R. TYLER, Attorney for Plaintiff.

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Lefbert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the PACIFIC NATIONAL FIRE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$49,440,329.34; Total Liabilities \$29,189,998.64; Capital paid-up \$1,350,000.00; Surplus and Voluntary Reserves \$19,016,330.70; Policyholders Surplus \$20,286,330.70; Income for the year \$20,538,956.23; Disbursements for the year \$21,135,422.74.

STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY I. Lefbert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the BALFOUR-GUTHRIE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$1,459,718.84; Total Liabilities \$126,897.44; Capital paid-up \$670,950.00; Surplus and Voluntary Reserves \$661,911.40; Policyholders Surplus \$1,332,861.40; Income for the year \$413,824.16; Disbursements for the year \$40,756.87.

Real Career with State, Fast Promotion Mark Test for Tax Positions

Excellent opportunities for a career in State service, with a good start at \$65 a week as a junior tax examiner, are offered in a test now open. Apply, if by mail, to the State Civil Service Department, State Office Building, Albany, N. Y., and enclose six-cent stamped, self-addressed envelope. Applications may be obtained in person or by representative in NYC at 270 Broadway, corner Chambers Street. The salary starts at \$3,360 and rises to \$4,280 by five annual increments. Promotion opportunities, leading to still higher pay, are good. The jobs are in the Department of Taxation and Finance. There are 50 vacancies in Albany, 40 in NYC, and several each in Buffalo, Syracuse, Rochester, and Utica.

Basic Requirements The minimum requirements are: Either (a) graduation from a standard senior high school or possession of a high school equivalency diploma* and three years of full-time paid accounting, bookkeeping, or account-clerical experience, one year of which must have been in a position involving responsibility for the accuracy and propriety of the recording of financial transactions; or (b) completion of a full two-year course with specialization in bookkeeping or accounting at a business school registered by the Department of Education of New York State or at a New York State Technical Institute, and one year of full-time paid accounting, bookkeeping or account-clerical experience in a position involving responsibility for the accuracy and propriety of the recording of financial transactions; or (c) graduation from a recognized college or university and one year of full-time paid accounting, bookkeeping, or account-clerical experience in a position involving responsibility for the accuracy and

propriety of the recording of financial transactions; or (d) graduation from a recognized college or university including or supplemented by six credit hours in accounting; or (e) a satisfactory equivalent combination of the foregoing training and experience.

Promotion Prospects Junior tax examiners with at least three months of permanent service are eligible for periodic examinations for promotion to income tax examiner, corporation tax examiner, commodities tax examiner, and truck mileage tax examiner, regardless of the bureau in which they are serving as junior tax examiner. The salary for tax examiner is \$4,130 to \$5,200 in five annual salary increases. Because of the competition expected, review of applications may be deferred until after the test is held. Since applicants will be admitted conditionally to the examination, they should be reasonably sure they meet the requirements; otherwise they may find, after they have taken the test, that their applications must be disapproved for failure to meet the announced requirements.

Any candidate offering an equivalency diploma in lieu of high school graduation should specify its number and year of issue on the application blank under "Education" if already obtained, or must obtain a diploma and Civil Service in not more than three months of the date passing notices for junior tax examiner are mailed. Information on equivalency diplomas may be obtained by writing to the State Education Department, Albany. The fee, payable when submitting filed-out application is \$3. The last day to apply is September 16. The written test will be held Saturday, October 15.

Dr. Studenski Analyzes Effect of Pension Ruling

The LEADER has been publishing serially the letter Dr. Paul Studenski wrote to Comptroller Arthur Levitt, protesting the opinion of the Attorney General, which held that contract workers can not be members of the State Employees Retirement System. The second instalment of the letter follows: "Cases E: Finally we come to cases in which a person who is recognized to be an expert in the field is employed as an independent contractor but functions in reality as an employee; and where he receives no different basis of compensation than that to which he would have been entitled if employed as an exempt or unclassified employee. The man is employed under contract because the agency, whether rightly or wrongly, experiences difficulty in processing his employment under the Civil Service System in any other way.

Budget Director. I performed my work under his supervision in the Budget Division's office. I represented the Budget Director as a State official on many important occasions and in numerous conferences conducted on the highest level of administrative responsibility. I did not employ any assistants out of my own pocket, nor use any equipment other than that belonging to the Budget Division. My appointment was processed under a contract prepared by the Budget Division and confirmed by the Civil Service Commission. In the request for the confirmation of the arrangement, the Budget Director explained to the Commission that the nature of the job to be performed by me was so unique as to make appointment to it by competitive examination impracticable."

(Final instalment next week.)

"If such a person is left out of the retirement system, the spirit of the retirement law is not being followed. On the contrary, if he becomes a member, the conformance with that spirit is obtained. Of this type was my case. . . My service was that of an employee, no matter what the arrangement might have been. As fiscal adviser to the Division of the Budget, I was directly responsible to the

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Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

40-Hour Week And Job Study Asked by CSEA

(Continued from Page 1)

grounds of merit and fitness alone without regard to political persuasion, race or religious background; and selection is in fair competition for all who meet the requirements. These requirements are established to provide the best personnel for the tasks to be accomplished.

The competitive class is thus the repository of an employee corps which you yourself have found to be of the highest calibre. The competitive class offers the maximum of civil service security to the employees; and to the State government, continuity in the sense that in this class reside men and women who accomplish, day in and day out, under all administrations, the implementation of the policies formulated by the elected agents of the people.

Dismissals Protested

On many occasions you have expressed concern over the plight of citizens who become unemployed. We have had many recent communications advising us that rank and file non-competitive employees, often with many years of State service, have been summarily relieved of their jobs in order that their places may be filled by political appointments. We strongly protest the policy of any administration which permits, solely for political purposes, the dismissal of rank and file State employees who are performing satisfactory service. Yet, the best way in which such dismissals can be prevented, and indeed the one way in which the pressure for such dismissals can be withstood, is by taking the necessary action to place such positions in the competitive class.

Our Association contends that many of the positions now in the non-competitive class should, as a matter of justice, long ago have been reclassified as competitive. It would be helpful to the morale of State employees if you were to issue a public declaration that employees now performing satisfactory services will not be terminated for political reasons.

Too Much Patronage In State Positions, Reformers Complain

Far from anything like satisfaction with the way civil service is conducted in the State is expressed in the 77th annual report of the Civil Service Reform Association. One of the principal faults reported is the perpetuation of political patronage for filling jobs that should be in the competitive or non-competitive class.

"The administration," says the report, referring to the Harriman regime, "has stressed the positive aspects of personnel administration. Unfortunately, in the State as in NYC patronage is still a factor. Provisional and temporary appointments are still made through political referral. A reclassification of excepted positions called for by the Association took the form of a last-minute attempt by the outgoing Administration last winter to cover into the competitive civil service some 100 of its political appointees.

Preller Group's Work

"The Preller Commission on Revision of the Civil Service Law embodied in an omnibus bill many of its recommendations for modernizing civil service procedures, including some proposals made originally by the Association. Because of political and 'vested interest' opposition, the constructive provisions of the bill were given no real consideration. On the other hand, only one of the numerous ill-advised civil service bills became law. Credit is in large part due to the leadership of the chairman of the Senate and Assembly Civil Service Committee, Senator John H. Cooke and Assemblyman Orin S. Wilcox.

"The one bad bill which was enacted was, in essentials, one which had been introduced in almost all legislative sessions for the past twenty years but which had until now failed of adoption. Its

passage was the result of extreme employee pressure. It gives an employee a right to a departmental hearing upon removal charges, with an appeal from the hearing officer's decision either to the appropriate civil service commission or to the courts. This has been justified on the ground that because this system has been in effect for veterans for some years it should be extended to all employees.

"There are few serious claims that removals in the New York civil service have been unduly numerous or made on unsubstantial grounds. It is easy to foresee that the result of the new law will be here what the effects of similar laws have been in other states — to discourage department heads from making any removals. A legislative commission in Minnesota recently credited such a removal law, in force in that state, with responsibility for keeping on the payroll many who should have been removed. The Hoover Commission has made like criticisms of the analogous removal system which is operative for veterans in the Federal service.

"The fundamental question which the Association believes should be pondered is:

"Are elected officials really interested in good personnel administration? Do our legislators appreciate that half of our public service operating budget goes for personnel; that high turnover, low morale, poor planning and assignments are quickly reflected in higher costs and less service to the public?"

"It is heartening, on the other hand, to note that more and more professional associations are becoming deeply interested in civil service problems and want to learn more about them."

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Briefs About DE in Metropolitan Area

NEW YORK CITY, Aug. 29 — The CSEA Employment chapter, Metropolitan area, extends to the family of the late Bob Wells, the most sincere and deepest sympathy on his sudden passing.

The annual chapter dance is a month away. With the weather cooling and fall on its way, the social calendar once more starts to roll. And the first event is always the best.

The dance this year will be hard to beat, and tickets are now starting to move rapidly, so if you have not purchased yours do so immediately and make your table reservations. Both can be done through your Local Office Representative. Do it now.

As of September 1, Bernard Federgreen will be transferred from L.O. 5331 to L.O. 5115.

Monroe County Unit Studies Pay Stand

ROCHESTER, Aug. 29 — Officers and directors of Monroe County Chapter, CSEA, met August 24 to form their stand on the matter of salary increases in the city of Rochester.

Ray L. Goodridge, chapter president, reports the salary discussions will be going on during a great part of the fall.

A City-County membership committee is being formed with the goal of a large and increased membership for the fall. It must be remembered however, that only through the efforts of every member can a goal be reached.

Best wishes for speedy recoveries go to Mrs. Mabel Anderson of Social Welfare, Resource Division, and Herbert W. Brown of City Water Meter Department both having experienced illnesses this summer.

Bill Hudson, County Treasurer's

office and Mrs. Hudson were completely isolated in Port Jervis, N.Y. from Thursday evening until Saturday due to the flood disaster in the Southern tier. They were returning home from a vacation in southern New Jersey. Through the LEADER they wish to express their thanks to a fellow CSEA member in Port Jervis who did so much to help and assist them during their forced stay in the flooded area. His name? Ira Wallace, County Director of Motor Vehicle Bureau, Orange County, and a member of Orange County Chapter.

Things like this tend to make our Association stronger and as a final thought, while vacationing through New York State why not stop occasionally where civil service people would be in evidence and say "Who here belongs to CSEA? I'm from such and such Chapter." It's good. TRY IT.

NYC Chapter Reports Glad and Sad News

NEW YORK, Aug. 29 — Congratulations are in order for Janet Grier, BMV, Files Section on her recent promotion to Senior File Clerk. Janet is one of the veterans of the Bureau; 25 years on the job and still going strong. Good luck and good health to her.

Birthday Greetings to George Warfield, BMV, conviction Files, who celebrates on Aug. 29, and to Angenette Kempf, BMV, Safety Typing Unit who celebrates on Aug. 30.

Joe Byrnes, Treasurer, NYC Chapter, CSEA, spent his vacation at his bungalow on Princess Bay, Staten Island. He happened to be there when "Connie" was acting up causing him to be isolated from civilization for a couple of days. Happy to state that Joe is back with us again, safe and sound.

News from College of Medicine, Brooklyn, N.Y. Theodore Thrana, alternate representative to NYC Chapter, died on Aug. 7, of drowning in Lake Cadillac, Mich. During

the two brief years of his employment, Ted was an active recruiter for the Association. He was also one of the organizers of the College Bowling Team. Condolences to his family.

Flo Pagnish and Flo Levy, both employed in the business office, have joined forces and having one grand time in the Catskills. (Males Beware!)

Milton Miller, Business officer is vacationing and just taking things easy after all the excitement as the Father of the Bride.

Happy Birthday to Lenny Aster on Aug. 31.

Leroy Von King and Vincent A. Ruggi, are off on maneuvers as Army Reservists.

News and Notes From Mt. Morris Chapter

MT. MORRIS, Aug. 29 — Everyone extends sincerest sympathy to Dorothy Fink and Mildred Grover on the loss of their husbands, to Mary Doell and her brother on the loss of their mother and to Mary Miceli on the loss of her brother.

Frank Nicasro held a steak roast at the Field House recently and it was a huge success.

The local chapter has planned a picnic for September 14th at the Field House. Come and bring your families. It is scheduled for seven o'clock.

Mr. and Mrs. Nicholas Tennant motored to St. Anne's in their new car, then back to spend a week's vacation in New York with their families.

Bill Hall has transferred from the Grounds to the Diet Department.

Welcome to Margaret Cottone to the Nursing Department and Charlotte McNinch and Marjorie Sylvester to the Diet Department.

Back from vacations are Dana Smith (Wisconsin, Michigan and Canada) Elmer Pfeil (New Jersey) Harry Smith (New York City) John Forbes, Sophia Armendinger, Lillian Bryson, Kay Chase, Frank

Bids Received For Repair and Construction

ALBANY, Aug. 29 — Bids are being received by the State Department of Public Works for the following operations:

Roswell Park Memorial Institute, alterations to hospital building; replacement of elevator, Gaylord Building.

Brooklyn State Hospital, heating and electrical work, and new fire escapes, Building No. 24.

State Armory, Brooklyn, rehabilitating roofing and skylight.

State Armory, 68 Lexington Avenue, NYC, new roof tank.

State Office Building, 80 Center Street, NYC, new ventilating units for Hearing Rooms 1 and 2.

State Office Building, 270 Broadway, NYC, electrical work for an enclosure and ramp to run between 270 Broadway and basement of 8 Warren Street.

Psychiatric Institute, NYC, replacement of refrigeration equipment.

Institute of Agriculture and Home Economics, Cobleskill, automatic heating units, Buildings 1 and 4.

Southern Conference

(Continued from Page 1)

Hospital, chairman; Agnes Finn, Rehabilitation Hospital; Sarah Collins, Letchworth Village; Margaret Wilson, Warwick State School; Kay Randolph, Westfield State Farm.

Publicity

Warren Cairo, Napanoch Institute, chairman; Margaret O'Neil, Rehabilitation Hospital; Anthony Van Zetta, Letchworth Village; Peggy Killackey, Hudson River State Hospital; Vernon Budd, Hudson Valley Armories; Fred Lorz, Sing Sing Prison; Herbert Nelson, Wassaic State School; Jack Solad, Woodbourne State Prison; Stephan Stouter, Columbia County Public Works; Zora Way, Public Works District No. 8; Frank Bianchi, New Hampton; Ann Bessette, Harlem Valley State Hospital.

Barrett, Helen and Gordon Bennett, Richard Cox and Mary Runfola.

Congratulations to Mr. and Mrs. Richard Cox on the birth of a daughter July 28 and to Mr. and Mrs. Morley Barnhardt a daughter July 31 and to Rev. and Mrs. Harold Avery a daughter on August 22, named Catherine Elizabeth.

Lucy Passamonte has been on the sick list.

Kings Park Unit Bids R. A. Glozyga Adieu

KINGS PARK, Aug. 29 — Roland Glozyga, recently appointed a State laundry consultant, was the guest of honor at two farewell parties held this past week. On August 20th the employees of the Laundry held a party at Peak's Tavern, Smithtown. Approximately fifty employees attended; guests included John Kearse, Edward Jones, Fred Nelson and John Link. On Tuesday, August 23rd the members of the Kings Park Chapter and some of Mr. Glozyga's close friends held a farewell party at the Home of Andrew Cocco. Best wishes for success on the new job, Mr. Glozyga.

Concetta Balsamo who was reinstated August 15th is working in Bldg. A.

Marie Vita has resigned from her position in A-B Service.

Ellen Sinniger resigned from her position in A-B Service because of ill health.

Mr. Joseph Maiden was the lucky winner of the basket of cheer raffled at the recent Democratic clam bake.

Recent vacationers from Bldgs. N & Q include Mr. and Mrs. P. Fitzgerald, E. Schnebly, Mr. and Mrs. A. Munoz, Theodore Bohman and Henry Morell.

ELIGIBLES

STATE Promotion

Interdepartmental Eligibles for examinations

1. Farry, Andrew T., Schidly ... 87909
2. Hassell, Lawrence, Albany ... 82359
3. Camer, Arthur L., Albany ... 81159
4. Cassidy, Robert F., Schidly ... 80799
5. McNamara, John S., Albany ... 80099
6. Bassett, Jeanne P., Albany ... 79299
7. Varian, Jessie B., Delmar ... 78159
8. Donnan, Sally L., Albany ... 77599
9. German, Robert W., Endwell ... 76099

Interdepartmental eligibles for Municipal Service

2. Hassell, Lawrence, Albany ... 80159
1. Farry, Andrew T., Schidly ... 81999
3. Cassidy, Robert F., Schidly ... 80199
4. Garrison, Ralph A., Rosendale ... 88599
5. Cramer, Arthur L., Albany ... 87559
6. Roche, Bart P., Albany ... 86699
7. Howland, Paul D., Albany ... 84999
8. Donnan, Sally L., Albany ... 84359
9. Bassett, Jeanne P., Albany ... 84099
10. Bailey, Mary A., Mechanicville ... 83199
11. Griffin, Gerald J., Albany ... 81459
12. Varian, Jessie B., Delmar ... 81259
13. Greene, Lawrence D., Singersville ... 81099
14. Sitrin, David, Bronx ... 80999
15. Robinson, Norman W., Blyss ... 80299
16. Larsen, Arnold E., Catskill ... 80159
17. McNamara, John S., Albany ... 80099
18. Mayer, Robert P., Mt. Vernon ... 79899
19. Johnston, David A., Rosendale ... 79899
20. German, Robert W., Endwell ... 79899
21. Troiant, Alexander, Schidly ... 79899
22. Parker, Russell B., Delmar ... 78699
23. Siegel, Morton R., N. Rochelle ... 77599
24. Sherber, Edna G., Albany ... 76559
25. Singer, Albert R., Troy ... 76159

Interdepartmental Eligibles for General

1. Farry, Andrew T., Schidly ... 92399
2. Garrison, Ralph A., Rosendale ... 91299
3. Hassell, Lawrence, Albany ... 89599
4. Cassidy, Robert F., Schidly ... 87899
5. Cramer, Arthur L., Albany ... 87159
6. Roche, Bart P., Albany ... 85899
7. Bassett, Jeanne P., Albany ... 85299
8. Donnan, Sally L., Albany ... 84559
9. Robinson, Norman W., Blyss ... 83999
10. Howland, Paul D., Albany ... 83799
11. Bailey, Mary A., Mechanicville ... 82899
12. Sitrin, David, Bronx ... 82799
13. German, Robert W., Endwell ... 82799
14. Larsen, Arnold E., Catskill ... 82159
15. Griffin, Gerald J., Albany ... 81859
16. Johnston, David A., Rosendale ... 81499
17. Brown, Margaret M., Singersville ... 81099
18. Halloran, Daniel P., Cohoes ... 80699
19. McNamara, John S., Albany ... 80199
20. Greene, Lawrence D., Singersville ... 80299
21. Varian, Jessie B., Delmar ... 80059
22. Mayer, Robert P., Mt. Vernon ... 79899
23. Singer, Albert R., Troy ... 78959
24. Erat, M. Inez, Troy ... 78459
25. Siegel, Morton R., N. Rochelle ... 77599
26. Lieber, Sherman, Albany ... 75959

PRINCIPAL CLERK (PURCHASE)

(Prom.), Albany Office, Department of Labor (Exclusive of Workmen's Compensation Board, Division of Employment, State Insurance Fund, and Board of Labor Relations)

1. Bogusa, Helen J., Troy ... 81599
2. Barry, Kathryn H., Rosendale ... 80159
3. Davis, Albert T., Singersville ... 87559
4. Corcoran, Mary L., Albany ... 86999
5. Dawson, William G., Albany ... 83399

SENIOR TRAINING TECHNICIAN

(Prom.), Department of Civil Service

1. Leatham, Virginia, Troy ... 88379

TRAINING TECHNICIAN

(Prom.), Interdepartmental

1. Frambach, Ruth A., Ridgewood ... 84499
2. Sherber, Edna G., Albany ... 84399
3. Lachowski, Casimer, Woodbourne ... 81119

CORRECTION

Through an error, The LEADER announced August 25 as the closing date for independent nominations of CSEA officers.

The correct closing date was August 30. The LEADER regrets the error.

Bernard Beckman was recently re-employed and is working in Group 3.

Best wishes to Joseph Q. Pasek who has resigned from the hospital to take a new job.

Welcome to new employee Joseph Bailey who is assigned to Mr. Reilly's service.

Congratulations to Mr. and Mrs. Earl Johnson who are the proud parents of a son, Melvin, who was born recently in Huntington Hospital. Mrs. Johnson is the former Frances Center of Group 4.

Get well wishes are extended to Mrs. Grace Dwyer and Mrs. Lillian Hughes who are on the sick list.

Welcome back to Mrs. Emily Buckman who has returned to duty after being ill.

Those enjoying vacations from Group 4 Female are Mr. and Mrs. A. Ferguson of the Dining Room, Mrs. M. Hewitt, Mrs. G. Sabo, Mrs. M. Murphy, Mrs. B. Crosse, Mrs. M. Driver, Mrs. M. Avery and Mrs. Z. Liquori.

Get well wishes are extended to Dorothy Collins who is confined to the Employees' Infirmary.

Mr. and Mrs. Doug Smith are enjoying an extended auto trip through New York State and the surrounding states.

Sympathy is extended to Mrs. Mary Pavese on the recent loss of her brother.

Jean Conroy has returned to her duties at the hospital after vacationing in North Carolina.

Welcome back to Mrs. Mary Leonard who is back on duty after being ill.

Vacationing employees from A-B Service include Mrs. Florence Maiden, Mrs. Louise Schaefer and Mrs. Lillian Moore.

Welcome to new employee Harriet McNevin who is assigned to Bldg. A.