Harriman Would Grant Hearings
To Everybody in Discipline Cases:
Asks Assn. Aid on Grievance Plan

Insurance Fund
Aides Move Into New Structure

Civil Service
LEADER
America's Largest Weekly for Public Employees
Vol. XVI - No. 22 Tuesday, February 8, 1955 Price Ten Cents

122 Pay Appeals Scheduled to be Heard In Four Days
See Page 3

NEW YORK, Feb. 7 — In what has been described as the largest move of its kind in the State, the Insurance Fund has been described as the largest office in the State Insurance Fund last night at the State Civil Service Commission, called for hearings in all disciplinary cases affecting employees of the State and its local and federal offices.

The Syracuse chapter of the Insurance Fund was in the Commission meeting. The meeting of the Commission continued last night, held at the Hotel Syracuse. Maxwell Leferman, editor and co-founder of the Syracuse Union is the principal speaker at the chapter meeting.

Governor Harriman's message follows, in full:

"I extend my warmest greetings to the New York Civil Service Employees Association meeting here today. I feel that I cannot do without you and that you are

SYRACUSE, Feb. 7 — A message sent by Governor Harriman, read at a meeting of the Civil Service Employees Association by Chapter President William B. Folger, President of the State Civil Service Commission, called for hearings in all disciplinary cases affecting employees of the State and its local and federal offices.

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Governor Harriman's message follows, in full:

"I extend my warmest greetings to the New York Civil Service Employees Association meeting here today. I feel that I cannot do without you and that you are the people who have developed a deep belief in the merit principle in selection of government employees, who are committed to the State Civil Service Commission to be independent and free from influence of the civil service and of the people. I am happy that the principle in government positions is going to be preserved and strengthened in New York State.

CITIES GlaRING Defect
"One of the most glaring de

ALBANY, Feb. 7 — In "Inadequate" was the term John F. Powers, president of the Civil Service Employees Association, used to describe the $500,000 appropriation in Governor Harriman's executive budget to take care of the wage inequity of State employees. Mr. Powers' full statement follows:

The proposed appropriation of $500,000 in the executive budget to correct state salary inequities is shockingly inadequate. It is generally recognized that the salary adjustments made last October were grossly insufficient. Over 200,000 state employees have filed appeals which are now being heard and considered by the Classification Division of the Civil Service Commission. An appropriation of only $500,000, or less than one percent of these appeals can be afforded.

It would seem obvious that this appropriation must be increased by at least two or three million dollars to correct the inequitable budget to bring about an adequate wage scale for State employees.

Harriman Pay Appropriation Called Low

Next week the President of the Civil Service Employees Association will have a full opportunity to study the right of a fair and equitable hearing for all employees, who have no negotiating authority and who are entitled to a fair and impartial forum in which their grievances can be heard and considered.

(Continued on Page 4)

This is the new State Insurance Fund building, at Duane and Church Streets, New York City. The first employees moved into it last week. The upper three stories are occupied by the Public Service Commission. An outstanding example of modern functional architecture, the structure is equipped with every convenience, including complete air-conditioning and elevator buttons which you don't push, but which summon the elevator when your finger passes in front of an electric eye.

Two Awards Will Honor
Public Employee Service

(Continued on Page 4)
Looking Inside

By H. J. BERNARD

According to Hoyle, And Not According to Hoyle

PUBLIC EMPLOYEES continue to be increasingly alarmed over wanton firings. Nothing so undermines an employee's morale as the feeling that the job security he thought he had, as a competitive employee, or a position that guarantees him time to work, heads above bread powers, or apprentice bodies poses only ineffectual over the 

The competitive employee, secured in a disciplinary case, has the right to appeal an adverse finding to the Civil Service Commission. If he is fired, his case is then determined, and if the employee was wrongfully discharged, it may order him reinstated, and grant him back pay. In New York State, and local governments within the State, the Commission may decide appeals, but has no right to order reinstatement even when anything short of reinstatement is a miscarriage of justice. It has no authority to order back pay. It cannot decide appeals unless it has the power to fire the employee transferred to a position in one of the three groups of the

A matter is raised as to whether an eligible list, from which he may be appointed 

back pay. It may clear the employee's name, and when the depart-

within the State, the Commission may decide appeals, but has no

right to appeal an adverse finding to the Civil Service Commission.

in law, unless it has the power to decide, and to enforce its decisions. The terms of the next paragraph are inapplicable. An appeal from an adverse finding would be almost powerless, did they not have the U. S. Marshal and the Sheriff as enforcing officers. Research in the daily papers almost monopolizes the news of public jobs. Many such dismissals are marked by what employee groups call denial of basic rights. In the Federal government, particularly glaring cases have been exposed. On this score all seems to be more or less quiet on the State and local government fronts.

A Matter of Public Concern

Not only public employees, but the public itself, becomes alarmed over unjust firings. Our country is proud of the protection it affords its employees. It has been said that protection is the supreme 

of innocence or guilt, and the requirement for proof beyond a reason-

able doubt, sometimes enables the guilty to go free. We have a saying, Better that all the guilty go free, than that innocent person should suffer. In civil matters, as under administrative law, proof against the defendant is required only by a preponder-

ance of the evidence. This is constitutional, not, as one might suppose from some recent public employee cases, preponderance of evidence of innocence.

THE EISENHOWER ADMINISTRATION would like to choose its own appointees for responsible administrative positions now held by competitive employees, and has raised to various devices for doing so. At first it intended to switch 100,000 or so competitive jobs at this time, when it is so desperately needed. Defeat was the fate of this bill. But it is heartening to see the Association getting such influential backing 

in State and local governments, too. In NYC, the employees seem to

more or less quiet on the State and local government fronts.

THE LEADER continues publication of bills introduced in the State Legislature which are of interest to civil serv-

Bills in State Legislature

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The two immediately previous administrations did an adhesive 

job in making appointments to the competitive class, and in covering a large part of the Legislature to the right of the

new job security plan went into effect. Says the Commission:

When a proposal is presented to a Schedule A, B, or C position is serving in the competitive service, the employee transferred to a position in one of the three groups of the U. S. exempt class (scrolled the "exempted" class in general), will not have an appeal under the Act. However, if the transfer takes place after the Day the President's proposal is submitted, the new job security plan went into effect. Says the Commission:

One would expect that if the court interpreted the Act as af-

fording protection against the summary removal of employees who have been "exempted" from competitive service, the Commission would follow that course, now and in the future, unless Congress repealed or amended the Act. But the Commission has decided that any competitive em-

ployee appointed for the first time to a Schedule A, B, or C position is serving in the competitive service, shall not be appointed unless he is advised in writing that acceptance of the position will not be inconsistent with the requirements of the Act. On the other hand, the Commission has decided that any competitive employee appointed for the first time to a Schedule A, B, or C position is serving in the competitive service, shall not be appointed unless he is advised in writing that acceptance of the position will not be inconsistent with the requirements of the Act.

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122 Pay Appeals Scheduled To Be Heard in 4 Days; 'Albany, NYC Hearings on List

ALBANY, Feb. 7 — Reflecting the increasing tempo of the salary arbitration appeals before the State Executive of Classification and Compensation, 122 titles are scheduled to be heard from Monday, February 14 to Friday, February 18. Included among the 122 are 28 hearings scheduled for the NYC office of the Civil Service Commission, 570 Broadway, Manhattan.

Monday, February 14
Constitution Safety Board Series, 9:00 A.M., Hearing Room No. 5.
Dir. of Psychological Services, 9:45 A.M., Hearing Room, 26th Floor.

Construction Wage Rate Investigation Series, 10:30 A.M., Hearing Room No. 5.
Super. of Mental Hygiene, 11:45 A.M., Hearing Room, 26th Floor.
Chief, Dir. of Physical Education, 1:45 P.M., Hearing Room, 26th Floor.
Sr. Employment Intervener, 2:30 P.M., Hearing Room, No. 5.

Railway Inspector Series, 1:00 P.M., Hearing Room No. 5.
Consultant on Child Detention Center, 2:00 P.M., Hearing Room, 26th Floor.

P.M., Hearing Room No. 5.
Law Record Supervisor, 2:30 P.M., Hearing Room, 26th Floor.
Dir. of Industrial Safety Services, 4:00 P.M., Hearing Room No. 5.
Director of Highway Planning, 4:00 P.M., Hearing Room, 26th Floor.

Tuesday, February 15
Act. Dist. Tax Supv., 9:00 A.M., Hearing Room No. 5.

Shapiro's Investigation Staff Up to 37

P.M., Hearing Room, 26th Floor.

ALBANY, Feb. 7 — A resolution advocating a paid executive proposal in the Civil Service Association was presented at a meeting of the Capital District Conference in Albany, January 27.

The resolution was a call for action in honor of the seventh anniversary of the civil service organization. It was presented at a meeting of the committee on legislation advocating a paid executive. It was read by President Kerwin. He had been prepared at a meeting of the committee on December 7, 1954. The report was a response to the problems of the Conference, the need of a "positive approach" in the future and recommended the Conference strive to be a "group organization".

Reports Heard

The committee consisted of Paul M. H. Problems; and Commissioner Bradley all expressed the view that the State retirement system offers much liberalization and improvement. In the absence of Mr. Frelle is seen as being congratulated Mr. Bregoli upon his appointment as chief of the Tax Department.

Maurice Schwadron, Commerce Department, read the resolution, which suggested the Conference set up a committee to study the possibility of having a paid president, rather than an elected officer, at the head of the State Association. The resolution was unanimously approved. A similar resolution was in the hands of the Resolutions Committee of CSEA.

A report of the Committee to the Senate Conference Aims and Purposes was read by President Kerwin. It had been prepared at a meeting of the committee on December 7, 1954. The report was presented in the future and recommended the Conference strive to be a "group organization".

Purposes was read by President Kerwin. It had been prepared at a meeting of a committee on December 7, 1954. The report was presented in the future and recommended the Conference strive to be a "group organization".

"Looking Inside." LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

ACTIVITIES OF EMPLOYEES IN STATE

100 Attend Meeting at Fort Stanwix

ROME, Feb. 7 — A peak at the employees interest in the State's work was evidenced in the 57th meeting of the Employees Club and the Fort Stanwix Chapter, CSEA. The Employees club, headed by John Lab, a member of the State Board, provided a supper, and following the meal, a club business meeting was held. Mrs. Mary Macar, Mrs. Gila Blum, Mrs. Martin Bregoli, Mrs. Mildred Goldstein, Miss Rose Moseroll, Miss Sophie Cronan, Mrs. Virginia Stahl served on the supper committee, and Mrs. Marilyn Kennedy was in charge of tickets. Paul Kline, representative of the CSEA, addressed the meeting on the topic of social security and his talk was followed by a lively question-answer period. At the recent annual credit union meeting, a dividend of 6% was declared and a new state of officers was elected. Ettie German was the new president, Joan Collins, vice-president; Harriet An- ton, secretary-treasurer; Bart Her- rick, Joseph Scovill, Marie Webb.

(Continued on Page 10)
Last Call to Jobs As State Clerk

Last call to State clerical jobs: An opportunity exists for a clerk in the State Office Building, Albany. The last day to apply is Monday, February 14. In NYC apply to the State Civil Service Department, 278 Broadway, at Chambers and William streets. Although most clerical duties were outlined, there were also openings for the State Service Department. (Continued in next column).

Vets U.S. Job Chances Improve

WASHINGTON, Feb. 7 — Veterans on eligible lists have greater assurance of getting a job in the Federal Service, R. J. Civil Service Commission, which formerly gave a departmental preference to veterans, has now ruled that the criteria used to fill positions must be neutral. In the past, a veteran was considered for a job position only if there were no better qualified candidates available. The new rule now also considers veterans in the eligibility pool. An amendment to the Veterans Preference Act was approved by the U.S. Congress in 1953, whereby a Federal agency may not pass over a veteran, too, if appointed a non-veteran lower on the list, unless the decision's reasons proved satisfactory to the Commission.

Employee Asks for Pay for Vacation Denied To Him

ALBANY, Feb. 7 — An employee is so swamped with work by his department that he is prevented from taking a vacation. Does he therefore lose his vacation time? — or does he have a case?

Mr. Kaplan said that the clear injustice, says J. Lowell Wright, an assistant civil engineer in the State Public Works Department, was denied for the vacation time that was canceled from the time he was hired. And he's brought suit.

Mr. Wright's suit

The State attendance rules call for a maximum of four calendar weeks. For the past two weeks, he said, he had been unable to use the credit which he had been unable to use. The employee's case rests on three major unscheduled vacation to be the first civil service member to be denied vacation time was cancelled.

Costs More To Run Office Of Governor

ALBANY, Feb. 7 — The recommended Executive Budget for the Office of Governor, for the fiscal year ending March 31, 345.753-an increase of 415,374 over the current session. This is the first increase in any office of Governor, as a per cent. of the budget was cut over the years.

Most of the increase was reflected in the creation of three new positions—a special assistant on the Governor's staff. The Governor was in attendance, because the unanticipated expenditures, and the additional funds, were approved by the Legislature.

The Department of Public Works, for example, was to the Department of Public Works, and added an additional fund, in the budget. The Budget Director neither Administrator of the Governor's Office says, that was the same as saying No, far as Mr. Wright was concerned. He had filed suit.

To the suit, the firm of DeCraft, Pug, Conroy and Holtz. The matter is now before Supreme Court in Albany City.
Depts. Warned of Vets Protection

1 Exempt Jobs

ALBANY, Feb. 7 — In an opinion
forthcoming from the Attorney
General, a list of jobs in which war veterans and ex-service men are
protected against removal. The pro-
tected jobs are those of the Civil Service Law, which he explained yesterday to M. Taylor, former president of the
Civil Service Department. The Civil Service Department and veteran organizations.

Of particular importance is the protection of the Korean Vets. Mr. Javits found that veterans of the Korean conflict period are not covered by any amendment of the law to include them, and provided to protect
any such amendment.

Mr. Javits did not say whether he would favor a retroactive amendment, but he strongly urged
on the theory that the purpose is to correct a defect in the State Legislature.

Where discharge from a State position is
repealed, it applies to a veteran who was a resident at the time of discharge, and to protection is broader than in the case
of a discharges other than for cause.

The opinion argues that a discharge under other provisions of
law, although the word 'deputy,' is not regarded as confer,
the word 'deputy,' as follows: where the
to convert into true 'deputy' posi-

Text on Exempt Jobs
On the first question, "Is it Not an Exempt Class Position Pro-
ected?" Mr. Javits said: "The duties of the position, not its title, determine whether it is an 'intermediate' position under the provision of the subdivision or whether it has the status of an independent, office, private secretary, cashier or deputy not posi-

Text on Test on Way
The NYC Civil Service Commission last week took the first step
in opening a new test for the position.

They follow:

1. Administrative Assistant:

2. Teacher of English.

3. Teacher of Physical Education, or

4. Teacher of Science.

The NYC Civil Service Commis-


1. Executive secretaries, or

departments. The duties and powers, not the

6. Professional claims adjusters.

3. Teachers in public schools.

2. Teachers in private normal schools.

4. Teachers in private branches of universities.

5. Teachers in normal schools.

8. Teachers in parochial schools.

9. Teachers in village schools.

10. Teachers in any other division of the State.

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CIVIL SERVICE LEADER

February 8, 1955

NO CAREER STATUS, NO JOB

BY M. R. BOLAND

Editor, The Leader

It is inconceivable that the conversion of indefinite employees to career status after three years service, should cause such hardship to so many of loyal U.S. em-
ployees.

Although I was appointed from the regular is little as the re-

Comment

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CODR

Moderate Public Administration

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas prevail-
ing to government operations. The material is gathered from communities throughout the United States.

More Cities Adopt Housing Codes

LAST YEAR, eight U. S. cities adopted codes that set minimum standards for housing.

The National Association of Housing and Redevelopment Officials says that the outlook is for more codes in 1955. The reason for this is not that cities have found housing codes a major tool in battling de-cays or blight. It is that the Federal Housing Act of 1945 stipulates that before a community can qualify for federal aid for urban renewal it must show that it has a workable program for a full-scale approach to community rebuilding. And one sign of "workability" is whether the community has adequate codes and ordinances setting standards for health, sanitation, and safety.

The report noted that housing codes in general set standards that fall into three categories: (1) those dealing with required facilities, such as lighting, ventilation, garbage disposal, and bath and toilet accommodations; (2) those dealing with maintenance, such as keeping the house painted or mowing the lawn; (3) those dealing with occupancy, such as provisions limiting the number of persons that may live in a room.

AN HONOR system in toll paying is on trial at three of the six

10 CITIES SWITCH FROM FIRE BOX ALARMS

New York City:

Among cities to consider adopting a telephone alarm system is Syracuse.

Medford officials said they chose a system of 33 public telephones for reporting police, fire, and emergency calls for three main reasons:

(1) Spoken communication means more accurate reporting of fires, location and severity can be described.

(2) The telephones can be used for types of emergency calls other than fires.

(3) The system can double as a call box system for policemen on patrol to use in contacting headquarters.

The new telephones are mounted on pedestals in the central business district and on post in eubbing packing house and saw mill districts.

CITY CREATES JOB OF ASSISTANT TO CITIZENS

A NEW position of assistant to citizens has been created in Durham, N. C. Duties of the person who fills the job will be to answer questions posed by local residents. The assistant will also do research and answer requests for information from more than one of Durham's 25 divisions of city government.

COLUMBIANS' OFFICERS ARE INSTALLED

New officers of Columbia Association, Manhattan Borough President's office, are sworn in by Borough President Hulan E. Jack. From left, front row, Anthony Demarge, chief engineer; Louis A. Cioffi, Commissioner of Borough Works; President Jack; John J. Vesca, new president of M.H. Association; Nicholas Cioffi, Raymond Nuss, Otto Streich, Richard Von Lenger, Joseph Froste, Dominick Libriizzi, and Vincent Tortorelli, retiring president. Back row, Andrew Tresino and Frank LaGogutte.
Rossell, Region Head Retires

After a notable administration of the Recorder of Deeds in the Second Region (New York and New Jersey) for 15 years, Mr. Rossell has retired. He spent 27 years in Federal service, serving as Director of the Second Region. Thomas Rossell was succeeded by Lawrence H. Baer, in March. Mr. Baer, director of the Tenth Region, will become Second Region director. He was in Denver when Mr. Rossell retired.

James P. Held, a friend of yours who was a friend of Mr. Rossell's, was one of the men who was an excellent worker in the field of civil service. In the Second Region, Mr. Rossell instituted many improved methods and saw that exams were processed in a better and faster results, and therefore a new man, James P. Held, was accepted into the department. The enormous scope of such administration, with the many thousands of applicants, made the cause it would do you no good, but about a job with the U.S., being a friend of yours who was a friend of Mr. Rossell's.

Culverd Review

One of Mr. Rossell's unusual skills was his ability to follow a fellow in a public office if not at all, he was the one to deliver an improved examination in his position. He was also an excellent writer, producing better and faster results, and seeing that exams were processed in a better and faster results, and therefore a new man, James P. Held, was accepted into the department. The enormous scope of such administration, with the many thousands of applicants, made the cause it would do you no good, but about a job with the U.S., being a friend of yours who was a friend of Mr. Rossell's.

Dietetic Intern

278 DIETETIC INTERN, $1,800. The first class, resulting from appointment in this class, will be held at the University of Arizona, two blocks north of City Hall, on March 17, a holiday. The first class, resulting from appointment in this class, will be held at the University of Arizona, two blocks north of City Hall, on March 17, a holiday.

Seventh Payment

For this work he received two Treasury Department citations. In addition, he received two Treasury Department citations. When the Selective Service System began, Mr. Rossell was a outstanding worker in the field of civil service. In the Second Region, Mr. Rossell instituted many improved methods and saw that exams were processed in a better and faster results, and therefore a new man, James P. Held, was accepted into the department. The enormous scope of such administration, with the many thousands of applicants, made the cause it would do you no good, but about a job with the U.S., being a friend of yours who was a friend of Mr. Rossell's.
STATE

Open-Competitive

The following exams for State jobs are now open for receipt of applications. Candidates must be U.S. citizens and residents of New York State, unless otherwise indicated. Apply to offices of the State Civil Service Department, until the date given at the end of each notice.

0322 (revised). SENIOR MEDICAL BACTERIOLOGIST, $7,200 to $8,600; one vacancy in Albany. Open to all qualified U. S. citizens and non-citizens. Requirements: (1) medical school graduation and completion of internship; and (2) two years' experience in general pathology and medical bacteriology. Fee $5. (Friday, February 18.)

0323. INSPECTOR OF WELFARE INSTITUTIONS, $4,500 to $5,400; three vacancies in NYC. Requirements: (1) state registration as professional social worker; and (2) either (a) five years experience in nursing or public health nursing, including two years in supervisory capacity in general hospital or in teaching in recognized school of nursing, or in inspection of institution, or (b) equivalent. Fee $4. (Friday, February 18.)

0324. TRANSFER AGENT, $2,100 to $4,600; one vacancy in State Training School for Girls, Hudson. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) four years' experience in law, custom and telegraphy or teaching of incomplete attendance to a patient in the state institution, or as social work teacher or custodial officer in a public or private agency dealing with behavior problems, or (b) two years' experience as described in (a) and a bachelor's degree, or (c) equivalent. Fee $3. (Friday, February 18.)

0325. SENIOR MECHANICAL CONSTRUCTION ENGINEER, $2,000 to $5,000; one vacancy in Division of Housing, NYC. Requirements: (1) State license to practice professional engineering; and (2) either (a) five years experience in mechanical installation work, or (b) equivalent. Fee $5. (Friday, February 18.)

0326. JUNIOR INDUSTRIAL ENGINEER, $1,450 to $3,500; two vacancies in NYC. Requirements: (1) high school graduation or equivalent; and (2) either (a) bachelor's degree specialization in mechanical, chemical, sanitary or industrial engineering, or (b) master's degree in mechanical, chemical, sanitary or industrial engineering, or (c) five years' experience in described in (a), or (b) equivalent. Fee $4. (Friday, February 18.)

0327. JUNIOR CHEMICAL ENGINEER, $2,450 to $5,400; one vacancy in NYC. Requirements: either (a) bachelor's degree in chemical engineering, or (b) either (a) five years' experience or master's degree, or (b) bachelor's degree in chemistry, plus either two years' experience or master's degree in chemical engineering and one year's experience; or (c) five years' experience; or (d) equivalent. Fee $4. (Friday, February 18.)

0606. PUBLIC HEALTH NURSE, $2,000 to $3,700 to start; 200 vacancies throughout New York State. Open to all qualified U. S. citizens. Requirements: (1) nursing school graduation; (2) State license as registered professional nurse; (3) completion of one year's instruction in public health nursing by end of 1955 spring semester, or equivalent. Fee $2. (Friday, February 18.)

COUNTY AND VILLAGE

Open-Competitive

Candidates must be residents of the locality mentioned unless otherwise indicated. Apply to offices of the State Civil Service Department, unless another address is given. Last day to apply is at end of each notice.

0635. JUNIOR CIVIL ENGINEER, Westchester County, $3,700 to $4,600. Open to all qualified U. S. citizens. Fee $3. (Friday, February 18.)

0634. ASSISTANT CIVIL ENGINEER, Westchester County, $5,000 to $6,400. Open to all qualified U. S. citizens. (Friday, February 18.)

COUNTY AND VILLAGE

Promotions

0635. RECORDING CLERK, GRADE 2 — (Prom.), Surrogate's Court, NYC. Requirements: (1) high school graduate or equivalent. Fee $2.00. (Friday, February 18.)

Big Splash. The average family of five uses 100 gallons of hot water a day. When you wash hands, dishes, clothes or take showers or baths, you need lots of sparkling-clean hot water to help you through the day. An automatic gas water heater gives you all the hot water you need, when you need it. Switch to gas and start living.
Latest Eligible Lists Issued by State

STATE

Open-Competitive

1. Wilmar, Burt, Dep't of Public Works 10. Stack, Robert B., Troy 100100
2. Doporto, Stanley J., Public Works 11. Hopkins, John P., Dep't of Public Works 86800
5. Falu, Joseph, Dep't of Public Works 14. Smith, Austin M., Queens Village 71000
6. Trulson, Frank, Dep't of Public Works 15. Abrams, Malcolm, Albany 70000
7. Greene, Stanley C., Clean 16. Seitz, Anita E., Jamaica 78400
8. Swan, Leonard J., Dep't of Public Works 17. Sehwart, Marvin M., Albany 85600
9. Mearns, Mertie D., NYC 18. Lepp, Isaac, Dep't of Public Works 75800

MECHANICAL INDUSTRIAL HYGIENISTS

1. Benoit, Monroe J., Dep't of Public Works 19. Keel, Henry J., Dep't of Public Works 70000
2. Morita, Frank, Dep't of Public Works 20. Mango, Howard, Dep't of Public Works 68500
3. Dufur, Frank, Dep't of Public Works 21. Aikens, Jerry L., Dep't of Public Works 67000
4. Taylor, John, Dep't of Public Works 22. Kellum, Robert, Dep't of Public Works 66500
5. Herrick, Edward F., Dep't of Public Works 23. Siperstein, F. L., Dep't of Public Works 65500
6. Lambourn, Edward T., Dep't of Public Works 24. French, John, Dep't of Public Works 65000
7. Noguchi, Charles F., Dep't of Public Works 25. Blake, Margaret, Dep't of Public Works 64500
8. Hardt, Herbert H., Dep't of Public Works 26. Dake, Charles, Dep't of Public Works 64000
9. Smith, Crawford N., East Greenbush 27. Vargas, John, Dep't of Public Works 63500
10. Smith, Frank, Dep't of Public Works 28. Miller, John, Dep't of Public Works 63000
11. Lindsey, Charles F., Dep't of Public Works 29. Finley, Charles E., Dep't of Public Works 62500
12. Maguire, Robert J., Dep't of Public Works 30. Johnson, John, Dep't of Public Works 62000
13. Willard, Fred, Dep't of Public Works 31. Lewis, Charles, Dep't of Public Works 61500
14. Kline, Fred, Dep't of Public Works 32. Tracy, Richard A., Dep't of Public Works 61000
15. Grimes, Henry, Dep't of Public Works 33. Iesu, John, Dep't of Public Works 60500
16. Johnson, Charles, Dep't of Public Works 34. Marietta, Else, Dep't of Public Works 60000
17. Pask, John, Dep't of Public Works 35. Pask, John, Dep't of Public Works 59500
18. Deardorff, Charles E., Dep't of Public Works 36. Douglas, John, Dep't of Public Works 59000
19. Willard, Fred, Dep't of Public Works 37. Douglas, John, Dep't of Public Works 58500
20. Willard, Fred, Dep't of Public Works 38. Douglas, John, Dep't of Public Works 58000

TYPICAL INDUSTRIAL HYGIENISTS

1. Tencza, Martin M., Albany 39. Winnick, Charles, Dep't of Public Works 57500
2. Bickel, John, Dep't of Public Works 40. Winnick, Charles, Dep't of Public Works 57000
3. Bickel, John, Dep't of Public Works 41. Winnick, Charles, Dep't of Public Works 56500
4. Bickel, John, Dep't of Public Works 42. Winnick, Charles, Dep't of Public Works 56000
5. Bickel, John, Dep't of Public Works 43. Winnick, Charles, Dep't of Public Works 55500
6. Bickel, John, Dep't of Public Works 44. Winnick, Charles, Dep't of Public Works 55000
7. Bickel, John, Dep't of Public Works 45. Winnick, Charles, Dep't of Public Works 54500
8. Bickel, John, Dep't of Public Works 46. Winnick, Charles, Dep't of Public Works 54000
9. Bickel, John, Dep't of Public Works 47. Winnick, Charles, Dep't of Public Works 53500
10. Bickel, John, Dep't of Public Works 48. Winnick, Charles, Dep't of Public Works 53000
11. Bickel, John, Dep't of Public Works 49. Winnick, Charles, Dep't of Public Works 52500
12. Bickel, John, Dep't of Public Works 50. Winnick, Charles, Dep't of Public Works 52000
13. Bickel, John, Dep't of Public Works 51. Winnick, Charles, Dep't of Public Works 51500
14. Bickel, John, Dep't of Public Works 52. Winnick, Charles, Dep't of Public Works 51000
15. Bickel, John, Dep't of Public Works 53. Winnick, Charles, Dep't of Public Works 50500
16. Bickel, John, Dep't of Public Works 54. Winnick, Charles, Dep't of Public Works 50000
17. Bickel, John, Dep't of Public Works 55. Winnick, Charles, Dep't of Public Works 49500
18. Bickel, John, Dep't of Public Works 56. Winnick, Charles, Dep't of Public Works 49000
19. Bickel, John, Dep't of Public Works 57. Winnick, Charles, Dep't of Public Works 48500
20. Bickel, John, Dep't of Public Works 58. Winnick, Charles, Dep't of Public Works 48000

Refrigerator...

Frigidaire...
The New Comptroller

The first impression is one of dignity — not pomposity, nor pretentiousness, but a simple dignity, in the "quality" sense. This is followed by an impression of friendliness, ease in human contact, and a gay humor. Arthur Levitt, the new State Comptroller, is much talked about in the capital, and political conversations which are as prevalent as insurance salesmen. Unlike most other political figures, however, he has remained singularly free from sniping or vicious remarks from the political opposition. In a month's time, he has made himself worth while.

What's the secret? He talks freely, seldom losing his temper. He doesn't know it all; he met in formation from someone who could give it to him. He is somewhat difficult, but he is not averse to a good joke. These elements are combined with a high intelligence quotient which wear black horn-rim glasses, and a complex language nexus in lower New York.

He intermingles an element of Yiddish to his approach to his new job. He says: "I want to be the first Comptroller positive. While political figures often make statements like this, with Levitt it sounds sincere.

Interested in Employees:

One of the first items issued by his office was a booklet explaining social security to public employees. Levitt is interested in civil service and in labor relations. He served as Board representative on the Board of Education, and chose to deal with the problems of civil servants rather than those of teachers. "I made that choice," he says. "because teachers are more articulate and stronger. Teachers are pre-eminent positions that should be filled by civil service employees. And the civil service people needed somebody to champion their case."

The Best

And there's an outstanding characteristic about his approach to his new job. He says: "I want to be the first Comptroller positive. While political figures often make statements like this, with Levitt it sounds sincere."

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Then he adds, "Any employee in my shop is entitled to look at me as his champion . . . not perversely, but actively. I believe it is my duty to see that the employee gets everything, and then terms of promotions and other advances if I see a case extraordinary, say, $3,000 a year, and I think don't care. I know I should not be fulfilling my obligation to him if I just send in a request for a pay increase. I have to do everything possible to find ways of getting the increase for him."

Levitt warns. Over 100 complaints have been arranged. No money is returned to the hospital. People are entitled to look at me as his champion . . . not perversely, but actively. I believe it is my duty to see that the employee gets everything, and then terms of promotions and other advances if I see a case extraordinary, say, $3,000 a year, and I think he doesn't care. I know I should not be fulfilling my obligation to him if I just send in a request for a pay increase. I have to do everything possible to find ways of getting the increase for him.

As far as he is concerned, he is the young captain in the service. He is in the service in the early 30's. A tough major once came in headquarters demanding a promotion for one of his enlisted men, "I have it for my men, and don't ever forget it," he said. "We hold back Idea Comptroller Levitt will study with an open mind the proposal for pay increases every two weeks or a month for a two-months' work. He is interested in finding a way to cut down the nine-month contract, "to take the services of personnel departments and to give them to returned children.

He has the time, he occasionally goes to the work with his secretary. He arranged for his personnel department. He is interested in finding a way to cut down the nine-month contract, "to take the services of personnel departments and to give them to returned children.

In his interest in education began with his desire to be a teacher. After attending the Brooklyn College, in 1911, he waited for four years for an opening in his field. He never got a job.

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Advertising

advertisement

WHERE TO APPLY FOR THE FOLLOWING JOBS

NEW YORK CITY DO NOT APPLY TO THE NEW YORK CITY DEPARTMENT OF PERSONNEL FOR THE FOLLOWING JOBS.

State Service

Bureau of Personnel, 59 Danan Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday to Friday, closed Saturday.

New York State Board of Education, 30 Republican Street, Brooklyn 2, N. Y. (Brooklyn) Hours 9:00 to 5:00.

New York City Department of Civil Service, 12 Midtown Avenue, New York 6, N. Y. Hours 8:30 to 5, Monday to Friday.

NEW YORK STATE POSTAL SERVICE

Bureau of Personnel, 59 Danan Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday to Friday.

NEW YORK CITY POSTAL SERVICE

Bureau of Personnel, 59 Danan Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday to Friday.

NEW YORK CITY DO NOT APPLY TO THE NEW YORK CITY DEPARTMENT OF PERSONNEL FOR THE FOLLOWING JOBS.

Where to Apply for Public Service Jobs

U. S. — General Services Administration, 6th Street and Broadway, New York 14, N. Y. (Manhattan) Hours 9:00 to 5:00.

NEW YORK STATE POSTAL SERVICE

Bureau of Personnel, 59 Danan Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday to Friday.

NEW YORK CITY POSTAL SERVICE

Bureau of Personnel, 59 Danan Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday to Friday.
**LINCOLN PLACE**
- 3 story & basement, brownstone
- 4 bedrooms, 4 baths, all heat, all vacated. Price $8,500. Cash $5,500.

H. ROBINS, Inc.
922 Halsey St. Brooklyn GL 5-4600

**BROOKLYN'S BEST BUYS**
**DIRECT FROM OWNERS**
**ALL VACANT**

- **ALABAMA AVE. (Liberty)** 2 Family, 13 rooms. Price $15,000. Terms arranged.
- **BED AVE. (DeKalb)** 3 story, 3 apartments, 4 stores. Price $5,500. Cash $3,500.

- **3 FAMILY, BRICKS GARAGES, DE-J**
- **STERLING PLACE (Ralph)**
- **2 STORY, 3 APARTMENTS, 4 STORES.**
- **REID AVE. (DeKalb)** $550.

- **2 FAMILY, 18 ROOMS. PRICE**
- **JUNIUS ST. (Livonia)**
- **2 FAMILY, 18 ROOMS, DETACHED. TERMS ARRANGED.**
- **REID AVE. (DeKalb)**

- **$550.**

- **DON'T WAIT TO BUY**

- **MACONIAL AV. BROOKLYN:** Ask for Leonard Cummins.

**OFFICE SPACE FOR RENT**
**TOWN**

Large modern furnished room in Real Estate office on Nostrand Ave., Brooklyn, N. Y. For Lawyer or Insurance Broker. Call SL 8-1605

**GREENE AVE.**

- 1 story basement, brownstone
- 11 rooms, 2 baths. Steam heat.
- All vac. $8,500. Cash $5,000.

H. ROBINS, Inc.
922 Halsey St. Brooklyn GL 5-4600

**FURNISHED APARTS.**
- White, Colored. 1 and 2 room apts., beautifully furnished, kitchenettes, bathrooms, elevators. Kim Art Apartments, 61 Kermit St. between Bedford and Nostrand, near 90th Ave. and Brighton lines.

**FLORIDA.**

Large 6 room house, 3 bedrooms, large living room, fireplace, tile floor, extra laundry, garage, 30x50. One hundred feet lake frontage. Price $8,000 with terms. D. B. Pike, Lake Drive Estate, Inverness, Florida.

**HIGH LIVING COSTS**

**CATCH GOVERNOR'S MEN**

Eliot, a liberal of living caught up with several members of the Governor's entourage last week when they ate at an Albany hotel. It was the liberal's non-liberal overturnupper upper allowance, and it is about time the issue took another look at the allowances.

**BILLS WOULD FINANCE NURSING EDUCATION**

Albany Bills to provide 500 State scholarships for nursing education. Bill introduced in the Senate and Assembly last week. The New York State Nurses Association sponsored the bills.

"Looking Inside," LEADER'S weekly column of analysis and forecasts, by H. J. Bernard. Read it regularly.

**G. I. NO CASH DOWN!!**

- **BAISLEY PARK**
  Reduction to $7,900
  1/2 entrance, 2 bedrooms, Detached Home, Walk to schools, shopping, etc.
  Cash $5,500.

- **ST. ALBANS**
  1 Family, 9 rooms, detached, Oil heat, all loc. near 3rd Ave. Price $7,500.

- **So. Ozone Park**
  2 Family, 8 rooms, detached, oil heat, all loc. near 3rd Ave. Price $5,500.

**NO CASH G.I.**

RIICHMOND HILL

Reduction to $14,500

Detached 2 Families

4 Apartments, Beautifully decorated, all heat, convenient location.

Cash $5,250.

**FEBRUARY BARGAINS**

ST. ALBANS

- $10,900
  Completely new built, all heat, all loc.

ST. ALBANS

- $12,500
  Three family, 6 rooms, all heat, detached. Price $12,500.

S. OZONE PARK

- $7,900
  3 Family, 6 rooms, detached, All heat, all loc. near 3rd Ave. Price $7,500.

**NO CASH G.I.**

JAMAICA

Reduced to $9,500

3 Bedroom, 3 Bathrooms, Detached Home, Walk to schools, shopping, etc.

Cash $5,000.

**VERS-P-X**

143-01 Hillside Ave.

JAMAICA, L. I.

**NO CASH FOR G.I'S**

**LOW CASH FOR CIVILIANS**

SPRINGFIELD GARDENS

- ST. ALBANS
  $13,990

- $13,250
  3 Family, fully detached, 6 rooms, 3 bath, 2 apts., 2 rooms, all heat.

- $12,600
  Ranch home in excellent condition, 5 rooms, 6 rooms, detached basement, all heat. Price $12,500.

- $22,000
  Several Desirable Unfurnished Apts for Rent

**EXCLUSIVE HOMES IN NASSAU & QUEENS**

HEMPSTEAD, VALLEY STREAM, ELMTON, LYNBROOK

HOLLIS: The buy of a lifetime, 4 bedrooms, detached, brand new modern ceramic tiled bath, brand new Delco oil unit, Excellent condition, garage Easy terms. Price $11,500.

- $11,500
  3 Family, 6 rooms, detached, All heat, all loc. near 3rd Ave. Price $11,000.

- $12,600
  Ranch home in excellent condition, 5 rooms, detached, all heat, detached basement, all heat. Price $12,500.

- $22,000
  Several Desirable Unfurnished Apts for Rent

**FAMILY HOMES FOR SALE**

**S. OZONE PARK**

- $12,900
  2 Family, 6 rooms first floor, 4 rooms second floor, oil heat, all loc. near 3rd Ave. Price $12,500.

- $10,500
  2 Family, 4 rooms first floor, 4 rooms second floor, oil heat, all loc. near 3rd Ave. Price $10,000.

- $13,999
  3 Family, 6 rooms, detached, Oil heat, all loc. near 3rd Ave. Price $13,000.

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  $13,990

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  3 Family, fully detached, 6 rooms, 3 bath, 2 apts., 2 rooms, all heat.

- $12,600
  Ranch home in excellent condition, 5 rooms, 6 rooms, detached basement, all heat. Price $12,500.

- $22,000
  Several Desirable Unfurnished Apts for Rent

**ALEX & EDWARDS**

Prompt Personal Service Open Sundays and Evenings

Lola J. Allen
Lienroed Real Estate Andrew Edwards
168-18 Liberty Ave. Brookes
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**BUYING A HOME?**

**CONSULT RUBY D. WILLIAMS**

Specialist in
1 & 2

FAMILY HOMES

IN QUEENS COUNTY
MOST DESIRABLE
INTERSTATE
ARMS

OPEN DAILY

RUBY D. WILLIAMS

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JAMAICA
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Here is a wonderful new system on or misdemeanor. A.I. 1511, Bills in
tortions and retirement allowances,
ganization of their own choosing
gives employees right to join or-
such overtime and to strike out
regardless of age with allowance
service credit. A.I. 1541, Mohr.
by multiplying 1/12th of compen-
speed in a hurry with loads of

• I'REE MEDICAL EXAMINATION

NEW YORK CITY POLICE DEPARTMENT
PATROLMAN
Don't Wait — Enroll Now!
5th Av. Dept. 106

• FOR MEN AND WOMEN

• SMALL CLASSES

• VISIT

CLASS FREE

55 Hanson Pl Brooklyn
ADDRESS

AMERICAN SCHOOL, Farver's Office
Send me your free High School book!

S$35 TOTAL COST $35 4

YMCA EVENING SCHOOL
111 Clinton 2417

For Physical Tests

Patrolman

[The advertisement contains various job offers and career opportunities related to the New York City Police Department, including training programs and classes.]
No Straitjacket

Up Grading
Says Governor

ALBANY, Feb. 7—The $500,000 set aside for the Harriman budget for state jobs this year is "only an estimate," according to Governor Francis M. Casey.

The Governor also turned aside a question of what the final figure will be.

The Governor has recommended as his budget figure for state jobs in 1955-56 the $500,000 set aside by Mr. Harriman, which was approved by the Legislature.

If additional funds are needed, it is expected they can be obtained from a state's supplemental budget. The estimate for the supplemental now is about $48 million. The Governor emphasized that "no straightjacket" was being placed around the state's classification and compensation system to make realigning state positions.

With Upgrading Pledge

Aides say Mr. Harriman's cam-

eral effort was "sufficient money must be added to the $500,000 to give adequate and equitable pay for all State employees."

The list of hearings and representatives of the group affected.

No Straitjacket

Says Governor

ALBANY, Feb. 7—Outnumbered by their supporters from the Civil Service Commission, the state employees in thirty-eight titles have won a realignment of state jobs before the Division of Classification and Compensation, and are not seeking additional appeal salary alterations.

Commissioners of the hearings were Dr. Frank T. Tolman and Ernest L. Conlon, Philip Kircher, Charles R. explodes, Daniel K. Galt, and John R. Krul, Jr.

The salary structure proposals for state jobs that come about as a result of current hearings.

Schedule of Pay Appeals

(Continued from Page 3)

Tuesday, January 14

Hearing Room No. 1, 10:30 A.M., Hearing Room No. 2, 11:30 A.M., Hearing Room No. 3, 1:30 P.M., Hearing Room No. 4, 2:30 P.M., Hearing Room No. 5, 3:30 P.M., Hearing Room No. 6, 4:30 P.M., Hearing Room No. 7, 5:00 P.M., Hearing Room No. 8, 6:00 P.M.

Thursday, January 16

Hearing Room No. 1, 10:30 A.M., Hearing Room No. 2, 11:30 A.M., Hearing Room No. 3, 1:30 P.M., Hearing Room No. 4, 2:30 P.M., Hearing Room No. 5, 3:30 P.M., Hearing Room No. 6, 4:30 P.M., Hearing Room No. 7, 5:00 P.M., Hearing Room No. 8, 6:00 P.M.

Friday, January 17

Hearing Room No. 1, 10:30 A.M., Hearing Room No. 2, 11:30 A.M., Hearing Room No. 3, 1:30 P.M., Hearing Room No. 4, 2:30 P.M., Hearing Room No. 5, 3:30 P.M., Hearing Room No. 6, 4:30 P.M., Hearing Room No. 7, 5:00 P.M., Hearing Room No. 8, 6:00 P.M.

Credit Union Has Lent $2,000,000

Henry N. Smith has been elected president of the New York State Employees Federal Credit Union, it was announced by the Credit Union's president, Al Silverman, who at the same time, announced the group stated that the credit union's total assets is now over $2,000,000, and that over $200,000 in loans have been made to its members.

The $2,000,000 in loans are said to have been organized.

Mabel N. Parrott, Mr. Hirsch and Morris Gimpelson, former president and treasurer, and Lawrence Epstein, former owner and secretary, was designated assistant treasurer.

Credit Union Has Lent $2,000,000

ALBANY, Feb. 7 — Legislation mandating pay increases for criminal hospital attendants has been introduced in the Senate by Senator Ernest L. Hatfield, Republican, of仑川.

The measure specifically would change the Civil Service Law so that the salary grade for attendant positions could be increased for prison guards, as of April 1.

A move in this direction, on a retrospective basis, was reported in the The Leader's wire service, as was noted when J. Earl Kelly, director of the state's Department of Correction, said he favored the pay increases.

The measure may also do away with the matter, announced he would favor a pay increase for criminal hospital attendants to the state budget director.

State Probe

Chief Chosen

For Award

State Commission of Investigation had chosen as its new head the Rockaway, New York, will receive the State Commission of Inquiry, by the Jamaica Lodge No. 60, which will be held at Tempel Israel Central Park, New York, on April 2.

This award will be presented by former Congressman William E. Borst, Jr., at the Annual B'nai B'rith Alumni Dinner, to be held at the Park Central Hotel in New York City, on Wednesday evening.

The State B'nai B'rith Alumni Dinner is sponsored by a group of outstanding work in the field of Human Relations.

Judge Drabick, during the year as state auditor, for outstanding work in the field of Human Relations.

MAY BECOME TALIBURATORS

ALBANY, Feb. 7 -- Employees of the State Comptroller's office have been granted a request allowing employment of employees from the comptroller's office to fill many of the jobs that have given rise to the state's particular problems.

ROBBINSCHROD BONDED"
Two Reinstated, Get Back Pay
Of $21,000

WASHINGTON, Feb. 7 — The U. S. Civil Service Commission has reinstated to Federal service three men who were dismissed for political reasons. The reinstatement was ordered by the commission.

The three men are: William A. Rowell, of the Office of Personnel Management, Washington, D.C.; John A. Snodgrass, of the Veterans Administration, Washington, D.C.; and Robert W. Smith, of the Treasury Department, Washington, D.C.

The court order, which was issued by Judge W. E. Brown of the U. S. District Court for the District of Columbia, stated that the men had been dismissed for political reasons and that their dismissals were illegal.

The court order also stated that the men had been paid $21,000 in back pay and that they should be reinstated to their former positions.

The court order was issued in response to a complaint filed by the American Federation of Government Employees, which represents the three men.

The complaint alleged that the men had been dismissed for political reasons and that their dismissals were illegal.

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From January 11, 1955 Issue of The LEADER

Looking Inside

By H. J. BERNARD

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