

Civil Service LEADER

America's Largest Weekly for Public Employees

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Questions About Job-Titles Pay

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION

See Page 6

New State Salaries And Grades

ALBANY, July 9.—The new salary grades, including the pay increases won this year by State employees, are listed below. Public employees should retain this information for future use. The minimum and maximum annual salary for each grade is listed.

G-1	\$2140—\$2692
G-2	2140—2833
G-3	2255—2959
G-4	2370—3086
G-5	2508—3237
G-6	2646—3389
G-7	2784—3541
G-8	2934—3693
G-9	3086—3845
G-10	3237—3996
G-11	3389—4148
G-12	3541—4300
G-13	3693—4452
G-14	3846—4604
G-15	3991—4756
G-16	4136—4908
G-17	4281—5060
G-18	4425—5212
G-19	4568—5364
G-20	4710—5516
G-21	4853—5668
G-22	4995—5820
G-23	5136—5972
G-24	5277—6124
G-25	5418—6276
G-26	5558—6428
G-27	5698—6580
G-28	5838—6732
G-29	5977—6884
G-30	6116—7036
G-31	6255—7188
G-32	6393—7340
G-33	6532—7492
G-34	6670—7644
G-35	6808—7796
G-36	6946—7948
G-37	7084—8100
G-38	7222—8252
G-39	7360—8404
G-40	7498—8556
G-41	7636—8708
G-42	7774—8860
G-43	7912—9012
G-44	8050—9164
G-45	8188—9316
G-46	8326—9468
G-47	8464—9620
G-48	8602—9772
G-49	8740—9924
G-50	8878—10076
LABOR GROUP	
LG-1	2025—2370
LG-2	2140—2485
LG-3	2255—2600
LG-4	2370—2715
LG-5	2485—2833

Assn. Membership Is Now 52,300

ALBANY, July 9 — The Civil Service Employees Association announced this week that its membership, only recently reported at 51,500, has once again risen, and now stands at 52,300. Never before has membership risen at such a rate during the summer. Predictions are that the membership figure may well exceed 55,000 before the end of the Association's fiscal year.

State Says No To Pay Appeal Of Park Men

ALBANY, July 9 — J. Earl Kelly, Director of Classification and Compensation, has rejected an appeal for higher salaries for park patrolmen of the Long Island State Park Commission. The decision affects 83 permanent patrolmen, five corporals, and 14 sergeants.

The patrolmen had sought an upgrading from \$2,934-\$3,693 to a new range of \$3,846-\$4,639. Corporals had asked an increase from \$3,237-\$3,996 to a new range of \$4,136-\$4,923. Sergeants had sought an upward change from \$3,693-\$4,452 to \$4,568-\$5,632.

Calls Pay 'Fair'

Mr. Kelly said present salary allocations "are fair" in comparison with salaries earned by other classes of State employees, among them park rangers and forest rangers.

"Your application to increase salaries is based, for the most part, upon the pay for police work in the metropolitan area," Mr. Kelly said. "We find that these rates of compensation do not prevail generally elsewhere in the State. Neither can we find that police work in the parks and on the State parkways is so similar to the work of municipal and State police departments as to permit unqualified salary comparisons."

Desmond Asks Public Aid In Plan to Reform Personnel Practices by Civil Service

KINGSTON, July 9 — State Senator Thomas C. Desmond is conducting another of what he calls his experiments in the democratic process by submitting to the public, five months in advance of the convoking of the State Legislature, a plan for reforms in civil service.

He says that, at both the State and local levels, civil service is "in the grip of spoliemen" and that the Legislature at its next session should enact remedial legislation.

An Advisory Management Committee of seven should be established in the State Civil Service Department, he believes, and to this committee the Governor should appoint top-notch personnel authorities, men and women with broad experience in large-scale business undertakings. The committee membership could be recommended to the Governor by the State Chamber of Commerce, the Associated Industries of New York State and the Empire State Association of Chambers of Commerce, he suggested.

Asks for Public's Ideas

Senator Desmond intends to introduce a bill in the Legislature requiring appointment of the committee. But before he will introduce it he wants to get public reaction, pro and con, and possibly make changes, as he's done in regard to bills in the past, under similar recourse to public reaction. The Senator's office is at 94 Broadway, Newburgh, N. Y., and he invited any who have ideas on the subject to send them to him. His proposal:

1. The committee of seven.
2. The committee to audit policies of the State Civil Service Commission.
3. The committee to make semi-annual reports in proposing improvements in civil service.
4. Solicitation of the advice of top industry leaders so that Civil Service Commissions will do a better personnel job.

Opinions which the Senator

holds, and that prompt him to seek legislative remedy, include the presence of too many theorists in Civil Service Commission policy jobs and that holders of civil service jobs stand in fear of political bosses.

He explained that what he is complaining about, in general, is the system of civil service, and not of any individuals, although he did say that Civil Service Commissioners are "too often selected for political reasons, instead of for personal merit." His bill, however, would contain no provision for changing the law regarding appointment of Commissioners, since he thinks that the law is all right in that respect, but that the appointing powers should make more careful appointments, and base them on merit instead of on political affiliation or reward. He believed that forward leading business men and party bosses are afraid to put

proved leading business men and civic leaders for Commissioner posts.

Calls Practices Second-Rate

Senator Desmond said: "The personnel practices of our state and local civil service commissions are second-rate compared with those of large companies, such as Eastman-Kodak, New York Telephone, Socony-Vacuum and others. Personnel managers of such companies, appointed to the Advisory Management Committee, could be enormously helpful.

"The operation of New York State is big business, but that its personnel techniques in some respects do not produce as good results as those of a corner grocery store.

"Civil service is in the grip of politicians and spoliemen and suffers from a cult of in-bred public administration theorists, well-meaning students of government who went into government work upon graduation from college, without the broadening experience of business training. The technical aspect of civil service personnel administration has a stale, musty odor of re-hashed theory served up on a platter of obfuscating verbiage.

Sees 'Cowardly Fear'

"Civil service throughout the State is wracked by cowardly fear of political bosses, by distrust of brilliance and flexibility, by pay levels that bar top-flight ability except in unusual cases, and by lack of office-boy-to-commissioner promotion opportunities.

"Politicians, under the guise of emergency and manpower shortages, now are finding it easier than ever to manipulate public appointments and it is time to stop futile tinkering with civil service laws.

"An Advisory Management Committee, drawing upon the best talent private industry has available, will be able by sheer influence of its recommendations to infuse new spirit into the merit system."

8 Day Appeals Denied by State Officials

ALBANY, July 9 — Applications for salary increases have been denied by the Director of Classification and Compensation for the following State titles and pay:

Associate Economist, G-25,	\$5,232-\$6,407
Economist, G-14,	\$3,451-\$4,176
Junior Economist, G-10,	\$2,898-\$3,588
Junior Pharmacist, G-9,	\$2,760-\$3,450
Principal Economist, G-32,	\$6,700-\$8,145
Prison Guard, G-10,	\$2,898-\$3,588
Senior Economist, G-20,	\$4,242-\$5,232
Supervisor of Good Conduct Bureau, G-20,	\$4,242-\$5,232

Gov. Dewey Lauds Assn. Art Show

ALBANY, July 9 — On the eve of his departure for the Orient, Governor Thomas E. Dewey enthusiastically endorsed the Art Show sponsored by the Civil Service Employees Association, to be held in Albany September 18 through October 7.

This Art Show is open to all state, county, and municipal employees in the following counties: Essex, Warren, Saratoga, Washington, Rensselaer, Albany, Columbia, Greene, Schoharie, Fulton, Montgomery, Schenectady, and Hamilton.

Cultural Activities

The event is part of the Association's broader program to develop the cultural interests not only of its members, but of all civil service employees. It is believed that this will be the first art show for civil service employees in the country. Paintings, etchings, ceramics, and sculpture will be included in the exhibit. A number of civil service employees have made these arts their principal hobbies, and some have attained national fame and distinction in one of these fields. One State employee has recently been awarded a national arts fellowship, and drawings by another have been reproduced in national magazines.

Prizes will be given for the best entries in various classes. Similar art shows are being planned for different parts of the State, including the New York City area.

Governor Dewey's letter, addressed to Charles B. Sheridan of the Division of the Budget, chairman of the Art Show Committee, stated as follows:

"It is a pleasure to send hearty congratulations to the Civil Service Employees Association upon the Art Show to be held at the Institute of History and Art September 18 to October 7, 1951. I understand that interest has already become so widespread that similar shows are being planned for other areas in New York State so as to give all the employees the opportunity to exhibit their artistic accomplishments.

"This is a splendid means of demonstrating the many talents and abilities of the men and women in public service and merits the encouragement and support not only of public employees but of all the people of the State.

"On behalf of the people of the entire State, I offer my best wishes for the success of the Art Show, and I look forward with the greatest pleasure to its opening."

U. S. Raise Set to Be Voted This Month, 12% in Sight

WASHINGTON, July 9 — Senate leaders have expressed willingness to go beyond their proposed 8.8 per cent pay increase for Federal employees. It is expected that the Post Office and Civil Service Committee will recommend 12 per cent, in view of the latest report of the Bureau of Labor Statistics showing that the consumer price index has reached an all-time high.

The proposal has been discussed by Senate committee members with representatives of employee groups. It is expected that, except for the lowest grades, there would be ready acceptance of the plan

as the best that can be obtained now.

Plight of Low-Paid

The point yet to be settled is how to bring the pay of those in the lower brackets up to a standard that would permit a man to support himself and family. This problem is accentuated because of the higher average age of those in the lower brackets, compared to previous decades, since veterans with years of military service, instead of youngsters just out of high school, largely fill the jobs. Most of these veterans are married and a large percentage had one child before they took the low-paying jobs.

Employee representatives were told that the pay bill would be passed by Congress before the end of this month. The employees originally sought 15 per cent, with elimination of the lower grades, so that minimum salaries for the lowest-paid groups would be raised.

The same problem about lower grades exists in the Post Office Department, which the increased raise would cover, too, although usually postal pay is established separately.

New Scale of Leave

The resolution, introduced by Senator Paul Douglas (D., Ill.),

reducing annual leave for Federal employees, except postal workers, from 26 days to 20 days, which the Senate adopted, is expected to be modified, too. The new proposal is for a graduated scale of leave: 26 days for those with 15 or more years' service, 19½ days for those with five or more years to 15 and 13 days for those with service up to five years. The amendment would make military service count as Federal job service, a point on which employee leaders insisted. Senator Douglas has indicated willingness to accept the change.

Civil Service Commissioner Frances Perkins opposes any leave reduction but Commissioner Chairman Robert Ramspeck is bucking her.

In the postal service the annual leave is 15 days. If the graduated plan is made generally applicable, postal groups say they'd be satisfied, since only those with short service would be adversely affected, and only by two days, while all others would get 4½ or 11 days additional annual leave.

At an AFL postal rally President Patrick J. Fitzgerald led the delegation of the New York Federation of Post Office Clerks.

EXAM STUDY BOOKS

Excellent study books by Arco, in preparation for current and coming NYC exams, are on sale at the LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway, opposite the NYC application bureau.

The books include ones for Bridge and Tunnel, Telephone Operator, Assistant Gardener, Assistant Foreman (Sanitation), Elevator Operator, Clerk, Grades 3, 4 and 5, Police Lieutenant and Fire Lieutenant. See advertisement, P. 15.

Noel F. McDonald Elected Head of Western Conference

GENEVA, July 9 — Noel F. McDonald has been elected president of the Western Regional Conference of the Civil Service Employees Association. He had contested for the office against Robert R. Hopkins of Buffalo.

Elected with Mr. McDonald to guide the Conference during the coming year were:

Grace Hillery, vice president; Melba Binn, secretary; Kenneth Tice, treasurer.

The meeting of the Conference took place on Saturday, June 30, at the Geneva Experimental Station. A group of 40 persons gathered at 10:30 a.m. for a tour of the Geneva Experimental Station, but a severe rainstorm caused the tour to be called off. However, the event was not entirely lost; three professors at the school gave 30-minute lectures on entomology, plant pathology, and the science of producing new types of apple trees.

Bransford Tells About Tests
At noon the meeting adjourned to downtown Geneva, for lunch.

The afternoon business session began with a report by the Conference officers. Thomas Canty, a representative of Ter Bush & Powell gave a talk on insurance problems.

Thomas L. Bransford, Director of Examinations for the State Civil Service Commission, then told how civil service tests are prepared, administered, and rated.

The Erie Canal
In the evening, the group drove

to Seneca Castle, a short distance from Geneva, where the Grange put on a dinner. Robert Ennis, M.D., gave a talk on the

fabulous old Erie Canal, showing colored slides. More than 100 persons attended the afternoon and evening sessions.

Mental Hygiene Aides on Violent Wards Seek 7½% 'Hazardous Pay' Boost

BUFFALO, July 9—A move has been started for an increase in the pay of Mental Hygiene employees who perform work on violent and untidy wards. The move, long simmering, came in the form of a letter from Earl Stanton, of Buffalo State Hospital, seeking the cooperation of other Mental Hygiene employees in having "restored" a 7½ percent "hazardous pay differential" for such employees. This differential had once existed, but was cut off in 1948 in an over-all new pay arrangement for State employees in that year. It was then felt in many quarters that the hazardous pay arrangement created as many problems as it solved.

Mr. Stanton is president of the Buffalo State Hospital chapter, Civil Service Employees Association, and his letter went to all

other presidents of Mental Hygiene chapters.

Asks Resolution

He stated: "This chapter has carried on a lengthy study of the problem and was asked to advance . . . ideas that would correct this injustice. The problem involved is that many employees in every institution are working in violent and untidy wards and receiving approximately \$300 a year less than fellow-employees who benefited when the 7½ percent pay was incorporated into their salaries.

"We ask your chapter to go on record urging the support of the resolution which our chapter passed. . . . We ask that you study our resolution and draw up a similar one and submit copies to the Dept. of Mental Hygiene. . . ."

Library Exams For Mount Vernon Jobs Close July 14

The City of Mount Vernon is holding three exams to fill positions in the Mount Vernon library. Applications will be received until Saturday, July 14.

Senior Library Assistant, \$3,080 to \$3,440. One vacancy. Fee \$2. Candidates must have a New York State personnel grade 2 professional library certificate plus either: (a) one year of experience in a professional library and graduation from a college or university from a four-year course with bachelor's degree, supplemented by the completion of one year's work in an approved library school; or (b) any satisfactory combination of experience and training indicating the ability to do the work.

Junior Librarian (children's), \$3,560 to \$3,920. Several vacancies. Fee \$2. Candidates must have, or be eligible for, a professional librarian's personnel grade 3 certificate plus either (a) two years experience in professional library work, of which one year must have been in work with children, and graduation from a college or university from a four-year course with bachelor's degree, supplemented by completion of one year of work in a library school; or (b) a satisfactory combination of the foregoing experience and training with one-half year of work in a library school.

Junior Librarian (Young Adult), \$3,560 to \$3,920. Several vacancies. Fee \$2. Candidates must have, or be eligible for, a professional librarian's personnel grade 3 certificate plus either (a) two years experience in professional library work, one of which was in work with young people, and graduation from a college or university from a four-year course with bachelor's degree, supplemented by completion of one year of work in a library school; or (b) a satisfactory combination of the foregoing experience and training with at least one-half year of work in a library school.

These exams are open to non-residents as well as residents of New York State.

U. S. Exams Open

Correctional Officer, \$3,125.—For duty in Bureau of Prisons throughout the country. Requirements: Written test; excellent personal attributes, character, and physical condition. Age limits: 21 to 45. Apply to Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kans. Announcement 9-14-1 (1950).

Dietetic Intern, \$1,470.—Courses will be given in Veteran Administration hospitals in California, New York, Illinois, and Tennessee. Requirements: College study. Age limits: 18 to 35. For places to apply, see Announcement 269.

Rochester Issues New Salary Plan

ROCHESTER, July 9 — The City of Rochester has received a recommendation from the Citizen's Advisory Committee on Salaries and Wages sweeping in scope and substantially affecting the present salary structure and governmental organization of that city. This recommendation, backed up by an extensive 67-page report, involved a great deal of time and effort on the part of the Committee as well as by the staff of the Bureau of Municipal Research and other agencies.

Job analysis, job evaluation, and analysis of prevailing wages received much attention before the establishment of the recommended salary plan and wage scales were proposed. The Citizens Committee considered many factors, including salaries paid in local private industry as well as comparable municipal governments. The proposal does not bring municipal salaries on a par with local private industry, but it is a step in that direction.

Across-the-Board Increases

The proposal recommends a reversal of the trend over the past decade toward compression of the salary structure by "across-the-board" increases. In the new plan the larger increases would go to those in the higher earning brackets not only dollar-wise but percentage-wise as well. The findings of the Committee indicated the necessity of this in comparison to other municipal governments and local industry.

Reclassification of many positions resulted from this study based on job analysis and evaluation. The dynamic nature of any good personnel program makes reclassification and reallocation necessary to keep abreast with the inherent changes, it is pointed out.

38 Pay Brackets

The new salary schedule itself has been revamped and provides for 23 pay brackets for salaried employees, and 15 for hourly rated employees. Each pay bracket would have 5 increments, given for the most part at yearly in-

tervals. The transition from the old to the new schedule has been carefully planned so that each employee would enter the proper interval of his or her bracket on the inception of the plan, unless already at the maximum.

Merit Increment

One interesting feature of this new plan is the recommendation of "merit increments," based on such factors as extraordinary service to the city, especial bravery, completion of special stud courses, etc. This would provide two additional increments beyond the five allowed in the proposal.

In addition to this study of salary matters, the committee also made recommendations for reorganization of the city government, since the present structure has been in effect since 1928 and many changes in function and concept have occurred since then.

The Civil Service Employees Association, while finding salary scales still not at par, nevertheless notes much that is good in the Rochester plan. The Association has issued the following statement about it:

"The City of Rochester, the Citizen's Advisory Committee on City Salaries and Wages, and the Staff should be complimented on this proposed wage increase. Sound government and good personnel administration requires adequate salary scales to attract and retain the high type personnel necessary to government."

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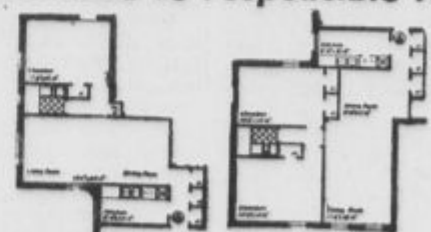
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A meeting of the Metropolitan Regional Conference brings together an assemblage from all parts of New York State. Sitting at the head table, left to right, are John F. Powers, 1st vice president of the Civil Service Employees Association; Charlotte Clapper, Association secretary; Mrs. Herman Boettjer; Herman Boettjer, General Superintendent, Long Island State Park Commission; Sidney Alexander, Conference chairman; Jesse B.

McFarland, Association president; Edith Fruchthandler, recording secretary for the Conference; State Civil Service Commissioner Alexander A. Falk; Amalia Bedell; Clyde H. Morris, Conference treasurer; and Katherine Carmes. Three other vice-presidents of the Association were present: J. Allyn Stearns, 3rd; Ernest L. Conlon, 4th; and Joseph Feily, 5th.

Metro Conference Covers Wide Area of Public Aides' Problems in New York State

JONES BEACH, July 9—The importance of the regional conference in the operation of The Civil Service Employees Association was graphically illustrated at the third annual meeting of the Metropolitan New York Conference, held at the Marine Dining Room of Jones Beach on Saturday, June 30.

In a short address preceding the installation of the re-elected officers of the Conference, Jesse B. McFarland, president of the Association, noted the effect which the formation of regional groups had on the work of the State organization as a whole. President McFarland pointed out that the quality of resolutions received had improved since the conference set-ups gave the chapters an opportunity to meet and discuss their grievances and obtain a better over-all view of their working conditions and problems.

Split Shift Cited
President McFarland also cited the split-shift as a situation which had been protested by various regional groups and one on which the State organization would work vigorously.

Sidney Alexander, Conference chairman, reported on progress during the past year, noting that the Metropolitan Conference had the greatest number of paid-up members in the State, although it faced a problem in the fact that potential members were spread over a wide area while other regions had a more concentrated membership. Mr. Alexander also announced that the Conference had sent over 600 pieces of mail during the past year, many to legislators asking action on problems of State employees, and had held its first social event, a dance, during the year.

State Re-Elected
Following the short business session, the meeting was turned over to Sol Bendet, chairman of the Conference nominating committee. By unanimous vote, the present officers were re-elected for another year. They are: Sidney Alexander, chairman; George H. Seims, vice-chairman; Clyde H. Morris, treasurer, and Edith Fruchthandler, secretary.

Endorse Stearns, Alexander
The meeting unanimously urged that support be given to the re-election of J. Allyn Stearns to the position of third vice-president of The Civil Service Em-



Janet Macfarlane, now employed in an administrative capacity with the State Personnel Relations Board, was for many years secretary of the State Mental Hygiene Department. She was secretary, and now holds the position of chairman of the social committee, for the Civil Service Employees Association.

ployees Association and that Sidney Alexander, re-elected chairman, be nominated for the position of second vice-president of the State-wide organization.

A caucus of the Mental Hygiene representatives was held in an outer room and they returned with an endorsement of Arnold Moses of Brooklyn State Hospital as delegate to the State Association.

Educational Committee Report
Frank E. Wallace of the Educational Committee reported on his group's activities and stated the committee objectives:

1. To inform members through the medium of The LEADER and at Conference meetings on the activities of this division.
2. To contact chapter presidents regarding the specific educational needs of their department.
3. To formulate a plan whereby instructional staff and classroom space would be available for carrying out the requested program.

Mr. Wallace thanked George Hollis and Virginia Leatham of the State Training Division, and Maxwell Lehman, LEADER editor, for their aid to his committee.

Tri-Boro Tolls
The subject of tolls charged employees of the Manhattan State Hospital to cross the Triboro Bridge to report for work, while municipal employees enjoy free passage, was brought up at the meeting by John Wallace, Manhattan State Hospital, who was appointed to head a committee to gain free passes for employees of the hospital.

Steno Pay Inequity

Miss Fruchthandler raised the issue of the pay status of stenographers, pointing out that emergency hiring regulations meant, in effect, that new employees, hired on a provisional basis, receive higher salaries than regular permanent employees who work alongside them. She was assured by President McFarland that this situation would be brought up in Albany.

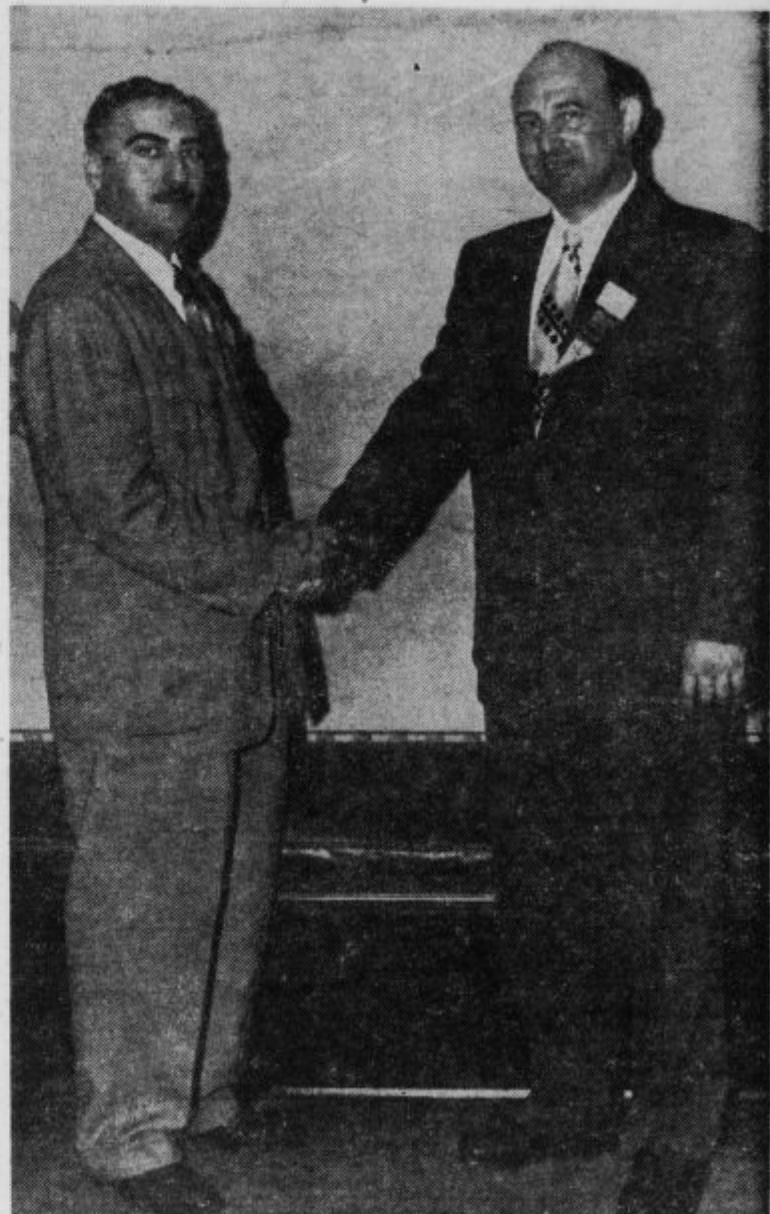
Enjoy Beach Facilities

All delegates and guests at the Conference were provided with buttons entitling them to free use of all facilities of the park, and many took advantage of this opportunity to enjoy the board-walk games.

Guest List

Among the guests at the Conference were: Jesse B. McFarland, President, CSEA; John F. Powers, 1st vice-president; J. Allyn Stearns, 3rd vice-president; Ernest L. Conlon, 4th vice-president; Joseph F. Feily, 5th vice-president and Charlotte Clapper, secretary.

Also Herman Boettjer, General Superintendent, Long Island State Park Commission; Alexander A. Falk, State Civil Service Commissioner; Harold L. Herzstein, Regional Attorney for the Metropolitan Area; Miss Isabel O'Hagan, Board of Directors Representative from Dep't. of State; Helen Forte, Civil Service; Catherine O'Connell, treasurer, Syracuse Chapter; Virginia M. Leatham, Civil Service, and Mr. V. M. Caldwell, Assistant Sup't., Long Island State Park Commission.



Arnold Moses, president of Brooklyn State chapter, CSEA, (right) congratulates Sidney Alexander, chairman of the Metropolitan Regional Conference, upon his re-election. The event took place at Jones Beach on June 30.

State Mental Hygiene Dept. Records Many Advances

ALBANY, July 9 — Reporting on his first year as New York State's Commissioner of Mental Hygiene, Dr. Newton Bigelow disclosed that the year 1950-51 had ended with the largest mental hospital population in the history of New York State: 107,164 patients. In addition 11,365 were convalescing in the community. The budget for 1951-52 is \$143,000,000.

The progress report indicated several advances during the year, notably in research, in the extent to which new therapies are being applied, in construction of badly needed new facilities, and in the use of volunteer workers in the institutions.

New developments during the year at the department's research center, the Psychiatric Institute, included studies in biochemistry involving two new scientific techniques—use of the fluorescent microscope and of the electronic microscope. The latter, recently acquired by the department and one of very few in existence, magnifies 20,000 times as compared with ordinary microscopes, which magnify 2,000 times. A new enzyme of basic biological importance was discovered by the Institute and found to be present in larger amounts in the cortex of the brain than in any other part of the body. Several studies are now in progress to determine possible medical uses of this enzyme and related substances.

Sedamyl, a new drug, is being tried by the Institute to relieve anxiety. Unlike barbiturates or bromides, the new drug does not generate a feeling that more must

be taken and leaves no "hang-over." Its use permits the psychiatrist to reach the patient more effectively with psychotherapy.

The study of twins, which has been going on for many years at the Institute to determine factors of heredity in relation to both physical and psychological deviations, now includes 8,000 pairs of twins, 5,300 pairs currently under close observation.

Findings of a study of the genetic aspects of homosexuality were presented before the Academy of Medicine in January.

Findings in the brain study have shown considerable variation from one individual to another in alterations due to brain surgery. While more time will be required before conclusive results can be expected, the study has shown so far that both prefrontal lobotomy and topectomy succeed in eliminating anguish, and thus serve to relieve the suffering of certain types of mental patients.

Treatment

Nearly 10,000 patients were admitted to some form of shock therapy during the year, over 7,500 patients receiving electric shock therapy and more than 1,500 receiving insulin shock therapy. Psychosurgery, becoming increasingly important in the treatment of selected patients, was used in 864 cases. Nearly all the hospitals are using some form of group therapy, extending existing programs and seeking means to standardize procedures. The psychiatrists, many with specialized training in this field, work with groups of from six to 40 patients, often with the assistance of a so-

cial worker, nurse, or other member of the psychiatric team. Progress in occupational therapy during the past few years has been marked.

Volunteers

During the past year there was a great increase in the use of volunteer workers, virtually all institutions availing themselves of this service. Volunteers are men and women of the community, who participate in the care and treatment of patients, particularly in the field of recreational therapy.

During the year the Mental Health Commission launched an intensive research project in Syracuse to discover what conditions are associated with mental disease among the aged.

For the first time this year the department conducted an extensive in-service training course for occupational therapy personnel. The two-week course, given at the New York State Psychiatric Institute and attended by supervising and senior occupational therapists from the department's institutions, stressed administrative methods and psychiatric concepts related to occupational therapy.

The importance of recreation and physical education in the rehabilitation of mental patients was emphasized at a 2-day institute for over 100 recreational personnel, held at Creedmoor State Hospital in April 1950.

The standard in-service training course, designed to acquaint the newly employed attendant with the objectives of the institution program and to give specific

training in the various aspects of his job, was continued during the year. Almost 1,800 attendants completed the course, which includes some 75 hours of formal instruction. In addition, 544 attendants employed one year or more participated in refresher courses and some 344 staff attendants received advanced training. Among the nurses, 742 participated in some form of in-service education, including lectures, discussions, seminars and workshops, and 157 took advanced courses at colleges or universities either on a full or part-time basis. The department's food service school at Hudson River State Hospital continued in operation during the year, providing in-service training for 88 cooks of various grades in modern principles of quantity food preparation. Over 400 food service personnel have received training at this school since it was opened in October 1948.

The division of psychiatric social work continued the practice of holding a series of seminars for social workers. Four such seminars were held in the metropolitan area during the past year.

Advanced education in psychiatric nursing and in occupational therapy was provided for 10 department employees in each profession through 20 stipends of \$2,400 each from funds provided by the Mental Health Commission. These employees were granted an educational leave of absence for the 9 or 10 months needed for completion of these advance courses. Twenty-one social workers likewise received stipends from the Mental Health Commission to continue their professional education on leave of absence, and 51 social workers received tuition from the Mental Health Commission for advanced courses in social work, taken on their own time.

Activities of Association Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Rochester

THE EXECUTIVE COUNCIL meeting of the Rochester chapter, CSEA, held June 27, turned out to be a good example of what future council meetings could be like. From 6-7:30 p.m., a tasty picnic supper was put on by Charlie Rudoir and the Mrs. The meeting got down to business at 7:45 p.m. A resolution was made to amend the by-laws. The budget report was read, all the matters pertaining to "old business" were cleaned up. Ray Munroe, 2nd vice-president of the Association gave a short talk on the Western Conference. Charlie Rudolf gave a resume of the members picked for the Western Conference's slate of officers. Monthly card parties were suggested by Billy Wilson, as a means to help build up the Chapter's budget and to further this suggestion, she was unanimously appointed Chairman of a committee for the purpose.

Sam Weinreib, Sr. Compensation Examiner for the State Ins. Fund, is back on the job after a flying business trip to New York. Chapter President Melba Binn wishes to thank everyone for helping to elect her secretary to the Western Conference.

Miles Cummins, formerly connected with D.P.U.I. is the new Calendar Clerk for the Workmen's Compensation Board. Good luck! July 25th. Know what date that is? Of course, it's the date of the joint picnic outing at Mendon Ponds! This is your chance to meet your co-workers in the various departments. It is rumored that Larry Hollister, Association Field Representative, will be there munching hot dogs. If you'd like to purchase tickets, see any of the following: Irene Kokls Industry; Jean Lipsett, City Comptroller's Office, Monroe County Chapter; Rochester Chapter — all dept. delegates; and at the Rochester State Hospital, Claude Rowell.

Syracuse

RAYMOND G. CASTLE was re-elected president of the Syracuse chapter, CSEA, by the largest vote in the chapter's history. About 60 per cent of the membership balloted. Ethel Chapman was re-elected first vice-president. Tom Ranger of the College of Forestry was elected 2nd vice president; Etola Muckey of DPUI, 3rd vice president; Helen Hanley, secretary; Catherine O'Connell, treasurer, and Doris LeFever, executive secretary again.

The canvassers, headed by Mabel R. Smith of the Workmen's Compensation Board, assisted by William Connelly, Florence Young, Irene Dobrowski, Katherine Powers, and Eleanor Fleming did an exceptionally good job in counting the ballots and in conducting the election properly.

The new officers will consider plans for the 1951-1952 season. The State Fair Committee, of which Mr. Castle is chairman, will meet early with Meade Brown, public relations director of the

CSEA, to plan for the participation of the Civil Service Employees Association at the State Fair.

James E. Christian Memorial

THE MEMBERS of the James E. Christian Memorial Chapter, Health Dept., CSEA, extend their deepest sympathy to Dr. William Siegal, chapter president, in the loss of his mother, who passed away June 27.

Willowbrook State School

WILLOWBROOK STATE SCHOOL chapter, CSEA, has elected the following officers: Dorothy Ziel, president; Rubin Bassin, vice president; Margaret Desiderato, secretary; Doreen Exstane, treasurer. The newly-elected officers attended the New York Metropolitan Conference at Jones Beach, L. I. on June 30.

Mrs. Ethel Stevens, Supervisor of Nurses, away at college for the past year, has been welcomed back. Employees are happy at the recovery of Dr. Herbert Shein, who became ill while vacationing in Miami. The Sheleys, formerly of Brooklyn State School, are passing out cigars: a son, A. Sheley is now a Supervising Male Nurse. Mrs. Sheley was formerly a Supervising Nurse, too. Mrs. Helen Killion has announced her engagement to Pfc. Jasper Damante. Happiness to them.

Brooklyn State Hospital

BROOKLYN STATE HOSPITAL chapter, CSEA, reports: Employees tendered a farewell party to Dr. and Mrs. Christopher Terrence in the Assembly Hall on Wednesday afternoon, June 26. Dr. C. H. Bellinger, Senior Director, gave a tribute to Dr. Terrence's long service. John Heilman Senior Business Officer spoke in appreciation of Dr. Terrence's work. Dr. Terrence expressed his gratitude and gave a friendly message to the employees. He and Mrs. Terrence were also guests of honor at a farewell party given on Saturday evening, June 30, by the staff.

Recent visitors to the hospital included Miss Laura Pierce from Gowanda State Hospital, sister of Miss Rhea P. Coffey. . . . Mr. and Mrs. James Dart have left on an extended tour of Scotland. . . . Mr. and Mrs. Patrick Donahue and family are enjoying a sojourn in Ireland. . . . Mr. and Mrs. Philip Holt have been visiting Hot Springs, Arkansas and Oklahoma. . . . Mrs. Cecelia Milligan has been on vacation in Canada. . . . Lawrence Kavanaugh is enjoying his vacation in Atlantic City. . . . Sincere sympathy is offered to Mr. and Mrs. Jeremiah Bullock on the recent loss of Mr. Bullock's father. . . . Sympathy too, to Mr. and Mrs. Warren Stepton on the loss of Mr. Stepton's father. . . . Born to Mr. and Mrs. Frank Viola — a baby girl. . . .

The following employees are making good recoveries in the Sick

Bay: Fiore Scarpa, Mrs. Elaine Sweeney and Mrs. Georgette Sacre Goate. . . . All her friends at the hospital are sorry to hear that Beatrice Phillips sustained an injury while on vacation in Syracuse. She is a patient at the University Hospital in Syracuse, and we hope many of her friends will drop her a note. . . .

Chemung County

THE ANNUAL picnic of the Chemung Chapter, CSEA, was held on June 25, with 110 persons in attendance. Gene Vanderbilt, representative of Ter Bush & Powell, was a guest, and gave an explanatory talk on the Health and Accident Insurance plan. Laurence J. Hollister, Field Representative of the Civil Service Employees Association, was the other guest speaker.

The City employees have expressed the desire to be a separate unit from the County, and Mr. Hollister explained that the Constitution would have to be amended and approval given by the Board of Directors in Albany before this could be considered.

Plans have been discussed about putting on a musical show or revue in the early fall. Francis Trocchia, Airport attendant, presented an outline which will be considered at the next meeting of the executive council.

Seneca County

THE FIRST ANNUAL charter dinner of Seneca county chapter, CSEA, was held June 28 at Seneca Falls Country Club with 76 members present. Rev. Samuel Holt gave the invocation. Howard Miller, chairman of the nominating committee, reported the return of 109 ballots which elected the following officers:

President, Mrs. Lilah Anderson, County Welfare; 1st vice president, John Boisvert, Waterloo Water; 2nd vice president, John Hicks, County Highway; secretary, Mrs. Alice Good, County Welfare; assistant secretary, Mrs. Della Manwaring, County Clerk; treasurer, Selwyn Russell, Seneca Falls Water; Board of Directors: Matthew McKeon, Seneca Falls Police Dept.; Claude Dilts, County Highway; Clarence Hoag, Waterloo Water; Wesley Morey, Junius Highway; Andrew Cepuch, Seneca Falls Village Engineer; Mrs. Charina Commuso, Seneca Falls Hospital. Mrs. Anderson is also chapter representative.

Deville Pollard acted as toast master, introducing the following guests: Albert Clark, president of Cayuga chapter of the Association; Mrs. Alice Bogart, former president and director of Cayuga chapter; Mr. and Mrs. John Graney, former chairman of the Board of Supervisors of Cayuga County; Mr. and Mrs. Joe Wallace of Cayuga County; Marie Harwood, secretary of Cayuga chapter; Marion Klotz, Assistant Secretary of Onondaga chapter; and Jean Smith, Secretary of Geneva Chapter. Entertainment was provided by the young Worski boys, playing and singing. George Ulrich of Waterloo played the piano.

Senator George R. Metcalf pointed out that "today our government is being criticized, compared and must compete with the whole world." Americans know, he said, that if the government is to last, everyone must work together for it. "America is the land for civil liberties",

Sen. Metcalf said. He said he thought foreign teachers, who visit this country, go back with wrong impressions of our government and civil liberties. He stressed that people in civil service are the "career-makers" of the government. It is up to them, he said, to show the rest of the world that America can keep its democracy from failing. Senator Metcalf stated that he was very impressed by the Code of Ethics of William F. McDonough, Executive Assistant to the President, and by President McFarland's letter to the Mahoney Commission. Sen. Metcalf urged members to take an active part in the workings of the chapter.

Assemblyman Lawrence Van Cleef said he had seen many civil service reforms passed while in Albany. He explained the workings of a bill in the Assembly and advised patience on the part of sponsoring organizations. He also stated that the Association had a good deal to do with bringing into being the new Civil Service Law and other reforms. Mr. Van Cleef wished the chapter success and complimented it on the choice of officers.

Laurence J. Hollister, field representative of the Association installed the new officers.

Vernon A. Tapper of Syracuse, representative on the Board of Directors of the Association, and co-chairman of membership committee, spoke briefly, emphasizing Assemblyman Van Cleef's remarks on working together as a unit. He then presented the charter to Mrs. Anderson.

Mrs. Anderson expressed her thanks to all the committees. She announced there were 124 paid members to date.

Rev. Holt gave the benediction.

Manhattan State Hospital

MANHATTAN STATE HOSPITAL news report.

The wedding reception of Margaret Murray and Joseph Grassi at Swiss Hall was attended by 250 persons. The bride is the daughter of Mae and John Price. Mrs. Price formerly was employed at Manhattan State Hospital as a charge Attendant; Mr. Price is a carpenter at the institution. The bridegroom is an attendant in M9. The wedding took place at St. Paul's RC Church June 30. The happy bride and groom are honey-

State Trooper Exam Closes On July 12

The last day to apply for the exam to fill State Trooper jobs is Thursday, July 12. There are more than 100 vacancies.

Pay of \$1,680 to \$3,482 is supplemented by lodging, food or allowance, service clothing and equipment.

The written test will be held on Saturday, July 28. The short period of 16 days between the closing date and the date of the test indicates that the jobs are to be filled speedily.

Candidates will have to attain at least 75 per cent in each part of the test.

Apply to Division of State Police, Capitol, Albany, N. Y. Applications bearing a postmark of July 12 will be accepted, but in many localities there is no postal pickup after 6:30 p.m., so mailing, if done on the last day, should not be done at night.

moonings at Lenape, Mt. Pocono Village, Pa. Every good wish to them both from the officers and

At the Metropolitan Conference meeting held at Jones Beach on June 30, the Chapter was represented by Al White, Timothy Merritt, Jerry and Helen Morris, Betty Lavin and John Wallace. The issuance of Triboro Bridge passes for the non-resident car owners was discussed, and on the motion of Mr. Sol Bendet, President of New York City Chapter, a committee was formed, with John Wallace as chairman to take up the matter.

The chapter sponsored the nomination of Arnold Moses, president of Brooklyn State Hospital chapter, for Representative of Mental Hygiene employees on the Board of Directors, CSEA, and the nomination of Sidney Alexander, chairman of the Metropolitan Conference, for second vice president of the Association.

The Annual Fall Dance of the chapter will be held on October 5, at the Vyking Hall on East 125 St. Admission is \$1.25 per person. This social affair will be the first held at an outside hall by the chapter, since 1936.

John J. Dalton, John Barney and James P. McGee have returned from their respective vacations, looking fine and dandy, ready to get back into the harness.

The many friends of the popular Librarian Mary E. Campbell are hoping that she will have a speedy recovery from her recent illness.

Dannemora State Hospital

AT THE ANNUAL meeting of the Dannemora State Hospital chapter, CSEA, held on June 25, Howard J. St. Clair was re-elected

(Continued on page 5)

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Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from page 4)

chapter president. Other officers elected include: vice president, Kenneth G. Gonyea; treasurer, Thomas W. Cummings secretary, Roger L. Baldwin; delegate, Albert Foster; alternate, Gaylord Wray.

Fort Stanwix

IDEAL weather favored Rome State School Field Day, Fort Stanwix Chapter, held at the Athletic field June 27. A full day of sports activities, with music furnished by the school band, and an evening ball game between McConnellsville and the State School Employees Club, made the day's program a success.

Rome State enjoyed guests from Syracuse State School, Marcy State Hospital and Utica State Hospital.

Clinton Prison

REGINAL L. STARK was unanimously re-elected president of the Clinton Prison chapter. This is his fifth term. The other officers elected were Floyd Wood, vice president; John Warner, secretary; Francis Watts, treasurer. Mr. Stark and Milo Gray were elected delegates.

The meeting was held in the American Legion rooms, Danemora.

The annual retirement party will be held this month. Plans are being completed. The annual dinner-dance will be held in September.

Niagara County

THE NIAGARA chapter held its annual picnic June 26 at Olcott Beach on the shore of Lake Ontario. Attendance was excellent. Many Supervisors and other elected officials were present. Niagara chapter picnics offer excellent opportunity for members to become better acquainted.

The Niagara chapter has formed two sub-units. One for employees of the County Welfare Department at Niagara Falls, has almost 100% membership. Charles Culyer, field representative of the CSEA, in conjunction with William A. McNair, president of the chapter, formed a second unit for employees of the City of North Tona-

wanda. Membership of the entire chapter is already above last year and is still increasing. Mr. McNair is to be congratulated for increasingly winning new members.

Low-cost sickness and accident insurance is now obtainable by Niagara County employees through the Association. Thomas G. Canty, special representative of the Ter Bush & Powell Co., is now interviewing Niagara County employees concerning insurance. The Welfare Department is being processed. Starting July 1, Mr. Canty was at the Niagara Sanatorium where Charles Duobill, business manager of the Sanatorium, promised him every assistance. Charlie Daboll is an enthusiastic member of the Niagara chapter and has done much to further the chapter.

Coxsackie

GUARD MILTON ANDRE was elected Commander of the Fort Orange Post, American Legion, Albany.

The in-service training course is now in session and is being enjoyed by all who are participating. Many lively discussions have developed and great interest has been shown.

The collection for the 25-year pension fund for uniformed personnel has been going on for the past several weeks at Coxsackie institution and approximately 95% of the officers have responded. Thanks a lot, fellows, for your cooperation. We hope the rest of the institutions go over as well.

Let's all get behind this very important collection. It is only 50c each. Every officer should be behind this 100% as it is a tremendous step in the right direction. If this 25-year bill is passed it will drop the number of years over 70, or in the case of the 55-year bill, over 60, to the number of years over 50; in other words if you have 25 years' service you will be able to retire at half pay; at the present time it is either 30 or 35 years as the case might be.

Guard Harry Dillon of Auburn is the new chairman of the pension committee and is taking over the duties of Guard William Paterno who did a tremendous job over the past several years.

At the employees' last picnic at

\$180 Pay Increases Pressed for Employees of Niagara County

LOCKPORT, July 9 — Charles Culyer, field representative of the Civil Service Employees Association, asked the Board of Supervisors of Niagara County for an immediate \$180 pay raise for all Niagara County employees. The Niagara Chapter's salary committee has held several meetings with Mr. Culyer and agreed that the \$180 for the remaining half of the year would aid until the new Niagara County budget is adopted. It has been held by the Board of Supervisors that no money exists in the county budget to grant raises.

The chapter's salary committee had appeared before the Board of Supervisors last month when a wage increase was denied. The assistance of Mr. Culyer was sought and the chapter expressed gratitude to the CSEA for its tremendous assistance to such small county units as Niagara chapter, feeling this was a wonderful demonstration of cooperation by the parent organization to its small units.

Karnick's, Earlton, N. Y., such an excellent time was had that another picnic is being planned for August. Guard William Cooney is in charge of arrangements and something different is being planned.

Instructor Ludwig Binder has been retired on a disability pension. Mr. Binder was employed by the House of Refuge for nearly 25 years. J. P. Conboy, in behalf of the employees, presented Mr. Binder with a beautiful 21-jewel Hamilton Wrist watch. Good luck, Ludwig.

Mrs. Sol Yarvin and two daughters, family of Dr. Sol Yarvin, institution physician, has left for Germany to visit her mother. The doctor received a letter from his ten-year-old daughter telling him how thrilled they all were to fly over to Germany and of the mar-

velous times they were having. The doctor and his family are all lovers of classical music and a visit was paid to the home of Beethoven. Mrs. Yarvin and daughters plan on spending about six weeks in Germany.

Congratulations are in order to Don Quinn, son of Physical Education Director Wilbur Quinn, on his graduation from C.B.A. in Albany. For the past four years Don has had to commute from Catskill to Albany.

Buffalo

THE ANNUAL election meeting of the Buffalo chapter, CSEA, was held on June 27, at The Elks Club, Delaware Ave., Buffalo, and the following officers were elected for the year 1951-52:

Celeste Rosenkranz, president; Albert C. Killian, 1st vice president; Margaret Donahue, 2nd vice president; Helen Lonergan, recording secretary; Mary Mahoney, corresponding secretary; Kenneth Riexinger, treasurer.

Arthur Wasserman accepted chairmanship both of the annual auditing committee and the budget committee; Charlotte Tropman is chairman for program planning; Edith Chapman, publicity chairman; and Frank English, personnel committee chairman.

Charles Culyer, Association Field Representative, was guest speaker, and installed the officers. Three prizes were awarded to the departments bringing in the most new members. They were won by:

1 — Workman's Compensation Board, 22 new members. Charlotte Tropman, delegate, accepted the prize.

2 — Public Works Department, 20 new members. Margaret Donahue, accepted the prize for her department unit.

3 — Social Welfare Dept. 9 new members. Edith Chapman accepted for her department.

Social Welfare, Conservation, Audit and Control achieved 100% membership in their departments, and the chapter will award these departments.

Helen Lonergan, recording secretary, accepted the responsibility of furnishing Association Headquarters with the names of members who have entered military service, and all departmental delegates and alternates have been urged to cooperate so that Miss Lonergan will be able to trans-

mit them to Association Headquarters in order that The LEADER and honorary membership cards may be sent to them while they are serving in the armed forces. The meeting was adjourned until September 19, and the chapter wishes a happy and pleasant summer to its officers, delegates, and members.

St. Lawrence State Hospital

THE Medical Surgical Building at St. Lawrence State Hospital was re-named the Pritchard Pavilion in honor of Dr. John A. Pritchard, senior director of this hospital from 1939 to 1949. Dr. Eugene Bewkas, president of the St. Lawrence University, gave the dedicatory address. Following the ceremony a reception was held. Employees of the hospital assisted in the arrangements and reception. The annual election of chapter officers took place at Curtis Hall. The officers are: President, John E. Gaveline; vice president, Clarence Linson; treasurer, Hugh Story; secretary, Mrs. Harriet Dodge; delegate, Ralph Briggs; alternate, Clarence Kerry.

Executive Committee members (one year), Leo Rodgers and Thomas Curtain; (two years), Frank DeJulio, Dr. Alta Brown, Irene Cunningham and Mrs. Blanche Spilman.

Ninety members attended the annual banquet at the Ogdensburg Country Club. Dr. Robert C. Hunt, director, was the speaker. Spring flowers and candles were the decorating committee's choice for the tables.

The new recreation field was formally opened and named the Dr. Robert C. Hunt Recreation Field. Following the opening ceremonies the Old Timers played the newly organized softball team of the hospital. Since the Old Timers were the visiting team, they led the parade to the grounds being brought in an ambulance followed by a "doodle bug" on which rode two old ladies dressed in "Gay Ninety" outfits. The new softball team marched on the field dressed in their new uniforms of blue and gold. Darkness finally closed the celebration as the Old Timers won, 7 to 6, at the end of the fifth inning.

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TUESDAY, JULY 10, 1951

Questions About Job-Titles and Pay

THE fact may as well be faced that State employees are beginning to ask serious questions about the manner in which the job-title and pay-determining program is operating. They are asking these questions, now, in a kind of amazed querulous way, as though wondering what is happening to a great plan. For let no one be mistaken—the State's classification and compensation plan, inaugurated in 1937 under Governor Lehman and constantly improved since then—is a cornerstone of good, efficient governmental operation, and has been a large factor in employment stability.

But any plan, however imaginative in concept and thorough in drafting, can be bogged in its day-to-day operation. The employees want to have the answers to these queries:

Why is the work of the Classification and Compensation Division so frequently vetoed by the Budget Office?

Why does it take so long—sometimes years—for action to be announced on employee pay and title appeals?

What is the meaning of 'No' answers to employee pay appeals? Can it be that the employees are consistently erroneous in their appeals, or that State policy is now to turn thumbs down on these appeals?

The proposed classification of positions in each unit of government is a keystone of sound personnel administration. The classification of positions on the basis of duties and responsibilities does not, however, complete the task forever. Changes occur, as tasks change and as the economic situation alters.

That is the reason why the State has a permanent Classification and Compensation Division. The State Civil Service Law provides for this Division to deal continuously with changes, and "from time to time to review the duties, responsibilities, qualification requirements, and compensation of positions and to make such revisions in the classification or compensation of positions as changes in the state service require."

The job keeping the classification and compensation up-to-date from day to day is as vital as the making of a broad original classification. With this job properly done, there is no need for expensive, periodic overall classification surveys. And many problems are settled before they grow into irritations or worse.

Probation Officers Sue

Twelve senior probation officers in the NYC Domestic Relations Court have filed suit in the New York County Supreme Court to compel their promotion to the grade of supervising probation officer.

They had taken and passed a civil service examination for supervising probation officer in February, 1949. But when the list was established the appointments were made to the lower grade of senior probation officer. They are, however, required to perform the duties of supervisors, each being responsible for training, supervision and evaluation of at least seven probation officers. These

duties were previously carried out by supervisors on an office title basis. They claim that on August 1, 1950, after they were appointed senior probation officers, the presiding justice appointed them as case supervisors, which is an office title for the civil service title of supervising probation officer. By such appointment, he exercised the authority given to him by the Domestic Relations Court Act. Therefore, they maintain, they were duly appointed supervising probation officers and are entitled to the status and salary from that date. The case was heard on June 25th before Justice Schreiber. Attorney in the case is A. Mark Leven.

NYC Revises Circular On Veteran Preference

The committee on laws and rules of the NYC Civil Service Commission has issued a revised set of instructions to veterans, informing them of their rights. A copy of the new circular is sent to each veteran who sends in an inquiry, and his particular inquiry is answered also. Sidney M. Stern, the Commission's legal expert, is head of the committee.

The revision was made necessary by statutory amendments and also by court decisions. The full text of the circular follows: (This information is intended for the guidance of veterans and disabled veterans who are employed in or who seek to enter the civil service in New York City. It is based on the mandatory requirements of the Law, as prescribed by the Constitution, the statutes and courts decisions, and must be followed by the Civil Service Commission.)

1. **General Effect.** The new Mitchell Constitutional Amendment became effective on January 1, 1951. Disabled veterans shall be granted 10 points additional credit in examinations for original appointment and 5 points additional credit in examinations for promotions; non-disabled veterans shall be granted 5 points additional credit in examinations for original appointment and 2½ points additional credit in examinations for promotion. These additional credits cannot help a candidate pass an examination. They are added to his final earned rating only after he has received a passing grade in a competitive examination.

2. **Effect on Existing Lists.** This Amendment not only applies to lists that come into existence on and after January 1, 1951, but affects all lists established prior thereto which will still be in existence on and after that date. These lists will be revised by adding to the final earned rating (the average of the ratings received in all the subjects of an examination) the applicable credits for disabled and non-disabled veterans in lieu of the absolute preference heretofore granted. No provisions are made in this new law to give additional credits or preference to veterans or disabled veterans on labor class lists.

3. **Effect on Lists Established After January 1, 1951.** On lists established after January 1, 1951, the additional credits shall be granted only at the time of the establishment of the eligible list and may not, under any circumstances, be granted after the list is established. Claims for this additional credit may be made at the time of filing application for examination, or at any time up to the date of the establishment of the resulting eligible list.

4. **Eligibility and Proof.** A candidate will be allowed a period of not less than three months from the last date for filing application for the examination in which to establish by appropriate documentary evidence his eligibility for additional credits.

In order to receive additional credits as a non-disabled veteran, in addition to such other require-

ments for employment in the civil service as may be prescribed by law, an applicant must prove:

(1) active service in the Armed Forces in time of war; "Time of War" is defined as follows:

April 6, 1917 to and including November 11, 1918 for World War I; December 7, 1941 to and including September 2, 1945 for World War II; June 25, 1950 to the end of hostilities in Korea (chapter 505 of the laws of 1951).

(2) honorable discharge or release under honorable circumstances therefrom.

(3) residence in the State of New York at the time of entrance into the Armed Forces, and

(4) residence in the State of New York and United States citizenship at the time of establishment of the eligible list.

In order to qualify as a disabled veteran, however, in addition to the necessary proof of veteran status, the candidate must be certified by the Veterans Administration as receiving disability payments from such Veterans Administration for a disability incurred by him in time of war; or, if he continued to serve after the cessation of hostilities, on or before the date on which the war is declared terminated by presidential proclamation or Act of Congress, and in existence at the time of the establishment of the eligible list. Such disability shall be deemed to be in existence at the time of the establishment of the eligible list (1) if the Veterans Administration certifies that the candidate has been examined by a medical officer of such Veterans Administration within one year of either the date of filing application for the examination in connection with which he claims such credit or the date of establishment of the eligible list, and that such medical examination discloses the existence of a war-incurred disability rated at 10% or more; or (2) if the Veterans Administration certifies that the candidate has a permanent stabilized war-incurred disability rated at 10% or more, notwithstanding the fact that the candidate has not been so examined within one year.

5. **Operation of the Additional Point System.** Under the new Amendment appointing officers will not be required to appoint all disabled veterans and then all non-disabled veterans before non-veterans can be appointed. When a vacancy is to be filled, he may under the law appoint one out of the three highest ranking eligibles willing to accept appointment, regardless of the veteran status of the three eligible. However, in New York City in departments subject to the Mayor, the consent of the Mayor must be obtained in order to pass over the highest ranking eligible on a list certified to it.

6. **Claiming Credit.** There is no limit to the number of times a veteran or disabled veteran may claim additional credits up to the time he is permanently appointed from an eligible list on which he was allowed additional credit. However, once a candidate has received a permanent original appointment or promotion as a result of additional credit, to a position in the civil service of New York State, New York City or any other civil division of the State, either as a veteran or as a disabled veteran, he shall not thereafter be entitled to any additional credit in any examination in any jurisdiction within the State either as a veteran or as a disabled veteran. If the candidate's name appears on other eligible lists at the time of such permanent appointment or promotion, his rank on such other list shall be reduced by deducting the additional credits he may have received on such other lists. Moreover, if after his appointment as a result of additional credits, it is discovered that he has on a previous occasion received an appointment or promotion as a result of additional credits, his appointment will be void and his services terminated. Furthermore, he may incur further penalties by reason of any fraudulent statement in his application that he had not previously used his additional credits. No matter how many times a person has been appointed or promoted as a result of veteran preference under the old law, this has no effect on his right to claim additional credit in examinations

under the new law.

7. **Saving Credit.** A candidate is not required to apply for additional credits in an examination and, if he has applied, he may withdraw his application at any time prior to the establishment of the resulting eligible list. Even after the establishment of an eligible list, the candidate may elect, at any time before his permanent appointment or promotion from such list, to relinquish his additional points and accept the lower position on the list to which he would otherwise be entitled, but such election, once made, is irrevocable.

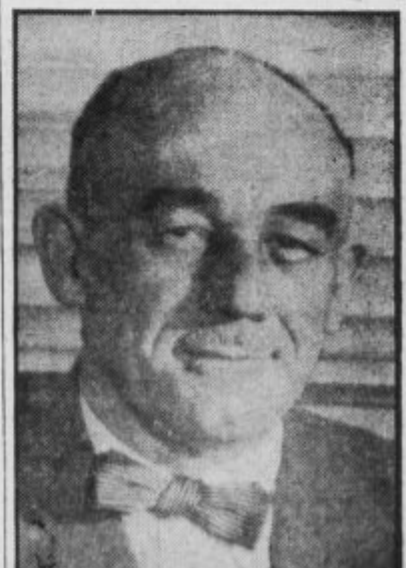
8. **When Credits Are Deemed Used.** A candidate is deemed to have been appointed or promoted as a result of additional credits and thus, to have exhausted his additional credits when he receives a permanent appointment or promotion from an eligible list on which his rank is higher because of additional credits than it would have been otherwise, even though he could have been certified and appointed from the lower position on the list to which he would have been entitled if he had relinquished his additional credits. Since credits can be exhausted only by a permanent appointment or promotion, a temporary appointment from an eligible list has no effect on the use of additional credits. Likewise, if a person is dropped at the end of his probationary term or resigns at or before the end of his probationary term, he is not deemed to have used the additional credits in his appointment. However, if a person is appointed to a permanent position as a result of additional credit from a list for a different title which is deemed an appropriate list for that position, he will be deemed to have exhausted his credits and may not thereafter use such credits to obtain an appointment or promotion from any other list or from the same list to the position for which the list was originally intended.

9. **Retention.** There may be an advantage to a candidate in using his additional credits in obtaining a permanent original appointment in a case where he could have relinquished his additional credits and been reached for certification and appointment from his lower position on the list. By using his additional credits and thus being appointed from a higher position on the list, an appointee gains seniority for lay-off purposes over those lower on the list who were given an original appointment on the same day. Veteran preference in retention is not affected by the new law. Both before and after Jan. 1, 1951, in the event of the abolition of a position, suspension or demotion must be made in the following order: (1) non-veterans, (2) non-disabled veterans (3) disabled veterans.

10. **Sources of the Law.** Those wishing more detailed information are referred to the text of the pertinent laws. The Mitchell Amendment is contained in Article V, Section 6 of the New York State Constitution. This is amplified by the enabling legislation which is found in Section 21 of the Civil Service Law as amended by Chapter 493 of the Laws of 1950 and Chapters 498 and 505 of the Laws of 1951.



Representative Sidney A. Fine of the Bronx (above) has requested U. S. Senators Irving M. Ives and Herbert H. Lehman to assist public employees and pensioners of public retirement systems in their attempt to get U. S. income tax exemption for pensions of former employees of government.



Nathan C. Horwitz, 1st Deputy Fire Commissioner, NYC, who has been designated as Acting Fire Commissioner.

NYC HEALTH DEPT. SEEKS ARCHITECT

An opening in the Bureau of Maintenance, NYC Health Department for an assistant architect, at a salary of \$4,270 is available. Apply in person to room 344, 135 Worth Street, between 9 a.m. and 4 p.m.

DORIS IS RE-ELECTED BY TEACHER PENSION BOARD

Abraham L. Doris, Second Deputy Comptroller of NYC, has been re-elected chairman of the board of the NYC Teachers Retirement System. He is a former Deputy State Comptroller.

State Aides Begin Year Of Training

ALBANY, July 9—Twenty-two public administration interns and \$1 State employee trainees began a year of training on Monday, July 2, when J. Edward Conway, President of the State Civil Service Commission, formally opened a two-day orientation program in the Assembly Chamber in the State Capitol.

The 1951-52 interns and trainees represent 25 State departments and agencies.

The Public Administration Internship Program was inaugurated in 1947 by Governor Thomas E. Dewey to provide special training in government administration. The State Employee Program in Public Administration was established as a companion program a year ago. Both are administered by the Training Division of the Department of Civil Service.

At the orientation session were: John Daniels Jr., Division of the Budget; Milton Musicus, Assistant Director of Business Management and Personnel, Department of Education; Dr. L. K. Caldwell, Professor of Political Science, Syracuse University; James J. Sullivan, Director of Personnel, Department of Social Welfare; Dr. Charles T. Klein, Director of Public Employee Training; Mrs. Margaret B. Delehanty, Supervisor of the Public Administration Training Program, and William J. Murray, Assistant Administrative Director, all of the Department of Civil Service.

NYC Housing Agency Has Typist Jobs

The NYC Housing Authority has several typist vacancies to be filled immediately.

Those among the top 400 on the eligible list will be considered for provisional appointment pending the certification of the list for permanent appointment. Apply at once at the Housing Authority, Employment Office, Room 708 at 62 Park Row, at the Manhattan entrance of the Brooklyn Bridge.

HIP Gets Fund To Study Family Medical Care

The Rockefeller Foundation has just announced through American Foundation News Service that it has made a grant of \$155,000 to the Health Insurance Plan of Greater New York for a study of family experience in medical care. The study will be based on statistical data assembled by HIP on the sickness rates and the medical services received by its insured population, which now numbers about 275,000 persons.

The Rockefeller gift supplements a recent grant of \$150,000 from the Commonwealth Fund to HIP for studying four years of recorded experience of the Plan. The combined sums will carry out a research program designed by a committee of 17 biostatistical experts. The research will be directed by Neva R. Deardorff, Ph.D., director of research and statistics for the HIP, under a special committee.

The records of the HIP consist of recorded physician services for all illnesses, non-compensable injuries, and preventive medical services rendered to a large urban population for an annual premium and without any other economic barriers.

LEGAL NOTICE

STATE OF NEW YORK: DEPARTMENT OF STATE: SS.: I DO HEREBY CERTIFY, that a certificate of dissolution of ADELINE GILSON, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved. GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this twenty-seventh day of June, one thousand nine hundred and fifty-one.

Suggested by... ALICE AND JOHN



Better Coffee at Less Cost!
This is a definite statement backed by Alice and John. Tru-Fil, a newly designed filter for Vacuum, Silex Type Coffee-makers or Sunbeam Model C-30, makes much better coffee than ever before possible, yet uses 1/3 less coffee! Tru-Fil lasts a lifetime, requires no cloth or paper filters, is unbreakable and unconditionally guaranteed. By removing the film that masks the true coffee flavor, Tru-Fil makes better coffee, prevents even left-over coffee from ever tasting stale, and, as it uses 1/3 less coffee, its low price will be repaid many times. Only One Dollar, postpaid. Send your check or money order today, and be sure to mention make and model, to TRU-FIL, Box 101, Van Nuys, Calif.

STOPS ITCH

ANUREL Ointment is compounded especially for amazing relief in stubborn cases of itch around the anal and rectal regions. Don't suffer any longer, mail \$1.25 for your jar of ANUREL, postpaid. Money back guarantee. Send to: ANUREL, Box 441, Chicago 90, Illinois. Anurel is approved by Alice and John.

Safety Authorities advise that each child should be provided with some means of identification as a precaution for any emergency. On this page is a child's sterling silver identification bracelet, fully described and sold by KIMBER-LITE GEM CO., of Red Bank, New Jersey. I sincerely recommend this bracelet as a must for every child.—John

LEGAL NOTICE

RELOCATION OF CASHIERS' CAGES STATE OFFICE BUILDING 80 CENTRE STREET NEW YORK CITY
NOTICE TO BIDDERS
Sealed proposals covering Construction and Electric Work for Relocation of Cashiers' Cages in Motor Vehicle Bureau, First Floor, State Office Building, 80 Centre Street, New York City, in accordance with Specification No. 10341 and accompanying drawing, 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 Dept. of Taxation and Finance, until 2:00 o'clock P. M. Advanced Standard Time, which is 1:00 o'clock P. M. Eastern Standard Time, on Wednesday, July 25, 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 shall be made in the phrasing 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. Drawing and specification may be examined free of charge at the following offices:
State Architect, 279 Broadway, New York City
State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
District Engineer, 199 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 Gov. Alfred E. Smith State Office Bldg., 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 Gov. Alfred E. Smith State Office Bldg., Albany, N. Y. Checks shall be made payable to the Department of Public Works Proposal blanks and envelopes will be furnished without charge.
DATED: 6-27-51
MFM:ont



Magnificent 1Kt. Arcay Titania, with 2 approx. 3/4 Kt. side gems, set in 14 Kt. white or yellow gold custom-type mounting for only \$69. Wedding band, with 5 approx. 3/4 Kt. gems in mounting to match \$49.50. Both gift boxed and P.T. inc. Can be purchased separately. Arcay Titania is finest grade, more brilliant than a diamond, expertly cut. The difference you save buying Arcay Titania engagement ring, can help pay for furniture, clothes, a home, etc. Special discount during July for Civil Service employees. Order by mail with confidence. THE ARCAJ COMPANY, 299 Madison Ave. (41st St.) N. Y. 17. Open daily and Sat. 9-5. Phone MU 7-7361.—John



The Tom Thumb Dishwasher definitely settles the housewives most serious problem, "dishpan hands." Tom Thumb cleans and rinses dishes easily, in remarkably quick time, without messy preparation, completely eliminating the dishpan. The quick on, quick off attachment fits all faucets. It has a clear-view soap chamber. A stainless steel trigger bar, feather touch operation, releases suds that clean your dishes thoroughly, while the Nylon Brush-head, made by the Fuller Brush Co., brushes off scraps. With the release of the trigger bar, the flow of suds from the brush stops, and clean hot water sprays from the rinse nozzle. The tapered spiral brush easily reaches the bottom of deep glasses, gets into the corners of square pans and every household utensil. Wiping of dishes is unnecessary, since they will dry sparkling bright and clean, particularly if "Sudslets" Detergent Tablets are used. There is nothing to install. The entire operation is mechanical. The Tom Thumb dishwasher is yours complete, for only \$10.95 postpaid. A package of "Sudslets" (one month's supply) is only 69c. I have watched a demonstration of Tom Thumb, then tried it myself and if you want a real worthwhile, useful, time-saving product that will make you extremely happy I urge you to send a check or money order today to. AUTOMATIC CONTROLS CORP., Ann Arbor, Michigan.—Alice

WOMEN wanted, capable and responsible, to join us in selling our Fine Dress Fabrics. Own your Home Independent Business, write, SILVERMINE FABRICS CO., Box 24, Norwalk, Conn.

The ARCAJ COMPANY wishes to thank the hundreds of Civil Service Employees who have purchased the ARCAJ TITANIA GEM, thereby making it possible for the ARCAJ COMPANY to move to larger quarters. Still at 299 Madison Ave., at 41st St., they now occupy suites 508 and 509. You are invited to visit their elaborate showroom and receive the special discount given to all Civil Service Employees.—Alice



These Trayettes are really gorgeous, in fact the illustration hardly do them justice. Order your set today on my say so.—Alice

Do you ever feel hot and headachy and worn-out and wish you had a quick refreshing way to cool comfort? Then try Sally Hansen's Old Fashioned Cologne. They used to call it Head Ache Cologne, because in addition to a delightful fragrance it contains certain aromatics which make your head feel clear and it is volatile enough to make you feel cool and refreshed immediately.
Dash a little Headache Cologne on your forehead, temples, back of neck and wrists. See how cool and relaxed you feel. Or, dampen a tissue with Cologne and place on forehead.
Wonderful to take on your vacation. Ideal gift.
Introductory size — \$1.20 (tax included) Postpaid. Large Economy size — \$2.40 (tax included). "SPECIAL" with large size, purse bottle FREE.
Send check or money order to, SALLY HANSEN, Inc., (Dept. L6 120 E. 22nd St., New York 10, N. Y., or phone AL 4-6848.—Recommended by Alice.



AMAZING! NEW! GARDEN HOSE REEL
No More Hose Woes
This sturdy compact reel winds 100 ft. plastic or rubber hose in a jiffy. Reel spins on bracket that fastens to house eaves or post. Reel removes easily from bracket for inside storage. Requires only 1 cu. ft. space. Approved by John.
C. BECKER Dept. L \$4.50 postpaid
161-30 129th Avenue, Jamaica 5, N. Y.

Unpainted Castings HISTORICAL MINIATURES
Napoleon and his General Staff, Marshals and the Army of France. Superbly detailed. Illustrated—Pontiatowski.
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We supply Color Chart Minimum order \$4.00
SEND FOR CATALOG
Contains over 1000 illustrations of soldiers and historical miniatures.
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Both Alice and I were amazed at the beauty of these unpainted castings. It is almost impossible to believe that they can be sold at so low a price. Don't miss ordering the catalog, its worth much more than \$1.00. Send your check or M.O. (no C.O.D.'s) to KNIGHT'S CASTLE, "World's Oldest Soldier Shoppe", 997 First Ave., N. Y. 22, N. Y.

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, 220 West 42nd St., N. Y. 18, N. Y.—Alice

STERLING TRAYETTES with your College Insignia
You'll proudly use or give these fine trayettes, resplendent with the colorful insignia of the college of your choice. Perfect as ash trays, candy dishes, coasters, calling card trays or wall decorations. Insignia in full color fused indelibly on hardy white Opal Glass is water-proof, alcohol-proof, and wear-proof. 4 1/2" diameter with 3/4" Sterling Silver rim. Gift boxed. Give College choice. Tax included. No C.O.D.'s please.
Also available in most lodge and service organization insignias.
\$5.50 5 Pcs.
TALNER JEWELERS
565 Main St. New Rochelle, N. Y.

SAFETY AUTHORITIES ADVISE... IDENTIFY YOUR CHILD A PRECAUTION FOR ANY EMERGENCY
ROBIN L HARVEY
ONLY \$4.95
Solid Sterling Silver Child's Identification Bracelet. Completely engraved... Name on front... Address and date of birth on reverse side of plate. Proper identification is recommended and urged by the Board of Education and State and Civilian Defense Authorities. This hand-somely engraved special child's identification bracelet will identify your child in any emergency or accident. Double Safety Lifetime catch fastens securely.
MONEY BACK GUARANTEED
Returns within 5 days if not completely satisfied and full \$4.95 will be immediately refunded, even after engraving. Make all checks and money orders payable to...

Kimber-lite GEM CO.
RED BANK, N. J.

AMAZING! NEW! GARDEN HOSE REEL
No More Hose Woes
This sturdy compact reel winds 100 ft. plastic or rubber hose in a jiffy. Reel spins on bracket that fastens to house eaves or post. Reel removes easily from bracket for inside storage. Requires only 1 cu. ft. space. Approved by John.
C. BECKER Dept. L \$4.50 postpaid
161-30 129th Avenue, Jamaica 5, N. Y.

A gift for children no longer a problem. The Roundup, a new book and game, which in my opinion is so sensationally different that it is a must for every child from five to nine. Schools and Churches have endorsed and approved The Roundup. It provides hours of exciting, instructive entertainment. Only \$1.50 postpaid, or sent direct, gift wrapped with card \$2.00. Give the kids a treat. Send your check or M.O. today to KIDDIE KUTUPS, 2513 Scott Rd., Burbank, Calif.—Alice

BUILT-IN ICEBOX DOES THE TRICK!
Chill drinks without diluting them—this imported ICE PITCHER handles 100 green bubbles of 100% pure grape juice. Built-in ice cube section, seals ice inside. And other drinks quickly. Perfect business gift. Ideal for summer parties. 2 qt. size \$7.50 postpaid.
...and for wine & cocktail fans: The smart ICE DECANTER handles 100 green bubbles of 100% pure grape juice with multi-colored "rascais" accents. Unique built-in ice cube section. Sifts drink without diluting them. A handsome addition to your home bar! 2 qt. size \$8.50; 3 qt. size \$9.50. Sorry, no C.O.D.'s. Order yours of these wonderful "sellers" from
AMERICAN TRANSMARINE CORPORATION
280 Broadway, New York 7, N. Y.
I just know that this imported Ice Pitcher and Ice Decanter are going to give you as much pleasure as they have given me. I sincerely endorse and recommend them both.—Alice

EXAMS FOR PUBLIC JOBS

STATE

Open-Competitive

Applications for the following State exams will be received from the public until Friday, August 3. The entrance salary, and the pay after five annual increments, are

specified. The exams will be held on Saturday, September 8.

4160. Gas Tester, Public Service Commission. Vacancies: One in Albany; \$2,934 to \$3,698. Requirements: High school graduation or an equivalency diploma plus: a bachelor's degree in mechanical or chemical engineering; or two

years of experience in the engineering or commercial department of a gas company including some experience in testing of gas for heating value and chemical constituents, operation and adjustment of recording calorimeters, use of monoxide detecting devices, and related chemical laboratory

work; or an equivalent combination of such training and experience. Fee \$2.

4162. Motor Carrier Investigator, Public Service Commission. Vacancies: one field position; \$3,541 to \$4,300. Requirements: high school graduation or an equivalency diploma and two years of progressively responsible experience in the field of transportation with either common carrier, shipper or regulatory agency, plus: a bachelor's degree; or two more years of the above experience; or an equivalent combination of such training and experience. Fee \$3.

4152. Senior Architect, State Department. Vacancies: 21 in Albany in the Department of Public Works, three in NYC in the Division of Housing; \$5,774 to \$7,037. Requirements: a license to practice professional architecture in N. Y. State or eligibility to obtain such license within six months, high school graduation or equivalency diploma, and four years of professional experience in architecture, plus: a bachelor's degree in architecture and one more year of the above experience; or a master's degree in architecture; or eight years of experience in architecture plus one more year of the above experience; or five more years of the above experience; or an equivalent combination of such training and experience. Fee \$5.

4154. Junior Architect, State Departments. Vacancies: nine in the Dept. of Public Works in Albany with two more expected and one in the division of Housing in NYC; \$3,846 to \$4,639. Requirements: high school graduation or an equivalency diploma, plus: a bachelor's degree in architecture and one year of experience in architecture; or a master's degree in architecture; or nine years of experience in architecture; or an equivalent combination of such training and experience. Fee \$3.

4153. Assistant Architect, State Departments. Vacancies: Four in the Dept. of Public Works in Albany with nine more expected and one in the Division of Housing in NYC; \$4,710 to \$5,774. Requirements: high school graduation or equivalency diploma and 2 years of professional experience in architecture, plus: a bachelor's degree in architecture and one more year of the above experience; or a master's degree in architecture; or eight years of satisfactory experience in architecture plus one more year of the above experience; or five more years of the above experience; or an equivalent combination of such training and experience. Fee \$4.

4159. Assistant Sanitary Engineer (Design), Department of Public Works. Vacancies: Four in Albany; \$4,710 to \$5,774. Requirements: High school graduation or an equivalency diploma and two years of professional engineering experience which in-

involved the design of sanitary engineering facilities, plus: a bachelor's degree in engineering with specialization in sanitary engineering and one more year of the above experience; or eight years of satisfactory engineering experience plus one more year of the above experience; or five more years of the above experience; or an equivalent combination of such training and experience. Fee \$4.

4155. Associate Mechanical Construction Engineer, State Departments. Vacancies: One in Albany, Department of Public Works; \$7,352 to \$8,905. Requirements: a license to practice professional engineering in N. Y. State or eligibility to obtain such license within six months, high school graduation or an equivalency diploma, and six years of progressively responsible professional engineering experience in mechanical installation work in connection with building construction with an architect, engineer or contractor, 2 years of which must have been in a supervisory capacity, plus: a bachelor's degree in engineering and one more year of the above experience; or eight years of satisfactory engineering experience and one more year of the above experience; or an equivalent combination of such training and experience. Fee \$5.

4157. Assistant Mechanical Construction Engineer, Department of Public Works. Vacancies: 2 in Albany; \$4,710 to \$5,774. Requirements: High school graduation or an equivalency diploma and 2 years of professional engineering experience in mechanical installation work in connection with building construction with an architect, engineer, or contractor, plus: a bachelor's degree in engineering with specialization in mechanical engineering and one more year of the above experience; or eight years' engineering experience and one more year of the above experience; or five more years of the the above experience; or an equivalent combination of such training and experience. Fee \$4.

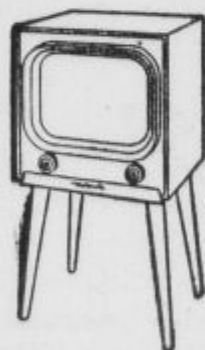
4156. Senior Mechanical Construction Engineer, Department of Public Works. Vacancies: One in Albany; \$5,774 to \$7,037. Requirements: A license to practice professional engineering in New York State or eligibility for such license, high school graduation or an equivalency diploma, and 4 years of professional engineering experience in mechanical installation work in connection with an architect, engineer, or contractor, plus: a bachelor's degree in mechanical engineering and one more year of the above experience; or eight years of engineering experience and one more year of above experience; or five more years of the above experience; or (Continued on page 10)

GIANT PICTURE

GIANT VALUE

20 inch screen

It's a table model . . . or an off-the-floor cabinet



Motorola TV

Every famous Motorola TV feature . . . plus this brilliant new idea in cabinet styling. It's a compact, handsome table model . . . or if you prefer, add its 4 matching legs (included at no extra cost) and it becomes a stunning off-the-floor cabinet! Giant 20-inch screen for "larger than life" pictures . . . Quick-as-a-Wink tuning with just two simple controls . . . a Bilt-in-Antenna that eliminates rooftop antenna in good signal areas. Mahogany or limed oak.

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Cortlandt Co.

"DOWNTOWN'S NEWEST DEPARTMENT STORE"
Headquarters for Civil Service Employees

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243 BROADWAY—Across from City Hall

Where to Apply for Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; State Office Building, Albany 1, N. Y., and Room 302, State Office Building, Buffalo 2, N. Y. Hours 9 to 5:30, except Saturdays, 9 to 12. Same applies to exams for county jobs.

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

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

NYC Travel Directions

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

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

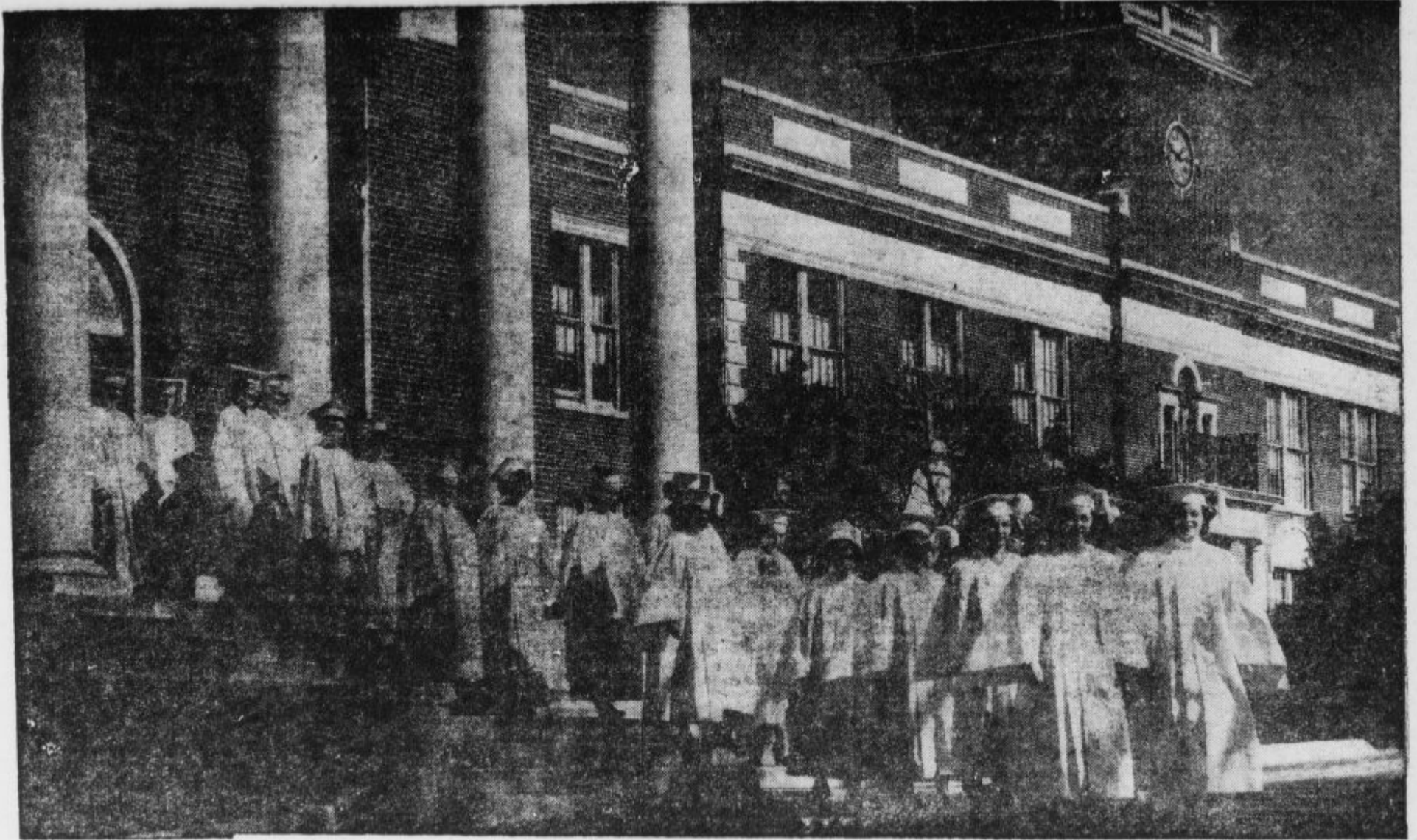
U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

Data on Applications by Mail

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

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

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



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Progress Report On Certifications

The title of the position, the list standing of the last eligible certified, and the department or departments to whom certified are given. "Y" after the list standing means that the investigation of the eligible has not been completed. "M" means that a medical examination is yet to be given.

NYC OPEN COMPETITIVE

Assistant Architect; 29 (Health). Assistant Civil Engineer; 5y (Fire).

Assistant Mechanical Engineer, smoke control; D2.5y (Housing and Buildings—Bd. of Ed.).

Attendant, Grade 1, female; 1093 (Parks—Public Works).

Attendant, Grade 1, male; 173 (Public Works—President, Borough of Brooklyn—Marine and Aviation—Comptroller—Welfare—City Register—Public Works).

Auto Engineman; V502 (Housing and Buildings—Youth Board—Purchase—Hospitals—Public Works—Bd. of Ed.—Civil Defense—President, Borough of Richmond—Traffic—Bd. of Trans.—President, Borough of Queens).

Auto Mechanic; V28 (President, Borough of Queens).

Blacksmith; 7 (Sanitation—Parks).

Carpenter; 114y (Public Works).

Chief Marine Engineer, diesel; 5y (Sanitation).

Clerk Grade 2; 4114 (City Planning Commission—President, Borough of Manhattan—Youth Board—Domestic Relations Court—Bd. of Ed.—Health—President, Borough of Brooklyn—Housing Authority—Finance—Public Works—Marine and Aviation—Tax Estimate).

Conductor; 27.7y (Bd. of Trans.).

Consultant, nursery education; 11my (Health—Welfare).

Court Stenographer; 13 (Domestic Relations Court—Municipal Court—City Magistrates' Court).

Custodian Engineer; 7ly (Bd. of Ed.—City College).

Deputy Medical Superintendent; 1y (Hospitals).

Fingerprint Technician, Grade 1; 10 (City Magistrates' Court).

Health Inspector, Grade 2; V116 (Health).

Housekeeper, Grade 1; 6 (Hospitals).

House Painter; 65 (Bd. of Trans.).

Inspector of Fuel and Supplies, Grade 3; 11 (Bd. of Ed.).

Inspector of Steel, construction, Grade 4; 6y (Bd. of Ed.).

Junior Bacteriologist; 40 (Hospitals).

Junior Electrical Engineer; VO.5 (Fire).

Laboratory Assistant, chemistry; V67 (Hospitals).

Materials Expediter, Grade 4; 170 (Hospitals—Health).

Mechanical Engineer, smoke control; 3y (Housing and Buildings).

Real Estate Appraiser; V5 (Finance).

Sheet Metal Worker 6; (Public Works).

Stationary Fireman; 351y (President, Borough of Queens—Public Works—Hospitals—Sanitation—Welfare—Correction—City College).

Stock Assistant, men; 241 (Bd. of Ed.).

Television Cameraman; Vly (Municipal Broadcasting System).

Transit Patrolman, Bridge and Tunnel Officer, Correction Officer, men; 1711.5 (Welfare Correction).

NYC PROMOTION

Accountant; 2 (Bd. of Ed.).

Asphalt Worker; 19 (President, Borough of Richmond).

Assistant Foreman, structures, Group A; 18 (Bd. of Trans.).

Clerk, Grade 3; 1 (Triborough Bridge and Tunnel Authority).

Assistant Foreman, structures, Group D; V6 (Bd. of Trans.).

Assistant Station Supervisor; 13 (Bd. of Trans.).

Electrical Group Installs Officers

The Electrical Inspectors of the City of New York, Local Union No. 3, International Brotherhood of Electrical Workers, AFL, held their annual dinner and installation meeting at Augrick's Restaurant, 257 William Street. The newly elected officers were sworn in by Commissioner Dominick F. Paduano, of the Department of Water Supply, Gas and Electricity.

Chief Engineer Nicholas J. Kelly of the Bureau of Gas and Electricity delivered an address.

The officers are A. Angelo, president; W. Pierce, vice president; E. Jacobs, 2nd vice president; W. De Soto, secretary; G. Ludwig, treasurer; I. Helfman, representative; P. Rein, sergeant-at-arms, and T. McCormick, auditor. The advisory board consists of B. Levitz, A. Morra, G. Berezov, W. Moore, J. Torrence, F. Behr, J. Latman, P. Brooks, E. Saaf, H. Bergman, N. O'Donnell, J. Nesta and C. Pohle.

U. S. Offers Jobs in Japan to Engineers And Radio Operators

The Civilian Personnel Branch of the New York Port of Embarkation seeks applicants for overseas jobs.

Salaries range from \$4,470 to \$6,400 a year. There is a minimum employment agreement for one year for marine personnel and two years for shore personnel. Transportation is at Government expense. Payment of 10% post differential is authorized for shore personnel on duty in Japan.

Draft registrants are subject to Local Board clearance.

Radio applicants are required to possess a Federal Communications Commission license for radio operator positions.

Applicants for assistant engineer positions are required to possess U. S. Coast Guard license appropriate to the grade in which appointed of at least 2500 horsepower diesel powered vessels.

Applicants must be U. S. citizens and must pass a physical examination. Age requirements are 21 to 50 for positions in Japan.

Jobs in Japan areas follows: Chief Radio Operator, \$4,470.

Second Asst. Engineer (IS), \$5,251.

Third Asst. Engineer (IS), \$4,788.

Third Asst. Engineer (IS) to serve as Second Asst. Engineer (C), \$4,788.

Mechanical Engineer (Railroad Equipment), -6,400.

Mechanical Engineer (Railroad Equipment), \$6,400.

Marine Surveyor, \$5,000.

Apply at the New York Port of Embarkation, First Avenue and 58th Street, Brooklyn, N. Y. Civilian Personnel Branch, Employee Utilization Section, Room 210, Building C, second floor, between 8:30 a.m. and 4:45 p.m., Monday through Friday.

Boiler Inspector and Transit Promotion Tests Open to July 25

The NYC Civil Service Commission will receive applications for one re-opened and one new exam, to July 25.

The new exam is for promotion to Mechanical Maintainer (Group B), Board of Transportation.

The re-opened exam is for filling jobs as Inspector of Boilers, Grade 3. This will be open to the public.

Also closing on July 25 are the following exams which had opened previously: Senior Dietician, Medical Social Worker, Grade 1, and Chief Life Guard (temporary).

Exams now open, with different closing dates, are: Stenographer, Grade 2, July 31; Hematologist, July 11.

U. S. EXAMS NOW OPEN

Information Specialist, \$3,825 to \$6,400. — Jobs are in New York and in Washington and vicinity. Requirements: Experience in public communication. Apply to Board of U. S. Civil Service Examiners, Headquarters, Department of State, 250 W. 57th Street, New York 19, N. Y. Announcement 2-50-3 (1950) amended.

STATE EXAMS NOW OPEN

(Continued from page 3) for the written tests will be Friday, August 17, and the exams will be held on Saturday, September 22. The salaries are those at entrance and after receiving five annual increments.

4158. Senior Railroad Engineer, Division of Engineering-Railroad Bureau, Department of Public Service. Vacancies: One in the Albany Office; \$5,774 to \$7,037.

Requirements: A license to practice professional engineering in N. Y. State or eligibility to obtain such license within six months, high school graduation or an equivalency diploma, and three years of professional engineering experience which must have been in the design, construction and maintenance of railroad tracks and structures, plus: a bachelor's degree in engineering and two years of professional engineering experience; or six years of professional engineering experience; or an equivalent combination of such training and experience. Fee \$5.

4163. Chief Laundry Supervisor, Department of Mental Hygiene. Vacancies: One in Brooklyn State Hospital and one in Hudson River State Hospital; \$3,846 to \$4,639. Requirements: Five years of progressively responsible experience in large scale commercial or institution laundry work, three years of which must have involved managerial responsibility including supervision of personnel for a major portion of a large laundry or responsibility for a small laundry. Fee \$3.

4164. Laundry Supervisor, State Departments Vacancies: One in the Department of Mental Hygiene at Letchworth Village; \$2,646 to \$3,389. Requirements: Completion of grammar school and two years of experience in large scale commercial or institution laundry work of which one year must have involved supervision over subordinate employees or working inmates of an institution. Fee \$2.

COMING STATE EXAMS The following State exams will open on Monday, July 16, and are published as advance information only. Do not attempt to apply until July 16. The closing date

for the written tests will be Friday, August 17, and the exams will be held on Saturday, September 22. The salaries are those at entrance and after receiving five annual increments.

4168. Associate Public Health Physician (Communicable Disease Control), unwritten, \$7,352 to \$8,905.

4169. *Principal Public Health Educator (Mental Health), \$7,352 to \$8,905.

4170. Coordinator of Community Mental Health Services, \$6,901 to \$8,255.

4171. Director of Nutritional Service, \$6,901 to \$8,255.

4172. Food Service Instructor, \$3,991 to \$4,781.

4173. Senior Pharmacist, \$4,710 to \$5,774.

4174. Pharmacist, \$3,846 to \$4,639.

4175. **Junior Pharmacist, \$3,389 to \$3,845.

4176. *Assistant Librarian (Law), \$4,710 to \$5,774.

4177. Junior Librarian (Law), \$3,086 to \$3,845.

4178. Principal Case Analyst (Public Service), \$7,352 to \$8,905.

4179. Associate Case Analyst (Public Service), \$5,774 to \$7,037.

4180. Assistant Accountant (Public Service), \$3,846 to \$4,639.

4181. Office Machine Operator (Tab-IBM), \$2,140 to \$2,833.

4182. Senior Mechanical Engineer, \$5,774 to \$7,037.

4183. Park Engineer, \$4,710 to \$5,774.

4184. Railroad Track Inspector, \$3,991 to \$4,781.

4185. Supervising Janitor, \$2,646 to \$3,389.

4186. Industrial Foreman (Garment Shop), unwritten, \$3,389 to \$4,148.

*Open to residents and non-residents of New York State.

**Appointments to Junior Pharmacist will be made at \$3,389, two salary steps above the entrance salary of \$3,086. There will be three annual increases to \$3,845.

Applications for unwritten exams will be accepted to September 22.

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MONROE SCHOOL OF BUSINESS. Secretarial, Accounting, Typewriting. Approved to train veterans under G.I. Bill Day and evening. Bulletin C. 177th St. and Boston Road (R K O Chester Theatre Bldg.) Bronx. KI 2-5600.

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

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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.

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Thousands of Employees Eye Back Increments After Appellate Court Ruling

NYC has been defeated in the Appellate Division in contending that in granting basic salary increases equal to or greater than increment requirements, it didn't have to pay increments besides.

The question had been considered close, among civil service lawyers, but the Appellate Division's decision was 4 to 1 in favor of Martha Abramson and 25 other employees of the Welfare Department, members of the Civil Service Forum, who contended that increases in base pay were discretionary but increments were mandatory.

While only 26 petitioners are affected directly, and possibly not all of these, the implications are that thousands of such cases exist city wide and that the City is facing the possibility of numerous back-pay suits, especially if the payroll was signed under protest.

Lower Courts Differed

The lower courts had split on the question. Supreme Court Justice Ferdinand Pecora decided that the City had a good defense against the Welfare Department employees, since the increase in basic pay equalled or exceeded the required increments. He argued that the McCarthy Increment Law sought to provide uniform salaries for employees in the lower pay brackets and that the statute was satisfied by the amount of pay, regardless of method.

In another case, however, a Supreme Court Justice from upstate decided in New York County that the estate of a deceased tailor was entitled to increments, even though his basic pay had been increased, when no increments had been granted. The same attorney represented the tailor's estate and the Welfare Department employees, David A. Savage of 90 Pine Street, Manhattan. He wanted the City to appeal the tailor's case, but the City made him go ahead with his appeal in the Welfare Department case.

The victory of the Welfare Department workers in the Appellate Division is not complete, however, as that court overruled their contention that they could recover the increments, whether or not they had signed the payroll under protest. A law requires such protest before a suit can be maintained for back pay. Mr. Savage

argued that as the City had not put in the affirmative defense of non-protest of the payroll, it had waived that defense. The Appellate Division held, however, that payroll protest was a necessary condition to success in an action for back pay. Only some of the Welfare Department employees, incidentally, hadn't signed under protest.

Right of Appeal in Doubt

Another point in the Appellate Court's decision was that, in reversing the lower court, it required that a trial be held, to determine how much in back increments each employee was entitled to, if any, and whether or not he or she had signed the payroll under protest. The order for a trial convinced some civil service lawyers that the City could not appeal from the Appellate Court's decision, since there was no "final order," and that the outcome of the trial would have to be awaited. Other civil service lawyers felt that as only questions of fact were to be decided at the trial, an appeal could be taken on the legal questions on which the Court Appellate had passed.

The time at which basic pay was increased was one consideration that arose in the cases involving increments. The courts thus far have held, in effect, that even if the basic pay was increased at the very times that increments would apply — July 1 and January 1 — with no increments actually granted, increments could be claimed, nevertheless. Some of the basic pay increases were made effective as merit raises, at other than increment periods, but the employees didn't have to press that point.

Welfare Department increases were granted, to all except seven employees among the petitioners, and on July 1, 1937 all got increments, except one, who was already receiving more than \$2,280 a year, then the pay beyond which increments didn't apply to the ungraded service. The 26 were Social Investigators, then in the ungraded competitive service, who'd been given basic pay raises because they performed supervisory duties.

In September, 1937, a blanket salary increase was given to the group because they performed supervisory work in the Board of Child Welfare, an agency since

Apprentices Are Needed At Brooklyn Navy Yard

Here is an opportunity to get a job as an apprentice in the Brooklyn Navy Yard at \$9.44 a day, but you must get your filled-out application in no later than Monday, July 16. Apply by mail, in person or by representative to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Board of Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y., or apply in person or by representative (not by mail) at post offices, excepting the New York, N. Y. post office.

The position is Apprentice, 4th Class. The new list will kill any previous ones in the title.

By promotion, pay goes up in these steps: \$10.40, \$11.36 and \$12.32 a day.

Trades Listed

The normal length of apprenticeship is four years. There are eighteen different specialties.

The exam will include algebra and geometry. For thirteen of the trades, preference will be given to those who pass the algebra and geometric part of the test, but that doesn't mean necessarily that unless one passes those subjects he won't get a job in one of the 13 titles, only that first consideration will be given to those who pass the algebra and geometry test.

The trades are as follows, with an asterisk (*) denoting the titles for which preference will be given to those who pass the algebra part:

Blacksmith, *Boatbuilder, *Boilermaker, *Coppersmith, *Electrician, *Joiner, *Machinist, Molder (Foundrymen), Painter, *Patternmaker, Pipecoverer and Insulator,

absorbed by the Welfare Department. The amounts varied.

So, too, the amounts of basic salary increases of thousands of other employees, varied — employees who hadn't received increments because Budget Director Thomas J. Patterson had contended that the McCarthy Law was satisfied when the raises equalled or exceeded what increments would be.

*Pipefitter, *Rigger, *Sailmaker, *Sheetmetal Worker, *Shipfitter, *Shipwright, Welder, Combination.

Duties and Requirements

Appointees, as beginners, have to receive instruction through the Apprenticeship School and mechanical shop assignments in the rudiments of trade tasks, technical shop subjects (Mechanical drawing, mathematics, blueprint interpretation, etc.) and machinery and materials of the trade; to perform very elementary trade tasks under supervision of a shop instructor or artisan, and to perform other tasks incidental to mastery of trade fundamentals.

There are no education or experience requirements for the position of Apprentice, 4th Class.

The written test will test (1) ability to solve problems in measurement, percentage, ratio and proportion, scaling, fractions, decimals, the metric system, gears and pulleys; (2) knowledge and understanding of mechanical principles and devices and of basic

physical science; (3) pattern matching; (4) knowledge of word meaning, English usage and grammar, and spelling and (5) knowledge of civics and American history.

In addition, competitors for appointment to trades of which a knowledge of algebra and geometry forms an essential part, will be required to take a test consisting of algebra fundamentals and problems, and of geometry. Candidates who do not take the algebra and geometry test will generally be considered only for appointment to positions in trades which do not appropriately require a knowledge of algebra and geometry.

About seven hours will be required for the entire written examination; approximately 4 1/2 hours will be required for com-

(Continued on page 12)

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Air Force Needs Mechanics At Two Fields on Long Island

The Air Force needs civilian mechanics, and lots of them, at pay ranging from \$1.21 to \$1.75 an hour, for work at Mitchel Air Force Base, Mitchel Field, and in air force units at Roslyn, L. I.

Applications will be received until further notice. Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Board of Civil Service Examiners, Mitchel Air Force Base, Hempstead, N. Y., by mail, in person or by representative, for blanks. Or apply in person or by representative (not by mail) to post offices, excepting the New York, N. Y. post office.

Submit a separate application for each position for which you want to be considered.

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- Age Limits**
Age limits are 18 to 62, but they do not apply to those entitled to veteran preference. There will be no written test. Candidates will be rated on their experience. For some positions education may be accepted, in lieu of part of the experience requirement.

Navy Yard Jobs Open

(Continued from page 11)
petitors taking no algebra and geometry.

Basis of Rating
On the written test as a whole and on each of the sections (1) and (2) under the written test paragraph, competitors who do not have veteran preference must attain a rating of at least 70; competitors entitled to 5-point veteran preference, a rating of at least 65, not counting preference credit; and competitors entitled to 10-point veteran preference, a rating of at least 60, not counting preference credit.

In addition, competitors who have no veteran preference and who wish to be considered for appointment to those trades for which algebra and geometry are appropriate must attain a rating in algebra of at least 70; competitors entitled to 5-point veteran preference, a rating of at least 65, exclusive of preference credit, and competitors entitled to 10-point veteran preference, a rating of

at least 60, exclusive of preference credit.

All competitors will be notified of the exact time and place to report for the written test. Examinations will be held in Brooklyn, Hempstead, Manhattan, Jamaica, Yonkers and Long Island City.

Applicants must have reached their 16th birthday, but must not have passed their 22nd birthday on July 16, 1951. The maximum age limit does not apply to persons entitled to veteran preference.

Persons with physical handicaps which they believe will not prevent their satisfactory performance in the position are invited to apply; however, applicants must be physically capable of performing the duties of the positions efficiently, and must be free from such defects or diseases as would constitute a hazard to themselves and others.

More NYC Fire Promotions Are on Way

The NYC Fire Department already is going ahead with plans for making the last batch of promotions from the Fire Lieutenant list, which expires on August 12. The expectation is that the promotions will be made as of Friday, August 10.

The Fire Department Pension Fund trustees normally would meet on August 14, but the date has been advanced to August 7, so that any lieutenants who desire to retire may do so, if qualified, and the number of lieutenant vacancies to be filled from the expiring list would be increased to that extent, and possibly fireman appointments added.

The subsequent promotions to lieutenant probably would not take place until January, 1952, as the Municipal Civil Service Commission doesn't expect to establish before December the eligible list in the lieutenant exam recently held. In that test 5,714 competed.

There are about 2,700 names on the existing list. The number of lieutenant promotions has not yet reached the discussion stage.

NYC Aims To Cut Down Provisionals

Requests for the appointment of provisionals on the ground that no eligible list exists in the title, are being denied by the NYC Civil Service Commission, where a list in another title can be found appropriate for filling the job.

Fall Goal Is 10,000

The provisionals, none of whom got his job through passing an examination, now total about 16,000, but the number will rise because of summer employment, especially in parks. The Commission never considered such employees as "truly" provisionals; they are actually listed in the budget as seasonal employees. But the expectation of the Commission is to reduce the provisionals at least to the 10,000 mark in the fall. The figure two years ago exceeded 26,000.

Damper on Dodges

Various safeguards have been introduced by the Commission against the retention of provisionals. Some department heads used to call for employees too late to get a certificate from the Budget Director for permanent appointment from an eligible list. But now the procedures call for the dropping of the provisionals within 20 days of certification, so that either the list must be used or the job will be vacant. Also, the list of all the provisionals in City service is being constantly combed, so that appropriate lists may be found from which permanent appointments may be made.

Chief Life Guard Applications Open Until July 25

The new closing date for applications for Chief Life Guard is Wednesday, July 25.

The application period, which was to have ended on June 28, was extended by the NYC Civil Service Commission.

This is a seasonal job, summer service, and is classed as temporary. The pay is \$8.80 a day. The application fee is 50 cents.

Candidates must have five seasons' full-time paid experience on a surf beach as life guard, two years of which were in a supervisory capacity; or a satisfactory equivalent. Training during military duty will be accepted. Only men under 35 need apply. They must be at least 5' 7" tall, have 20/30 vision (no glasses), perfect hearing (no hearing aids) and cannot have hernia (no truss allowed), varicose veins, impaired gait or any other disease or abnormality which would impair ability to perform the necessary duties.

Apply at 96 Duane Street, NYC, two blocks north of City Hall, just west of Broadway, opposite The LEADER office.

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Key Answers, NYC Jr. Civil Engineer

Below are tentative key answers to the examination for NYC Junior Civil Engineer held on June 9.

- 1, D; 2, D; 3, B; 4, D; 5, C; 6, A; 7, D; 8, B; 9, A; 10, C; 11, C; 12, B; 13, B; 14, D; 15, A; 16, D; 17, C; 18, D; 19, D; 20, C; 21, B; 22, D; 23, B; 24, B; 25, A; 26, C; 27, B; 28, C; 29, A; 30, B; 31, B; 32, A; 33, D; 34, C; 35, B; 36, A; 37, B; 38, A; 39, C; 40, A; 41, C; 42, B; 43, A; 44, E; 45, G; 46, F; 47, D; 48, B; 49, B; 50, D; 51, B; 52, B; 53, B; 54, D; 55, B; 56, D; 57, C; 58, C; 59, A; 60, A; 61, C; 62, C; 63, D; 64, A; 65, D; 66, D; 67, B; 68, D; 69, A; 70, D; 71, B; 72, A; 73, C; 74, C; 75, A; 76, D; 77, A; 78, D; 79, A.
- The last day to file protests has expired.
 80, A.

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Fire Officers To Fill Three Union Posts

Elections to fill expiring terms of office in the NYC Uniformed Fire Officers Association are scheduled to be held on Thursday, July 12, 8 p.m., at the Martinique Hotel.

The terms of office of Deputy Chief David, Captain Freeman and Lieutenant Fehling end in September. Successful candidates for their posts will be installed then.

Nominating petitions for candidates to the three offices must be filed with the UFO executive board before the close of new business at the July membership meeting. To qualify as a candidate for the lieutenant and captaincy vacancies, the signatures of 10 members are required; for the chief vacancy, 5 signatures.

NYC Welfare Pay Too Low, Says Boss

NYC Welfare Commissioner Henry L. McCarthy has publicly endorsed higher pay for employees in his department.

He made the statement on a radio program sponsored by the American Federation of State, County and Municipal Employees, AFL. Appearing with him were Jerry Wurf, general representative of the union, Samuel Podell, president of the AFL Social Service Employees Union, and Eric Schertz, special union representative.

Mr. McCarthy also went on record as favoring the right of public employees to organize and bargain collectively. He stated that he will continue to encourage staff organizations such as trade unions to meet frequently with the administrators of the department.

Reid-Barry UFA Contest Grows Hot As Ballots Go Out



WILLIAM REID



HOWARD P. BARRY

Ballots in the bitterly-contested runoff election of the NYC Uniformed Firemen's Association went out on Monday of this week.

The battle took on the aspects of a powerful slugging contest as the two candidates for the presidency—incumbent William Reid and contender Howard P. Barry—started their all-out campaign for election. An element of rancor is present because Barry, in all his literature, links Reid with what he calls the "Crane-Reid-Purcell clique"; Reid, on the other hand, says that Barry has been an "obstructionist."

Few Predictions

Ballots will be counted on Thursday, July 19. As in the original contest, predictions are scarce in the runoff. Adherents of Barry say that Reid has already gotten the total "administration" vote, and is not likely to get any

were Dr. Dominick Cianella, rec- others. They argue that the other votes were dissident, and will fall to Barry. Reid's adherents say, however, that a number of the presidential contestants who fell in the original election have pledged their support to Reid.

There the matter stands until the ballots are counted.

The Issues

On the issues, the two men present a differing approach to the UFA voters. Reid campaigns primarily on the need to win wage increases, and pledged himself to make this the central point of his incumbency if he is re-elected.

Barry calls for reorganization of the Uniformed Firemen's Association "toward a prompt solution of their employee problems." He boasts of his long opposition to former president John P. Crane.

Reid points out that, under adverse conditions, he nevertheless managed to win the confidence of the Fire Commissioner and, in the short period of his incumbency, even to make gains for the men. He is making a strong effort "to enlist on our side the citizen organizations of the City." Barry says:

"The neglect of the City for its employees has produced among civil servants at large, and among firemen in particular, a feeling of rancor and bitterness that must and will be channeled toward a closer cooperation in order that the basic problems of salary, pension, and manpower shall be solved.

"Assistance from organized AFL affiliations, and other civil service groups is a primary objective. The firemen, whose responsibility toward the citizens is so primary and fundamental as to preclude strike and slow-down weapons, and whose job is especially hazardous are especially neglected."

Reid says: "The three-man committee which worked out an equitable wage-and-hour deal for the City transit employees must stay on the job and take up the problems of firemen. Our problems are as tough as those of the subway men. We are not naming any threats yet, but we are not going to go along quietly while the City takes no action and our men and their families suffer.

tor of the Emanuel Church, Central Islip, the Reverend Canon Sidney Peters of Saint Peter's Church, Bayshore, and the Rev. Joseph Bitsas of the Church of Saint John of God in Central Islip. Dr. David B. Corcoran, Dr. James Corcoran and Dr. John W. Corcoran, sons of the guest of honor, were present.

During the ceremonies pictures were taken by John Ford of the hospital staff.

The ceremonies were opened by Mrs. Dorothy McLaughlin, chairman of the Dinner Committee, who also acted as Toastmistress, calling upon Mr. Gowan to propose a toast. John Powers brought a message of regret from Mr. McFarland, at his inability to be present. William McDonough, conveyed to Dr. Corcoran good wishes and congratulations

Accountant Jobs Offered by U. S. from \$3,825 to \$6,400

Accountant jobs, at \$3,825 to \$6,400, are being offered to men by the Federal Government. There will be no written test. Candidates will be rated on training and experience.

The jobs are in the Corporation Audits Division and the Postal Audit Division of the General Accounting Office in Washington, D. C., and may involve travel 40 percent of the time, although some field jobs in various other cities will be filled.

Experience Requirements

The four grades to be filled with starting pay and the maximum after annual increments, are:

- GS-7, \$3,825-\$4,575.
- GS-9, \$4,600-\$5,350.

- GS-11, \$5,400-\$6,400.
- GS-12, \$6,400-\$7,400.

Experience required ranges from three years, nine months to six years, depending on grade, with some specialized experience for the higher jobs, and with limited substitution of training for some experience.

The upper age limit is 62.

Where to Apply

Apply in person, by representative or by mail to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or in person or by representative to post offices, excepting the New York, N. Y. post office.

Applications will be received until further notice. The exam is No. 295.

300 at Central Islip Sing Goodbye to Dr. Corcoran In Colorful Ceremony

CENTRAL ISLIP, July 9 — Nearly 300 persons attended an impressive testimonial dinner, on Tuesday, July 3, given in honor of David E. Corcoran, retiring as Senior Director of the Central Islip State Hospital. The dinner, was sponsored by the Central Islip chapter of the Civil Service Employees Association.

State and local officials, fellow-members and friends attended the ceremony. The Board of Visitors of the Hospital was represented by Mrs. Rolf T. Michelson, Rev. Norman O. Edwards, Louis Gett and Charles K. Post. Dr. Charles Buckman, Assistant Commissioner of the Mental Hygiene Department, A. Gowan, president of the Rotary Club of Bay Shore; Dr. Harry T. Worthing,

Senior Director of the Pilgrim State Hospital, and Mrs. Worthing; Dr. Arthur Soper of the Kings Park State Hospital, and Mrs. Soper, were present.

The Association was represented by William F. McDonough, executive assistant to President Jesse B. McFarland; John Powers, 1st vice president; Elwood McGraw, president of the Kings Park chapter; Mrs. Betty Enos, president of the Pilgrim State chapter; and Philip Kerker, field representative.

Prominent members of the local clergy attended. Father Thomas of Central Islip made the invocation and the Rev. William Smith of the Central Islip Methodist Church, gave the benediction. Other clergymen present

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The jobs are in various penal institutions throughout the country.

The exam remains open until further notice. Applications may be obtained by mail, in person or through a representative from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. If applying by mail do not include return postage.



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The NYC Employee

AS THE PASS MARK in the exam for Housing Assistant was to be that of the 600th candidate, and as ties resulted in 603 passing, the NYC Civil Service Commission notified 1,743 candidates that they had failed.

A HEARING will be held in the Supreme Court, New York County, on July 15 on the petition of senior probation officers for \$300 a year more pay, on the ground that they perform supervisory work. The Board of Estimate has a new policy of paying \$300 a year more to supervisors. This was adopted also to end the anomalies of supervisors getting even less pay than those they supervised.

THE NYC Civil Service Commission took the first action toward holding a test for promotion to Chief Probation Officer. Next it will draw up a proposed exam notice and then submit it to Budget Director Thomas J. Patterson.

THREE MEN who say that in a special military test they got higher scores than others who competed in the previous regular test for assistant train dispatcher jobs, NYC Transit System, will have a trial of their contention. Supreme Court Justice Felix C. Benvenge found that the papers in the case do not conclusively prove the comparative scores. The NYC Civil Service Commission contends that all those appointed have higher scores than the three petitioners, Herbert Farrell, John Lynch and Charles A. McDonald. No date has been set yet for the trial.

LOCAL 107 of the American Federation of State, County and Municipal Employees has elected Patrick J. O'Connell as president. The local consists of employees of the Queens Borough President's office.

The others elected were John McCue, 1st vice president; George A. Bradley, 2nd vice president; Benjamin Levinson, secretary-treasurer; George DeMeo, recording secretary; Wendell H. Garrison, corresponding secretary; Frank Caruso, sergeant-at-arms; and Michael F. Waldron, assistant sergeant-at-arms.

The delegates to the Central Trades & Labor Council are Oliver T. Houck and Joseph Murphy. Fred Szabo is delegate to the NYC District Council. The executive board consists of Frank Mill-el, Albert Huber, Walter Owens, and Michael Hart.

THE EMPLOYEES of the NYC Civil Service Commission enjoyed a boat ride to Bear Mountain, games and festivities. Maurice J. Kostrin was chairman of the committee, assisted by Robert Eaton, Leonard Eckhardt, John Curren, Julian Keenan, Jack Vouden, Thomas Whalen, Samuel Middleman and Thomas Curley.

Zermoot Shamamian and Rosemary Bailey won the potato races. Mr. Curren and Gerrard Hillery tied with Al Liguori and Pat Moli in the three-legged race.

The 50-yard dash for women was won by Miss Bailey, while Abe Schein won a footrace. Mr. Liguori copped the 100-yard dash. Prizes were awarded the winners.

A softball game wound up the playing. Commissioner Paul P.

Jr. Electrical Engineer Tentative Key Answers

The tentative key answers in the Junior Electrical Engineer open-competitive test may be protested to the NYC Civil Service Commission until Friday, July 14. Protests should cite the authority on which they are based. Address the Municipal Civil Service Commission, 299 Broadway, New York 7, N. Y. The answers:

PART I
1, C; 2, B; 3, C; 4, A; 5, B; 6, D; 7, A; 8, B; 9, A; 10, B; 11, A; 12, C; 13, C; 14, D; 15, B; 16, A; 17, C; 18, B; 19, A; 20, D; 21, B; 22, C; 23, C; 24, B; 25, D; 26, D; 27, C; 28, D; 29, C; 30, A; 31, A; 32, B; 33, A; 34, B; 35, C; 36, C; 37, A; 38, C; 39, B; 40, D.

PART II
41, C; 42, C; 43, A; 44, D; 45, A; 46, A; 47, D; 48, B; 49, D; 50, A; 51, C; 52, B; 53, C; 54, C; 55, A; 56, C; 57, D; 58, B; 59, A; 60, C; 61, C; 62, A; 63, B; 64, D; 65, C; 66, B; 67, C; 68, A; 69, D; 70, D; 71, C; 72, D; 73, C; 74, A; 75, B; 76, B; 77, D; 78, A; 79, A; 80, C.

Fino batted 1,000. The married men won, 16 to 4. Players included Michael Klein, Joseph Byrnes and Isadore Baron.

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JOE'S MT. VIEW FARM Catskill, N. Y., P. O. Box 61, Excellent Italian American Cuisine. Excellent home cooking. All modern, churches, private swimming pool, dancing nightly. Cocktail lounge. All sports. Write for bklet. Rates \$35-\$38.

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LEEDS Bridge Hotel Leeds N. York. AE mod. showers, excell home cooking, cocktail lounge, all amuse, churches. Write for booklet. Mr. & Mrs Wm. Heins.

KIAMESHA LODGE & COUNTRY CLUB Kiamsha Lake N. Y. free boating, filtered pool, all sports, new playhouse, free dance instruction, Dietary Laws, Children's day camp.

KLEIN'S HILLSIDE Parksville, N. Y. Tel. Liberty 1183. All sports, horseback and olympic swimming pool, free boating and golf, American and Rumba bands. Dietary Laws.

LEONE'S PINE GROVE INN Landon Ave., Catskill, N. Y. Tel. 824 Italian-American cuisine, bar, cocktail lounge, all modern impts, Recreation facilities. Write for booklet.

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Private Industry in NY State Offers Many Attractive Jobs

The New York State Employment Service revised the list of job openings in private and public employment throughout the State. It is advisable to apply immediately.

Applications or requests for information should be made only in person.

Residents of NYC who seek jobs listed by any NYC employment office should apply at that office.

Residents of NYC who seek any job outside the city should go to the NYC office indicated by the following key letters appearing after the out-of-town jobs:

(a) Industrial Offices: 87 Madison Ave., Manhattan; (for Manhattan and Bronx residents); 205 Schermerhorn St., Brooklyn; Bank of Manhattan Building, Queens Plaza, L. I. City.

(b) Commercial-Professional Office, 1 East 19th Street, Manhattan.

(c) Needle Trades Office, 225 West 34th Street, Manhattan.

(d) Service Industries Office, 40 East 59th Street, Manhattan.

(e) Nurse Counselling and Placement Office, 119 West 57th Street.

(f) Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn.

(g) Sales Office, 44 East 23 St., Manhattan.

Upstate residents should apply for any job, local or out-of-town, at their nearest Employment Service office.

The title is given first, the pay next, then the number of vacancies and finally the special type of work or comment, and the key letter, if any:

NYC

Manhattan Industrial Office, 87 Madison Avenue

Job Setter, \$1.60 hr. up, 8, screw machines.

Tool and Die Maker, \$1.75-\$2.50 hr., 16.

Die Maker, \$1.75-\$2.50 hr., 20. Coper Machine Operator, \$1.50 hr. start, 1.

Coil Machine Operator, \$1.75 hr. & up, 2.

Machinist, \$1.60 hr.-\$2.00 hr. plus 10% nite shift, 42.

Lathe Operator, \$1.70 hr. plus 10% nite shift, 7.

Turret Lathe Operator, \$1.70 hr. plus 10% nite shift, 6.

Centerless Grinder Operator, \$1.50 hr. plus 10 1/2 nite shift, 5.

Milling Machine Operator, \$1.50 hr. plus 10% nite shift, 4.

Germany & Guam.

Nurse Counselling and Placement Office, 119 West 57th Street

Occupational Therapist, \$175-\$205 month, 2.

Nurse, Supervising, \$225-\$300 month, 25, registered.

Nurse, Staff, \$200-\$240 month, 100, Grad., licensed or pending license.

Nurse, Public Health, \$3,000 yr., 15, registered, 1 yr. grad. study pub. health nursing.

Physical Therapist, \$160-\$300 month, 10, various parts of US.

Camp Nurse, \$300-\$350 plus maint. for 2 mo. season, 50, New York & Eastern States.

Commercial-Professional Office, 1 East 19th Street

Mining Engineer, \$3100-\$6400 yr., 25.

Entomologist, \$5400 yr. & Trav. exp., 1.

Radio Operator, Marine, \$3,892-\$5,076 yr., 25, aboard ship, Tel. license.

Cost Accountant, \$4,600-\$5,400 yr. plus living exp. & overseas bonus, 2 plus.

Government Auditor, \$3,825-\$5,400 yr. plus living exp. & overseas bonus, 6.

Metallurgist, \$75 wk., 1.

Structural Designers, \$95-\$120 wk., 1 plus.

Electronic Engineer, \$5,000 yr., 1 plus.

Electrical Engineer, \$5,000 yr., 2.

Mechanical Engineer, \$60-\$120 wk., 2 plus.

Geologist, \$3,100-\$6,400 yr., 25.

Mechanical Draftsman, \$60-\$100 wk., 2.

Mechanical Design Draftsman, to \$3.00 hr., 1.

Instrument Man, \$3,825 yr., 4, citizen, Casablanca.

Construction Inspector, \$4,200 yr., 1, citizen, Casablanca.

Comptroller, \$7500 yr., 1.

Manhattan Needle Trades Office, 225 West 34 Street.

Clothing Inspector, \$3,825 yr. plus subst., 400.

Service Industries Office, 40 East 59 Street.

Manager, Production (Laundry

& Dry Cleaning), \$5,200-\$6,500 yr., 2, Germany & Guam.

Layout & Methods Man (Laundry & Dry Cleaning), \$5,400-\$6,400 yr., 3, Ohio.

BROOKLYN

Brooklyn Industrial Office, 205 Schermerhorn St.

Machinist, \$1.25-\$1.90 hr., 200.

Bench Machinist, \$1.25-\$1.75 hr., 14.

Instrument Maker, \$14.96 day, 10.

Job Setter, \$1.50-\$1.90 hr., 11.

Tool & Die Maker, \$1.75-\$2.25 hr., 38.

Die Maker, \$1.75-\$2.25 hr., 20.

Molder, Foundry, \$14.48 day, 2.

Drop Hammer Operator, \$14.00 day, 3.

Electrical Instrument Repairman, \$14.96 day, 2.

Bench Molder, \$1.69-\$1.87 hr., 10.

Shipbuilding Trades Office, 165 Joralemon St.

Able Seamen, \$248 mo. plus OT, 20, seaman papers.

Marine Fireman, \$248 mo. plus OT, 20, seaman papers.

Marine Oilers, \$248 mo. plus OT, 20, seaman papers.

QUEENS

Queens Industrial Office, 29-27 41 Ave., Long Island City

Machinist, \$1.80-\$2.00 hr., 10.

Toolmaker, \$1.75-\$2.00 hr., 6.

Engine Lathe Operator, \$1.79-\$1.90 hr., 10.

Milling Machine Operator, \$1.67-\$1.87 hr., 15.

Jig Borer Operator, \$1.75-\$2.10 hr., 4.

Centerless Grinder Operator, \$1.20-\$1.40 hr., 3.

Inspector-Machine Shop, \$1.67-\$1.87 hr., 10.

Sheet Metal Worker, \$1.50-\$2.00 hr., 6.

Bench Molder, \$1.60 up, 2.

Coremaker, \$1.60 hr., 1.

Combination Welder, \$1.50-\$1.75 hr., 4.

Screw Machine Operator (semi-automatic), \$1.60-\$1.79 hr., 5.

Outside NYC

ALBANY

Loom Fixer, \$1.84 hr. plus OT, 2. (a)

Machinist (Machine Shop), \$1.15-\$1.85 hr., 3, own tools. (a)

Tool & Die Maker, \$1.52 1/2-\$1.85 hr., 1, own tools. (a)

Tool Maker (Machine Shop), \$1.52 1/2-\$1.85 hr., 3, own tools. (a)

Engine Lathe Operator (Machine Shop), \$.95-\$1.75 hr., 2, own tools. (a)

Carpenter, \$1.50 hr., 1, own tools. (a)

BEACON

Architectural Draftsman, \$60-\$75 wk., 1. (b)

Civil Engineer/Mechanical Engineer, \$75-\$100 wk. 1. (b)

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PARAMOUNT

UFO Warns Impellitteri Of 'Desperate' Situation

"The attitude of the rank and file is desperate today," Mayor Impellitteri has been told by the Uniformed Fire Officers Association. This AFL organization, representing nearly all the officers in the NYC Fire Department, has waged a continuing battle for better pay.

In an open letter to the Mayor, the Board of Estimate, and the City Council, the UFO executive board made a statistical case for increases, in an effort to show that they are in a salary position inferior to that of 1939. The figures are shown below.

Bluntly, the Fire officers told the City fathers: "We hope the

timeworn excuse 'We realize how just and right your argument is, but where is the money coming from?' will not be used again to evade your responsibility."

A note of warning entered the UFO letter:

"We feel it dangerous to do nothing at this stage, because through frustration men will use drastic measures to gain justice. . . . The time for stalling is past and a sincere approach should be made by you in tackling your responsibility. The attitude of the rank and file is so desperate today that even radical suggestions are welcome to an otherwise conservative group of men."

Rank	Percentage salary increase since 1939	Additional percentage age required to meet cost-of-living Index of 185.4
Chief of Department	8.7	76.7
Deputy Chief	19.0	66.4
Battalion Chief	26.0	59.4
Captain	31.0	54.4
Lieutenant	36.0	49.4

Fire Lieut. Test Stands; 1,266 Protests Studied

The NYC Civil Service Commission started last week to study the 1,266 protests to the tentative key answers in the exam for promotion to Lieutenant, Fire Department.

The protesting candidates claim that some key answers were wrong and also that alternative key answers should have been allowed to other questions. This week the Commission will send out letters acknowledging the receipt of each protest. About a dozen protests arrived after the deadline.

Under no circumstances, however, will a new exam be held, as a substitute for the one that many of the candidates criticized as too severe, the Commission stated, adding that the only ground for the cancellation of an exam is fraud.

After the Commission completes its study of the protests it will

announce the final key answers. From these it does not permit any appeal. The final key is not expected to be ready before September.

The eligible list, according to present plans, would be established in October or November. As the present list expires on August 13, there would be a gap of a few months during which there'd be no list. Before the present list expires, some Lieutenant promotions will be made, in addition to the nine made yesterday. If the Fire Department needs more lieutenants, and can get budgetary approval, the Commission feels it could produce the new list in time to accommodate any needs of the department.

The exam created one of the greatest furors in the history of Fire Department tests. The Commission discounted the idea that the protests were "organized."

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About That Onondaga Clambake
SYRACUSE, July 9 — Norma Scott, membership chairman of the Onondaga chapter, CSEA, recently sent out her second issue of the "Clambake News."

28. Kesselbrenner, L., NYC 81000
29. Bennett, William D., Utica 81000
30. Francis, R. L., Tuskegee Ala 80800

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107. Willig, Jean C., Buffalo 84700
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109. Young, Rosemary H., Syracuse 84700

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RESOURCE ADJUSTER, Department of Social Welfare, Erie County
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Veda Lawson Is A Bride

ITHACA, July 9—Veda E. Lawson, daughter of the late Mr. and Mrs. Russell J. Mancely of Malone, became the bride of Reginald R. Lumbard of Ithaca at Centenary Methodist Church, Malone.

The bride chose a navy blue gabardine suit with dusty rose accessories and wore a corsage of pink and white roses.

Mrs. Ralph McGowan, sister of the bride, was matron of honor. She wore an aqua blue dress with white accessories and a corsage of sweet peas.

A wedding dinner was served in the private dining room of the Hotel Franklin following the ceremony.

Mrs. Lumbard is employed by the New York State Department of Health; holding the position of supervisory housekeeper at the Hermann M. Biggs Memorial Hospital in Ithaca.