

Civil Service LEADER

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Biography
RESEARCH DIVISION
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Assn. Committee Asks 40-Hr. Week, Meal Tickets, Service Increments, No Budget Director Veto of Raises

ALBANY, Sept. 10 — The Resolutions committee of the Civil Service Employees Association met at the call of its chairman, Edward L. Ryan, of the State Department of Law, and considered all resolutions received from conferences, chapters and members throughout the State for action at the annual meeting at Albany on October 2 to 4.

Chairman Ryan, reporting to the membership in accordance with the by-laws of the Association, stated that resolutions were approved by his committee and will be submitted to the delegates at the annual meeting.

Mr. Ryan added that all proposals as to salary adjustment requests had been referred to the salary committee of the Association in connection with the intensive year-round salary studies being conducted by the committee and Henry L. Galpin, Association salary research specialist. The salary committee will report to the resolutions committee prior to the annual meeting and the final resolution to be recommended by the resolutions committee will be considered later.

Other Committees Consulted
Several other resolutions were referred to standing committees of the Association for recommendations to the resolutions committee and action by the resolutions committee. These included proposals for mandatory salary plans for civil divisions of State Government, changes in allowances to persons required to use their own cars on public business and as to the equity of the requirement of such use, and the holding of the annual dinner in NYC in 1952. Action on some of the resolutions was deferred pending further study.

Besides chairman Ryan, the resolutions committee members present were Robert Leonard, Harry M. Dillon, John F. Powers, Guy de Cordova, Melba R. Binn, Robert L. Soper, Joseph J. Byrne, Robert Baylor, Remington Ellis, John Miller and Edmund J. Bozek.

Abstract of Resolutions
The resolutions approved by the resolutions committee follow:
Additional increments based on length of service — Resolved, that

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

Maximum 40 hours 5 day week — Resolved, that the Association urge prompt adoption by the State and local units of government within the State of a basic 40-hour, five-day week for all State and local civil service employees where longer than 40 hours per week now prevails and that employees shall be paid for all required work performed beyond 40 hours at straight time pay.

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

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

Elimination of budget veto on reclassification — Resolved, that the Association sponsor legislation which will eliminate the authority of the Budget Director to veto reclassifications approved by the Classification and Compensation Division.

To make immediately effective all salary reallocations — Resolved, that the Association urge the adoption of amendments to the statute which will mandate the payment of the salary provided for the position and grade according to years of service in the title in the case of each salary reallocation from the date any such reallocation is approved by the Classification and Compensation Director or Board.

Extension of competitive class — Resolved, that the Association continue and intensify its efforts to obtain extension of the competi-

tive class to all positions which by law should be so classified.

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

Twenty-five year retirement for uniformed prison employees — Resolved, that the Association sponsor legislation to provide retirement after 25 years of service at half pay for uniformed employees of the Department of Correction.

Twenty-five year retirement for ward mental hygiene employees — Resolved, that the Association sponsor legislation to provide retirement after 25 years of service at half pay for employees of the Department of Mental Hygiene.

Augmentation of present retirement plans — Resolved, that the Association urge prompt action to augment the State Retirement allowances by the addition of the Social Security Old-age and Survivors Insurance allowances or otherwise to provide fair and necessary superannuation care for retired public employees of the State and the subdivisions of the State.

Extension of coverage of disability retirement allowances — Resolved, that disability retirement benefits applying at present to persons under age 60 be extended to members of the State Retirement System who continue to work after age 60.

Retirement after 25 years of service under present plans — Resolved, that the Association seek amendment to the State Retirement Law to provide that any member who has rendered 25 years of service may retire under the 55 or 60 year plan with benefits in accord with such plans.

Retirement after 30 years of service under present plans — Resolved, that the Association seek amendment to the State Retirement Law to provide that any member who has rendered 30 years of service may retire under the 55 or 60 year plan with benefits in accord with such plans.

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

Meal tickets — Resolved, that the Association continue its efforts to urge upon the appropriate

officials that a system of meal tickets be instituted for employees of State institutions in lieu of the present system of compulsory payment for meals whether or not the meals are actually taken at the institution.

Fair holiday and leave privileges for public employees — Resolved, that the Association take all proper steps to assure that all employees of the State and of its civil divisions, including the State Colleges, schools and institutes, shall be granted leave without loss of pay on all legal holidays or shall be granted such privilege through days in lieu of holidays where public service requires the employee to work on legal holidays.

Study and action covering wearing of uniforms — Whereas it is considered desirable to the performance of their duties to require certain State employees to wear uniforms of a specified type, and Whereas, such practice is not consistent throughout State service and some groups of employees feel that uniforms should be required in their type of service where they are not now required, Therefore, Be It Resolved that the Association urge upon the proper authorities that a definite study be made promptly and that a consistent policy as to requirements governing the wearing of uniforms be established.

Public Employees required to wear uniforms to be furnished same — Resolved, that the Association take appropriate action to insure that all employees of the State required to wear uniforms shall be furnished with such uniforms by the State, or that they shall be reimbursed for the cost of such necessary uniforms.

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

Adoption of Code for Public Employees — Resolved, that the Civil Service Employees Association adopt the following code as truly expressive of the aspirations and desires of the members of the Association.

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

"I serve that government directly as a public servant.

"I am honored by the opportunity for public service.

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

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

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

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

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

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

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

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

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

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

"I shall insist upon the right at all times to petition and appeal individually and through the organization of my choice for the establishment and application of sound and fair employment practices for all who serve my government."

EDITORIAL

An Old Problem Must Be Met

THE cost of living has risen 9 percent during the past year. The most conservative predictions of economists hold that another 3 percent increase may be anticipated in coming months. And some economists predict even a rougher inflation.

The economic facts must be given full consideration by government authorities. On the State level a new wage increase must come. The very arguments advanced by the State last year, based on economic conditions, apply now. In New York City, which is in many ways the depressed area of government service, a situation which was desperate a year ago has become far more desperate since. The City administration must, whatever its problems, find ways to alleviate the increased distress. And on the Federal level, the year-long haggling must come to an end, and Congress finally come to a wage decision in line with the cost-of-living.

State Tradesmen Ask Court Order for More Pay

ALBANY, Sept. 10 — A court move has been begun to compel New York State to raise the salaries of a group of its tradesmen and skilled workers.

Basis for the action is this: J. Earl Kelly, Director of Classification and Compensation, had on May 18 approved increases. On March 31, without public notice and without citing reasons, the Budget Director turned down the proposed pay increases.

The Budget Director's action, says a lawsuit brought through the law firm of DeGraff, Foy, Conway and Holt-Harris, was "arbitrary, capricious and unreasonable." Petitioners in the suit

are the Civil Service Employees Association and Richard M. Buck, a carpenter at Marcy State Hospital. The defendant is T. Norman Hurd, Director of the Budget. The court is being asked to issue an order directing that Mr. Hurd immediately approve the reallocation from Grade G-8 to G-9 the positions of asbestos worker, blacksmith, bracemaker, carpenter, locksmith, motor equipment repairman, painter, rigger, roofer and tinsmith, sheet metal worker and welder. The present pay of these workers, at G-8, carries a minimum of \$2,622 and a maximum of \$3,312, plus emergency compensation.

The employees had applied for

new allocations, and after a series of lengthy hearings, the Director of Compensation had found that a one-grade increase was justified. Mr. Kelly wrote: "From a careful study of the salaries paid for like work by states in the same economic group as New York, and by the Federal Government, and with due regard to proper relationships within our own compensation plan, it is recommended that the . . . classes be reallocated from Grade 8 to Grade 9."

The new grade would carry a minimum of \$2,760 and a maximum of \$3,450, plus cost-of-living wage increases granted as of April 1, 1951.

The case will be heard in the Supreme Court, Albany County.

83 Exhibits Chosen for Association Art Show

ALBANY, Sept. 10 — An overall trend toward the modern techniques in painting marked the first Art Show sponsored by the Civil Service Employees Association, featuring the work of public ser-

vants. "Although these were examples of many individual styles, in my opinion the modern trend is definite," said one art critic who saw the exhibit which had been sel-

ected by the judges.

The exhibit represents a good cross-section of art work, showing both conservatism and contemporary trends.

A few examples of abstract

paintings were selected by the judges, which add rich colors and designs to the exhibit, even though they might cause some bewilderment to some who see the show.

"But beauty is its own excuse for being, and need not be interpreted in terms of common denominators," one art critic observed. The world has always been moved by those who dared to defy form and convention in the devotion to an idea, whether it be in politics, literature, art or music.

Exhibits Number 83

Eighty-three exhibits will be shown. They were selected from about 300 entries. As was expected, the largest number of exhibitors came from the City of Albany; yet a good representation came from the surrounding areas. Schenectady, Troy, Rensselaer, Waterford, Gloversville, Ballston Spa, Cohoes and other neighboring communities.

The preponderance of exhibits will be in oil and water color paintings. There will also be representations of the techniques of ceramics, sculpture and batik work.

Charles B. Sheridan, Art Show committee chairman, in commenting on the work of the judges, said:

"The committee expresses its sincere appreciation for the efforts and work of the judges. They were faced with a real task in selecting the exhibits. The committee and the Association now have a show of very high quality and one in which the public servants can take real pride. I have heard some professional opinion expressed already which does the show credit.

Like Umpiring

"At first glance it might seem as if the judges were strict in their selections, but when you consider that only 95 persons submitted entries, and each person was permitted to submit up to three, the number of rejections is not appalling. It is hoped that those who were not fortunate enough to have had their entry selected will not be discouraged. I know the veteran artist will not.

"I may say in passing that the paintings of one nationally famous artist were rejected by the judges. The veteran artist knows that the judges have done the best job they know how to do, and exercised no negative judgment on his paintings or abilities. Sometimes

the very painting which is rejected in one show wins the first prize in another. Judging an art show is like umpiring a baseball game. You have to know what you are doing, to do either, and the same faith in the decision must exist."

Mr. Sheridan stated that the names of the prize winners will be announced at the time of the opening of the show, September 18. The show will continue until October 9.

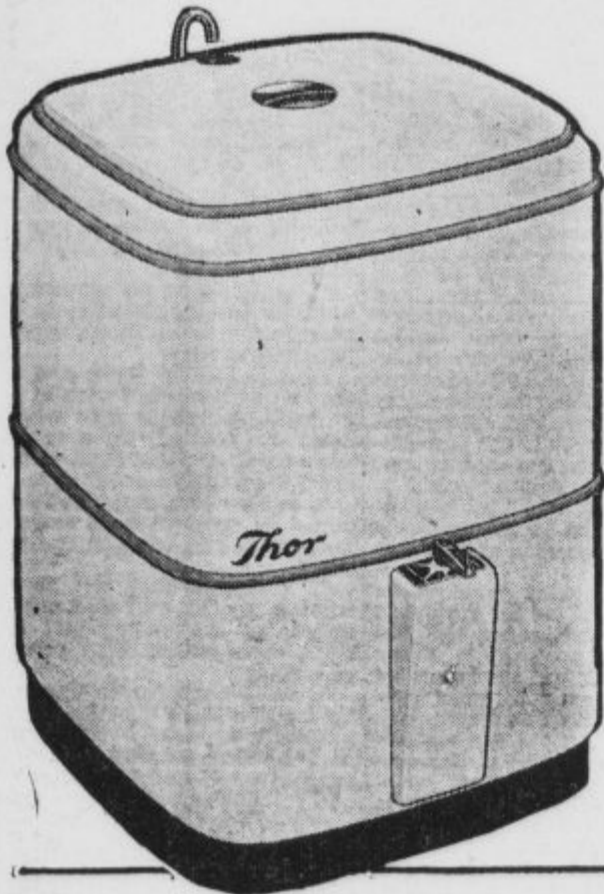
The exhibitors and the number of their exhibits, if more than one:

John Albrezzi, Schenectady, two; Nicolas Apgar, Troy, two; Edwin Becker, Delmar; Dorothy V. Bennit, Albany; Konrad Birkhaug, Albany; Howard J. Blanchfield, Schenectady, two; Cora Brockley, Albany; Karl L. Brooks, Albany, two; Edith M. Caravatta, Albany; Margaret M. Ciccolella, Albany, two; Ida M. Cohen, Albany, two; Anne Coplon, Albany, two; F. M. Crouse, Albany; M. O'L. Crowe, Albany, two; Hazel Cummings, Schenectady, two; Angelo DeSousa, Albany, two; Nicholas Drachos, Castleton; Ruth W. Eaker, Schenectady, two; Helen Gainor, Waterford, two;

John Gallucci, Albany; James V. Gilliland, Schenectady, two; Florence V. Grubb, Delmar; Marjorie Hogarty, Albany; Anne Hubicki, Troy, two; John M. Jehu, Slingerlands; Mrs. John P. Jehu, Slingerlands; David E. Kuschner, Albany; Ivan Lawson, Albany, two; DeForest Layton, Averill Park, two; Edith M. Layton, Averill Park; Helen K. Leahey, Albany; Wilfred C. Lemily, Albany; Matthew Lo Russo, Albany, two; John J. Mausert, Albany; Clover E. Mikol, Delmar; D. E. Morey, Albany; Ella Murphy, Albany; Robert E. Passarelli, Altamont; Irma Philpot, Albany; Vincent Popolizio, Albany; Frank C. Reed, Albany, two; M. L. Dodson Requa, Schodack Landing, two; Joseph Rothman, Albany, two; Elizabeth Rothstein, Menands, two; Jane E. Rullison, Amsterdam, two; Helen C. Ryan, Schenectady, two; Frances Sedlacek, Coxsackie; Ethel R. Simmons, Albany; Mabel Becker Tacey, Albany, two; Harriet O. Timmers, Ravena; J. Todak, Elsmere, two; Janice VanAlstyne, Nassau; E. G. Weinheimer, Ballston Lake, two; R. D. Williams, Rensselaer; Verona E. Williamson, Albany; David Zelle, Waterford, two.

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Public Invited, Admission Free To Association Art Show

Admission to the Art Show of the Civil Service Employees Association, to be held September 18 to October 7, will be free, and the public is invited. The show will be closed on Mondays. The hours: Tuesday through Saturday, 10 a.m. to 5 p.m.; Sunday, 2 to 6 p.m.

It will be held at the Albany Institute of History and Art, 125 Washington Avenue, Albany, N. Y.

Metropolitan Conference To Hear Courses Described

William Hollis, of the In-Service Training Division, State Department of Civil Service, will be the main speaker at the meeting of the Metropolitan Conference, Civil Service Employees Association, to be held on Saturday, September 15 at Manhattan State Hospital, Wards Island. He will describe the many new courses for State and other public employees that the

department is giving, in its most ambitious in-service training program.

The Conference, of which Sidney Alexander is chairman, will vote on whether to institute a blood bank for the benefit of members and their families. The Red Cross has promised to assist, and to provide bloodmobiles whenever the number of volunteer donors is large enough.

The committees, and their chairmen, have been reappointed by Mr. Alexander. He thanked them for their excellent aid to the Association and for advancing their own ideas, worthwhile to the Association.

No Extra Charge For Insurance on NYC Pension Loan

IS IT NECESSARY to take out a new loan with the NYC Employees Retirement System, to be insured October 1 under the new law?

GASTON LA FORGE

No. Outstanding loans will be automatically insured, within the prescribed limits of the law. The maximum is \$2,000. The percentage of the loan insured is governed by this time-table, counting from October 1, 1951: first 30 days, 0%; 30th through 59th day, 25%; 60th through 89th day, 50%; on and after the 90th day, 100 per cent, not to exceed \$2,000.

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Correction Groups To Meet Sept. 17, Discuss New Plans

OSSINING, Sept. 10 — A meeting of the following Civil Service Employees Association chapters of the New York State Department of Correction will be held in Newburgh on September 17: Green Haven Prison, Matteawan State Hospital, Napanoch Institute, N. Y. State Vocational School, Sing Sing State Prison, Wallkill State Prison, Westfield State Prison and Woodbourne Correctional Institute.

These meetings are held at various intervals for exchange of information and to avoid work duplication.

The following resolutions, which have been presented to the resolutions committee of the CSEA with the endorsement of all Correctional chapters throughout the State, through the Correction Department, Civil Service Conference, will be discussed:

1. Salary adjustment
2. 40-hour week law passed by the Legislature
3. All inclusive attendance rules

4. 10, 15 and 20 year service increments.

5. Compensation benefits for employees over 60 years of age

6. Pension protection for widows of retired employees under the old retirement system.

7. Religious days of observance be granted to all employees

8. Vested pension rights.

9. Time and a half for work over 40 hours a week.

10. Sickness, overtime and vacation credits to be granted or paid for at time of retirement

11. Pay checks to be received every 14 days.

Letters Sent

Charles Lamb, president of the Correction Conference, has sent letters to secretaries of chapters in the area south of Albany, urging them and their members to attend.

Woodbourne chapter's president, Fred L. McCarthy, and Delegates Raymond Johnson extend invitations to the meeting to State Correction Employees from any prisons north of Albany who happen to be in the vicinity of Newburgh on September 17.

Association Membership Meetings Begin This Week In All Parts of N. Y. State

ALBANY, Sept. 10 — Membership meetings of the Civil Service Employees Association began this week throughout the State. The meetings follow the pattern laid down in past years, except that they are more intensive this year. The Association seeks to go far beyond the 52,000 membership figure currently attained. The president of every chapter and the chairman of its membership committee are conducting the meetings.

A variety of printed material is being distributed, including the newly-designed bulletin "THIS IS FOR YOU." In addition, members are receiving chapter membership reporting forms, instructions to membership committee with list of the membership committee for each chapter, and the Association calendar for the month of October, with a special heading emphasizing the beginning of the Association year, October 1, 1951. This material was assembled and budied at Association Headquarters and will be delivered at the time of the membership meetings to each chapter representative. In the event that the chapter representative is not able to be present at the area meeting, deliveries will be made of the material to the chapter officers at the earliest possible moment. The territory assignments and the dates of the meetings are listed as follows:

Albany Chapters

The Albany Conference chapters will hold their membership meeting at Association headquarters on September 12, and the meeting will be conducted by President Jesse B. McFarland.

Culyer's Meetings

Charles R. Culyer, field representative, will conduct these area

meetings: Middletown, September 10; Forest Protection, Game Protectors, Middletown State Hospital, Warwick, Woodbourne Prison, Napanoch Institution, New Mamp-ton, Orange Public Works, Wallkill Prison, Orange, Sullivan Chapters; Haverstraw, September 11: Palisades Park, Letchworth Village, Rehabilitation, Rockland State Hospital, Rockland, Rockland Public Works, Chapters: White Plains, September 12: Sing Sing Prison, Westfield, Westchester, Troop K, Arts & Science, Taconic Park, Metropolitan Armories, Public Service, Brooklyn State Hospital, Psychiatric Institute, Parole, Manhattan State Hospital, Willowbrook State Hospital, Creedmoor State Hospital, New York City, State Insurance Fund, Chapters; aWntagh, September 14: L. I. Agricultural & Technical Institute, Pilgrim, Kings Park, Central Islip, Public Works No. 10, L. I. Parks, Nassau, Suffolk, Chapters.

Piggott's Meetings

James Piggott, field representative, will conduct these area meetings: Mt. Morris, September 10; Craig Colony, Mt. Morris State Hospital, Genesee Park Commission, Genesee State Teachers, Attica Prison, Genesee Armory, Hornell, Steuben, Chapters; Gowanda, September 11: Hamburg Public Works, Thomas Indian School, Gowanda State Hospital, J. N. Adam Memorial Hospital, Southwestern, Chautauqua Public Works, Chautauqua, Cattaraugus, Fredonia State Teachers College, Chapters; Buffalo, September 12: Hamburg Public Works, Bpffalo, Buffalo State Hospital, Gratwick, Western Armories, Niagara Frontier, Western Unit-Barge Canal, Erie, Niagara, Genesee, Chapters Albion, September 13: Western Unit-

Barge Canal, Niagara, Albion, School for Blind, Attica Prison, Genesee, West Central-Barge Canal, Orleans Public Works, Brockport State Teachers College, Barge Canal, Troop A, Chapters; Rochester, September 14: Rochester, Rochester State Hospital, Public Works No. 4, Industry, Monroe, Brockport State Teachers College, Barge Canal, West Central-Barge Canal, Chapters.

Kerker's Meetings

Philip Kerker, field representative, will conduct these area meetings: Glens Falls, September 10; Mt. McGregor, Great Meadows Prison, Sartoga Spa, Warren, Champlain College, Chapters; Plattsburgh, September 11: Clinton Prison, Dannemora, Champlain College, Ray Brook, Clinton, Chapters; Ogdensburg, September 12: St. Lawrence Public Works, Agricultural School, St. Lawrence State Hospital, St. Lawrence, Potsdam State Teachers College, Chapters; Canajoharie, September 13: Herkimer, Mid-State Armories, Chapters Hudson, September 17: Eastern Barge Canal, Fulton, Montgomery, Cobleskill Institute, Coxsackie, Columbia Public Works, State Training School, Bridge Authority, Chapters; Poughkeepsie, September 18: Hudson River State Hospital, Harlem Valley State Hospital, Wassaic State School, Greenhaven Prison, Hudson Valley Armories, Matteawan State Hospital, Public Works No. 8, Ulster, New Paltz State Teachers College, Dutchess, Chapters.

Hollister's Meetings

Laurance J. Hollister, field representative, will conduct these area meetings: Elmira, September 11: Elmira, Elmira Reformatory, Chemung, Hornell Steuben; Ith-

(Continued on page 14)

Broome County Bulletin Solicits New Members

BINGHAMTON, Sept. 10 — Mrs. Lulu Williams has sent a membership solicitation bulletin to all county and municipal employees in the geographical area covered by the Broome County chapter, Civil Service Employees Association. She is president of the chapter. The bulletin follows:

It is generally agreed that insurance is a good thing. Nearly everyone has some form of insurance; life insurance, health insurance, accident insurance, fire insurance, automobile insurance, or some other kind of insurance. The purpose of insurance is PROTECTION. Most persons would not feel entirely secure without this safeguard.

Perhaps you have never thought about insurance in relation to your job. However, such insurance and protection of your interests in connection with your job is available to you through membership in the Broome County Chapter of the New York State Employees Association.

Membership in the Broome County Chapter of the Civil Service Employees Association assures a member of the protection of his interests in many ways.

Main Objectives Stated

The various Committees set up in the Association are constantly planning and working to secure the best possible advantages for Broome County employees. Some of our objectives are:

Salary ranges commensurate with salaries paid by private concerns for comparable positions.

Automatic yearly salary increments within established ranges.

Longevity increments above the maximum of the ranges as a reward for long service.

Saturday closing of County offices.

Broader sick leave and vacation plans.

Liberalized pension laws.

Through our affiliation with the Association we have access to legal counsel as well as the services of their salary consultant, and the assistance of field representatives.

The life of our Association depends upon the support of every County employee. Without the Association you have no representation. You owe it to yourself and your fellow workers to become a member. Fill in your application for membership on the reverse side of the enclosed notice.

'Preferred' DPUI List Under Study

ALBANY, Sept. 10 — Persons on the DPUI assistant claims examiner preferred list have been finding themselves in an impasse.

Until now, temporary appointments have been made from this list (or, in some cases, former DPUI employees have obtained permanent jobs in other departments). Now, after six months, the Civil Service Commission has begun canvassing the eligibles on the list if they will take permanent positions in their former DPUI title.

Working in other departments, some of the eligibles are loathe to accept the DPUI jobs, and the departments don't want to let them go. Upon failure to say Yes to the request of the Civil Service Commission, their names are removed from the preferred list, unless the declination is for a recognized reason.

John J. Kelly Jr., assistant counsel of the Civil Service Employees Association, has asked the Civil Service Commission to change its procedure, allowing those eligibles who turn down a canvass to remain on the preferred list.

Eligible List

- JUNIOR PSYCHOLOGIST, Grasslands Hospital, Dept. of Public Welfare, Westchester County**
1. Jortner, Sidney, Bklyn 83788
 2. Rothen, G. M., Irvington 83240
 3. Wolfson, William, Bronx 82000
 4. Weisberg, Edith J., Bronx 81880
 5. Friedland, David M., Bklyn 81848
 6. Lean, Marjorie R., Bklyn 81726
 7. Baker, Lawr. S., Mt. Vernon 76513
- DRAFTSMAN, Town of Cheektowaga, Erie County**
1. Zack, Henry S., Buffalo 91640
 2. Bogacki, Charles J., Buffalo 90560
 3. Janicki, Henry J., Cheektowaga 81840
 4. Rymarczyk, Max J., Buffalo 79220



The public showed strong interest in the exhibit of the Civil Service Employees Association at the State Fair in Syracuse, which ended last week. The exhibit was highlighted by three panels, featuring the purposes and policies of the Association, a photo-mural of its executive board, and the code of ethics devised by William F. McDonough, executive assistant to the president of the Association. Presiding behind the counter is Larry Hollister, Association field representative.

Assn. Exhibit at State Fair Plays Up Civil Service Code

SYRACUSE, Sept. 10—The Civil Service Employees Association had its own exhibit at the New York State Fair in Syracuse. Objective of the exhibit was to tell some of the facts about the Association to the general public. The booth was located in the State Building, containing exhibits from State departments.

Three panels make up the display. Panel 1 showed a blow-up of the Association's research department and explains how its functions are beneficial to the general public as well as to the Association's members. The center panel was devoted to a photo-mural of the

Board of Directors and an explanation of the manner in which the Board functions and guides the program of the Association. The last panel consisted of a large reproduction of the "Code of the Civil Servant, devised by William F. McDonough, executive assistant to the president of the Civil Service Employees' Association.

Code Acclaimed

This Code has received acclamation from several governors and was entered in the Congressional Record of July 4th by Senator Herbert H. Lehman. Senator Irving M. Ives has also lauded the document. The Code has been published in full in several news-

papers throughout the country. It was also endorsed by the Commissioner of Civil Service of the City of Montreal.

Copies of the Code are available at the Civil Service Employees' Association booth for any who may desire them.

Also available at the booth is literature concerning amendment No. 3, a vital piece of legislation that is coming before the voters for their approval on election day, November 6th. This amendment effects over 50,000 pensioners of different Retirement Systems of N. Y. State. The literature concerning the Association and its functions is also available at this booth.



Dr. Walter S. McClellan, Medical Director of the New York State-owned Saratoga Spa, has been invited by the Wyoming Health Department to inspect existing facilities at the State Spa at Thermopolis, Wyoming, to make recommendations to that State for the construction of a rehabilitation center. He will act as chairman of a general scientific session.

Activities of Civil Service Employees Assn. Chapters

(Continued from page 4)
School... The men's and women's bowling teams are again getting ready to resume bowling about September 15. All are looking forward to a good season.

Wassaic State School

THE WASSAIC School chapter, CSEA, held its annual clambake at Herb Nelson's Farm, near Millbrook, N. Y., on Saturday, September 8. Guests from all parts of the State were present. Mr. Nelson was chairman of the Social Committee. Robert R. Soper is chapter president.

Rochester

MELBA R. BINN, president of the Rochester chapter, CSEA, while on her vacation visited Emmett Durr, president of the Ray Brook Sanitarium chapter. Also, enroute home, she dropped in on Molly Doyle and Helen Hanley of the Syracuse chapter. As a member of the CSEA's resolutions committee, Mrs. Binn attended a meeting in Albany.

That vacation trip to Detroit, and thereabouts, must have done wonders for Merly Blumenstein of the WCB. She's back chipper. Don't forget the general chapter meeting on September 12 at 8 p.m. at 155 Main Street West. This is one meeting you don't want to miss. It's important.

On October 17 a Halloween card party will be held at the Wishing Well at 1190 Chili Avenue, at 8 p.m. Those who wish to congregate for dinner may notify the general chairman, Billy Wilson of the Employment Service, or any of

the following committee members: Glen Huggins and Lucille Pennock, Insurance Fund and Agriculture, respectively, who will be host and hostess; Al Whitenack, Employment, and Merly Blumenstein, WCB, Margaretta Bantrell, Rehabilitation. Admission is \$1. Save the date. This should be a very good party and is open to all civil service employees and their friends.

State Insurance Fund

THE STATE Insurance Fund Bowling League will begin its 1951-52 season today (Tuesday). We wish all teams a successful season, and we will be glad to report their progress in this column.

The State Fund Bowling League is interested in forming a bowling league with all chapters in the Metropolitan Area. Contact William Price, Collection Department, State Insurance Fund, 625 Madison Avenue, New York 22, N. Y. for further details.

The executive board of the State Insurance Fund chapter, CSEA, will hold its first meeting, of the season, on September 24, 5:15 p.m., at Hotel Nassau, NYC. All members of the executive committee are urged to attend.

Claims Department, president; Bill Price, Collection Department, Safety Service Department, 2nd Chapter officers are: Ed Bozek, 1st vice president; Bill Dillion, vice president; Moe Brown, Underwriting Department, treasurer; Al Greenberg, Underwriting Department, financial secretary; Yola Tentone, Policy Holders Service, corresponding secretary; Ed Car-

olyn, Payroll Audit Department, sergeant-at-arms; Florence Blumenthal, Underwriting Department, publicity director.

Buffalo State Hospital



A. V. HARRIS

ANDREW V. HARRIS has retired with a record of 49 years of State service. At a ceremony, at which he was presented with a wallet and cash, the gift of fellow-employees, he was described by Dr. Christopher Fletcher, senior director of the Buffalo State Hospital, as "a most valuable employee." Mr. Harris worked at Buffalo State. For the past 43 years he was principal storekeeper. He is a member of the Buffalo State Hospital chapter, CSEA, and served as secretary and delegate. Also he was active in the Mental Hygiene Employees Association. He lives in Tonawanda, and expects to take a trip to the West Coast to visit one of his sons.

Laboratories and Research

THE DIVISION of Laboratories and Research chapter, CSEA, is looking forward to the clambake to be held on Thursday, September 13, in conjunction with the James E. Christian Memorial annually by the chapters. The joint event is held at chapter, Health Department, Al-Laboratoris and Research chapter, Barbara M. Clemens, of the ter, left the Division to begin training to be a nurse at Albany Hospital. Fellow-employees gave her an alarm clock and a corsage. All were sorry to see her go and wished her the best of luck.

Mrs. Dorothy Meiers left at the same time. She is an expectant mother.

Kings Park

THE NEW membership drive of the Kings Park chapter, CSEA, is getting under way and the chapter is going all out to bring the 1951-52 enrollment up as near as possible to the 100% goal.

The Hechster State Park chapter is holding a picnic on September 15. Members from the Kings Park State Hospital are cordially invited. Get in touch with the chapter president, Elwood De Graw. A member may take along a friend or relative at the added cost of \$1.

The Labor Day weekend saw many of our fellow-workers back from vacation. The senior director, Dr. Arthur A. Soper, and his wife returned from an extensive tour. Chief Supervisor John Coughlin and the missus are back, from a motor trip through Canada. Jim Lavery, head pharmacist, Frank McGarry, the transportation man,

who fished for lobsters at St. Pames and Father Mickey Quinn came back. The man who shaves a few hundred men a day at the institution and says "God Bless You" with a smile, blew into town in the usual regalia—a thunder lightning pea coat and hunter's cap.

William McGuire, formerly of Male Reception, has been promoted to staff attendant in another service; his wife, Jean, has also been elevated to medical technician at the hospital labor-

atory. Congratulations and good luck to you both!

Another looker has been added to the main office — attractive Bea Healy.

The chapter extends its best wishes for a speedy recovery to all members and other fellow-workers now confined to Sick Bay and to Percy Travis, head shoemaker, when recently underwent an operation at Memorial Hospital, NYC; also to James Murphy, now at Base 81 for treatment of a shoulder complaint.

DELEHANTY BULLETIN of Career Opportunities!

Applications Must Be Filed by Sept. 14th — Exam. Oct. 20th
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Salaries Range from \$3,750 to \$6,000 a Year
MEN AND WOMEN TO AGE 55

REQUIREMENTS: College graduation PLUS any ONE of the following: (a) 2 years of social work (b) 2 years of graduate study in social work or psychology, (c) 2 years experience in clinical psychology.
Visitors Welcome at Opening Lecture Wed., Sept. 12 at 5:45 P.M.

PROMOTIONAL EXAMINATIONS FOR
Ass't. SUPERVISOR — SUPERVISOR

N. Y. CITY DEPT. OF WELFARE
Attend a Class Lecture as Our Guest
MONDAY, SEPT. 17th at 5:45 P.M.

CLERK PROMOTION

Examinations expected late in January, 1952.
Be Our Guest at a Class Session

CLERK - Grade 3 and 4 MONDAY at 7:45 P.M., or THURS. at 5:45 or 7:45 P.M.
Also in Jamaica on TUESDAY at 5:45 P.M.
(Review classes start week of Sept. 24 in Manhattan & Jamaica)

CLERK - Grade 5 — THURSDAY at 5:30 P.M.

N. Y. City Open-Competitive and Promotional Exams for ADMINISTRATIVE ASSISTANTS

Applications Open in October for Promotional Exam, and in November for Open-Competitive Exam.
Attend a Class as Our Guest
TUESDAY, at 5:45

Prepare Now! Examination Ordered for

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Automatic Annual Increases to \$4,400 Within 3 Years
Age: 20 to 29 yrs. Minimum Height: 5 ft. 2 in.—Weight in proportion—Vision 20/40 without glasses; High School Graduation PLUS 2 years satisfactory experience; OR 4 years of such experience; OR college Graduation; OR an acceptable equivalent combination of education and experience are expected to qualify.
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Lecture Classes Commencing SEPT. 18th at 7:30 P.M.
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Lecture Classes THURSDAY at 1:15 or 7:30 P.M.
Attend a Class as Our Guest — Approved for Veterans

Preparatory Classes Forming for Following:

OPEN COMPETITIVE EXAM ORDERED Inspector of Carpentry and Masonry, Gr. 3

Applications Now Open — N. Y. State Exam For
EMPLOYMENT INTERVIEWER

Inquire For Further Information

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Enroll Now! New Class Starts TUESDAY, SEPT. 25th in

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Practical Shop Training in Joint Wiping and Lead Work
Inquire Now for Full Details of License Requirements
Also Courses for

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Civil Service LEADER

ELEVENTH YEAR

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Member, Audit Bureau of Circulations

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TUESDAY, SEPTEMBER 11, 1951

Budget Office And Wage-Fixing

A CASE of deep interest, touching upon the relationship of government agencies one to the other, has been brought before the courts. The case involves the State Division of Classification and Compensation, which was set up by law to determine the proper rates of pay and titles for State jobs, and the Bureau of the Budget.

The question is this: How far may the Budget Bureau go in vetoing determinations of the Classification Division? The Budget Director has flatly vetoed the findings of the Classification Division calling for pay increases to about 650 skilled workers. The Budget Office gave no reasons for its veto. The attorneys for the plaintiff argue that the action of the Budget Office was "arbitrary, capricious and unreasonable."

Now the question arises: How deeply is the Classification Division subject to the Budget veto? If the case is lost, it would seem to imply that the Classification agency is not the conclusive fact-finding body which it is commonly supposed to be by those who use its services. It would imply, further, that the Classification Division is in reality an "employee" of the Budget, merely gathering facts which the Budget Director may, at his discretion, either accept or toss out. And if this interpretation should hold, it would certainly leave the whole delicate procedure of classification and compensation in a much weakened state.

The Budget Director's power of veto derives from section 39A, subdivision 1, of the Civil Service Law, which states that he must approve the findings of the Classification Division; and the courts have held that approval in the case of the mechanics indicates, then the situation in the case of the mechanics indicates, then the situation will have to be met; a new formula will have to be found in the law, new legislation devised, to alter the relationship between the Classification and Compensation Division and the Budget Office. Otherwise, it can be predicted that the worth and importance of the wage-and-title fixing function will gradually wither.

The views of the court will be awaited with interest.

Question, Please

Loan Insurance Free

WILL it cost me anything if my loan from the NYC Employees Retirement System is insured?
CARL RUGGERMORE.

On the contrary, you not only get the insurance free but may gain additionally, under the new law. Members who are credited with 3 per cent interest on their annuity deposit will pay 5% interest on their loans, instead of the present 6%. All members will pay 2% more on loans than is credited to their annuity accounts, and the loan interest charged them pays for both the loan and the insurance.

Dilemma

SINCE I am a covered-in employee, who once held an exempt job in NYC, and am now in the Competitive Class, I am in doubt as to whether the Court of Appeals decision in the recent case concerning the paver promotion exam means that I can't take a promotion exam. I never took a competitive exam for the position I now hold, and the Court seemed to find that one had to do not only that, to compete in a competitive promotion exam, but also

that the exam originally taken must have been for a job involving skills related to those required in the promoted title. Isn't that the main reason why the laborers were held not to be entitled to compete for the rammer promotion, the secondary fact being that they were in the Labor Class?
K. L.

The Court of Appeals did not discuss the relationship of its finding to the case of covered-in employees. It has been suggested that the Legislature should pass a law clarifying the point you raise. If you were covered into the Competitive Class you are in the Competitive Class. If you are in the Competitive Class for one purpose you are in that class for all purposes. The laborers were not in the Competitive Class and you should be entitled to take a promotion exam to which you were otherwise eligible.

WITHIN what period after receiving a certification of eligibles must an appointing officer act, so that provisionals will be replaced?
E. F.

In New York State and its local governments, 20 days.

COMMENT

GRADE 3 CLERKS IN WELFARE DEPLORE PROMOTION DENIAL

Editor, The LEADER:

RECENTLY Mike Quill has been widely criticized by the public, press and officials for his methods in gaining demands of certain city employee groups. However, the rank and file of NYC employees have secretly admired the results. Many have openly expressed a desire to call upon Quill to secure their requests. This sentiment is brought about by groups with justified demands which is typified by the experience of the Clerk, Grade 4 eligibles in the Department of Welfare.

These clerks with 12 to 20 years of service with the City are part of a group which competed in and passed a city-wide promotion examination to Grade 4. Part of the resulting list of 484, comprised mainly of veterans who received absolute preference, were promoted. The remaining 259, all non-veterans, after almost three years are still waiting to be promoted. These clerks averaged higher marks than those in any other city department, yet at this date, while almost all departments including the large ones, have exhausted their lists, Welfare still has 259 left, more than half of the original number.

Vast Shrinkage

After standing by patiently until all the veterans were appointed, the non-veterans began to present their demands. The department, while recognizing the need for more clerks in this category, requested approval of the Budget Director for 137 promotions. The State Department of Social Welfare approved this request. As New York State pays 80 per cent of Welfare salaries, State approval further pointed up the need for these additional clerks.

The Budget Director promptly chopped this request to 33. Meetings of these clerks with the First Deputy Commissioner of Welfare and with the Budget Director's office clearly placed the responsibility for this attitude toward the group with the Budget Director. Reasons presented for his action have not applied to other city departments. Cost was no grounds for this action, since it was estimated that it would stand the City less than \$1,200 to promote the entire 137. Delaying these promotions further denies the opportunity of taking the next promotion test, soon to be scheduled.

Different Standards

Another point which the Budget Director has passed off is the present status of these clerks. When they entered City service

the grades ran from 1 through 5. A few years ago Grade 1 was eliminated, making Grade 2 the minimum. Today, after 12 to 20 years of service, these employees are one grade above the lowest class. Soon a Grade 3 promotion test will be given and those clerks with six months of service will be eligible. In less than one year of service, they can be the same grade as those who spent an average of 15 years in City Service. The saddest part is that those with service of 12 to 20 years, because of long periods between examinations, have never missed nor failed a promotion test.

City service has been termed the Merit and Career System. For this and many other similar groups it is a sad career where honest effort does not merit reward. Indifference of city officials soon causes employees to stop giving their all. Lack of incentive (according to good practices taught to us as we prepared for promotion examinations) quickly brings about low morale and a general breakdown of efficiency in any organization.

With treatment like this it is small wonder that City employees have sought out the Quills with their instructions to "go by the book" and disrupt operations to win gains for their unions. Will the City Administration stop these injustices or must disruption of good service precipitate a crisis?

CLIFFORD W. KIRMSS,
Secretary, NYC Department of Welfare, Clerk, Grade 4 Eligibles' Association.

FIRE LIEUTENANT TEST, HE SAYS, WENT TOO FAR AFIELD

Editor, The LEADER:

The NYC Civil Service Commission is undermanned, underpaid and overworked. As a result, not all exams are up to par. An example was the recent exam for promotion to Lieutenant, Fire Department. Questions were asked on tools not used in the NYC Fire Department and key answers to questions, on fire-fighting procedures and the handling of men were in direct opposition to our own Book of Rules. Questions only vaguely related to the department were given the same weight as vitally important ones. The Commission says the test was the same for all candidates, therefore fair, but firemen who studied NYC problems, methods and administration, were at a distinct disadvantage. In the final analysis, this was a City test and not a federal one. Questions should have been confined to NYC Fire Department requirements.

Unsuccessful candidates must

now wait at least four more years for another opportunity to out-guess the Civil Service Commission. Where will the Commission get material for the next test? California, Oklahoma, Alaska, or Mars?

I hope some method will be devised that will place a premium on experience and conscientious study.

MILTON PIKULIN

TRAINING WANTED FOR MENTAL HOSPITAL GROUP

Editor, The LEADER:

LET'S not have any more of this nonsense about uniforms. There are too many uniforms in the world now. My motto is, fewer uniforms. Besides, I have a family. I don't have money for uniforms.

Let all of us have Federal Social Security. If you must keep the State pension plan, keep it, but supplement it by Social Security for the improved survivor and other benefits. My motto is, more money now; more take-home pay. I need the money now.

Genuine training for attendants in the State's mental hospitals is needed, so that they can become psychiatric aides.

The personnel to train the attendants is simply not now obtainable. The State might provide books which, when studied by any attendant, would help him in a State exam with the aim of becoming, if successful, a psychiatric aide.

If a modest increase in salary went with the aide title, attendants would study.

ATTENDANT

MERIT INCREASES IN NYC CALLED REPEAT FAVORS

I read with deep interest NYC Budget Director Thomas J. Patterson's report to the Mayor on the mandatory increment bill.

A great deal of emphasis is given the point that increases should be based on merit and given to deserving employees. But only in rare instances are increases given to deserving employees; in all other instances the same people are given increases time and again.

Mr. Patterson writes about deserving employees. What happens to the recommendations made by a Commissioner and then approved by Mr. Patterson's own budget examiner? The recommendation just lies on Mr. Patterson's desk up to 18 months!

There is no need for this deal. Certainly if a Commissioner recommends an increase for an employee and it is approved by the budget examiner, Mr. Patterson's approval should be forthcoming without delay.

NYC EMPLOYEE.

WHAT EVERY EMPLOYEE SHOULD KNOW

Can Temporary Appointment Become Permanent

By THEODORE BECKER

SUPPOSE YOU received a temporary appointment from an open-competitive eligible list and that such appointment continued beyond a year. Remember that section 15 of the Civil Service Law provides that a temporary appointment may be made for a period up to six months if the appropriate Civil Service Commission feels that the appointment will not continue for a longer period, and that a temporary appointment may be made for a period up to one year as replacement for an employee on a leave of absence.

What would you do after you had served beyond six months or a year? Would you resign on the ground that you had served as long as permissible? Or would you stay on and when your termination became imminent, would you assert that your "temporary" appointment had ripened into a permanent appointment and having served enough time to have completed a required probationary term, you could not be removed except on charges.

Court Review Likely

Of course, if you resign your temporary job or accept your termination as proper, the matter ends there. If you challenge your termination for the reason cited, then you may have to convince the courts of the merits of your argument. Several attempts along

this line have been made in the past dozen years. One, recently reported, deals with an estate tax examiner who received a temporary appointment, allegedly to fill a vacancy created by the provisional promotion of the permanent incumbent of the job. The latter's temporary elevation was conditioned upon success on a promotion exam. Meanwhile, under the Rules for the Classified Civil Service (VIII-4), his permanent job could not be filled "pending the employee's reinstatement to same upon failure of his provisional appointment to mature into permanent appointment." After nineteen months of service, the "temporary" appointment was terminated. The employee, thereupon, brought suit for reinstatement.

Petitioner's Contentions

He argued that since the probationary period for estate tax examiner was six months, the attempt to retain him as a temporary beyond that time was illegal and in violation of section 15 (3) of the C.S.L.; that his actual retention beyond that period caused his temporary appointment to ripen into a permanent one; and that, holding such permanent status, he could only be removed for incompetency or misconduct. He urged that "respondents may not defeat the purpose of the Civil Service Law by the subterfuge of temporary appointments to a permanent position." He also challenged the legality of the appoint-

ment to a permanent job of eligible No. 4 on the list — he being No. 3.

The court, assuming the facts regarding the temporary nature of the employee's original appointment to be true, could not agree with the ousted employee. It felt that it would have been impossible for a permanent appointment to have been made to a position temporarily and conditionally vacated.

'Temporary' Not Made 'Permanent'

In addition it pointed out that our highest state court in a similar case (Hilsenrad v Miller, 284 N. Y. 445, 451) had declared: "The fact that by a succession of extensions the petitioner was continued in his position for a period of nine months after the expiration of the statutory term for a temporary appointment did not serve to invest him with rights, including tenure, which the law attaches to the status of permanent civil service employment. Being exempt from the usual civil service requirements for appointment, temporary appointees . . . are entitled to none of the advantages secured by period of tenure under the civil service rules" (Kose v Greene)."

Accordingly, it ordered a trial of the facts surrounding the original appointment and the appointment of the successor. (Maxwell v Conway, Supreme Court, New York County 8/30/51 N. Y. L. J., p. 342 c. 7).

State Eligibles

STATE OPEN COMPETITIVE ROTATING MACHINE TRANSCRIBERS, State Departments

- 1. Nemeth, Florence, Bklyn ... 97077
2. Niles, Mary E., Troy ... 96189
3. Brooker, Caroline, Delhi ... 04741
4. Maxwell, Caroline, Canlor ... 93195
5. Harnet, Jess R., Albany ... 92840
6. Hersh, Anne S., Bklyn ... 92840
7. Gerard Patricia M., Buffalo ... 92821
8. Rossham, H., NYC ... 92443
9. Walters, Frances R., Marble ... 91874
10. Roberts, Janet M., Mt. Morris ... 91769
11. Wert, Betty C., E. Islip ... 91697
12. Demetriades, R., Syracuse ... 91390
13. Roffleson, Anna R., NYC ... 91200
14. Grusky, Nancy, Newburgh ... 91084
15. Dmytrych, Olga, Syracuse ... 91061
16. Kane, Mary Jane, Rochester ... 91050
17. Harrison, C. A., Albany ... 90971
18. Wallace, Lenna V., Niverville ... 90842
19. Bolz, Ruth A., Albany ... 90811
20. Moreland, Inez, NYC ... 90753
21. Bradley, Elizabeth, Jamesville ... 90600
22. Pack, Mary L., Kenmore ... 90585
23. Evans, Ethel J., Granville ... 90584
24. Robinson, Thelma F., NYC ... 90576
25. Wagner, Cecilia M., Bronx ... 90475
26. Philipowitz, S., Ray Brook ... 90345
27. Branch, Mildred M., Buffalo ... 90179
28. Springer, Abraham, Bklyn ... 90150
29. Breslin, Josephine, Albany ... 90139
30. Kujawa, D. M., Forestville ... 89995
31. Martinez, Dolores, NYC ... 89940
32. Roberts, Elinor J., Granville ... 89710
33. Rice, Catherine E., Ray Brook ... 89658
34. Musillo, Anthony, Bklyn ... 89527
35. Kashuba, Kath., Watervliet ... 89432
36. Wicht, Joyce, Delhi ... 89291
37. Vautrin, Norman N., Cohoes ... 89203
38. Wright, Joyce L., Albany ... 89094
39. McLaughlin, Ada G., Bklyn ... 89093
40. Synoracki, Arlene, Buffalo ... 89090
41. Zdrojewski, L., Buffalo ... 89075
42. Sullivan, C. R., Ray Brook ... 89045
43. Kasting, Nancy L., Buffalo ... 88783
44. Bonita, Yvonne K., Albany ... 88695
45. Neal, Gloria C., Queens Vlg ... 88620
46. Donovan, Elizabeth, Albion ... 88493
47. Fallon Thomas P., Albany ... 88439
48. Goodnough, P. A., Delhi ... 88372
49. Brown, Alice J., Fillmore ... 88210
50. Blennan, Daisy E., Bklyn ... 88163
51. Loveland, E. A., Alfred ... 88107
52. Shlater Marion N., Bliss ... 87940
53. Russell, Elizabeth, Binghamton ... 87877
54. DeVirgilio, Minnie, Bklyn ... 87725
55. Epperson, Marion J., Syracuse ... 87667
56. Swanson, Gertrude, Petersburg ... 87655
57. Maxwell, Lois A., Albany ... 87657
58. Stockweather, Anna, Nunda ... 87517
59. Perzinski, C. A., Lackawanna ... 87454
60. Merithew, Arlene S., Collins ... 87429
61. Goler, Joanne, Rochester ... 87405
62. Kaufman, Louis, NYC ... 87397
63. Wood, Anna C., Delmar ... 87289
64. Brown, Hilda J., Plattsburg ... 87273
65. Chindresen, P. D., Jamestown ... 87241
66. Carter, Marie M., Jamaica ... 87220
67. Stanz, Mary S., Bronx ... 87159
68. Mickings, Florence, Bronx ... 87139
69. Miller, Helen L., Dannemora ... 87111
70. French, Evelyn E., Helmsuth ... 87090
71. Golinski, Margaret, Albany ... 87072
72. Berry, Michael H., Stormville ... 87067
73. Leibowitz, Herman, Bklyn ... 87037
74. Switzer, Marion E., W. Seneca ... 86931
75. Doebler, Mildred E., Catskill ... 86863
76. McNair, Janet F., W. Albany ... 86853
77. Buerge, Virginia D., Delhi ... 86665
78. Kennedy, Gertrude, Bklyn ... 86638
79. Fellegano, Y., NYC ... 86577
80. Weinstein, Natalie, Albany ... 86471
81. Vane, Jean H., Albany ... 86373
82. Kaufman, Alice S., Bronx ... 86370
83. Rothenbiller, I. O., Buffalo ... 86345
84. Hope, Patricia, N. Troy ... 86342
85. Kelly, Adelaide A., Albany ... 86338
86. Smith, Dorothy B., Malone ... 86314
87. Novotny, Sara E., Albany ... 86301
88. Cassata, Joseph, Selma ... 86185
89. Dwyer, Edna M., Honell ... 86171
90. McCullough, M. C., Cohoes ... 86159
91. Schoubrun, Nancy, Syracuse ... 86148
92. Liguori, Elizabeth, Bklyn ... 86090
93. Fratini, Iva A., Huntington ... 86012
94. Thibault, R., Ilion ... 85979
95. Rembert, Hazel G., Corona ... 85916
96. Deangelo, Mary C., S-hdy ... 85874
97. Barrett, Margaret, Dover Pias ... 85801
98. Thamssett, E. P., Pezysburg ... 85786
99. Dunn, Irene G., W. Babylon ... 85751
100. Jarlenski, G. C., Lackawanna ... 85643
101. Anzer, Leah, Bronx ... 85629
102. Avery, Edna V., Ossining ... 85610
103. Strong, Gloria J., Delhi ... 85457
104. Stein, Bernice, NYC ... 85433
105. Santo, Vida V., Depew ... 85415
106. Brady, Beverley A., Albany ... 85388
107. Scarella, Marie, Gloversville ... 85368
108. Neilsen, C. S., Binghamton ... 85324
109. Picard, Adele W., Albany ... 85281
110. Bayne, Ruth J., NYC ... 85185
111. Ball, Mildred E., Lackawanna ... 85153
112. Trawinski, Dorothy, Buffalo ... 85094
113. Coholan, Jane T., Bklyn ... 84942
114. Giordano, J. M., Lackawanna ... 84930
115. Marchewka, Leon, Lancaster ... 84880
116. Ellis, Patricia A., Medford ... 84836
117. Capuano, Madeline, Mechanic ... 84823
118. Choviniera, E. A., Cohoes ... 84811
119. Flach Elizabeth, Bronx ... 84797
120. Johnson, Julie, NYC ... 84784
121. Romeo, Calliope M., Albany ... 84655
122. Mader Marilyn L., Voorhees ... 84647
123. O'Keefe, Julia M., Utica ... 84540
124. DelSanto, Angeline, Endicott ... 84453
125. Lachick, Dorothy, Catehogue ... 84439
126. Huntington, A. L., Westmorind ... 84438
127. Simmler, C. B., NYC ... 84437
128. Stern, Margaret, Bklyn ... 84437
129. Bonville, Ida E., Utica ... 84416
130. Peterson, Marie M., Catskill ... 84409
131. Nicosis, Josephine, Buffalo ... 84407
132. Domitrovits, T. A., Ray Brook ... 84384
133. Schurr, Amelia A., Buffalo ... 84303
134. Leid, Marjorie M., Bklyn ... 84237
135. Patack, Sophie, Bklyn ... 84215
136. Husney, Irving, NYC ... 84163
137. Nasal, Constance, Lackawanna ... 84132
138. Johnson, Agnes E., Saranac Lk ... 83965
139. Book, Marie D., Buffalo ... 83863
140. Greuer Mildred M., Hudson ... 83827
141. Stanley, D. M., Richmond HI ... 83749
142. Farone, Shirley A., Schty ... 83691
143. Phillips, Blanche, Buffalo ... 83577
144. Bork, Evelyn G., Buffalo ... 83529
145. Reintsch, Esther, Bklyn ... 83505
146. Sampson, Marie E., Buffalo ... 83487
147. Romanchak, Shirley, Albany ... 83441
148. Feldman, Joyce A., Cohoes ... 83432
149. Stafford, Lillian, Albany ... 83399
150. Kashdan, Mae H., Bklyn ... 83377
151. Boucher, Jessie L., Northport ... 83350
152. Bonbard, Juan C., Buffalo ... 83338
153. Weiss, Paula L., Bklyn ... 83338
154. Madden, Rose M., Amsterdam ... 83151
155. Marker, Marilyn, Bklyn ... 83131
156. Avery, Helen R., Delhi ... 83073
157. Vansice, W. D., Dannemora ... 83043
158. Hirsch, Janice C., Babylon ... 83056
159. Lagitch, Rose M., Troy ... 82927
160. McLaughlin, N. K., Whitehall ... 82850
161. McDonald, Shirley, Syracuse ... 82847
162. McMahon, Ann C., Troy ... 82821
163. Szychala, M. A., Lackawanna ... 82795
164. Harrell, Sylvia E., Buffalo ... 82781
165. Laaska, Arlene D., Buffalo ... 82753
166. Brown, Cecilia M., Bay Shore ... 82743
167. Sargent, Patricia, Albion ... 82731
168. Ceravolo, R. M., Cheektowga ... 82684
169. Scept, Nancy M., Albany ... 82557
170. Danque, Elva J., Horseheads ... 82551
171. Lander, Ruth M., Delhi ... 82537
172. Judge, Margaret, Lockport ... 82475
173. Johnson, Florence, Ozone Pk ... 82469
174. Conklin, F. I., Watertown ... 82442
175. Brudenbaker, A. A., Arcade ... 82434

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Candidates for 1951-52 Office in the Civil Service Employees Assn.

Herewith are the photographs and short biographical sketches of the candidates for 1951-52 office in the Civil Service Employees Association. The biographical sketches were prepared by the candidates or by their co-workers, and are printed as received by The LEADER. The forthcoming issue of The LEADER will carry material about the candidates for State Division Representatives. Ballots will go to all members of the Civil Service Employees Association members next week. Results of the election will be announced at the Association's annual meeting next month.

The photographs and biographical sketches are printed in the order in which the names will appear on the ballot.

36 State Tests on Nov. 3; There's Still Time to Apply

Twenty-four open-competitive and 12 promotion exams will be held by the State on Saturday, November 3.

The last day to apply is Friday, September 28 except for the three unwritten tests, when November 3, is the closing date.

Open-competitive exams are open to the public. Promotion exams are open to qualified present employees of a State agency.

The pay at start and after five annual increments is stated. It includes the emergency compensation.

- OPEN-COMPETITIVE**
- 4225. Director of Pupil Personnel Services (*), \$7,916—\$9,610.
 - 4226. Associate in Vocational Arts & Crafts Education, \$5,774—\$7,037.
 - 4227. Associate in School Lunch Administration, \$5,774—\$7,037.
 - 4228. Assistant in School Lunch Administration, \$4,710—\$5,774.
 - 4229. Assistant in Cooperative Industrial Education, \$4,710—\$5,774.
 - 4230. Correction Institution Teacher (Child Care), unwritten, \$3,237—\$3,996.
 - 4231. Correction Institution Teacher (Mathematics & Science) unwritten, \$3,237—\$3,996.
 - 4232. Correction Institution Teacher (Home Economics), unwritten, \$3,237—\$3,996.
 - 4233. Supervising Psychiatrist (**), \$7,916—\$9,610.
 - 4234. Associate Cytologist (*), \$5,774—\$7,037.
 - 4235. X-Ray Machine Operator, \$2,370—\$3.86.
 - 4079. Welfare Training Consultant, \$5,774—\$7,037.
 - 4081. Welfare Training Assistant (Child Welfare), \$4,710—\$5,774.
 - 4238. Transfer Agent, \$2,934—\$3,693.
 - 4239. Senior Soils Engineer, \$5,774—\$7,037.
 - 4240. Assistant Soils Engineer, \$4,710—\$5,774.
 - 4241. Junior Soils Engineer, \$3,846—\$4,639.



JESSE B. McFARLAND
Candidate for President

A MAN of retiring disposition in his social contacts, but of tremendous zeal in the causes which appeal to his heart and mind, Jesse B. McFarland has found an outlet for his talents in the affairs of the CSEA. After having been 1st vice president for years, he was elected president of the CSEA last year and is running for re-election, without opposition.

Widespread Interests

So close has his interest been in the Association that it would be hard to discover any major undertaking of that organization in the past several years in which he did not play either a leading part or act as a skilled advisor. His experience has traversed clerical and engineering fields and a broad span of years. Ever alert to the larger implications of projects, he has been a steadfast ruler to Association activities. He has been a member of the executive committee of the Association and chairman of numerous other committees, and did some of his most notable committee work as resolutions chairman.

Breadth of Scope

His studies and reports made for the Association have always been marked by breadth and thoroughness. His associates speak of him as having the scientific mind. He worked as a clerk and valuation engineer for a railroad, next as cost analysis expert in Virginia steel mills and spent seven years with the Interstate Commerce Commission and the U. S. Railroad Administration, covering 32 States. Back he went to railroading, as efficiency engineer and later, in 1935, he entered State service as head accountant clerk and rose to his present responsible position as senior claims examiner, Department of Social Welfare. He administers vast welfare funds.

He is a member of the Army and Navy Union and vice president of the Albany Lions Club.



JOHN F. POWERS
Candidate for 1st Vice Pres.

IF THE best informed persons are the most outspoken, then John F. Powers is an exception. Of mild and quiet manner, with a weighing eye for what he doubts but a soft smile for what appeals to him, he is the stabilizing influence if ever the argument gets strong. He is the model stakeholder — the man whom even disputants trust. The fairness of his judgment, the extent of his information and the certainty that he will be there at the promised moment with what it takes, are recognized by all his friends.

Since 1925, when he entered State service, he has been a student of all phases of pay, hours and working conditions in the State, and was soon recognized for his qualities of leadership. He was at the helm in employee affairs almost before he knew it and half against his will. As his experience broadened he became one of the leaders in all the State to whom workers turned for opinion and advice.

He was a president of the NYC chapter of the CSEA, after having long served as vice president. Next he was elected a vice president of the CSEA itself, in 1944. Now he is out to succeed himself again as 1st vice president.

Mr. Powers has contributed much to the advance of the Association and of State employees generally. A diligent worker, unflinching of his own time on behalf of other people, has been on so many committees, even Chairman of so many, that he could not remember all. He is chairman of the Association's committee on labor relations in public employment, a topic with which he is intimately familiar.

He has been a director of the State Employees' Federal Credit Union, in NYC, and has held other important posts. He has been active in the Knights of Columbus and in civic affairs.



SIDNEY ALEXANDER
Candidate for 2nd Vice Pres.

AFTER HAVING represented the Mental Hygiene Department members on the board of directors of the CSEA, Sidney Alexander is now running for 2nd vice president.

Mr. Alexander won a Harold J. Fisher Memorial Award in 1949 for his work in radiography, and for the added recognition that his achievements in that field have brought to the State.

He is the senior X-ray technician at Psychiatric Institute, NYC, and 1st vice president of the CSEA chapter at that institution, and serving his third term as chairman of the Metropolitan Conference. Under his leadership the Conference has been strongly aggressive in pushing all CSEA Programs.

He has been a member of some of the most important committees of the CSEA and at present is a member of the legislative committee.

Also, he is a member of the executive board of the Mental Hygiene Employees Association and of the Psychiatric Institute grievance panel.

Several of his suggestions have won him successive State Merit Awards, and he was made a LEADER Merit Man for his X-ray work and his interest in his fellow-employees.

His candidacy has been endorsed by the presidents of all the chapters in the conference area, his supporters said.



RAYMOND L. MUNROE
Candidate for 2nd Vice Pres.

PRIOR to entering State service in 1933 as an examiner in the Department of Taxation and Finance, Raymond L. Munroe was employed as an accountant with the American Locomotive Company, both in Schenectady.

Mr. Munroe became active in CSEA affairs upon locating in Rochester in 1939 where he played a major part in recreating the Rochester chapter, which was defunct, as it had lost its charter. He served consecutively as delegate, vice president and president of that chapter for the next 10 years and during the interim also listed his services in the formation of the Western Conference, forerunner of the Conference structure of the Association. He served as vice chairman of that Conference for two terms and in 1949 was elected to the presidency of the Conference, an office which he refused renomination for this year, to devote more time to the office of 2nd vice president of the CSEA, to which he was elected last October.

Mr. Munroe's hobbies are golf, finishing and baseball. He is a member of the board of directors of the Rochester District Semi-Pro Baseball League.

His interest in Association affairs has led him to seek renomination in the conviction that the Western area of the State is entitled to representation among the officers of the Association.

He is president of the White Plains Lions Club, a director of the Civic and Business Federation, chairman of the Committee on Administration and Personnel of the American Bridge, Tunnel and Turnpike Association, and a member of the American Society for Personnel Administration and also the Holy Name Society of St. Bernard's Roman Catholic Church.



J. ALLYN STEARNS
Candidate for 3rd Vice Pres.

JOHN ALLYN STEARNS has served two years as 3rd vice president of the Civil Service Employees Association and two years as 4th vice president. He has been a member of the board of directors' executive committee and the budget and charter committees and is senior member of the county executive committee; chairman, publicity survey committee, co-chairman, membership committee, member legislative, salary, LEADER negotiating, building fund, service rating, directors' reorganization and salary publicity committees. He devotes much vacation and accumulated time to Association meetings and visits to County and State chapters.

A long-time competitive class employee of the Westchester County Park Commission, he was first a civil engineering draftsman and computer, advancing by examination to his present dual position of assistant right-of-way engineer and supervisor tolls. He knows the rigors of field survey, worked over a drafting board, and now operates a \$2,500,000 yearly toll.

He is chairman of the board of directors, Westchester chapter, and Westchester County Competitive Civil Service Association, of which he is a charter member and of which he was five times president. He was employee representative on employer-employee committees largely responsible for Westchester's favorable salary schedules, employment conditions and 40-hour, 5-day week.

He is president of the White Plains Lions Club, a director of the Civic and Business Federation, chairman of the Committee on Administration and Personnel of the American Bridge, Tunnel and Turnpike Association, and a member of the American Society for Personnel Administration and also the Holy Name Society of St. Bernard's Roman Catholic Church.



ERNEST L. CONLON
Candidate for 4th Vice Pres.

ERNEST L. CONLON has served the State since 1933. His present title is executive officer of the Broome County Board in the Division of Alcoholic Beverage Control. Prior to his entrance into State service, he was engaged professionally in Boy Scout work.

He has been active in the CSEA since formation of the Binghamton chapter, having served as chapter president for three years. He was 5th vice president of the CSEA in 1948 and 1949, and is now serving as 4th vice president. He has an excellent record of attendance at meetings of the board of directors and various committees. He has taken an active part in the work of the Central Regional Conference of the Association.

Mr. Conlon is a member and past president of Rotary; member and past commander of the American Legion. He served in the Air Corps in World War I. He saw service in France and with the Army of Occupation in Germany. He has always participated in church, community, and civic activities, and is now serving as president of the board of trustees in his Church, is a Credit Union president, chairman of the Broome County Alcoholism Committee and active in fund drives for Community Chest, Red Cross and other welfare and charity groups.

He was born in Delaware County, New York, and attended high school at Franklin, N. Y. He is married and lives at 50 Mitchell Avenue, Binghamton.

COMMENT

WANTS POLICE TO DIRECT TRAFFIC FROM CURB

Editor, The LEADER:

Recently a traffic cop was hit by a truck while directing traffic at 49th Street and Seventh Avenue, NYC.

For years I have been watching this location. It's a death trap for any cop during the rush hours.

Also, around many midtown sections of Manhattan, you can watch nervous traffic cops trying to avoid being crushed between large trailers, buses and taxicabs.

Police Commissioner George P. Monaghan should abolish the ruling that cops should direct traffic from the middle of our street, when they can direct it just as well from the street curb. This curb system would greatly help in saving cops' lives, preventing injuries, and lessening heart disease and nervous breakdown.

BILL HERRIES.

State employment in 1932 at Newark State School as an attendant, was promoted to special attendant in 1933, to occupational therapist in 1940 and to provisional senior occupation therapist in 1943. He transferred to Wassalo State School in February, 1949, to accept permanent promotion to the senior title.

Mr. Soper joined the Civil Service Employees Association in 1933 and was elected president of the Newark chapter in 1933, 1934, 1935, vice president in 1946 and again president in 1947 and 1948. Elected president of the Wassalo chapter in 1949 and 1950, he is now a candidate for re-election.

He was elected treasurer of the Southern Conference of the Association in 1949, 1950 and 1951 and has served on the executive committee of the Mental Hygiene Employees Association in 1948, 1949, 1950 and 1951. This year Mr. Soper is a member of the resolutions committee of the CSEA.



MARGARET M. FENK
Candidate for 4th Vice Pres.

MARGARET M. FENK is a senior stenographer in the business office at Utica State Hospital, having entered State service there in 1926 as a special attendant stenographer. She is a member of the grievance board at the Hospital.

Miss Fenk has been active in Association affairs since 1944, when she was a delegate. In 1945 she was elected president of the Utica State Hospital chapter, and has continued as chapter president.

She was vice president of the Central New York Conference since its inception in 1946, declining renomination to that office this year. She actively participated in Conference affairs. She is a member of the State membership and social committees.

Miss Fenk was born in Utica, is a member of Trinity Lutheran Church and its choir. For a number of years she taught Sunday school, but to devote more time to Association work, resigned as teacher. She attended Utica Free Academy and is a graduate of Utica School of Commerce.



GRACE HILLERY
Candidate for 4th Vice Pres.

GRACE HILLERY a contender for the 4th vice presidency of the Association, is a native of Buffalo and is underwriter for the Buffalo district office of the State Insurance Fund. She is a past president of the Buffalo chapter, having also served as its treasurer. Miss Hillery is currently filling her second term as vice president of the Western New York Conference. She has also served as a member of the Conference social and pension insurance committees.

In addition to an interest in the Association, Miss Hillery is active in the Business and Professional Women's League of New York State, Buffalo group, and for a second term is chairman of its standing committee on International Relations. She is co-chairman of Business Women's Week for 1951.

Miss Hillery has also been active in the Insurance Women's Club of Buffalo for years and is a past officer of this organization.

She is a member of the American Legion, he served in the Air Corps in World War I. He saw service in France and with the Army of Occupation in Germany. He has always participated in church, community, and civic activities, and is now serving as president of the board of trustees in his Church, is a Credit Union president, chairman of the Broome County Alcoholism Committee and active in fund drives for Community Chest, Red Cross and other welfare and charity groups.

He was born in Delaware County, New York, and attended high school at Franklin, N. Y. He is married and lives at 50 Mitchell Avenue, Binghamton.

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He was elected treasurer of the Southern Conference of the Association in 1949, 1950 and 1951 and has served on the executive committee of the Mental Hygiene Employees Association in 1948, 1949, 1950 and 1951. This year Mr. Soper is a member of the resolutions committee of the CSEA.

She has been very active in Association affairs, and was instrumental in organizing the James E. Christian Memorial chapter of the Health Department.

Before moving to Albany, Miss Clapper lived in Columbia County where she is active in fraternal, social and religious organizations. Her successful representation of her own department is perhaps best evidenced by her unanimous renomination for that office in a poll taken by the membership committee of the department chapter.



HARRY G. FOX
Candidate for Treasurer

HARRY G. FOX has served as treasurer of the CSEA for four years, and now has been nominated as a candidate for re-election.

In addition to having guided the financial affairs of the Association expertly during his terms as treasurer, he has demonstrated a keen interest in other Association matters by his work on several special committees, and also by his frequent visits to Association chapters outside of Albany.

Harry lived in Troy but recently built a house in Albany and now lives there. He has 20 years of experience as a State employee, interrupted only by his Army service with the 95th Infantry Division in World War II. He has advanced through various accounting jobs to the responsible position he now holds as director of office administration in the State Department of Civil Service.

For several years, Miss Clapper has been a member of the board of directors, representing the State Department of Health. She has served on the directors' committee, the nominating committee, and the committee on resolutions.

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State Lists Exams It Will Give This Month

- ALBANY, Sept. 10—Harry G. Fox, director of Office Administration, State Department of Civil Service, listed the 33 exams the State will hold this month. All except one will be held on September 22.
- The exam serial number, the title and the number of candidates are given in that order:
- Wednesday, September 19
- STATE OPEN COMPETITIVE**
- 3120. Deputy Chief Engineer, Dept. of Public Works, 4.
- Saturday, September 22
- STATE OPEN-COMPETITIVE**
- 4181. Office Machine Operator (Tab.-IBM), State Depts., 110.
 - 4178. Prin. Case Analyst (Public Service), Dept. of Public Service, 25.
 - 4179. Assoc. Case Analyst (Public Service), Dept. of Public Service, 24.
 - 4184. Railroad Track Inspector, Dept. of Public Service, 8.
 - 4183. Park Engineer, Dept. of Conservation, 9.
 - 4185. Supervising Janitor, Dept. of Education, 35.
 - 4182. Sr. Mechanical Engineer, Dept. of Education, 6.
 - 4186. Industrial Foreman (Garment Shop) Dept. of Correction (no written test), 5.
 - 4171. Director, Dept. of Nutritional Service, Dept. of Mental Hygiene, 5.
 - 4172. Food Service Instructor, Dept. of Mental Hygiene, 10.
 - 4174. Pharmacist, State Depts., 50.
 - 4175. Jr. Pharmacist, State Depts., 61.
 - 4173. Sr. Pharmacist, Mental Hygiene, 75.
 - 4168. Assoc. Public Health Physician (Communicable Disease), Dept. of Health, 3.
 - 3435. Head Nurse, Tompkins County, 0.
 - 4177. Jr. Librarian (Law), State Depts., 14.
 - 4176. Asst. Librarian (Law), Education Dept., 4.
- STATE PROMOTION**
- 3119. Sr. Construction Wage Rate Investigator, Dept. of Labor, 11.
 - 3118. Sr. Park Engineer, Dept. of Conservation, 2.
 - 3122. Elevator Starter, Dept. of Public Works, 16.
 - 3121. Head Elevator Starter, Dept. of Public Works, 18.
 - 3904. Employment Consultant (Selective Placement) DPUI, 13.
 - 3905. Employment Consultant (Vocational Placement), DPUI, 27.
 - 3906. Sr. Employment Consultant (Vocational Placement), DPUI, 2.
 - 3907. Prin. Employment Consultant, DPUI, 2.
 - 3125. Sr. Pharmacist, Dept. of Mental Hygiene, 7.

The Corn is Green and Tall

The corn at Middletown State Hospital is green and enormously high, on the Mount Hope road. Foster B. Cady, farm superintendent, reported. He has about 20 rows of giant stalks in a field on the southerly side of the highway. Growth of the remaining 40 acres of corn this year has been the best in the 34 years he has managed the farm, Mr. Cady said. Although the roadside product is field corn for ensilage use, the full ears measure as much as 15 inches in length. The corn will be harvested in a week.

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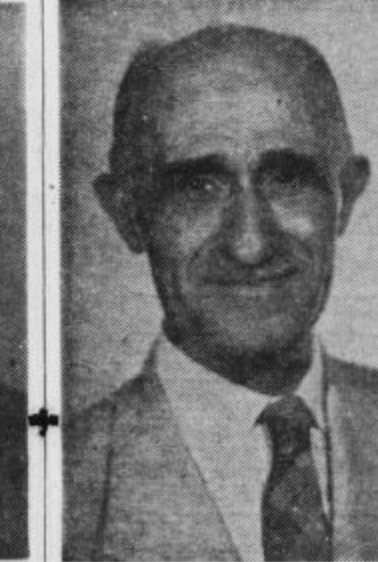


JOSEPH F. FEILY
Candidate for 5th Vice Pres.

JOSEPH F. FEILY, a principal account clerk in the Department of Taxation and Finance, is married and lives in Rensselaer.

Active in Civil Service affairs since 1938, he helped found the Tax Department chapter, CSEA, in 1946, and served a second term as the chapter's president.

Mr. Feily's interest in civic affairs is evidenced by his participation in numerous organizations and activities. He was president of the Rensselaer Junior Chamber of Commerce, State vice president of the Junior Chamber of Commerce, and in 1941 was awarded the Distinguished Service Medal for outstanding civic work. He was chairman of the Rensselaer infantile paralysis campaign for two years and Chairman of Boy Scout Troop 71 for two years.



JOHN F. JAHN
Candidate for 5th Vice Pres.

JOHN F. JAHN was born in Albany, N. Y., and received his early education at the Christian Brothers Academy there. He attended Manhattan College and entered State service in 1908 in the State Engineer's office. He has risen through all the grades as a career man to his present grade of Senior Civil Engineer in the Bureau of Highway Planning, Department of Public Works. He spent two years as Lieutenant of Engineers, 102nd Regiment, 27th Division, AEF, in World War I. He is a licensed professional engineer and surveyor and is an associate member of the National Highway Research Board.

He has been associated with the Civil Service Employees Association since its formation. He was active in the establishment of the Albany chapter and has continuously served on the various committees, representing the Department of Public Works employees, in the Association program.

Before entering the Army during World War II, he was secretary to the Rensselaer Defense Council and chairman of the City's Rationing Board. He has been a

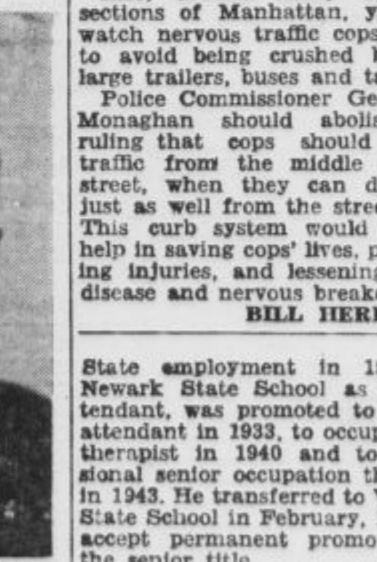


ROBERT LOUIS SOPER
Candidate for 5th Vice Pres.

ROBERT LOUIS SOPER was born in Newark, N. Y., on May 7, 1908, son of Charles and Amanda Soper. He has two sisters and a brother. He married Marie Schramm in 1933 and they are the parents of one daughter and three sons.

He attended the public schools in Newark and was graduated from the University of Notre Dame in 1930.

He has been president of two chapters and active among mental hygiene employees.



CHARLOTTE CLAPPER
Candidate for Secretary

CHARLOTTE M. CLAPPER, candidate for re-election as secretary, CSEA, has spent about 25 years in State service. She has served as secretary to the assistant director of the Division of Laboratories and Research; to the director of the Division of Communicable Diseases, and to the Assistant Commissioner of Local Health Services. Since 1940 she has been secretary to the Commissioner of Health.

For several years, Miss Clapper has been a member of the board of directors, representing the State Department of Health. She has served on the directors' committee, the nominating committee, and the committee on resolutions.

She has been very active in Association affairs, and was instrumental in organizing the James E. Christian Memorial chapter of the Health Department.

Before moving to Albany, Miss Clapper lived in Columbia County where she is active in fraternal, social and religious organizations.

Her successful representation of her own department is perhaps best evidenced by her unanimous renomination for that office in a poll taken by the membership committee of the department chapter.

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Job Interviewer Test Closes Sept. 28

The Division of Placement and Unemployment Insurance, State Department of Labor, is seeking persons to fill positions as employment interviewers.

The job is a very important one and entails interviewing of prospective employees for placement in private industry. The employment interviewer must be able to analyze the abilities of the applicant, to place him or her in a job where the applicant will be able to do the best work and gain the most enjoyment and gain from the job.

The employer wants only persons who will fill a definite need in his establishment. It is the job of the employment interviewer to send him applicants who will fill this need.

For example, this note from one satisfied employer:

"We have found the New York State Employment Service to be particularly helpful in finding persons who could meet out very exacting specifications. I estimate that nearly 40 members of our professional staff came to us by way of the NYSES, and I am happy to report that of all the persons employed through your agency, not one has been considered for dismissal. Fifteen have won promotions and seven are being considered for advancement."

Co-Operation With Industry

Often the employment interviewer works closely with the personnel officers of private industries in obtaining the right kind of worker for the position. Another letter received by the NYSES points this out.

"We have, during the past month, made use of your offices when recruiting in the New York area, technical writers on electronic equipment; we have also requested that there be found for us aeronautical engineers for design and stress work. Your co-operation has been so markedly fine that I wish here to express my sincere appreciation for the generous assistance extended me. Your interest and aid have made much easier our job of recruiting technical personnel, and your co-operation has greatly expedited the process involved."

Must Satisfy Customer, Too

Not only must the employment interviewer please the prospective employer, but he must also satisfy the applicant. This requires not only a knowledge of the technical abilities of the applicant, but also of his personality and likes and dislikes. One satisfied applicant recently wrote this letter to the NYSES:

"The thing that struck me most, perhaps, was the personal quality of the interview. The interviewer went over my experience sheet very carefully, collected other pertinent data, seemed to understand intuitively exactly the kind of position in which I would be interested, and sent me away with a feeling of confidence and reassurance. It did me a world of good to see her, and I do want you to know that I, among others, feel that the State is doing a striking job in its counseling and placement."

The NYSES takes great pride

in the job it is doing, and the care with which it selects its permanent employees.

The qualifications are (1) high school graduation or an equivalent diploma and five years of business experience with one year in (a) personnel administration in a personnel or employment office, or (b) interviewing and classifying, or occupational rehabilitation counseling in the armed forces, or (c) vocational guidance work in a school or governmental agency, or (d) college or university teaching in a field related to the duties of this position; or (2) college graduation and one year of the above experience; or (3) a master's degree in personnel administration, public administration, psychology, vocational guidance, industrial relations or management, or industrial engineering; or (4) an equivalent combination of such training and experience.

The pay is \$3,389 to start and attains \$4,148 after five annual increments.

The fee for the exam is \$3. The application period closes Friday, September 28.

(The following additional state exams are now open. The last day to apply appears at the end of each notice.)

STATE Open-Competitive

The following State exams are now open. Written exams will be held on Saturday, November 3. The closing date for receipt of applications is given at the end of each notice. The pay at start and after five annual increments is stated. Emergency compensation is included.

4242. Bridge Repair Foreman, \$4,136 to \$4,923. One vacancy each in the Buffalo and Babylon Department of Public Works. Fee \$3. Candidates must have eight years of experience in construction, reconstruction, or maintenance of bridges, of which two years were in a supervisory capacity. (Friday, September 28).

4244. Junior Librarian, \$3,086 to \$3,845. Vacancies in Albany, Brockport, Brooklyn, Endicott, Fredonia, Geneseo, Hudson, Oswego, Wallkill, Warwick, and West Coxsackie. Fee \$2. Candidates may also apply for **4245. Library Assistant.** Separate applications and fees must be made for each. Candidates must have (1) College graduation plus one full year of semester credit hours of work in an approved library school, or (2) possession of a New York State public librarian's professional certificate. (Friday, September 28).

4245. Library Assistant, \$2,784 to \$3,541. Vacancies in Albany, Brockport, Brooklyn, Buffalo, Cortland, Elmira, Fredonia, Geneseo, New Paltz, New York

Bronx VA Hospital Seeks Kitchen Helpers; Apply Until Oct. 4

The executive secretary, Board of U. S. Civil Service Examiners, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx 68, New York, has announced an examination for Helper, CPC-2, \$2,120 a year. Vacancies are in the Veterans Administration Hospital, the Bronx.

Applications must be on file with the Executive Secretary not later than Thursday, October 4.

The exam announcement is No. 2-66-4 (51). Applications may be obtained at any first- or second-class post office in the boroughs of Brooklyn and Queens; from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, or from the Executive Secretary, address above.

City, Oneonta, Oswego, Potsdam, Thiells, West Haverstraw, Willard, and Wingdale. Fee \$2. Candidates may also apply for **4244. Junior Librarian.** Separate applications and fees must be made for each. Candidates for 4245 must have (1) four years of experience in library clerical work and high school graduation or an equivalent diploma, or (2) college graduation, or (3) two years of college including or supplemented by 16 semester hours in library science. (Friday, September 28).

4246. Senior Clerk (Compensation), \$2,646 to \$3,389. Six vacancies in the Albany Workmen's Compensation Board. Fee \$2. Candidates must have two years of office experience including one year in workmen's compensation insurance and/or accident, health, and disability insurance work. (Friday, September 28).

4247. Senior Clerk (Compensation and Interpreting), \$2,646 to \$3,389. One vacancy each in Spanish and Polish in the Workmen's Compensation Board, NYC. Fee \$2. Candidates must have two years of office experience including one year in workmen's compensation insurance and/or accident, health, and disability insurance work plus a knowledge of German, Italian, Polish, Spanish, Yiddish, or the Slavic languages in spoken or written form. (Friday, September 28).

4079. Welfare Training Consultant, \$5,774 to \$7,037. One vacancy in the Albany Department of Social Welfare. Fee \$5. Candidates must have (1) completion of a two year course in a school of social work; (2) two years of supervisory experience in a social case-work agency and (3) either (a) two years' experience in planning, developing, or supervising the in-service training in a social work agency or student field work in a social work school or (b) an equivalent combination. (Friday, September 28).

4081. Welfare Training Assistant (Continued on page 11)

Opportunity Widened for Chemical Warfare Agents

In the exam for filling inspector jobs, the U. S. Civil Service Commission is accepting applications for Grades 5, 6 and 7 in the chemical warfare agents specialty. This is an amendment of the previous announcement, to include the two lower grades in this specialty, and provides new general and specialized experience requirements: In years they are:

Grade	Gen.	Spec.	Total
5	2 1/2	0	2 1/2
6	3	0	3
7	3	1/2	3 1/2

Applicants must have had progressively responsible experience in the production or inspection of Chemical Warfare Items, providing a general knowledge of the manufacturing processes involved,

including at least one-half year of inspection for acceptability of the finished products for the grade GS-7.

Substitution Permitted
Pertinent study, including courses in engineering, metal trades, or the physical sciences, in a school or institution above the high-school level, may be substituted for the required experience at the rate of one full academic year of academic study for nine months of experience up to a maximum of three years experience. No substitution may be made for the one-half year experience as inspector for acceptability of the finished product required for grade GS-7.

Applications filed previously that have been rated ineligible for grade GS-7 will be rerated. The exam is furnished in the original announcement No. 2-34-1 (51).

The pay at start and after six annual increments follows:

GS-5,	\$3,100 to \$3,850.
GS-6,	\$3,450 to \$4,200.
GS-7,	\$3,825 to \$4,575.

Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or to the executive secretary, Board of U. S. Civil Service Examiners, Quartermaster Procurement Agency, 111 East 16th Street, New York 3, N. Y. The jobs are in NYC and vicinity.

Price Economist Jobs In NYC, Rochester, Buffalo and Syracuse

An exam for appointment to the position of Economist (Price), GS-11, has been announced by the Executive Secretary, Board of U. S. Civil Service Examiners, for the Office of Price Stabilization, 70 East 10th Street, New York 3, N. Y. Vacancies are in the office of Price Stabilization in NYC, Albany, Buffalo, Rochester and Syracuse. There are jobs in Newark, N. J., and Trenton, N. J., too. The starting salary is \$5,400 per year. Applicants must have had seven years of progressively responsible experience in supervising, conducting or assisting in conducting analytical research in business economics and in the preparation of

economic analyses or interpretive reports. This experience must have included industry, commodity and service prices and costs and standards of living. Changes or trends in prices and related market conditions and the development of price indices, are other topics required. Appropriate college education may be substituted for the required experience.

Application forms may be obtained from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York, 14, N. Y., or the Executive Secretary, at the tenth Street address.

Applications will be accepted by the Executive Secretary, until Thursday, September 13, 1951.

Two More Jobs Added To U. S. Critical List

WASHINGTON, Sept. 10—Positions of power cable splicer and power lineman were recently added to the Department of Labor's list of critical occupations, the U. S. Civil Service Commission said. In a circular to personnel directors of all agencies, the Commission also called attention to an expanded definition which now includes officers engaged in the operation of essential inland waterways and sea-

going vessels which are required by law to have licensed officers. Such officers are chief, assistant, and marine engineers, and shipmaster, ship pilot, and mate.

The list is used by Federal agencies in connection with the policy issued by the Department of Defense, which is followed in requesting the delay of calls to active duty of employees possessing critical occupational skills who are reservists or members of the National Guard.

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STATE Open-Competitive

(Continued from page 10)
 (Child Welfare), \$4,710 to \$5,774. Two vacancies in the Albany, and one each in the Buffalo, Rochester, and NYC Department of Social Welfare. Fee \$4. Candidates must have (1) one year of graduate training in a social work school including supervised field work; (2) two years of supervisory experience in social work including one year in a child placing agency, and one year of experience involving either (a) major responsibility for a social work in-service training program, or the field work training of students in a social work school, or (b) full-time teaching in a social work school; and (3) either (a) completion of a second graduate year of training in a social work school and one more year of social casework experience, or (b) two more years of social casework experience, or (c) an equivalent combination. (Friday, September 28).

4225. Director of Pupil Personnel Services, \$7,916 to \$9,610. One vacancy in the Albany Education Department. Fee \$5. Open to residents and non-residents of New York State. Candidates must have (1) a doctorate in education; and (2) nine years of progressively responsible experience in education of which two years were in an

administrative capacity with responsibility for directing a comprehensive program of pupil personnel services. (Friday, September 28).

4226. Associate in Vocational Arts and Crafts Education, \$5,774 to \$7,037. One vacancy in Albany. Fee \$5. Candidates must have (1) a bachelor's degree in art education or in fine or applied arts with 20 undergraduate and/or graduate semester hours each in design, education, and crafts; (2) five years of experience in teaching arts and crafts using a wide variety of media; and (3) either (a) one more year of experience in a supervisory capacity with an adult arts and crafts program designed to assist persons in making a livelihood through arts and crafts, or (b) 30 graduate semester hours in fine and applied arts, or (c) an equivalent combination. (Friday, September 28).

4228. Assistant in School Lunch Administration, \$4,710 to \$5,774. Five vacancies in the Albany Education Department. Fee \$4. Candidates must have (1) a master's in home economics or nutrition education or institution administration in nutrition education or institution administration involving responsibility for nutrition programs, or in teaching home economics; and (3) either (a) one more year of the above experience,

or (b) 30 more graduate credit hours in subjects listed under (1) above, or (c) an equivalent combination. (Friday, September 28).

4229. Assistant in Cooperative Industrial Education, \$4,710 to \$5,774. One vacancy in the Albany Education Department. Fee \$4. Candidates must have (1) a bachelor's degree in architecture, engineering, or vocational or industrial arts education, (2) possession of or eligibility for a New York State teaching certificate in a vocational trade, technical subject, or industrial arts; (3) three years of experience in teaching or supervising trade, technical or industrial arts courses in New York State public schools plus either (a) one year as full-time coordinator of cooperative programs in industrial education in public high schools, or (b) one year as a full-time training representative in the development and organization of occupational training programs, or (c) two years of trade or industrial occupational experience in two or more fields; and (4) either (a) one more year of one of the types of experience described under (3) or (b) 30 graduate semester hours with specialization in industrial edu-

cation or secondary school administration, or (c) an equivalent combination. (Friday, September 28).

4227. Associate in School Lunch Administration, \$5,774 to \$7,037. One vacancy in the Albany Education Department. Fee \$5. Candidates must have (1) a master's in home economics or nutrition education or institution administration; (2) three years of experience in nutrition education or teaching home economics, including some experience in supervising a school lunch program; and (3) either (a) two more years of the above experience or (b) two years of experience in quantity food administration or (c) completion of all requirements for a doctorate in home economic education or nutrition education, or (d) an equivalent combination. (Friday, September 28).

4243. Correction Institution Vocational Instructor (Machine Shop), \$3,237 to \$3,996. One vacancy at Greenhaven Prison. Fee \$2. There will be no written exam for this position. Candidates must have (1) possession of, or eligibility for, a New York State certificate valid for teaching the machinist's trade; (2) completion of the ninth grade in school or equivalent education; and (3) five

years of journeyman experience in the machinist's trade. (Saturday, November 3).

4231. Correction Institution Teacher (Mathematics and Science), \$3,237 to \$3,996. One vacancy for a man at Elmira Reformatory. Fee \$2. No written exam. Candidates must have (1) a bachelor's degree and (2) eligibility for a New York State (Continued on page 12)

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U. S. Commission Asks New Plan of Appointments

Addressing the Veterans of Foreign Wars at their national convention in NYC, Chairman Robert Ramspeck of the U. S. Civil Service Commission said that the Commission is sponsoring a new method of appointing eligibles. The rule that one out of three must be chosen would be modified.

"The Commission," said Mr. Ramspeck, "is trying to maintain and safeguard the administration of a public personnel policy that will meet the highest standards. In line with that policy, the Commission is proposing some changes in a bill now before the Senate (S.1135).

"The so-called rule-of-three, which gives appointing officers three choices in making an appointment, has proved very satisfactory in past years. For most positions, it is still satisfactory, but the Commission believes that the complex developments in Federal personnel administration in the few years, and the large expansion of the scientific and professional fields, make it necessary to widen the latitude that appointing officers may have in choosing scientific and professional personnel.

"The Commission is suggesting that the rule-of-three be eliminated for these jobs and that in its place there be established a category method of selection. Under this plan, applicants would be placed in one of four categories — Outstanding, Well Qualified, Qualified, and Unqualified. The appointing officer would have a choice of any candidate in the highest category, except that he would be required to consider veterans before non-veterans. Veterans with disabilities that are compensable under laws administered by the Veterans Administration, or by the Army, Navy and Air Force, would be placed at the top of the Outstanding list.

"As a safeguard to your rights, and as a protection to the merit system in general, the Commission is insisting that the present wording of S. 1135 be changed to give the Commission the primary responsibility and authority in the administration of the merit system, and to eliminate any interpretation that, with respect to hiring personnel, would place departments on an equal basis with the Commission.

"We are insisting that all operations of a department under any decentralized employment plan shall be subject to such supervision and direction by the Commission as may be necessary for the Commission to do the job that is required by law. We intend to police the work of all agencies to the extent necessary to insure that there is no failure to carry out provisions of law and principles of good personnel ad-

ministration, including veteran preference. And we want S. 1135 changed in that particular, so there will be no doubt about it." **Vet Preference Change Proposed** Chairman Ramspeck said the Commission is proposing that 10-point veteran preference be granted in the future only for service-connected disabilities. He said:

"Under the Veterans' Preference Act of 1944, you get 10-point preference for appointment if you have a service-connected disability, and as it is interpreted now, you need not have a disability that is so serious that you get compensation for it. We believe, and I think you do, that this is not fair to the seriously disabled veteran, and so we are advocating that the Act be amended to mean a service-connected disability that is compensable under the laws administered by the Veterans Administration, the Army, the Navy, and the Air Force."

Brooklyn Dime Banks Team Seeks City Title

With a team batting average of .413 and the winning of all eight games played, the softball team of employees of the Dime Savings Bank of Brooklyn made a clean sweep of the Brooklyn Savings Bank League and will play a game with the winner in the Queens Alliance League late this month. That game will decide the savings bank softball championship of Long Island, said Richard E. Nelson, manager.

"The Dime's" play-off opponent will not be known until the Queens season is over.

This is the second time in the past three years that "The Dime" has won the league championship, but it has never won a city-wide title.

EXAMS NOW OPEN

(Continued from Page 11) certificate for teaching technical or related technical subjects. (Saturday, November 3).

4232. Correction Institution Teacher (Home Economics), \$3,237 to \$3,996. One vacancy for a woman at Westfield State Farm. Fee \$2. No written exam. Candidates must have (1) a bachelor's degree and (2) eligibility for a New York State certificate for teaching home economics. (Saturday, November 3).

4233. Supervising Psychiatrist, \$7,916 to \$9,610. Fifty vacancies in the Department of Mental Hygiene Institutions and two in Dannemora and three in Matteawan State Hospitals, Department of Correction. Fee \$5. Candidates need not be New York State residents or citizens of the United States. To be certified to the Correction Department, however, they must be citizens when the exam is taken. Candidates must have (1) graduation from medical school; (2) possession of, or eligibility for, a license to practice medicine in New York State; (3) one year's internship; and (4) either two years' residency in psychiatry in a hospital and two years of experience as a member of the psychiatric staff of a psychiatric hospital or in a position involving supervision of a psychiatric service in a hospital caring for psychiatric patients, or a satisfactory equivalent under which one year of private practice as a psychiatrist may be substituted for one year of the required two years in a hospital. (Friday, September 28).

4234. Associate Cytologist, \$5,774 to \$7,037. One vacancy at Roswell Park Memorial Institute, Buffalo. Fee \$5. Open to residents and non-residents of New York State. Candidates must have (1) a bachelor's degree with specialization in biological sciences; (2) one year of laboratory experience involving significant and relatively independent research in cytology; and (3) either (a) three more years of professional laboratory experience or (b) two more years of such experience and a master's degree in cytology, histology, or experimental pathology or (c) a doctor's degree in cytology, histology, or experimental pathology, or (d) a satisfactory equivalent. (Friday, September 28).

4235. X-Ray Machine Operator, \$2,370 to \$3,086. One vacancy at Roswell Park Memorial Institute, Buffalo. Fee \$2. Candidates must have (1) high school graduation or equivalent diploma including a one year course in physics, or (2) high school graduation or equivalent diploma and six months experience in the operation of high voltage x-ray apparatus, or (3) an equivalent combination. (Friday, September 28).

4238. Transfer Agent, \$2,934 to \$3,693. One vacancy each at New York State Training School for Girls, Hudson, and Westfield State Farm, Bedford Hills. Fee \$2. Candidates must have (1) high school graduation or an equivalent diploma, and (2) either (a) four years of experience in the care, custody, or teaching of inmates or patients of a State institution, or as a social worker, teacher, or custodial officer in an agency dealing with behavior problems, or (b) two years of such experience and college graduation, or (c) an equivalent combination. (Friday, September 28).

4239. Senior Soils Engineer, \$5,774 to \$7,037. Three vacancies in Albany Department of Public Works. Fee \$5. Candidates must have (1) high school graduation or an equivalent diploma; (2) four more years of professional civil engineering experience, with two years as soils engineer; and (3) either (a) a bachelor's degree in civil engineering with specialization in soils engineering and one year of soils engineering experience, or (b) eight years of engineering experience and one year of soils engineering experience or (c) five years of soils engineering experience, or (d) an equivalent combination. (Friday, September 28).

4240. Assistant Soils Engineer, \$4,710 to \$5,774. Vacancies at Albany, Norwell, Watertown, Poughkeepsie, and Babylon. Fee \$4. Candidates must have (1) high school graduation or an equivalent diploma; (2) two more years of professional soils engineering experience; and (3) either (a) a bachelor's degree in civil engineering with specialization in soils engineering and one year of soils engineering experience, or (b)

eight years of engineering experience and one year of soils engineering experience or (c) five years of soils engineering experience, or (d) an equivalent combination. (Friday, September 28).

4241. Junior Soils Engineer, \$3,846 to \$4,639. Two vacancies in the Albany Department of Public Works. Fee \$3. Candidates must have (1) high school graduation or an equivalent diploma and (2) either (a) a bachelor's degree in civil engineering with specialization in soils engineering and one year of soils engineering experience, or (b) eight years of engineering experience and one year of soils engineering experience, or (c) five years of soils engineering experience, or (d) an equivalent combination. (Friday, September 28).

WAGE-HOUR JOB NEWS

Charles B. Fleishman has been appointed Supervisor of the Wage Stabilization Unit. He'll be at the regional office on Ninth Avenue, NYC. He was a former Commander of the Department of Labor's Hugo Wohlhagen American Legion Post.

Hugo C. Sica of Maywood, N. J., is the new Supervisor of the Wage Stabilization Unit in the Newark office.

Joseph C. Turbett has been appointed Investigation Supervisor.

EXAM FOR INTERN

A U. S. exam for a general rotating internship and three types of residencies in St. Elizabeths Hospital, Washington, D. C., will be announced any day now. Jobs included in the announcement are: rotating intern, psychiatric resident, surgical resident, and general practice resident. Pay is \$2,200 to \$4,700.

LEGAL NOTICE

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

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

Dated, New York, March 27, 1951.
GERALD PARADISE,
Attorney for Plaintiff.

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

To the above named defendants, except Anne M. Dooley: The foregoing summons is served upon you by publication pursuant to an order of Hon. S. Samuel DiFalco, Justice of the Supreme Court of the State of New York, dated August 8th, 1951, and filed with the complaint in the office of the Clerk of the County of New York, 60 Centre Street, New York City, New York.

This action is brought to foreclose several transfers of tax liens sold by the City of New York and now held and owned by the plaintiff, all in the Borough of Manhattan, as follows: No. 31481, in the sum of \$9,878.05, with interest at 12% per annum from April 6th, 1945. No. 34817, in the sum of \$12,458.47, with interest at 12% per annum from December 2nd, 1949; No. 34818, in the sum of \$12,077.74, with interest at the rate of 12% per annum from May 5th, 1950. The premises affected by the foreclosures are as follows:

Parcel 1, Section 3, Block 709, Lot 37 on the Tax Map of the Borough of Manhattan, City of New York, as such map existed on April 6th, 1945, lying on the westerly side of Tenth Avenue, commencing 82 feet 5 1/4 inches south of West 38th Street, 26 feet 8 inches in width and 75 feet in depth. Also known as 493 Tenth Avenue.

Parcel 2, Section 3, Block 709, Lot 38 on the Tax Map of the Borough of Manhattan, City of New York, as such map existed on December 2nd, 1949, lying on the westerly side of Tenth Avenue, commencing 81 feet 9 1/4 inches south of West 38th Street 20 feet 8 1/4 inches in width and 75 feet in depth.

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

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

How Constitution Change Could Aid Needy Pensioners

If the Mahoney amendment to the State Constitution is ratified by the voters at the polls on November 6, pittance pensions of retired employees of the State and its local governments, who receive pittance pensions, could have those pensions increased directly. The State or local government would have to vote the funds. The pension check itself would be increased, on a showing of need, and the additional amount would not be a separate one, and the aid would be taken out of the public relief category which prevails under the present \$900 minimum law which has a year's time limit. The Mahoney amendment has neither limit.

The text of the constitutional section, if the amendment is adopted, would read as follows (new matter in bold face):

"Section 1. Resolved, That section eight of article seven of the constitution be amended to read as follows:

"Sec. 8. The money of the state shall not be given or loaned to or in aid of any private corporation or association, or private undertaking; nor shall the credit of the state be given or loaned to or in aid of any individual, or public or private corporation or association, or private undertaking, but the foregoing provisions shall not apply to any fund or property now held or which may hereafter be held by the state for educational purposes.

Subject to the limitations on indebtedness and taxation, nothing in this constitution contained shall prevent the legislature from providing for the aid, care and support of the needy directly or through subdivisions of the state; or for the protection by insurance or otherwise, against the hazards of unemployment, sickness and old age; or for the education and support of the blind, the deaf, the dumb, the physically handicapped and juvenile delinquents as it may deem proper; or for health and welfare services for all children, either directly or through subdivisions of the state, including school districts; or for the aid, care and support of neglected and dependent children and of the needy sick, through agencies and institutions authorized by the state board of social welfare or other state departments having the power of inspection thereof, by payments made on a per capita basis directly or through the subdivisions of the state; or for the increase in the amount of pensions of any member of a retirement system of the state or of a subdivision of the state. The enumeration of legislative powers in this paragraph shall not be taken to diminish any power of the legislature hitherto existing."

LEGAL NOTICE

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

Being the persons interested as creditors, next of kin or otherwise in the estate of Adolf Radzian, also known as Adolph Radzian, Adolph Radzian and Adolf Radzian, deceased, who at the time of his death was a resident of 187 Avenue C, New York, N. Y.

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

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

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

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

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Where to Apply for Jobs

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

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

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

U. S. Commission Answers Typical Questions on New Downgrading Rule

WASHINGTON, Sept. 10 — The U. S. Civil Service Commission notified Federal agencies that, under certain conditions, they could elect to pay their employees whose positions were downgraded the same salaries they were receiving on the date when their positions were placed in lower grades.

These conditions are that:

- (1) The employee must have occupied the position on the effective date of the Classification Act of 1949 (October 28, 1949).
- (2) He must have remained in the same position.
- (3) The position must be downgraded to a grade below the grade occupied on October 28, 1949, and
- (4) The action taken to downgrade the employee's position must have occurred on or after August 18, 1951, the effective date of the new regulation.

Numerous employees have asked questions concerning their own cases.

Here are some of the questions being asked, with the corresponding answers given by the Commission:

Q. Does the new downgrading provision apply when agencies decide, on their own initiative, to place positions in lower grades, or only when the Civil Service Commission so orders?
A. It applies in either case.

Q. Is it mandatory for agencies to apply the new regulation when the circumstances are such that the employee's current salary may be retained by him?
A. No. The agencies are not required to adopt the provisions of

the new regulation. It is discretionary with them.

Q. I am told that I cannot benefit from the new provision because my position was placed in a lower grade six months ago. What is the reason for this decision?
A. The new regulation became effective on August 18, 1951, the date of its publication in the Federal Register. Downgrading actions taken prior to that date are not affected by the new provision.

Q. My position was in grade GS-7 on October 28, 1949, but was later raised to grade GS-9. Now I understand it may be lowered to grade GS-7 again. If this happens, will it be possible for me to keep the higher grade GS-9 salary?
A. No. The new regulation permits an agency to let you keep your current salary only when your position is placed in a grade lower than the one it was in on the effective date of the Classification Act (October 28, 1949).

Q. I have been a clerk, grade GS-5, since 1948. Last year I transferred to another agency, keeping my same grade and salary. If I am downgraded to GS-3 because of the reallocation of my present position to that grade, will the new regulation apply in my case?
A. No. The regulation applies only where the position is the same one that the employee occupied on October 28, 1949. Your transfer from one agency to another constituted a change of position.

This is the seventh installment of study material prepared by The LEADER, from information supplied by the Department of Sanitation, on the NYC Assistant Foreman promotion exam. The written test will be held Saturday September 22. More study material next week.

FIRST AID

If a man under your supervision were seriously injured in the performance of his duties you should:

1. Make him comfortable, keep him lying down;
2. Administer first aid;
3. Call police headquarters for an ambulance;
4. Notify the Division of Safety through channels;
5. Get injured man's name, address, title, badge, and place of assignment;
6. Get names of witnesses and description of the accident;
7. Have injured man sent home or to hospital, whichever the attending physician recommends;
8. Assign another to perform work of the injured;
9. Insert detailed report in daily blotter;
10. Forward written report to supervisor;
11. Prepare sick lines, ACP, and compensation forms and forward through channels to proper authorities.

CIVIL DEFENSE

The Department of Sanitation co-operating in the civil defense program has:

1. Designated a co-ordinator whose duty shall be to act as liaison officer with the Office of Civil Defense of the City of New York;
2. Received the assignment of an important part of the decon-

tamination program because of its fleet of over 3,600 pieces of motorized equipment such as bulldozers, wreckers, draglines, cranes, trucks, etc., and a complement of experienced operators;

3. Prepared plans to use certain equipment adaptable for hauling food, fuel, medical supplies, etc.;

4. Prepared plans to use all motorized equipment furnished with necessary supplies to move into impact areas and meet emergencies;

5. Established a program of first aid instruction consistent with American Red Cross standards for the training of all department personnel;

6. Established a training program for special duty assignment in connection with decontamination and other civil defense;

7. Collaborated in plans to coordinate department personnel and equipment with those of other city departments for the performance of specialized work.

CIVICS

Some questions on civics may be expected. Here are answers to typical questions:

1. The area of NYC is 320 square miles.
2. The governmental machinery required to administer the city employs more than 193,000 persons and its expense budget for the current year is over \$1,300,000,000.
3. The Council and the Board of Estimate are the legislative bodies of the City.
4. The Mayor is the chief executive officer.
5. In the case of a vacancy in the office or during the absence of the Mayor, the President of the Council acts as Mayor.
6. WNYC, the city municipal broadcasting station, operates as a division of radio broadcasting under the supervision of the Mayor, with a director of radio communications in charge.
7. The Comptroller is the chief financial officer of the City and has the power to investigate all matter relating to finance.
8. The president of the Council, as the title implies, is its presiding officer.
9. The City is divided into five boroughs — Manhattan, Brooklyn, The Bronx, Queens, and Richmond, the limits of which

coincide respectively with the counties of New York, Kings, Bronx, Queens, and Richmond.

10. The Board of Estimate is the board of directors of the City.

11. The Board consists of eight members, all of whom are elected for four-year terms.

12. The Board of Estimate consists of the Mayor (chairman), the Comptroller, the president of the Council and the Presidents of the Boroughs of Manhattan, Brooklyn, The Bronx, Queens, and Richmond (eight members).

13. The Mayor, the Comptroller, and the President of the Council have three votes each; the Presidents of the Boroughs of Manhattan and Brooklyn, 2 each; and the Presidents of the Boroughs of The Bronx, Queens, and Richmond, one each—total 16 votes.

14. The fiscal year of the City begins July 1, and ends on the following June 30.

15. The Budget Director submits, each year, an executive budget for the ensuing fiscal year.

16. The Comptroller submits to the Board, the Council, the City Planning Commission, and the Budget Director a detailed report on the City's financial condition and the maximum amount and nature of debt which the city may incur for capital projects.

17. Members of the Council are elected for four years.

18. All new legislation passed by the Council is designated as local laws.

19. Borough Presidents are not members of the Council.

20. The authority creating the various departments of the City is found in the NYC Charter. The Administrative Code supplements the Charter by setting up in detail the methods of administration.

Thurman Arnold Says U.S. Bullies Its Own Employees

Thurman Arnold, former U. S. Judge and former Assistant Attorney General of the U. S., in an article in the September issue of "Atlantic," entitled "Bullying the Civil Service," complains that U. S. civil service employees are subjected to denials not imposed on workers in private industry. He mentions the acceptance, as evidence in loyalty cases, of police information, not communicated to the accused; the meagre expense allowances; the frequent attacks on public administration and employees; the horizontal cuts in personnel appropriations and the attempt to legislate morals by enacting a code of ethics.

"When they travel," he writes of public employees, "they are not allowed to live at the same hotels with their opposite numbers in industry. I have been trying cases against able and competent government lawyers. When the hearing is over we part because they have to find the cheapest hotel. Even then they do not break even. If this be a test of efficiency then no private business in America is efficient. It was recently discovered that government employees were using automobiles on government business instead of standing up in buses. The supply of automobiles was immediately cut. Give these fellows an inch and they will take a mile!"

They Say

"I know thousands of Federal employees. They are doing a good job." Robert Ramspeck, Chairman, U. S. Civil Service Commission.

LEGAL NOTICE

STATE OF NEW YORK
INSURANCE DEPARTMENT
ALBANY

I, Alfred J. Bohringer, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Pacific National Fire Insurance Company, San Francisco, California is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended December 31, 1950, shows the following condition: Total Admitted Assets \$32,092,172.43; Total Liabilities \$21,376,635.08; Capital paid-up \$1,250,000.00 Surplus and Voluntary reserve \$10,665,537.35; Surplus as regards policyholders \$11,815,537.35; Income for the year \$14,545,611.05; Disbursement for the year \$10,330,007.29.

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2 Titles Upgraded; 9 Appeals Denied

Membership Meetings

(Continued from page 3)

Editor to Lecture On Govt. Publicity

ALBANY, Sept. 10—Laundry supervisors and medical records librarians in the State service won their appeal for a salary increase.

The laundry supervisors will go from Grade 6, \$2,346-\$3,036, to Grade 7, \$2,484-\$3,174.

The medical records librarians will go from G-7 to G-9, \$2,760 to \$3,450.

The salary ranges represent the grade pay at start and after five annual increments.

Both increases will be effective on April 1, 1952.

The minimum entrance salary has been temporarily increased statewide for dental hygienists, to \$2,760, the second increment step in G-7.

Nine appeals for upward reallocation have been denied. The titles and present grades are: Assistant Compensation Reviewing Examiner, G-18; Barber, G-4; Beautician, G-4; Chief Self-Insurance Examiner, G-34; Head Industrial Shop Worker, G-5; Junior Compensation Reviewing Examiner, G-12; Transportation Service Inspector, G-12; and Upholsterer, G-7.

No decision has been reached yet on the following dozen applications for upward salary ad-

justments (title and department given):

Assistant Examinations Editor, Assistant in Test Development and Examinations Editor, Education; Institution Teacher, Senior Curator (History), Senior Museum Technician, Education; State Laboratory Administrative Officer, Health; Supervisor of Park Operations, Conservation; Psychiatric Museum Curator and Supervisor of Social Work (Psychiatric), Mental Hygiene; Supervising Unemployment Insurance Investigator and Senior Payroll Examiner, Labor. DPU.

"The application for a raise for institutional teachers originated with Social Welfare Department teachers, but there are positions in this class in other departments and agencies," said J. Earl Kelly, director of classification and compensation. "Other employee or appointing officers may participate in this application, if they wish."

The dozen applications were made since April 1, 1951. Other applications, made earlier, also remain undecided.

"In future reports, the applications filed during the preceding month will be reported," said Mr. Kelly.

Five titles have been added to the State title structure and six eliminated.

The five new titles and grades, already in effect, are:

Director of Cerebral Palsy Unit, G-18, \$3,978-\$4,803; Director of Retirement Accounts, G-30, \$6,280-\$7,540; Examiner of Mortgages, G-14, \$3,451-\$4,176; Unemployment Insurance Accounts Assistant Supervisor, G-22, \$4,638-\$5,628, and Unemployment Insurance Accounts Supervisor, G-28, \$5,860-\$7,120.

The six eliminations: Administrative Supervisor of Unemployment Insurance Records G-25; Assistant Supervisor of Unemployment Insurance Records, G-22; Associate Examiner of Mortgages, G-25; Grain Weigher, G-8; Grain Weighmaster, G-11, and Junior Examiner of Mortgages, G-9.

aca, September 12: Biggs Memorial Hospital, State College Cortland State Teachers College, Cortland, Tompkins, Finger Lakes Commission, Motor Vehicle Inspectors, Chapters; Binghamton, September 13: Binghamton, Broome, Chenango, W. R. C. Home, Shapters; Oneonta, September 14: Cobleskill Institute, Oneonta, Otsego, Delhi, Troop C, Chenango, W. R. C. Home, Otsego Public Works, Chapters; Geneva, September 17: Auburn Prison, Cayuga, Geneva, Wayne, Newark State School, Willard State Hospital, Ontario, Seneca, Chapters, Syracuse, September 19: Auburn Prison, Cayuga, Syracuse, Syracuse State School, Onondago Sanatorium, Oswego State Teachers College, Oswego, Onondago, Troop D, Syracuse Armories, Morrisville, Central Barge Canal, Madison, Chapters; Utica, September 20: Troop B, Rome State School, Oneida, Marcy State Hospital, Utica State Hospital, Utica, Herkimer, Public Works No. 2, Morrisville, Armories, East Central Canal, Broadacres Sanatorium, Mid-State Madison, Chapters.

COURT ATTENDANT TEST

The State exam, No. 4248, for Court Attendant (with Stenographic Ability), Bronx County, originally scheduled for November 17, will not be held.

LEGAL NOTICE

CITATION—The People of the State of New York, by the Grace of God, Free and Independent, to Attorney General of the State of New York: Kaspar Inekdjan, and to "Mary Doe," the name "Mary Doe" being fictitious, the alleged widow of Charles Enekjian, also known as Khachadour Mekjian and Kashadour Enekjian, deceased, if living, or if dead, to the executors, administrators and next of kin of said "Mary Doe" deceased, whose name and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

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

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

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

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

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 21st day of August in the year of our Lord one thousand nine hundred and fifty-one.

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

SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NEW YORK
SYLVIA SACKS, Plaintiff, against
MICHAEL R. SACKS, Defendant.
Plaintiff designates New York County as the place of trial.

Summons with notice: Action for Separation and Divorce. Plaintiff resides in New York County.

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

Dated, August 10, 1951
EVERETT B. BRICH,
Attorney for Plaintiff
Office and Post Office Address
25 W. 45th Street
Borough of Manhattan
City of New York

SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NEW YORK
SYLVIA SACKS, Plaintiff, against
MICHAEL R. SACKS, Defendant.
To MICHAEL R. SACKS:
The foregoing Summons is served upon you without the State of New York pursuant to an order of Honorable Charles D. Breitler, a Justice of the Supreme Court of the State of New York, dated the 24th day of August, 1951, and filed with the Complaint in the Office of the Clerk of the County of New York, at the County Court House, in the Borough of Manhattan, City, County and State of New York.

Dated: New York, September 4, 1951.
EVERETT B. BRICH,
Attorney for Plaintiff,
Office & P. O. Address
25 West 45th Street
Borough of Manhattan
City, County and State of New York

LEGAL NOTICE

CITATION—The People of the State of New York, By the Grace of God, Free and Independent, to Robert A. Lanz, alleged husband of Mary Lurvey, also known as Mary Lurney and Mary Lanz, deceased, whose last office address is unknown and cannot after diligent inquiry be ascertained by the petitioner herein if living and, if dead, to his executors, administrators, distributees and assigns, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; Gladys Weisser; John Markowich; Christy Buslawich, as Administrator of the Estate of Veronica Buslawich, deceased; Herbert W. Lurvey; being the persons interested as creditors, next of kin or otherwise in the estate of Mary Lurvey, also known as Mary Lurney and Mary Lanz, deceased, who at the time of her death was a resident of 235 East 93rd Street, New York, N. Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 16th day of October, 1951 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, why a stipulation of settlement dated December 12, 1949, should not be approved by the Surrogate and why the rights of the parties thereto should not be determined.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed, Honorable T. COLLINS, a Surrogate of our said County, at the County of New York, the 31st day of August in the year of our Lord one thousand nine hundred and fifty-one.

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

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Comment

EDUCATION EMPLOYEES ASK PENSION REFORM

Editor, The LEADER:

At present the NYC Board of Education's Retirement System compels an administrative employee to reach age 60 before being eligible for retirement, while members of the NYC Employees Retirement System receive retirement at age 55.

For the past 20 years the Board employees have been asking for the 55-year option.

The Board of Education Retirement System does not include school teachers. The teachers have their own system.

2,000 EMPLOYEES

Rich Legacy for Folks Over 40

Reprinted from Civil Service Leader of Aug. 28.

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

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

The Count spent a fortune making a show place of this superb location in the scenic Highlands of Florida on the palm-fringed banks of Lake Monroe. Here he sumptuously entertained scions of wealth and society, presidents and royalty, including Presidents Grant and Cleveland and Edward, Prince of Wales.

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

Community Club, Too

The stately De Bary mansion surrounded by acres of rare tropical landscaping is now the community club house, with free membership for all. The happy

home owners may relax in the shade of mighty camphor trees, stroll through groves of palms and magnolias, use the health-giving sulphur springs pool, the boating and fishing dock, the shuffleboard and tennis courts, everything, as their own.

Folks over 40 can enjoy low cost living at "De Bary," Fla., in a glamorous environment that any millionaire would envy. A spacious homesite in this gorgeous setting costs as little as \$590 on easy terms and this amazingly low price includes an inspection trip and a money back guarantee. Plantation Estates' builders, members of the Florida State Chamber of Commerce, will build a complete year-round home for as little as \$5290. Plantation Estates, De Bary, Fla., is located on U. S. Highway 17 between De Land and Sanford. De Bary has never been hit by a hurricane.

Large colored birdseye views and photographs, pictures and plans for low-cost homes may be seen and free booklets are available at the New York office of Plantation Estates, Inc. 500 Fifth Ave., Rm. 731, New York 18, N. Y. Office open week-days inc. Sat., 10 A. M. to 5 P. M., Sundays 1 to 5. Phone Wisconsin 7-2620.

Establishment of one of the first courses in any American university in "Government Publicity and Information", has been announced by Dr. William J. Ronan, director of New York University's Graduate Division of Public Service.

Maxwell Lehman, editor of The Civil Service LEADER, and Leo J. Margolin, public relations executive and former newspaperman, have been appointed lecturers for the course.

Practical Techniques

Beginning September 26, this course will offer graduate students preparing for government service, or already in government, systematic study of problems and practical techniques of public relations and the dissemination of government information to the public. The course will be given each Wednesday evening.

"Adequate information on governmental problems and activities is a prerequisite for citizen understanding and intelligent citizen action in our democratic society,"

stated Dr. Ronan. "The problems of governmental reporting are many. The citizen must be informed without being propagandized. The fullest possible information must be made available to permit the development of sound public opinion and independent judgment at the polls without, however, divulging matters which may endanger the national security. Government's expanding functions nationally and internationally, have developed an acute need for public servants with broad cultural backgrounds and technically trained in government's special and complex problems. The addition of this course will round out the offering of the Graduate Division of Public Service in this field and will aid in meeting this need."

Information about registration for the course may be obtained from the Graduate Division of Public Service, New York University, Washington Square, New York City.

New Public Employee Labor Relations Plan Being Tested All Over the United States

While NYC is embroiled in a variety of public employee problems, with strikes and threats of strikes, and new employee organization alignments in the making; and while New York State is experimenting with a personnel relations setup, elsewhere in the United States new efforts are under way to deal more directly with grievances in public service.

In Detroit, a recently-adopted charter amendment requires compulsory arbitration of labor disputes between the City and employees of the Fire Department, when requested by at least half of the firemen.

How It Works

Under provisions of the charter amendment, an arbiter is to be appointed by the City, one by the employees, and a third by one of four alternative methods—by the two arbiters, by the Governor, by the State Mediation Board, or by the National Labor Relations Board. Decisions handed down by the arbitrators on questions submitted by the firemen are binding on the Board of Fire Commissioners, the City Council, and the employees.

A North Dakota law adopted this year provides that when labor disputes cannot be settled by counties or cities, either the employer or employee may ask the appropriate executive officer—Governor, chairman of the county board, mayor, or city manager—to appoint two members to a mediation board, one representing the unit of government and one representing the employees. The board members then select a third one who serves as chairman.

This board is empowered to subpoena witnesses, compel attendance, take testimony and receive evidence. Within 30 days of the hearing the board must make recommendations on the issue in dispute to the executive officer of the unit of government and to the parties involved in the dispute.

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Water Board Employees Hopeful

Officials of the NYC Board of Water Supply conferred with representatives of the CIO on grievances, thus ending a stalemate on the question of having any so-called "outsider" at such conferences. Raymond E. Diana, executive secretary of the Government and Civic Employees Organizing Committee, CIO, and Frederick W. Ockert, vice president of the Board chapter of the Civil Service Technical Guild, represented their members. Deputy Chief Engineer Victor C. Brownson and Chief Clerk Charles O'Neill represented the Board.

Subjects Discussed

The following subjects were discussed:

Regular grievance procedure to be employed with accredited union representatives in each division as well as centrally.

Salary adjustments for technical personnel not yet included in increases granted.

Promotions to civil engineer, mechanical engineer, and inspector.

Moving expenses to be paid to upstate field men transferred to new locations.

HIP coverage for upstate field men.

Progress Reported

General accord was reported on all these.

Regarding regular grievance procedure, the union is to submit a list of accredited representatives for the various divisions. These representatives will take up grievances with local supervision. Major matters will be taken up centrally by the chapter's officers. The outside union representative will intervene in the event matters are not otherwise satisfactorily resolved.

The Board will continue to make recommendations to the Budget Bureau on salary increases and promotions but will entertain suggestions from the union.

The matter of moving expenses will be referred to the Board but will include only upstate men ordered transferred. HIP coverage for the upstate group will be explored with Comptroller Lazarus Joseph both by the Board and the union.

Eligible Lists

- SENIOR MEDICAL TECHNICIAN, (From.), Institutions, Department of Mental Hygiene**
- Howard, Olive L., Kirkwood.....
- ASSISTANT PRINCIPAL, (From.), School of Nursing, All Institutions, Department of Mental Hygiene**
- Durbin, Mary N., Ctr. Jellip.....88564
 - Shale, Mary, Queens Vle.....82686
 - Opp, Lillian, Greens.....81001
 - Boles, Mary, Rochester.....80965
 - Rose, Ena, St. Albans.....79831
- STATE OPEN COMPETITIVE JUNIOR STATE REPORTER, Law Reporting Bureau**
- Jacobs, Milton C., NYC.....80000
 - Moore, Jehn H., Albany.....80250
- COUNTY OPEN COMPETITIVE JUNIOR LIBRARIAN, Public Library, Erie County**
- Peters, Hilda D., Kenmore.....78100
 - Hall, Frances K., Buffalo.....77400
- CALCULATING MACHINE OPERATOR (KEY-DRIVE), Erie County**
- Dobe, Blanche T., Kenmore.....91750
 - Cook, Geraldine E., Buffalo.....91750
 - Cooper, Sylvia E., Buffalo.....89000
 - Schiffelie, M. E., Buffalo.....88450
 - Heiden, Ruth E., Buffalo.....84500
 - Merkling, A. F., Buffalo.....80750
 - Roberts, Edith, Buffalo.....79850
 - Power, Genevieve M., Buffalo.....78900
 - Long, Grace P., W. Seneca.....76350
- PSYCHOLOGIST, Edward J. Meyer Memorial Hospital, Erie County**
- Mendola, Vincent S., Buffalo.....88600
 - Angelo, Milton, Buffalo.....81700
- COUNTY PROMOTION PUMPING STATION OPERATOR, (From.), Village of Larchmont, Westchester County**
- MacPhail, Duncan, Larchmont 87994

Employees Eager to Take New Training Courses

State to Teach 25 Subjects in NYC, Beginning September 25...Full Details

ALBANY, Sept. 10 — The State Civil Service Department, through its Training Division, completed preparations for 25 in-service training courses to be given in NYC for State employees and other government employees, was making all arrangements for setting the dates for other courses, and began a rapid-fire promotion for attracting employees to the greatest in-service training program in the history of the department. First announcement of the courses showed employee interest at a record level.

The State will offer a course in the fundamentals of supervision, open to supervisors in Grades 6 through 15. Only those State employees nominated by their department heads will be eligible for this course. The same is true of steno refresher courses in NYC. Employees themselves may apply for the other courses directly to the Training Division, State Civil Service Department, State Office Building, Albany, N. Y., or for courses in NYC, to the Training Division at the Civil Service Department's NYC office, 270 Broadway at Chambers Street.

Supervision at Two Levels

The supervision course for the Grades 6 through 15 is in addition to a separate course in administrative supervision for top management and middle management officials, which even some Commissioners are expected to take. This course, of about 32 hours, will be given by day on an in-service basis.

Trade training courses will be given by the State Civil Service Department. The State Department of Education co-operates by allowing use of some of its facilities and teaching personnel. For trade courses application should be made to Dr. Klein, at the addresses given above.

The stationary engineer course, for State employees and others, is the first of the trade series, and will be given at night. Other trade subjects to be taught include building construction and maintenance, plumbing, steamfitting, thermodynamics and hydraulics. These will be courses of about 40 hours.

Courses Listed

The eight types of courses already planned are:

- Administrative Supervision, for the management group.
- Fundamentals of Supervision, for Grades 6 through 15.
- Case Studies in Supervision, as a follow-up to both supervision courses.
- Orientation and Induction, for departmental supervisors, employees of departments that took part in the administrative supervision courses.
- Special Seminars, held periodically, usually as panel discussions, but with broadened ramifications. Job instruction, human relations and conference and discussion methods will be among the topics.
- Steno Refresher, on a 32-hour basis, on a day-training basis, to be repeated at these cities, and extended to Buffalo, Rochester, Binghamton and elsewhere, as demand requires and circumstances permit.
- Typist Refresher, similar to, though separate from, the Steno Refresher, and also on a day basis.
- Office Management and Business Education, an evening course. This offers upgrading training and training aid to passing promotion tests. Business arithmetic, business law, fundamental bookkeeping, business letter-and-report writing, fundamental accounting and research, elementary statistics, public speaking, records management and office filing will be taught, and also stenographer and typist refreshers will be incorporated. Classes begin about October 1.
- Trade Courses, This is a series in different subjects.

Trade Courses, This is a series in different subjects.

All Other Dates Soon

Two dates have been set and a few starting dates approximated, but the schedule soon to be released will be published promptly in The LEADER, and in time for State employees to apply.

The stationary engineer course starts September 17.

Courses in NYC

The courses in NYC will begin on Monday, September 24, Commission President J. Edward Conway announced. This program is specially designed to help government employees increase their knowledge and improve performance on the job.

Dr. Charles T. Klein, director of public employee training, urged that employees register for these courses prior to September 18. Registration may be made in person at the Commission's NYC office on September 17 and 18, or by mail to the training division at the NYC address.

Employees planning to register by mail should supply the following information: name, department or division where employed, office address, office phone number, home address, home phone, present position title, and first and second choices of courses. Registration forms may be obtained at the personnel office of each department of the State government, or from the Training Division. No registrations will be accepted by telephone.

Evening Courses

The courses will start at Straubemuller Textile High School, 351 W. 18th St., near Eighth Avenue. There will be two two-hour sessions weekly for 10 weeks. The classes will start at 7 P.M. Groups will meet on alternate evenings, Monday and Wednesday, or Tuesday and Thursday.

The evening courses, conducted by the State in cooperation with the NYC Board of Education, will include the following: business English, business arithmetic, elementary algebra, algebra refresher, Pitman stenographic refresher, Gregg stenographic refresher, elementary bookkeeping, advanced bookkeeping, fundamentals of supervision, case studies in supervision, elementary statistics, advanced statistics, office records maintenance, machine calculation, typing refresher, elementary accounting, and elements of journalism.

Steno Refresher Courses, Also

A series of intensive stenographic refresher courses in Gregg and Pitman will be conducted during the working day at Central Commercial High School, 214 East 42nd Street (near Third Avenue).

LEGAL NOTICE

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

SEND GREETING:

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

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS HONORABLE GEORGE FRANKENHATER, Surrogate of our said County, at the County of New York, the 6th day of August, in the year of our Lord one thousand nine hundred and fifty-one.

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

These courses, which will begin October 3, are four weeks, two hours each on four days a week. Candidates must be nominated by their departments.

The course in basic supervision will be presented in cooperation with Cornell University's School of Industrial and Labor Relations. Two classes will be formed and each one will be limited to 25 employees working within the G6 through G15 salary grades. Trainees preferably should be working now as supervisors. This course will be presented during the working day. A half-day session will be held each week for 10 weeks.

Wallace and Miss McSweeney Aid

Frank Wallace and Elizabeth McSweeney of the education committee of the Metropolitan Conference, Civil Service Employees Association, have been cooperating with the Training Division in determining training needs and interests among State employees. As a result, a course in arts and crafts and a program designed to help public employees prepare for the high school equivalency examination are planned. A course in advanced stationary engineering also will be offered in various Metropolitan and Long Island training centers. Announcements of these courses, with details, will be distributed throughout State offices for posting.

Hartwig Is Dined On 25th Year With Rehabilitation Office

Edwin P. Hartwig of the Buffalo Division of State Vocational Rehabilitation was honored on his 25th year with the Buffalo office with a banquet at the University Post.

After cocktails and dinner, Charles W. Ernst, toastmaster, introduced G. Samuel Bohlin, Albany director of the division, who presented Mr. Hartwig with a certificate in recognition. The Buffalo staff gave him a leather traveling clock.

John Cummings and Herman G. Meulke, of the Albany office, spoke.

Also present were Mr. and Mrs. Paul T. Clifford, Mr. and Mrs. Edwin P. Hartwig, Jr., Mr. and Mrs. Walter E. Bell, Mr. and Mrs. Charles J. Gormley, Mr. and Mrs. John A. Evanko, Mr. and Mrs. Anthony A. Starr, Mr. and Mrs. Louis J. Braun, Mr. and Mrs. Edward J. Kelly, Also Walter Prien, district supervisor of the Rochester office; Edward M. Simon, John A. Owen, Gerald Hutchinson, Mildred Morningstar, Mary Steder, Joyce Brown, Marion Proehl, Connie Marlinski and Doris McClenathan.

SAFETY PRIZE AWARDED

SARATOGA SPRINGS, Sept. 10—The Saratoga Springs Authority, operator of the New York State-owned Saratoga Spa, has been given the first award in the accident reduction contest conducted by the safety service section of the State Insurance Fund, H. W. Gabor, Director of Safety Service, announced.

A total of 4,896 policyholders competed in the four-month contest, with first place going to the State Reservation, at Saratoga Springs.

WONDERFUL NEW ARCO COURSES

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

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<input type="checkbox"/> Bridge & Tunnel Officer \$2.50	<input type="checkbox"/> Misc. Office Machine Oper.\$2.00
<input type="checkbox"/> Bus Maintainer.....\$2.50	<input type="checkbox"/> Patrolman (P.D.).....\$2.50
<input type="checkbox"/> Civil Engineer.....\$2.50	<input type="checkbox"/> Playground Director.....\$2.50
<input type="checkbox"/> Clerk, CAF 1-4.....\$2.50	<input type="checkbox"/> Policewoman.....\$2.00
<input type="checkbox"/> Clerk, 3-4-5.....\$2.50	<input type="checkbox"/> Power Maintainer.....\$2.50
<input type="checkbox"/> Clerk, Gr. 2.....\$2.50	<input type="checkbox"/> Real Estate Broker.....\$3.00
<input type="checkbox"/> NYS Clerk-Typist Stenographer.....\$2.50	<input type="checkbox"/> Sanitation Man.....\$2.00
<input type="checkbox"/> Correction Officer U.S.....\$2.00	<input type="checkbox"/> School Clerk.....\$2.00
<input type="checkbox"/> Correction Officer (women).....\$2.50	<input type="checkbox"/> Social Investigator.....\$2.50
<input type="checkbox"/> Dietitian.....\$2.50	<input type="checkbox"/> Social Supervisor.....\$2.50
<input type="checkbox"/> Electrical Engineer.....\$2.50	<input type="checkbox"/> Social Worker.....\$2.50
<input type="checkbox"/> Elevator Operator.....\$2.00	<input type="checkbox"/> Sr. File Clerk.....\$2.50
<input type="checkbox"/> Employment Interviewer \$2.50	<input type="checkbox"/> Sr. Surface Line Dispatcher.....\$2.50
<input type="checkbox"/> Engineering Tests.....\$2.50	<input type="checkbox"/> State Trooper.....\$2.50
<input type="checkbox"/> Fireman (F.D.).....\$2.50	<input type="checkbox"/> Stationary Engineer & Fireman.....\$2.50
<input type="checkbox"/> Fire Lieutenant.....\$2.50	<input type="checkbox"/> Steno-Typist (Practical).....\$1.50
<input type="checkbox"/> General Test Guide.....\$2.00	<input type="checkbox"/> Steno Typist (CAF-1-7) ..\$2.00
<input type="checkbox"/> H. S. Diploma Tests.....\$3.00	<input type="checkbox"/> Structure Maintainer.....\$2.50
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TWU to Plague Monaghan If Court Upholds Police Union Ban

"Employees shall have the right to organize and to bargain collectively through representatives of their own choosing."

This quotation from Article 1, Section 17 of the New York State Constitution, is quoted by the Transport Workers Union to the members of its police local in NYC.

"This provision," explained James O'Donnell, counsel to the TWU, "is applicable to all employees, including members of the NYC police Department."

As to the opposing argument made at the recent hearing in the Supreme Court, New York County, that Section 439 of the NYC Charter prohibits policemen from becoming members of a union, Mr. O'Donnell says that the section does no such thing.

Calls Charter No Barrier

"This section," he explained, "is headed 'Political Activities Forbidden,' and forbids policemen from joining or contributing to any organization 'intended to affect legislation'. The same provision applies to NYC firemen and, outlaws only such organizations as are essentially political.

"The Board of Estimate, the Council, the Police Department, the Fire Department, and the various Mayors have recognized

that this section does not restrict the right of membership in a labor organization. There is no legal restriction on the right of NYC policemen to join the Transport Workers Union."

In the court case the TWU seeks to restrain Police Commissioner George P. Monaghan from enforcing his order prohibiting the policemen from joining a union. The Commissioner maintains that membership in a union—by which is meant, a local of an international where the parent body has jurisdiction over industrial employees as well—reduces the policeman's loyalty to the department by dividing loyalty with the union. In the case of a strike by others, called by the international of which the police are members, absolute impartiality, a basic necessity in such police work, would be impossible, says Commissioner Monaghan.

Michael J. Quill is planning a method of plaguing Commissioner Monaghan if the court case goes against the union. If any policeman is punitively transferred because of union activities, 10 Transportation Board operating employees will constantly march in front of him, and 10 more behind him, as an "informative picket line." The idea would be to inform the public that the policeman was

the victim of reprisal. Mr. Quill told that to the State CIO convention. He informed friends he has other devices up his sleeve, some of them directed at the Mayor himself.

Cites 11,000 Applications

He said that 11,000 of the 19,000 patrolmen had applied for TWU membership.

Aside from personalities, there is substantial agreement among organizations of employees that the police should and do have a right to join a union of their own

choosing, under the U. S. and State constitutions, and under State laws. The American Federation of Labor, also no admirer of Mr. Quill personally, has come out in full support of the right of the TWU to retain members in his police union, and get new members, even though the AFL was itself on the verge of starting a NYC police union. It has police unions in 84 other cities in the United States.

How the Police Feel

Policemen interviewed by The LEADER, whether they were in

favor of Mr. Quill or not, and whether they were members of the PBA or the TWU police union, or of both, as some are, all resented the Commissioner's ban on joining a union. In court the City admitted that Mr. Quill's union was the one aimed at, partly because of Mr. Quill himself, but the policemen said unanimously that an attack on one union was an attack on all unions and deprived policemen of a right. They'd been deprived of too many rights already and were established as second-class citizens.



In an interview with top officials of the New York Joint Conference of Affiliated Postal Employees, held in Washington, D. C., Senator Irving M. Ives of New York told President David Silvergield (left) and Vice President Patrick J. Fitzgerald (right) that he would seek early passage of the postal salary bill.

State Gives Advanced List of New Test Series

The State Department of Civil Service gave an advance listing of 19 exams that will open for receipt of applications on Wednesday, September 24. Do not apply before then. Friday, October 26 will be the last day to apply for the written tests.

For three there will be no written test. Candidates will be rated on their training and experience. The written tests for the 16 other exams will be held on Saturday, December 1.

Nine of the exams, including one of the unwritten ones are open both to residents and non-residents of the State.

The pay at start and after five annual increments is given for State jobs. For the West County jobs, the starting pay alone is given. In both instances emergency compensation is included.

The list gives serial number of test, title of job, and an asterisk denoting the exams open to residents and non-residents:

- 4102. Assistant Director for Clinical Research; no written test (*), \$9,610 to \$11,303.
- 4274. Physician; no written test; \$5,135 to \$6,200.
- 4275. Bacteriologist, \$3,846 to \$4,639.

- 4068. Assistant Radio-Physicist, \$3,846 to \$4,639.
- 4070. Game Pathologist, \$3,846 to \$4,639.
- 4276. Supervising Dietitian (*), \$3,991 to \$4,781.
- 4277. Senior Dietitian (*), \$3,237 to \$3,996.
- 4278. Dietitian (*), \$2,784 to \$3,541.
- 4561. Dietitian, Westchester County (*), \$3,855 —.
- 4279. Senior Sanitary Engineer (Design), \$5,774 to \$7,037.
- 4280. Mechanical Equipment Inspector, \$4,710 to \$5,774.
- 4281. Industrial Foreman (Paint Brush Shop); no written test; \$3,389 to \$4,148.
- 4271. Senior Welfare Consultant (Mental Health), \$4,710 to \$5,774.
- 4272. Supervisor of Social Work (Psychiatric), \$4,425 to \$5,313.
- 4273. Senior Social Worker (Psychiatric), \$3,991 to \$4,781.
- 4548. Senior Psychiatric Social Worker, Westchester County, \$3,485 to —.
- 4283. Supervisor of Social Work (Public Assistance), \$4,425 to \$5,313.
- 4284. Senior Social Worker (Public Assistance), \$3,991 to \$4,781.
- 4282. Office Machine Operator (Bookkeeping), \$2,140 to \$2,833.

2 More States Form Units For Legislative Research

Two more States acted this year to form research bodies which can provide accurate information and comprehensive and impartial analysis on problems facing their legislators.

Establishment of legislative councils by New Mexico and South Dakota brings to 26 the states with such interim study committees, the Council of State Governments reports. Although Kansas started the idea in 1933, it was not until after World War II that it really caught on. Since the end of the war, 12 States have created interim research agencies.

States now having such councils are: Arkansas, Alabama, Connecticut, Florida, Illinois, Indiana, Kansas, Kentucky, Maine, Maryland, Minnesota, Missouri, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Pennsylvania, South Carolina, South Dakota brings to 26 the States Washington, Wisconsin and Wyoming.

For the most part, legislative

councils are made up of members of the State legislature. Generally, the councils meet periodically between sessions of the State legislatures and give advance consideration to various problems expected to confront the next legislature. The councils have the services of continuing research staffs, and thus are able to develop comprehensive and impartial analyses of public issues. These analyses are then made available to all the legislators for their study and use in consideration of proposed legislation.

Other developments during the 1951 legislative year, designed to facilitate the legislative function included: creation of a Georgia bill-drafting unit within the Attorneys General's office; establishment in Colorado and Washington of permanent committees on statutory revisions; and establishment of new legislative budget and auditing control staffs under legislative committees in Iowa, Oklahoma and Washington.

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