

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XIII — No. 50 Tuesday, August 26, 1952 Price Ten Cents

Co Plan Drive to Win Higher Rates of Pay

See Page 14

PATRICK P. DE MURIO  
P O DRAWER 125  
CAPITOL STATION  
ALBANY N Y  
COMP

## 7 Cash Prizes In Art Show

ALBANY, Aug. 25—The deadline for submission of art works for exhibit in the second annual Art Show of the Civil Service Em-

ployees Association was announced. Works must be delivered to the Institute of History and Art, 125 Washington Avenue, Albany, N. Y., by 5 P. M., Saturday, September 13.

## Groundsmen Ask 2-Grade Pay Rise

ALBANY, Aug. 25 — On August 19th, the Division of Classification and Compensation held a hearing in response to an appeal from the groundsmen in State service for upward allocation from Grade 2 to Grade 4.

The Civil Service Employees Association backed the employee's request in seeking to have this title moved upward two grades.

Groundsmen who attended the hearing included: John Schallenberg, Rome State School; Albert Schwartz, Middletown State Hospital; Edson Orton, Harlem Valley State Hospital; and Homer Alexander, Rockland State Hospital. The Civil Service Employees Association was represented by F. Henry Galpin, Research Analyst, Mr. William Killian of the Division of Classification and Compensation presided at the hearing.

**Laura Stout Assists**  
The Association and the groundsmen representing the group all presented data in support of the request for reallocation. Mrs. Laura Stout, President of the Middletown State Hospital Chapter, cooperated in the filing of a brief, which included a comparison to the position of Farmer in Grade 4. The Association and the employees pointed out the dangerous nature of tree work that is performed, the value not only to the institution, patients, and the public, but also the beautiful surroundings that exist in all of our state institutions, and the fact that promotional possibilities were limited.

There are about 125 positions that will be affected by the decision of the Director of the Division of Classification and Compensation.

### Advice to Artists

Artists should clearly mark and firmly attach to each work submitted their own name, the name of the agency by which employed, the title of the picture or object, the media, and price, if for sale. Return address of the sender should also be marked on each piece, as well as on the container. This information should be typed or be in print script.

The show will be held in the institute, in Albany, from October 16 through November 15. Thus delegates and others attending the Association's annual meeting, October 14 and 15, will be able to see the show, as was the case with the previous one.

There will be seven cash prizes plus honorable mentions in each class. The prizes are:  
Oils: first, \$75; second, \$50; third, \$20; fourth, \$10.  
Watercolors: first, \$50; second, \$25.  
Sculpture-Ceramics: first, \$25.

## Southern Conference To Install

WARWICK, Aug. 25 — Newly-elected officers of the Southern Conference, Civil Service Employees Association, will be installed on Saturday, September 6, at Westfield State Farms. Francis A. MacDonald, who was re-elected president, states that the installation will be accompanied with an excellent repast, including a variety of interesting foods, plus fun and games during the entire afternoon. It is expected that a number of dignitaries and guests from various parts of the State will attend the event.

## 62,550 State Employees Join Liberal Pension Plan; Last Day to Apply, Sept. 30

ALBANY, Aug. 25 — There has been an upswing in the number of applications to sign up under the liberalized age-55 retirement plan of the State Employees Retirement System. This indicates a growing realization of the opportunity presented to build up one's retirement allowance, with the employer bearing the heavier proportion of the increased cost. This disproportion results from the added pension benefit going all the way back to the beginning of State service, with no requirement for matching annuity contributions by the employee, but only token con-

tributions to cover the past period. State employees who have accepted the liberalized basis now total 62,550, of whom 4,923 signified their intent since March 31 last.

### September 30 Last Day

The last day for present employees to accept the liberalized plan is Tuesday, September 30. Those appointed after September 30 would have the right to select the higher-pension plan, since it remains open indefinitely for new employees, who never had an opportunity to make the choice.

The better deal gives the employees quite an advantage. The State imposed the time limit so that employees would be encouraged to accept the more liberal basis. Also, as one State official put it, the State didn't want to continue being so generous too long, especially if recognition of the extra benefit was substantially lacking among employees.

### Act Now, Says McFarland

President Jesse B. McFarland of the Civil Service Employees Association urged all members of the Association eligible for the better benefits to accept them without delay. If they do let time run out on them, they may live

to regret it, he warned. He explained that when retirement time comes, the amount of the allowance is often of vital importance.

## CSEA Works On Salary Proposals

ALBANY, Aug. 25 — The Civil Service Employees Association is working on its salary proposals for the coming session of the State Legislature. Mr. Davis Shultes, chairman of the Association's salary committee, last week reported to the Board of Directors that a subcommittee is delving into revision of salary grades. The committee is also amassing facts from a variety of sources, and helping with a salary survey being conducted by the State Civil Service Department.

Actual determination of "how much to ask," Mr. Shultes advised, has not yet been determined. The entire matter will come up for discussion at another meeting of the Board of Directors.

## CSEA Plans Exhibition State Fair

ALBANY, Aug. 25 — The Civil Service Employees Association is planning an interesting exhibit to be shown at the New York State Fair in Syracuse from August 31 through September 6, 1952. The Association will use the frame of its exhibit last year with new material inserts. The central panel is a colorful map of the distribution of State Association chapters and members.

### Program on Slides

In addition a continuous projector will be used to show a series of slides giving the program of the Association. A folder has also been prepared as a public service reminding the eligible voters to register and to vote in the forthcoming election. Part of the folder is devoted to the history of the presidential elections from 1920 through 1948 showing the electoral votes and also the way the states voted in each election. Space is left for the computation of the votes in the forthcoming election.

## Come Back Now—or Else, State Tells Doctors Who Left for Federal Service

ALBANY, Aug. 25 — A number of physicians who left State service to go with the commissioned corps of the United States Public Health Service have been told, in effect: "Come back—or else!"

Public employees who enter upon military duty are entitled to leave of absence under section 246 of the State military law. On June 28, 1945, an executive order of the President declared the Commissioned Corps of the Public Health Service to be a military service. Since that date, New York State employees on active duty with PHS have been considered as having the benefits of section 246 of the State Military Law.

### Now Non-Military

Attorney General Nathaniel Goldstein has, however, advised the State Civil Service Department that beginning with July 4, 1952, the Commissioned Corps of PHS had reverted to non-military status. On and after that date, said the Attorney General, the

benefits of section 246 no longer apply. That section authorizes reinstatement in State service within 90 days after termination of military duty.

Joseph Schechter, counsel for the State Civil Service Commission, has recommended that all State agencies communicate with their employees who are serving with the commissioned corps of the PHS, and inform them that they must return to their positions within 90 days after July 3, 1952, if they want to safeguard their State civil service status.

### Getting Higher Pay

It is a fact that several physicians who left the State service are getting higher salaries from the Public Health Service. They have to decide now what they want to do. They don't have three months either; as of now, they've got about five weeks. Service in the Commissioned Corps also meant they would not be called for Army duty.

## 300 DPUI Employees Fired, 30 of Them 'Permanent'; Situation Seen as Intolerable

Rapidly rising employment levels in private industry and a decline in unemployment insurance claims, have brought layoffs of nearly 300 employees and transfer of 18 others in the State Labor Department's Division of Placement and Unemployment Insurance in the past two weeks. This was revealed by Milton O. Loysen, Executive Director of the Division. Employees of the Division are irate at the firings.

Affected are 149 temporary employees and 30 permanent assistant interviewers in New York City field offices, and 131 temporary employees in the headquarters office in Albany.

### 18 Are Transferred

Eighteen of the permanent employees have accepted transfer to other jobs in the Division. Mr. Loysen said, one to an upstate opening in the same title, and the balance in clerical titles. All have preferential claim and reinstatement

in their permanent titles when the New York City unemployment insurance claims load rises again as it is expected to do when fall seasonal layoffs in the apparel industry begin.

Interviews for all laid off employees in New York City were scheduled promptly by the Commercial and Professional office of the Division (New York State Employment Service). Every possible assistance is being offered them, and Mr. Loysen expressed the hope that those who could not be transferred to other jobs in the Division would have little trouble in the present active labor market in securing jobs in private industry promptly. The employees themselves, however, deplored the insecurity which constantly ravages their jobs. Many of them called the situation intolerable.

The volume of unemployment claims in New York City has dropped from 202,000 to 119,000 since the first of the year, the

Division stated. Upstate the decline has not been sufficient to necessitate layoff of field staff.

Mr. Loysen expressed deep regret at having to terminate the services of capable employees, particularly those who had qualified for "permanent" status. Operations of the Division are financed by federal grants, he explained. Grants are related directly to the volume of unemployment benefit claims, and when the volume of claims declines, the Division has no option other than to reduce its force.

## EXAM STUDY BOOKS

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

## Govt. and Civil Servant's Role Form Basis of 5 Talks

ALBANY, Aug. 25—As part of its expanding public relations program, the Civil Service Employees Association has arranged plans to address civic and business organizations throughout the State on various aspects of government. The program is being conducted by Philip Kerker, public relations director for the CSEA, who has already lined up fifteen speaking engagements from Lions and Rotary clubs in the capital district area.

Five topics for luncheon dis-

cussions have been suggested:  
1. The Growing Problems of Government;  
2. Changing Role of the Public Servant;  
3. Ethics and the Public Employee;  
4. Financing the Public Service;  
5. Employee Organization in the Public Service.  
Mr. Kerker has already filled speaking dates in Binghamton and Gloversville. Other groups which have asked for speakers are in Glens Falls, Newburgh, Hamilton, Rome, Oswego, Oneonta, Waverly and Camden.

# Shorthand, Tax, Librarian And Medical Jobs Open Overseas

Specialized assignments in taxation and public health are being offered by the Department of the Army, Overseas Affairs Division, at \$8,360 a year, plus a 25 percent post differential, for duty in the Far East. Employment and transportation agreement is for a year.

The position of fiscal economist (taxation) requires a man with considerable experience with various tax systems and the work of the Bureau of Internal Revenue. The appointee will set up an overall tax program for the people of Okinawa, to assist the local government in meeting its financial obligations. Housing is free, while cost of meals to the individual would approximate \$45 a month.

A medical officer (public health) job calls for duty in Korea. A degree of doctor of medicine, current

license to practice, completed internship, and a minimum of two years' experience in public health are required.

Applicants for all positions may apply in person or submit resumes to the Overseas Affairs Division, 346 Broadway, Room 505, New York 7, N. Y.

All listings are corrected to August 25 but are subject to daily changes.

### ALASKA

Two years; cost of living allowance 25 percent of base salary. Subsistence costs an employee about \$133 a month.

Position classifier, \$5,940.

Training officer (general fields), \$5,940.

Organization and methods examiner, \$5,060.

Position classifier, \$5,060.

Bindery worker, \$2.57 an hour.

Librarian (female), \$4,205.

Recreation leader (male—arts and crafts), \$3,795.

Recreation leader (female), \$3,795.

Recreation leader (female), \$3,410.

### AUSTRIA

Two years; free housing; meals cost an employee about \$60 a month.

Shorthand reporter, \$4,205.

Librarian (female), \$4,205.

Recreation supervisor (female), \$4,205.

### GERMANY

Two years; free housing; meals cost an employee about \$65 to \$100 a month.

Ordinance engineer, \$7,040.

Management and fiscal officer, \$5,060.

Safety inspector, \$5,060.

Purchasing agent (armed services experience), \$5,060.

Civilian personnel representative (Federal government experience), \$5,060.

Recreation supervisor (female), \$4,205.

Recreation supervisor (female), \$3,795.

Recreation leader (female), \$3,410.

### JAPAN

Two years; free housing; post differential 10 percent of base salary; meals cost an employee about \$40 a month.

Medical officer (public health); duty station; Korea, \$8,360.

Supervising analytical statistician, \$7,040.

Safety director, \$5,940.

Position classifier, \$5,940.

Automotive engineer, \$5,500.

Safety inspector, \$5,500.

Governmental auditor, \$5,500.

Property and supply supervisor (ordnance), \$5,500.

Shorthand reporter (duty station: Korea), \$5,060.

Position classifier, \$5,060.

Automotive inspector, \$5,060.

Mechanical engineer, \$5,060.

Shop superintendent (millwright), \$5,060.

Chemical engineer, \$5,060.

Automotive engineer, \$5,060.

Fire fighter (general), \$5,060.

Fire fighter (general), \$4,150.

Fire fighter (general), \$4,565.

Tabulation equipment operator supervisor, \$4,620.

Supervising purchasing agent, \$4,205.

Cost accounting clerk, \$3,410.

Clerk stenographer, \$2,950.

Tabulation machine operator supervisor, \$3,410.

Recreation supervisor (female), \$4,205.

Librarian (female), \$4,205.

Recreation leader (arts and crafts—female), \$4,205.

Recreation leader (arts and crafts—female), \$3,795.

Recreation leader (female), \$3,410.

Library assistant (female), \$3,410.

### OKINAWA

One year; free housing; post differential, 25 percent of base salary; meals cost an employee about \$45 a month.

Fiscal economist (taxation), \$8,360.

Safety director, \$5,060.

Safety inspector, \$4,620.

Recreation leader (female), \$3,410.

### TRIESTE

Two year; quarters supplied and post allowance added.

Fiscal and accounting assistant, \$5,060.

### PANAMA

Two years, housing allowance granted, besides pay; meals cost an employee about \$100 a month; post differential, 25 percent of base salary.

Position classifier, \$5,060.

# Chauffeurs' Standby Duty Abolished at Brooklyn State

Dr. James E. Rappa has abolished the standby duties of chauffeurs of the Department of Transportation, Brooklyn State Hospital, as one of his first official acts as acting senior director of that Department of Mental Hygiene institution. The five chauffeurs hailed the order as the remedy of a long-standing injustice.

Until the abolition, as of noon August 21, the chauffeurs worked five eight-hour days on their regular shift, had to render standby duty one night a week, and also were on call on Saturday and Sunday for the full 48 hours. They were paid only for hours actually spent in driving, nothing for the waiting period that deprived them of the freedom of enjoying their Saturdays and Sundays, and the weekly night. The minimum number of times a month that the irritating standby duty had to be performed turned out, in practice, to be seven. Now all that's a thing of the past.

### Lone Department

The case of the Brooklyn State Hospital chauffeurs is before J. Early Kelly, director of Classification and Compensation, State Department of Civil Service. He finds that similar conditions exist in other Mental Hygiene Department

institutions and is studying data on which to base a statewide decision.

The chauffeurs point out that Mental Hygiene is the only State department in which the unpaid standby-duty practice prevails. For their own time already devoted to such duty, under orders to perform that duty, they are seeking compensation, either in money or equivalent time off. The chauffeurs insist that the State has no right to take up their time and not pay them for it.

### Some Talk About a Suit

There has been some discussion of employees bringing a court case for back pay, but no such action has been taken, pending decision by the Classification and Compensation Division. Chauffeurs of Brooklyn State Mental Hospital have discussed the possibility of a suit with Harold L. Herzstein, assistant counsel to the Civil Service Employees Association.

Mr. Kelly is understood to feel that the chauffeurs have a point in not wanting to devote other than normal working hours to serving the State without pay for such extra hours, and will seek some solution it is reported, in line with abolition of the standby duty. However, he is reluctant to pass on the back pay issues.

## Training Offered On Point 4 Program

A concentrated training program in public administration for persons from underdeveloped areas and for American students interested in this country's various aid programs will be offered in the fall by New York University's Graduate Division of Public Service.

Dr. William J. Ronan, director of the division, said the new graduate program will consider the specific needs and proposed solutions in administrative organization and management, personnel administration, financial administration, health, sanitation, economic planning, police, and related functions in selected nations and areas in Asia, Africa, and South America.

Interested persons may communicate with the Graduate Division of Public Service, New York University, Washington Square, NYC, or phone SPring 7-2000.

## Cayuga Aides Ask Pay Rise

The following letter has been sent to the Chairman of the Finance Committee and Chairman of the Salary Committee of the Cayuga County Board of Supervisors by David Butler, President of Cayuga Chapter—

"At a general meeting of the Cayuga Chapter of The Civil Service Employees Association on August 5th, a resolution was submitted and passed upon by the membership to request the Cayuga County Board of Supervisors to make certain increases in the Cayuga County employees' salaries.

"In view of the tremendous increase in our cost of living that has already occurred, and in anticipation of further increases in the year to come, some of which are at our very threshold, we feel

that this request is entirely just and necessary if we are to maintain the ability to keep abreast of the fast spiraling cost of living.

"Therefore, we have arrived at the amounts of the following requests after sincere and careful consideration and do not feel that they are in any way excessive. We ask for your support and request a 15c per hour increase for all employees working on an hourly rate and a \$350.00 annual increase for all salaried employees. We should also like at this time to have all emergency increases frozen in as standard wages.

"As the chosen representative of the Civil Service Employees Association, I sincerely and respectfully urge you to support and incorporate these increases in the County Budget for 1953."

## Practical Nurses To Hold Dinner

NYACK, Aug. 25 — The Practical Nurses of Rockland County will celebrate their third anniversary with a dinner dance at the Venice Restaurant, Nyack, on Saturday, October 25.

Mrs. Mary R. Bianchini, president, said that the profits will be devoted mainly to purchase the Bennett Pressure Breathing Unit for Dr. Robert L. Yeager, director of Summit Park Sanatorium. The instrument aids tubercular patients.

The guest of honor will be Paul Keating, Irish consul.

Among other guests will be senior directors of State hospitals, Dr. Alexander Selman, Spring Valley; Mrs. Lillian Kuster, national president; Mrs. Christine Quell, State president; Mrs. Lillian K. Sterling, legislative chairman; Assemblymen Robert Walmsley and Wilson Van Duzer, and David Neuwirth and Harold White.

### THRUWAY AUTHORITY BUYS ALBANY BUILDING

ALBANY, Aug. 25—The New York State Thruway Authority has purchased the building it occupies at 119 Washington Avenue, Albany, for \$140,000. The Authority has occupied the building, known as the Elting mansion, on a rental basis since July, 1950.

## THEY SAY

AS A MEMBER of the U. S. Civil Service Commission, I have been able to observe at close range the admirable manner in which Canadians and people of the United States cooperate to improve the standards of public service. The Civil Service Assembly of the United States and Canada provides channels through which groups interested in a civil service improvement exchange ideas and results of research. The activities of the members of this organization have been beneficial to the governments of both nations.—Frances Perkins.

# Eligible Lists

## COUNTY AND VILLAGE

### Open-Competitive

#### ASSISTANT RECEIVING AND INSPECTION CLERK

Bureau of Purchase and Supplies, Westchester County.

1. Cohen, Robert L., Mamaroneck 92500
2. Lucas, John, Yonkers 88500
3. Hughes, James J., Dobbs Ferry 85000
4. Stockinger, George, Pleasantville 84500

#### FOOD INSPECTOR

Department of Health, Erie County.

1. Fenders, James J., Buffalo 93900
2. Swartz, Paul J., Buffalo 91900
3. Manning, Robert D., Buffalo 86400
4. Dispenza, Anthony, Buffalo 86300
5. Slazak, Henry J., Alden 79700

#### MILK INSPECTOR

Department of Health, Erie County.

1. Gimbrone, Charles, Buffalo 94100
2. Patrikus, Bernard, Angola 89500
3. Swartz, Paul J., Buffalo 88300
4. Sernofsky, Max A., Buffalo 77200

#### EXECUTIVE OFFICER II

Division of Alcoholic Beverage Control, Schuylkill County.

1. Johnson, Alfred, Watkins Glen 81000

#### ELEVATOR OPERATOR

Department of Public Works, Westchester County.

1. Johnson, James C., Mt. Vernon 83300
2. Carson, Carl N., Rochelle 83508
3. Tooker, Woodbury, Mamaroneck 80710
4. Huchins, Warren, N. Rochelle 79736
5. Thomas, Joseph P., Mt. Vernon 77312

## STATE

### Promotion

#### CRIMINAL HOSPITAL CHIEF ATTENDANT

(Prom.), Dannemora State Hospital, Department of Correction.

1. Brooks, Owen, Dannemora 88420
2. White, Edward B., Dannemora 88360
3. Laporte, Wesley M., Cadyville 86440
4. Beauchemin, Edw., Dannemora 86060
5. Lawroway, Harry N., Cadyville 85710
6. Fitzpatrick, L. W., Dannemora 85470
7. Mullady, Stephen J., Cadyville 84280

#### SENIOR TRUCK MILEAGE TAX EXAMINER

(Prom.), Truck Mileage Tax Bureau, Department of Taxation and Finance.

1. Frye, Edward V., Sunnyside 98180
2. Usberg, Bernard, Rego Pk 93150
3. Sofer, Hyman, Bronx 92920
4. Pfister, Nathan, Sunnyside 91450
5. Popowitz, Emanuel, Queens Vlg 91450
6. Rosenfeld, A., Bklyn 91110
7. Feit, Max W., NYC 90820
8. Pine, Jacob, Bklyn 90500
9. Dubrow, Bernard, Schiady 90190
10. Scarlet, Jack, Bklyn 90100
11. Zara, Samuel, Bklyn 90100
12. Lehman, Samuel, NYC 89750

## COUNTY AND VILLAGE

### Open-Competitive

#### ASSISTANT RECEIVING AND INSPECTION CLERK

Bureau of Purchase and Supplies, Westchester County.

13. Caragliano, Edward, Bronx 89340
14. Schwartzbaum, Jack, Bronx 89240
15. Spector, Herman, Albany 89180
16. Friend, Hyman, Bethpage 89150
17. Dedomenico, Paul P., Bklyn 89090
18. Lowenthal, Ralph E., Glendale 88040
19. Weissman, Morris, Bronx 88850
20. Papa, Joseph S., Albany 88340
21. Brown, Jack, Bklyn 88230
22. Kern, Seymour, Flushing 87760
23. Donow, Alfred, Bronx 87700
24. Shore, Nathan, Bklyn 87690
25. Cutler, Abram J., Albany 87580
26. Weber, Martin, Bayside 87480
27. Malone, Thomas F., N. Troy 87420
28. Rosen, Morris L., Bronx 87300
29. Whitney, Edward P., Hamburg 87320
30. Lewis, Mel, NYC 87230
31. Ulman, David, Bronx 87090
32. Simmons, Oliver R., NYC 87050
33. Simon, Nathan, Bayside 86880
34. Cohen, Jack, Flushing 86340
35. Schwartz, Irwin, Jackson Hgt 86320
36. Quinlan, Henry, Avon 86050
37. Perry, Thomas P., Troy 85990
38. Cahill, Jerry M., Kenmore 85750
39. O'Keefe, Leo F., Kenmore 85530
40. Bloom, Wilbur, Flushing 85450
41. Goldberg, Abraham, Bronx 85160
42. Roberts, Francis, Albany 84930
43. Gold, Aaron A., Albany 84830
44. Silfen, Edward M., Bklyn 84880
45. Dehanty, John J., Roseland 84740
46. Sobel, Sol, Jackson Hgt 84430
47. Zuckerman, Isaac J., Bronx 84390
48. Guzik, Gilbert, Jackson Hgt 84340
49. Wilder, Louis, Albany 84090
50. Gessler, Arthur V., Albany 83930
51. Staff, Abraham, Albany 83920
52. Llan, Joseph G., Bklyn 83820
53. Jonson, Harold, Silverland 83660
54. Vogel, Bernhard, NYC 83660
55. Siskind, Sol, Bronx 83630
56. Wolfinsky, Gerald, Jackson Hgt 83390
57. Pfeffer, Alex, Bronx 82890
58. Rury, Franklin, Silverland 82680
59. Wharton, James R., Kenmore 82550
60. Steiner, Irving, Flushing 82040
61. Kirk, Robert F., Rochester 82020
62. Fitzgerald, Edward, Belmar 81556
63. Lawson, Carl D., Delmar 81536
64. Kalina, David, Bklyn 81450
65. Plair, Theodore L., St. Albans 81029
66. Tedzalewski, N. H., Buffalo 81020
67. Piontek, Theodore, Roseland 80760
68. Haqua, John T., Albany 80390
69. Siegel, Edward, Bklyn 79990

#### CRIMINAL HOSPITAL SENIOR ATTENDANT

(Prom.), Matteawan State Hospital, Department of Correction.

1. Wright, Edward, Beacon 87270
2. Smith, Vincent F., Beacon 86380
3. Ager, Henry J., Beacon 86564
4. Friedrichsen, H. O., Beacon 86430
5. Friedrichsen, Olga, Beacon 86630
6. Lyman, Veronica M., Beacon 79130

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# Activities of Civil Service Employees in N.Y. State

## Warwick State School

DESPITE inclement weather, about 150 members of Warwick State School chapter, CSEA, and members of their families, enjoyed a picnic and social evening, on Saturday, August 16.

The large attendance and the enthusiasm displayed by the picnickers indicated the spirit prevailing amongst chapter members.

Due to rain, plans to hold the picnic at Memorial Park, Warwick, were changed in favor of the Lower Staff Club Rooms on the institution grounds. The committee worked diligently to move all supplies and equipment from the park to the club rooms. Through the cooperation of Mrs. Agnes Longwell, telephone operator, every division, and those employees off duty, were asked to render assistance, if possible.

All present enjoyed an abundance of good food, consisting of frankfurters, salads, fresh tomatoes, various garden greens and corn picked from the farm of Joseph Downey of Goshen. The chapter thanked Mr. Downey, who pulled the corn in a downpour.

The evening was spent in card-playing, singing and dancing to the music of John Logan. As one guest said, "The event was just wonderful."

## Newark State School

THE WOMEN'S Bowling League of Newark State School will hold a meeting August 29 at 8 P.M. in Kane Home. It hopes to have a good response from women bowlers. The League officers are: President, Audrey Harding; vice president, Jane Calnon; secretary, Mary Bidwell.

Mrs. Luella Billings, matron of the F Building for many years, retired. She was entertained at dinner at Caruso's on Canandaigua Lake. She was presented with a 25-year service pin by Mrs. Ora Cutting, chief supervisor, and a gift from the matrons.

Mrs. Edna Van De Velde, who fractured her ankle several weeks ago, is improving.

## Industry

THE INVESTITURE of Father Joseph Vogt as Papal Chamberlain took place recently in the Catholic chapel, State Agricultural and Industrial School, Industry, with Bishop Kearney officiating. Among those present were Monsignor Stauder, pastor of Holy Redeemer Church; Monsignor Lambert, director of Catholic Charities; Monsignor Maney, secretary to the Bishop; Father Mulcahy, director of youth activi-

ties for the diocese; and two brothers of Monsignor Vogt—Fathers George and Francis Vogt. Open house was held at Monsignor Vogt's residence.

Mrs. Helen Gumaer has taken over her new assignment as day operator, and Mrs. Esther Brizee is night operator.

Two new stenographers are Florence Reholz and Ruth Reed. **New Appointees**

Recently appointed boy supervisors are Michael Alletto, who returned from military service; Roxie Sacco, Harris MacGovern, Anthony Jacuzzo, Robert Reed, James Farrell and Dominick Fiaretti.

The new psychological intern is Margaret Sherry, and the new staff nurse Janice Wager.

Lawrence Touchette and John Kane, Child Welfare apprentices, are spending a six-weeks observation period.

Edward Davis, housefather, has been laid up recently as the result of an accident.

Recuperating from recent surgery are Peter Domiano, senior social worker, and Mrs. Edith Hare, housemother, at Seneca Cottage. Our best wishes to both.

Sympathy to Mrs. Della Clancy, whose father passed away recently.

Several members of the staff are building or have bought homes recently. They are Mr. and Mrs. Frank Lattuca, Mr. and Mrs. John Neubeck, Mr. and Mrs. Harold VanVolkenburgh, Mr. and Mrs. Richard Barron, Mr. and Mrs. Carl Bodine.

Mr. and Mrs. Robert Noble, having travelled the greatest distance from home on their vacation, reported snow in the Canadian Rockies in late June. Mrs. Noble brought back an assortment of unusual rocks to add to her collection.

## Members Attend Institute

At the Crime and Delinquency Institute held at St. Lawrence University August 17 to 23, Industry was represented by Mr. and Mrs. George Woltz and Mr. and Mrs. Dayton, houseparents; John J. Brin and Robert Gleason, boy supervisors; Mrs. Marian Chapell, librarian; and John Cannon, social worker. Abraham Novick, assistant superintendent, was a member of the faculty.

## Willowbrook State School

THE FOURTH annual picnic of the Willowbrook State School chapter, CSEA, for employees, families and friends was held on Saturday, August 23, at 1:00 P.M., at Ye Olde Dutchman's, 90 Clark Avenue, Oakwood, Staten Island.

Catherine F. Webb, chapter president, had appointed the following committee in charge of arrangements: Helen I. Bachmurski, Dora Carrara, Irene E. Kempe, Mae Maxson, Hazel Testa, Violet Collins, Jean Reeder, Margaret Desiderato, Frank Packard, Eugene Perry, Domenico Angililli and Lucas Tesselone.

Games were played and prizes awarded the winners. Sports events were held for all age groups and music provided. There was a variety of food on the menu, to suit every taste.

## Willard State Hospital

SOME news jottings from Willard State Hospital's CSEA chapter:

John and Helen Vincent have been vacationing in Albany and Hudson. Gabe Sincropi is on a fishing trip to Maine for two weeks. Laura McHenry was recently at Saratoga. Frank Peltz rides horseback. Mr. and Mrs. Henry McKenna, Mr. and Mrs. Timothy Kelleher, and Mr. and Mrs. James Mannix have returned from vacation.

Herbert Watson Jr. has been appointed to the Nurses Advisory Board at Willard. Bill Pierson recently vacationed east of the Rockies. Dora Bryce is on vacation.

Mr. and Mrs. Edward Limner are vacationing in the Adirondacks.

**New Employee and a Wedding**  
Sally Bachman has accepted employment at Willard. Charles Williams is in the sick bay with a sprained ankle. Cecil Walling has just returned to work after a bad case of poison ivy.

Congratulations to Corita Merrithew and Floyd Makyes on their recent marriage.

Willard's softball team played at Gowanda and split a double-header against an all-star team, 5 to 4 and 8 to 7.

Thomas Cantry, representative of Ter Bush & Powell, is at the

hospital explaining to the employees the benefits of health and accident insurance.

Membership in the CSEA at the hospital has reached 495, which is 58 percent of the employees. The chapter aims to make it 100 percent.

The deadline for the 55-year retirement, September 30, is fast approaching. Join now. Remember, you must work until you are either 55 or 60 years of age regardless of years of service.

In an institution that is as big as Willard State Hospital there are many changes, but the recent appointment of Dr. L. Secord Palmer of Willard as assistant director of Brooklyn State Hospital caused a general feeling that a promotion was never more richly deserved and could not happen to a better fellow. Willard employees regretted that he was leaving.

Dr. Palmer went to Willard in 1941 from Pilgrim State Hospital, as senior assistant physician, and soon was promoted. For six years he had charge of Elliott Hall and later was clinical director, supervising the clinical physicians, the social service department and the psychologists. He did community work at clinics outside the hospital, and daily at the hospital, as well as acting as assistant director at intervals.

His deep interest in psychiatric treatment of cases was recognized by relatives and friends of patients. People in the community felt they had a friend who always had time to advise them but who never lost the human touch.

Dr. Palmer was given a lounge chair and ottoman by the Willard employees.

If good wishes make the future rosy, Dr. and Mrs. Palmer will surely have one.

## Metropolitan Armories

THE MEMBERS of the Metropolitan Armories chapter, CSEA, regret the death of Major General William H. Haskell. He was formerly the Commanding General of the National Guard. Many of the chapter's members served in the ranks during his regime.

Congratulations to Frank Wallace, recently promoted to superintendent of the 369th Regiment. He succeeds Clarence Williams, who recently died.

The nominating committee of the CSEA has renominated George Fisher to serve on the board of directors. The ballots will be out soon.

Tickets for the chapter's annual dinner and dance will be ready this week. The 25-year awards will be distributed at the dinner. The big night is October 25, and the place is the Oak Room, located at the 71st Regiment, 34th Street and Park Avenue, NYC.

President William Maher is enjoying Miami Beach.

Hats off to Frank Gonsalves for his diligent and trying efforts to maintain contact between the chapter officers and the committeemen during the turbulent vacation session.

## Erie County

THE ERIE COUNTY chapter, CSEA, will hold its fall dinner and dance on Wednesday evening, September 10, at 6:30 P.M., at Semper Fidelis Hall, 118 East Utica Street. Fine food and good music are promised.

The chapter urges all to attend and to obtain tickets at once from a member of the dinner and dance committee.

## 40-Hour Week, Better Pensions, Top Police Conference Objectives

ALBANY, Aug. 25—A bill proposing a statewide 40-hour work week for policemen, and a measure to permit policemen to retire after 25 years of service, will be placed before the 1953 Legislature, officials of the Police Conference of the State said.

Continuation of the several years' effort for passage of these bills will be the chief subject on the program of the 27th annual convention of the Conference which will be held September 2, 3, 4 and 5 at Lido Beach, L. I.

President John P. Carton, of NYC, and Secretary Peter Keresman, of Kingston, said reintroduction of the bills is supported by all 191 police units making up the Conference.

Resignations from upstate po-

lice department, Mr. Keresman said, have increased more than 80 percent over those of the previous year. He said a 40-hour week and liberalized retirement will go a long way toward attracting and holding career policemen.

Out of 191 upstate department reporting, Mr. Keresman said, all but 40 have work weeks ranging from 44 to 48 hours, with no overtime pay or compensation, nor time off for serving during emergencies or other special occasions.

Police salaries also will come up for discussion at the Conference sessions, Mr. Keresman added. Of the 107 upstate units, only in 37 is the pay \$4,000 a year, and in 97 ranges from \$2,550 to an average of about \$3,300.

About 500 delegates are expected.

## J. W. Dennin, State Aide, Ranks High for U.S. Post

ROCHESTER, Aug. 25—One of the three eligibles for the newly created \$12,000 position of director of U. S. Internal Revenue, 28th Collection District, is John W. Dennin, now district tax supervisor, New York State Department of Taxation and Finance. He is in charge of the Rochester area. The U. S. district office is in Buffalo.

The list resulted from an open-competitive exam. The two other

eligibles are George T. McGowan of Buffalo, present district Internal Revenue Bureau head, and Raymond H. Reichel of Buffalo, agent-in-charge of the Internal Revenue Agents' office for the Buffalo district.

## Active in CSEA

Mr. Dennin is a firm exponent of the merit system, and an example of what can be accomplished under that system. He was appointed a junior auditor in the Department of Taxation and Finance in 1919. Through promotion examinations he became auditor, senior auditor, administrative supervisor and district tax supervisor. He also supervises the Bureau of Motor Vehicles office.

From the start he has been a member of the Civil Service Employees Association and helped in the reorganization of the Rochester chapter, and has always encouraged participation of employees in Association activities.

**Man of Wide Activities**  
His interest in community affairs is evidenced by his service for several years as chairman of the State agency committee of the Rochester Community Chest. He is a director of the Rochester Safety Council, a director of the Automobile Club of Rochester, and is on the advisory committee of the Drivers' Training Program of the Rochester Institute of Technology. He is also a member of the Rochester Club and the Oak Hill Country Club.



JOHN W. DENNIN

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# Public Job No Haven for Mediocrity

The public may have the idea that mediocre persons accept public employment because the government puts up with them, whereas private industry gets rid of them, but the notion is not substantiated, says the Civil Service Assembly.

Reporting on a study of turnover among State employees, made by the University of Georgia, the Assembly says that the merit system in Georgia showed up well.

The study was made under the direction of Dr. Henry C. Pepper, chairman, Division of Public Administration.

### No Security for Incompetence

The Assembly reports: "After analyzing 19 different reasons for separations, Dr. Pepper concluded that merit system status is not a passport to permanent employment. One hundred and seventy-two employees were dismissed for misconduct or unsatisfactory work; 36 because they were not qualified for the work; and 29 reductions in force were made.

"In relating turnover to service ratings and length of employment, there was a close correlation between ability, and satisfactory work and length of service. Of the 1,044 employees for whom ratings were available, two-thirds of those leaving State employment were in the lower two-thirds of the rating scale.

**Notion Contradicted**  
"The figures contradict the popular opinion that mediocre employees remain in public service because of job security. One reason this is not true is that poor employees do not advance and thus become dissatisfied and seek other employment."

# E. B. Hughes Gets Higher State Post



E. BURTON HUGHES

ALBANY, Aug. 25 — E. Burton Hughes was appointed Deputy Superintendent of the State Public Works Department at \$15,840 a year. He succeeds Fred W. Fisch, who retired.

Mr. Hughes was born in Troy, is a graduate of Rensselaer Polytechnic Institute, and has been in State service nearly 24 years. In World War II he served with the Army Corps of Engineers.

He has directed both the department's and the Thruway Authority's rights of way and claims bureaus.

### 67 IN L. I. PARK PATROL APPLY FOR PROMOTION

Sixty-seven men in the State's newest police body, the Long Island State Park Commission Park Patrol, have applied in promotion tests which will be held in September.

# Capital Conference Hears Discussion of Pensions

ALBANY, Aug. 25 — The Capital District Conference of the Civil Service Employees Association held a special meeting in the Association Headquarters, 8 Elk Street, Albany, on August 13.

Following the dinner there were talks by Ronald C. Hurley of the Employees Retirement System and

Edward Sorenson of the Department of Audit and Control.

Mr. Hurley covered retirement matters generally, including options, death benefits and the liberalized age-55 plan. He stressed the benefits of the age-55 plan and the deadline for joining, September 30. His talk was followed by a question-and-answer period.

Mr. Hurley stated the Retirement System would be very glad to answer any specific inquiries addressed to it.

### Pension Aid Bill Discussed

Mr. Sorenson spoke on the provisions of the Supplemental Pension Act of 1952. Only about 8,000 retired pensioners are receiving any additional benefits from it, he reported. The cost a year had been estimated at \$3,000,000, but it appears that the cost would amount to about one-half of that

because the beneficiaries are fewer than were expected, not everyone is eligible, nor would everyone be entitled to maximum amount.

At the general meeting which followed, topics discussed included nominations, publicity, Blue Cross, art exhibit, and leadership.

### Miss Long Reports

Susanne Long, chairman of the committee on courses to be conducted by the School of Industrial and Labor Relations at Cornell, stated that classes would resume in the fall and that all chapter presidents would be notified as soon as the final plans had been made.

The fall meeting of the Conference will be held either at the end of September or in the first week of October. Merits of the various resolutions expected to be presented will be discussed.

## Eligibles STATE Open-Competitive

### DENTAL HYGIENIST

- Nickerson, Mildred, Utica ... 85000
- Pepper, Patricia L., Granville ... 85000
- Ware, Helen D., NYC ... 85000
- Henneberg, Corinne, Attica ... 84000
- Ham, Joyce P., Pine City ... 83000
- Morbato, Mary P., Oswego ... 83000
- Sehl, Ruth H., Buffalo ... 82000
- Gallagher, Gladys M., Utica ... 81000
- Brumlik, Ludmila, NYC ... 80000
- Anello, Rose M., Utica ... 80000
- Civil, Marie T., Bklyn ... 80000
- Storch, Martha, Long Beach ... 80000
- Guberman, Gladys, Spring Val ... 79000
- Mahoney, Patricia, Pattersonvl ... 78000
- Bradley, Angela P., Utica ... 77000
- Feder, Charlotte, Bronx ... 77000
- Unger, Constance B., NYC ... 77000
- Rosenberg, Lila B., Bklyn ... 76000
- Silver, Lila E., Bronx ... 76000
- Jimenez, Louise, Bronx ... 76000
- Hendricks, Marlene, Bronx ... 76000
- Osofsky, Gloria, Bklyn ... 76000
- Mazzeo, Dolores, Bklyn ... 76000
- Stack, Lenore V., Bronx ... 75000
- Helfert, Mary L., Kenmore ... 75000
- Ludwig, Edna L., Buffalo ... 75000
- Homer, Sandra L., Bklyn ... 75000
- Nevena, Audrey C., Pt. Platin ... 75000
- Prendergast, P., Utica ... 75000
- Dowd, Catherine M., Buffalo ... 75000
- Goodwilling, S., Bklyn ... 75000
- Schloss, Louise, NYC ... 75000
- Barnett, Alice J., NYC ... 75000
- Karl, Patricia R., Lockport ... 75000
- Gerhardt, Marilyn, Kenmore ... 75000

### COURT STENOGRAPHER,

- Supreme and County Courts, Seventh Judicial District.
- Flannery, John M., Hornell ... 98880
  - Cassidy, John P., Rochester ... 93400

# List of State Clerk Eligibles

Eligibles Nos. 1,501 to 1,700 on the State clerk list are presented in this week's issue of The LEADER, with extreme scores in groups of 50 names. Nos. 1 to 1,500 appeared in the last three issues, August 5, 12, and 19. More names will appear next week and in future issues, until the list is completed. The standing is given for groups of 50, with extreme percentages next.

- |  |   |  |   |
|--|---|--|---|
| <p>Garrison H. J.<br/>Parlow, Anna M.<br/>Hardy, Phyllis J.<br/>O'Brien, Kathleen F.<br/>Curry, Neva J.<br/>Geiger, Charles H.<br/>Geraci, Gloria M.<br/>Pernal, Barbara C.<br/>Sorenson, Henry W.<br/>Morello, Philip<br/>Chiswick, Adele<br/>Clark, Janet P.<br/>Osterhoudt, F. M.</p>         | <p>1501 to 1550<br/>Holm, Dorothy H.<br/>Piche, Jeanne M.<br/>Richardson, M.<br/>Oddy, Catherine E.<br/>Goudreau, Donald F.<br/>Ruf, Marie R.<br/>Grode, Marvin<br/>Schreiber, Evelyn<br/>Bernstein, Paula L.<br/>Driscoll, Justin E.<br/>Fuss, Florence F.<br/>Fessette, Nancy A.<br/>Hestericz, M.</p>  | <p>86.50 to 86.20<br/>Rocanova, Frank C.<br/>Gillespie, Mary C.<br/>Nadler, Elaine F.<br/>Davis, Robert J.<br/>Novak, Donald A.<br/>Kress, Adeline<br/>Grode, Julia C.<br/>Rowe, Mary Ann M.<br/>McGraw, Robert F.<br/>Burckhard, Alice M.<br/>Smith, Rosalie<br/>Boardman, May<br/>Brady, Elizabeth C.</p>        | <p>Galinsky, Lilyan<br/>Neumayer, Louise<br/>Lang, Betty J.<br/>Davignon, Agnes C.<br/>Stewart, Helen A.<br/>McNally, Rita A.<br/>Sweeney, Catherine<br/>Mahan, Helen T.<br/>Achtelik, Paul R.<br/>Schwartz, Dorothy<br/>Derr, Harry H.</p>     |
| <p>Morris, Elva E.<br/>Horchheimer, Avril<br/>Cianci, Thomas D.<br/>Robinson, Marie B.<br/>Buttrick, C.<br/>Peckham, Lenore B.<br/>Potter, Norene A.<br/>Michelson, June<br/>Duncan, Mary N.<br/>Egel, Francis X.<br/>Chesebro, C. A.<br/>Chenaille, Evelyn<br/>Wheeler, Patricia</p>            | <p>1551 to 1600<br/>Livingston, Thelma<br/>Field, Hazel S.<br/>Prendergast, Fred<br/>Dugan, Dorothy A.<br/>Day, Marcia A.<br/>Schwarzman, George<br/>Harrison, Warner<br/>Turner, Olive Jane<br/>Hakes, Betsy G.<br/>Sacala, Irene M.<br/>Hall, Ann F.<br/>Raley, Ethel M.<br/>McCain, Margaret M.</p>    | <p>86.20 to 86.00<br/>Kuttner, Jesse<br/>Golbersuch, M. R.<br/>Holford, Florence<br/>Dugan, Marianne K.<br/>Budine, Teresa J.<br/>Cummings, Paul L.<br/>Bedell, Emilie N.<br/>Tomisman, Beverly<br/>Dodge, Mina<br/>Santulli, Rita M.<br/>Sleasman, Rose V.<br/>Sledzik, Helen C.<br/>Kunkel, Elfrieda M.</p>      | <p>Hunt, Edna B.<br/>Sherman, Edna M.<br/>Lieberman, Murray<br/>Riescher, E. A.<br/>Stokloss, Joan M.<br/>Crossett, Madaline<br/>Algie, Carol E.<br/>McGinnis, Carol A.<br/>Hogan, Laura L.<br/>Bayerl, Catherine<br/>Bartosek, Jessie C.</p>   |
| <p>Caruso, Ann Louise<br/>Spinner, Martin<br/>Wright, Shirley A.<br/>Costello, Joseph T.<br/>Moses, Martha D.<br/>Gallagher, Patrick<br/>Hall, Josephine<br/>Buckley, Marie K.<br/>Amendola, Ida M.<br/>Schneck, Harold C.<br/>Farkas, Agnes M.<br/>Feithman, Joan M.<br/>Scantlebury, M. J.</p> | <p>1601 to 1650<br/>Russo, James V.<br/>Osterhout, Harriet<br/>Nicholas, Lucille<br/>Stevens, Mildred E.<br/>Devine, Marie T.<br/>Lawyer, Thelma M.<br/>Bowman, James A.<br/>Napoli, Frank A.<br/>York, Nuella C.<br/>Stampler, Renee<br/>Pellera, Phyllis L.<br/>Hochmuth, Lucille<br/>Hammerman, G.</p> | <p>86.00 to 85.50<br/>Scudder, Kenneth E.<br/>Steward, Florence<br/>Kennedy, Margaret<br/>Sheehy, Beatrice H.<br/>Sheridan, William<br/>Flynn, Eleanor K.<br/>Kazman, Esther<br/>Moran, Edna M.<br/>Faas, Mary A.<br/>Bradt, Ora J.<br/>Peterson, Elsie E.<br/>Daniels, Sadie B.<br/>Kretschmer, Edith I.</p>      | <p>Preisser, C.<br/>Schrader, Eva H.<br/>Seymour, Edith L.<br/>Bohnet, Eric A.<br/>Cohen, Joyce E.<br/>Fliger, Henry<br/>Porpiglia, F. A.<br/>Baker, Elizabeth<br/>Casa, Peter J.<br/>Olszowka, Dolores<br/>West, Dolores A.</p>                |
| <p>Robinson, Barbara<br/>Maloney, Patricia<br/>Galarneau, M.<br/>Patti, Rose F.<br/>McCarroll, Mary E.<br/>O'Clair, Mary T.<br/>Mulqueen, Gerald W.<br/>Muholland, Joan A.<br/>Foley, Margaret E.<br/>Wolk, Arnold S.<br/>Jamison, Carol E.<br/>Kaminsky, Renee<br/>Samiof, Freda</p>            | <p>1651 to 1700<br/>Samascott, R. K.<br/>Ladouceur, Yvonne<br/>Dame, William R.<br/>Budine, Betty J.<br/>Jimpson, Mary B.<br/>Kruse, Gerald C.<br/>Candelario, Lydia<br/>Danaher, Marion J.<br/>Vanwie, Diane B.<br/>Ganz, Birdie D.<br/>Alexander, Joan<br/>Dunn, Rose Mary E.<br/>Levy, Dorothy G.</p>  | <p>85.50 to 85.30<br/>O'Neill, Ruth E.<br/>Myers, Marvin<br/>Brownell, Shelia G.<br/>Soper, Barbara J.<br/>Schwartz, Abraham<br/>Margo, Francis P.<br/>Gaines, Lee Roy F.<br/>Yarbrough, Lillie<br/>Smith, Jean M.<br/>Murnion, Rose Mary<br/>Leibowitz, Maurice<br/>Knapp, Alice M.<br/>Betha, Charles C.</p>     | <p>Hildenbrand, Ruth<br/>Edmonds, Olga V.<br/>Lennon, Margaret<br/>Shea, Marie E.<br/>Finkstein, R. V.<br/>Bloomfield, Janet<br/>Eagan, Martin R.<br/>Zeliman, Shirley J.<br/>Bulger, Betty J.<br/>Sittig, Robert D.<br/>Campbell, Marilyn</p>  |
| <p>Alexander, F.<br/>Ruede, Vincent<br/>Kofsky, Gloria I.<br/>Doody, Dorothy<br/>Maguire, Leo J.<br/>Marquis, Anne L.<br/>Smith, Gayle P.<br/>Feinberg, Marvin<br/>Morello, Frank P.<br/>Rosenberg, E.<br/>Lutz, Mary Lois A.<br/>Hollner, Catherine<br/>Brunson, Julia C.</p>                   | <p>1701 to 1750<br/>Hand, Joan D.<br/>Alexis, Clara A.<br/>Monro, Gwendolyn R.<br/>Gonyo, Theresa M.<br/>Finkel, Mildred<br/>Bowen, John F.<br/>Moore, Luise C.<br/>Higgins, Ann M.<br/>Johnson, Edward W.<br/>Israel, Clara S.<br/>Clingerman, Hazel<br/>White, George E.<br/>Blair, Amy M.</p>          | <p>85.30 to 85.00<br/>Shaw, Frances M.<br/>McKeon, Mary J.<br/>Lester, Marjorie R.<br/>Rosenbloom, Daniel<br/>Roche, Edward J.<br/>Nicodemus, Adeline<br/>Ortner, Dorothy D.<br/>Waddell, May G.<br/>Brewer, Vera C.<br/>O'Reilly, William T.<br/>Hine, Elizabeth M.<br/>Leonard, Louise<br/>Jordan, Walter J.</p> | <p>Worthington, Helen<br/>Whalen, James M.<br/>Cramer, Carol A.<br/>Russell, Mabel N.<br/>Dobbins, Shirley M.<br/>Mosley, Doris<br/>Egbertson, Louis E.<br/>Urban, Mary B.<br/>Ballantine, Ruth<br/>Wachtel, Margaret<br/>McClintock, Helen</p> |

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TUESDAY, AUGUST 26, 1952

## Voting Habits Of Federal Employees

FEDERAL employees, so frequently the scapegoats at election time, are now being subjected to a new canard: that they will vote as a bloc for the party in power. The charge has absolutely no basis in fact; not a single proof has been adduced.

United State Civil Service Chairman Robert Rampeck last week pointed out that in the 1948 Presidential election, one Virginia and two Maryland counties adjoining the District of Columbia gave Thomas E. Dewey an impressive majority. The interesting thing about this vote is the fact that these three counties have the heaviest concentration of Federal employees of any three counties in the United States.

Continued Mr. Raspeck: The Federal employee exercises his judgment in voting just about the same way as any other citizen.

But will the facts offset the fraudulent whispering campaign?

We doubt it.

Advice: Federal employees and their organizations ought to nail this lie about their alleged voting habits every time it rears its head.

## Living Costs At All-Time High

Of direct interest to civil service employees was the heralded continued rise in living costs, announced last Friday by the Bureau of Labor Statistics.

Living costs are at an all-time high. From June 15 to July 15, the consumer's price index rose 1.2 percentage points (about 0.6%). The older series index published by the Bureau went to 192.4, never before equalled.

The consumers price index measures price changes in goods and services of the kind consumed by moderate income families in larger cities.

The revised index is five percent above January 1951, and 12.1 percent above June 1950.

Public employees at all levels of government have no alternative but to request pay increases to meet the higher living costs.

SOME OPPOSITION to having any part of Social Security is expressed by some public employees because of the better pension advantages of the public employee retirement systems for those in the medium and higher income brackets. But the purpose is not to substitute Social Security for the other, only to integrate the two, so that the better insurance and survivor benefits would become applicable.

DELAY can spell forfeiture of U. S. annual leave, so employees should take time off, earned in 1952, before June 30, 1953. Prior accumulation, up to 60 days, may be used before or after June 30, 1953, as preferred. The excess of leave earned prior to 1952 must be used by annual employees prior to December 20, 1952.

THE SENATE Post Office and Civil Service Committee reports what The LEADER has long maintained is a fact — that awards in public employee suggestion plans are far too small and should be a percentage of the savings.

## Jobs for Welders And Heat Treaters

Bolling and Andrews Air Force Bases have vacancies for aircraft welders and heat treaters, at \$1.78 an hour, and for auto equipment repairers, \$1.54 to \$1.78. Apply to the Board of Civil Service Examiners, Bolling Air Force Base, Washington 25, D. C.

For veterans only, the District of Columbia Board of Public Welfare has openings for hospital attendants, \$2,500 to \$3,175, and kitchen helpers, \$2,420 to \$2,552. Apply to the Fourth Civil Service Region, 3d and Jefferson Drive, S. W., Washington 25, D. C.

## Question, Please

SEVERAL MONTHS ago I resigned from State service. Now I would like to return. Have I return rights? P.L.C.

Answer—You have no rights, but only the privilege of returning in a year, if a department or agency desires to hire you. It need not be the one for which you worked formerly. If the resignation was in any way forced, or made under any conditions of trouble, in a practical sense there would be small likelihood of your being rehired. Otherwise the prospects would depend on budget and vacancies. You would have to make inquiries about possible openings.

SOME U. S. employees who lose out are furloughed, others are separated from Federal service. Will you please explain the difference in meaning and application? I.H.

Answer—A new regulation of the U. S. Civil Service Commission increases the protection of permanent employees from loss of civil service status. Future retention rights are more nearly equalized, whether the loss of employment was by furlough (continuation in service, but on a payless payroll and without working), or separation, in which case a lump sum is paid for annual leave, but without possibility of re-employment at full status. The new regulation preserves the status on re-hiring.

AS A VETERAN who was unable to find a place to live in NYC, on his return from the armed forces, but who was born there and lived there prior to induction, and lives there now, is there any possibility of being hired by NYC without the otherwise required NYC residence for three continuous years prior to appointment? O.S.

Answer — Yes, but the exceptions are rare, and you would have to prove your claims. Your statement indicates that you have a strong enough case.

WHEN I AM certified for a NYC job, is it possible to decline because of insufficient pay? U.H.G.

Answer — Yes, that is one of the four acceptable grounds. You would not be certified again unless the employer were willing to pay you the minimum amount you require, or until you withdraw your declination.

WHEN A PERSON appointed from an eligible list, who doesn't like the job he gets, has an opportunity to fill the same title elsewhere in the same branch of government, may he not do so by arrangement?—L.K.

Answer—Not except by transfer, and transfers are not authorized until a minimum period has been served in the job to which one has been appointed. Some jurisdictions require that the probation period be satisfactorily completed, at least, and others that the employee be in the job for a year. An appointed goes off the list. An employee could resign and a Civil Service Commission has authority to pass a resolution restoring his name to the list, but this is seldom done.

## Hospital Investigator Jobs Are Offered

Forty-three patrolman eligibles have been offered an opportunity to apply for the 20 investigator jobs now open in the NYC Hospitals Department at \$2,960.

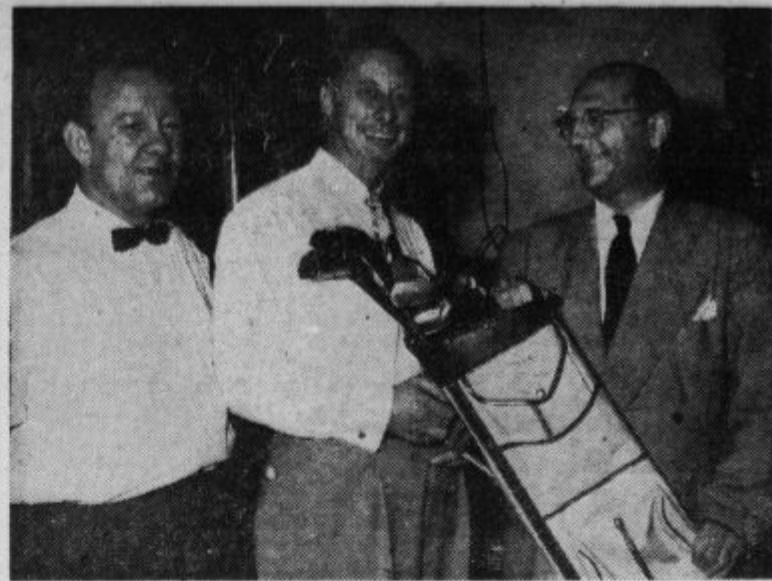
Eligibles certified for the investigator post range from No. 75 to No. 3925 on the 1951 list, with grades of 96.55 to 82.95.

## Rhyme And Reason

### Nature Boy

The air-conditioned offices  
In which all public workers toil  
May serve as cooling comforters  
To some, but make my own blood  
boil.  
The air that I enjoy the best  
As summer draws unto a close  
Is that of fresh and wide outdoors,  
Deep scented with the fading  
rose.

KELLY THE COP.



Edward Peyton (center), former chief of the Division of Accounts, Audits and Expense Budget, NYC Department of Sanitation, receives a set of golf clubs from Deputy Commissioner Harry Serper (right). Mr. Peyton retired after 25 years' service and is succeeded by Walter Hoffman (left).

## Federal Leave

WASHINGTON, Aug. 25—Federal law now requires that all annual leave earned in any year be used not later than June 30 of the succeeding year. If not, the leave will be forfeited. The U. S. Civil Service Commission has answered a group of questions which employees are asking about the new leave "rider":

Q. I had 55 days' accumulated annual leave on January 1, 1952. Can I save 10 of the 26 days I will earn this year and use them early next year?

A. No. The 60-day limit on accumulation at the end of the leave year is still in effect. On December 21, 1952 (the beginning of the next leave year), you cannot have more than 60 days to your credit. If you save five days of this year's leave and carry 60 days into next year, you will have to use the five days not later than June 30, 1953.

Q. I have only nine days' accumulated annual leave, and would like to save as much as possible until my retirement June 30, 1953, so as to have a little payment to ease the reduction in income. Will the leave rider prevent my being paid for this year's leave when I retire June 30?

A. No. Under the similar rider in 1950, the Comptroller General ruled that the year's leave was not lost until July 1 of the following year, and anyone who left the service June 30 or earlier was entitled to payment for all the annual leave he had to his credit.

Q. I've just noticed a statement that employees who brought over 60 days the first of the year must use all the leave they earn this year by December 20, or lose it. My agency doesn't permit advance use of annual leave, so how can I use the whole year's leave (19 1/2 days in my case) unless I wait till

the end of the year to use it? If I use leave before earning it won't I be using part of my accumulation?

A. No. If you use only 19 1/2 days this year, no matter what time of the year you use it, your leave earnings for the year will cause you to have 60 days again at the end of the year, and you can continue to carry that much forward.

Q. I had 10 days' accumulated annual leave January 1, 1952, and will earn only 13 days this year. I had planned to take 20 days this year and try to build my accumulation back up a little next year when I will earn 20 days. I understand now that the leave rider will prevent any future accumulation, so if I use seven of my 10 days this year I can never build it back up. Is this true?

A. Any future accumulation of annual leave will be only temporary for a six-month period. That is, if you save seven of the 20 days you earn in 1953 you can carry it over into 1954, but you would have to use it within the following six months or lose it.

Q. My sister in Alaska has written and asked me to find out whether the leave rider will cause her to lose her leave. She says there's no use using it because there's no place to go in Alaska. I see the rider says it doesn't apply to employees "whose post of duty is outside the continental United States." Is Alaska outside the continental United States?

A. Yes. That was definitely decided under the 1950 leave rider.

Q. I am planning to transfer overseas soon. Will my 1952 leave be excepted from the leave rider?

A. 1952 leave is excepted from the rider if the employee's permanent post of duty at the close of business June 30, 1953, is outside the United States.

## COMMENT

### TIME RUNNING OUT FOR BETTER PENSION CHOICE

Editor, The LEADER:  
Little more than a month remains in which members of the State Employees Retirement System may sign up for the liberalized age-55 plan, and every member should do so, if he can manage the additional cost.

The argument against accepting this more liberal basis is usually, "I can't afford it." But when retirement time comes, I think many who pass up this opportunity will say that they didn't realize that they could afford not to accept this real offer.

As I figure it, the general benefit obtained equals about 20 percent more employer-paid pension, and practically always less additional cost than that to the employee, certainly less where the employee does not contribute to his annuity account an amount that will purchase as much benefit as the State provides.

It would be advantageous for members to forego some amusements or distractions that cost considerable money and put this amount into the annuity account in the future. We have heard enough screaming about the retirement allowance being less than needed, and so much less than expected. The higher expectations arise from ignorance or early indifference.

When an opportunity arises to make the retirement allowance more worth while, anybody who neglects to seize that opportunity is doing himself and his family an injustice.

The last day to apply is Tuesday, September 30.

CARTER G. HEDRIK

### STATEWIDE LISTS FOR ALL JOBS PROPOSED

Editor, The LEADER:  
A recent recommendation made to the Preller Commission by one group is that the State Civil Service Law eliminate barriers to eligibility based on judicial districts.

The proposal envisions well-publicized, statewide tests for high-pay, open-competitive positions, in fact, for all open-competitive State jobs. Certification would be made in the usual order of all eligibles. Eligibles would have the right to decline because of distance of the job from their homes.

Proponents feel that such an amendment would give a break to eligibles. It would end the practice of seeking specialist personnel districtwise, in the limited areas of the 10 judicial districts. A large four-year statewide list would ease the burden of the State Civil Service Commission's overworked examining staff.

# Employees' Memo on Westchester Pay

The following completes the publication of the memorandum submitted to the Committee on Budget and Appropriations, Westchester Board of Supervisors, by the Westchester County Competitive Civil Service Association, regarding the proposed Barrington allocation and salary plan. The first instalment appeared in the August 12, and the second in the August 19 issue.

In addition, the policy should be adopted that the potential maximum total compensation of no employee should be reduced. This applies to any employee who is not presently at the maximum of his salary grade and whose proposed new salary maximum will be less than his present possible base pay maximum, plus \$210 of emergency compensation and plus any differential emergency compensation he may be receiving. Such employee should be allowed to attain his present maximum potential by regular salary increments, as he can now attain it. This does not apply in any manner towards the attaining of such potential by way of increasing emergency compensation.

Employees whose present differential emergency compensation will place them over the proposed maxima of the new grades should also be assured that they will be allowed to receive increases in new emergency compensation the same as other employees.

The request of the Association is a natural and logical extension of the generally recognized policy that no employee shall have present compensation reduced by reasons of the adoption of a new salary structure. It seems to the Association, that a reduction of the potential maximum which the employee had every legitimate right to expect to achieve is breaking faith with the employee and akin to breach of contract in private industry.

8. That a time service or productivity increment plan should be established to allow an additional salary increment to employees with at least 10 years of service and who have been at the top of their grades for five or more years.

A Productivity Increment Plan is being increasingly used by big business in its contracts with employees and millions of workers now come under it in one form or another. In addition, it has been an integral part of the salary plan of the Post Office Department and other Federal departments for a number of years and countries in New York State have now begun its adoption.

It is a measure of an annual improvement factor which accrues in each job and recognizes the share of every employee in the increase in national productivity, as discussed under Item 4. This increase is normally recognized in part by annual scale increments but the employee reaching the top of the scale is thereafter deprived of his normal share.

This plan is a constructive answer to the problem of people at the top of a grade with limited promotional possibilities and nowhere to go. And to the pressure they invariably generate to have salary scales or titles changed so they may receive additional income. It answers, too, the problem of providing a continuing incentive and the addition of an increment once every five years to a limited and changing group can never run into any great cost.

9. That technical aspects of the Barrington Plan indicate a need for further study and reorientation of some basic principles.

The Association agrees with the outlined purposes of the Barrington Plan and with most of the recommendations and liberal policies proposed. As already set forth, we differ with some basic principles as well as some conclusions drawn from data included in the Plan report.

The principle of whether the Community Average Line should be aimed at a halfway employee as proposed in the Plan, or at a first class employee as the Association contends, is the basic and most important difference as discussed under Item 2.

An apparent lack of sufficient consideration of the realities of the area labor market and a lack of consistency with other findings is illustrated under Item 3.

Please for Aid to Lower-Paid The need for reexamination and new interpretation of charted data in the Plan report and for further consideration of other factors is

indicated by facts presented under Items 4 and 5. It is the contention of the Association that construction of a smooth rising curve through all County job groups, while admittedly desirable, is not essential to the efficient carrying on of the County Services. A distortion of the curve in the lower job groups, which would result from the flattening produced by the increases recommended in this memorandum, is justified to obtain the practical results the times require.

The determination by the Plan study of a serious lag in County salaries in Groups XI through XIV substantiates findings which the Association presented during the Barrington 1950 survey. At that time our analyses showed a disproportionate dip in this middle executive group which has since become intensified.

The systems of factor rating and point evaluation are not precise mathematical formulae but merely means to an end. Results may vary greatly depending upon the individual rater. In particular point, results obtained should be thoroughly reconsidered and corroborated by other means before being used to downgrade or restrict the outlook of position incumbents as discussed under Items 6 and 7.

### Considerable Questionable Data

The composition of the participating organizations in the Community Survey is a weak point. Besides the use of data from five hospitals, which we have already discussed (Item 2), the validity of data from New York City and Nassau County is questionable due to the chaotic state of their classification plans. The use of data from various Westchester towns and villages is debatable as their salaries are usually governed by factors having little to do with the area labor market and they are not competing with the County for employees. The use of a municipality with straightened financial conditions and recurrent personnel troubles is not likely to produce results helpful in charting a course to produce a high type and trouble free working force.

We consider there must be considerable questionable data included in a survey of 109 titles, among 27 participating groups in three or four months' time. The State of New York recently spent 40 man weeks in surveying only 37 titles. The details of these enumerated technical aspects and of others cannot be determined, however, without examination of work sheets and the sampling of step by step procedures used. The necessary data for this have not yet been made available to the Association.

10. That a practical employee relations policy should be established.

The Association has noted with regret the failure of the present Barrington Plan to make any mention of the need for a practical, employee relations policy in the County Service. The recommendations have stressed the need for expansion of the Personnel staff of the County and the need for additional personnel control, methods and policies. They fail to mention the basic principle of good employee relations, which is dealing directly with the employees themselves and making them a part of the whole team.

In the first Barrington Survey on June 29, 1945, the need for sound employee relations was recognized as follows:

"In spite of the good intentions of the County officials, decisions which have not appeared consistent to the employees' minds and which have not answered the problem from their viewpoints, have given many employees the feeling of getting the 'run around' with a consequent deterioration in their performance on the job" (Page 10).

On page 42 Barrington recommended (5) "an effective procedure for handling employee problems and grievances."

On page 43 (7) "A planned procedure to keep County employees informed as to what is going on which will affect the County administration and their employment relationship. The development of effective channels of information, will help greatly to build the trust and understanding which is essential in a sound employment relationship."

(8) "A realistic approach toward the County's collective relations with its employees."

"It is understandable that col-

# Applications Open Sept. 4 for State Training Courses in NYC

ALBANY, Aug. 25 — The State Civil Service Department announced its plans for the fall training courses in NYC for public employees.

They may register on Thursday and Friday, September 4 and 5, at the Commission's office, 270 Broadway, at Chambers Street, NYC, or by mail to the Training Division at the same address, up to Tuesday, September 9.

Designed to increase efficiency in civil service, the program is open to all government employees and is administered by the Training Division in cooperation with the NYC Board of Education.

Many courses have been listed

in response to requests from employee groups. Classes meet at 270 Broadway and at selected public high schools throughout NYC.

A new feature will be a job opportunity forum, described as a

"vocational guidance clinic for marketing personal skills and abilities." The forum provides information about current State job openings, application procedures, and methods used to obtain jobs.

Enrollment is limited to 50 persons.

### When Evening Courses Start

Evening training courses begin Monday, September 15. Subjects offered include accounting, mathematics, typing, office procedures and methods, occupational psychology, fundamentals of supervision, case studies in supervision, statistics, blueprint reading, stationary engineering, interviewing, workman's compensation case studies, safety standards, State government, and a general education refresher.

The fall evening session runs 15 weeks, with classes meeting once or twice a week.

Courses in supervision are limited to 25 persons each. Employees to be trained during the working day must be nominated by their department supervisors. Nominations must be sent to the State Civil Service Training Division, 40 Steuben Street, Albany, by September 4.

### Steno Refresher Course

A continuation of last year's one-month stenographic refresher course for State employees begins Monday, October 6. The course is repeated throughout the year. Classes meet four afternoons a week.



Louise C. Gerry and her two fellow State Civil Service Commission members are studying the jurisdictional classification of State jobs. The Commission has held hearings. The study continues. No report is expected for some months.

## 5 Personnel Jobs Are Open; Pay to \$10,300

The following exams are now open for public personnel jobs outside New York State:

**Saginaw, Mich.** — Personnel officer, \$6,500 to \$6,650 a year. Qualifications are graduation from college with specialization in personnel administration or public administration and five years of progressively responsible experience in all or most, phases of municipal personnel administration. Apply to Secretary, Personnel Advisory Board, Room 201, City Hall, Saginaw, Mich., by Monday, September 15.

**Chicago, Ill.** — The City is recruiting for three personnel examiners at \$4,200. Applicants should send a resume to Charles B. Macklin, Room 208, City Hall, Chicago, Ill., by Monday, September 15.

**Richmond, Va.** — Director of Personnel, \$8,580 to \$10,400. Apply to Sherwood Reeder, City Manager, City of Richmond, Va. No closing date announced.

## Western N.Y. Conference Meets Sept. 13

BUFFALO, Aug. 25 — The Western Conference, Civil Service Employees Association, will hold a meeting at Thomas Indian School on Saturday, September 13. The afternoon meeting, dinner, and other events will also take place in Gowanda. (Full details of the meeting will appear in next week's LEADER).

### SECURITY OFFICER'S DISMISSAL RESCINDED

The dismissal of Michael Busniak, a security officer of the Immigration and Naturalization Service, has been rescinded by James E. Rossell, regional director of the U.S. Civil Service Commission.

Mr. Rossell said he had found that the removal was not in accordance with laws granting veterans' protection against removal.

lective bargaining cannot be conducted in a County government in the same manner or to the same extent as in a commercial enterprise.

"However, many employees of the County have indicated a preference for employee representation as a method for handling collective personnel issues. There is an area of mutual interest between the County officials and employees on matters of such relationship which, handled constructively, is entirely in line with sound personnel administration.

"It is recommended that the County officials analyze this mutual collective relationship and define a policy and procedure for an orderly exchange of viewpoint on these collective personnel issues and a constructive discussion of matters of mutual interest."

As the first step in insuring the mutually successful operation of any employee program, the Association stresses the need for setting up a functioning employee relations plan providing participation by employee representatives designated by the employees. Costly studies of personnel problems by the country's largest corporations have convinced them there is no substitute for this.

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**LAND SECURITY!!**

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**SURE — WE CARRY REAL ESTATE SEE PAGE 11**

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# Requirements Given For State Tests to Open Sept. 2

A list of 27 exams to be opened to the public for receipt of applications from Tuesday, September 2 to Friday, October 3, was released by the State Civil Service Department. Do not attempt to apply before September 2.

One of the tests, for court officer and court attendant, First and Second Judicial Districts (New York, Bronx, Brooklyn, Queens, Suffolk and Nassau), originally intended to be opened then, will open instead early in 1953, because Justices are being consulted about the exam qualifications.

When the exam for court jobs is opened, it will be limited to residents of the judicial departments or districts where the vacancies exist.

In one test, supervising psychiatrist, applicants need not be citizens and residents of the U. S. Four others — associate clinical psychiatrist, senior clinical psychiatrist, assistant dietitian, Westchester County; and shellfish sanitarian—will be open to all qualified citizens of the U. S. Otherwise State residence and citizenship are required.

The titles, total pay at start and after five annual increments, are given, except for the court jobs, in which the pay varies from \$3,500 to \$4,000, depending on the court to which appointment is made. In junior pharmacist there are three annual increments.

Senior building structural engineer, \$6,088 to \$7,421.

Senior civil engineer (highway planning), \$6,088 to \$7,421.

Assistant civil engineer (highway planning), \$4,964 to \$6,088.

Assistant building structural engineer, \$4,964 to \$6,088.

Assistant civil engineer (design), \$4,964 to \$6,088.

Junior civil engineer (highway planning), \$4,053 to \$4,889.

Junior civil engineer (design), \$4,053 to \$4,889.

Associate in industrial education, \$6,088 to \$7,421.

Assistant in industrial education, \$4,964 to \$6,088.

Correction institution teacher (common branches), \$3,411 to \$4,212.

Correction institution teacher (mathematics and sciences), \$3,411 to \$4,212.

Correction institution teacher (commercial subjects), \$3,411 to \$4,212.

Supervising psychiatrist, \$8,350 to \$10,138.

Associate clinical psychiatrist, \$8,350 to \$10,138.

Senior clinical psychiatrist, \$6,801 to \$8,231.

Assistant milk sanitarian, \$4,053 to \$4,889.

Disease control veterinarian, \$4,512 to \$5,339.

Assistant dietitian, Westchester County, \$3,300 to \$4,020.

Junior pharmacist, \$3,571 to \$4,052.

Laboratory technician, \$2,771 to \$3,571.

Laboratory technician, Erie County, \$3,350 to \$3,650.

Senior architect, \$6,088 to \$7,421.

Shellfish sanitarian, \$6,562 to \$7,992.

Hydro-electric operator, \$3,091 to \$3,891.

Bottling plant assistant foreman, \$3,091 to \$3,891.

Senior statistician, \$5,414 to \$6,537.

Court officer and court attendant, First and Second Judicial Departments, varies.

Toll collector, Third and Ninth Judicial, \$2,770 to \$3,263.

Third District: Sullivan, Ulster, Greene, Columbia, Rensselaer, Albany and Schorarie Counties.

Ninth District: Westchester,

Rockland, Putnam, Orange and Dutchess Counties.

The following is a digest of the requirements for State and County exams to be open for the receipt of applications on Tuesday, September 2. The last date to apply will be Friday, October 3, except for the junior pharmacist exam, for which applications will be received until Friday, October 10. Pay at start and after five annual increments is given. For the junior pharmacist title three increments apply. The closing date appears at the end of each notice. The following were as many advance notices of exam requirements as were obtainable up to LEADER press time.

**STATE**

**Open-Competitive**

**6155. SENIOR BUILDING STRUCTURAL ENGINEER, \$6,011 to \$7,421.** Two vacancies, one in Albany and one in NYC. Requirements: (1) State professional engineer's license; (2) high school graduation or equivalent; (3) four years of appropriate specialized experience; and (4) either (a) bachelor's degree in engineering and one year of experience in building structural engineering, or (b) master's degree in engineering with appropriate specialization, or (c) eight years of engineering experience plus one year of specialized experience, or (d) five years of specialized experience, or (e) satisfactory equivalent combination of such training and experience. Fee \$5. (Friday, October 3.)

**6156. SENIOR CIVIL ENGINEER (HIGHWAY PLANNING), \$6,088 to \$7,421.** One vacancy in Albany. Requirements: same as No. 6155, except professional experience in public works and highway planning and/or research instead of building structural engineering experience. Fee \$5. (Friday, October 3.)

**6157. ASSISTANT CIVIL ENGINEER (HIGHWAY PLANNING), \$4,964 to \$6,088.** One vacancy in Albany. Requirements: (1) high school graduation or equivalent; (2) two years of highway planning and/or research experience; and (3) either (a) bachelor's degree in engineering and one year of specialized experience, or (b) master's degree in engineering with appropriate experience, or (c) eight years of engineering experience plus one year of specialized experience, or (d) five years of specialized experience, or (e) satisfactory equivalent of such training and experience. Fee \$4. (Friday, October 3.)

**6158. ASSISTANT BUILDING STRUCTURAL ENGINEER, \$4,964 to \$6,088.** Four vacancies in Albany. Requirements: same as No. 6157, except building structural engineering experience instead of highway planning experience. Fee \$4. (Friday, October 3.)

**6159. ASSISTANT CIVIL ENGINEER (DESIGN), \$4,964 to \$6,088.** Vacancies, 16 in Albany. Requirements: same as No. 6157, except experience in the design of bridges, grade separation, canals, or equivalent structural design instead of highway planning experience. Fee \$4. (Friday, October 3.)

**6160. JUNIOR CIVIL ENGINEER (HIGHWAY PLANNING), \$4,053 to \$4,889.** Two vacancies in Albany. Requirements: (1) high school graduation or equivalent; (2) either (a) bachelor's degree in engineering and one year of highway planning and/or research experience, or (b) master's degree in engineering with appropriate specialization, or (c) eight years of engineering experience plus one year of specialized experience, or (d) five years of specialized experi-

ence, or (e) satisfactory equivalent of such training and experience. Fee \$3. (Friday, October 3.)

**6161. JUNIOR CIVIL ENGINEER (DESIGN), \$4,053 to \$4,889.** Vacancies, 20 in Albany. Requirements: same as No. 6160, except experience in the design of bridges, grade separation, canals, or equivalent structural design instead of highway planning and/or research experience. Fee \$3. (Friday, October 3.)

**6163. ASSOCIATE IN INDUSTRIAL EDUCATION, \$6,088 to \$7,421.** One vacancy in Albany. Requirements: (1) certificate for supervising vocational industrial education in NY State; (2) bachelor's degree with specialization in vocational education, architecture or engineering and completion of 30 graduate hours with specialization in vocational education or educational administration; (3) three years' experience teaching trade or technical subjects in NY State vocational schools; and (4) either (a) two more years of above teaching experience, or (b) 30 graduate hours in vocational education or educational administration plus one more year of above teaching experience, or (c) satisfactory equivalent of such training and experience. Fee \$3. (Friday, October 3.)

**6165. CORRECTION INSTITUTION TEACHER (COMMON BRANCHES), \$3,411 to \$4,212.** One vacancy in Albany State Training School. Requirements: (1) bachelor's degree, and (2) State certificate for teaching common branches. Fee \$2. (Friday, October 3.)

**6164. ASSISTANT IN INDUSTRIAL EDUCATION, \$4,964 to \$6,088.** Two vacancies in Albany. Requirements: (1) bachelor's degree with specialization in vocational education, architecture, or engineering; (2) State certificate for teaching a vocational trade or technical subject; (3) three years' experience teaching a trade or technical subject in State public vocational schools, and (4) either (a) one more year of such experience, or (b) 30 graduate hours with appropriate specialization, or (c) equivalent combination of such training and experience. Fee \$3. (Friday, October 3.)

**6166. CORRECTION INSTITUTION TEACHER (MATHEMATICS AND SCIENCES), \$3,411 to \$4,212.** One vacancy at Westfield State Farm. Requirements: (1) bachelor's degree, and (2) State certificate for teaching technical or related technical subjects. Fee \$2. (Friday, October 3.)

**6167. CORRECTION INSTITUTION TEACHER (COMMERCIAL SUBJECTS), \$3,411 to \$4,212.** One vacancy in the State Vocational Institution at West Coxsackie. Requirements: (1) bachelor's degree, and (2) certificate for teaching commercial subjects. Fee \$2. (Friday, October 3.)

**6168. SUPERVISING PSYCHIATRIST, \$8,350 to \$10,138.** Vacancies, over 50 in mental hospitals throughout the State in the Departments of Mental Hygiene and Correction. Requirements: (1) graduation from medical school; (2) State license to practice medicine; (3) one year's internship; and (4) either (a) two years of residency in psychiatry and two years as a member of the psychiatric staff of an approved hospital, or (b) satisfactory equivalent of such experience. Fee \$5. (Friday, October 3.)

**6169. ASSOCIATE CLINICAL PSYCHIATRIST, \$8,350 to \$10,138.** Two vacancies at Psychiatric Institute, NYC. Requirements: (1) graduation from medical school; (2) State license to practice medicine; and (3) three years of residency in approved psychiatric hospitals, and (4) two years of psychiatric experience including a teaching assignment on a regular medical school faculty. Fee \$5. (Friday, October 3.)

**6170. SENIOR CLINICAL PSYCHIATRIST, \$6,801 to \$8,231.** One vacancy at Psychiatric Institute, NYC. Requirements: (1) graduation from medical school; (2) State license to practice medicine; and (3) three years of residency in approved psychiatric hospitals. Fee \$5. (Friday, October 3.)

**6171. ASSISTANT MILK SANITARIAN, \$4,053 to \$4,889.** One vacancy in the Department of Health. Requirements: (1) college degree in sanitation, dairy science, agriculture, engineering, public health, or veterinary medicine; and (2) either (a) two years of experience in milk sanitary work, or (b) one year of graduate study in public health and one year of the above experience. Fee \$3. (Friday, October 3.)

**6172. DISEASE CONTROL VETERINARIAN, \$4,512 to \$5,339.** Two vacancies in the Department of

Agriculture and Markets. Requirements: (1) graduation from a school of veterinary medicine; (2) accreditation by the U. S. Bureau of Animal Industry; (3) State license to practice veterinary medicine; and (4) one year of experience in the practice of veterinary medicine. Fee \$3. (Friday, October 3.)

**6173. LABORATORY TECHNICIAN, \$2,771 to \$3,571.** Vacancies, 11 in Syracuse, 12 in Brooklyn, 12 in Albany, and one at Freeport, L. I. Requirements: (1) high school graduation or equivalent; and (2) either (a) two years' experience performing technical laboratory procedures, or (b) two year course in laboratory technology, or (c) equivalent of such training and experience. Fee \$2. (Friday, October 3.)

**6162. JUNIOR PHARMACIST, \$3,571 to \$4,052.** Vacancies, 14 in mental hygiene institutions throughout the State. Requirements: (1) graduation from an approved school of pharmacy, and (2) State license to practice pharmacy. Fee \$2. (Friday, October 10.)

**6174. SENIOR ARCHITECT, \$6,088 to \$7,421.** 18 vacancies in Albany, 3 in NYC. Requirements: NYS Architect's license, high school graduation and 4 years' professional experience in architecture plus a bachelor's degree in architecture and one more year of experience or equivalent training and/or experience. Fee \$5. (Friday, October 3.)

**6175. SHELLFISH SANITARIAN, \$6,562 to \$7,992.** One vacancy

at Freeport, L. I. Requirements: bachelor's degree in civil, sanitary, or public health engineering and 3 years' experience in public health or sanitary engineering involving work in shellfish sanitation plus 3 more years of above experience or equivalent training and/or experience. Fee \$5. (Friday, October 3.)

**6176. HYDRO-ELECTRIC OPERATOR, \$3,091 to \$3,891.** One vacancy in Albany. One more expected. Requirements: 1 year of experience in installation, operation and repair of hydro-electric power plant plus 1 year of mechanical or electrical experience or 1 year of college course in electrical or mechanical engineering or equivalent training and/or experience. Fee \$2. (Friday, October 3.)

**6177. BOTTLING PLANT ASSISTANT FOREMAN, \$3,091 to \$3,891.** One vacancy at Saratoga Springs. Requirements: 3 years' experience in operation and maintenance of bottling machinery, with at least 1 year in a supervisory capacity in the bottling of naturally carbonated mineral waters. Fee \$2. (Friday, October 3.)

**6178. SENIOR STATISTICIAN, \$5,414 to \$6,537.** One vacancy in NYC. Requirements: bachelor's degree with 15 credit hours in math. and statistics (at least 6 hours in statistics) plus 4 years' professional statistical work or Ph.D. with at least 20 hours in math. and/or statistics or equivalent training and/or experience. Fee \$4. (Friday, October 3.)

**6180. TOLL COLLECTOR, NYS Bridge Authority, \$2,770 to \$3,263.**

(Continued on page 10)

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## PROMOTION — CLERK GRADE 5

Our classes for this examination will commence on Monday, September 8th, 6:30 to 8:30 p.m. Moderate fee.

### INSTRUCTORS

**HUGH E. O'NEILL  
GEORGE J. GERMAIN  
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889 BROADWAY (at 19th St.) ALgonquin 4-1236



# Another Sensational Special for Readers of The Leader

## AT LAST! SCIENCE SHOWS YOU HOW TO...

# Stop Headlight Glare! Actually See After Dark!

DO YOU DRIVE YOUR CAR AFTER DARK? Do you know that 4 out of 5 fatal smash-ups are caused at night to SAFE, careful drivers who are trapped... blinded... and killed by the headlights of another man's car?

Here is the first full story of how you can completely avoid that blinding headlight glare... avoid those night driving accidents... how you can actually drive at night with almost full daylight safety!

How many times this month have you been completely blinded by the headlights of another car? How many times have you been blinded when you were driving 30-40-50-miles an hour... when you were in the middle of a dangerous intersection... when you were turning a sharp curve or corner? Yes, how many times this month have you been forced to trust your life—and the lives of your family—to a driver who doesn't even have the sense to dim his headlights?

### These Accidents Can Be Avoided

Do you know that now you can avoid all these risks? Do you know that during the last five years over 70,000 drivers have found a new way to protect themselves against this headlight blindness? That these drivers have tested and proved an optical instrument that actually makes the brightest headlights as easy to take as dims! Here is that amazing story:

Five years ago, three of the country's top optical experts decided to tackle this problem of headlight glare. They immediately discovered that all of the common remedies were either useless or actually dangerous. These experts discovered that there was only one sure way to protect yourself against this blinding night glare—a piece of optically colored glass worn by you, yourself—that filters out the glare from these headlights in exactly the same way that a pair of sunglasses filters out the glare of the sun.

These experts discovered that scientists had developed such a glass—that many of the leading automobile manufacturers, such as Buick, Cadillac, Oldsmobile, Lincoln and Chrysler—were equipping their special deluxe models with special glare-resistant windshields. However, the cost of this glass on these special cars was necessarily \$20-\$50.

To avoid these costs these experts took this special glare-resistant glass and built it into a pair of Night Driving Glasses that could be worn by any driver. Since they eliminated all rays of glare, the experts called them RAYEX Night Driving Glasses. Here are some of the amazing results they discovered when they tested them.

### This Is How Night Driving Should Be

1. WITH THESE RAYEX Night Driving GLASSES, you can look directly into the brightest headlights. You will see the headlights as pale amber discs—but you will

not see the glare. You could pass an entire line of fifty cars, and not even squint.

2. WITH THESE RAYEX Night Driving GLASSES your eyes will be protected against any intrusion of glare. They will not have to adjust themselves to constant flashes of light. You will actually be able to see better... clearer... and farther with them on than you could see without them. You will see dark objects more quickly. You will react more quickly to the pedestrian who darts out of a side street... to the dark bumps in the road that ruin your tires.

3. SINCE THESE RAYEX Night Driving GLASSES PROTECT YOUR EYES AGAINST STRAIN, you will not suffer from dangerous night driving headaches. You will be able to drive as much as 400 miles in a single night without feeling the slightest strain. You will not be tired after short rides. And, above all, tired, strained eyes will not cause you to fall asleep at the wheel. You may make even the longest trips with absolute confidence. ORDER TODAY! Use coupon below!

### Proven By Over 70,000 Drivers

Before these glasses were advertised in this paper, they were distributed to over 70,000 drivers... volunteers who tested them under every possible sort of night driving condition. Here are the actual reactions of these drivers—their own, unsolicited experiences with these glasses. Perhaps they will help solve your night driving problems.

#### DO YOU EVER DRIVE ON THE OPEN HIGHWAY?

"On my trip to Denver last week, I must have passed at least 50 cars. Not one dimmed down his lights. If I hadn't had your glasses, I would have had to pull over to the shoulder, and wait till they passed by. As it was, I didn't even squint." —Mr. F. M. F., Bremerton, Wash.

#### DO CHILDREN RIDE IN YOUR CAR?

"I drive my little girl home from a country school during the twilight hours. I was always afraid—either of the blinding lights from the other cars at that hour—or of hitting one of the other little girls in the streets. Now, thank God, I know I can see them. I wouldn't take \$100 for these glasses." —Mrs. L. G., Forest Hills, New York.

#### DO YOU GET NIGHT-DRIVING SLEEPINESS?

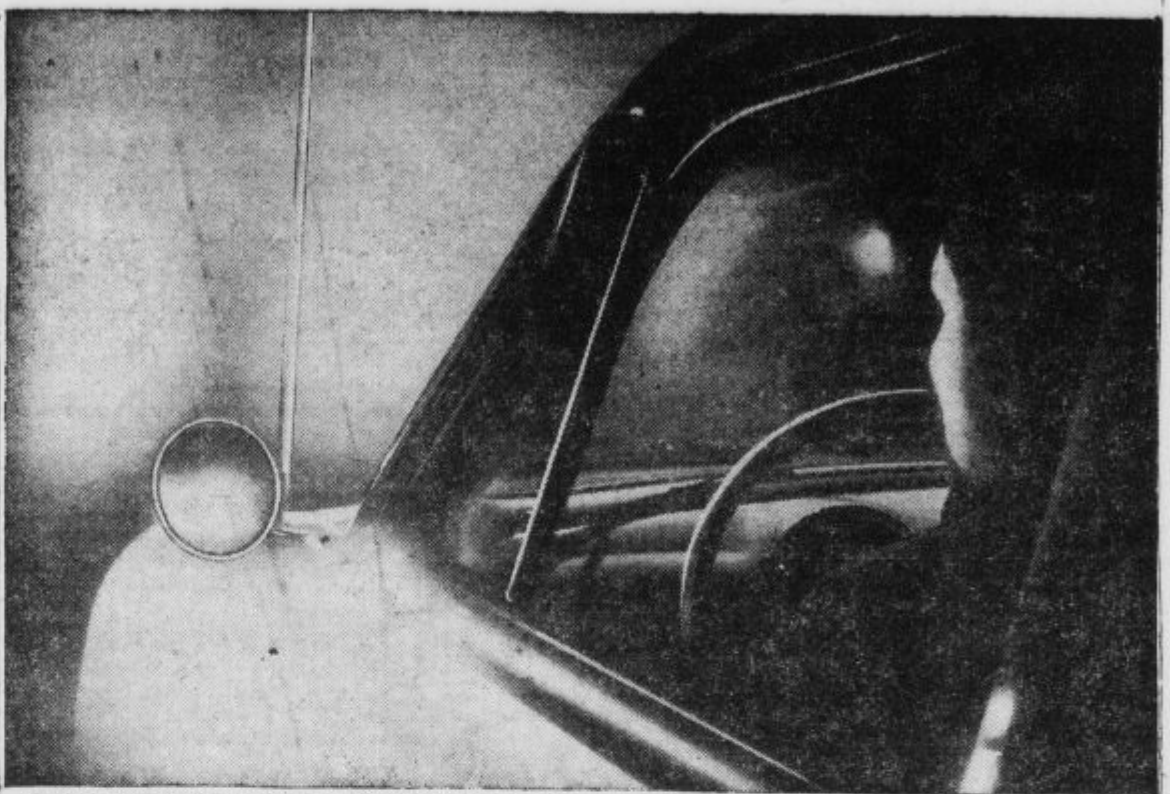
"Drove 112 miles after midnight without the slightest strain. Never felt so relaxed and confident in my life. Thanks." —Mr. D. F., San Antonio, Texas.

#### DO YOU HAVE WEAK EYES?

"My husband has a cataract on his left eye and could never enjoy driving before

### PROVE IT YOURSELF! MAKE THIS CONVINCING "LIGHT-BULB" TEST

When your RAYEX NIGHT GLASSES arrive put them on. Look directly into the strongest electric light in your home. You see the light... the glare is gone! Then test them again in your car. Look at street lights, headlights, under every sort of difficult night driving condition. If they do not do



GONE FOREVER! Blinding Headlight Glare—the number one cause of traffic accidents in New York today! Read this amazing story of how science conquered this "one unpreventable" accident!

He thinks your glasses are wonderful—says they're also good for protection against the sun.—Mrs. L. R., Elizabeth, North Dakota. (NOTE: We do not recommend the use of these glasses as sun glasses. They are as different as night and day. They have only one purpose—to protect you after dark.)

And here is the one fact that all of these drivers agreed upon... this is the way they would affect your night driving.

The very first moment you put on RAYEX Night Driving Glasses you enter into an entirely new world of night driving. There is no more blinding glare. Instead, the headlights of every car... every street light... every window you pass, are a soft amber yellow.

You'll notice, immediately, that you are more relaxed... more confident about your driving, because you can actually see better and farther. Test these glasses against the first two or three cars you pass. Prove to yourself that you can see their lights... but there is no blinding glare. After that you will be able to totally disregard the headlights of any car coming toward you on the highway. You will be able to sit back and relax—enjoy your night driving as much as you do in the day.

### Mr. Car Owner Study These Pictures

See if You Can Spot the HIDDEN ACCIDENT in Each of Them... Before It Could Happen to You!



WHAT YOU SEE WITHOUT PROTECTION FOR YOUR EYES

WHAT YOU WOULD SEE WITH RAYEX NIGHT GLASSES

Glaring headlights completely blind you... set you up for an accident.

RAYEX eliminates blinding glare... you see lights only as pale amber discs.

Can you see the pedestrians stepping out of the grey shadows of this dark street?

RAYEX cuts out grey shadows... makes black objects stand out sharper, clearer.

For... snow... sleet... all hide incoming cars... till they're right on top of you.

With RAYEX you see through fog glare with almost perfect daylight vision.

Eliminate Blinding HEADLIGHT GLARE! See What You Have to See After Dark! Do It with RAYEX Night Driving Glasses! Use Coupon to Order them today!

### NOW! A Special Offer To Readers Of The CIVIL SERVICE LEADER

By special arrangement with the manufacturer, the Civil Service LEADER can now make available to its readers a set of Rayex Glasses for the approximately-wholesale price of \$2.00 a pair. If you are not a subscriber, your remittance must be accompanied by two coupons, each from a different issue of The LEADER. If you are already a subscriber, just enclose your name-and-address sticker from your copy of any issue of The LEADER. (If you want to become a subscriber, look for the coupon on page 16.) These Rayex Glasses have recently been advertised at a substantially higher price. Act today! Send the guarantee coupon now!

ACT TODAY! SEND THIS GUARANTEE COUPON NOW  
BOX 332, CIVIL SERVICE LEADER, 97 Duane St., New York 7, N. Y.  
Please send me \_\_\_\_\_ pairs of RAYEX night glasses at \$2.00 a pair, plus 10 cents per pair for postage. ( ) I enclose two coupons, each from a different issue of The LEADER. ( ) I am a subscriber, and enclose the name-and-address sticker from my copy of The LEADER.  
The type of glasses I want is MEN'S REGULAR ( ) WOMEN'S REGULAR ( ) MEN'S CLIP-ON ( ) WOMEN'S CLIP-ON ( ) (for those who wear glasses)  
Also send me Absolutely FREE a handsome simulated alligator Dashboard carrying case, mine to keep FREE whether or not I keep the RAYEX Night Driving Glasses.  
I understand that I am to try these glasses at your risk for one full week. I understand that these glasses must:  
1) Eliminate blinding headlight glare.  
2) Actually help me see better... farther... clearer after dark.  
3) Eliminate night driving headaches and sleepiness caused by blinding glare.  
If these glasses do not accomplish all three of these claims... if I am not thoroughly delighted then I may return them, and will receive my full purchase price.  
NAME .....  
ADDRESS .....  
CITY ..... ZONE..... STATE.....

RAYEX COUPON  
AUGUST 26, 1952

# STATE AND COUNTY EXAMS NOW OPEN

## STATE

### Open-Competitive

(Continued from page 8)

11 vacancies at Bear Mountain and Mid-Hudson Bridges. Requirements: experience in cashing, ticket selling or similar work desirable. Fee \$2. This examination is open only to residents of the Third and Ninth Judicial Districts. It is expected that males only will be appointed to these positions. (Friday, October 3).

The following exams are now open for receipt of applications.

## COUNTY AND VILLAGE

### Open-Competitive

**6507. VILLAGE ENGINEER**, Village of Larchmont, Westchester County. \$7,500 to \$8,500. Salary at appointment \$8,000. One vacancy. Requirements: (a) license to practice professional engineering in New York State; (b) high school graduation or equivalent; (c) eight years' experience in engineering and designing; and (d) either (1) bachelor's degree in engineering, or (2) four more years' experience, or (3) satisfactory equivalent of such training and experience. Fee \$5. (Friday, September 12)

**6508. RIGHT-OF-WAY AGENT**, Office of County Attorney, Erie County. \$4,050 to \$4,450. One vacancy. Requirements: (a) five years of real estate experience;

and (b) either (1) high school graduation or equivalent, or (2) two years of business or office experience, or (3) satisfactory equivalent. Fee \$4. (Friday, September 12)

**6509. WATER PLANT OPERATOR**, Village of Angola, Erie County. \$2,900. One vacancy. Requirements: either (a) one year's experience in the operation and maintenance of a water treatment plant and public school graduation; or (b) a satisfactory equivalent of training and experience. Fee \$2. (Friday, September 12)

**6510. CLERK**, Town of Moriah, Essex County. \$2,000. One vacancy. Requirements: either (a) high school graduation with courses in commercial subjects; or (b) four years of clerical experience; or (c) satisfactory equivalent of such training and experience. Fee \$1. (Friday, September 12)

**6511. STENOGRAPHER**, Essex County. \$1,900 to \$2,220. One vacancy in the Welfare Department. Requirements: either (a) four years of general office experience; or (b) high school graduation with commercial subjects; or (c) satisfactory equivalent of such training and experience. Fee \$1. (Friday, September 12)

**6512. JUNIOR STENOGRAPHER**, Rockland County, \$2,000 to \$2,400. One vacancy each in the County Clerk's Office and in

the County Treasurer's Office. Requirements: either (a) four years of general office experience; or (b) high school graduation with concentration in commercial subjects; or (c) satisfactory equivalent of such training and experience. Fee \$1. (Friday, September 12)

**6513. JUNIOR TYPIST**, Rockland County, \$2,000 to \$2,400. Two vacancies in the Department of Public Welfare. Requirements: either (a) four years of general office experience; or (b) high school graduation, with commercial subjects; or (c) satisfactory equivalent of such training and experience. Fee \$1. (Friday, September 12)

**6514. SENIOR CLERK**, Rockland County. \$2,500 to \$2,900. One vacancy in Veterans' Service Agency. Requirements: either (a) five years of general office experience; or (b) one year of general office experience and high school graduation; or (c) satisfactory equivalent of such training and experience. Fee \$2. (Friday, September 12)

**6515. SENIOR STENOGRAPHER**, Rockland County. \$2,500 to \$2,900. Vacancies in the Treasurer's Office. Requirements: either (a) five years' experience including stenography; or (b) one year's experience including stenography and high school graduation; or (c) satisfactory equivalent of such training and experience. Fee \$2. (Friday, September 12)

**6516. SENIOR TYPIST**, Town of Ramapo, Rockland County. \$2,000. One vacancy. Requirements: either (a) five years' experience including typing; or (b) one year's experience including typing and high school graduation; or (c) satisfactory equivalent of such training and experience. Fee \$1. (Friday, September 12)

**6517. SENIOR TYPIST**, Town of Haverstraw, Rockland County. \$2,500. One vacancy. Requirements: either (a) five years' experience including typing; or (b) one year's experience including typing and high school graduation; or (c) satisfactory equivalent of such training and experience. Fee \$2. (Friday, September 12)

**6518. ADMINISTRATIVE ASSISTANT**, Tompkins County. \$4,100 to \$4,600. One vacancy in the Department of Health, Ithaca. Requirements: (a) bachelor's degree; (b) 24 credit hours of graduate study in business administration, public administration or personnel administration; and (c) one year's experience in business administration, public administration or personnel administration. Fee \$4. (Friday, September 12)

**6519. ASSISTANT DIRECTOR OF NURSING**, Psychiatry, Department of Public Welfare, Westchester County. \$4,200 to \$4,920. One vacancy. Requirements: (a) nursing school graduation; (b) State license as registered professional nurse; (c) bachelor's degree with emphasis in nursing education and supervision; and (d) either (1) five years' hospital nursing experience; or (2) satisfactory equivalent of training and experience. Fee \$3. (Friday, September 12)

**6520. PHYSICAL THERAPIST FOR FIELD SERVICES**, Department of Health, Westchester County. \$3,300 to \$4,020. One vacancy. Requirements: (a) State license to practice physical therapy; and (b) bachelor's degree, with specialization in physical education or one of the sciences and including instruction in physical therapy. Fee \$3. (Friday, September 12)

**6521. VILLAGE ENGINEER**, Village of Briarcliff Manor, Westchester County. \$6,000 to \$7,500. One vacancy. Requirements: (a) State license to practice professional engineering; (b) high school graduation or equivalent; (c) eight years' experience in engineering and designing; and (d) either (1) bachelor's degree in civil engineering, or (2) four years' experience, or (3) satisfactory equivalent of training and experience. Fee \$5. (Friday, September 12)

**6522. TITLE SEARCHER**, County Clerk's Office, Chautauqua County. \$3,063 to \$3,946. Two vacancies. Requirements: (a) three years' experience in work providing knowledge of legal instruments and records affecting titles to property; and (b) either (1) high school graduation or equivalent, or (2) two years of business or office experience, or (3) equivalent combination of training and experience. Fee \$3. (Friday, September 12)

## Convention of Letter Carriers Opens in NYC on Labor Day

The National Association of Letter Carriers, AFL, will hold its 38th biennial convention at the NYC Manhattan Center from September 1 to 6. Five thousand delegates, an equal number of wives, and many other postal workers are expected from all over the United States, Hawaii and Puerto Rico.

On Thursday, September 4, the convention will hold an election of officers and William C. Doherty, president of the NALC since 1941, is expected to be re-elected. At press-time there was no indication that his re-election would be contested by any other candidate. President Doherty was originally from Cincinnati, but has lived in Washington for the past 11 years. He is a vice-president of the AFL.

**Metropolitan Delegations**  
The convention will be opened with an invocation by Francis Cardinal Spellman, and subsequent sessions will be opened by Rev. Harry Bowldy, Rabbi Nathan Perlman and the Rev. Adam Clayton Powell, a member of Congress.

Branch 36, the largest unit of the national organization, representing carriers in Manhattan, the Bronx, and Pelham, will have a delegation of 250, headed by President Philip Lepper. Other leading members of the Branch 36 delegation will be Samuel Goldstein, vice-president; William Gowrie, secretary; Louis Warm, financial-secretary, and Louis Goldstein, treasurer.

Other delegations from the metropolitan area will be led by their presidents: Charles Dillon, Branch 41, Brooklyn; Herbert Gebhart, Branch 387, Yonkers; Joseph Donlon, Branch 99, Staten Island; Harry Trout, Branch 562, Jamaica; Frank Meyers, Branch 357, Long Island City; Carmine Casucci, Branch 356, Mount Vernon; Ralph Magliani, Branch 449, New Rochelle; and Russell B. Hewitt, Branch 278, Long Beach.

The Labor Day Parade of the NALC Convention will be one of the most colorful events of the year. Thirty-two bands will provide music and contingents will parade in costumes reflecting their indigenous customs. Kansas delegates will wear outfits stuffed with wheat, Philadelphia carriers will wear outfits reminiscent of the Mummers' parade of their city, Texans will parade in ten-gallon hats and cowboy boots. NYC will

provide the loudest part of the music with its mass P. O. Band.

The serious business of the Convention will include addresses by prominent speakers. Both General Eisenhower and Governor Adlai Stevenson have been invited to speak. The general has indicated that he will address the gathering; the governor has not indicated whether he will be able to attend.

Senator Irving Ives of New York will speak, but Senator Herbert Lehman is out of the country at present.

The Convention is expected to adopt the following seven-point program of objectives:

1. A salary increase of \$1,000.
  2. Rescinding the Service Curtailment order of 1950 and restoration of the two-a-day residential delivery schedule.
  3. A Law providing promotions through competitive examinations.
  4. Union Recognition.
  5. Bond premiums to be paid by Government.
  6. The uniform cost of \$100 a year to be defrayed by the Government.
  7. Liberalization of the retirement system to provide 25-year retirement.
- Acting Postmaster George M. Bragalini will deliver a welcoming address to the Convention. Mr. Lepper, Branch 36 president, said, "Morale of the carriers in the NYC post office has never been higher largely because of the heartfelt interest of Acting Postmaster Bragalini in the problems of his employees."

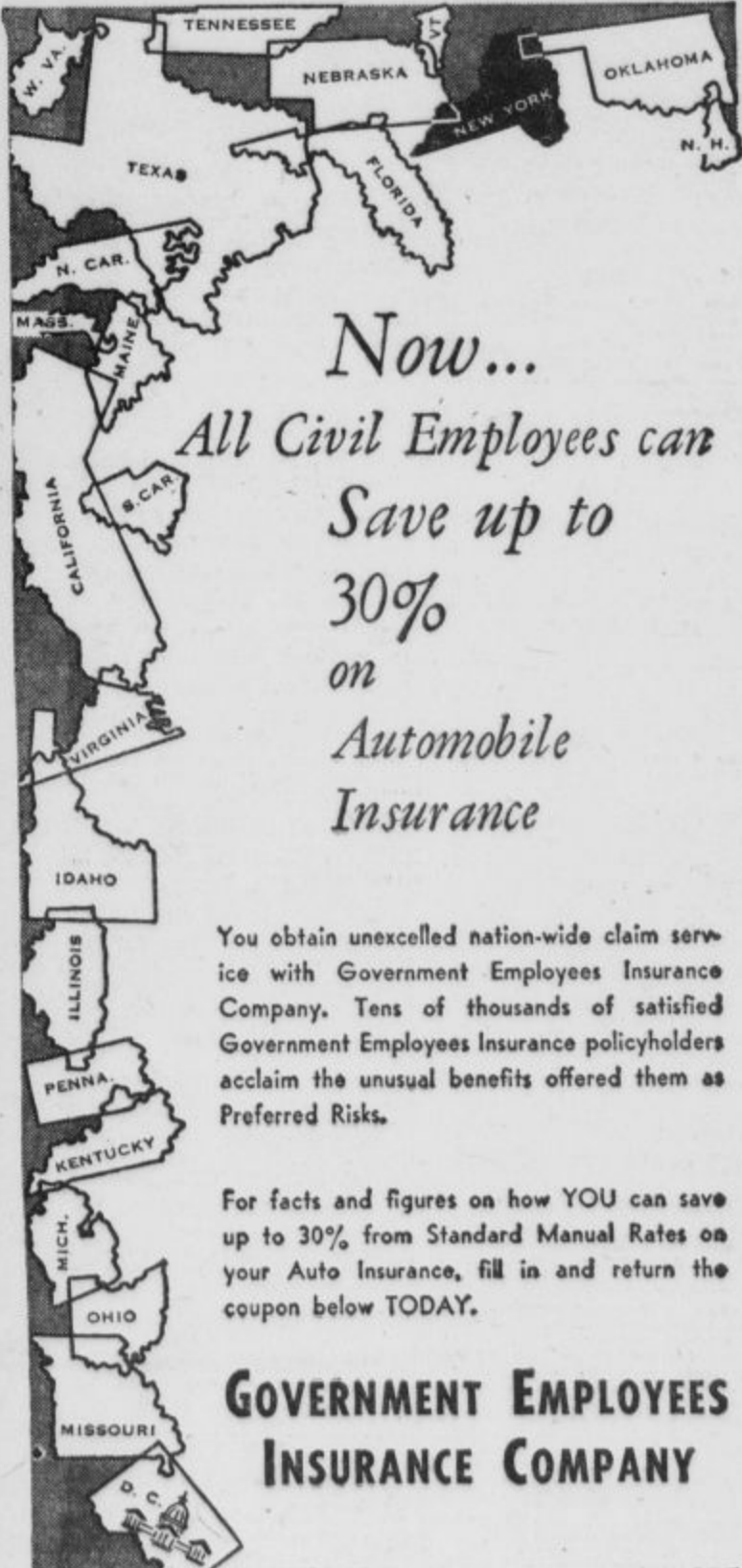
## CIVIL DEFENSE OFFERS TRAINING COURSE

ALBANY, Aug. 25—Many public employees in New York State active in civil defense activities are expected to take advantage of the training offered by the new Rescue Training School in Albany.

Civil Defense volunteers may apply for the training courses through local Civil Defense directors or plant protection officers. Applications should be sent to Rescue Training School, Division of Safety, 103 Washington Avenue, Albany 1, N. Y. Descriptive bulletins on the course will be sent on request.

## MAIL AND SUPPLY CLERK

The publication of the State mail and supply clerk eligible list will be resumed next week in The LEADER.



Now...

All Civil Employees can Save up to 30% on Automobile Insurance

You obtain unexcelled nation-wide claim service with Government Employees Insurance Company. Tens of thousands of satisfied Government Employees Insurance policyholders acclaim the unusual benefits offered them as Preferred Risks.

For facts and figures on how YOU can save up to 30% from Standard Manual Rates on your Auto Insurance, fill in and return the coupon below TODAY.

## GOVERNMENT EMPLOYEES INSURANCE COMPANY

GOVERNMENT EMPLOYEES INSURANCE COMPANY  
(A Capital Stock Company . . . not affiliated with U. S. Government)  
Government Employees Insurance Building  
WASHINGTON 5, D. C.

Name \_\_\_\_\_ Age \_\_\_\_\_ Single \_\_\_\_\_ Married \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

**AUTOMOBILE INSURANCE**  
Car Year \_\_\_\_\_ Make \_\_\_\_\_ Model \_\_\_\_\_ Type Body \_\_\_\_\_  
No. Cyl. \_\_\_\_\_ Purchased  /  New \_\_\_\_\_ Used \_\_\_\_\_

Anticipated Annual Mileage \_\_\_\_\_ Age of Youngest Driver \_\_\_\_\_  
Is Car Used for Business Purposes Other Than to and from Work?  
Please send information concerning Low Cost Automobile Financing

Yes  No

Please send \_\_\_\_\_ auto insurance rate inquiry cards for my associates

## Where to Apply for Jobs In Government Service

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y.; Room 302, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. Same applies to exams for county jobs.

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

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

### NYC Travel Directions

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

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

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

### Data on Applications by Mail

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

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

# Hospital Clerk Exam to Open In October

Because of the acute shortage of clerks in the NYC Department of Hospitals, a special exam will be held to fill 350 jobs now vacant. This exam is for hospital jobs only. Applications will be accepted during October by the Civil Service Commission.

Men and women from 18 to 70 may apply. Pay is \$2,110 to start. There are no educational or experience requirements. The written exam will not contain difficult questions.

# Union Wants NYC To Enact Pension Aid

Welfare Local 371, Government and Civic Employees Organizing Committee, CIO, is backing the Vogel bill to supplement pensions of retired NYC employees. The failure of the NYC administration to provide such aid was deplored by the union.

Frank Petrocelli, president of the local, stated that the bill was clearly mandated by the electorate last November.

The CIO group also will poll members of the City Council and the Board of Estimate on the Vogel bill.

### LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York held in and for the County of New York, at the Court House, 52 Chambers Street, Borough of Manhattan, City of New York on the 21st day of August, 1952.

**PRESENT: HON. JOHN A. BYRNES, Chief Justice.**

In the Matter of the Application of MANUEL RODRIGUEZ, MARY ALICE RODRIGUEZ for themselves and their son ROBERT MANUEL RODRIGUEZ, an infant, 5 years old, for leave to change their names to EMANUEL ROGERS, MARY ALICE ROGERS and ROBERT EMANUEL ROGERS, respectively.

Upon reading and filing the joint petitions of MANUEL RODRIGUEZ and MARY ALICE RODRIGUEZ, duly verified the 21st day of August, 1952, praying for leave to the petitioners and their infant son to assume the surname of ROGERS in place and stead of RODRIGUEZ, and the Court being satisfied thereby that the averments contained in said petition are true and that there are no reasonable objections to the change of name proposed and the interest of the infant will be substantially promoted by said change.

NOW, on motion of MR. DANIEL JACOBS, attorney for the petitioners, it is ORDERED, that MANUEL RODRIGUEZ and MARY ALICE RODRIGUEZ, and the infant, ROBERT MANUEL RODRIGUEZ be and they are hereby authorized to assume the names of EMANUEL ROGERS, MARY ALICE ROGERS and ROBERT EMANUEL ROGERS respectively, instead of their present names, on the 30th day of September, 1952, upon compliance with the further provisions of this order that they cause this order and the papers upon which it is granted to be filed in the office of the Clerk of the City Court in the County of New York within ten days from the date hereof, and that they cause a copy of this order to be published within ten days after entry thereof in the Civil Service Leader a newspaper published in the county of New York and that proof of publication thereof shall be filed with the Clerk of the City Court in the County of New York within forty days.

ORDERED, that a copy of this order and the papers upon which it is granted be served upon Selective Service Headquarters at Local Board No. 19, at 1910 Arthur Avenue, Bronx (62), New York and Universal C. I. T. Corp. of 422 Third Street West Palm Beach, Fla., within twenty days after the entry hereof, and that proof of such service shall be filed with the Clerk of this Court within ten days thereafter; and it is further ORDERED, that upon the filing of the petition and order as hereinbefore directed, and the publication of such order and the filing of proof of publication thereof and of the service as hereinbefore directed, on and after the 30th day of September, 1952, the petitioners and their infant shall be known as EMANUEL ROGERS, MARY ALICE ROGERS and ROBERT EMANUEL ROGERS, and by no other name.

**ENTER, J. A. B. C. J. C. C.**

### NEW JERSEY

WEST NEW YORK, New Jersey, local 2 family, consisting of 8 rooms, 2 baths, 2 kitchens, shingled, sun porch of 8 windows, converted garage for play room, near all transportation, a real buy at \$11,500.

### LEWIS & CARROL

450 GATES AVE., B'KLYN ST 9-0653

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**MUST BE SEEN!**  
English style 1 family stucco house in perfect condition, modern throughout with 2 car garage, detached. Owner sacrificing. Full basement and attic. Reasonable.

### EARLE D. MURRAY

LE 4-2251

### MT. VERNON

**Liquidation Sacrifice**  
NO MORTGAGE  
VACANT APARTMENT

3 lots, countrified, brass plumbing, 3 car garage, parquet floors, new oil burner, big back yard, new comb. sinks, frigidaire, fully detached, lawn. Price reduced 33 1/3% - Reasonable cash.

### CALL OWNER PL. 7-6985

# ◆ REAL ESTATE ◆

## HOUSES — HOMES — PROPERTIES

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**Beautiful Homes**  
1 - 2 - 3 Families  
in  
WILLIAMSBRIDGE  
MOUNT VERNON  
With Possession and Small Down  
Payments  
**Minnie McNulty**  
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OL. 2-8883

**EXTRA SPECIAL**  
**LIQUIDATION SACRIFICE**  
**ONLY \$1975 CASH**  
**WILLIAMSBRIDGE**  
**VACANT — BRICK**

**MUST BE SOLD THIS WEEK**  
3 and 3 family detached garages, big backyard, modern, 1/2 block school, near stores, countrified, parquet floors, comb sinks, new oil burner, washing machine, frigidaire, building in perfect condition.

**PRICE REDUCED 33 1/3%**  
**SMALL CASH**  
**CALL OWNER — PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**ALL VACANT — 14 ROOMS**  
**WEST BRONX — SACRIFICE**  
Grant Ave.—Two blocks 8th Ave. subway, Grand Concourse—164th St., new oil burner, new brass plumbing, parquet floors, combination sinks, brick, sunken tubs, new roof, new Frigidaire. Price reduced 25%. **CALL OWNER PL. 7-6985.**

**LIQUIDATION SACRIFICE**  
**NO MORTGAGE**  
**MORRIS PARK SECTION**  
**WILLIAMSBRIDGE**

Fully detached, vacant 9 rooms, 3 baths, brick, 2 years old, garage, new refrig. comb. sinks, parquet floors, tabletop stoves, big backyard.

**REASONABLE PRICE**  
Balance 4% — 25 years to pay  
**CALL OWNER, PL. 7-6985**

**NEW NEIGHBORHOOD**  
**SPLENDID ENVIRONMENT**

Excellent 1 and 2 family brick homes with finished basement and garages.

**CALL DELAIN — LU 9-4899**

**LIQUIDATION SACRIFICE**  
**NO MORTGAGE — VACANT**  
**16 ROOMS, 3 BATHS**  
**BRYANT AVE. 172nd ST.**

Brick, New oil burner, sunken tubs, all private rooms, new Frigidaire, new combination sinks, tabletop stoves, full lot, big back yard, modern kitchen. Price reduced 25%. Reasonable cash.

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**LIQUIDATION SACRIFICE**  
**WEST BRONX**  
**VACANT**  
**ONLY \$1475 DOWN**  
Summit Ave. — W. 165th St.  
1 Block Ogden Ave.

Detached 1 family, big backyard. Ultra modern. Reduced. 33 1/3 off.  
**Call Owner PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**FULL PRICE ONLY \$8,750**  
**West Bronx — East 206th St.**  
**Near Grand Concourse,**  
**Mosholu Parkway**  
**VACANT APT.**

3 family, 14 rooms, oil heat, best neighborhood, 1 block subway, reasonable cash.  
**Call Owner PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**HANDYMAN SPECIAL**  
**WILLIAMSBRIDGE**

**\$975 CASH**

2 family new comb. sinks, frigidaire, parquet tile kitchen, countrified, opp. par. Act. fast.

**CALL OWNER PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**WEST BRONX**  
**ONLY \$1975 DOWN**  
West 181st St., University Ave.  
1 family detached, 8 rooms, 3 car garage, 1 block New York University, 1 block Jerome Ave., 1 block schools, 1 block park. Big backyard.

**Call Owner PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**No Mortgage—All Vacant**  
**WEST BRONX**  
**2 Blocks Grand Concourse**  
1 Block Jerome Ave.  
**Morris Ave., Burnside**

Brick 16 rooms, 3 bathrooms, big back yard, brass plumbing, parquet floors, comb. sinks, no rent control, all rooms private, treed block, exclusive neighborhood. Price reduced 25%. Reasonable cash.

**CALL OWNER PL. 7-6985**

**BROOKLYN**

**HOMES — HOUSES**  
YOU HAVE BEEN LOOKING FOR  
**BENSONHURST**—Legal 2 family, lovely brick house, enclosed sunporch, completely redecorated, garage \$11,500.  
**EAST FLATBUSH**—One family, brick, completely detached, excellent condition with terrace and garage. Easy terms and cash.

**CHAUNCEY ST.** - 3 story and basement, 14 rooms. Duplex, modern, possession. Choice neighborhood.

**BEDFORD AVE.** - 2 eight family houses, one 5, the other 6 rooms central heating for both by coal. \$26,000. Cash and terms.

**PARK PL.** - 3 story, 11 rooms, oil heat, all vacant. Nice neighborhood.

**STERLING PL.** - 3 story, 13 rooms, parquet throughout, 3 room apt. in basement. Steam by oil.

2 family house with Hollywood tile baths, oil. Youngstown kitchens, venetian blinds, beside, modern, nr. transportation \$9,500.  
1 family, lovely buy, newly decorated. Many others. So. Ozone Park.

**LEWIS & CARROLL**  
450 GATES AVE.  
ST. 9-0553

**BARGAINS**  
**In Brooklyn and Bronx**  
**PRESIDENT ST.**, legal 3 family, brownstone, 2 car garage, 17 rooms, parquet, steam, oil \$23,500. Cash \$6,000.

**YVSE AVE.** (Bronx) 3 story and basement, brownstone, 17 rooms, steam, oil, parquet, finished basement. A1 condition. \$16,500. Cash \$5,500.

**SYDNEY S. MOSHETTE**  
1296 Fulton St. UL. 7-3243

**VACANT**  
Houses with vacancies, \$500 down payment or less. G. I. loans arranged—20-year 4% mortgages. Move right in.

**CALL MR. KAUFMAN**  
MA. 2-1950 MA. 2-1560

**STERLING PLACE**  
(Nr. Albany)  
2 story house, consisting of 10 rooms with every modern feature in good condition. ALL VACANT

Price \$11,500 — Cash \$2,500  
Many other good buys in the better sections

**ST. ROSE & WARDEN**  
525 Nostrand Ave., Brooklyn  
NE 2-6479 UL 7-5370

**G. I. . . .**  
YOUR family deserves the best. WE HAVE IT . . . **JEFFERSON AVE.** (Broadway) 2 kitchens, 2 baths, excellent heating system, complete possession only \$500 down.

**STERLING PLACE (Kingston)** 2 family, steam by oil, all vacant, only \$1,000 down.

**CUMMINS**  
18 MacDougal St. (Cor. Ralph & Fulton)  
FR 4-0857

**A BARGAIN**  
**BEDFORD-STUYVESANT**  
6 room house, heat, unfinished attic, Hollywood kitchen, Frigidaire, excellent condition, nice yard. Delivered vacant.

PRICE \$8,750 — CASH \$1,500  
**BEST VIEW REALTY CO.**  
584 Atlantic Ave. ST 2-7546

**MANHATTAN**

**LIQUIDATION SACRIFICE**  
**All Vacant — No Mortgage**  
**CONVENT AVE., 148 St.**

12 rooms, brick, oil, brass plumbing, parquet floors, sunken tubs, big back yard. Price reduced 25%. Reasonable cash.

**CALL OWNER PL. 7-6985**

**LIQUIDATION SACRIFICE**  
**No Mortgage — Big Profit**  
**ALL VACANT**  
**WEST 160 ST.-B'WAY.**

11 rooms, 3 bathrooms, sunken tubs, new oil burner, brass plumbing, parquet floors, big backyard, no rent ceiling, no O.P.A. controls. Price reduced 33 1/3%. Reasonable cash.

**CALL OWNER PL. 7-6985**

**HANDYMAN SPECIAL**  
**ONLY \$975 CASH**

2 stores, one apartment, brick house, business location opposite new housing project, steam heat, good investment, income \$350 a month. Call owner PL. 7-6985

**APARTMENTS**  
**2 AND 3**

room apartments newly renovated and decorated. Nice neighborhood and near transportation.

**Carroll's Renting Service**  
450 GATES AVE. ST. 9-0553

**BRONX**

**HANDYMAN SPECIAL**  
**FULL PRICE ONLY \$4,750**  
**NO MORTGAGE — VACANT**  
3 family, all vacant, needs repairs, 3 blocks of station, 3 blocks public park. Call owner PL. 7-6985

**LIQUIDATION SACRIFICE**  
**No Mortgage—2 Vacant Apts.**  
**FINDLAY AVE.**  
**West Bronx — 170th St.**

2 family brick, fully detached, new oil burner, new brass plumbing, sunken tubs, extra stall showers, 2-car garage, parquet floors, new Frigidaire, combination sinks, tile kitchen, big backyard, 1/2 block public school, AAA-1 neighborhood. Price reduced 25%. Reasonable cash.

**CALL OWNER PL. 7-6985**

**LONG ISLAND**

**ST. ALBANS**  
ST. ALBANS: 6 1/2-rooms, all newly decorated, modern kitchen, steam heat (oil), plot 40x100, garage. Situated in a neighborhood you'll enjoy. Price \$12,900. Other Good Buys — Forest Hills, Bayside, Hollis, Flushing and East Elmhurst

**ALLEN & EDWARDS**  
168-18 Liberty Ave., Jamaica, N. Y.  
OLympia 8-2014-8-2015

**LIQUIDATION SACRIFICE**  
**CASH ONLY \$1,975—ALL VACANT**  
**FLUSHING HEIGHTS**

2 family, double lot 50x100, nice neighborhood, landscaped, new oil burner, new brass plumbing, parquet floors. A1 condition. Price reduced 33%.

**Call Owner PL. 7-6985**

**SO. OZONE PARK**

An extra large 7 room house with expansion attic, oil heat insulated brick covering, nicely and newly decorated throughout. Owner selling due to ill health. Asking \$10,700. Cash and terms.

**NICE BUY — CALL**  
**DIPPEL** OL 9-8561  
115-43 Sutphin Blvd., Jamaica

**2 Family**  
**So. Ozone Park**  
Fully Detached — Oil — Steam — Garage  
**\$980 Cash G. I.**  
**\$1,950 Cash Civilian**  
FULL PRICE \$10,900  
**S. GLAZER**  
189-11 Hillside Ave. JA. 3-0063

**WHITESTONE**  
**3rd Ave. and 149th Place**

New Ranch home, 3 bedrooms, full basement, automatic heat, sewer, country atmosphere, residential section near Whitestone Bridge, landscaped corner lot, 50 x 100. \$17,400.

**EGBERT OF WHITESTONE**  
FL. 3-7707

**HOLTSVILLE, L. I.**

Small farm, 9000 square feet, part of beautiful country estate, amidst majestic surroundings, High Healthy climate, large shade trees, good soil, Town road, electricity, near lake, good swimming and fishing, no buildings. Full price \$350,000. \$20,000 dollars down, \$10,000 month. E. Strom, Phone Selden 3232.

**BROOKLYN**

**Houses Wanted**

We have buyers waiting for homes and investment properties in all boro. List your property with us for a quick sale.

**LEWIS & CARROLL**  
450 GATES AVE.  
ST. 9-0553

**LINCOLN PL.**  
**ALL VACANT**

11 Rooms, 3 baths, 3 kitchens, 3 frigidaire, 2 car garage, parquet throughout, oil heat.

**\$3,500 Down**  
**MR. MYRICK**  
NE 2-3952

**ALL VACANT**  
**ONLY \$975**  
**8 Rooms**

Legal 2 family, brass plumbing, oil heat, large back yard, recently painted. Rooming house possibilities. Easy terms arranged.

**CALL MR. HART** UL 8-7402

**BIGGEST SACRIFICE**  
**NO MORTGAGE**  
**\$3950—ALL CASH**

Free and clear, 4 family, 4 kitchens, oil burner, must be sold at once.

**CALL OWNER, PL. 7-6985**

**LAFAYETTE AVE.**, near Nostrand, 2 family 25 x 100 lot, 10 rooms, 2 baths, 2 modern kitchens, oil steam, all private rooms, near Eighth Ave. sub. All vacant, beautiful home, cash down \$2,500.

**CHAUNCEY ST.**—Legal 3 family, 17 rooms, 3 kitchens, 3 baths, steam, clean house, possession 13 rooms. Cash down \$2,500.

Many other homes, choice Brooklyn neighborhoods for as little as \$500 down cash payment.

**BARTON REALTY**  
662 Nostrand Ave. NE 8-3952  
Ask for Mr. Roberts

**Houses Wanted**

I pay ALL CASH instantly. Top price.

**BARTON REALTY**  
662 Nostrand Ave. NE. 8-3952  
Ask for Mr. Roberts

**LUNCHEONETTE**  
**FOR SALE**

A thriving business at a very busy corner, nr transportation, fully stocked with 2 booths and 1 1/2 rooms in rear in good condition, a good investment. Price \$5,000.

**CALL ST. 9-0553**  
**ASK FOR MISS CARROLL**  
GROCERY STORE, good business district with refrigeration, together with 3 apts of 6 rooms each. Possession, store doing excellent business. Price \$17,000 for 1 store and building. Call Miss CARROLL.  
ST 9-0553

**LONG ISLAND**

**SO. OZONE PARK**  
**\$4,500 CASH**

WIM buy this beautiful legal 2 family house, consisting of 6 1/2 large rooms, garage with sun deck, private driveway 20 x 150, 2 kitchens, 1 1/2 baths, 2 fireplaces, legal 2 family, no ceiling, occupancy, entire house, finished basement, automatic heat, many extras, convenient to transportation, shopping and school. Ideal for doctor or 2 related families. Price \$13,900. A real buy. Call owner.

**JA 9-2066**

**SPRINGFIELD GARDENS**

Legal 2 family in perfect condition, newly decorated, A1 condition, detached with garage, must be seen. Price \$14,000.

2 family, everything modern, decorated throughout by interior decorator, a house of beauty and charm. Price \$13,500.

**JAMAICA**

One family, 8 rooms, finished basement, beautifully decorated, oil heat, good buy at \$11,000.

Two family, in excellent condition, oil heat, beautiful garden with peach trees, apple tree, flower garden, garage. Completely detached at \$12,000.

**ST. ALBANS**

Two family, ultra modern, perfect condition, electric fireman. Must be seen to appreciate. 8 rooms plus 6 in the basement.

**SO. OZONE PARK** — One family, oil perfect setting, nice condition, finished basement, room fixed as playroom, indirect lighting, many, many extras for only \$11,500.

**SO. OZONE PARK** — One family, 6 rooms, oil in A1 condition, move right in, a gem at \$11,000.

**LEWIS & CARROLL**  
450 GATES AVE.  
ST. 9-0553

**SO. OZONE PARK**  
**\$7,800**  
**DOLL HOUSE**

Five well planned rooms, excellent heating unit, fully detached building, large garage, tree lined street in full bloom, 1 block to bus, shopping and school.

**TOTAL COST \$51.00 MONTHLY**  
**CASH \$300. GI**  
On Our Exclusive Layaway Plan  
**WALTER, INC.**  
88-32 138th St., Jamaica AX 7-7900  
Van Wyck Expway Between Hillside and Jamaica Aves.

**LONG ISLAND SPECIAL**

**ADDISLEIGH PARK**  
**LIQUIDATION SACRIFICE**  
**ST. ALBANS**  
**No Mortgage—All Vacant**  
**176 St., Linden Blvd**

Corner, 9 rooms, 2 baths, 2-car garage, parquet floors, new washing machine, new Frigidaire, brass plumbing, landscaped. AAA-1 condition. Price reduced 33 1/3%. Reasonable cash.

**CALL OWNER PL. 7-6985**

**ST. ALBANS**

1 family, 6 rooms, modern tiled bath, parquet floors, oil heat, large lot and modern improvements.

**\$12,000 EASY TERMS**

**ST. ALBANS**

2 family, solid brick, 9 rooms, finished basement, 2 modern tiled baths with stall shower. All modern. Reduced to \$17,500 EASY TERMS

**MALCOLM BROKERAGE**  
106-57 New York Blvd., Jamaica  
RE 9-0645 JA 9-2256

**LIQUIDATION SACRIFICE**  
**ST. ALBANS \$1,975**  
**No Mortgage**  
Brick 9 rooms, 2 baths, brass plumbing, parquet floors, comb. sinks, double lot, big backyard. Price reduced 25%.

**CALL OWNER PL. 7-6985**

**A MONEY MAKER**  
**Good Investment**  
**All Vacant**

11 Rooms with all improvements for rooming house, good condition, nr. transportation and schools.

Price \$10,500 — \$1,500 Down  
Reasonable terms  
**CALL JA 6-0250**  
**The Goodwill Realty Co.**  
WM. RICH  
Lic. Broker, Real Estate  
108-42 New York Blvd., Jamaica, N. Y.

**SACRIFICE BARGAIN**  
**LIQUIDATION SACRIFICE**  
**No Mortgage — Reduced 25%**  
**JAMAICA**

1 family, 8 rooms, 2 bathrooms, new oil burner, new brass plumbing, garage, fully detached, new Frigidaire, parquet floors, big back yard. Full price reduced to only \$9,750.

**CALL OWNER PL. 7-6985**

**LOOK HERE**  
**FOR BUYS**

# THE GROWING PROBLEMS OF GOVERNMENT

By PHILIP KERKER  
Public Relations Director,  
Civil Service Employees Assn.

IT IS NOT only in this country but throughout the world that the growth of government has been observed. It is an universal phenomenon and one which is in part the outgrowth of the Industrial Revolution and the rapid development of technology. As far as can be observed, man is essentially the same animal in 1950 which he was in 1900 and even for centuries before. He still has and is responsive to the basic material and spiritual drives, but the world around him has changed so materially that a man of today would find himself out of place in the world of Shakespeare, as the person of that period would be confused in the modern scene. Even to some of our generation there are moments of uneasiness in the presence of the things of the present day world. We can remember a world before the automobile, electric light, telephone, radio, etc., and also some of us have been intellectually nurtured in a culture which made no provision for these tools or the use of them. Thus we stand with one foot placed, as it were in another world, and gingerly trying to find a place for our other foot in this one. All this is not apart from, but a part of the growth of government, since government is an activity of men and must perforce reflect the pressures and influences of the social culture in which it exists. In our own span of time government has become the vastest of human enterprises. This fact alone should be provocative of great thought. This vastness has in the main been achieved in our life time although the seed of its growth go back into the generations of our fathers and fathers' fathers.

### A Few Figures

A few figures at this point will emphasize the problem. In 1900 the population of this country was in the neighborhood of 75 million, 30 million of whom lived in the urban areas and 45 million lived in rural areas. They were distributed over the nation at about 25 persons per square mile. In 1950 the population was over 150 million with a significant distribution between urban and rural living, 96 million lived in the city and 54 million lived in the country. And naturally the inhabitants per square mile were a bit more congested. The ratio is now 50 persons per square mile. The distribution of the labor force in these two periods is also interesting. In 1900 the labor force was estimated at 29 million with 37% engaged in agricultural pursuits and 62% in industrial.

By 1950 this force had increased to almost 60 million with only 12% following agricultural and 87% employed by industry. This shift in occupation is further highlighted when we consider that in 1900 for the first time in our history the census revealed the number of industrial workers exceeding those in agriculture. With these occupational statistics it should be noted that the dependent classes — that is those who worked for others and are not their own bosses — have grown rapidly over the independent class composed of proprietors, professional people, etc. Illustrating this by reference to the census statistics available

shows that in 1910, 28% of the labor group was in the independent class whereas in 1940, 20% of the group was so classified.

### Technological Changes

Accompanying these population figures and in great part influencing them is the fact that since 1900 five great technological changes have occurred.

- One — the development of the practicable steam engine.
- Two — the improvement in the metallurgy of iron and steel.
- Three — the development of electric power.
- Four — the internal combustion engine.
- Five — Cement.

It is not necessary to point out that the principle of many of these developments had been known for centuries before, but the 20th century was the one in which they became practicable and widely applied. The change in the size of government within the stated period had wide ramifications. In 1900 the budget for the federal government was \$535 million dollars, but in 1950, it was 80 times as great or 40 billion. To narrow the picture down to our own community, the contrast in New York State is equally illuminating. Governor Benjamin Odell in his 1900 message to the legislature lists the principal expenditures which approximate 23 million. The 1952 budget of the state was just short of one billion dollars. The contrast can be further emphasized if we use the figures for one of the smallest departments in the state government — the Civil Service Commission. In 1900 the appropriation for that unit was given as \$40,998., in 1950, it was 2 million plus.

Equally important are the contrasts of figures showing the numbers of people working for governmental units during these periods. In 1900 the federal government showed 208,000 on the payroll as against 2,081,000 in 1950. The figures for state and local government are missing in the early years, and the first year to show they are available is 1929. 2,532,000 people were employed by these governmental units which increased to 4,285,000 in 1950.

### Tremendous Change

What is the cause of this tremendous and striking change which has occurred during the last 50 years? As indicated above, the shift from an agricultural state, accompanied by the rapid development of industry and technology are real factors in the growth. The congestions of city living, the automobile, the growth of the dependent class have brought new forces and demands into our social order which have been reflected in a re-evaluation of the governmental function and increased the demand for new and different services.

The breakdown of the New York State tax dollar for the last budget reflects this. 56¢ of that dollar went for local assistance, that is for education, social welfare, etc. Only 44¢ of this went for state purposes, with such units as the Mental Hygiene and Health Departments with their large institutions getting the larger share. A comparable picture would show for the federal government. Its large budget shows approximately 60% going for the purposes of war, security, and debt and only 40% for other services. Wars and defense have always been costly integers for the taxpayer. Apart from wars and their expensive aftermaths, our wants today as people are many — we want more and better education, we want job security and aid during periods of economic instability, we want assistance for our handicapped children and adults, we want help in our old age, we want better highways and so on and so on.

The Voters Control  
All of these things we have as voters demanded of our legislators and all of these things are now on our statute books as laws. But all of them cost money and take peo-

ple to administer — a fact which we too often are anxious to forget in our moments of frustration over the rising cost of government. It is true that these services can be reduced or eliminated. We as voters have that power. Also there are too many people working for us. But we must remember that those on the public payrolls are there through their own initiative with sanction of taxpayers or political administrators. Our controls over these things can only come from a greater vigilance and personal attention.

We must become politically alive, not just every one, two, or four years on election day, but every day. It is not easy in this era of transition and uncertainty for us to contemplate the future. When we look into the glass it is often dark. But one thing is clear, there is no easy answer, beset as we are with complications on every side. It is also clear that the problems of state are and must become the concern of all of us, whether the state be our village, hamlet or the federal government. The apathy for which we as a people are notorious must pass. The village ordinance, as well as the person who enforces it must become a big concern in our lives competing for our time with the pleasant distractions of the automobile, radio, etc. These problems are not insurmountable if we fulfill our rights and obligations as citizens. This statement bears a truth which has been told so often it perhaps has lost its effectiveness. We need calmness and intelligence in meeting these problems. If we face our facts realistically, the more right we will then have to believe that by intelligence, courage, and effort we can contrive a good life for all men.

### LEGAL NOTICE

**LINE WATER TANKS**  
BROADWAY OFFICE BUILDING  
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NOTICE TO BIDDERS

Sealed proposals to Line Water Tanks, Broadway Office Building, 270 Broadway, New York City, in accordance with Specification No. 19635 and accompanying drawing, will be received by Henry and Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., until 3:00 o'clock P.M., Advanced Standard Time, which is 1:00 o'clock P.M., Eastern Standard Time, on Thursday, September 4, 1952, when they will be publicly opened and read.

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

- State Architect, 270 Broadway, New York City.
- State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 108 N. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 66 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Dusee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.

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

DATED: 8-30-52  
MFM/W

### LOCOMOTIVE INSPECTOR EXAM CLOSING SEPT. 8

The U. S. Civil Service Commission has announced that applications for inspector of locomotives, \$5,940 a year, must be filed on or before Monday, September 8, at the Commission's office, Washington 25, D. C. The exam is No. 284.

### CAMP DRUM DEDICATED

Camp Drum, where New York's Reserve and National Guard units are trained, was officially dedicated last Saturday. The reservation was renamed for the late Lieut. Gen. Hugh A. Drum, former commanding general of the First Army and the New York National Guard.

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STATE OF NEW YORK  
INSURANCE DEPARTMENT, ALBANY.  
I, Alfred J. Bohlinger, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Gruggiat's Fire Insurance Company, Cincinnati, Ohio, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1951, shows the following condition: Total Admitted Assets \$3,299,507.76, Total Liabilities \$608,303.23, Capital paid-up \$750,000.00, Surplus and Voluntary reserves \$1,851,205.48, Surplus as toward policyholders \$2,631,206.48, Income for the year \$948,185.27, Disbursements for the year \$765,116.18.

Have you been reading the LEADER's interesting new column, Civil Service Newsletter? You'll find it on page 3. Make it MUST reading every week.



Conferring on a shorter work week in the NYC Department of Sanitation are, from left, John J. DeLury, president, Local 831, Teamsters Union; Al Bernstein, international representative, Seafarers International Union; Paul Scervano, executive assistant to the Commissioner of Sanitation; Louis Fusco, deputy director, Division of Labor Relations; William Tracy, Victor Riesenfeld, Edward C. Maquire, fact-finding committee members; Abraham Beame, Director of the Budget; William F. Shea, chief budget examiner; John Carty, budget examiner; and Irving Colman, attorney for Local 831.

# Sanitation Union Rejects NYC Work-Week Offer, Submits Counter-Proposal

Recommendations made by a fact-finding committee appointed

## LEGAL NOTICE

City Court of the City of New York County of New York CONTINEX, INCORPORATED, Plaintiff against ANTONOR MAYRINK VEIGA, Defendant Plaintiff designates New York County as the place of trial.

To the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within fifteen days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated: July 9, 1952 GABRIEL GALEP and VICTOR JACOBS Attorneys for Plaintiff Office and Post Office Address: 22 East 40th Street

Borough of Manhattan, City of New York To the above named Defendant: ANTONOR MAYRINK VEIGA,

The foregoing summons is served upon you by publication, pursuant to an order of HON. FRANCIS E. RIVERS, Justice of the City Court of the City of New York, County of New York, dated the 23rd day of July, 1952, and filed with the complaint at the office of the Clerk of the City Court of the City of New York, at 52 Chambers Street, Borough of Manhattan, City, County and State of New York.

Dated: July 24, 1952 GABRIEL GALEP and VICTOR JACOBS Attorneys for Plaintiff Office and Post Office Address: 22 East 40th Street New York 16, N. Y.

## ROOFING WORK BROOKLYN STATE HOSPITAL BROOKLYN, N. Y. NOTICE TO BIDDERS

Sealed proposals for Replacement of Tin Roofs, Reception, East and West Buildings, (Buildings Nos. 1, 2 and 3), and Corridors, Brooklyn State Hospital, Brooklyn, N. Y., in accordance with Specification No. 17425 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Mental Hygiene, until 2:00 o'clock P. M., Advanced Standard Time, which is 1:00 o'clock P. M., Eastern Standard Time, on Thursday, September 11, 1952, 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 be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposal that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give bond conditioned for the faithful performance of the contract and separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporation submitting proposals shall be authorized to do business in the State of New York. Drawings and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
District Engineer, 109 N. Genesee St., Utica, N. Y.
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Brooklyn State Hospital, Brooklyn, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit for each set of \$10.00 or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: 8-18-52. MFM/N

ed by Mayor Vincent R. Impellitteri for a reduction of the work week of NYC sanitation men were rejected as too little and too late by Local 831 of the Teamsters Union, AFL.

The committee consists of Victor S. Riesenfeld, chairman; William J. Tracy and Edward C. Maquire. It recommended a 44-hour week on or before October 1, and a 42-hour week before June 30, 1953, consisting of nine hours on Mondays and Tuesdays, the peak load days, and eight on each of the three other days.

DeLury Deplores Long Week John J. DeLury, president of the local, known as the Uniformed Sanitationmen's Association, complained that the men now work eight-hour days, six or seven days a week on alternate weeks, and that these 48 and 56-hour weeks are intolerable.

The union regarded the committee's recommendations as an official offer from the City, since the subject had been discussed with the Mayor, Budget Director Abraham D. Beame and Sanitation Commissioner Andrew W. Mulrain by Mr. DeLury and others at a conference at City Hall.

The union informed the Mayor and the committee that it is willing to accept the 42-hour week on the eight-and-nine-hour-day basis proposed by the committee, if made effective in September, 1952, and the transition to a 40-hour week expedited.

Says City Has the Money To aid in the transition, the union offered to supply 50 to 100 doctors, at its own cost, for medical examination of eligibles, since many more men would have to be hired to make the reduced work week possible. Mr. DeLury maintains that the City has the money to effectuate the September date. Budget Director Abraham D. Beame differs.

Also, Mr. DeLury said that a companion union, Local 832, con-

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## Rating Manual Marvel

Wisconsin has a new single-page form for the annual rating of employee development and performance. The form is keyed to and designed for use with the "Task Statement and Performance Standards" form.

This makes it easier for the supervisor and the employee to discuss strengths and weaknesses of performance of specific job tasks, says the Civil Service Assembly. The form also provides an opportunity to make any needed revisions in job descriptions.

To help the supervisor conduct interviews with employees, the Bureau of Personnel prepared a short mimeographed report containing suggestions for planning the interview, putting the employee at ease, and using the interview to improve performance, not to "bawl out" the employee.

sisting of white-collar workers in the department, voted to aid the City at no cost, in performing clerical work in connection with sanitationman recruitment, after regular hours and on Saturdays, Sundays and holidays.

These offers were rejected by the City as impracticable.

Would Buttonhole Eligibles Local 831 even proposed that the Civil Service Commission supply it with the list of the 4,500 sanitationman eligibles, so union members could visit them at their homes and induce them to accept the job.

"With improved hours, the Department of Sanitation would have no difficulty in filling all positions," said Mr. DeLury. "A five-day, 40-hour week is something that we can 'sell' to eligibles."

Local 831 recently staged a demonstration by hooded sanitationmen who paraded the City streets beside trucks that bore signs imploring public support of better hours.

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# Hartnett and Munroe Win in UFOA Election

The winners in the election contest of the NYC Uniformed Fire Officers Association are Battalion Chief Thomas J. Hartnett of the 17th Battalion, Bronx, and Captain Thomas Munroe of Limited Service Squad 1, Headquarters.

The Lieutenant vacancy on the board of directors was uncontested. Lieutenant Henry J. Fehling was declared elected.

Heavy Vote The vote for the vacancy in the Chief rank was the heaviest in the Association's history. Ballots were cast by 86 percent of the officers eligible to vote. Battalion Chief

Hartnett got 85 and Battalion Chief Edward Cahill, 67.

In the other contest, Captain Munroe got 91, Captain William F. Manny, 78, and Captain Henry Stocker, 40.

The election was conducted by the American Arbitration Association.

The membership of the board being set for the year, the chairman, who carries the title of president, will be chosen by the board, as well as other officers.

The next membership meeting is expected to be held on Thursday, September 25 at the Hotel Martinique.

## Final Key Answers, Assistant Librarian

The NYC Civil Service Commission has released the final key answers for questions 1 through 20 of Part I of the written exam No. 6146, for assistant librarian (music), held June 28. These answers were adopted by the Commission on July 29. No protests were submitted by candidates.

The final key answers: 1, A; 2, B; 3, C; 4, A; 5, D; 6, B; 7, B; 8, B; 9, C; 10, A; 11, C; 12, D; 13, A; 14, B; 15, D; 16, C; 17, A; 18, B; 19, A; 20, D.

## UNION TO GIVE COURSE FOR SOCIAL INVESTIGATOR

The Government & Civic Employees Organizing Committee, CIO, will sponsor a course for the exam for social investigator, Department of Welfare. The course will run from September 15 for 10 weeks. The lecture series will cost members \$5, non-members \$10.

Union headquarters are at 154 Nassau Street, Room 300, NYC. Registration, 5 to 7 P.M., ends Friday, August 29.

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Have you been reading the LEADER's interesting new column, Civil Service Newsletter? You'll find it on page 6. Make it MUST reading every week.

## Whitman School Begins Term Sept. 8

The Whitman School of Interior Decoration, 170 Riverside Drive, will begin its fall term on Monday, September 8.

Morning, afternoon and evening sessions will be given in interior design and decoration, window display, textile and wallpaper design, drafting, history of furniture, art, architecture, color rendering, fabric and drapery making, and advanced interior design are offered. The school is approved under the G.I. Bill.

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# Representatives of Local Employees Meet to Discuss Common Problems; Problem of Boosting Pay Uppermost

ALBANY, Aug. 25—Representatives of employees in the county and local service within New York State met in Albany last Thursday to discuss ways of dealing with their common problems.

The meeting took place in the headquarters office of the Civil Service Employees Association. J. Allyn Stearns, of Westchester County, presided. Major concentration was on salary questions, with all the county representatives alive to the need of searching out effective ways of bringing up the wage levels of public aides. Mr. Stearns described the Westchester escalator plan, which has worked comparatively well.

**Salary Kit**

A "salary kit" was distributed by Henry Galpin, salary research effective ways of bringing up the

contains a formidable array of factual material designed for use by the county men at the local level. Included in the kit was this data:

- Case for salary increase in 1953;
- Tabulation of public welfare salaries in various counties;
- Sample salary plan;
- Statement of the nature and use of a salary plan;
- Fringe benefit tabulation;
- Sample 'whereas';
- Consumers price index and salary comparison of common jobs in several counties.

Mr. Galpin described the manner in which the kits could be used, and made specific suggestions to queries raised by the county representatives. He pointed to the necessity of the fullest

preparation before appearing to argue for pay increases.

Joseph Lochner, executive secretary, made a strong plea for increased membership at the county level. Mr. Lochner pointed out that none of the county groups had approached anywhere near its potential, even though the sum total of county membership was steadily rising.

William F. McDonough, executive assistant to the president of the CSEA, addressed the county leaders.

# Kerker Outlines 'Manpower Utilization' Plan for CSEA To Perform Variety of Tasks

ALBANY, Aug. 25—Philip Kerker, director of public relations for the Civil Service Employees Association, has developed a plan of "manpower utilization" among members of the organization.

Describing the plan at a meeting of the group's Board of Directors last week, Mr. Kerker said he hoped to build a card file of "individuals who can make a speech, write, sing, play musical instruments, garden, do lettering, or possess other talents." Then, when a job needs to be done, the Asso-

ciation would have people available to do it.

As an example, he pointed to the help he is obtaining from Association members on the State Fair, and stated that he would like the CSEA to be represented at all county fairs. If a card file of local talent were available, Mr. Kerker could draw on the people who could help locally to put it over. Another example he gave was that of the civil service art shows, which have brought excellent public response.

## U. S. IS Called Too Stingy With Employee Awards

WASHINGTON, Aug. 25 — "Too little, too late and too much red-tape," were among the criticisms of employee award systems made by the Senate Post Office and Civil Service Committee which investigated government incentive setups.

The committee pointed out that private concerns gave almost twice as much in cash as did the government; also criticized the \$1,000 maximum on awards and the \$25,000 total limit in any one agency. Only the Navy Department received praise for its incentive plan which "compared favorably" with private industry practice.

## Retirement, Pay to Top CSEA Effort

ALBANY, Aug. 25 — John F. Powers, first vice-president of the Civil Service Employees Association, stated last week that salary and retirement legislation would probably take top place on the Association's legislative program for the coming year. Mr. Powers, who is chairman of the Association's legislative committee, stated that the committee plans to meet in the near future to consider resolutions which have been submitted by Association chapters and members for possible legislation.

"It is our view," Mr. Powers stated, "that we will work on a smaller number of specific bills and will push them with the strong hope of getting them passed."

**JR. ENGINEER JOBS IN NYC**

The NYC Department of Public Works has vacancies as junior civil engineer, junior electrical engineer, and junior mechanical engineer, at \$3,885 a year each.

Appointments will be provisional pending the establishment of competitive lists in exams yet to be held.

Completion of at least three years' college work towards an engineering degree, or a satisfactory experience equivalent, is required, and residence in NYC for the past three years.

Apply to Miss Frieda Lamm, Chief, Personnel Section, Room 1825 Municipal Building, Manhattan.

# \$70 NYC Trackman Jobs

Men up to 45 years of age, if in good physical condition, will be eligible for jobs with the NYC Transit System as trackman at almost \$70 a week. An exam to fill 900 jobs will be opened in the fall.

The physical test will be competitive and will count more than the written test.

There will be no formal educational requirements. Men who can read and understand English well enough to follow simple written directions should have no trouble in passing.

The application period is expected to open in October or November and the written test should be held next spring. The medical and physical tests can be expected during the summer of 1953.

**List Expires January 3**

The present list, resulting from an exam held in September, 1947, will expire on January 3, with about 100 names.

Those who apply for the exam should not expect rapid appointment. In the previous test, applications were accepted during June and July of 1947, and the list of

eligibles did not appear until January, 1949.

However, after January 4, the Board of Transportation will have to hire provisional — men who are not required to take an exam to fill trackman vacancies, as there will be no eligible list. These men will have to be replaced when the eligible list is established unless they themselves pass the test. Men who take the job as provisionals acquire experience which helps them to pass the test.

**Promotion Opportunities**

The starting pay for trackman is \$1.74 an hour, \$69.60 for a 40-hour week. There are promotion opportunities to power distribution maintainer at \$1.80 an hour, \$72 a week, and assistant foreman (track), \$2.064 an hour, \$82.56 a week.

Veterans over 45 on the application date may subtract time spent in the armed forces from their actual age, and if the result is 45 years or less, they may compete.

American citizenship and residence in the State of New York are required for application. Three years residence in NYC is required for appointment.

Duties of the job include maintaining and inspecting tracks and roadways on subways and elevated and surface lines, replacing rails, switches and ties, welding and grinding rails, greasing joints and cleaning tracks, and similar duties. Men appointed will receive training from the Board of Transportation before going out on the job. The medical and physical examinations will be designed to weed out men who are not capable of performing this type of work.

Those who pass the exam should have a good chance of appointment. Promotions, retirements and resignations provide a steady number of vacancies. There are 42 permanent and 25 temporary trackman positions open. They will be filled from the existing list of eligibles.

**Physical Factor Predominates**

In the exam for appointment, the written test will count 40 percent, the physical test 60 percent, and those who do not meet the medical requirements will not be allowed to take the physical test.

Watch future issues of THE LEADER for prompt announcement of the opening of the test.



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## NYC Calls Eligibles for Job Interview

The following certification lists were issued last week by the NYC Civil Service Commission. The last position on the list to be certified, and the department or departments to which the names were submitted, are indicated. "Y" means that the investigation of the eligible has not yet been completed. "V" means non-disabled veteran; "D," disabled veteran.

**OPEN COMPETITIVE**

Alphabetic key punch operator (IBM), grade 2, Housing Authority; 25 (list of September 11, 1951); 12 (list of April 22).

Attendant, grade 1 (female), Richmond Borough President's Office; 868.

Boiler maker, Marine and Aviation; 19.

Bookkeeper, grade 1, Domestic Relations Court; 640 Y.

Clerk, grade 2: Triborough Bridge and Tunnel Authority, 3132; Education, 7660; Municipal Broadcasting System, 8453; Transportation, 8920; Board of Estimate, Employees' Retirement, 9673.

Conductor, NYCTS, revised; 27.8.

Crane engineman (electric) appropriate, Queens Borough President's Office; 32.

Electrician's helper (revised), Hospitals; 41.

Elevator mechanic's helper (revised), Hospitals; 14.

First assistant marine engineer (Diesel), appropriate, Sanitation; 19.

House painter, Revised, appropriate, Transportation; 160.

Junior bacteriologist, Health; 45.

Junior electrical engineer, Hospitals; 17 (list of January 8.)

Numeric key punch operator (RR), grade 2, Finance; 43 Y.

Plumber (appropriate), Hospitals; 56.

Probation officer, grade 1 (SS, CM), Court of Special Sessions; 43.

Radiologist, grade 4, Hospitals; V 6.

Railroad porter, NYCTS; 4850.

Roentgenologist, grade 4 (revised), Hospitals; 35.

Social investigator, grade 1, Welfare; 2845.

Supervising tabulating machine operator (IBM), grade 3; 18.

Surface line operator, NYCTS (appropriate); 5775 Y.

Turnstile maintainer, NYCTS (revised); 68.

Typist, grade 2: Education, 528 Y; Housing and Buildings, 545 Y.

Water tender, Marine and Aviation; V 57 Y.

**PROMOTION**

Assistant train dispatcher, Transportation; V 11.

Cashier, grade 3, Transportation; 17.

Elevator mechanic (revised), Public Works; 8.

Foreman (cars and shops), NYCTS; 37.

Foreman (signals), NYCTS; V 23.

Law assistant, grade 3 (revised), Welfare; 22.

Supervisor (electrical power), NYCTS; 7.

**PREFERRED LIST**

Law assistant, grade 3, Welfare. SPECIAL MILITARY

Car cleaner (from railroad porter list established August 10,

1951), Transportation; VPC 4089.5 Y.

Cashier, grade 3, Transportation; V 5.5.

Cleaner (men), City College, Brooklyn College, Queens College, Housing Authority, Public Works, Health; 2938 Y.

Clerk, grade 2, Comptroller's Office, Triborough Bridge and Tunnel Authority; VPC 3019 Y.

Conductor (from surface line operator list established June 12, 1951), Transportation; 5030 Y.

Foreman (signals) NYCTS, from promotion list established November 20, 1951; VPC 10.5.

Laborer, Queens Borough President's Office; 1629 Y.

Railroad caretaker (from list established March 10, 1951), Transportation; 1052 Y.

Railroad porter (from competitive list established June 10, 1951), Transportation; VPC 4089.5 Y.

Railroad watchman (from railroad porter list established August 10, 1951), Transportation; VPC 4089.5 Y.

Social investigator, grade 1 (from competitive list established September 20, 1951), Welfare; 1160 Y.

Turnstile maintainer (from competitive list established July 19, 1949), Transportation; V 211.

**LABOR CLASS**

Cleaner (men), City College, Brooklyn College, Hunter College, Queens College, Health, Public Works; 3052 (list of December 5, 1950); 259 Y (list of July 23).

Cleaner (men) appropriate, Housing Authority; 3441 (list of December 5, 1950); 312 Y (list of July 23).

Cleaner (men) appropriate, Health; 3052 (list of December 5, 1950); 249 Y (list of July 23).

Cleaner (women), Transportation; 11 Y.

Laborer, Queens Borough President's Office; 3555.

# Resort Directory

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# Full Text of Requirements In Last Patrolman Test

The text of the NYC Civil Service Commission's advertisement of the previous regular exam held for patrolman (PD), for which applications were received in 1949, follows, and is expected to be closely followed in the new test:

No. 6029  
PATROLMAN, POLICE DEPARTMENT

Salary: Entrance salary, \$2,800 per annum, with statutory increments to \$3,800 per annum. In addition there is a bonus of \$350 per annum at present. (Present starting pay is \$3,725 and after two years is \$4,150.—Editor).

Applications: Issued and received from 9 a.m., December 27, 1949, to 4 p.m., December 30, 1949, at the offices of the Commission, 96 Duane St., Manhattan, New York City.

Fee: \$2.

Ages: The Administrative Code provides that only persons shall be appointed patrolmen who shall be at the date of filing an application less than 29 years of age. In addition, no person who has not reached his 20th birthday on the last date for the receipt of applications (December 30, 1949), may file an application.

Exception: All persons, who were engaged in military duty, as defined in Section 246 of the Military Law, subsequent to July 1, 1940, and in time of war, may deduct the length of time they spent in military service from their actual age in determining their eligibility. (Sub.3(e), Section 21, Civil Service Law; sub.10a, Section 246, Military Law).

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

Requirements: No formal educational requirements.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence.

Proof of good character will be an absolute pre-requisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the Uniformed Forces of the Police Department. In addition, the Rules of the Municipal Civil Service Commission provide that no person convicted of petty larceny or who has been dishonorably discharged from the army or navy shall be examined or certified or appointed as a patrolman.

Applicants must not be less than 5 feet 8 inches (bare feet) in

height and must approximate normal weight for height.

Required vision — 20/20 for each eye, separately, without glasses.

Duties: General police duties, including detective work, as assigned by the Police Commissioner. Promotion opportunities to Sergeant.

Tests: Written, weight 50, 70% required; physical, weight 50, 70% required.

The written test will be held first and will be designed to test the candidate's intelligence, initiative, judgment, knowledge of the organization and functioning of government agencies, laws affecting the work of the Police Department.

The competitive physical tests will be designed to test competitively the strength, agility, stamina and endurance of candidates. Candidates will take the physical tests at their own risk of injury, although the Commission will make every effort to safeguard them. Medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical test any candidate who is found medically unfit.

Medical and physical requirements as posted on the Commission's Bulletin Board must be met. Physical tests will be conducted chiefly outdoors or in an adequate indoor space. Specific tests will be announced in The City Record as soon as finally determined.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision, heart and lung diseases, hernia, paralysis and defective hearing. Persons must be free from such physical or personal abnormalities or deformities as to speech and appearance as would render their admission to the service undesirable. Candidates are warned to have teeth in perfect condition at the time of the medical examination. Defective teeth are cause for rejection. Examination by a qualified dentist is a wise precaution in advance of this examination. Candidates rejected medically will receive only two opportunities for re-examination thereafter.

Candidates are warned to make full and complete statements on their application blanks. Misrepresentation is ground for disqualification.

The pertinent sections of the General Examination Regulations are also to be considered part of this notice.

## Skilled Trade Jobs

A dozen kinds of jobs are open at the U. S. Naval Powder Factory, Indian Head, Md., at \$1.02 to \$1.79 an hour. The jobs are: machinist, automotive mechanic, oiler, carpenter, pipefitter, blacksmith, boilermaker, sheetmetal worker, letterer and grainer, powder and explosive worker, laborer, laborer cleaner.

Apply to the Fourth U. S. Civil Service Region, Third and Jefferson Drive, S. W., Washington, D. C.

# Exam Early in '53 to Offer Career as NYC Policeman

The NYC Civil Service Commission will wait until after the next groups of eligibles are appointed patrolmen (P.D.), before it takes formal action on holding a new patrolman test, said Samuel H. Galston, director of examinations. "The exam will be held next year," Mr. Galston added.

It is expected to open early in the year for receipt of applications.

## Schedule May Rise

The present eligible list consists of about 3,900 names. It is expected all eligibles will receive job offers before the list resulting from the new exam is established.

The following is the schedule of appointments under the present budget: 400 on October 1, 400 on January 1, 1953 and 800 between

# Navy Yard Has Sandblaster, Rigger Jobs

Applications will be received until further notice for rigger, helper rigger and sandblaster jobs at the New York Naval Shipyard, Brooklyn, and other naval installations in NYC. The exam is No. 2-1-14 (52).

No written test will be held. A performance test may be given.

Rigger pay is \$14.24 to \$16 a day, helper rigger, \$11.36 to \$12.80, and sandblaster, \$12.08 to \$13.60.

Experience in the respective trade is required as follows: Rigger, 4 years; helper rigger, 6 months; sandblaster, 3 months.

Apply to Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y., or Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.

## Physical Ability Required

Persons with physical handicaps are invited to apply; but applicants must be physically capable of performing the duties of the position efficiently, must be free from such defects or diseases as would constitute a hazard to themselves or others.

The minimum age is 18 years. There is no maximum. However, appointing officers will not be required to consider any persons who, on the date of filing application, have passed their 62d birthday, except those entitled to veteran preference.

Applicants must be citizens of the United States or natives of American Samoa.

## Veteran Preference

Veterans claiming five-point preference based on war-time military service are not required to furnish proof of discharge until the time of appointment. All other preference applicants should submit Form 15, together with the documentary proof at the time of sending in filled-out application.

It will not be necessary for any who received an eligible rating for any of the trades in exams Nos. 2-1-2 (51) or 2-1-10 (50) to apply in the present test.

# Dime Bank, Brooklyn, Lauds Vets on Loans

War veterans who have borrowed money from The Dime Savings Bank of Brooklyn with which to buy homes are meeting their monthly mortgage payments much better than the public as a whole, George C. Johnson, president of the bank, reported.

"Less than three-quarters of 1 per cent of our veterans' loans under the G. I. Bill of Rights are in arrears," Mr. Johnson said. "The Veterans Administration reports at least 1 per cent of its guaranteed loans are in arrears."

Since the beginning of the G. I. home loan program in 1944, the bank has made 17,958 home loans to veterans, aggregating \$177,800,000, Mr. Johnson said. Nearly \$17,000,000 of this has been paid off and veterans' current balances total \$160,944,187.

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

January and June 30, 1953, the end of the fiscal year. The numbers are expected to increase from this 1,600 listing to more than 2,000, because of the law requiring retirement at age 63, and other reasons.

## Pension Provisions

The Police Pension Fund provides for retirement at half pay after 20 years of service, with \$50 pension additional for each extra year beyond 20 years, or a possible total of half pay plus \$500 for 30 years' service. The City contributes 75 percent, the employee 25.

The Administrative Code provides that only those persons shall be appointed patrolman who, on the date of filing their application, are less than 29 years old. Also, no person who has not reached his twentieth birthday on the last day for receipt of applications may be appointed.

## Requirements Summarized

Veterans 29 or over who were engaged in military duty in time of war, or any related period included by Presidential order or Congressional enactment, may deduct from their actual age the length of time spent in the armed forces, and if the result is less than 29, they satisfy the maximum age requirements.

Other requirements include U.

S. citizenship, New York State residence when applying, and continuous residence in NYC for the three years immediately preceding appointment.

Anybody convicted of petty larceny or a felony may not be appointed a patrolman.

Required vision is 20-20 for each eye separately, without glasses.

## 70 Percent Pass Mark

The pass mark in the written and the physical tests is 70 percent and each counts alike. A candidate must pass the written test before being admitted to the competitive physical, and must also pass a qualifying medical test, which includes the vision appraisal, and checking of lungs, heart, hearing, teeth, etc.

Candidates may be rejected for any deficiency or disease that tends to impair health or usefulness, such as hernia, paralysis and subnormal hearing.

## Good Teeth Required

Freedom from physical or personal abnormalities as to speech or appearance also is required. Teeth must be in perfect condition at the time of the medical test, but that doesn't mean that all of a candidate's teeth must be natural ones. All could be false. The teeth requirement is aimed at good appearance and good health through proper mastication.

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<input type="checkbox"/> Bus Maintainer ..... \$2.50	<input type="checkbox"/> Playground Director ..... \$2.50
<input type="checkbox"/> Car Maintainer ..... \$2.50	<input type="checkbox"/> Plumber ..... \$2.50
<input type="checkbox"/> Civil Engineer ..... \$2.50	<input type="checkbox"/> Policewoman ..... \$2.50
<input type="checkbox"/> Clerical Assistant	<input type="checkbox"/> Postal Transp. Clerk ..... \$2.00
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# Hospital Jobs As Attendant

Jobs as hospital attendant at Veterans Administration hospitals in Manhattan, the Bronx and Brooklyn will be filled from an exam open until Monday, September 22. The pay is \$2,500 a year. Applications will be received only from persons entitled to Federal veteran preference. The exam is No. 2-66-4 (52).

Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Board of Civil Service Examiners, VA Hospital, 130 West Kingsbridge Road, Bronx 68, N. Y. Mention both title and exam number.

No experience or training is required.

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# Postal Clerk Convention Hears Congressman Plead for Promotion By Merit, Instead of by Purchase

ST. PAUL, Minn., Aug. 25—A Congressman, addressing the 27th annual convention of the National Federation of Post Office Clerks, told the assemblage that it was the duty of Congress to enact a merit system of promotions for the department.

"I believe," said Harold C. Hagen of Minnesota, ranking minority member of the House Post Office and Civil Service Committee, "in promotion based on merit rather than as the result of payment of a fee."

He was the one who called for the remedial legislation. Bills seeking to achieve the goal have not been successful in the past.

While he did not prophesy success for this measure in the new Congress, he did say that the Rhodes bill, providing for union recognition by the Government as an employer, would be passed, in his opinion, by the new Congress.

**Fitzgerald Heads Delegation**  
On the score of political appointment of postmasters, he reiterated his opposition and said

that clerks should have the right to look forward to becoming postmasters. That was a hint that competitive promotions should be authorized and that the promotion "ladder" should reach all the way to the top. However, the Postmaster General is a member of the President's cabinet, and the postal union has never gone on record in favor of denying the President the right to choose his own cabinet members.

Another Congressman spoke on the U. S. Civil Service Retirement System, saying that it was in better financial condition than the public realized. He took issue with Chairman Robert Ramspeck of the U. S. Civil Service Commission, who has been attempting to get Congressional appropriations to finance the addition expense of increasing pittance pensions.

"The employees have paid more into the fund than it has paid out in pensions," said Representative Gardner R. Withrow of Wisconsin.

A delegation from NYC was headed by Patrick J. Fitzgerald,

president of the New York Federation of Post Office Clerks.

## Federal Employee

AN additional 85,000 U. S. employees, all working outside of the U. S., will come under competitive civil service if the Commission adopts a suggestion of the Defense Department.

Those appointed before September 1, 1950 would gain status if they pass a non-competitive exam and are recommended by their superiors. Those appointed after that date would get temporary appointments which could lead to status. The plan would also encourage transfer of employees between domestic and overseas jobs.

UNDER new rules issued by the U.S. Civil Service Commission, loyalty forms need not be submitted when a federal employee is reappointed with a break in service of less than one year if the employee's case was previously completely processed. This does not apply, however, to sensitive positions. Agencies will continue to submit for a record check and inquiry cases of appointees to sensitive positions when there has been a break in service, regardless of the length of the break.

THE DEPARTMENT of the Air Force has a program to discover supervisory and administrative talent from within the ranks of its civilian employees. Test materials have been validated on employees and specific norms developed for selection of staff members, as well as research administrators. Eighteen Air Force bases have conducted this exam.

### ADD FEDERAL EMPLOYEE

THE RULE that per diem employees must work to be paid, whereas per annum employees may be paid under extenuating circumstances, without working, appears headed for softening. The Navy Department doesn't like the way Comptroller General Lindsey Warren's no-work-no-pay ruling works out. It cites instances of strikes, transportation tieups, machinery breakdowns, heat waves, and other factors that prevent employees from working, and feels that per diem workers are entitled to treatment similar to that accorded to annual employees.

PRESIDENT TRUMAN has asked the Civil Service Commission for a uniform plan, to be applied to all agencies, where the question of loyalty arises in connection with hiring or job retention.

The Interdepartmental Committee on Internal Security complained to him that an acute problem exists because of confusing and contradictory methods of handling security risk cases. The committee recommended that the term national security be applied only to cases of safeguarding the U. S. from subversive acts; that agencies should decide which positions shall be classified as "sensitive"; that each agency should determine if it needs a security program at all, and that the proposed uniform plan should not affect present acceptability standards in U. S. employment.

### PATROLMAN ELIGIBLES SEEK MORE APPOINTMENTS

Members of the Police Eligibles Association have been called to a special meeting this Thursday evening at Werdermann's Hall, Third Avenue and 16th Street, to discuss means for the appointment of more men from the current patrolman list. The group is headed by George Boertzel.

Mayor Vincent R. Impellitteri recently announced that 1,600 men would be appointed to the NYC Police Department before July 1, 1953, and it is expected that a class of 400 will start at the Police Academy in October. However, the list established on May 8, 1951 had 6,993 names and the lowest man reached for certification was number 3065.

## EDITORIAL

# It's a Job to Fill Supervisory Job

THE U. S. Senate Post Office and Civil Service Committee has started something important in recommending that the method of hiring supervisors should be improved.

Technical proficiency, best work records and seniority as standards, and absence of interdepartmental promotions, are adversely criticized. Particularly does the committee object to seniority proving such a high hurdle that brilliant employees with short U. S. service records quit for jobs in private industry.

Also, the committee complains that "there is no reservoir of potential supervisors." The way to establish such a reservoir is through competitive promotion exams. But the committee interposes a problem when it asks that there be objective appraisal of leadership qualities and ability to get along with people. Standard exams that do not probe for such qualities now tax examiners. But the last word has not yet been written on how far a competitive exam can provide a basis for judging the elusive abilities of candidates.

If the report does no more than stimulate an interest in having the competitive promotion exam accepted, it will have served an excellent purpose. Such an exam largely avoids the shortcomings of methods in which personal preference plays a deciding part.

The committee says that a candidate unknown to the appointing officer or agent, no matter how competent, finds it difficult to get promoted, and deplores "the lack of procedural method" to determine the ability of a stranger.

These observations by the committee go to the root of a problem not solved with complete satisfaction in other jurisdictions, either. The panel discussion of examining methods that The LEADER will sponsor in the fall, will be asked also to cite facts and give opinions on the best way to fill supervisory jobs.

### Non-Residents Now Get Equality In Illinois

Illinois has changed its method of handling nonstate eligibles. Formerly, nonresidents on eligible lists resulting from an exam for which residences was waived were not certified until the names of all residents on the list were exhausted. Now, nonresidents will be certified as their names are reached.

# Phony Hiring Practices Uncovered in National Production Authority

The U. S. Civil Service Commission announced that it has withdrawn appointing authority from the National Production Authority and ordered corrective action which may involve more than 100 jobs because of "irregularities in appointments" during 1951.

The Commission stated that 11 percent of NPA's appointees above GS-5 (\$3,410 per year) were ineligible for their jobs at time of appointment and that the NPA filled positions outside civil service registers during the time they were returning Civil service eligible lists without selection.

The Commission also found NPA had in its files applications of veterans qualified for positions to which non-veterans were appointed, and that no adequate records were kept to show what consideration had been given to veterans.

Future NPA personnel actions must be submitted for prior approval to the director of personnel of the Department of Commerce, parent organization of NPA, or to some other person designated by the Secretary of Commerce.

Corrective actions required by the Commission will include re-

assignment or firing of a number of persons.

### 200 Found Not Qualified

Details of the Commission's major findings are as follows:

Upon review of 1,761 appointments, of which nearly half were made to the position of Commodity-Industry Analyst, approximately 200 appointees were found not to be qualified at the time of appointment. Ninety-nine of the 200 still are not eligible for the positions they now occupy.

A spot check of applicant files revealed 227 applications from veterans had been "charged out" of files and could not be located.

The names of 799 available civil service eligibles were returned unused during the time the agency was making 100 appointments under authority of a Commission letter, which sanctioned "concurrent recruiting" by agencies. The letter required that the agency would appoint all available eligibles on the Civil Service certificates if it made use of the concurrent authority.

The actions objected to were taken under a previous administration of the NPA, and the present administrators have been taking a "beating" in the press for the 1951 doings.

# U.S. Supreme Court to Pass On Law Freezing Vets in Jobs And Prohibiting Pay Reduction

WASHINGTON, Aug. 25 — The U. S. Supreme Court will be asked to decide whether the reorganization of a Federal department or agency, in which veterans either lose their jobs or are demoted, is of the same effect as an outright reduction in force to which maximum veteran retention benefits apply.

In a case arising in Philadelphia, Nathaniel H. Laden was reduced in grade in a reorganization of the Veterans Administration office. He cited the 1912 Soldiers and Sailors Relief Act, which provided that in cases of reduction in force, "no honorably discharged soldier or sailor whose records in said department is good, shall be discharged or dropped or reduce in rank or salary."

### What Court Held

Chief Judge Kirkpatrick of the U. S. District Court, Eastern District of Pennsylvania, upheld Mr. Laden, on the ground that the downgrading resulted from a reorganization that was really a reduction in force.

The U. S. Civil Service Commission contended that the Veterans Preference Law of 1944, which deals with retention and pay

rights, superseded the soldiers 1912 law.

The case is of extreme importance because it would affect hundreds of thousands of cases.

Reduction at present is practiced as follows: temporary employees go first, indefinite employees next and permanent employees last, while within each group non-veterans are let out before any veterans. If the court's ruling prevails on appeal, veterans would have absolute retention preference.

### The Effect Analyzed

The Commission pointed out that a veteran with only one day's U. S. civilian job service could "bump" a non-veteran career employee of any number of years' service.

If the 1912 law holds, while temporaries might not be benefited, all indefinite and permanent employees would be treated as one group, and veterans in either of those two groups would hold the upper hand. That, said a Commission spokesman, could result in the elimination of practically all save veterans from among the male employees of the U. S. Government, and vastly increase the percentage of veterans among women employed by the U. S.

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