State Announces Training Program And Specifies Dates

ALBANY, Aug. 31 — The training courses, the State will give to its employees this season, and exact or approximate dates, were announced by the State Civil Service Department. Courses will include supervision, stenographic refreshers, general clerical, trade training and other specialized subjects.

Administrative Supervision

Courses are designed for top management supervisors. It is usually offered on a day in-service basis in 10 sessions of three hours each. The course is scheduled this fall for the Board of Standards and Appeals and the following departments: Agriculture and Markets, Commerce and Taxation and Pin

ments: Agriculture and Markets, Appeals and the following departments. These courses are conducted in conjunction with local boards of education.

Employees are entitled to participate in the voluntary day in-service classes in funda-
namentals of supervision as they apply to supervisory positions in the grades.

In-service classes in fundamentals of supervision are expected to start about the week of September 28 in Albany, Buffalo, Rochester and Syracuse. Supervisors must be nominated by their departments to attend.

Evening classes, for which employees may enroll, are scheduled for Albany, NYC, Oswego State Hospital, Johnstown State Hospital, Hudson River State Hospital, and for other locations where they are requested.

Case Studies in Supervision.

Employees who have completed fundamentals in supervision are eligible for case studies in supervision. Offered on both a day and evening basis, the course will be scheduled to meet the needs of State agencies.

Institution Supervisor Programs

This course meets special needs of institutions and other agencies. Stenographic Refreshers

Courses are offered during the day in cooperation with local boards of education. Candidates must be nominated by their departments. Courses will begin in Albany and NYC on October 15. Evening classes in fundamental stenography will also be offered in Buffalo, Rochester, Syracuse, Utica, and in other areas on request.

General Clerical

These courses are conducted in conjunction with local evening school programs, in cooperation with local boards of education.

Other courses will be arranged on request from departments or employees. Enrollment is limited. Albany Evening School Program, September 13 and 14 are tentative registration dates in Albany for evening school classes in the following: Clerical refresher, office records and filing, fundamentals of supervision, case studies in supervision, statistics I and II, reading speed and comprehension, introductory psychology, personnel practices, and how to interview.

Evening School Program

Registration by mail for evening classes in NYC will be accepted from September 8 to September 17 at the Civil Service Department's NYC office, 37 Broadway, Em.

(Continued on Page 18)

Vol. XIV — No. 51 Tuesday, September 1, 1953 Price Ten Cents

John F. Powers of NYC and Theodore C. Weel of Albany, candidates for president of the Civil Service Employees Association, are shown at a meeting of the board of directors of the Association, held in Albany on August 29.

State Employees Get Service Pins

For About 10,000

ALBANY, Aug. 31 — Nearly 10,000 State and local employees of the State Employees Retirement System yesterday agreed to join the new Social Security System, effective October 1. Delay in enrolling was caused by the illness of the State Comptroller who has finally recovered. Legislation to permit the enrollment, and thus stop the payment of Social Security contributions, is pending.

Questions Answered

Employees in various benefit groups have posed questions, to which the following are answers:

Q. I am a veteran, I worked in the Division of Compensation and Classification. Do I get credit for the service? A. Yes, if your title is one that has been excepted by the Civil Service Department.

Q. I am retired under Social Security. Do I have to work for the State? A. No, it is up to you. Your title must have been excepted by the Civil Service Department.

Q. I am a member of the SERS but eligible under Social Security. Do I get credit for the service? A. No, if your title is one of those titles excepted by the SERS and the civil service.

Q. I have a member of the SERS who is not employed by the State. Do she have any Social Security benefits? A. Yes. You have continued Social Security contributions, but the private employment is in a covered employment, and service in the armed forces, built up eligibility under SS which establishes benefits that survive completion of service.

Q. I am a member of the SERS and a SS contributor. Do I get credit for the service? A. Yes, if your title is one of those titles excepted by the SERS and the Civil Service Department.

(Continued on Page 5)

Employees of

State Institutions

Get Service Pins

See Page 5

Repairs on Way for State Installations

ALBANY, Aug. 31 — Bid proposals on six projects were opened yesterday by Robert D. Enns, the State Superintendent of Public Works.

Demos — Roof repairs, State Employees Retirement Building, Binghamton — Electric work for new transformer, office building.

Wassaic — Reconstruction and alterations, state penitentiary, Wassaic State School.

(Continued on Page 5)

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Three members of the Civil Service Employees Association participated in ceremonies marking the end of the overseas cruise of the U.S. E. Empire State, the State Maritime College's training ship. They are Captain Alfred F. Olivet, extreme left, commanding officer of the ship; third from left, Commander Andrew Hirth, chief engineer officer of the ship, and Commander James Malloy, extreme right, executive officer. The others, from left, are T. C. Durbin, president of New York University Maritime College and Dr. William S. Carlson, president of the State University. The ceremonies were held at Albany, concluding a cruise to Copenhagen, Hamburg, Amsterdam, Bordeaux and San Sebastian. The cruise terminated at Albany.

How State and NYC Grant Added Pensions

Many inquiries have been received by the LEADER regarding supplementary pensions under a law passed last year and reenacted this year. Many are also dis-appointed over the small additional amount of pension. This does not take away any benefit at all. Different laws of the state and local governments, including NYC, do provide for this.

The following formula will reveal to pensioners whether they are entitled to a supplementary pension and disclose the limits to the amount of additional money.

For the NYC Employees Retirement System, the plan is as follows:

**SUPPLEMENTAL PENSIOnS**

Local Law 79 of 1953 **Applies** to Civil Service employees, including the supplemental pension allowance as provided by Local Law 147 of 1953.

The benefits under the local law are payable from April 1, 1953 to March 1, 1954.

Who are Eligible

1. Officers and employees who retired prior to January 1, 1953; and officers and employees who will retire on or before January 1, 1953.

2. Whose maximum retirement allowance (without any supplemental pension) is less than $1,000.

3. Who have not been off the rolls of Civil Service or out of the service for more than 10 years.

Most do not apply to employees whose pensions may be eligible for this allowance. The age of service or service before January 1, 1953, must be used in any case. The monthly supplemental pension payment is based on one-twelfth of his annual retirement allowance or pension, computed as follows:

A. Subtraction by 40 the number of years of allowable service or credit which his retirement allowance or pension is based.

B. Subtracting therefrom the amount of his annual retirement allowance or pension, computed as above.

C. Dividing the result so obtained by 12.

In no event shall the monthly supplemental pension exceed $200, or the provisions of Options 2 or 3.

**STATE Open Competitive Employment**

**AMERICAN INSTITUTE OF EDUCATIONAL PLANT**

1. Fuchthual, William; $10,000

2. Raskin, John; $10,000

3. Moore, John; $10,000

4. Breskin, Max; $10,000

5. Murga, Louis; $10,000

6. Sleva, Jack; $10,000

7. Ginsberg, Samuel; $10,000

8. Davis, Max; $10,000

9. Rabinowitz, Meyer; $10,000

**UNION INSURANCE PENSION PLAN (Table 3)**

**Continued on Page 3**

City Managers Indorse Performance Standards

Wisconsin and California are among the government jurisdictions that are using performance standards:

The federal Bureau of the Budget is another.

"Standards or judging the performance of a city's service can be based on more precise measurements than just citizen satisfaction," says the International City Managers Association. "The level of municipal services is determined largely by the accomplishments of each of the city's workers and their work, and a standard of performance is a yardstick against which each employee may be judged. In many cases, management's best criterion of accomplishment is to determine the amount of service performed or where numerical measures of work done are likely to suggest the effectiveness of a program. Alternate measures of performance may identify specific trouble spots, the extent of shorcomings, and the effectiveness of remedies.

Quality Not To Be Neglected

"The development and use of standards of performance have limitations and pose problems.

The most important aspect of the development of a city's service is that employees may not be susceptible to the temptation to use standards to select employees for promotion. Too, the standards, in many respects, do not point to the special needs of each city. Measurement of performance is quantitative rather than qualitative, and the difficulty arises of translating the quantifiable aspects of performance to the qualitative standards of the occupation. Thus, the neglect of other aspects of supervision, of the need for better understanding of the tools of the professional, is limited by the introduction of standards and the need for more intensive training.

Despite the limitations of performance standards, city managers encourage these techniques encountered when utilizing the performance standards which are used. Fieldwork is likely to increase as they are put in practice by more government jurisdictions.

**LEADER's Interesting new cuba, a city manager's department, is to find out for which as well as for which, the monthly supplemental pension to be paid to a NYC employee also is to be computed by:

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Many Education Officers Needed for Overseas Civilian Jobs with Army

The Army's troop information and education program is in need of many education officers to handle the many years of duty in the Far East Command.

Graduate education officer (general)

Graduate education officer (general)

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A bachelor's degree from an accredited college, with 15 hours of education, is desired. College teaching experience, depending on the state and local governments, including NYC.

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The Pay Window

By HENRY GALTIN

Salary Research Analyst, Civil Service Employes Association

What Does Sociology Have To Do With Pay?

SOCIALLY, it is a well-known fact that the basic unit of modern society today is the family. This has been true for centuries and will continue to be. The family is the backbone of society.

If you ask then, that the total amount of money that comes into each of the thousands of homes of State employees is a vital factor to that family's manner of living, their well being, their ability to take their proper place in society, and to do their share toward maintaining and improving what all Americans believe to be true essence of modern democratic way of life, and to make the most of themselves.

One of the matters of prime interest to the Association is not only total family income of State employee families, but also the way in which that wage income is obtained. Whether higher wage income from a single wage earner in the family, or whether more than one in a family must be gainfully employed to enable the family to live in comfort. This is a very difficult thing to do but it can be done.

There are many statements that wives of state employees have had to go to work because of the inadequacy of the present State pay levels. This has produced fear among state employees as an argument for a pay raise. What is known is that borrowing against employee equity in the retirement system is increasing alarmingly, both in size of loans out and in number of employees using these funds in old age. They should not be used to augment income during years of full earning capacity. To borrow from their retirement money is for emergency purposes, to that the plight of State workers' present pay.

The figures, show the increase in wage income which occurred between 1939, the last full year before the World War II defense boom, and 1944, the last full year of the war. In 1939 the median wage or salary income of primary families and individuals was $1,200. By 1944 this figure had doubled (to $2,400). With the end of war, the average family income would rise to $3,000, and the average income for all families to $4,200. The median family income of the United States was $3,317 in 1939, $4,200 in 1944, and $5,117 in 1953.

The report states that the 1944 increase in total family income was due to increased military and civilian employment. The increase in total family income was $1,900, or 159 percent, as compared with the 1939 increase of $550, or 52 percent.

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The State Department of Mental Hygiene, from left, Ralph W. Bohn, M. D., assistant director; Mrs. Ernest C. Pellic: Dr. Robert and Mrs. Foster; Erwin H. Madge, acting director, and Ernest C. Pellic, business officer of the State Department of Mental Hygiene.

Softball Title Is Won By Willard

Willard State Hospital, which trailed Rochester State Hospital for most of the season, emerged as league leader in State Mental Hygiene softball tournament when final standings were announced by Joseph Kett, secretary of the organization.

The final standings:

<table>
<thead>
<tr>
<th>Team</th>
<th>Win</th>
<th>Tie</th>
<th>Loss</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willard</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Buffalo</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Craig Colony</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gowanda</td>
<td>0</td>
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<td>0</td>
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</tbody>
</table>

Willard has won the league title for the first time, says Coach Frank Clark.

In the first all-star post-series game on the Willard diamond, a day earlier featured Joe Cohn, Willard, and Jim Carley. Neafey, who represented the All Stars, Highlights of both games were made by Dean, Newark, and Long, Willard, Shots hitting numbers in both games.

What is known is that borrowing against employee equity in the retirement system is increasing alarmingly, both in size of loans out and in number of employees using these funds in old age. They should not be used to augment income during years of full earning capacity. To borrow from their retirement money is for emergency purposes, to that the plight of State workers' present pay.

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Still Time To Enter Independent Candidates In CSEA Election

ALBANY, Aug. 31— Nomination petitions of the Independent Candidates for the Civil Service Employees Association (CSEA) were on the filing box by 4 o'clock Monday afternoon. Thus the CSEA. These nomination petitions were received by the CSEA nominating committee, A. S. Aldrich, president; T. W. Stith, secretary, and H. A. Drewry, recording secretary, up to the date of the election.

The list of candidates submitted to the Association by the membership committee, appointed by John A. Creme, follows, in alphabetical order:

President, John P. Powers and

Dr. Theodore C. Wenzl.

Vice president, Joseph F. Perry and Noel P. McDonald.

Secretary, William F. Quinlan, J. Allyn Renner and Vern Kean.

Treasurer, Vernon R. David and Henry G. Fox.

Activities of Employees in New York State

New York State School for the Blind is located at 1515 Broadway, New York City, and is under the direction of 120 employees. The school is divided into five departments: Training, Rehabilitation, Public Health, Social Services, and Administration.

The school offers a variety of programs to blind individuals, including vocational training, rehabilitation services, and social services. The training department provides job training for students who are preparing to enter the workforce. The rehabilitation department assists students in finding and maintaining employment. The social services department provides support and services to students and their families.

In addition to these programs, the school also offers a variety of services to the general public, including counseling, consultation, and training programs.

The school is funded by the State of New York and is overseen by a Board of Education, consisting of five members appointed by the Governor.

The school is committed to providing quality education and services to its students, and is dedicated to helping them achieve their full potential.

Please note that this information is for educational purposes only and may not be complete or up-to-date.
Birnance, E. Tansey retired as a consultant public health nurse. Mrs. Tansey joined the State Department of Health in 1933 as a supervising nurse in the Division of Maternity, Infancy & Child Hygiene. In August 1933 she transferred to the Division of Tuberculosis and came to Mt. Morris in 1936, before the opening of the hospital. She assisted in the establishments of clinics in the hospital district. She has been in Mt. Morris continuously since and after her service in the Army Nurse Corps during World War II. Best wishes to "Panie" in her retirement in Bradford, P. We hope she finds hours enough in the day for her many interests. Francis Halford sailed for England. He plans to spend a month in England and a trip to Canada and Syracuse with relatives and friends. Mrs. Fred Howard enjoyed a trip to Camporee and Bryce Canyon while she was vacationing. Howard Andrews and family motored through Ohio, Indiana, West Virginia and Pennsylvania. Mr. Andrews served as an amusing show at WVWVA. He also did a lot of fishing.

Thomas Pritchard is on maneuvers. Recently he was Drum in Waterboro. About 75 employees and their families enjoyed a steak and corn roast at Ames Armory residence. Frances Nelson sponsored it and everyone there being there got back from vacations are: Dr. Armstrong, Catherine Chisolm, Ruby Bukov, Lucille Keating, Cora Bryant, Pete Least.

Agnes McClurg’s residence. Frank Armstrong, Catherine Chisolino, Cora Bryant, Pete Least.

Bout Jamboree in California. His son, Emerson, Jr., to the Boy Scout Patrol of 25-year service pins were presented to 18 employees of the State Tuberculosis Hospital. Standing, from left, Edward Attridge, Clyde Perry, Kenneth Seper, Clarence Pryne, Harry Sullivan, Floyd Miller, George Habet, Hert Herah, and Joseph Kuran. Seated, Joseph Brown, James Marouksi, Mrs. Dolla Marouksi, Anna Sanlow, Mabel Tag landmarks. An a certificate recognizing his 25 years of service with the State Department of Health is presented to Dr. David A. Harrison, left, assistant to the director of Broadacres Sanatorium, by Dr. Stephen Mahody, director.

Patrolman Applications Will Be Open Nov. 4 to 20 Young men interested in this position should start preparation without delay. Be our guest at a class lecture. Classes will Monday at 1:15; 5:45 or 7:45 P.M. in a Classroom.

Transit Patrolman Applications Will Open October 14th The salary and other benefits are exactly the same as for Patrolman, but minimum height is only 5’1” with maximum age is 22 years.

Correction Officer — Men This examination shall appeal to men who are still under 35, and with vision and powers lower than 20/20.

Correction Officer — Women Women 22 years old but not yet 35, and at least 5’2” are eligible. Classes for Both Exams Meet Wed., 7:30 P.M.

Preparation for Approaching Promotional Exam — Mailȃme Monday at 1:15; 5:45 or 7:45 P.M. Closes November 16.

Clerk — Grade 2 Applications Will Open Sept. 9th For Both of These Positions

Correction Exam — Grades 3 & 4

City Departments

Bachelor of Science in Education. Nobody will have gotten from the Municipal Civil Service Commission of examinations, anyone with three additional years of full time, paid experience under regular appointments in the field of education in a supervisory, administrative or other capacity involving a high degree of responsibility, and be a character to be ready in an application to carry out the duties of the position.
TUESDAY, SEPTEMBER 1, 1953

Pension Aid Is Still Too Small; Better Deal Is a 'Must'

The supplemental pensions aren't doing much good. They were intended to relieve the plight of recipients of pitance pensions. The law as originally passed by the Legislature last year made the benefit severely restrictive, both in amount and in eligibility requirements. The renewal this year repeated the same harsh formula. The result is that persons who deserve a lift on the basis of their predicament, don't get it, and so many who get anything get little.

Lately it seemed NYC followed the State pattern. They felt they couldn't go on beyond it, since they might be attempting to override the Legislature.

Neither the State nor the localities showed any zest for finding a supplemental pension formula which might provide something more than a crumbs to popular demand, and ignoring the pitiful pleas of the semi-destitute that the law be liberalized to render more aid. The formula spells out reluctance with sharp clarity.

By the need is enshrined in an enactment by the next Legislature of a less stingy formula, one that will make the practice fit the theory that the shrunken purchasing power of the dollar must be partly offset by a more responsible regard for the predicament of retired former public employees. The amount of money the city spends is low, because based on salaries which were low during the five-year period on which pensions are based. The combined effect is disastrous to thousands.

Madame Secretary Reports

"Because of the method defined by law for computing eligibility, very little assistance is afforded these pensioners," said Mrs. Isabel M. Kelchey, secretary of the NYC Employees Retirement System.

She reports that 1,494 NYC pensioners were eligible to the supplemental allowance under Local Law 79 of 1953 which expired March 31, 1953, while only 55 pensioners qualified for the supplemental allowance under Local Law 79 of 1953 which continues the benefit for all to March 31, 1955. The pensioners receive only a fraction of the restrictive method of computation of allowance renders the law ineffective in extending the intended assistance to needy pensioners.

An additional pension benefit for payment July 1, 1951 to July 1, 1953 totaled $227,428.45 in NYC. Only 205 pensioners are receiving the maximum allowance of $25 monthly, and only one more pensioner will become eligible for the maximum benefit, and that one in March, 1955.

Travesty on Justice

Thirty-two eligible pensioners are entitled to less than 50 cents monthly and all but one of the thirty-two — this one receives 44 cents annually — have walked the additional allowance.

To date, of the total eligibles, 43 pensioners have died and the amounts due have been paid. Under the paltry formula you can't even win but a pitance even if you die.

In the State Government, since the formula is the same, the result is the same — the same negative and depressing.

It is so clear indeed that the Supplemental Pension Law falls so far short of even a bare minimum of assistance that, unless the terms of eligibility and amounts are liberalized, the whole project will continue to smack of bare to a constitutional amendment.

NYC WORKERS borrow $74,580 from the retirement system during July, and 10 other members withdrew $47,060 of excess contributions. Does the need for a raise require further proof?

IF I ACCEPT a Federal job, will that have any effect on my present retirement allowance as a former NYC employee?— A. E.

Answer: No. There is no restriction against working for Federal government, nor does the amount of money earned matter, regardless of the status of the federal employee.

If I have a Federal retirement, and after having worked for 2 years at a federal job, I quit and return to a NYC job, will I lose my federal retirement allowance?— W. W.

Answer: No. If you accept the federal job, you are auto-

matically allowed to accept any job, and, of course, if you accept the federal job you will lose your previous NYC retirement.

NEITHER THE STATE nor the localities showed any zest for finding a supplemental pension formula which might provide something more than a crumbs to popular demand, and ignoring the pitiful pleas of the semi-destitute that the law be liberalized to render more aid. The formula spells out reluctance with sharp clarity.

THE AMERICAN BAR ASSOCIATION at its Boston convention will recommend that a study be made of the effects of the Presidential order compelling the higher schedule C, comprised of jobs to be filled by absolute power of appointment, instead of competitively, or on some other civil service law. The association seems to suspect that the government is trying to get by a competitive order, but that filling good jobs with good Republicans was at least one incentive.

From which officials said just before the order was issued, including the progeny thereof, would be a cost of up to 200,000 jobs would be affected, it was seen as if the government was in a shabby attempt to do away with competitive order, but that filling good jobs with good Republicans was at least one incentive.

If employees who worked his way from bottom to top. He started at 1500 a year in 1958, when he was pointed from corporation tax examiner, an open-competitive job, he now earns $4000 a year, largely due to competitive promotions. His ability caught the eye of Commissioner William D. Dewey, who appointed him Deputy Tax Commissioner in 1957. In 1945 Mr. Bates, became head of the Tax Division.

FREDERICK D. ROBINSON of Klamath Falls, the first Negro appointed to the State Police, has been assigned to Troop C. . . Many of the Federal departments will go in heavily for decentralization. This is exactly the opposite to the policy during the F.D.R. and Truman administrations. First departments to be affected are the Treasury, whose Internal Revenue Bureau's field office will take over many construction, engineers in highway and arterial construction. Engineers in civil service — are now proving to be more efficient.

THE PROMOTION exams in the Post Office Department will be announced soon for the NYC area. They will be announced soon for the NYC area.

THE NEW FEDERAL LEAVE LAW is in effect. It provides that employees who carry over more than 30 days accumulated leave, to this year, may receive terminal leave pay in cash up to the amount of leave carried over. Employees who carry over less (Continued on Page 7)
**Employees Are Taught How to Deal with Public**

City employees in Glendale, Cal., are being instructed in how to maintain good public relations.

**POLAROID**

**CAMERA**

The Camera that Takes, Develops and Prints a Photo in ONE MINUTE! 
**A Gift to Thrill Everyone!**

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New State Exam Series Is Now Open, Other Tests Will Close September 11 or 25

Where to Apply for Jobs

U. S. - Second Regional Office, D. S. Civil Service Commission, 41 Washington Street, New York, N. Y. (Manhattan), Hours 8:30 to 4:30. Applications also available at all county offices.

STATE—Room 2301 at 370 Broadway, New York, N. Y. TEL. 415-0400. Applications accepted at the New York County Civil Service Commission office at Albany, N. Y. Room 102, State Office Building, Buffalo, N. Y. Room 600 at 115 Amos St., Rochester, N. Y. Room 603, 100 North Pearl Street, Albany, N. Y. (Manhasset two blocks north of City Hall, just west of Broadway opposite the LEDGE.)

NYC—Civil Service Commission, 77 White Street, New York, N. Y. (Manhattan two blocks north of City Hall, just west of Broadway opposite the LEDGE.)

NYC Travel Directions

Juno train leaves Penn Station, Thursday, September 15, 3:15 a.m.; Friday, September 16, 12:12 a.m. (Fri., Sept. 28).必ず With the U. S. and the State issue application blanks and receive them by mail. The application blanks are available at all county offices and at the Employment Service offices in NYC. The State accepts applications only through the Employment Service offices. Applications are free of charge.

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

Requirements Listed for New State and County Promotion Tests

STATE

Promotion

The following State promotion exams are now open for receipt of applications. To apply, return application blank to the office of the district examiner in your subdivision mentioned, who will give you further information.

Exam number, title and pay at state jobs are listed in the following tables and are subject to the same requirements as above.

TELEPHONE EXAMINATION WITNESSES (Prom.)

Districts: Division of Standards and Purchase, Executive Department, 44.141 to 44.142, Westchester County, Albany and Buffalo.

STATE SERVICE AND STORES SUPERVISOR (Prom.)

Division of Standards and Purchase, Executive Department, 44.141 to 44.142.

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TELEPHONE EXAMINATION WITNESSES (Prom.)

Districts: Division of Standards and Purchase, Executive Department, 44.141 to 44.142, Westchester County, Albany and Buffalo.
Stop Headlight Glare! Actually See After Dark!

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

Here is the first full story of how you can completely avoid that blinding headlight glare... avoid the accidents that result because you can actually drive at night without being blinded by the headlights of another car. How many times has your car been completely blinded by headlights... when you were in the middle of a dangerous intersection... when you were turning a sharp corner... how many times this month have you been forced to pull over... and be rescued by your family... to a driver who can see? How many times have you been blinded by the headlights of another car?

Those Accidents Can Be Avoided

Do you know that you can actually drive at night without being blinded by headlights? That during the last five years over 70,000 drivers have driven 30 miles an hour or more in a way to protect themselves against the blinding glare of headlights. These drivers have tested and proved an optical instrument that actually makes the brightest headlights as safe as daylight.

Here is that amazing story: "... distributing to over 70,000 drivers and police in the country's top optical experts... for use in the world of night driving... during the last five years... over 70,000 drivers... have proved that there was only one safe way to protect against this blinding glare: special glasses... These special glare-resistant windscreens... do not even squint... adjust themselves to constant flashing of light. You will actually see better... clearer... sharper... more brightly... and faster... in conditions... When you peddle a bicycle on the dark highway... or and you make the long trips with sleeping companions. ORDER TODAY! Use coupon below!

GONE FOREVER! Blinding Headlight Glare—the number one cause of traffic accidents in New York today! Read this amazing story of how science conquered this "one unpreventable" accident!
STATE
Open-Competitive (Continued from page one) Two vacancies are expected at Albany and Rochester. Requirements: (2) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $3. Written test October 25.

1213. ASSISTANT CIVIL ENGINEER (Fire Prevention), $2,085 to $2,610 — At present there are four vacancies in the Division of Laboratories, Albany. Requirements: (2) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $3. Written test October 25.

1214. STENOGRApher, Schenectady, $2,085 to $2,610 — (3) one vacancy in the Department of Public Works at Albany and (2) one in the Department of Public Works at Schenectady. Requirements: (1) high school graduation or equivalent; (2) a satisfactory equivalent. Fee: $4. Written test October 25.

1215. JUNIOR CIVIL ENGINEER, $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.

1216. SENIOR CIVIL ENGINEER, $5,160 to $6,080 — At present there are three vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $5. Written test October 25.

1217. JUNIOR CIVIL ENGINEER (Fire Prevention), $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.

1218. JUNIOR CIVIL ENGINEER (Fire Prevention), $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.

1219. JUNIOR CIVIL ENGINEER (Fire Prevention), $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.

1220. JUNIOR CIVIL ENGINEER (Fire Prevention), $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.

1221. JUNIOR CIVIL ENGINEER (Fire Prevention), $4,455 to $5,160 — At present there are two vacancies in the Division of Laboratories, Albany. Requirements: (1) a bachelor's degree in civil engineering; or (b) a master's degree in civil engineering plus one year of professional engineering experience in the inspection of the mechanical and electrical installations of public works in order to: (a) maintain and inspect the mechanical and electrical installations of public works; and (b) supervise the mechanical and electrical installations of public works. Fee: $4. Written test October 25.
FURNISHED APTS. MANHATTAN
137th St., 303 W. KITCHENETTE APARTMENT
WEST Beautifully Furnished and
Occupied by Woncler
Free Launderum
On Premises
REFERRALS REQUIRED
See Mr. Hiss, 305 W. 137th

BROOKLYN
BROOKLYN FURNISHED ROOMS FLATBUSH
Near King's County Hospital. A newly furnished bedroom. Bathroom on floor, block BRT. Private entrance for 2-family
UL 6-5138

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SHOP, COMPARE & THEN CALL US!
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TERRIFIC VALUE!
VICINITY
HEMPSTEAD, L. L. INTER RRAJIAL
$9,990 Up
• Cape Cod Bungalow
• Brick—Insulated
• Bathroom
• Kitchen
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• 50 x 100 Lot
• Full Basement
• Picture Window
• 1 Block Schools, Shops and Bus

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53 Grove St. HE 2-4248

INVEST WISELY! RICHMOND HILL VICINITY
$10,500
S. O. PARK
A BEAUTIFUL
3-bedroom, 2-family, brick dwelling, with a wealth of extras, in choice
LOCATION.

SPRINGFIELD GARDENS
$11,250
LOCALLY DESIGNS ROOMS and 1 bedroom apartments available. Kitchen and bath in every apartment. Close to everything.

5. O. PARK $8,500
A BEAUTIFUL
1-bedroom, 2-family, brick dwelling, with a wealth of extras, in choice
LOCATION. Close to everything.

DIPPLE 115 - 43 Surphin Blvd. Olym. 9-8641

KITCHENETTE APARTMENT
See Mr. Hiss. 305 W. 137th

Beautifully Furnished and
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Free Launderum
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GOOD WEATHER. 175 W. 96th St., 4 Beds, 2 Baths. $11,250

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You may select low temperature, minimum wash longer wash periods for heavy, dirty clothes; (I, time for miracle fabrics—hot temperature and come out sparkling clean!

and see for Yourself

No other WASHER
can match the Features of the
Westinghouse
LAUNDROMAT*}

Wash Everything—Even New Miracle Fabrics

You may select low temperature, minimum wash time for miracle fabrics—hot temperature, longer wash periods for heavy, dirty clothes; and all come out sparkling clean!

Makes Washdays Completely Automatic with America's Favorite Laundry Tub Identiically styled to the Laundromat, is the Westinghouse Electric Cloth Dryer with standard and optional Loading Door Dial, 3-Way Dry Dial, Singing Signal, direct air flow system. See them now!
Employee Activities

Rochester State Hospital

THIRTY-ONE members of the Rochester State Hospital staff attended a picnic at Schenectady, held at a pier on the Mohawk River. The committee in charge of arrangements was Willa Thompson, Lucille Johnson, John Castro and Cleoan Crandel. The food was served on the pier and the weather was "par excellence." Everyone present had a good time.

A retirement party was given in honor of Mrs. Alice Lee, who will retire at State Service, at Antonio's Restaurant on Monday. Present were Brother and Sister John, Joseph and Charles Ferguson who have transferred from W. H. S. to R. S. H. School.

The following folks are now enjoying a vacation: Dr. Benjamin Varney, Mrs. Hugh Fierce, Margaret Wright, Edith Shoemaker, George Suehle, Gladys Holton, Edith Masur, Mora Maguire, Ada Phelan, Alva, Lena Rawling, John Roddy, Peter Vela, Carl Kennedy, Joseph Pasko, Ruth and Mort LaVigne, Josephine Andros and Philip Stanger. James Lewis, Bruce McElroy, Sr., John Feller, Philip Sullivan and Pete Garceau.

Announcements

Armories

Metropolitan Dist.

Here are all instructors that all chapter members will have or will have had by the end of the month and eager to attend the first regular meeting this month. Time and place will be announced.

The September meeting is also scheduled for the most important of the year. At the meeting all views are formulated for presentation to the executive board and the committee. Also, this meeting will be named by Dr. McCormack for the upcoming annual meeting of the CCEA in Albany.

An executive meeting will be held on September 25th. Jack Detal, the chapter president, will preside at the meeting. And the meeting conference meeting will be held on September 25th.

The program will be held at the meeting of the Metropolitan Conference meeting. The meeting will be held on September 25th.

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Kings Park State Hospital

THE FIRST ANNUAL picnic was held at Sunnyside Meadow Park and proved a success. More than 4,000 persons took part. Several letters from employees ask for more information about the picnic. The social committee will prepare some of the plans and plan employee activities for the Fall. We thank all members who have been active in the social committee and to Carrie and Hugh Pierce, Margaret Wright, Lena Rawlings, John Rodney, Fee Monachino, Theresa and Paul Palumbo, Emistine Fisher, Phil Sullivan and Pete Garceau.

School directory

WANTED GUARDS

Part time or full time at 9 A.M. or 4 P.M. - Midnite. $1.00 per hr. D.O.B. 248-7173.

FREE FRENCH

Learn in 10 weeks, cost $50.00. Dr. H. J. Moran, 101 1/2 W. Chestnut St., Rochester. Age 9 to 90. Phone 87-3178.

SCHOOL OF HIGH EXECUTIVE TRAINING ASSOCIATION

A MARKET, WAREHOUSE, CONSTRUCTION, MACHINERY, ETC.

REGISTRATION

SATURDAY MORNING

Business Men's Summer School

MAY 23, 24, 25

10 A.M. TO 1 P.M.

W. D. F. MEYER.

Rochester State Hospital

A great number of friends entertained Leonard Swanson at the Lion's Den. Leonard has been appointed day charge nurse in Male Reception.

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The retirement of Frieda Lougan was marked by a farewell party. Gifts to Miss Lougan were presented by Charles C. McDonald, B. M. Orme, Bertrice Clark, O. T. Department.

Congratulations to Mr. and Mrs. Majorie Johnson, O. T. Department.

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Henrietta Santos, employee, and to Carrie and Hugh Pierce, Margaret Wright, Lena Rawlings, John Rodney, Fee Monachino, Theresa and Paul Palumbo, Emistine Fisher, Phil Sullivan and Pete Garceau.

Arnold is eagerly to attend the first regular meeting this month.

Among recent returnees from Kings Park State Hospital was presented with a going away gift of a number of books. The gift was presented by the State Hospital employees association headquarters. Present were Leonard Swanson, Howard F. Loughlin, John, John Dooley, and Carrie and Hugh Pierce, Margaret Wright, Lena Rawlings, John Rodney, Fee Monachino, Theresa and Paul Palumbo, Emistine Fisher, Phil Sullivan and Pete Garceau.

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that he wishes to pay for 3 fares for the single trip from the vending machine on the upper deck of the bus. 

The term 'in transit' as used refers to either (a) bus operator caused the bus to sideswipe a passenger car, (b) the bus driver struck the pedestrian, (c) the bus driver struck the light pole, (d) the bus driver struck the parked vehicle. 

60. A fact that is clearly stated in the above description is that the following: (a) bus operator could not have been expected to see the light pole in time to avoid collision; (b) it is possible that the driver of the vehicle was not paying attention to the traffic lights; (c) the bus operator was driving a slow speed and was not exceeding the speed limit; (d) it is evident that the passenger car was being operated by an imprudent driver. 

61. An additional fact that is not included in the above description is that the following: (a) the speed limit on the street was 20 miles per hour; (b) the weather conditions were clear and dry at the time of the accident; (c) the brakes on the bus were in good working order; (d) the lights on the bus were functioning properly. 

62. A fact that is not clearly stated in the above description is that the following: (a) the distance between the two vehicles was approximately 100 feet; (b) the speed of the bus was approximately 20 miles per hour; (c) the speed of the passenger car was approximately 30 miles per hour; (d) the weather conditions were clear and dry at the time of the accident; (e) the brakes on the bus were in good working order; (f) the lights on the bus were functioning properly. 

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64. A fact that is not clearly stated in the above description is that the following: (a) the speed limit on the street was 20 miles per hour; (b) the weather conditions were clear and dry at the time of the accident; (c) the brakes on the bus were in good working order; (d) the lights on the bus were functioning properly. 

65. A fact that is clearly stated in the above description is that the following: (a) bus operator could not have been expected to see the light pole in time to avoid collision; (b) it is possible that the driver of the vehicle was not paying attention to the traffic lights; (c) the bus operator was driving a slow speed and was not exceeding the speed limit; (d) it is evident that the passenger car was being operated by an imprudent driver. 

66. A fact that is not clearly stated in the above description is that the following: (a) the speed limit on the street was 20 miles per hour; (b) the weather conditions were clear and dry at the time of the accident; (c) the brakes on the bus were in good working order; (d) the lights on the bus were functioning properly.
The following continues the publication of new specifications adopted by the State Civil Service Commission for State jobs.

FOREST FIRE CONTROL SERIES

Firefighter observers, exempt, grade 14.
Firefighter ranger, grade 5.
Firefighter ranger, grade 16.
Supervising district forest ranger, grade 30.
Superintendent of Forest Fire Control, grade 35.

Asst. Superintendent of Forest Fire Control, grade 35.

Senior locomotive inspector, grade 40.

Employees in this series work to prevent and control forest fires and to administer the laws, rules, and regulations pertaining to the prevention of State Forests, particularly those under the jurisdiction of the Conservation Law. Excluded from this series are forest fire equipment operators, which may be temporarily assigned to work away from their headquarters. This position is seasonal and in the current class, it is not allocated to a statutory salary grade, and no examination is required.

Forest ranger, grade 5, is responsible for the prevention and suppression of forest fires until the responsibility of suppression is assumed by his superior, and the protection of State and adjacent property, in an assigned section of State Forest. New York State: supervises the work of local fire wardens and inspectors in the suppression, suppression and assists in the prevention of forest fires within his assigned area; assists in the control of forest insect and disease pests; makes recommendations to his superior regarding the efficient management of all forest fire control facilities within any forest district.

Qualifications: Applicants must be at least 18 years old, have a high school education, and be able to pass a physical examination acceptable to the civil service examiner.

Activities

The group was entertained by a lecture on the making of a film at the Hudson Public Library. The group also went on a tour of the Hudson Public Library and enjoyed a visit to the Hudson City Hall. The group had a great time and the experience was successful in their new assignment.

St. Lawrence State Hospital

The hose operator is responsible for the maintenance of State Hospital steam, gas, and oil equipment. The operator must be able to work with a variety of equipment and should be able to handle a variety of situations. The operator must be able to work under pressure and should be able to work with a variety of people.

Activities

The training program will continue until the fire fighters have passed the written examinations. The examination will include knowledge of fire protection, fire suppression, and fire control. The written examination will be administered by the State Civil Service Commission. The training program will conclude with a written examination on the control of fire and the control of fire. The written examination will be administered by the State Civil Service Commission.

Schedule of Training Courses

(Continued from Page 1) the course at the State University of New York at Plattsburgh. The State University of New York at Plattsburgh is a four-year course.

The courses will be held at the State University of New York at Plattsburgh. The courses will be held on a weekly basis and will include instruction in the control of fire, the control of fire, and the control of fire. The courses will be held on a weekly basis and will include instruction in the control of fire, the control of fire, and the control of fire.

Supervising district forest ranger, grade 16.

Asst. Superintendent of Forest Fire Control, grade 35.

If you or your organization have any questions about this job, please contact the Civil Service Commission at (518) 474-4200.

Tuesda y, September 1, 1953