

F HENRY GALPIN  
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See Story Page 3

## EDITORIAL

### Art Show Idea Going Over Big

THE art show that the Civil Service Employees Association will hold for exhibitors from Albany county and surrounding counties is more than a small, isolated event, since it represents both recognition of the cultural life of civil service employees and sets a pattern. So far as is known, this will be the first time that a group of public employees has held an art show, in the history of these cultural United States, and we say it's about time.

The Association deserves great credit for the innovation. From present indications, the art show idea will spread, not only throughout the Association, encompassing all the other areas of the State for semi-local exhibits, but possibly an all-State exhibit as a future grand turnout.

Other public employee organizations are discussing the art show idea with enthusiasm. A good idea has the knack of spreading.

#### September 4 Deadline

It is highly advisable that public employees keep in close touch with current events and contacts with all aspects of life, and not confine their chapter or Association activities to the defense of the merit system, the recognition of the value of services rendered, and the fair treatment of employees by their public employer. Meetings can be made more interesting, greater attendance can result, and inestimable benefit accrue to the members, through cultural pursuits, talks by leaders of thought in other lines than civil service, and by others who have made their marks. There is something about success that's not parochial, just as there is about art. The main business, of course, is not to be forgotten!

The art show will be held in the Albany Institute of History and Art, 125 Washington Avenue, Albany, from September 17 to October 9. The last day to deliver an exhibit is Tuesday, September 4, so anybody eligible — and he needn't be a civil service employee — who has any idea of exhibiting oils, water colors, ceramics, sculpture or prints should bestir himself now.

#### DON'T REPEAT THIS

### Sullivan's 'Independence' Helps Halley

LAST TUESDAY'S PRIMARY was the final political hurdle crossed before the 1951 elections — which in NYC means the important election for a President of the City Council. Political diversions are probably over for the next two months and 100 per cent attention will now be directed at the campaign to see who succeeds Vincent Impellitteri as head of the Council.

The campaigns for November traditionally don't get under way in earnest until after Labor Day, which gives us a little time in which to assess the results of the primaries in terms of their probable effect on the outcome of the City Council race.

Since the unknown quantity — meaning Rudolph Halley — has become the handle for calculations in November, these results can probably be assessed on the

(Continued on page 15)

#### HENRY J. McFARLAND, JR. TO TALK IN BOSTON

Henry J. McFarland Jr., a member of the Civil Service Employees Association and director of the Municipal Service Division, State Department of Civil Service, will address the National Recreation Congress, October 1 to 5, in Boston. The 33rd annual congress is sponsored by the National Recreation Association.

### New List Of Repairs Announced

ALBANY, Aug. 27—Repairs and alterations that are to be made at various additional State-owned facilities were announced by Superintendent of Public Works Bertram D. Tallany. The list:

**Bedford Hills** — Electric work for replacement of power lines from power plant to prison group, Westfield State Farm.

**Brooklyn** — Construction, heating, sanitary and electric work for animal quarters and laboratory building (No. 25), Brooklyn State Hospital.

**Central Islip** — Driven well, Central Islip State Hospital.

**Fredonia** — Construction, heating, sanitary and electric work for central heating plant, including service connections, State Teachers' College. Construction, heating and electric work for service connections from central heating plant, State Teachers' College.

**Kings Park** — Installation of gas service from Building 93 to Building 42, Kings Park State Hospital.

**Ogdensburg** — Construction work for repairs to coal shed, St. Lawrence State Hospital.

**Perrysburg** — Construction, heating, sanitary and electric work for Incinerator, J. N. Adam Memorial Hospital.

**Syracuse** — Construction, heating, sanitary and electric work for staff housing, Building 16 and 17, including service connections and improvement of grounds, Onondaga sanatorium.

## WHAT EVERY EMPLOYEE SHOULD KNOW

### Court Decision Imperils Covered-in Employees' Jobs and Promotion Rights

By THEODORE BECKER

NOT ONLY future promotion opportunities, but also the security of present positions, may be in danger for employees who were covered into the Competitive Class. Such covering-in was done by the Civil Service Commission, hence through no fault of their own these employees may be in a predicament, through a recent decision of the Court of Appeals. The court held that promotion eligibility was barred to those who hadn't passed a competitive test for the next lower grade.

#### May Be Sweeping

The Court either overlooked covered-in employees or deemed their covering-in to be the legal equivalent of passing competitive test. The courts have consistently sustained the covering-in principle. Now doubt arises, and with it the danger that, through administrative action or through some court case, many careers may be put in jeopardy.

In view of the recent ruling of the Court, all promotion exams for Competitive Class positions may of necessity have to be confined to Competitive Class employees. This restriction is customary in most civil service jurisdictions, but the NYC Commission had sought, in good faith, to promote Labor Class employees to the Competitive Class position of rammer.

#### Law Quoted

Our highest State court, in an action brought to bar appointments from the resultant list, considered subdivisions 1 and 8 of Section 16 the Civil Service Law, which read as follows:

"1. Filling vacancies by promotion. Vacancies in positions in the competitive class shall be filled, as far as practicable, by promotion from among persons holding positions in a lower grade in the department in which the vacancy exists.

"8. Limitation upon promotion, transfer or reinstatements.

"No promotion, transfer or reinstatement shall be made from a position in one class to a position in another class unless the same be specifically authorized by the State or municipal commission, nor shall a person be promoted or transferred to a position for original entrance to which there is required by this chapter or the rules an examination involving essential tests or qualifications different from or higher than those required for original entrance to the position held by such person, unless he shall have passed the examination and is eligible for appointment to such higher position."

#### Earlier Test

These provisions, according to the Court, mean that "promotion examinations may be held only where the persons sought to be promoted have passed an open - competitive examination for a lower grade in the type of work involved in the position to which it is sought to promote them."

As Labor Class employees presumably took no entrance exam which would test them for the work they would be doing as rammers, the Court threw out the promotion exam. It noted, in passing, the policy manifested in the Civil Service Law of filling vacancies, as far as practicable, by promotion from among persons holding positions in a lower grade. The court mentioned "the wisdom of that policy in tending to raise the morale of government employees and thus pro-

mote efficiency," but stated that under our State Constitution and Civil Service Law, "the right to appointment is entitled to the same protection as the right to promotion." The implication is that those seeking jobs, for which they had never previously been even partly tested, must prove "their capabilities in open competition with other applicants." (Murray v McNamara, decided 7-11-51).

#### Implications of Decision

From the Court's decision, it is clear that, in general, Labor, Exempt and Non-Competitive Class employees are ineligible for promotion to Competitive Class positions. This is because they never took any open-competitive exam to get into the occupational field represented by their present jobs. But what about other types of employees now in the Competitive Class who never took a competitive examination to obtain that status. Many such employees were "covered in" under statutes. Similarly, under Court of Appeals decisions incumbents whose jobs are reclassified are themselves reclassified, usually to the Competitive Class, from the Labor, Exempt or Non-Competitive Class. Under these decisions such employees have enjoyed all the rights and privileges of Competitive Class employees, including admission to Competitive Class promotion exams. Many who were covered-in passed promotion tests and got their present supervisory jobs.

#### Serious Situation

There is no reason to expect that they will not continue to enjoy these benefits, since they were legally put in the Competitive Class, and covering-in has been judicially accepted as the legal equivalent of passing a competitive test. In other words covering-in is another legal route to attaining Competitive Class status.

Evidently the Court of Appeals

didn't consider this particular method when, in the majority opinion, it rationalized its decision without any mention of the covering-in process. The Court may have felt that the covering-in was too patently an acceptable legal substitute for the passing of a competitive test to warrant comment. The decision was 4 to 3. The minority opinion was silent on covering-in too.

In the Murray case the Court did not have this question before it, but its prevailing opinion discussed other related matters also not before it. Moreover, the minority opinion, a strong dissent, pointed out what the minority considered weaknesses in the majority's argument, but without mention of the covering-in process as being contrary to the majority's argument.

#### Must Take No Chances

The language of the majority opinion, if literally construed, could cast some doubt upon the promotion rights of employees who'd been covered into the Competitive Class.

The majority decision stated that "promotion examinations may be held only where the employees sought to be promoted have passed an open-competitive examination for a lower grade in the type of work involved in the position to which promotion is sought." Those are very plain words. While the covering-in process does seem to be a legal equivalent of passing a competitive test, there are too many careers at stake to warrant taking any chances. Definitely the State Legislature should be asked to enact legislation protecting those employees who'd been covered in, so they'll continue to enjoy not only future promotion privileges but also security in the promotions they may have won competitively from a lower grade position in which they were incumbents when the covering-in occurred.

### Kaplan Explains Benefits Of New Age-55 Pension; Deadline Is September 30

By H. ELIOT KAPLAN  
Deputy Comptroller of New York State; Member of the State Commission on Pensions.

Elections to come under the age-55 retirement plan must be filed with the State Employees' Retirement System not later than September 30, 1951.

Employees of the State, counties, cities, villages, towns, school districts, and other political subdivisions which participate in the State System will find it distinctly to their advantage to come under the new plan. By doing so they will be entitled to two privileges:

(1) The right to voluntary retirement at age 55, instead of having to remain in service to age 60.

(2) Increased pension for the years of service up to age 55, wholly at the expense of the employer.

#### Over and Under

The new plan is available to those over 55, as well as those under 55.

Members who select the new plan need not pay any additional contributions for services heretofore rendered if they are over age 55. They need only pay the increased rate of contribution on current salary payments, (almost

50% higher than the 60 year rate).

Members under 55 will be required to make the increased contribution plus a nominal "arrears" payment of 1% in the case of those who joined the System prior to April, 1943, and 1/2% if they became members after that date.

Those who have heretofore been on the age-60 plan will also be given the opportunity to contribute more to their annuity savings account. This represents the amount they would have had had they the privilege of contributing on the age-55 plan from the beginning of their service. These so-called arrears, or deficiency contributions, do not have to be paid to get the increased pension under the age-55 plan. It is optional with the member.

#### Where to Apply

Those who have been members of the old age-55 plan may also come under the new age-55 plan and would receive the same higher pension, but the cost to the individual contributor under the new age-55 plan will be substantially less than under the old one.

Further details as to the age-55 plan and application forms may be obtained from the State Employees' Retirement System, 256 Washington Avenue, Albany, N. Y.

# Assn. Art Show Praised by Expert

ALBANY, Aug. 27 — Dr. Vincent Popillizzio, of the State Department of Education, has endorsed the forthcoming art show of the Civil Service Employees Association. Dr. Popillizzio, is a director of art education, in charge of all the art work in the public schools here. He urged all of the art teachers to participate if they live or work within the geographical boundaries of the show. He also stated that the employees' art show was a big step in adult education and one which he is certain will bring satisfaction to both the organization and the individuals.

—and who in this dizzy world today isn't tense. "This aid to physical and mental relaxation, besides contributing to the health of the painter, is a great stimulant to his creative instinct and imagination, and in addition, helps to develop the habits of care and patience—two very valuable assets."

Dr. Popillizzio, who is also a member of the official art show committee of the Association, added that he had heard a great deal of favorable discussion about the art show throughout the State and hoped that this first one was to be the beginning of many sponsored by the Association.

"Activity in leisure time art work is becoming very widespread," he said. "Winston Churchill has done much to spur it on, but whatever the reason for its popularity, the results are bound to be beneficial. There is nothing like painting to drain off the surcharges of nervous tension

Chairman Charles B. Sheridan of the art show committee again called attention to the deadline for the submission of exhibits, 5 p.m. Tuesday, September 4, 1951. The exhibits must be in the hands of the Albany Institute of History and Art, 125 Washington Avenue, Albany, N. Y. by that date.

# 90 Police Jobs, More Coming in Nassau County

The Nassau County Civil Service Commission says there are 60 present county vacancies and 30 village ones for Patrolman 2nd Grade. More vacancies are expected. Applications for the exam will be received by the Commission at 1527 Franklin Avenue, Mineola, until Friday, September 14.

amination for Patrolman 1st Grade at \$3,950, with an increment to \$4,100; sick leave for 24 days each year with full pay, and unused days accumulated up to one year; two weeks vacation with pay after one year, extra week after 10 years; all uniforms furnished by the department.

The county police pay starts at \$3,050 and annual increments bring it up to \$3,700.

About 800 took the last exam held in September, and 225 were appointed. Practically all went into the county service.

Thirty is the age limit for new patrolmen, but any veteran over 30 may deduct his years in the military service and still be eligible.

Requirements include citizenship, residence in county for two years, good mental and physical condition, 5 feet 8 inches minimum height, 20-30 minimum vision in each eye, good moral character.

The written test will be held at Mineola High School on Saturday, October 6.

Applications may be obtained by written request, accompanied by a self-addressed six cents-stamped envelope.

Advantages set forth for young men joining the police departments, county, village or special district, are listed as follows: Member of the State Retirement System which provides retirement at half pay after 25 years; eligibility after four years to take ex-

Any eligible called to the military service will have his name kept on the list for appointment for two years from the date of establishment of the list.

# Probation Officer Test In Four Counties in NYC

Probation officer jobs in New York, Kings, Bronx and Queens counties will be filled from four State exams for which applications will be received until Friday, September 14.

Building, Albany, State Department of Civil Service, Room 2301, 270 Broadway, corner Chambers Street, NYC.

The exams, salaries and present vacancies:

4210. Probation Officer, Queens County; one vacancy; 11 more expected; \$3,750 to \$5,100 total.

4211. Probation Officer, New York County Court of General Sessions; three vacancies; five more expected; \$3,800 to \$5,700 total.

4212. Probation Officer, Kings County; five expected; \$3,750 to \$6,000 total.

4213. Probation Officer, Bronx County; three vacancies now, more expected; \$3,750 to \$5,000 total.

In all cases residence for at least one year in New York State and four months in the county in which the position exists is required, computed from October 20, 1951, the exam dates.

Training and experience required: (1) college graduation or equivalent education and (2) any one of the following: (a) completion of a 2 year course in a recognized school of social work; or (b) 2 full years of graduate study in psychology; or (c) 2 years of experience in social work with a recognized agency; or (d) 2 years of experience in clinical psychology in a recognized agency, clinic, or hospital; or (e) an equivalent combination of such training and experience.

Good physique and freedom from all physical and mental defects are required. Fee \$3 for each title.

Obtain detailed announcements from: Information Desks, Examinations Division, 39 Columbia Street or Lobby of State Office

## N. Y. STATE EXAMS INSURANCE COURSE

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**Two Nights a Week Class**  
 Starts Thursday, Sept. 6, for  
 Brokers' Examination on Mar. 19, 1952

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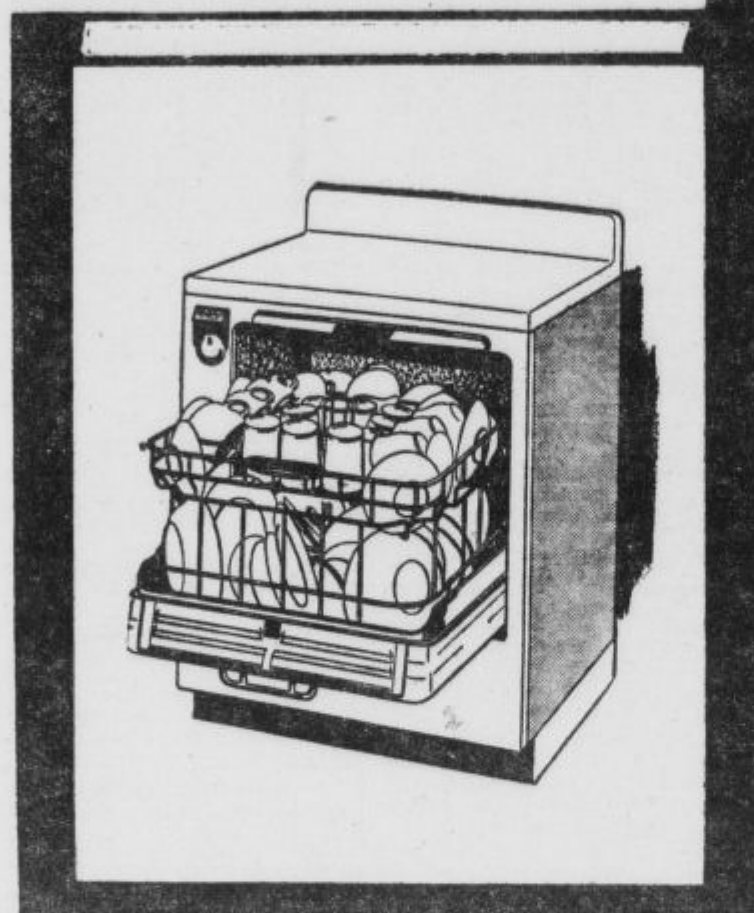


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Limitation of New Law That Provides Pension Aid for Retired Employees in Need  
 See Next Week's LEADER

# Stationary Engineering Training Resumes Soon

ALBANY, Aug. 27 — The second year of trade training courses in stationary engineering for public employees and others in 33 locations in New York State begins the week of September 17, the State Civil Service Department announced.

Last year's enrollment of 700 is expected to be bettered. Students who participated then will return for the second phase of their training. Dr. Charles T. Klein, director of public employee training, said that new enrollments also will be accepted.

### Training Centers Listed

Most of those trained in the program work in power plants of State hospitals, mental institutions, prisons and schools. Employees of local government units and some employees of private industry also participate.

The Training Division supervises the program and plans to

hold the courses in Albany, Auburn, Batavia, Beacon, Bedford Hills, Binghamton, Buffalo, Central Islip, Comstock, Dannemora, Elmira, Farmingdale, Gowanda, Hudson, Industry, Ithaca, Middletown, Napanoch, Newark, New York City, Ogdensburg, Pawling, Plattsburg, Potsdam, Poughkeepsie, Rochester, Rockland County, Saranac Lake, Sing Sing (Ossining), Syracuse, Utica, West Brentwood and Whitesboro.

### Classroom Time Doubled

Students will be given 10 four-hour lessons during the winter session and a similar amount of instruction in the spring term. This is double the classroom time in last year's initial course. A third year of instruction in this field is being planned for 1952 by the Training Division, Dr. Klein said.

Because textbooks for teaching stationary engineering were not available, the Training Division

has selected a committee of technical and educational experts to develop a curriculum for the program. Committee members include: David Alloway, Attica Prison; W. C. Mitchell, Wassaic State School; Aaron Moses, State Department of Public Works; John J. Ruiz, Clinton Prison; M. D. Sipple, Willowbrook State School; T. W. Thomson, Greenhaven Prison; Lewis Van Huben, Rockland State Hospital; and Dr. Klein and Wallace Holbrook of the Training Division staff.

Courses will begin in most of the centers during the last two weeks in September. Individual starting dates may vary from one locality to another. The courses are generally held in the evening, and usually are conducted in cooperation with local boards of education.

Apply to Dr. Charles T. Klein, State Civil Service Department, State Office Building, Albany, N.Y.

# Employees Aid Safety Program

ALBANY, Aug. 27—"The success of any public employee safety program is directly related to the interest and participation of each employee," Thomas W. Ryan, director of the State Division of Safety, said in announcing the release of a regular series of posters aimed at pointing out seasonal and specific accident hazards.

"Since the activation of the Employee Safety Program under the leadership of the State Safety Coordinator," he continued, "tremendous progress has been made in the establishment of a safety organization within each department and in initiating activities including orientation conferences for key safety personnel. Standardized reporting procedures have been established, and accident prevention measures are being taken by Departmental Safety Administrators and Safety Supervisors in each division and institution."

The Division of Safety has been charged with an organizing and coordinating role in the program. Policy is determined by an Advisory Council the membership of which includes Jesse B. McFarland, president of the Civil Service Employees Association; Dr. I. J. Brightman, Health Department; Dr. E. J. Fink, Education; Dr. C. T. Klein and Vernon Morrison, Civil Service; Emory Towson, Taxation and Finance; S. T. Vosburgh, Public Works; Dr. A. W. Pense and Joseph Goewey, Mental Hygiene; H. W. Gabor, State Insurance Fund; John Dowling and Orville Harold, Labor; Price Chenault, Correction; James F. Evans, Conservation.

Responsibility for carrying out the program rests in a safety administrator appointed by each department head. The administrator coordinates the activities of Safety Supervisors appointed in each institution or division.

The Division of Safety expressed gratitude to The LEADER for its cooperation in bringing safety to the attention of every employee."

Large copies of each poster published in The LEADER are obtainable free from the New York State Division of Safety, 103 Washington Avenue, Albany, N. Y.

# Civil Service League Issues New Magazine

The National Civil Service League is now publishing a review and digest of current civil service legislative and judicial trends as the monthly Civil Service Law Reporter.

The Reporter is edited by Deputy State Comptroller H. Elliot Kaplan, former executive director of the League and widely recognized as an outstanding authority on civil service law. Mr. Kaplan is a member of the New York Bar, and of the State Commission on Pensions.

Each monthly issue is divided into three sections: statutes, case law and special articles.

The annual subscription price is \$25.

# Senators Shut Out Advocates of Tax Exemption Bill

WASHINGTON, Aug. 27 — The Senate Finance Committee, following the same tactics used by the House committee, has sidetracked the appeal of public employees, and pensioners who were formerly public employees, for a hearing on U. S. income tax exemption on a par with that granted to the pensioners of Social Security and the Railroad Retirement System.

Urgent requests to the Senate Finance Committee for a hearing, at which they would present their arguments, after which the committee could still decide its course, were sent in vain. Requests came from the AFL, the CIO, postal groups, independent unions, and groups of NYC employees under the leadership of Ralph L. Van Name, secretary of the NYC Employees Retirement System.

### Wanted a Rider

The public employees and the pensioners formerly among their ranks pointed out that under Social Security the full amount of the benefit is wholly exempt from U. S. income taxation. The maximum primary benefit, \$1,800, which is set under the Social Security Law, and not under the tax law, is fully tax-free. So is the maximum benefit, \$1,440, set under the Railroad Retirement Law, and not under the tax law. Therefore the public employee groups wanted the tax bill amended to include a rider stating that the exemption should be no less than that under Social Security, or \$2,000, or some other amount, there being a difference of opinion among public employee groups on the method and amount.

The Senate Finance Committee did give the public employees and pensioners an opportunity to file briefs, and this was done.

"Some break!" said one pensioner sarcastically.

The most comprehensive brief was submitted by Mr. Van Name.

Opposition to granting equality to public employee pensioners, and thus rescuing the government groups from being kept in the position of second-class taxpayers, Treasury Department. The argument was made that when taxes are being raised in not time to lower taxes. The pensioner's argument was not based on tax reduction but on the necessity of treating all taxpayers alike. Also, there have been some tax reductions proposed, even by the Treasury Department, including one form of relief to home owners, covering the sale of their property, and another to the liquor industry.

### Runaround Charged

The government pensioner groups got a copy of the arguments used against their proposal and answered them, one by one, in some of the briefs. However, because of the reluctance of committee members to answer correspondence on the subject, or refusal to discuss the tax exemption proposal, much less show any interest in favoring it, and the brush-off that attended requests for a hearing, the public employee groups feel that the briefs may not even be read.

"We just got a runaround," said one of the leaders of the pensioner groups. "The U. S. constitution grants the right of petition. The Senate Committee hardly respected even that right. It acted autocratically. Denial of an opportunity to be heard is a serious form of injustice. The committee found plenty of time to hear the spokesmen of Big Business, but not one moment to hear the spokesmen of the little fellows who are the employees of the Federal Government and of State and local governments."

# Nassau School Custodial Workers Wage Pay Drive

Policies adopted by the Nassau County School Custodians Association have produced results. Through the efforts of George Uhl, secretary of the Association, salary improvements have been given in the great majority of the school districts in the county.

The employees at the start sought a raise because of 25% increased outlay due to increase in living cost and additional federal taxes, so as to bring the income of the employees in balance with the increase in living costs.

Most employees in school service had reached their maximum before the high cost of living occurred, and they have therefore had to make even more seri-

ous adjustments in their standards of living to maintain their homes and families on a decent plane. "It is sound American philosophy to seek to maintain the economic equality of all citizens and it is not fair to ask the school employees to live on a lower standard than their neighbors, especially when State income is sufficient to make sound adjustment," said a resolution adopted by the association.

"The matter of higher basic scales for school workers is part of this Association's program. The matter of increased emergency adjustments, extending to school workers' in all rackets, is a necessity which should be met by the School Board; they as the employer,



Gertrude Carter, of Dannemora, is secretary of nurse education at Plattsburgh State Teachers College, Plattsburgh. Gertrude is 19, five feet seven, slender, with dark brown eyes, and naturally curly brown hair, boys. She is a challenge to those who claim that civil service holds no corner on the beauty market. Her photo is the twelfth one published in The LEADER's array of civil service beauties.

# Assn. Presses Its Request For Representation Before Mt. Vernon Education Board

The Civil Service Employees Association is pressing its efforts to be accorded the right of representation of its members before the Mount Vernon Board of Education.

A technical argument raised against the request was that the chapter of the Association didn't have a majority of the employees as members, but this was countered by the assertion that the few extra members needed to attain such majority, if it didn't exist now, could be obtained.

John J. Kelly Jr., assistant counsel to the Association, wrote to Samuel Winokur, president of the Board, lauding the high character of the Association and the dignity of its methods, and stating that swelling membership for mere purposes of representation before some official body was a practice the Association abhorred.

Disappointed, Says Kelly  
"We are very much disappointed," wrote Mr. Kelly, "with the position taken by the Board and your apparent refusal to even confer with us concerning the matter of representation. As I pointed out in my last letter, more than 50 employees are new paid members of our Association. I understand that there are approximately 117 employees of the Board of Education. Therefore,

while we may be technically a few members short of a clear majority, still it is evident that we presently represent substantially one-half of your employees.

### Many a Long Year

"Our Association has always abhorred the idea of seeking membership merely to insure for our members exercise of the generally accepted privilege of being represented by persons of their choosing. Our accomplishments in advancing the principles of merit and fitness and in fostering cooperation between employees and their employers have always made us welcome as employee representatives in other public jurisdictions.

"We are sorry to see your Board place a premium on numbers alone since admittedly there is no legal method of compelling a public agency to deal with an employee group. Normally, the moral obligation to do so is sufficient to accomplish the fact, but the position of your Board of Education leaves us no alternative except to secure the few additional members which will give us a clear majority of your employees.

"I might say that the decision of your Board is noted with even more regret since it is many years since any agency of government has refused to permit us to represent their employee membership before the Board or agency involved."

# McFarland Cites Sept. 30 Deadline for Age-55 Plan

ALBANY, Aug. 27 — Jesse B. McFarland, president of the Civil Service Employees Association, called attention again to the deadline of September 30, 1951 for joining the age-55 retirement plan of the State Employees Retirement System. This deadline is in effect for all employees with more than one year service. New employees have one year after they begin service to elect the age-55 plan.

Forms for electing the 55-year plan are obtainable from department personnel officers.

Top 10 Names On State Lists for Steno and Typist

The following are the top 10 eligibles on the new eligible lists for stenographer and typist, established by the State. There are 1,411 stenographer and 1,470 typist eligibles.

STENOGRAPHER

- G. V. Podlesny, Babylon. Jeanne C. Newsom, Albany. Martha S. Mentzer, Hornell. Evelyn VanDeusen, Oneonta. Dorothy MacTavish, Albany. Eleanor A. Brown, Endicott. Esther A. Eberle, Altamont. William A. Wilson, Astoria. Patricia A. Ladu, Watervliet. Caroline Brooker, Cortland.

TYPIST

- Maryanne B. Geier, Albany. Evelyn VanDeusen, Oneonta. Mary E. Niles, Troy. Caroline Brooker, Delhi. Joyce E. Carlson, Albany. Madeline Marquis, Cobleskill. Alice Patterson, Cortland. Peter W. Goedtel, Troy. Betty A. Marion, Rochester. Caroline Maxwell, Candor.

The names are given in the order of the eligibles' standing. Mr. Podlesny's score was 97.135 and Miss Geier's 97.420.

Dr. Schneider Named As College Lecturer

ALBANY, Aug. 27—Dr. David M. Schneider, head of the Capital District Conference of the Civil Service Employers Association, has been appointed a sociology lecturer in the graduate school of Siena College, Loudonville, the Rev. Mark Kennedy announced. Dr. Schneider has recovered from a recent illness.

VETS UP, PERCENTAGE DOWN WASHINGTON, Aug. 27—An all-time high in the number of veterans employed by Federal executive agencies throughout this country was reached on July 1, the U. S. Civil Service Commission said. Despite the increase in number, the ratio of veterans to non-veterans fell 1 percent for the third consecutive quarter.

WHITESTONE, L. I. New ranch home and bungalows. Convenient to bus, Parkway, Whitestone Bridge. \$13,500 \$15,500 \$16,500 \$17,500 EGBERT AT WHITESTONE Flushing 3-7707

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State and County Eligibles

Table listing various civil service positions and their corresponding eligibles, including Senior Compensation Claims Examiner, Industrial Investigator, Police Patrolman, and others.

Assistant Interviewers To Meet on Aug. 29

A meeting of assistant interviewers will be held on Wednesday, August 29, at 7 p.m. at Washington Irving High School, 15th Street and Irving Place, NYC. At a meeting held two weeks ago at Erasmus Hall High School, Brooklyn, means were explored regarding the reinstatement of permanent assistant interviewers who had been laid off. Wednesday's meeting will decide what course to follow to achieve this end. All permanent assistant interviewers in the DPUI who were laid off are invited to attend.

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Veteran Affairs Division Workers Join HIP

Employees of the State Division of Veterans Affairs, 111 Broadway, have enrolled in the Health Insurance Plan of Greater New York. Dr. George Baehr, president and medical director of HIP, announced.

In return for a low premium, the Division employees and their families will receive general medical care and specialist care in their own homes, at doctors' offices, at HIP medical group centers, and in hospitals. They will also be entitled to surgical and preventative care, maternity and child care, chemical and biological tests, eye examinations and prescriptions for eyeglasses, physical therapy, x-ray examinations and treatment, administration of blood and plasma, psychiatric diagnosis, visiting nurse service in the home and ambulance transportation. Employees of the Social Security Administration Manhattan III in Harlem, have enrolled in the HIP.

LEGAL NOTICE AT A Special term Part II of the City Court in and for the State of New York, located at 52 Chambers Street, Borough of Manhattan, City and State of New York on the 15th day of August, 1951, PRESENT HON. ROCCO A. PARELLA, J. C. C.

In the matter of the application of JOSEPH FLASHBERGER and CHRISTINA FLASHBERGER for leave to assume the names of JOSEPH STANLEY and CHRISTINA STANLEY respectively. Petitioners, UPON reading and filing the petitions of Joseph Flashberger and Christina Flashberger, both verified on the 17th day of July, 1951, for leave to assume the names of JOSEPH STANLEY and CHRISTINA STANLEY, and there being no objection thereto, NOW ON MOTION OF GEORGE WAGMAN FISH, attorney for petitioners, it is ORDERED, that the Joseph Flashberger and Christina Flashberger, be and they are hereby authorized to assume the names of Joseph Stanley and Christina Stanley in place and stead of their present names on and after the 25th day of September 1951, upon complying with the further provision of this order, namely, that the petitions and order herein be filed and entered within ten days from the granting thereof with the Clerk of this Court, that a copy of this order shall within ten days from the date of entry be published in The Civil Service Leader a newspaper published in the County of Manhattan and within forty days from the date of granting of this order, proof of such publication shall be filed with the Clerk of the within Court it is further ORDERED, that upon compliance with the foregoing, petitioners shall, on and after the 25th day of September 1951 be known by the names of JOSEPH STANLEY and CHRISTINA STANLEY which they are hereby authorized to assume and by no other names. ENTER R. A. P. J. C. C.

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# Activities of Civil Service Employees Assn. Chapters

## Fulton County

**LAURENCE J. HOLLISTER**, field representative of the Civil Service Employees Association, was the speaker at the meeting of the Fulton county chapter of the Association in the County Welfare office.

A question and answer period providing information on schools and the retiring system concluded the program. Representatives from Broadalbin and Northville schools attended.

The Association is to form salary membership and publicity committees, with Mayme Rayburn, president and the board setting up the units.

Additional arrangements for the September 8 clambake at Kohn's Grove was outlined. W. Dayton Barnes, chairman of the make committee, reported reservations should be made at the Fulton County Welfare Department office.

A donation was voted to the Red Cross for rehabilitation work among the Midwestern flood victims.

A meeting is scheduled for October 17 for public officials and employees.

## Tompkins County

**THE TOMPKINS** chapter's salary committee met with Lawrence J. Hollister, field Representative, and Henry Galpin, salary research Analyst, of the CSEA. Plans were

made for the August 27 meeting of the Committee and the Ways and Means Committee of Tompkins County Board of Supervisors. At that meeting salaries for the coming year will be discussed for the county.

Arrangements were also made for a future meeting between the salary committee of the chapter and the Finance Committee of the Council of the City of Ithaca.

Edward LaValley is chairman of the Tompkins chapter salary committee.

## Auburn Prison

**THE AUBURN** Prison Bowling League held its first meeting of the season at the Auburn Bowling Center. Election of officers and plans for the coming season were the main business. Marshall Hawley was elected president, William Churchill, vice president and James Doyle, secretary and treasurer. Barney Smith, Fred Houghaling, William Lawler and Harry Hodges were elected members of the executive committee.

The entire personnel were deeply shocked by the sudden death of E. Warren VanRiper, kitchen keeper. Mr. VanRiper was appointed a Guard at Auburn Prison in 1930 and Kitchen Keeper in 1940.

Principal Keeper Earl L. Laird received a phone call at 3:00 A. M. one recent morning, from his son Pfc. John R. Laird, who had just arrived in California. Pfc. Laird has been in the Korean theater

of war for the past year. The arrival of Pfc. Laird in Auburn the next day was perfectly timed as his father started his vacation the next day.

## Sonyea

**DR. AND MRS. BONEFEDE** are on a trip to Mexico. The Frances Shuster family are on vacation. The latest report came from the Thousand Islands. Where next?

Evelyn Osborn is on vacation from her supervising duties. Mr. and Mrs. John Haywood and Mr. and Mrs. Fred Kawa have returned from a trip through the adirondacks. Mr. and Mrs. Tom Bolton have returned to the Colony after spending two weeks at their summer home on Conesus Lake. Mrs. John Hargraves and Mrs. Neva Stockings have returned from their vacation. John Zaso again on vacation. Before it was Niagara

Falls, now we learn by the grapevine, that he is enjoying the fire-side and not the sunshin as he planned.

Mrs. Iffer has practically completed her volunteer work in the O.T. Dept. The department regrets to see her leave as they have enjoyed working with her. The O.T. Dept. entertained about 300 patients in three separate picnics. From all indications the patients enjoyed their lunch and also the Kodachrome slides shown by Mrs. Anita Jones, senior occupational therapist.

Again Dr. G. J. Doolittle was honored at a stag party given by Dr. L. A. Admon, at his summer cottage at Conesus lake. Members of the medical staff were present.

Joseph Julien, R.N., formerly of Syracuse University Hospital, has been appointed as an instructor at the Craig Colony School of Nursing. Among other new employees are Margaret Knapp, Anthony Esposito and Mr. and Mrs. Leo Shaver.

Mrs. Anna Morris, cook at the institution has resigned.

The Sonyea chapter, CSEA, has reached a 91% membership, the fourth highest in the Western New York Conference. Congratulations to the membership committee.

## Folks Past 40 Find Joy In Vast Florida Estate

**Fabulous Florida Estate now a Retirement Paradise For People With Modest Incomes.**

Away from ice and snow and forever freed from the high costs of northern living, more than 200 happy families now share the magnificent estates of Count Frederick De Bary, wealthy importer of champagne.

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Plantation Estates, Inc., purchased the De Bary estate and established there a unique community of low-cost homes. Facilities that cost the De Barys a fortune have been set aside as a rich legacy, for the free use and enjoyment of residents.

### Community Club, Too

The stately De Bary mansion surrounded by acres of rare tropical landscaping is now the community club house, with free membership for all. The happy home owners may relax in the shade of mighty camphor trees, stroll through groves of palms and magnolias, use the health-giving sulphur springs pool, the boating and fishing dock, the shuffleboard and tennis courts, everything, as their own.

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\$5290. Plantation Estates, De Bary, Fla., is located on U. S. Highway 17 between De Land and Sanford. De Bary has never been hit by a hurricane.

Large colored birdseye views and photographs, pictures and plans for low-cost homes may be seen and free booklets are available at the New York office of Plantation Estates, 500 Fifth Ave., New York 18, N. Y. Office open week-days inc. Sat., 10 A. M. to 5 P. M., Sundays 1 to 5. Phone Wisconsin 7-2020.

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**TUESDAY, SEPT. 4th at 5:45 P.M.**

Applications Re-Opening Aug. 27th — Close Aug. 31st.  
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# Civil Service LEADER

ELEVENTH YEAR

America's Largest Weekly for Public Employees

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TUESDAY, AUGUST 28, 1951

## The Way to Grant Realistic Pensions

MONTANA has changed from the average compensation of the last five years to the average compensation of the last three years as a basis for pension computation. As average salaries are higher for the three years than for the five, pensions will be increased proportionately.

A bill approved by the NYC Board of Estimate, the NYC Council, and employee organizations in NYC, including the Civil Service Forum and the Civil Service Technical Guild, to change the NYC basis from the last five years to the last four, passed the Legislature. Last March Governor Thomas E. Dewey vetoed it.

The effect of this bill would have been, in the average case, to base pensions on the salaries received two years prior, instead of two and a half years prior to retirement. Even this improvement would have left NYC employees, when they retire, with an allowance of half of a low standard of living, in the normal case of retirement on half pay. Instead of offering too much the bill offered too little.

The Legislature should enact bills for NYC, and for other jurisdictions in the State, based on a three-year average, in recognition of reduced purchasing power of the dollar, as Montana has done, and the Governor should sign them.

## Public Employees Get Angry Over Pay

PUBLIC employees are beginning to make voters at large conscious of the disastrously low wage scales that prevail so widely, contrasted with those in private industry.

Public employees are prohibited by regulation or law from going on strike, but in the past couple of years some groups have gone on strike, law or no law, while others have resorted to the slowdown and mass absences on the ground of "illness". Redress of grievances resulted. There is growing proof that public employees are being driven from their traditional conservatism to a more militant course, not necessarily the strike. Sheer desperation accounts for this trend. Public officials must heed and meet the issue by paying public employees what they deserve.

## Personnel Ceiling Reduces Service

THE personnel ceiling jammed through Congress will do the country no good. It undermines management and adversely affects employee morale. It means 10 per cent less service to the public in non-defense agencies. These sweeping rules of administration that emanate from Congress are full of danger.

The new law will have repercussions that Congress probably didn't anticipate. Employees thinking of resigning from a non-defense agency obligingly would transfer to a defense agency, then resign the new job. That would permit the agency for which they formerly worked to fill their old job.

## COMMENT

### FINDS UNIFORMS PROVE AN ALL-AROUND HELP

Editor, The LEADER:

I am a supervising janitor at 80 Centre Street, NYC, the State Office Building, over maintenance employees.

Our department issued jackets and uniforms so that our employees would be distinguished from strangers entering offices. Also, the uniforms protect the health of our employees whenever they have to go outside the building during adverse weather conditions.

The uniforms help office employees to recognize the maintenance employees without any embarrassment whenever the maintenance men have to remove any office equipment.

JOHN W. WHITE  
Supervising Janitor

### ECONOMIC NECESSITY CATCHING UP WITH THEORY

Editor, The LEADER:

I thoroughly agree with your editorial statement that minimum requirements for entering exams for public jobs have been growing stiffer and stiffer, and that more emphasis should be put on the exam itself. In that way the base of competition is broadened, and persons who would make excellent public employees are not frozen out of exams for what sometimes appears to me to be unsubstantial reasons.

Why must one's experience always be "progressively" responsible? If one works for a small organization, he may well come in at the top job in his category, and there is no "progress" to be made in responsibility. Why does the number of employees one supervises have critical values?

**Competition from Industry**  
A nephew who had some trouble getting passing grades at school could get a job supervising more employees in a corporation headed by his uncle than could a stranger who stood at the top of his class.

The advancing salary scales in private industry are making it harder for government to fill jobs with highly competent employees. Watch and you'll see that the minimum requirements will go down. Economic law will do what civil service law didn't do. However, what should be done is to raise pay to respectable levels, for public employees.

Do you suppose, incidentally, that the public has the least notion of how small is the pay of our loyal postal workers?

WALLACE E. WORCESTER

### HOW AN OLD WRONG MAKES LIFE MISERABLE

Editor, The LEADER:

It was fine of you to show up how the minimum requirements for exams are often far beyond what necessity or common sense

requires, but there are other aspects of severity in civil service that are more important, and which you didn't even mention.

If you apply for two U. S. exams, and there is some small discrepancy between your experience claims, you will get a cold, suspicious eye that makes you feel that you've committed a grievous offense. Actually, anybody can be guilty of such discrepancy, especially if the applications are made years apart.

### The Cold Reality

The policy of clearing out riff-raff is good, but what happens in reality? Somebody who committed some small offense in his youth, for which he was punished, doesn't want the fact known to his department. So he resigns. He knows that, though what he committed was no serious wrong, and though he's lived an honorable life for a decade or more, that the cold eye will be directed at him, he'll be suspected whenever anything's missing, anybody has smuggled anything in or out, anybody's pocket is picked, or any department record altered. His life will be made miserable.

Government has the strictest severity in such matters. Private industry takes a more sympathetic view. I don't suggest coddling offenders, but I don't like to see them suffer unnecessarily, years after they've done something trivially wrong.

A friend of mine was denied a \$6,800 public job because no bonding company would go on his bond. He'd been found NOT GUILTY of having hidden a bottle of whiskey in his garage during the inquisition days of Prohibition. This denial is not government's fault but it shows how rough life can be for the innocent, as well as the guilty.

Government, as an employer, should show more heart and guide itself more by the charitable teachings of the Bible than

the raking tactics of a prosecutor.  
I. L. J.

### U. S. BUILDING WORKERS FIGHT DISMISSAL PLAN

Editor, The LEADER:

In anticipation of U. S. appropriation cuts, General Services Administration has given dismissal notices, effective August 31, to thousands of custodial workers. GSA has also announced a policy of having government buildings cleaned three nights a week instead of the present five nights.

Custodial workers with up to 20 years of government service are affected. Many are the sole support of families. Most have no savings, since take-home pay is as low as \$30 a week. As federal workers, they will not receive unemployment insurance.

GSA was understaffed before this order. If this cut goes through, federal employees will be forced to work in filthy and unhealthy places. Government property will deteriorate from neglect.

In view of the closeness of the dismissal date, immediate action is needed. All readers are urged to call upon President Truman to stop these dismissals.

THEODORE R. SHIPP

### FINDS ROAD BLOCK TO U. S. JOB INSURANCE

Editor, The LEADER:

I read your editorial on unemployment insurance for Federal employees.

To get a bill passed, some Congressman must introduce it. I wrote my Congressman twice. He answered that the consensus of Congressmen was opposed to it, so he would not introduce it. The LEADER should ask all its readers to write to their Congressmen and ask them to introduce such a bill.

Why should a Government employee be treated differently from employees working in private concerns  
DAVID CAIDIN

## Civil Service Rights

By MORRIS WEISSBERG

### How Appointments Are Made



Morris Weissberg

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

The Civil Service Law provides that appointing officers shall appoint persons to civil service positions only in accordance with that law and the applicable civil service rules. Persons appointed contrary to the Civil Service Law and rules have no claim for compensation against the government, but have a claim against the appointing officer personally.

Probationary and permanent appointments to positions in the competitive class may be made only from among the three highest eligibles certified from the most nearly appropriate eligible list for the positions to be filled.

**Appointing Provisionals**  
If there is no appropriate eligible list when appointments need to be made, the appointing officer may nominate a person to the Civil Service Commission for provisional appointment until an eligible list is established and an appointment is made therefrom. A provisional appointment does not take effect until after such nominee's qualifications have been approved by the Civil Service Commission. A provisional appointment may not continue beyond nine months in all, nor beyond 20 days after the promulgation of the eligible list, unless the State Civil Service Commission approves an extension resolution.

**Substitute Lists**  
Civil Service Commissions have the power to decide whether an eligible list is appropriate for certification and appointment of the persons thereon to a particular position. The appropriateness of an eligible list depends upon the similarity or relation of the qualifications, duties, compensation and examination for the position to be filled, as compared with those prescribed for the persons examined whose names appear on the eligible list. Generally, only one eligible list can be most nearly appropriate for filling vacancies in a position, particularly where additional tests must be administered to persons on another eligible list to determine their ability to perform the duties of the position being filled.

(To Be Continued)

## TWU Police Union Trial To Be Rushed

Supreme Court Justice Charles D. Breitel has assured the Transport Workers Union and NYC that he agrees there should be an early trial of the dispute over the power of Police Commissioner George P. Monaghan to prohibit members of the uniformed force from joining a union that meets with the disfavor of the department head.

The TWU's application for a temporary injunction was denied by Justice Breitel, who also stated that review of law cases shows that department heads have been invariably upheld by the courts in prohibiting membership in unions where a conflict of obligation may arise. The TWU knew about these cases and will attempt to convince the trial judge that the reactionary policies of the other states should not be followed by the progressive Empire State, said Michael Quill, TWU International president.

## Harry Marsh Aids ECA in Philippines

Harry W. Marsh, former president of the NYC Civil Service Commission, is serving as a consultant on civil service matters to the Economic Co-operation Administration mission to the Republic of the Philippines.

**THE POWER** of appointment is an executive power vested by law in heads of departments or agencies of government. The essence of the appointment is the exercise of the appointing officer's own judgment or discretion as to whether, when and whom to appoint. But the appointing officer may delegate to subordinates the function of interviewing the applicant, notifying him of the appointment and assigning him to duty.

Generally, the appointment of a civil service employee need not be in writing. But the better practice is to make appointments in writing, stating the title, the compensation and the tenure, namely whether it is temporary, provisional, probationary or permanent, thus avoiding possible disputes as to the nature or terms of the appointment. However, every civil service employee, upon appointment must take and file an oath to support and defend the Constitution and to discharge his duties faithfully. The failure to take and file such oath terminates the employment and deprives the employee of his compensation until the oath shall be taken and filed.

**Can't Delegate Appointing Power**  
Subordinates have no power to make an appointment subject to later ratification or approval by the appointing officer. The same is true where an appointment requires the approval of a Civil Service Commission, as in the case of provisional or exempt appointments. In such cases the appointment cannot take effect until after the required approval has been obtained.

# U. S. Student Aid Test Opens in Fall

The U. S. Civil Service Commission announced that its first large exam in the fall series will be for student aid in scientific jobs, held on a nation-wide basis.

The Second Regional Office, with jurisdiction over New York and New Jersey, will open the test the same time as the other regional offices. The papers will be mass-rated, probably in January.

The register will be established as rapidly as possible.

The exam will be open to students half or three-quarters through college. They may take jobs during the summer and get a leave of absence to return to college. After they are graduated,

they go on the regular Federal rolls as full-time employees.

### Women Get a Break

The jobs are those of junior scientist and engineer.

One U. S. official was asked whether he thought that the draft would seriously affect the response or acceptances.

"We're hoping that not all the candidates will be boys," he replied.

Thus an excellent opportunity will exist for girls who have had college training in sciences. Other than college students may apply, also, both men and women. The exam, held annually, is extremely popular. About 30,000 candidates are expected this year.

# No Top Age for Some Jobs; Other Limits Being Reduced

WASHINGTON, Aug. 27 — Because of the need for radar instructors and also for radar trainees, the maximum age limit of 35 years is being abolished for applicants for these trainee jobs.

### LEGAL NOTICE

**CITATION**—The People of the State of New York, by the Grace of God, Free and Independent, to Attorney General of the State of New York; and to "Mary Doe," the name "Mary Doe" being fictitious, the alleged widow of Adolf Radzian, also known as Adolph Radzian, Adolph Radzian and Adolf Radzian, deceased, if living, or if dead, to the executors, administrators and next of kin of said "Mary Doe," deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of Adolf Radzian, also known as Adolph Radzian, Adolph Radzian and Adolf Radzian, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of Adolf Radzian, also known as Adolph Radzian, Adolph Radzian and Adolf Radzian, deceased, who at the time of his death was a resident of 187 Avenue C, 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 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 2nd day of October, 1951, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 21st day of August in the year of our Lord one thousand nine hundred and fifty-one.

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

**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; Kaspar Inekhdjian, and to "Mary Doe," the name "Mary Doe" being fictitious, the alleged widow of Charles Enekjian, also known as Khachador Mekjian and Kashador Enekjian, deceased, if living, or if dead, to the executors, administrators and next of kin of said "Mary Doe," deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

And the next of kin of Charles Enekjian, also known as Khachador Mekjian and Kashador Enekjian, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of Charles Enekjian, also known as Khachador Mekjian and Kashador Enekjian, deceased, who at the time of his death was a resident of 165 East 27th Street, New York City.

**Send GREETING:**  
Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 2nd day of October, 1951, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 21st day of August in the year of our Lord one thousand nine hundred and fifty-one.

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

the U. S. Civil Service Commission said. Applicants must have reached their 18th birthday but must not have passed their 62nd birthday on the date of filing applications. These age limits do not apply to persons entitled to veteran preference.

Radio instructor and radar trainee positions are at Keesler Air Force Base, Biloxi, Miss., on the Gulf of Mexico.

Radar instructor jobs pay \$3,825 a year. Persons appointed as radar instructor trainees will get \$3,100 while they are being given six months' intensive training and instruction. Those who satisfactorily complete the training program may be promoted to radar instructor.

There will be no written test. The maximum age limit of 62 years is being lifted for applicants wanting geologist positions paying from \$4,600 to \$7,600 a year. Because of a shortage of qualified persons to fill some defense jobs, the Commission has had to discard the customary age limits for certain types of work. The examination affected by this latest order covers 11 specialized fields of geology.

The Commission is also opening the examination for these geologist jobs to graduate students who expect to complete, within six months after filing, all scholastic requirements for qualifications. Students otherwise qualified may receive provisional appointments, and enter on regular duty immediately after completing all graduate-study requirements.

Applications will be accepted by the Commission until further notice. Also, because of difficulty in recruitment, the Commission lowered the minimum age for some jobs in Washington to 16.

Applications will be accepted by the Commission until further notice.

Also, because of difficulty in recruitment, the Commission lowered the minimum age for some jobs in Washington to 16.

### JOHN H. LEWIS GETS MRS. WHALEY'S OLD JOB

NYC Welfare Commissioner Henry L. McCarthy appointed John Hubert Lewis, attorney, as secretary to the Commissioner. Mr. Lewis is director of staff and community relations, succeeding Mrs. Ruth Whitehead Whaley, new secretary to the Board of Estimate. Mr. Lewis is a member of the Harlem Lawyers' Association, the Holy Name Society and the Knights of Columbus.

### LEGAL NOTICE

#### STATE OF NEW YORK INSURANCE DEPARTMENT

**ALBANY**  
I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Hardware Indemnity Insurance Company of Minnesota, Minneapolis, Minn. is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets, \$6,116,274.55; Total Liabilities, \$4,771,874.88; Capital paid-up, \$500,000.00; Surplus & Voluntary reserved \$844,399.67; Surplus as regards policyholders, \$1,344,399.67; Income for the year \$3,015,959.11; Disbursements for the year, \$3,272,970.69.

#### STATE OF NEW YORK INSURANCE DEPARTMENT

**ALBANY**  
I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Federated Mutual Indemnity and Hardware Insurance Company, Gwatona, Minnesota, is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets, \$19,828,443.13; Total Liabilities, \$14,182,410.81; Surplus as regards policyholders, \$5,646,032.32; Income for the year, \$15,174,936.71; Disbursements for the year, \$13,474,319.33.

Suggested by... **ALICE AND JOHN**

**Arcay Titania Gems** are gems in their own right, crystallized by science instead of nature, assuring permanent beauty and brilliance that outshines diamonds at 1/30th the cost. Do not confuse with inferior grades on market. The Arcay Company also handle finest quality Star Rubies, Sapphires, diamonds and custom type 14 Kt. gold mountings. Settings while you wait. Buy direct, save middleman's profit. You can order by mail with confidence. Open daily and Sat., 9-5, or by app. The **ARCAV COMPANY**, (where you can expect quality-integrity and personal service), 299 Madison Ave., (at 41st St.), N. Y. 17. Phone MU. 7-7361.—John

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**ANCHOR RADIO CORP.**  
ONE GREENWICH ST.  
(Cor. Battery Place, N. Y.)  
TEL. Whitehall 3-4280  
Lobby Entrance — One B'way Bldg. (OPPOSITE CUSTOM HOUSE)

**A GOLDEN OPPORTUNITY**  
A beautifully decorated "Featherweight" Cigarette Pack Protector. High luster plastic. Ebony finish. Lightest thing on the market. Send 25c for one of these beauties. Salesmen and wagon jobbers wanted. Recommended for beauty and quality by Alice and John. **AMERICAN PRODUCTS CO., INC.**, Sherwood Forest, Md.

**FOR ECZEMA TRY KROMARRIS**  
New cream made especially for Eczema, dry or wet. Stops itching, starts healing with wonder results. Can be used on children's cuts and scratches. Keep Kromarris in your medicine chest. It is an excellent healer and tissue builder for children and adults. Tested and approved by Alice and John. Send \$1.10 Money order to **KROMARRIS CO.**, P. O. Box 52, Mahwah, N. J.

To rid Dogs of Fleas and other external Vermin, it is no longer necessary to use lotions made of toxic chemicals.

Dr. Shoub who has perfected the **FAMOUS NON-TOXIC Cat Lotion** has now also perfected a **NON-TOXIC Dog Lotion** to rid Dogs of Fleas, Lice and Odors. It is entirely harmless, and approved by Alice and John.

With the dollar bottle which makes a full QUART of Lotion, the book on the "CARE of the DOG" will be given FREE.

Send dollar bill, check or M. O. to **DR. H. L. SHOUB**, 222 W. 42nd St., N. Y. C. (18).

I have made a thorough test of Dr. Shoub's Cat Lotion and recommend it highly. This lotion will positively rid cats of fleas permanently, and is absolutely harmless. The price of this marvelous lotion is only \$1.00 and with it you will get FREE, Dr. Shoub's famous book on "Care of the Cat." Send your check or M.O. to **DR. H. L. SHOUB**, 222 West 42nd St., N. Y. 18, N. Y. —Alice

**E-Z Grip Towel Holder** needs no nails or suction cups to attach on wood, steel, glass or tile. Keep your job and make extra money quickly with this easy seller. You pay \$7.20 doz., postpaid. Sell for \$12.00. Endorsed by John who says "try a dozen or send 75c for sample to Novel Appliances, Inc., 13 E. 16th St., Dept. L, N. Y. C. 3.

**FILMS**  
12 exp. Rolls 45c  
16 exp. Rolls 60c  
36 exp. Rolls \$1.25  
Fast Service  
**8 Exp. 30c**  
Enlarged Reprints 4c ea  
Alice and John recommend this service because investigation has proven that your films are expertly developed with full consideration of negative characteristics.  
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Madison Sq. Sta., N. Y. 10, N. Y.  
Write for Free Mailing Bag

# 52 State and County Exams to Be Held Sept. 8

**ALBANY, Aug. 27**—Harry G. Fox, director of office administration, State Department of Civil Service, submitted to William J. Murray, assistant administrative director, a list of the 52 State and County exams scheduled to be held on Saturday, September 8. The exams, with the number of candidates at the end of each title:

- STATE PROMOTION**
- 3115. Administrative Supervisor of Income Tax Collection, Dept. of Audit and Control, 6.
  - 3113. Sr. Bank Examiner, Dept. of Banking, 30.
  - 3114. Asst. State Accounts Auditor, Dept. of Audit and Control, 24.
  - 3102. Head Mail and Supply Clerk, Dept. of Taxation and Finance, 10.
  - 3101. Sr. Mail and Supply Clerk, Interdepartmental, 202.
  - 3123. Jr. Architect, Dept. of Public Works, 8.
  - 3124. Asst. Architect, Dept. of Public Works, 5.
  - 3110. Sr. Architect, Dept. of Public Works, 15.
  - 3111. Asst. Civil Engineer, Dept. of Commerce, 3.
  - 3103. Chief Gas Meter Tester, Public Service Commission, 7.
  - 3029. Chief Laundry Supervisor, Dept. of Mental Hygiene, 4.
  - 3030. Chief Laundry Supervisor, Dept. of Mental Hygiene, 8.
  - 3109. Sr. Industrial Engineer, Dept. of Labor, Entire Dept., 7.
  - 3108. Supervising Motor Vehicle Inspector, Public Service Commission, 36.
  - 3107. Supervising Motor Carrier Investigator, Public Service Commission, 5.
  - 3116. Beverage License Examiner, Executive Dept., Division of Alcoholic Beverage Control, 39.

- STATE OPEN-COMPETITIVE**
- 4145. Supreme Court Stenographer, Third Judicial District, 14.
  - 4154. Jr. Architect, State Departments, 28.
  - 4153. Asst. Architect, State Departments, 25.
  - 4152. Sr. Architect, State Departments, 20.
  - 4161. Gas Meter Tester, Public Service Commission, 4.
  - 4160. Gas Tester, Public Service Commission, 6.
  - 4164. Laundry Supervisor, State Departments, 43.
  - 4163. Chief Laundry Supervisor, Dept. of Mental Hygiene, 25.
  - 4157. Asst. Mechanical Construction Engr., Dept. of Public Works, 17.
  - 4156. Sr. Mechanical Construction Engr., Dept. of Public Works, 13.
  - 4155. Assoc. Mechanical Construction Engr., State Depts., 15.
  - 4162. Motor Carrier Investigator, Public Service Commission, 28.
  - 4158. Sr. Railroad Engineer, Public Service Commission, 7.
  - 4159. Asst. Sanitary Engineer

- (Design), Dept. of Public Works, 10.
- COUNTY PROMOTION**
- 3430. Principal Clerk, Erie County, 5.
  - 3431. Principal Clerk, Home and Infirmary, Erie County, 4.
  - 3432. Sr. Typist, County Clerk's Office, Rockland County, 1.
  - 3433. Sr. Clerk, Welfare Dept., Rockland County, 2.
- COUNTY OPEN-COMPETITIVE**
- 4478. Shop Foreman, Chautauque County, 6.
  - 4490. Food Service Supervisor, Chautauque County, 3.
  - 4479. Police Clerk, Village of Lancaster, Erie County, 4.
  - 4480. Sr. Stenographer, Town of Cheektowaga, Erie County, 1.
  - 4482. Water Plant Operator, Village of Hamburg, Erie County, 0.
  - 4484. Stenographer, Essex County, 4.
  - 4485. Jr. Stenographer, Village of Suffern, Rockland County, 1.
  - 4486. Jr. Typist, Rockland County, 2.
- (Continued on Page 8)

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By **ENURTONE**  
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**NEW PROVEN METHOD**  
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Murray Hill 4-4424  
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# Assistant Foreman Study Material for NYC Test

The following is the fifth consecutive installment of study material prepared by The LEADER, with the aid of some information supplied by the NYC Department of Sanitation, for the exam for promotion to Assistant Foreman. For this test 3,780 applied originally. Applications will be received in the reopening to 31. The written test will be held on Saturday, September 22, and there will be a weekly installment until September 18, the week of the test.

### Definitions

Soundings are the measurement of water in a slip. They are taken to determine the depth of water in a slip as a precaution against grounding barges and consequent damage, and to determine if dredging is necessary. Soundings are taken—on the first of each month at mean low water; at intervals of 20 feet along the dock and around barges moored to same; and reported comprehensively in diagram form, reports being forwarded to those in charge of waterfront activities in the Bureau of Waste Disposal.

Employee relations questions may be expected. Hence study the following:

1. As a supervisor you get results through employees.

2. Employees, as people, must be treated as individuals.

3. Adherence to the following is conducive to:
  - (1) Let each person know how he is getting along, what you expect of him, and indicate ways he can improve.
  - (2) Give credit when due.
  - (3) Advise subordinates in advance about changes and why they are necessary.
  - (4) Look for ability in each man and make use of it in the best interests of both the department and the individual.

If work is planned intelligently, men will work willingly. (Another installment next week)

An assistant foreman assigned to a garage, must take the following measures to safeguard garage premises and equipment against the possibility of damage by fire:

1. Prohibit smoking in garage.
2. Place "No Smoking" signs conspicuously throughout premises
3. Prohibit use of open flame hand lanterns.
4. Inspect periodically all electrical wires, receptacles, and battery changes.
5. Keep floors clean—free from gas, oil, or grease—and well-sanded.
6. Maintain serviceable and

sufficient fire-fighting equipment.

7. Instruct employees in the proper use of fire-fighting equipment.

8. Establish fire-fighting stations and assign personnel thereto.

9. Conduct fire drills regularly.

10. Post signs throughout premises indicating location of the nearest fire alarm boxes.

11. Always be on the alert for fire.

Section 248 of the Sanitary Code is most relevant to work performed by the Department of Sanitation.

### Causes of Unclean Streets

Various causes of unclean streets:

1. Sweep-outs by public.
  2. Throwing refuse into streets.
  3. Overloaded, insufficient, or improper receptacles.
  4. Placing receptacles at curb instead of at building line.
  5. Children interfering with refuse.
  6. Animals foraging through refuse.
  7. Scavengers sorting refuse.
  8. Unsecured refuse or bundles.
  9. Climatic conditions, e. g., rain and wind.
  10. Falling leaves during autumn season.
  11. Truckers failing to provide vehicles with covers.
- Department equipment to protect personnel from injury or death includes:
1. Aprons (rubber).
  2. Belts (life, safety).
  3. Boots.
  4. Gloves (plain, machinist's, steel-faced, leather).
  5. Goggles (plain, colored, machinist's, welder's).
  6. Respirators.
  7. Sandals (wooden).

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.—RYMA REALTY CORPORATION, plaintiff against ANNE M. DOOLEY, individually and as Executrix under the Last Will and Testament of Patrick Dooley, deceased, BRIDGET DOOLEY, KATE DOOLEY MEEGHAN, BESSIE DOOLEY AGNEW, THOMAS DOOLEY BERNARD DOOLEY, brother of Owen Dooley, deceased, JAMES KELLY, GEORGE KELLY and CATHERINE LUNNEY and all other heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of OWEN DOOLEY, and ROSE E. KELLY, and LEO HYMAN, all deceased, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to plaintiff; MARGARET DELANEY GUERNSEY, "HARRY" GUERNSEY, first name fictitious, true first name unknown to plaintiff, person designated being the husband of Margaret Delaney Guernsey, and others, defendants.

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

Dated, New York, March 27, 1951.

GERALD PARADISE, Attorney for Plaintiff, Office and P. O. Address, 110 East 42nd Street, New York, N. Y. Principal place of business of plaintiff, a New York corporation, is in New York County, and plaintiff designates New York County as the place of trial.

To the above named defendants, except Anne M. Dooley:

The foregoing summons is served upon you by publication pursuant to an order of Hon. S. Samuel DiFalco, Justice of the Supreme Court of the State of New York, dated August 26, 1951, and filed with the complaint in the office of the Clerk of the County of New York, 80 Centre Street, New York City, New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York and now held and owned by the plaintiff, all in the Borough of Manhattan, City of New York, as such map existed on April 6th, 1945, lying on the westerly side of Tenth Avenue, commencing 82 feet 5 1/4 inches south of West 38th Street, 20 feet 8 inches in width and 75 feet in depth. Also known as 493 Tenth Avenue.

Parcel 2, Section 3, Block 709, Lot 28 on the Tax Map of the Borough of Manhattan, City of New York, as such map existed on December 2nd, 1949, lying on the westerly side of Tenth Avenue, commencing 61 feet 9 1/2 inches south of West 38th Street, 20 feet 6 1/2 inches in width and 75 feet in depth.

Parcel 3, Section 3, Block 709, Lot 42 on the Tax Map of the Borough of Manhattan, City of New York, as such map existed on May 5th, 1950, lying on the southerly side of West Thirty-Eighth Street, commencing 75 feet west of Tenth Avenue, 25 feet in width and 102 feet ten and one-half inches in depth.

Dated, New York, August 15th, 1951. GERALD PARADISE, Attorney for Plaintiff, Office and P. O. Address, 110 East 42nd Street, New York City 17, N. Y.

8. First aid emergency cabinets.

Emergency Labor and Trucks

The Department of Sanitation removes snow and ice from city streets pursuant to Chapter 31, section 755, of the City Charter. Removal of snow and ice from city streets is a duty of the Commissioner of Sanitation. To carry out this duty the department trains personnel, maintains specialized equipment, is authorized to employ personnel and equipment of various city departments, and employs such labor and equipment as is deemed necessary to cope with snow emergencies.

The requirements of an emergency laborer:

1. A citizen of the United States.
  2. Physically and mentally capable of performing the work.
- A hired truck shall:
1. Be of not less than 4,700 pounds unladen weight.
  2. Have a body capacity of not less than eight cubic yards.
  3. Have a body of not more than eleven feet in height above the ground, whether the body be built up or not.
  4. Conform to weight and capacity schedule.
  5. Be motor-driven.
  6. Be back-dumping.
  7. Have New York State registration certificate.
  8. Have tailgate hinged so as not to interfere with dumping.
  9. Be totally enclosed if mechanically loaded.

### Sequence of Storm Methods

Although methods employed in coping with each storm may vary, there is a definite sequence not only in the issuance of orders but also in the assignment of motorized equipment. The sequence in

which motorized equipment is assigned, and the condition which must prevail when assignment is made, follow:

1. Rotary brooms: On bridges and highways when snow begins to stick to the pavement.

2. Spreaders: On sand and salt-spreading routes when the snow begins to stick to the pavement and the forecast is for heavy accumulations and low temperatures.

3. Plows: On cross walks and plow routes when depth of snow is sufficient for plowing.

4. Loading machines and trucks: Hauling snow when sufficient piles or ridges are available for efficient operation.

### Training of Employees

The department snow removal program provides for the training of Sanitationmen, classes B and C, in special duty assignments. Assignments included in the program:

1. Field instructors of snow removal equipment.
  2. Timekeepers.
  3. Loading foreman (Contract snow removal).
  4. Dump foreman (Contract snow removal).
  5. Loading and dump foreman (Hired trucks—DS hauling).
  6. Truck measurers.
  7. Special snow clerk.
- Preparations made for training personnel: (Another installment next week)

Pass High on the Assistant Gardener Exam. Get a copy of the Arco Study Book prepared especially for this test at The Leader Book Store, 97 Duane St., New York 7.

## SCHOOL DIRECTORY

### Academic and Commercial—College Preparatory

BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St. Bklyn. Regents approved. OK for GI's. MA 2-2447.

Building & Plant Management, Stationary & Custodian Engineers License Preparations.

AMERICAN TECH., 44 Court St., Bklyn. Stationary Engineers, Custodians, Supts, Firemen. Study bldg. & plant management incl. license preparation. Ma 5-2714.

### Business Schools

LAMB'S BUSINESS TRAINING SCHOOL—Gregg-Pitman, Typing, Bookkeeping, Comptometry, Clerical. Day-Eve. Individual instruction 370 9th St. (cor. 8th Ave.) Bklyn 15 South 8-4286.

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

GOTHAM SCHOOL OF BUSINESS. Secretarial, typing, bookkeeping, comptometry. Days: Even. Co-ed. Rapid preparation for tests. 505 Fifth Ave., N. Y. VA 6-0334.

### Drafting

COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet. 6th & 7th Aves., N.Y.C. WA 9-6625. Sound intensive drafting courses in Architectural, Structural, Mechanical and Technical Illustration Approval for vets. Day and Eve. Classes.

NATIONAL TECHNICAL INSTITUTE—Mechanical Architectural, job estimating in Manhattan, 55 W. 42nd Street, LA 4-2929 214 W. 23rd Street (at 7th Ave.) WA 4-7478. In New Jersey, 116 Newark Ave., BERgen 4-2250.

### Driving Instruction

SAFTEE AUTO DRIVING SCHOOL—Safe, easy lessons by patient, courteous drivers makes learning easy. Cars for road test. 6733 Fourth Avenue B'klyn, N. Y. SH 5-9727. Licensed by State of N. Y. All dual control cars.

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FOR Training and Practice on IBM Numeric and Alphabetic Key Punch Machines and Verifiers, go to The Combination Business School, 139 W. 125th St. UN 4-3179.

### LANGUAGE SCHOOLS

CHRISTOPHE SCHOOL OF LANGUAGES. (Upton School). Learn Languages. Conversational French, Spanish, German, Italian, etc. Native Teacher. Appl. for Visa. Lic. by State of N. Y. Daily 9 A.M. to 9 P.M. 200 West 135th St. NYC. WA 6-2780.

### Motion Picture Operating

BROOKLYN YMCA TRADE SCHOOL—1119 Bedford Ave. (Gates) Bklyn. MA 2-1108. Even.

### Music

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THE PIERRE-BOYSTON ACADEMY OF MUSIC—Offers special courses in Music, Piano, Voice, Organ, Theory, Sight-Singing, Choral Conducting, Church Service Playing, Concert, Stage, Radio, Television. Register Now. 19 W. 99th St., N. Y. C. Riverside 9-7430.

### Plumbing and Oil Burner

BEEK TRADE SCHOOL—384 Atlantic Ave., Bklyn. UL 5-5063. 446 W. 35th St., NYC. WI 7-3453-4. Plumbing, Refrig., Welding, Roofing & Sheet Metal, Maintenance & Repair Bldgs. School Vet Appd. Day-Eve.

### Radio Television

RADIO-TELEVISION INSTITUTE, 450 Lexington Ave. (46th St.), N. Y. C. Day and evening. PL 9-5655.

### Secretarial

DRAKES, 154 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism, Day-Night Write for Catalog. BE 3-4840.

HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor Flatbush, Brooklyn 17. NEVins 8-2941. Day and evening. Veterans Eligible.

WASHINGTON BUSINESS INST., 2105—7th Ave. (cor. 125th St.) N.Y.C. Secretarial and civil service training. Moderate cost. MO 2-6026.

### Refrigeration, Oil Burners

NEW YORK TECHNICAL INSTITUTE—553 Sixth Ave. (at 16th St.) N. Y. C. Day & Eve. classes. Domestic & commercial. Installation and servicing. Our 29th year. Request catalogue L. CHICAGO 2-6330.

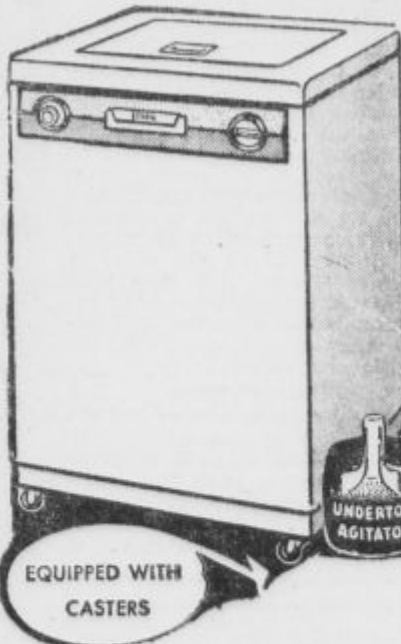
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GRamercy 5-0600 Open 8:30-7, Thurs. eve. till 9

# Digest of Pay Bills That House Committee Has Reported Out

The following summarizes the provisions and effects of U.S. pay increase bills reported out by the House Post Office and Civil Service Committee:

## H. R. 339 (Classified Employees and Others)

Coverage: 1,051,365 employees, including (1) classified employees; (2) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery, Veterans Administration; (3) Foreign Service employees (4) secretaries and law clerks of the U. S. Circuit and District Court Judges; (5) Legislative employees.

Salary Increase: An increase of \$400 (20c an hour for hourly or part-time employees) in basic compensation, subject to retirement deductions and used as a basis upon which to compute overtime and night differential.

Cost: \$420,656,144.

Effective Date: The first pay period following June 30, 1951, except that no retroactive compensation or salary shall be payable to any individual not in the service of the U. S. (Including the Armed Forces) or the municipal government of the District of Columbia on the date of enactment, other than those who retire during such period.

Other Provisions: Section 1 (d) amends the Classification Act of 1949 to provide that increases in compensation granted employees by law after June 30, 1951, shall not operate to deprive such employees of within-grade salary advancements under the Classification Act.

Section 2(c) provides that except for the field service of the Post Office Department, and in those cases where the President determines a department or individual establishment, or any part thereof, is engaged in activities essential to the national defense, the departments and agencies in the executive branch shall absorb the increased cost of the salary increases within the appropriation or funds made available to such department or agency for personal services for fiscal year 1952.

## H. R. 244 (Postal Pay)

Salary Increase: (a) Grants to 500,000 Postal employees salary increase of \$400 for all postal employees on an annual basis, except 4th class postmasters who will receive a 20% increase. Hourly employees will receive a 20c an hour increase.

Raises Entrance Salary: (b) Eliminates the first three grades for all employees and renumbers the remaining grades in sequence beginning with number 1. This increases the entrance salary by \$300. When combined with the provisions of (a) above, it raises the entrance salary for clerks, carriers and motor vehicle employees from an annual rate of \$2,670 (\$1.31 1/2 per hour), the present rate, to an annual rate of \$3,370 (\$1.66 1/2 per hour). Rural carriers presently receive permanent appointments and are appointed in Grade 3. Their entrance salary will be increased by grade.

Grade Increases: (c) Grants 2 grade increases to those employees who have entered the Postal Service since July 1, 1951, and have not received any grade increase by operation of law counting increases under this bill. Grants 1 grade increase to those employees who have received only 1 such grade increase. Employees advanced in grade under this section will still retain their time

in grade toward their next promotion.

Other Provisions: (d) Provides that increases under this Act shall not be counted as equivalent increases within the meaning of the Classification Act of 1949, so that employees who might be transferred to the Classification Act, such as transfer of buildings to GSA, will not be denied within-grade increases when due.

(e) Is retroactive to July 1, 1951, but shall not apply in the case of employees who have been separated from the rolls on the date of enactment, with the exception of those who are in the Armed Forces or who have retired since July 1, 1951.

## H. R. 4255

This bill provides a reclassification in the salaries of postmasters (42,000) and supervisors (17,000), with an amendment placing a ceiling on increases for any one postmaster or supervisor under the combined bills (H. R. 244 and H. R. 4255) of \$800.

(For progress of pay bills, see page 16.)

# Personality Tests Tried on Attendants

The Michigan Department of Mental Health and that State's Civil Service Commission have released a preliminary report covering the findings of a research project initiated to develop a screening technique for the selection of psychiatric aides in mental hospitals. The study investigated the observations of the clinic director and the staff of the Pontiac State Hospital that mental patients reacted better to certain types of attendants than to others.

The study tried to determine whether needed personality characteristics could be detected and measured in present attendants by giving them a group of psychological tests. If the tests corresponded with supervisory judgment, they might be used to select attendants for future vacancies.

## Take Inventory of Personality

The test form used was "A Rapid Personality Evaluation Based on the Minnesota Multiphasic Personality Inventory and the Cornell Selectee Index." In addition, the Rorschach and the Scandl Tests were administered to each attendant individually. One psychologist did all the testing. The procedure for selecting attendants to be tested was as follows: The supervisor of male attendants selected approximately 30 male attendants whom he considered "the best" in ability to handle patients, and 30 whom he considered "the poorest." The supervisor of female attendants did the same for female attendants.

says the Civil Service Assembly, "before the techniques used in this study can be adopted for screening. However, the results appear to be significant enough to warrant further experimentation. One proposal is to take a random sample of the aides in another hospital and subject them only to the tests that seem to be valuable. From the results an attempt will be made to predict the good and poor aides and then have them evaluated by the chief supervisors to see if the predictions coincide with supervisor ratings."

# Rhode Island Gets Plan to Handle Grievances

The American Federation of State, County, and Municipal Employees, AFL, has submitted a plan to Governor Roberts of Rhode Island to set up machinery to handle disputes between State or local government and public employees.

The plan would provide for appointment of three-member mediation boards with authority to conduct public hearings, subpoena witnesses, administer oaths, and make recommendations for settlement of the points at issue. Each side would name one representative and they would, in turn, select the third member. The right to strike was not denied.

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## LEGAL NOTICE

CITY COURT OF THE CITY OF NEW YORK, COUNTY OF NEW YORK. BETTY MALKIN, assignee of CHARLES O. STURDEVANT, Plaintiff, against JOSIAH WOOLFOLK, also known as JACK WOODFORD, Defendant. 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 ten days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, June 13th, 1951. IRVING KORNBLUM, Attorney for Plaintiff, Office & P. O. Address, 276 Fifth Avenue, Borough of Manhattan, City of New York (1).

To Josiah Woolfolk, also known as Jack Woodford, the above named defendant in this action.

The foregoing summons is served upon you by publication pursuant to an order of Hon. Francis E. Rivers, a Justice of the City Court of the City of New York, dated the 16 day of July, 1951 and filed with the complaint in the office of the Clerk of the City Court, New York County, at the Courthouse, 63 Chambers Street, Borough of Manhattan, City of New York. Dated: July 10, 1951.

Yours, etc., IRVING KORNBLUM, Attorney for Plaintiff, Office & P. O. Address, 276 Fifth Avenue, Borough of Manhattan, City of New York.

## STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Hardware Mutual Insurance Company of Minnesota, Minneapolis, Minn. is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets, \$16,748,770.11; Total Liabilities, \$11,725,271.51; Surplus as regards policyholders \$5,023,498.60; Income for the year, \$11,747,129.73; Disbursements for the year, \$9,492,573.39.

## STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, 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, 1950, shows the following condition: Total Admitted Assets \$2,995,172.43; Total Liabilities \$1,176,635.08; Capital paid-up \$1,550,000.00; Surplus and Voluntary reserve \$10,595,537.35; Surplus as regards policyholders \$11,815,537.35; Income for the year \$14,545,611.05; Disbursement for the year \$10,330,907.29.

## STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Lumbermen's Mutual Insurance Company, Mansfield, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets, \$10,616,671.19; Total Liabilities, \$7,351,333.78; Surplus as regards policyholders, \$3,265,337.41; Income for the year, \$6,872,011.45; Disbursements for the year, \$5,240,670.70.

## STATE OF NEW YORK INSURANCE DEPARTMENT ALBANY

I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Central Manufacturers' Mutual Insurance Company, Van Wert, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets, \$24,995,244.32; Total Liabilities, \$17,059,959.50; Surplus as regards policyholders \$7,935,284.70; Income for the year, \$13,450,037.75; Disbursements for the year, \$10,649,550.63.

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5. Edwards, Alice M., N. Troy ... 82131
6. Migdal, Mary T., Syracuse ... 82100

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1. Durbin, Mary N., Ciri Islip ... 88564
2. Sahie, Mary H. J., Queens Vlg 82686
3. Opp, Lillian W., Greene ... 81001
4. Boles, Mary E., Rochester ... 80955
5. Rose, Fna H., St. Albans ... 79931

**BIostatistician**  
(Prom.), Dept. of Health (Exclusive of the Div. of Labs. and Research and the Institutions).

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2. Forber, Bernard, Albany ... 80411

**SENIOR MEDICAL TECHNICIAN**  
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**SENIOR CASE WORKER**  
(Prom.), Department of Social Welfare, Erie County.

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2. Bieger, T. Nancy, Buffalo ... 83222
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16. Fries, Alice M., Buffalo ... 79824
17. Lash, Lorraine T., Buffalo ... 79729
18. Malone, Louise G., Buffalo ... 79048
19. Mogerman, Melva A., Buffalo ... 78908
20. Goldman, Selma H., Buffalo ... 78664
21. Foley, Catherine M., Buffalo ... 78588
22. Rutter, Barbara W., Buffalo ... 78312

## Byrnes, Hartnett and Freeman Elected by UFO

The election to fill vacancies on the board of directors of the Uniformed Fire Officers Association resulted in victories for Battalion Chief Gilbert S. Byrnes and Capt. Charles Freeman, while Lieutenant Francis P. Martin was unopposed.

The vote in the two contests:  
**For Chiefs' Representative**  
 Gilbert X. Byrnes ..... 61  
 Thomas J. Hartnett ..... 54  
**For Captains' Representative**  
 Charles Freeman ..... 1,143  
 Frederick Bahr ..... 60  
 The election was conducted by

the American Arbitration Association. Those newly elected will take office on September 1.  
 The chief's vacancy resulted from the expiration of the term of Deputy Chief George David, president of the UFOA. The Captains'

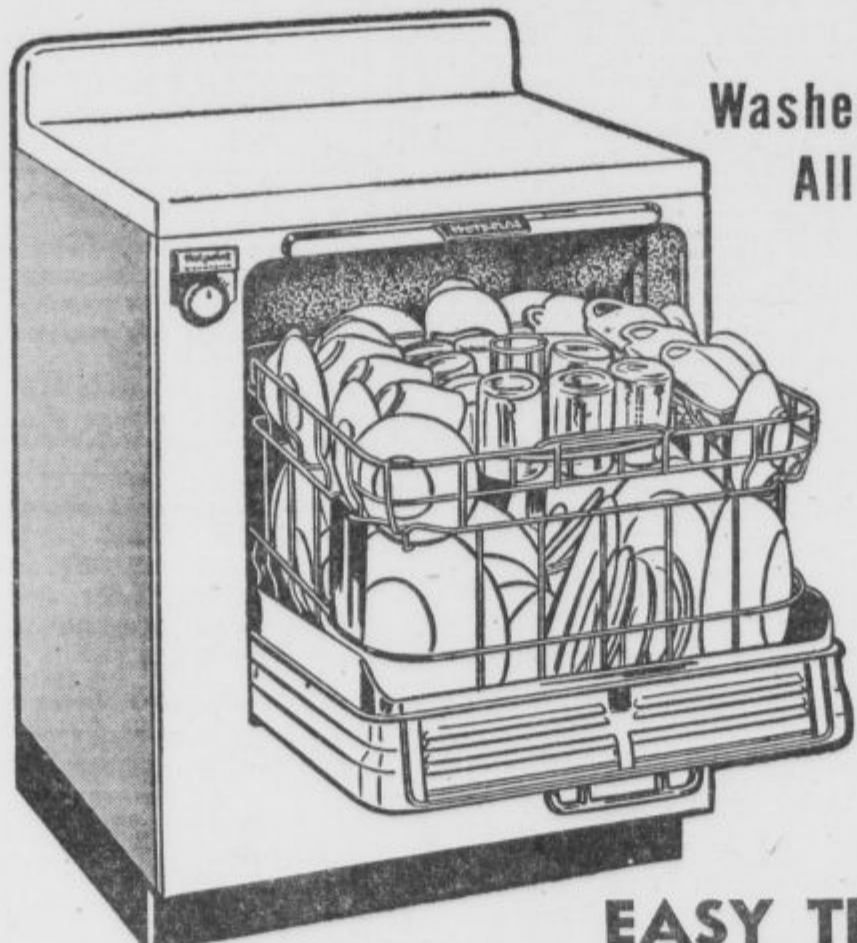
vacancy arose from the expiration of Captain Freeman's term, but he ran for re-election. The Lieutenant vacancy resulted from the expiration of Henry J. Fehling's term.  
 The full board will elect the officers.



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# Text of Patterson's Report On Increment Bill

The LEADER has succeeded in obtaining a copy of the letter written by Budget Director Thomas J. Patterson to Jack Lutsky, legal aide to Mayor Vincent R. Impelleri, analyzing an increased-increment bill introduced by Councilman Eric J. Treulich. The complete body of the letter follows:

As a result of the "freezing in" of the various cost-of-living adjustments, the present mandatory increment law is no longer applicable, inasmuch as the salary basis of "where the minimum of the grade is \$1,801 or less" is below the lowest basic rate paid, that of \$1,860 to competitive graded or ungraded employees.

The intent of the present law has been carried through by providing increment adjustments to employees in the same manner as originally provided for when the present law was effected.

To safeguard this, the Terms and Conditions of the Budget for 1950-51 and the new Budget for 1951-52, provide the following: "The Budget shall continue salary increments for grades and positions originally provided for in existing mandatory increment laws."

Apparently, Councilman Treulich proposes this new bill in the absence of the mandate to pay legally such increments.

### Contemplated Extension

His proposal not only continues in effect the intent and scope of the present law, but contemplates the extension of mandatory increments to almost all grades in the competitive service and greater benefits to employees in the ungraded services.

1. Mandatory increments up to a maximum for employees in service on or after September 9, 1942 rather than their limitation of four increments which generally would bring them within \$120 of the maximum of their grade. This area of \$120 was considered for merit increase or increase when promoted to next grade.

2. Changes the amount of the increment from \$120 to \$150.

3. Mandatory increments from the minimum to the maximum for many grades not now provided for. This applies for example to such Grades as:

Present Grade range, Clerk, Grade 4, \$3,421 to \$4,020; present increment or adjustment: no mandatory increment, but two salary adjustments of \$120 to \$3,661. Proposed increment range, \$3,421 to \$4,020 by mandatory increments of \$150.

Present grade range, Clerk,

Grade 5, \$4,021 and over; no present increment or adjustment. Proposed increment range, \$4,021 to \$5,460 by mandatory increments of \$150.

This means that at least 50 more grades where the minimum is greater than \$2,351 per annum will be given mandatory increments. These grades never benefited before.

4. It establishes a new salary minimum for increments. The old one "where the minimum of the grade was \$1,801 or less for the graded services or the appointment rate was \$1,801 or less for the ungraded service" now becomes "\$5,460 or less." The old standard applied to usually the third grade in a service with five grades or the second in a service with four grades. The proposed standard applies even before the minimum of the highest grade of many services.

5. The maximum beyond which increments could not be given is also increased as follows:

Type of Employee, Graded. Present law \$2,400. Present practice, \$3,660. Proposed law, \$5,460.

6. It provides four annual increments of \$150 each to employees in titles in the Ungraded Service, such as Elevator Operator, Auto Engineman, Court Attendant.

All increments previously given on or before July 1, 1951 to any employee in the ungraded service are not to be counted.

### States Backers Claims

The main claims of the proponents of this bill are:

1. New York State and Federal Government for their employees have comparable increment laws with even higher bracketed salary employees receiving mandatory increments.

2. The administrative and clerical employees of the Board of Education in many of the grades covered by this proposed bill, are presently covered by mandatory increments and also receive annual mandatory increments in certain grades greater in amount than the proposed \$150, whereas city employees under the present law do not receive the same treatment as these employees of the Board of Education.

3. They claim the present law is no longer applicable and is antiquated in principle and not in conformity with increment plans endorsed by public personnel authorities.

4. It has even received endorsement of certain civic bodies.

5. It eliminates favoritism and politics involved in salary in-

creases granted allegedly for merit.

6. It will aid recruitment of better personnel and hold them.

However, many of these arguments in favor of this bill may have considerable merit but never the merit that either applies to or would justify this type of proposed mandatory increment legislation.

### Tells Why He Opposes Bill

There are very cogent reasons why this proposed bill should not be passed. They are chiefly:

1. The City has invested over \$250,000 in the employment of an outside personnel to make a study of a modern and progressive "Career and Salary Plan" for City employees. Their final report is due by October 1st, with one phase of their report dealing comprehensively with this problem. I believe the adoption of this proposed law based not on careful study, or evaluation of jobs on equal pay for equal work but written to satisfy employee pressure and to encompass nearly all grades would be premature, unjust and wasteful. No careful consideration appears to have been given to determine whether or not it is correct, equitable, or justifiable to extend mandatory increments so promiscuously and with no controls. Moreover, this survey covers the competitive, non-competitive, and labor classes. The proposed mandatory increment bill applies to only a part of the competitive class.

2. Such a valuable personnel increment and award as the merit increase will no longer be effective, unless the salary of an employee is above \$5,460 per annum, because an employee will receive the maximum within four years whether or not he assumes any responsibility or supervision and even go as high as \$5,460 per annum by mandatory increments. This bill will reduce and eventually eliminate employee initiative, competitiveness and resourcefulness. It will dull or still the effectiveness of the instrument by which the administrator can reward the better, the more industrious, the more willing, and the more competent employee.

3. In the Compensation plan for employees of the State of New York, there are approximately 55 salary grades based not on the class of the position as much as its value as a job being performed. All compensation plans that have comparable liberal increment schedules are based on job worth.

This bill violates this sound basis and principle for a compensation plan. It uses a classification plan of the City which nearly all persons agree is obsolete and requires an overhauling. In fact, the City is now expanding one quarter of a million dollars on such a job. In other words, Mr. Treulich's compensation plan is a structure erected on a foundation of confusion, inequity and discrepancy.

### LEGAL NOTICE

At a Special Term, Part 2 of the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, 52 Chambers Street, Borough of Manhattan, City of New York, on the 21st day of August, 1951. PRESENT: HON. ROCO A. PARELLA, Justice.

In the Matter of the Application of: WILLIAM T. WATTS. For Leave to Change His Name to WILLIAM T. PENDER. ORDER.

Upon reading and filing the petition of William T. Watts, dated the 15th day of August, 1951, praying for leave to change his name to William T. Pender in place and stead of his present name, and the affidavit of Alberta Pender verified August 15, 1951, and the Court being satisfied that the averments in said petition are true and that there are no objections to the change of name proposed and that the interests of the party will be substantially promoted by the change:

NOW, on motion of Oscar Marks, attorney for the petitioner, it is ORDERED that William T. Watts be and he hereby is authorized to assume the name of William T. Pender on and after the 1st day of October, 1951, upon compliance with the further provisions of this order, and that the Department of Health, Bureau of Vital Statistics of the City of New York be and they are hereby directed to amend the record of birth of William T. Watts by correcting the name to read William T. Pender, and it is further

ORDERED that this order and the above mentioned petition be filed in the office of the Clerk of the City Court in the County of New York within ten (10) days from the date hereof, and that a copy of this order shall, within ten (10) days from the entry hereof, be published in The Civil Service Leader and within forty (40) days after the making of this order proof of such publication by affidavit be filed and recorded in the office of the Clerk of this Court in the County of New York; and it is further

ORDERED that upon compliance with all the terms hereof and on and after the 1st day of October, 1951, the said William T. Watts shall be known as William T. Pender and by no other name.

ENTER R. A. F. J. C. C.

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4. It provides for the top salary grades in many services as follows:

For Clerical, Grade 5, it proposes \$4,021 entrance rate plus 9 and a fraction annual mandatory increments of \$150 to \$5,460.

For Attendant, Grade 3 (includes, such titles as Attendant, Telephone Operator, Messenger, Janitor), it proposes \$3,421 entrance rate plus 13 and a fraction annual mandatory increments of \$150 to \$5,460.

No sensible, practical or wise compensation plan could ever be predicated on such outlandish and unjustifiable increment schedules. It makes no attempt to distinguish between the worthy and unworthy, good and bad. It is a plan that is chiefly characterized by careless prodigality.

5. In the ungraded service almost three thousand employees in such titles as Elevator Operator, Auto Engineman, etc., will receive four additional increments of \$150 for a total amount of \$600, regardless of whether or not these employees have already received the present legal number. Examples:

A. 1134 Auto Engineman who already have received not only their four increments plus an additional adjustment of \$120 and an adjustment of \$240 for 302 days, will be entitled to \$600 more, or four additional annual increments of \$150 per annum. Then this will mean at the end of four years hence that

600 in this title will be receiving \$4,000 to \$5,000, inclusive of \$250 bonus

534 will be receiving \$3,850 to \$4,000, inclusive of \$250 bonus

B. Moreover, nearly 500 Elevator Operators who have reached their maximum will be entitled to \$600 more. This will mean over 500 in this title will be receiving four years hence at least \$3,400, inclusive of bonus.

C. Over 125 Court Attendants at their present maximum will receive \$600 more. Their salary will be in excess of the maximum for Patrolman, who receive \$4,150, as the allotment of four additional increments of \$150 will bring Court Attendant rates to \$4,320 or better. They will even exceed the maximum permitted for their supervisors. The Assistant Court Clerk who would be stopped at \$4,020.

D. These are only examples of the discrepancies, bases for grievances and inequities that will be created by the provision proposed for the ungraded class.

6. The proposed bill will in effect eliminate increases for merit-

rious service or high personal achievement.

7. The compensation plan for employees of the State of New York and the increment schedules of the Board of Education are both controlled by the requirement of at least satisfactory service by individual employees to merit an increment.

8. The establishment of the maximum of \$5,460 as a top for increments will create serious administrative problems based on present salary scales for supervisors, foreman, and inc more deserving employees.

9. This report outlines general objections with only a few of many examples where the existing inequities will be greatly multiplied. This proposed bill proposes to establish a wage machinery with no basis on wages for comparable work in other jurisdiction or in private industry. When it was first introduced it provided one set of standards and in a little over a month it was amended to propose even another set.

I favor a compensation plan that is based on equal pay for equal work and a system of increments predicated on such an evaluation. Even the increment and adjustment plan presently in operation for City employees is more advantageous to the City, as it provides increment to lower grades where individual merit or responsibility is not too distinguishable, adjustments to decrease inequities and merit increases generally to the deserving.

### Recommends Disapproval

It is impossible to estimate the actual cost in dollars and cents, but it will be costly. It will be even more costly in paying many personnel to their maximum (Continued on page 15)

### OWNER RETIRES

#### PARCEL (1)

BUSINESS PROPERTY FOR SALE  
300 Ft. from Ocean Boardwalk.  
Lot size 40x210 ft. Owner has both garage and bath house license. Price \$15,500.

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Parcel (3) Business Corner, 100 x 100 on Merrick Rd. next to site of new school to be built. This corner will jump in value in short time. Price \$15,500. Call at Heer Park office, Merrick Rd. and E. Way, Lindenhurst, L. I., N. Y.

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# 3 Answers Changed In Fire Lieut. Test

The following are the final key answers on the basis of which the candidates' papers were rated in the NYC exam for promotion to Lieutenant, Fire Department, held on June 9:

**White Form**  
1, C; 2, A; 3, D; 4, B; 5, D; 6, B; 7, C; 8, C; 9, B; 10, B; 11, D; 12,

D; 13, C; 14, B; 15, B; 16, D; 17, C; 18, A; 19, A; 20, A; 21, D; 22, A; 23, D; 24, A; 25, A; 26, B; 27, A; 28, A; 29, C; 30, D; 31, B; 32, B; 33, C; 34, D; 35, A; 36, B; 37, D; 38, C; 39, B; 40, C; 41, D; 42, B; 43, delete; 44, B; 45, C; 46, A; 47, B; 48, A; 49, D; 50, D; 51, C; 52, D; 53, A; 54, D; 55,

A; 56, B; 57, B; 58, D; 59, A; 60, D; 61, C; 62, B; 63, C; 64, E; 65, G; 66, F; 67, C; 68, A; 69, B; 70, A; 71, B; 72, B; 73, D; 74, B; 75, E; 76, D; 77, G; 78, B; 79, A; 80, D; 81, B; 82, D; 83, A; 84, C; 85, C; 86, D; 87, B; 88, A; 89, C; 90, B; 91, B; 92, C; 93, A; 94, B or C; 95, B; 96, A or B; 97, C; 98, A; 99, D; 100, D.

### Yellow Form

1, A; 2, A; 3, C; 4, C; 5, D; 6, B; 7, D; 8, A; 9, B; 10, C; 11, A; 12, D; 13, B; 14, B; 15, A; 16, A; 17, A; 18, C; 19, D; 20, B; 21, B; 22, D; 23, D; 24, D; 25, C; 26, B; 27, D; 28, D; 29, A; 30, C; 31, A; 32, B; 33, A; 34, C; 35, B; 36, C; 37, D; 38, B; 39, C; 40, B; 41, D; 42, A; 43, B; 44, C; 45, B; 46, A; 47, D; 48, B; 49, delete; 50, D; 51, A; 52, C; 53, D; 54, B; 55, B; 56, D; 57, A; 58, D; 59, D; 60, A; 61, B; 62, E; 63, G; 64, F; 65, C; 66, C; 67, B; 68, A; 69, B; 70, B; 71, C; 72, A; 73, B; 74, D; 75, A; 76, C; 77, B; 78, F; 79, C; 80, D; 81, B; 82, A; 83, B; 84, D; 85, D; 86, A; 87, C; 88, B; 89, A; 90, C; 91, B or C; 92, A; 93, C; 94, A; 95, B; 96, C; 97, D; 98, D; 99, A or B; 100, B.

### 69 Right Answers Pass

The Commission announced that each of the questions will count 100/99, or 1.0101. If anybody got all the questions right he'd get, technically, 99.9999, but would be accorded 100. If he got 70 right, out of the original 100, he won't miss out because he answered the deleted question correctly according to the tentative key answer. With 69 correct questions his earned score would be 69.6969, and under a Commission rule, those who attain 69.1 are passed. But those who got 68 questions right out of the new 99 total, would have a score of 68.6868 and flunk.

The exam was taken by 5,714 candidates and the number of letters of protest was about 1,400. Candidates, even those who passed well up on the list, said that it was a tough exam.

### LEGAL NOTICE

#### PAINTING AIRPORT MARKERS THROUGHOUT THE STATE OF NEW YORK (1951 CONTRACT PROGRAM-2) NOTICE TO BIDDERS

Sealed proposals for Painting Airport Markers Throughout the State of New York, in accordance with Specification No. 16883 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Commerce, until 2:00 o'clock P. M. (Advanced Standard Time) which is 1:00 o'clock P. M., Eastern Standard Time, on Wednesday, September 5, 1951, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawings and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
- State Architect, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 109 No. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit of \$5.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.

DATED: 8-14-51. BWA/pka

# Progress Report On Certifications

The title of the position, the list standing of the last eligible certified, and the NYC department or departments to which certification was made, are given. "Y" means that the investigation of the eligible has not been completed.

**SPECIAL MILITARY**  
Bus Maintainer, Group B; VP358 (Bd. of Trans.).  
Trainmaster; D6.5 (Bd. of Trans.).

**LABOR CLASS**  
Cleaner, female; 585 (Health—Queens College).  
Cleaner, male; 2363 (Housing Authority—Brooklyn College).

**PROMOTION**  
Assistant Civil Engineer; 1 (Triborough Bridge and Tunnel Authority).

Assistant Supervisor, power distribution, GA Division; 4 (Bd. of Trans.).

Bus Maintainer Group A BMT Division; 37 (Bd. of Trans.).  
Collecting Agent; V47 (Bd. of Trans.).

Mechanical Engineer; 1 (Bureau of the Budget).  
Superintendent of Motor Equipment; V3y (Hospitals).

Trainmaster; 2 (Bd. of Trans.).  
**OPEN-COMPETITIVE**  
Alphabetic Key Punch Operator,

Remington Rand, Grade 2; 6y (Comptroller).

Asphalt Steam Roller Engineer; V5 (President, Borough of Queens).

Attendant, Grade 1, male; 171.5 (Marine and Aviation, Finance, Health, Hunter College, Public Works, Welfare).

Bus Maintainer, Group B; V9.55 (Bd. of Trans.).  
Clerk, Grade 2; 4900 (Welfare).

House Painter; 148 (Bd. of Trans.).  
Junior Chemist; 2y (Chief Medical Examiner).

Laboratory Assistant, chemistry; 186 (Hospitals).  
Machinist; V29 (Marine and Aviation, President, Borough of Bronx).

Radio Repair Mechanic; 16y (Bd. of Ed., Fire).  
Roofer; 20y (Housing Authority).

Sheet Metal Worker; 25 (Correction).  
Stenographer, Grade 2; 352y (Hospitals).

Stock Assistant; 263 (Hospitals).  
Typist, Grade 2; 200y (Bd. of Estimate, Teachers' Retirement System, Domestic Relations Court).

## One Fire Lieut. Question Out, Alternative Answers in Two Cases

Although the NYC Civil Service Commission received a record number of protests in the Fire Lieutenant test, only three changes were made, one of them a deletion of a question. In the two other instances alternative correct answers were approved, instead of only a single correct answer.

The same questions, numbered differently, to prevent candidates from helping one another, were on white forms, in one sequence, and yellow forms in the other.

**The 3 Questions and Decisions**  
The three questions and their final determination:

No. 43, on white form, No. 49, yellow form:

The one of the following, which is a reason for not tightening the truss rods on the bed ladders, is that it may (A) prevent the bed ladders from being raised, (B) cause the ladder to go up too fast, (C) cause the fly to bend when raising the fly ladder, (D) damage the ladder locks.

Decision: Delete above question.

No. 94, white form, No. 91, yellow form:  
If an engine pumps water through 700 feet of 2½-inch hose equipped with a 1¼-inch nozzle so

that the nozzle pressure is 60 pounds, the engine pressure in pounds is most nearly (A) 265, (B) 270, (C) 275, (D) 280.

Decision: B or C.  
No. 96, white form, No. 99, yellow form:

If it is required that an engine deliver water at a nozzle pressure of 65 pounds, through two parallel lines of 2½-inch hose, each 400 feet in length, siamesed into a deluge set equipped with a 1¾-inch nozzle (K equals .096 for two 2½-inch lines siamesed), then it is necessary for the engine pressure to be most nearly (A) 116 pounds, (B) 121 pounds, (C) 126 pounds, (D) 131 pounds.

Decision: A or B.

## Cartons of Cigarettes At Low Prices

Cortlandt Store, at 243 Broadway, NYC, is offering, as a courtesy to civil service employees, cartons of cigarettes at \$1.64 on all popular brands, such as Lucky Strike, Chesterfield, Camels, Pall Mall, Herbert Tareyton, Raleigh Plain and Tipped, Philip Morris. To take advantage of the offer, it is necessary to give some identification that you are a civil service employee.

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"MORE THAN JUST A RESORT"  
All 'round - Year 'round Vacation Spot

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Fully modern. Hot and cold running water in all rooms. Showers. Finest Italian-American cuisine. Air conditioned Dining Room. Casino—Dancing. Cocktail Lounge; Motion Pictures, Swimming, Horseback Riding. All Sports Hall.

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New deluxe bungalows. Buena, dishes, gas & electric. Boating & fishing. Folder. **KLEIN'S BUNGALOW COLONY** MONTICELLO 6, N. Y. Phone 1473W

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**MANITOU LODGE & RANCH**  
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FULL SEVEN DAY VACATION \$42  
Non-riders 35 miles of picturesque trails Swimming pool, square dancing, archery, tennis, badminton, horseshoes, hiking, picnics, softball, volleyball, bar; wholesome food, good horses always available. Single clientele. Write for booklet.

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High elevation on bluff overlooking village and valley. Broad lawns, two main houses and seven cottages, seventy rooms, hot and cold water, showers, suites with private baths, cottages have hot and cold water. Excellent food. Large airy rooms.  
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MIAMI BEACH, FLORIDA

# DON'T REPEAT THIS

(Continued from page 1)

basis of their effect on his candidacy.

Roughly, the primaries seem to have produced both good and bad for Halley.

First for the good. The gathering feud between Charles Sullivan and Jim Roe has split open Democratic ranks in Queens. Sullivan's independent candidacy for District Attorney gives Halley his best break since the nomination, and Sullivan will steam things up no matter who wins the D. A. job. However Sullivan makes out, Halley is bound to gain. Should the Liberals endorse Sullivan — and they would do that by nominating their present candidate, Sol Marcus, for the judiciary — Halley gets an important ally and many additional campaign slogan.

### Independence in Queens

Political independence, remember, seems more indigenous to Queens than to any of her sister boroughs. Young people and home-owners always tend to be independents — and Queens has more than her share of both groups. Queens, with hundreds of civic groups and with hordes of new voters entering their names each year on her election rolls, does not have the strongly entrenched politicians found in Manhattan, Bronx, Brooklyn, and Staten Island.

Jim Roe learned this only last election. He started the petitions for Impellitteri to get the Democratic nomination, then found that the fire he had started wouldn't quench, and he was never able to get much enthusiasm for the candidacy of Judge Pecora. People smart politically realize that wise Jim Roe, far more troubled than his fellow-leaders in the other counties, does a bang-up job in Queens, even though he may not always make the showing that the Democrats record in some of the other boroughs.

With Sullivan kicking up another of these periodic Queens political rumpuses, most anything can happen come November 6. The Democratic split can certainly do no good for Joe Sharkey, despite his winning ways and long record of making friends. While Queens normally would go for a Sharkey, this time the home-town boy, Henry Latham, will probably get the conservative, old-line vote, and his campaign bullets will probably be aimed more at Sharkey than at Halley. Add it up — and it looks as if Halley's chances in Queens, with the entente with Sullivan are considerably brighter than before.

### LEGAL NOTICE

**BONDY, JULIA.**—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: Fritz Porzes, individually and as administrator of the estate of Paula Porzesova, also known as Paula Porzes, Hanna Bell; Jan Holzer, an infant over fourteen years of age; Paul Porzes; Marie Porzes; Henrietta Lillienfeld; Olga Winternitz; Leo Holzer; Arnost Holzer; Joseph Furth, also known as Joseph Fuerth; Josef Furth and Josef Fuerth; Hedvika Porzesova; Jirina Furth, also known as Jirina Fuerth; Irene Furth, also known as Irene Fuerth; Arthur Porzes; Olga Klein; Jiri Klein; Karel Klein; Otto Porzes; Ernest Kuechler; Henrich Porzes; Joseph Porzes; Marie Holzer; Eduard Porzes; Regina Furth, also known as Regina Fuerth; Gustav Porzes; Pauline Kuechler; Arnost Furth, also known as Arnost Fuerth; Francis Furth, also known as Francis Fuerth; and the heirs at law, next of kin, distributees and legal representatives of any of the aforementioned persons who may be dead; and any person not hereinbefore named who may be an heir at law, distributee or legal representative of said Julia Bondy, deceased; and any other person who may be interested in this proceeding.

**SEND GREETING!**  
Upon the petition of OSWALD A. HOLZER, who resides at 15 Poplar Street, Sayville, Long Island, New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 18th day of September 1951, at half past ten o'clock in the forenoon of that day, why the Last Will and Testament of the decedent, Julia Bondy, late of New York City, County of New York and State of New York, should not be construed to grant power and authority to the petitioner, as administrator with the Will annexed, to convert the real property of the decedent, Julia Bondy, into personalty and to distribute the proceeds thereof, as personalty, to the distributees entitled thereto, and why the petitioner should not have such other and further relief regarding the construction and interpretation of the said Last Will and Testament as may be proper in the premises.

**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 Frankenthaer, a Surrogate of our said County, at the County of New York, the 6th day of August, in the year of our Lord one thousand nine hundred and fifty-one.  
**PHILIP A. DONAHUE,**  
Clerk of the Surrogate's Court.

### Matter of Ammunition

The other aspect of the primaries spells a mark against Halley's chances. His stock in trade of course has been corruption in government, and the primaries indicate a falling off in interest in that topic that may mean that the people are no longer as rebellious as they seemed last spring. In Manhattan, where so-called "Costelloism" had been pushed into the primary campaign, only 2 per cent of the registered Democrats took the trouble to go to the polls. A hot summer you may say. But it was just as hot and just as much the summer out in Suffolk County, where the ding-dong Macy-Dewey battle, fought out along old-fashioned name-calling lines, brought out the voters sufficiently to unseat the boss of twenty-five years.

Interest in the corruption issue, which came up like thunder last spring and made national figures of Kefauver and Halley, may be on the wane. If it is, Halley will of course suffer. Alex Rose, the astute and brilliant tactician of the Liberal Party, may switch the Halley fire to the sales tax he feels victory can be won in that direction. The Liberals have opposed the sales tax all along, and they rightly sense that to the average citizen — and voter — a heavy sales tax is more of a personal, everyday calamity than impersonal corruption, no matter how serious.

### Possibilities

Rose is a new example, incidentally, of just how strange political bed-fellows can be. Last year, in vigorously supporting Pecora, he was working close with Manhattan Democratic Boss DeSapio. Today, though he probably thinks as little of Impellitteri as ever, he now finds himself almost in constant contact with many of Impellitteri's faithful campaign workers of last year. That situation may become even more acute as the weeks toward November 6 unfold.

While DeSapio's show of strength last Tuesday means that Joe Sharkey should gain from increased Democratic party unity, the results are not 100 per cent to his benefit. For Bob Blaikie seems determined to move in other directed now that he has come a-cropper in his attempt to unhorse DeSapio. Blaikie's first post-primary statement threw the ball right back to Impellitteri. That could be followed by an open declaration by Blaikie for Halley, whom he may look upon as another F.D.R. Jr. Such a move would bring support to Halley from right inside the Manhattan Democratic party structure.

### Voters Are Fickle

The Halley candidacy, in other words, continues to spice the New York political situation. It is always so in politics — that the independents, the Willkies, the La-Follettes, the Impellitteris, supply the interest in what is normally

the dull and dreary world of politics.

So it is this year. The professionals don't give Halley a chance — but that may be because they usually speak only to other professionals, and in total they represent a tiny fraction of the electorate. But an independent like Halley, to win, must do something beyond routine to overcome the handicap of no machine.

In a sense the independent is like an advertised product. He must keep his name and face constantly before the public, like Camels and Ballantine beer. Otherwise the fickle voter will take his business elsewhere.

There is another parallel with the advertising business. The independent candidate must come up constantly with something new, to keep up the interest of the voter. Halley has been more or less silent for several months now. But maybe he's been playing possum and has lots of startling charges up his sleeve. After all, as Chief Counsel to the Kefauver Committees he had lots of time to ask plenty of questions. If he does have these charges ready, the next two months is the time to spring them. One question is: Does Halley have the stuff?

The other key question revolves around the Daily News, whose support actually won last November for Impellitteri. The backing of this paper, with the largest circulation in the country, can probably bring victory to Halley as well. Whom will The News support?

## Report on Increments

(Continued from page 13)

whether or not their job or services warrant it.

It is my opinion that the proposed bill is undesirable, ill-advised and the worst type of compensation plan. It is in violation of the basis of all other modern compensation plans. Moreover, it is proposing the establishment of a compensation plan even before the City has had an opportunity to study the results of a Survey for the setting up of a Career and Salary Plan for which the City is expending a quarter of a million dollars.

It provides for only less than one-half of the City employees, exclusive of teachers and operating forces of the Board of Transportation.

The proposed bill would be detrimental to the interests of the City. In view of this I recommend its disapproval.

## NYC Ballet Resumes At City Center Sept. 4

The NYC Ballet Company, will begin its eighth season at the City Center on Tuesday evening, September 4, for a three-week engagement.

"The Miraculous Mandarin" will have its world premiere on September 6. The title role will be danced by Hugh Laing, with Melissa Hayden in the ballerina role. Frank Hobi and Roy Tobias will also have important roles.

"Appollo and the Muses," will have its first performance on September 11. It is expected that Andre Eglevsky will dance the title role, with Maria Tallchief as Terpsichore and Diana Adams and Tanaquill Ledlerog as the other two muses.

The revival of "Concerto Barocco" will take place September 13 and the two major roles are expected to be danced by Miss McClerog and Miss Adams.

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Thurs. eve., Sept. 6:—Serenade, "The Miraculous Mandarin, Divertimento, Bourree Fantasque.  
Fri. eve., Sept. 7:—Mather Goose Suite, Age of Anxiety, Sylvia: Pas De Deux, La Valse.  
Sat. mat., Sept. 8:—Serenade, Pas De Trois, Cokewalk, La Valse.  
Sat. eve., Sept. 8:—The Duel, The Cage, Firebird, Symphony in C.  
Sun. mat., Sept. 9:—Mather Goose Suite, The Miraculous Mandarin, Sylvia: Pas De Deux, Bourree Fantasque.  
Sun. eve., Sept. 9:—Symphonie Concertante, Pas De Trois, Illuminations, Firebird.

\*PREMIERE Program Subject to Change

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# U. S. Pay Raises Nearer; Senate and House Vote Is Next as Bills Advance

WASHINGTON, Aug. 27 — The House Committee on Post Office and Civil Service formally reported out the two pay increase bills, providing for a flat amount of \$400 and 20 cents an hour for temporary workers.

One bill applies to the classified workers, the other to the postal group, but the provisions are the same, except that the postal bill calls for the elimination of the lowest two grades. This gives an added boost in pay to some employees, particularly veterans.

The House Committee had orally approved the bills and the formality of reporting them out followed the actual printing of the measures.

In the House the bills are: Classified employees, H. R. 339; postal workers, H. R. 244.

### Next Move

The next move is to get the bills out of the Rules Committee. The House adjourned until September 12, and it is expected that the bills will be brought to the floor for a vote soon thereafter. Since they contain provisions for increases retroactive to July 1 last, the particular day on which they are enacted is not considered important. Every effort is being made by employee organizations to have the retroactive provision retained.

In the Senate a different pay bill, voted out by the Senate Committee on Post Office and Civil Service, also awaits a vote on the floor. Efforts will be made by employee groups to have a Senate call up the pay bills, and if there is no objection by any Senator, action on them would follow at once.

In the Senate the bills are: Classified employees, S. 662; postal group, S. 355.

### Comment by Fitzgerald

Patrick J. Fitzgerald, president, New York Federation of Post Office Clerks, was optimistic about

## Airforce Procurement Exam Closes Aug. 30 For Jobs in 3 Grades

Thursday, August 30 is the last day to apply for \$3,100, \$3,450 and \$4,600 jobs as Airforce Procurement Inspector. For two grades, however, GS-7 at \$3,825 and GS-8, at \$4,200, applications will continue to be received until the needs of the service are filled.

Apply to the U. S. Civil Service Commission, 641 Washington St., New York 14, N. Y., or the executive secretary, Board of U. S. Civil Service Examiners, Eastern Air Procurement District, 67 Broad Street, New York 4, N. Y. The exam is No. 2-43-1 (51).

## Many Federal Employees In Downgraded Jobs Won't Have Their Pay Cut

WASHINGTON, Aug. 27—Under a new regulation, the U. S. Civil Service Commission has authorized Federal agencies to permit an employee holding a position which is placed in a lower grade of the Classification Act of 1949 to retain, under certain conditions, the same salary that he was receiving.

The conditions are:  
(1) that the employee must have held the position on the effective date of the Classification Act, October 28, 1949, and  
(2) that he must remain in the same position.

Previously, agencies were required to set salaries for employees in down-graded positions to correspond with pay steps of the lower grade. If an employee had been in his former grade a number of years and had therefore worked up to one of the higher pay steps of the grade, his salary had to be reduced because it was above the maximum of the lower grade.

### To Whom It Applies

The Commissions new authori-

zation applies only to employees in positions which are downgraded from now on, not to those which have previously been placed in a lower grade. It is not mandatory on the part of the agencies to retain the same salaries for employees in downgraded positions; they may still reduce the employees' salaries to correspond with pay rates of the lower grade if they so desire.

It is expected that a considerable number of Federal employees will be benefited by the new authorization during the next year or so. During the course of time, however, as more and more employees shift positions — leaving those they held on October 28, 1949 and thereby becoming ineligible for benefits — the number of employees affected will gradually decrease.

A draft of the new regulations was submitted to the Comptroller General Warren with a request for a decision as to whether the Commission was authorized by the Classification Act of 1949 to issue it. The Comptroller General said Yes.

### Truman a Puzzle

The attitude that President Truman would take on any bill for a flat increase is not known, especially as he spoke up, prior to the action of the two committees, in favor of a 7 per cent increase. Chairman Robert Ramspeck of the U. S. Civil Service Commission has been taking the same stand, evidently as the President's spokesman. The Senate committee voted 3.8 per cent. The House went for the flat amount of \$400. That amount would represent various percentages, some of them 10 per cent or more.

The idea behind a percentage plan is to give employees in the higher brackets a proportionate raise, instead of shrinking the differential between grades, which has been the effect of the flat increases voted in the past. The argument for the flat amounts is that the little fellow needs a break now more than ever.

### Support from Senators

The Senate's dates for calendar calls are every two weeks. As the Senate remains in session, employees will try to get the pay bills brought up for a floor vote, especially as they have received assurances from many Senators that they will vote for the bill.

Because of the difference between the Senate and House bills, however, the whole pay increase project will have to go before a conference committee. Whether the percentage or the flat amount will win out, nobody would prophesy, but it is expected that President Truman will assert himself again after the vote, as he did just prior to the two committees' diverse action. The present indication is that the Conferees would go along with an agreed compromise plan, rather than follow the President's preference, should there be a difference. Then the question remains whether the President would sign the bill; but no pay increase bill has been vetoed since Coolidge's day, and that veto was based on technical considerations.

The figures on cost of raises for classified employees have been submitted by the Commission to both Houses of Congress. The House Committee's request to Postmaster General Jesse M. Donaldson for the estimated cost of the proposed postal raise did not bring any response. The Rules

Committee, however, has a policy of not reporting out a bill until the estimated cost is submitted, and postal employees are impugning the Postmaster General to get the figures into the committee's hands without further delay. (For digest of pay bills, see page 11.)

## Stenos Needed for U. S. Jobs in Japan

An opportunity for a free trip across the Pacific, followed by a one or two-year job at good wages, with free housing and good American board at a cost of only \$8 to \$10 a week, is offered by the U. S. Army to 60 male or female stenographers. Apply to the Commercial-Professional Office of the New York State Employment Service, 1 East 19th Street, NYC.

Free return transportation is also provided to and from the foreign jobs.


Open to both men and women, they offer \$56 a week in Japan, and \$63.50 a week in Okinawa. Housing is free. Board will cost \$35 a month in Japan and contracts there are for a two-year

term. In Okinawa, board costs \$45 a month, while the contract runs for one year.

Applicants will be given a test requiring a speed of at least 45 words a minute in typing and 80 words in taking dictation. Men must be between 21 and 50, women applying for jobs in Japan 21 to 40; and for Okinawa, the age limits for women are 21 to 37.

No dependents may be brought along. Applications will not be accepted from the wives of men stationed in Japan, but restriction does not apply to Okinawa.

Apply at the Commercial-Professional Office of the NYSES at 9 a.m. to 5 p.m., Monday through Friday, Saturday, 9 to 12.



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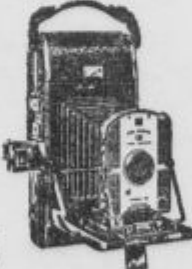


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