

Civil Service LEADER

'Every Member G

America's Largest Weekly for Public Employees

Vol. XX, No. 19

Tuesday, January 13, 1959

Price 10 Cents

Rockefeller Says Civil Service Goals Are 'Adequate Salaries', Better Promotion Opportunities

Second Meeting Set With Budget Director on CSEA 1959 Legislative Program

ALBANY, Jan. 12 — A second meeting between representatives of the Civil Service Employees Association and State Budget Director Norman T. Hurd will be held January 14 to continue discussion of the Association's 1959 legislative program.

John F. Powers, CSEA president, reported that the first meeting was purely exploratory. He said that "the needs for a State salary adjustment was first on the agenda but other programs of the Association with fiscal implications were also explored."

Two Pay Studies

Association representatives will have the results of two salary surveys in mind when they meet with the Budget Director.

A State study, conducted by J. Earl Kelly, Director of Classification and Compensation, is reported to show that the State lags an average of 10 percent in pay behind similar positions in private industry and commerce. The survey is said to show also that the State is behind in hiring rates, chief cause of the State's recruiting problems.

In addition to Mr. Kelly's survey, the Association conducted its own research on the gap between public and private salaries. The CSEA report shows that there is a lag of 12½ percent between the two. As a result, the Association's salary resolution calls for a 12½ percent pay increase, \$500 minimum, based on last year's gross compensation.

Besides the Director of the Budget, the other members of his staff

Employment Division To Hear Morgan

State Civil Service Commissioner William Morgan will address a meeting of the Metropolitan chapter, Division of Employment, of the Civil Service Employees Association January 20 at 6:30 P.M. in the Division offices at 247 West 54 St.

Mr. Morgan will speak on "Responsibilities and Duties of the Civil Service Commission." A question and answer period will follow.

expected to attend the meeting this weekend are Dr. Robert S. Herman, Director of Research; John Corrigan, Chief Budget Examiner; John Lauber and Harold Rubin. Representing the Division of Classification and Compensation of the State Civil Service Commission were J. Earl Kelly, Director, and Lawrence McArthur, Assistant Director, and Jack Bur-

eil, Principal Personnel Technician in the Division.

Accompanying President Powers, the Civil Service Employees Association representatives will be John T. DeGraff, Counsel; John J. Kelly, Jr., Associate Counsel; David Shultes, Chairman of the Association Salary Committee and F. Henry Galpin, Salary Research Analyst.

Western Conference Meets Jan. 24 in Rochester State

The Western New York Conference of the Civil Service Employees Association will meet at the Rochester State Hospital on January 24th.

The meeting is scheduled to begin at 2:30 P.M. in Van de Mark Hall with Vito Ferro, Conference chairman, presiding for the State group and John Quinn for the County group.

Mary Goode Krone, State Civil Service Commissioner, will be the afternoon speaker. Assemblyman John J. Conway will be the evening speaker. Mr. Conway, before taking State office, was regional CSEA attorney for the Rochester area. Before the dinner, to be served promptly at 7:15 P.M., a reception will be held.

Guests Invited

Invited guests include Doctor C. F. Terrence, Director of Rochester State Hospital; P. J. McCormack, Business Officer; the Rev. Van Vessee, Protestant Chaplain; Father James Callan, Catholic Chaplain; Rabbi Aaron Solomon, Chaplain; John F. Powers, President C.S.E.A.; Joseph F. Fiely, first vice-president; Robert Soper, second vice-president; Vernon A. Tapper, third vice-president; Raymond G. Castle fourth vice-president; Albert C. Killian, fifth vice-president; Charlotte M. Clapper, secretary, C.S.E.A.; Virginia Leatham, social chairman, C.S.E.A.; Paul Kyer, editor of The Leader; William Frank, Regional CSEA attorney of Rochester; Charles Sandler, regional CSEA

attorney of Buffalo; Jack Kurtzman, field man, Western area; George Wachob, TerBush & Powell representative; Thomas Canty, Ter Bush & Powell representative; Mayor Peter Barry of Rochester; Senator Frank Van Lare; Assemblymen Eugene Goddard, John J. Conway, Thomas Riley and Paul Hanks.

Also invited are Erva W. Smith, Vice-Chairman Monroe County Republican Committee; James Anderson, President of the Southern Conference; Hazel Abrams, Capital District; John E. Graveline, Central Conference; Irwin Schlossburg, Metropolitan Conference; Thomas Ranger, Syracuse City Chapter; and Arthur Johnson, Willard State Hospital.

How To Get There

Those arriving by Thruway take exit 15, proceed directly into Rochester on Route 15, at City Limits — Mt. Hope Avenue proceeding to 4th signal light, turn right on Elmwood Avenue, thru one signal light, turn right at second hospital entrance to Van de Mark Hall on right side of street. All scheduled hours are prompt as specified.

Dinner, with cocktails and tip included is \$3.75. All reservations must be made not later than noon, January 22nd. Reservations received later may not be honored due to lack of space in seating dinner guests.

Please direct all correspondence concerning this meeting to Claude E. Rowell, Chairman, 1600 South Avenue, Rochester 20, New York.

ALBANY Jan. 12 — Governor Rockefeller set "adequate salaries" and better promotion opportunities as goals of his new Republican administration in his first official message to the Legislature.

Calling on the State's lawmakers to join with him in generating "a new era of progress," the new Republican Governor also said he had initiated a study of "the entire structure" of state departments and agencies in the Executive branch.

He said the survey would lead toward a reorganization to achieve greater efficiency, economy and improved services.

The Civil Service Employees Association, which represents the majority of State employees, is seeking a 12½ per cent, \$500 minimum, across-the-board increase for all workers based on last year's gross compensation. The Association figure was the result of its own survey in the private employment field.

Text of Message

The text of the Rockefeller program for Civil Service follows:

"Our state could not function without the dedicated and loyal service of its civil servants. Proper administration of our laws compels that the state continue to attract and hold able people.

"In addition to the opportunity for a career of great usefulness and personal satisfaction, our state employees must have adequate salaries and other employment incentives.

"My administration will give careful consideration to the need for improvements in the State

Nassau Chapter To Hold Board Meeting

On Wednesday, January 21 at 6 P.M., the Board of Directors of the Nassau Chapter of the Civil Service Employees Association will hold a meeting at the Hempstead Elks Club.

At 8 P.M., the regular monthly membership meeting of the chapter is to be held there. This meeting should be attended by all members, as many important subjects are to be discussed.

On the agenda are the discussions held between the Nassau County Board of Supervisors and members of the Board of Directors. Also, at this time, a date will be set for the formal grand opening of the chapter's new office at 1527 Franklin Ave., Mineola.

The subjects to be discussed are vital to the welfare of all County employees. Be sure to attend this meeting!

Employees Retirement System; a program to help State employees develop their skills and capacities in order to improve their opportunities for promotion; and an increase in supplemental pensions to retired employees so as to relieve hardships due to inflation.

"In addition, I will reconstitute the committee headed by the Budget Director which two years ago commenced study of the question of early vesting of rights in the State Employees Retirement System."

Powers' Comments

John F. Powers, President of The Civil Service Employees Association, commented on the Civil Service portions of Governor Rockefeller's legislative message as follows:

"We sincerely hope that Governor Rockefeller's recognition that 'state employees must have adequate salaries and other employment incentives' will be followed by definite recommendations in or before his budget message next month. During his campaign the Governor has more than once that state employees' salaries should be raised to a level commensurate with what they would earn in private industry."

Cites State' CSEA Survey

"It has been reported in the press that an official agency of the State has submitted a report to the new Director of the Budget, Dr. T. Norman Hurd, indicating that State salaries are lagging behind those in industry by some 10 per cent. The Association's own resolution shows this lag to be 12½ per cent.

"The Civil Service Employees Association also commends the Governor for his advocacy of an increase in the pensions of retired State employees. We have had a special committee working on this problem and know that due to the inflation of the past decade many retired employees are suffering real hardships. The Association has repeatedly introduced legislation to alleviate this condition. We hope that the recognition of the problem by the Governor will ripen into the fruit of accomplishment at this session.

"We note also that Governor Rockefeller intends to reconstitute the committee to study the vesting of pension rights of the State employees. The Civil Service Employees Association for many years has advocated that this be done. We are certain the committee will find sufficient evidence to support early legislation for vesting at this session."

NYC Exams Now Open

The following New York City examinations are now open and will close on Monday, January 26. The last day to apply is emphasized at the end.

OPEN-COMPETITIVE

Accountant, \$4,850-\$6,290; 173 vacancies in various departments, mostly the Comptroller's Office. Written test, Saturday, June 4. Minimum requirements: (1) a bachelor's degree issued after completion of a four year course in an accredited college or university, including or supplemented by 16 credits in courses in accounting of college grade, and two years of satisfactory diversified full-time paid accounting and auditing experience in the employ of a certified or independent public accountant, or the equivalent diversified accounting and auditing experience in a private or governmental organization; or (2) high school graduation and six years of satisfactory full-time paid accounting experience, including at least two years of diversified accounting and auditing experience in the employ of a certified or independent public accountant or the equivalent diversified accounting and auditing experience in a private or governmental organization.

tion; or (3) a satisfactory equivalent combination of education and experience. (Jan. 26.)

Bookbinder, \$4,000 to \$5,080. At present 3 vacancies in various city departments. Performance test is tentatively scheduled to be held in April, 1959.

Minimum Requirements: Five (5) years of experience as a bookbinder in the performance of such tasks as repairs broken book bindings and torn book leaves; repairs and mounts maps; binds loose pages into book or other bound forms; patches and binds old records; rules paper; creases paper to afford greater facility in turning pages; gilt-edges pages and inscribes lettering on book covers; and reports need for repairs and replacement of equipment. (Jan. 26.)

Climber and Pruner, \$4,000 to \$5,080. 10 vacancies at present in parks. The written test is expected to be held April 9, 1959. Minimum requirements: (a) Six (6) months of satisfactory, full-time, paid experience as a climber and pruner or tree worker performing the duties described below; or (b) satisfactory equivalent combination of training and experience.

For Form A experience paper must be filed with the application.

Age Requirements: Open only to persons who shall not have passed their 30th birthday on the first date for the filing of applications. This position requires extraordinary physical effort. (Jan. 26.)

Custodial Foreman, \$3,750 to and including \$4,830. At present 2 vacancies in the Board of Higher Education. The written test is expected to be held April 11, 1959.

Minimum Requirements: (1) Graduation from elementary

school and three (3) years of full-time experience in the cleaning and maintenance of a building. (2) A satisfactory equivalent.

It is required that candidates must be dependable, of good moral character and habits, must have the ability to get along well with others, be courteous, and have a satisfactory work record. (Jan. 26.)

Junior Architect. Salary and vacancies: This position is in salary grade 11, with a salary \$4,850 to \$6,290. There are at present 37 vacancies in several City departments. Fee: \$4.00. The written test is expected to be held May 4, 1959.

Minimum Requirements: A baccalaureate degree in architecture issued upon completion of a four year course in an accredited college or university; (2) Graduation from a senior high school and four (4) years of satisfactory practical experience in architectural work; or (3) a satisfactory equivalent.

Candidates will be admitted to the written test provided they do not lack more than one year of the foregoing requirements. However, if they pass the written test and are placed on the eligible list, they will not be certified for appointment until they meet the minimum requirements. Candidates who lack the minimum requirements at the time of filing will be required to file a supplementary experience statement when they believe they have fulfilled the minimum requirements. (Jan. 26.)

Mortuary Caretaker (this examination is open to men only), \$3,000 to \$3,900, 21 vacancies in the Department of Hospitals.

(Continued on Page 7)

Institution Safety Officer One of 3 Titles Upgraded

ALBANY, Jan. 12 — Three State titles have been reallocated upward:

Director of mental hygiene educational services from grade 25 (\$8,310-\$10,020) to 27 (\$9,000-\$11,050).

Institution safety officer, from 6 (\$3,140-\$3,960) to 7 (\$3,300-\$4,150).

State historian from 28 (\$9,700-\$11,590) to 29 (\$10,000-\$13,600).

The minimum salary of speech and hearing therapist, West Haverstraw, has been increased temporarily to \$4,704, and supervising operating room nurse, Upstate Medical Center, \$5,642.

The appeal for salary upgrading of investigator, Education (main), will be heard by the Classification and Compensation Division for other investigators or departments that may join in the appeal.

The titles of wildlife observer pilot, \$4,770-\$5,860 has been added, while deputy superintendent of insurance (\$10,210-\$12,160) has been eliminated.

Effective date was January 1, 1959 for all except safety officer, January 15.

Irish Assn. to Hold 55th Annual Ball

The 55th Annual Ball of the United Irish Counties Association will be held on Friday, January 16 in the Grand Ballroom of the Hotel Commodore, New York City.

James H. Doyle, Jr., of Englewood, New Jersey is Chairman of Arrangements.


James A. FitzPatrick is president of the United Irish Counties Association.

STATISTICAL JOBS OPEN IN WASHINGTON STATE

Jobs as statistical analyst I, starting at \$414 a month; II, \$471 will be filled in Seattle, Spokane, Olympia, and other locations in the State of Washington. Non-residents of that State may apply, but are appointed only in the absence of resident eligibles, or unwillingness of residents to accept.

A written test will deal with various phases of statistical work. The examination is open until further notice. Apply to the Washington Personnel Board, 212 General Administration Building, Olympia, Wash.

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York 7, N. Y.
Telephone: BRekman 3-6010
Entered as second-class matter October 3, 1939, at the post office at New York, N. Y. under the Act of March 3, 1879, memoir of Audit Bureau of Circulations.
Subscription Price \$4.00 Per Year Individual copies, 10¢
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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President
Civil Service Employees Association

A Look At Our Organization

Last week this column looked backward upon a year of achievement for the Civil Service Employees Association. This week with its eyes on the months ahead, we will discuss some of the coming problems of the organization.

The Civil Service Employees Association is an organization of growing complexities. A membership of over 80,000—divided into almost 200 chapters with a central hub of operation hundreds of miles away from the membership on the periphery, and governed with a high degree of democracy by member-elected officers and a system of committees—cannot fail to have problems. These problems, basically the same as those faced by any organization, are two fold—internal and external.

Internal Problems Discussed

The Association shares with every other organization the basic problem of communication. How to get information from the apex of the organization, (from the officers, the delegates, the committees, the Board of Directors through the Association's paid staff) to the membership and likewise getting information from membership back through the complex to the top is a problem of no little difficulty. The free flow of information in both directions is vitally important to the success and survival of any organization—particularly one as democratically operated as ours.

The success of our program with the many legislative and administrative bodies with which we deal depends upon keeping the channels of communication open. Any block or any short circuiting at any point could result in failure to achieve a goal. The members must of necessity depend upon information from the officers and staff, as these bodies must in turn depend on information from the members. No person or group in the Association works in a vacuum. To keep one group in touch with another the Association uses various means. They are known to all—the letter, the bulletin, the delegate meeting, the Board of Directors meeting, the committee meetings and the general coverage of all these activities through the widespread dissemination of The Leader.

What the Chapter Means to CSEA

In addition to the maintenance of free communication there is one fundamental group upon which the success of the whole organization depends and that is the individual chapter. A well organized chapter means a strong chapter and strong chapters mean a strong organization. Too much attention cannot be paid to this subject. If chapter officers or members are indifferent or apathetic to this unit of organization the resulting weakness could spread throughout the whole structure. Good chapter meetings with good chapter attendance are important and good working chapter officers are vital.

The work which a chapter does at its own level in its own environment can be the best advertisement the Association has. If a chapter faithfully and conscientiously does its work in the interest of the public servant it will demonstrate more than anything else the validity of the organization. A good chapter steadily and continuously working will present the strongest bulwark against the frustrated and truculent tirades often launched against the Association by rival organizations. Good chapter work will overcome in allience the anguished cries and name-calling in which these rival groups often indulge.

There are other internal problems facing the Association but these two—free communication and chapter organization—are, in our opinion, of prime importance. If in the months ahead we can make better use of our information system and concentrate on the development of strong chapters there is little doubt that we will not only increase or effectiveness but also materially increase our membership. Next week we will discuss the general problems the Association will face outside of its organization.

ARMORY AIDE HONORED



Michael Hladun, an armory employee 33 years, is seen second from right as he received a gold wrist watch from Edward P. Cullen, superintendent of Kingsbridge Armory. The occasion was created by Mr. Hladun's fellow employees who honored his long service at a Christmas party. Looking on are Jack M. Delisi, left, and Harold S. Waring.

Philip Florman, Commerce Dept. Travel Editor, Dies; Long Active in Association

ALBANY, January 12 — Final services for Philip Florman, senior travel publicity editor for the State Commerce Department, were held at the Barthel Funeral Home in Latham, January 8.

Mr. Florman, who had been in state service for more than 20 years, died suddenly, on January 6. Death was attributed to a heart attack. He was 59 years old.

"Those of us who knew and worked with Phil," said Joseph J. Horan, director of the Travel Bureau in which Mr. Florman worked, "find it hard to believe that the energetic chief of the editorial unit would never again be charging about the office, with his rolling sailor stride, to get out another story 'publicizing the wonders of New York State'—as he used to say. Not only will he be missed by our bureau but by the entire Department."

Norman Gallman, director of public relations for the Tax and Finance Department, with whom Mr. Florman served on the Civil Service Employees Association public relations committee, also expressed shock. "Phil was a very dedicated member of the Committee. His passing is a great loss to the Association."

Active in Public Events

Widely known for his publicity flair, Mr. Florman lent his talents to any good community cause or organization. In addition to serving on the C.S.E.A. public relations committee for the past eight years, he was a former president of the S. W. Pitts volunteer fire company of Latham, and the

Commerce Department's goodwill association. He was a vice-commander of the Fort Orange Post No. 30, American Legion, and belonged to the Cambridge Lodge 662, F. and A. M. in Brooklyn, and the Scottish Rite body, Albany. He was a 32nd degree Mason.

Born in New York City, September 18, 1899, Mr. Florman began his newspaper career on the old



PHILIP FLORMAN

New York Tribune. Most of his assignments later were in Brooklyn where he also worked for the Standard News Association and other publications.

He entered the Bureau of State Publicity, then part of the Conservation Department, on July 1, 1938 as a publicity agent.

With the advent of World War II, he took a leave of absence from the department to join the U. S. Marines. Despite his age, he was accepted in 1942, passing through the rugged boot training at Parris Island, South Carolina. He became a sergeant and served with the recruiting and public relations units of the Marines in various cities of the northeast. In World War I, Mr. Florman had been a sailor aboard the Army transports.

Returning to state service in 1944, Mr. Florman was promoted to senior publicity agent. A year later, his enormous capacity for hard work led to his being named senior publicity editor.

College Grad at 48

Age never was an obstacle to Mr. Florman. In 1953, when he was 53 years old, he received his Master's degree from Siena College, Loudonville, after ten years of evening study. Five years earlier he was graduated "cum laude" with a B. A. degree and awarded a four year excellency prize. He was the first student to earn a graduate degree in English in Siena. Until then the curriculum had included such degrees only in administration, education, history and sociology.

He was the first editor of his alma mater's Alumni Association News and a past president of the Home Chapter and national secretary of the Siena College Alumni association.

Deeply interested in the outdoors, Mr. Florman always treasured his experiences as a licensed guide in the Adirondack Mountains. An excellent hunter and fisherman, he owned a camp at Brant Lake.

Mr. Florman was a resident of Latham for the past fifteen years. He is survived by his wife, the former May Townsend, a 16-year-old daughter, Julie Mae Florman, and three sisters, Mrs. Samuel Gordon, Mrs. Kate Rothkopf and Mrs. Louis Weiner, and a brother Harry Florman, all of Brooklyn.

The Rev. Luther A. Patton, pastor of the Calvary Methodist Church of Latham, officiated at the funeral services.

Space for Conference Tours Of Europe Begins to Move; Early Bookings Are Uged

Enthusiasm for the unusually low-priced tours of Europe being sponsored this summer by three Conferences of the Civil Service Employees Association has bought early bookings for space in all three areas.

The Capital District, Western and Metropolitan New York Conferences are sponsoring the tours and in each area the available space is limited to 80 persons and so immediate booking is urged for those who plan to go. Only Conferences members, their spouses, parents and children may go. Participants must book passage in the Conference area in which they reside.

The tours all sell for less than \$700 and include round trip air transportation, all hotels, all land transportation abroad, most meals sightseeing tours, guides, tips, porters, etc.

Where to Write

These travel offerings are designed to fit the pocketbook of the person who ordinarily could not afford a trip to Europe but the quality of the journey is first rate. The low price is made possible by group purchasing.

Departure date for each of the Conferences varies but all have chosen the same itinerary abroad, one designed to provide a panoramic view of the best of Europe.

Listed below are the departure dates for each conference and the address to write for information and application.

(Continued on Page 14)

First Health Plan Contracts Are Approved for Local Units

ALBANY, Jan. 12—The Temporary Health Insurance Board has approved contracts which will extend the State's health insurance program to employees of participating local government units, it has been announced by Governor Rockefeller.

There are about 86,000 present and retired state employees enrolled in the program. They and their dependents represent a total of about 220,000 covered individuals.

Legislation passed in 1958, which was sponsored by the Civil Service Employees' Association, permits local governments to participate provided they carry the employer's share of the cost of the program. A potential 225,000 employees of local government and their dependents eventually may be included. These would

bring the overall total of covered persons to more than 800,000.

The Health Insurance Board already has approved applications from 21 sub-divisions with a total of about 2,000 employees, and action is pending on the applications of eight more with 300 employees. The effective date for each will be established as soon as enrollment of employees is completed and financial arrangements are made, as first reported in The Leader. Some local employees may be covered as early as Feb. 1.

The insurance carriers with which the State has contracts are the Blue Cross and Blue Shield plans of New York State, the Metropolitan Life Insurance Company, Group Health Insurance Inc. (GHI) and the Health Insurance Plan for Greater New York (HIP).

\$135 Jobs As Mediator Offered by U. S.

The U. S. is offering jobs as mediator at \$7,030. Apply until April 7 to the Board of Civil Service Examiners, National Mediation Board, Washington 25, D. C. Ask for application by title and serial number 176B (59).

The positions are departmental ones in the National Mediation Board in Washington, D. C. Mediators will have their headquarters in Washington, D. C., but will spend most of their time traveling.

Nature of Work

Mediators adjust controversies arising between employers and employees in the railroad and airline industries, and conduct investigations and elections among various groups of such employees to determine their desires for representation under the provisions of the Railway Labor Act. More specifically they conduct or direct the conducting of thorough and impartial investigations of disputes involving the election of employee representatives; conduct elections in representation cases, or check authorizations against payroll records; interview major officials of common carriers and officials of labor organizations with reference to issues in dispute; assist higher officers in mediating difficult labor disputes between common carriers and their employees, and independently mediate labor disputes; conduct other investigations and perform related work as assigned in the field and at headquarters.

Except for the substitution of education, all applicants must have had six years of experience in making or interpreting labor agreements covering a large number of employees or a number of different crafts on such matters as wages, hours of work, and working conditions; or in mediating between management and employees in the application of labor agreements.

The following experience is acceptable: As a representative of a national labor organization or management, or with the Federal or State government in dealing with labor relations and labor agreements.

The applicant must show that he has assumed full responsibility in acting on moderately difficult matters in negotiating or mediating on labor agreements, or has acted as an assistant on large and complex issues in this field.

Applicants must file with their application a statement outlining their experience in handling labor disputes.

Applicants must be citizens of or owe permanent allegiance to the United States and must have reached their 18th birthday by April 7. There is no maximum age limit for these positions.

They must be physically able to perform the duties.

Westchester Police Test Closes Jan. 16

The last day to apply for patrolman (police) jobs in Westchester towns and villages is Friday, January 16. Residents of the county may apply, except residents of cities in the county.

Apply to the Westchester County Personnel Office, White Plains.

The written test will be held on Saturday, February 14.

U. S. Asks Employees To Aid Recruitment On Campus and Elsewhere

DENVER, Col., Jan. 12 — Personal "missionary work" by Federal employees is needed to help convey a realistic picture of Federal career opportunities to gifted students and others who have skills and aptitudes needed by modern government, Civil Service Commissioner Barbara Gunderson told a Federal group here tonight.

Recent studies and reports show that negative attitudes toward Uncle Sam as an employer are still hurting the effectiveness of Government's recruitment, on the campus and elsewhere, Commissioner Gunderson said.

"Even the widely publicized achievements of Government teams in the space and missiles programs have not fully dispelled time-worn ideas that Government employment is restrictive, stifling, uninspired, and wedded to job security," she said.

Relies on Employees Themselves

"The best people in the world to combat these outworn ideas are the Federal people who experience at first hand the challenge, interest, and incentives of modern-day Government careers," she added.

Speaking at a banquet co-sponsored by the Denver Federal Business Association Commissioner Gunderson said:

"Informal recruiting efforts by Federal employees would be an invaluable supplement to the Government's regular recruiting programs."

The talk was given in connection with the 76th anniversary of the signing of the Civil Service Act and to formally close the year-long observance of the Diamond anniversary of that act.

As evidence of the Civil Service Commission's continuing concern with the Government's college recruiting program, she cited the inter-agency conference on campus recruiting that began today in Washington under the Commission's auspices. College placement officers and industry and Government recruiters are taking part in panel discussions intended to determine how recruiting methods can be improved to provide

the Government a greater share of high-caliber talent from the Nation's colleges.

"Since I took office as a Civil Service Commissioner four months ago I have been doing a lot of listening," she told the group. "I have not only listened to members of the Commission staff and other Federal people . . . but I have also listened more carefully to my friends and acquaintances outside the Government." Mrs. Gunderson explained. "I have been impressed — and not favorably — by the woeful lack of knowledge of the civil service that is betrayed by many people outside Government — even those who are relatively well informed on other subjects."

Preconceived Notions Gone

Mrs. Gunderson pointed out that Government's ability to attract and retain able employees for careers in civil service is directly linked to public opinion of Federal work and workers, and that the efficiency of Government is directly related to the caliber of career employees.

"One by one I have seen many of my own preconceived ideas come apart in the light of new knowledge," she admitted. "I am now engaged in disabusing my friends outside Government of these same ideas. I consider this one of my definite responsibilities — and it should be yours, too."

First Tested Rangers Named From List

ALBANY, Jan. 12 — Eight forest ranger appointments by the State Conservation Department are making civil service history.

The appointments are the first ever to be made for the post following a competitive civil service examination.

The jobs, formerly classified as non-competitive, were placed under Civil Service last January and the first examination was held in June.

One of the most popular jobs in the conservation field, rangers under one title or another have been in existence since 1908.

Those named from the first eligible list are:

Harland N. Freeman of Turin; Morgan P. Roderick of Syracuse; William H. Sussdorf of Port Kent; Richard M. Olcott of Mineville; Mart H. Allen of Phoenix; C. W. Knickerbocker of Ballston; Charles O. Hutson of Saranac Lake and Harold E. Martin of Gabriels.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

Lauber Named Asst. Budget Director

ALBANY, Jan. 12 — John G. Lauber, former fiscal assistant to Senate Majority Leader Walter J. Mahoney, is the new executive assistant to T. Norman Hurd, state budget director. The budget post pays \$13,500 a year.

Mr. Lauber, 31, is a former state interne in public administration and served at one time as a budget examiner. He is a graduate of Cornell University and is married to the former Jean Barr of Poughkeepsie.

His duties will include relations with the Legislature and the press.

TWO NEW A AND M ASSISTANTS NAMED

ALBANY, Jan. 12 — Meet the two new assistant commissioners of the State Department of Agriculture and Markets. They are: Daniel H. Dalrymple of Lockport, who succeeds James G. Lyons of Monticello, and John H. Stone of Watertown, who replaces Paul Smith of Newark Valley.

The appointments were announced by Commissioner Don J. Wickham.

LEFKOWITZ TO FORCE UTICA POLICE APPOINTMENT

Attorney General Louis J. Lefkowitz announced that on behalf of the New York State Civil Service Commission his office will institute mandamus proceedings against the Municipal Civil Service Commission of the City of Utica to compel that body to make an appointment to the position of Police Chief of the City of Utica from the list of eligibles resulting from the recent competitive promotion examination held to establish an eligibility list.

UNEXPECTED HOLIDAY

ALBANY, Jan. 12 — Employees of the State Public Service Commission received an unexpected holiday last week when the heating plant went on the blink in the middle of a cold spell.

PSC officials sent some 300 workers home at 9:15 A.M. for the day, while emergency repairs were being made.

TWO RE-APPOINTED

ALBANY, Jan. 12 — Mrs. Anthony Mele and Dr. Arthur R. Sohval, both of New York City, have been reappointed to the Board of Visitors of Manhattan State Hospital.

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William P. Conboy
Anita E. Hill
Thomas Canty
Thomas Farley
Charles McCreedy
Giles Van Vorst
George Wachob
George Weltner
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Annie Oakley No Match For Trooper Marksmen

ALBANY, Jan. 12 — State Police hit the bullseye in 1958.

The division's revolver team rolled up an amazing record of eight victories, three seconds and two third-place finishes in 13 matches against elite opposition.

The team never once was out of the money in competition against the best in the country.

Trooper E. H. Griebisch of Troop B, Malone, added to the renown of the team by piercing the bull's eye 30 consecutive times for a perfect 300 score at Springfield, Pa. The New York State troopers trailed the crack White House Police Force by only one point at the Springfield competition.

The troopers set an all-time record score at the 26th annual International Police Tournament at Hempstead and scored other victories in meets at Perth Amboy, N.J., Washington, D.C.

N. Y. Post Office Seeks Carriers

An examination for filling jobs as substitute city carrier in the New York Post Office is now open. There is no residence or experience requirement. New York City eligibles will be given preference.

Acting Postmaster Robert K. Christenberry said that more than 1,000 appointments are expected to be made within a year. He points to the many benefits that go with employment in the postal service, such as security, promotional opportunities, vacations of 13 to 26 days a year, sick leave of 13 days, incentive awards, retirement, insurance and uniform allowance.

The register resulting from this examination will be merged with the present register established on September 9, 1958. Applicants who

gained eligibility under the previous test need not reapply under this new one.

Substitute carriers are paid \$2 an hour and can reach \$2.42 an hour through annual increases.

A written test will be given.

Apply to the U.S. Civil Service Examiners, Room 3506, General Post Office, West 33rd Street, near Ninth Avenue, New York 1, N.Y., or to the Director, Second U.S. Civil Service Region, 641 Washington Street, New York 14, N.Y., until Monday, January 26.

Age Limits

Applicants must have reached their seventeenth birthday on the day they file their application. This does not apply to persons entitled to veteran preference. One may not enter on duty until his eighteenth birthday. There is no maximum age limit.

Applicants must weigh at least 125 pounds. This weight requirement is waived for applicants entitled to veteran preference, and may also be waived for non-veterans who are presently, or have been, employed in a position which will be filled from this examination and who have demonstrated their ability to discharge efficiently the full duties of the position. The minimal weight requirement may also be waived for eligibles who can pass a strength test consisting of lifting a sack and contents weighing 100 pounds to their shoulders.

For these positions the postmaster wants men.

The following types of appointments will be made:

Career appointments — Initially, career appointments are made to substitute positions and advancement is made to regular positions according to seniority of appointments. Substitutes are required to be available for duty on short notice, and, generally, they will be working regularly. Whenever ordered to report for duty they must be employed for not less than two hours.

Temporary Substitute Appointments of Indefinite Duration — The number of career employees serving as substitutes who can be employed at a post office is limited by law. However, temporary substitutes may be appointed for an indefinite period, to last as long as there is a need for the service. Acceptance of temporary substitute appointment of indefinite duration does not prevent consideration in regular order for career substitute appointment.

Temporary Substitute Appointments for Job Employment — This type of appointment is for a limited time only (seldom more than 6 months). Acceptance of this kind of appointment does not prevent consideration for career appointment or for temporary appointment of indefinite duration.

Career appointments become permanent after employees have satisfactorily completed a probationary period of one year. Persons receiving temporary appointments will not thereby acquire a competitive civil service status.

Carriers are responsible for the delivery and collection of mail on foot or by vehicle under varying conditions in a prescribed area or on various routes. They must serve in all kinds of weather and may

be required to drive motor vehicles in all kinds of traffic and road conditions and to deliver parcel post from trucks and make collections of mail from various boxes in the city. They may be required to carry on their shoulders loads weighing as much as 35 pounds and to load and unload full sacks of mail from trucks.

Substitute carriers may be required to perform substitute duties. As representatives of postal service, they must maintain pleasant and effective public relations with patrons and others, requiring a general familiarity with postal laws, regulations, and procedures commonly used, and with the geography of the area.

The duties of all substitute carrier positions include driving motor vehicles. Appointees must possess a valid and appropriate motor vehicle operator's license or succeed in obtaining such a license within 30 days. Failure to do so will result in immediate removal.

Substitute employees are paid on an hourly basis, regular employees on an annual basis, starting at \$4,035.

These rates include a 2½ percent cost of living allowance which will continue until 1961.

U.S. EXAMS OPEN

Budget officer, \$5,985 and \$7,030, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Electronic scientist, \$4,980, New York Naval Shipyard, Brooklyn, N.Y.; U.S. Naval Air Station, Lakehurst, N.J.; U.S. Naval Training Device Center, L.I., N.Y.; Naval Air Turbine Test Station, Trenton, N.J.; Watervliet Arsenal, Watervliet, N.Y.; Picatinny Arsenal, Dover, N. J.; Headquarters, Fort Monmouth, N. J.; Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Electronic technician, \$4,490 and \$5,985, Civil Aeronautics Administration, Jamaica, L.I., N.Y.

Engineer, \$4,040 and \$12,770, urgently needed in almost all locations.

Metallurgist, \$4,040 and \$4,980, New York Naval Shipyard, Brooklyn, N.Y.; U.S. Naval Air Station, Lakehurst, N.J.; Watervliet Arsenal, Watervliet, N.Y.

Metallurgist, \$5,985 and \$12,770, Watervliet Arsenal, Watervliet, N.Y.

Military personnel clerk, \$3,755 and \$4,040, Headquarters, Fort Jay, Governors Island, New York 4, N.Y.

Nurse, \$4,040 and \$4,980, urgently needed in a number of locations.

Organization and methods examiner, \$5,980 and \$7,030, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Physicist, \$4,040 and \$4,980, New York Naval Shipyard, Brooklyn, N. Y.; U.S. Naval Training Device Center, L.I., N.Y.; Watervliet Arsenal, Dover, N. J.; Headquarters, Fort Monmouth, N.J.; Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Research psychologist (experimental and physiological), \$5,985, Training Device Center, L.I., N.Y.

Bills In Congress

WASHINGTON, Jan. 12 — Two measures that stand out from among over 100 Federal employee bills introduced in the House in the opening sessions of the 86th Congress, are:

A measure by Representative Edward H. Rees (R.-Kan.) which would keep subversives off the Federal payroll by making all Federal jobs subject to a security check, and:

A comprehensive health program sponsored by Representative James Morrison (D.-La.).

A bill was introduced by Representative John Lesinski (D.-Mich.) to make permanent the annuity increases, effective last Sept. 1, to provide additional fringe benefits for postal employees, and to give non-veterans the same appeal rights as veterans.

ELECTION INSPECTORS CAN DO BUSINESS WITH TOWNS

ALBANY, Jan. 12 — Attorney General Louis J. Lefkowitz has ruled that inspectors of elections in towns are not barred from having a financial interest in town contracts.

The opinion was sent to the State Comptroller's office in answer to a query whether state law prohibits town election officers from doing business with the town.

Mr. Lefkowitz replied "It is my opinion that inspectors of election in towns are not town officers within the meaning of Section 104 of the Town Law."

PYTHIANS HONOR COMMISSIONER KROSS

Thomas Carlyle Lodge, Knights of Pythias, announces the presentation of the 1958 annual Thomas Carlyle Youth Award to Mrs. Ann M. Kross, Commissioner of the New York City Department of Correction.

The award is presented annually to the person who the lodge recognizes as having contributed the most to combat juvenile delinquency. Commissioner Kross will be honored for her rehabilitation programs in the City's Adolescent Houses of Detention and Prisons.

COUNCIL CHAIRMAN NAMED

ALBANY, Jan. 12 — Thomas I. Holling of Buffalo has been re-appointed as chairman of the State Apprenticeship Council.

ELIGIBLES

STATE PROMOTION

SENIOR TYPIST, DIVISION OF THE BUDGET, EXECUTIVE DEPARTMENT (Prom.)

1. Wilbert, Harlan H., Albany ... 8300
2. Ford, Catherine E., Ravena ... 8505
3. Hutson, Lucille B., Albany ... 8345

N. Y. State Eligibles

SUPERVISING VETERINARIAN (Prom.)

1. Kaley, Grant S., Gouverneur ... 8415
2. Baldwin, John H., Middleville ... 8177
3. Condon, Lawrence, Waverly ... 8013

ASSOCIATE SANITARY ENGINEER, DEPARTMENT OF HEALTH (Prom.)

1. Davies, Sherwood, Albany ... 10306
2. Zoller, Frederick, Ann Arbor, Mich. ... 10130
3. Moore, George W., Latham ... 9830
4. Blanchard, Gerard, Latham ... 9405
5. Grossman, Irving, Syracuse ... 9140
6. Hontzman, Robert, Syracuse ... 9059
7. Schindler, Richard, Troy ... 8035
8. Barnum, William J., Albany ... 8059
9. Brown, Robert, Rochester ... 8505

29 ON I.R.S. STAFF GET INCENTIVE AWARDS

Incentive awards totaling \$2,550 for superior work performance, special act or service or adopted suggestions were made to 29 employees of the New York Region of the Internal Revenue Service. Regional Commissioner C. I. Fox announced. Those awarded were Susannah Boatman, Arnold J. Cotton, Thomas H. Greene, Edith Pinckney, Hyman Bockstein, Augusta Crowe, Marion Henville, Tessie Rudolf, Alice Brown, Joseph D. Delfino, Kizzie Miller, Leonard Schutzman, John Chambers, Rose Pyfe, Veronica A. Nee, Elizabeth Steinmetz, Marion Gillen, John J. O'Hara, Theodore Corwin, Irene G. Cronin, Herman Fenig, Luis Cruz, Abraham Friedman, Mary C. Scheer, Robert J. Graber, Felix J. Melleno, and Alfred E. Walters.

Yonkers Seeks Postal Clerks And Carriers

Substitute clerk and substitute city carrier positions will be filled at the Yonkers post office through a written examination announced being conducted by the Board of U.S. Civil Service Examiners, Main Street, Yonkers, N. Y. There is no experience requirement.

There is no residence requirement, either, but preference will be given to Yonkers Post Office delivery area residents (this includes Hastings-on-Hudson, Tuckahoe, and Bronxville, or those who are bona fide patrons of this office).

Substitute clerks and substitute carriers are paid \$2.00 per hour and can reach \$2.42 through annual increases.

Applicants for these positions should mention Announcement No. 2-101-4(59). Copies of the announcement and application forms may be obtained at the General Post Office, Main Street, Yonkers.

The examination is being administered by Edward Cieslinski, aide to Bernard Katz, secretary of the Board of Civil Service Examiners, New York post office.

The Yonkers vacancies are mostly in clerk jobs, as Yonkers is a concentration center. Women may apply with an opportunity for appointment if they pass the test. However, the test is for both clerk and carrier jobs. Women are not appointed as carriers because of the onerous physical duties involved.

The examination is open until further notice. It is serial No. 2-101-4 (59). Mention both title and serial number when applying.

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Thousands of Positions for Men & Women Offering These Advantages:
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Those interested in either or both of these popular exams are invited to join our classes which are now forming in Manhattan on Mon. and Wed. evenings at 5:30 and 7:30. Or they may attend classes in Jamaica at 91-01 Merrick Blvd. on Tues. and Fri. at 7 P.M.

APPLICATIONS NOW AVAILABLE - PREPARE AT HOME POST OFFICE CARRIER—New York Post Office

Thousands will apply and competition will be keen. Our specially prepared HOME STUDY BOOK covers all phases of the official exam and is on sale at our Manhattan and Jamaica offices or by mail. No C.O.D. orders, send check or money order, we pay postage. **\$350** Post Paid

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Needed by Non-Graduates of High School for Many Civil Service Exams
 5-Week Course - Enroll Now - Start Classes Thurs. Jan. 15 at 7:30 P.M.

FIREMAN APPLICANTS

If you have checked the official key answers and find that you correctly answered 70 or more of the questions, you should start training immediately for the physical exam in which you will be required to perform five difficult tests. Physical exams may be held within 2 or 3 months — according to the Civil Service newspapers the Fire Commissioner desires an early list. Few men can pass these tests without training. Start at once. Don't wait until you are notified to appear for the exam — usually only about 10 days before your test. Your position on the eligible list depends upon your written rating but you will not be on the list at all unless you pass the physical exam.

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- STATIONARY ENGINEER - Tues. & Friday at 7:30 P.M.
- REFRIGERATION MACHINE OPERATOR - Thurs. at 7 P.M.

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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATION, INC.

97 Duane Street, New York 7, N. Y.

REekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

10c per copy. Subscription Price \$2.00 to members of the Civil Service Employees Association. \$4.00 to non-members.

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TUESDAY, JANUARY 13, 1959

Police Grievance Snag

SHOCKING!

This is the only word we can apply to urgings by the New York Chamber of Commerce and the New York Board of Trade that Mayor Robert F. Wagner and Police Commissioner Stephen Kennedy "resist all efforts to change present grievance procedures in the Police Department."

The Chamber of Commerce, none of whose members is a policeman, says that the grievance procedures are wholly adequate; the police line organizations, composed solely of policemen, say that there is no real grievance procedure in the department.

First, the line organizations are right.

Second, the Chamber of Commerce and Board of Trade are primarily interested in keeping police from joining any employee organization for any purpose whatsoever.

The Chamber of Commerce resolution on the subject gives the picture when it says, "This means that no union should be interposed as a representative of police officers between the officers and the Commissioner who commands them. It means, as well, continuance of the wholly adequate grievance procedures now in operation."

The Chamber of Commerce resolution shows not one whit of concern for the policeman. It does show the anti-employee attitude of the group and its antagonism toward employee organizations.

These two important organizations apparently feel that they can bring enough pressure to bear to petrify the present situation in the Police Department.

We predict their action will have an opposite effect. If the policeman feels that no one but an employee organization is interested in what happens to him he will seek out such an organization regardless of rules and regulations from either the Mayor or the Police Commissioner.

The Chamber of Commerce and the Board of Trade have added to the vacuum that gave unions the hopes that policemen were willing to be organized.

In addition, they have labelled themselves as no friend of the working man in public employment.

When dealing with labor relations in private industry the Chamber of Commerce has walked lightly and with an attempt at understanding. When dealing with the public service the Chamber of Commerce tends to view civil service as though it were still under the administration of General Grant.

This reactionary attitude will earn the Chamber of Commerce and the Board of Trade no new friends and will hamper Mayor Wagner in the solution of the police problem.

Mayor Wagner should settle this problem of grievance machinery on its merits and not on the basis of pressure from anti-employee groups.

Prospects of State Raise

HOPE ABOUND in Governor Nelson A. Rockefeller's first message to the New York State Legislature.

We find the new Chief Executive's outline for a happier future in the State bold and vigorous in many parts. Also Governor Rockefeller seems willing to take the necessary measures — such as increased taxation — to accomplish his proposed program.

State workers remember Mr. Rockefeller's campaign statements reiterating his feeling that State workers' salaries should be brought more in line with those in private industry.

These public workers trust that the Governor will

LETTERS TO THE EDITOR

PUBLIC EMPLOYEES WORTH ATTESTED

Editor, The Leader:

For many years I had serious doubts about the efficacy of public employees and their worth to the public in general. This all was changed last week when I suddenly found myself involved in a consumer fraud. A "sharp-talking" salesman had me sign an installment contract and before I knew what had happened, I found that I owed his company over \$200. A friend advised me to go to the Attorney General of the State of New York's Office and tell my story to the Consumer Fraud Division. I followed this advice and was interviewed by an Asst. Attorney General named Mark Walsh. After hearing my story and reviewing the contract, Mr. Walsh made several phone calls including one to the company's representative in Buffalo. After about thirty minutes of phone calls, Mr. Walsh informed me that the contract was invalid and that I was under no obligation to the firm involved.

On behalf of myself and my wife, I wish to compliment the State Attorney General and especially Mr. Walsh for the great service that they rendered to me. I think that the activities of this office should be made more public and that the citizens of this state should be thankful that such service is available.

Since this was my first contact with a representative of a public agency, I was very impressed with the service they rendered and I sincerely hope that dedicated people like Mr. Walsh will continue their great work.

JOHN REIMER

36 Dutch Hollow Drive
Orangeburg, New York

LOOKING INSIDE

By H. J. BERNARD
Executive Editor



Public Employees' Fight For Equality a Tough One

PUBLIC EMPLOYEES are constantly struggling to achieve parity with employees of private industry, or even to have the same rights that most public employees enjoy accorded to all who work for the same government employer. Success in these goals is not easily won, and whenever it is won, it is through the action of some strong employee organization.

In the New York State scene, for instance, the improvements in employee pay, hours and working conditions have been going on steadily through the practically exclusive efforts of the Civil Service Employees Association, though a union that had no part in the intensive work that led to these gains habitually breaks speed records in claiming credit for having accomplished them.

Pay increases, the 40-hour week with no reduction in pay, a gain particularly important to institutional employees, and an improving grievance procedure are among the accomplishments. The unreasonable bar against State Police joining an organization like the CSEA was removed through the efforts of that organization, naturally enough.

All along the line, in public employment, there is room for improvement in personnel administration, and the improvement usually will cost money. It is no answer to the denial of just goals to say that this or that Administration is committed to an economy program. Economy practiced at whose expense — the public employees? Rather, there is a firm obligation on government, no matter which political party is in control, to stop victimizing its employees, as it does sometimes in pay scales when it makes the employees help subsidize the budget, or, more often, by attempting to differentiate between public employees and private-industry employees, by refusing to adopt enlightened industrial practices. For instance, when a public employee works ordered overtime, why isn't he entitled to be paid for that overtime at time-and-a-half rates, and in money, instead of in compensatory time off that reflects only normal rates, but no additional money at all, even then?

In more and more instances government is paying for overtime in money, and the rate is often time-and-a-half. The

(Continued on Page 12)

Social Security Questions Answered

MY 30-YEAR-OLD SON, who has been disabled since birth, filed for benefits last year on my deceased husband's account. This claim was denied because my son was not receiving at least one-half of his support from his father. Will the 1958 amendments enable my son to receive benefits?

J. N.

Yes, if he meets the other requirements of a disabled child over age 18, he may be eligible for benefits beginning with September, 1958. A new application must be filed. Get in touch with your local social security office as soon as possible.

I AM 67. My son, who was my main support, died last year. He was survived by a widow and child who receive Social Security benefits. I was told at the time of his death that I was not eligible because he was survived by an eligible wife and child. Have the 1958 amendments changed this?

C. C.

Yes, Under the 1958 amendments you may now be eligible to receive a parent's benefit beginning with September, 1958. You should file an application at your local Social Security Office as soon as possible.

I AM 52 years old and am now receiving monthly disability benefits from social security. My wife is 44 and we have a child who will soon be 12. Are there any so-

cial security benefits payable for my wife and child?"

K.M.O'M.

Yes, Starting with September, 1958, the wife and minor children of an individual who is receiving disability benefits may also be paid monthly benefits. Applications must be filed for such benefits to be payable. Contact your social security office where you will be assisted in filing and receive full information.

I HAVE BEEN supporting my husband who is physically handicapped. Last year I had a heart attack and am unable to work. Is it possible for me to get benefits from social security for both my husband and myself? I am 58 and my husband is 66.

J. V.

Yes, if you are found to be under a disability which prevents you from doing any substantial work your husband may qualify for dependent husband's benefits on your wage record. Dependent husband benefits based on a disabled worker's account are payable starting with the month of September, 1958.

I AM an electrical contractor and I have filed self-employment tax returns for the past seven years, paying the necessary social security tax. I will be 65 next April and I wish to apply for my old-age benefit then. My neighbors tell me that it is necessary to bring in a lot of papers to prove my entitlement to such benefits. Just

what will I need when I file my application?

L. V. O'R.

You must prove your age, and also your wife's age if she is age 62 or over and wishes to file her application before age 65. A birth certificate, family Bible, baptismal certificate or an old insurance policy are just some of the acceptable proofs of age that may be submitted. We will need a copy of your 1958 Federal Income Tax Returns, both the Form 1040 (Individual Income Tax return) and the Schedule C (Schedule of self-employment income and expenses). It will be necessary to see your cancelled check, money order receipt or Internal Revenue receipt showing that you have paid the necessary social security tax. The proof of payment of the tax will be returned to you, but we must keep the tax returns. Also, be sure to have your social security card with you.

MY HUSBAND worked until June, 1958, when he attained age 65. He retired but his employer continued his full salary for the balance of the year. Each month he returns to work for one day, to advise and instruct his successor. His total salary for this year will exceed \$3,000. Can he draw Social Security checks for all months of 1958?

B. E.

No. There are no monthly benefits payable to him for that year because he has earnings of more than \$80 in every month, more than \$1,200 in the year, and has not yet attained age 72.

I BECAME DISABLED in 1948, but did not file an application before July 1, 1958 to have my wage record frozen. Is it possible for me to get any kind of consideration under the 1958 amendments?

C. E.

The 1958 amendments give workers with long-standing disabilities until June 30, 1961 to apply to have their Social Security records frozen as of the time they actually became disabled.

show bldness i ncarrying out measures that will bring their salaries up to date.

A survey conducted by the State shows that public employees in most jobs lag behind their private industry counterparts by some 10 percent. A survey my the Civil Service Employees Association places this figure at 12 1/2 percent.

The figures are there for Governor Rockefeller to use them when recommending a pay boost for all State workers.

NYC Jobs

OPEN-COMPETITIVE

(Continued from Page 2)

The written test is expected to be held April 16, 1959. Minimum Requirements: There are no formal educational or experience requirements for this position.

Age Requirements: Open only to persons who shall not have passed their fifty-fifth birthday on the first date for the filing of applications. This position requires extraordinary physical effort. (Jan. 26.)

Nutritionist, \$4,550 to \$5,990. Vacancies occur from time to time in the Department of Health. The written test will be held March 18, 1959. This date is tentative only and may be changed if circumstances so demand.

Minimum Requirements: Candidates must have each of the following or a satisfactory equivalent: (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York with major studies in foods and nutrition and a master's degree in nutrition from an institution which has had such degree registered by the University of the State of New York, including a total of 18 semester points in nutrition taken either on the graduate or undergraduate level and (b) two years of satisfactory experience as a nutritionist in a health or welfare agency or in the conduct of adult education programs in foods and nutrition, or a full time clinic dietitian or teaching dietitian in an approved hospital.

Photostat Operator, \$3,500 to \$4,580. At present 10 vacancies in various city departments. The

performance-oral test is tentatively scheduled to be held May 5, 1959.

Minimum Requirements: (1) Graduation from a senior high school, or possession of a high school equivalency diploma issued by the University of the State of New York, or possession of an equivalent G.E.D. Certificate issued by the Armed Forces and one year of satisfactory full-time paid experience in the operation of a photostat machine and associated equipment; or (2) two years of satisfactory full-time paid experience in the operation of a photostat machine and associated equipment; or (3) four years of satisfactory full-time paid office work or clerical experience, including one year in the operation of a photostat machine and associated equipment; or (4) a satisfactory equivalent.

Program Review Assistant, \$7,490. At present 4 vacancies in the New York City Youth Board. Appointments are being made at present at the first increment level of \$6,290.

Minimum Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university, and graduation from an approved school of social work as evidenced by a certificate or master's degree. In addition, candidates must have the following or a satisfactory equivalent: Five years of satisfactory, full-time, paid experience in the field of group work in an agency adhering to acceptable standards, two years of which must have been in a supervisory, administrative or consultative capacity.

Purchase Inspector (fuel), \$4,550 to \$5,990. At present in the Office of the Comptroller. The written test is expected to be held April 10, 1959.

Minimum Requirements: (a) Four years of satisfactory experience in purchasing, inspecting, grading, or bulk selling of fuel; or (b) a baccalaureate degree with a major in chemistry or chemical engineering issued after completion of a four year course in an accredited college or university plus two years of the above experience; or (c) a satisfactory equivalent.

Satisfactory experience in a fuel testing laboratory or in fuel specifications writing may be substituted for the above experience on a year for year basis up to a maximum of two years. (Jan. 26.)

Purchase Inspector (fuel and supplies), \$4,550 to and including \$5,990. At present 4 vacancies in the Department of Education and 2 vacancies in the New York City Housing Authority. Other vacancies occur from time to time. The written test is expected to be held April 10, 1959.

Minimum Requirements: (a) Four years of satisfactory experience in purchasing, inspecting, grading or bulk selling of fuel, or in purchasing, inspecting or selling of such supplies as are indicated under examples of typical tasks; or (b) a baccalaureate degree with a major in chemistry or chemical engineering issued after completion of a four year course in an accredited college or university plus two years of the above experience; or (c) a satisfactory equivalent.

Satisfactory experience in a materials testing laboratory or in specifications writing may be substituted for the above experience on a year for year basis up to a maximum of two years.

Railroad Porter, New York City Transit Authority. This examination is open to men only. \$1.98 to \$2.45 an hour at present for a 40-hour work week. Expected average yearly appointment rate 250; more than 800 appointed from the last list. Vacancies occur in all boroughs. The written test is expected to be held May 9, 1959. This date is tentative only and may be changed if circumstances so demand.

Age Requirement: Open only to persons who shall not have passed their 50th birthday on the first date for the filing of applications. This position requires extraordinary physical effort. (Jan. 26.)

Supervisor of Motor Transport, \$5,450 to \$6,890. The written test is expected to be held April 6, 1959.

Minimum Requirements: (1) Seven (7) years of satisfactory experience in the operation or servicing of motor vehicles and/or motor driven equipment, including

(Continued on Page 8)

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Name _____

Residence Address _____

City _____ Zone _____ County _____ State _____

Age _____ Single Married. Car is registered in State of _____

Location of Car (if different from residence address) _____

Occupation (or rank if on active duty) _____

Yr.	Make	Model (Dlx., etc.)	Cyl.	Body Style	Purchase date	<input type="checkbox"/> New	<input type="checkbox"/> Used

1. (a) Days per week car driven to work? _____ One way distance is _____ miles.
(b) Is car used in any occupation or business? (Excluding to and from work)
 Yes No
(c) Is car principally kept and used on a farm? Yes No

2. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	% of Use

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NYC Jobs

OPEN-COMPETITIVE

(Continued from Page 7)

two (2) years of satisfactory experience in responsible charge of a motor vehicle or delivery service operation or a large phase thereof; or (2) Satisfactory completion of an approved 8 year elementary school course or a satisfactory equivalent education, and five (5) years of satisfactory experience in the operation or servicing of motor vehicles and/or motor driven equipment, including two (2) years of satisfactory experience in responsible charge of a motor vehicle or delivery service operation or a large phase thereof; or (3) High School graduation, and three (3) years of satisfactory service in the operation or servicing of motor vehicles and/or motor driven equipment, including two (2) years of satisfactory experience in responsible charge of a motor vehicle or delivery service operation or a large phase thereof; or (4) A satisfactory equivalent.

It is required that candidates must be dependable, of good moral character and habits, must have the ability to get along well with others, be courteous, and have a satisfactory work record.

PROMOTION

Principal Investigator, Department of Personnel, \$6,750 to \$8,550. The written test will be held May 1, 1959.

ELIGIBILITY REQUIREMENTS: Open to each employee of the department named above who on the date of test: (1) is permanently employed in the title of Supervising Investigator; (2) has served as a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists co-exist for the same title the period of required service may be reduced from two years to one year. (Jan. 26)

Accountant (Promotion, \$4,850 to \$6,290 per annum. Vacancies occur from time to time. The written test will be held June 4, 1959.

ELIGIBILITY REQUIREMENTS: Open to each employee of any of the departments of City government who on the date of test: (1) is permanently employed in the title of Assistant Accountant or Senior Bookkeeper; (2) has served as a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees who have served permanently in the eligible title or titles for not less than two years, except that when open competitive and promotion lists co-exist for the same title the period of required service may be reduced from two years to one year. (Jan. 26.)

Assistant Superintendent (Structures) (Promotion), New York City Transit Authority, \$9,600 to \$10,500. Vacancies occur from time to time. The written test will begin April 8, 1959.

ELIGIBILITY REQUIREMENTS: Open to each employee of the New York City Transit Authority who on the first date of the written test: (1) is permanently employed in the title of Supervisor (Structures), Supervisor (Structures-Group C), or Maintenance Engineer (Structures and Track); (2) has served as a permanent employee in such title or titles in the transit authority for a period of not less than one year immediately preceding that date; and (3) is not otherwise ineligible. (Jan. 26.)

Court Clerk (City Court), (Promotion), \$5,500 with annual increments of \$240. The written test will be held April 3, 1959.

ELIGIBILITY REQUIREMENTS: Open to each employee of the court named above who on the date of test: (1) is permanently employed in the title of Court Attendant (City Court) or Interpreter (City Court); (2) has served as a permanent employee in such title or titles in the court for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. (Jan. 26.)

Junior Architect, (Promotion), \$4,850 to \$6,290. Vacancies occur from time to time. The written test will be held on May 4, 1959.

Eligibility Requirements: Open to each employee of any of the departments of City government who on the date of test: (1) is permanently employed in the title of Junior Draftsman; (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists coexist for the same title the period of required service may be reduced from two years to one year.

The admission of employees in the title of Junior Draftsman is on a collateral basis and applies

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to this examination only and is not to be considered a precedent for future examinations. (Jan. 26.)

Motorman (Promotion), New York City Transit Authority, \$2.45 to \$2.63 an hour, at present. Vacancies occur from time to time; all appointed from previous lists. The written test will be held April 4, 1959.

Eligibility Requirements: Open to each employee of the New York City Transit Authority who on the date of the written test: (1) is permanently employed in the title of Conductor, Towerman, or Surface line operator; (2) has served as a permanent employee in such title or titles in the transit authority for a period of not less than one year immediately preceding that date; and (3) is not otherwise ineligible. (Jan. 26.)

Motorman Instructor, (Promotion), New York City Transit Authority, \$6,900 to \$7,400. Vacancies occur from time to time. The written test will be held April 18, 1959.

Eligibility Requirements: Open to each employee of the New York City Transit Authority who on the date of the written test: (1) is permanently employed in the title of Assistant Motorman Instructor or Motorman; (2) has served as a permanent employee in such title or titles in the transit authority for a period of not less than one year in the title of Assistant Motorman Instructor or not less than two years in the title of Motorman immediately preceding that date; (3) has had not less than one year of road revenue service; and (4) is not otherwise ineligible. (Jan. 26.)

Photostat Operator (Promotion), Office of the City Register, \$3,500 to and \$4,580 per annum. Vacancies occur from time to time. The performance-oral test will be held on May 5, 1959.

Eligibility Requirements: Open

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to each employee of the department named above who on the date of test: (1) is permanently employed in the title of Assistant Photostat Operator; (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists co-exist for the same title the period of required service may be reduced from two years to one year. (Jan. 26.)

Pilot (Promotion), Fire Department. Appointments are presently being made at \$7,120. Vacancies occur from time to time. The experience test will begin April 7, 1959.

Eligibility Requirements: Open to each member of the Uniformed Force of the department named above who on the first date of the test: (1) is permanently employed (Continued on Page 9)

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NYC Jobs

PROMOTION

(Continued from Page 8)

in the title of Fireman, Marine Engineer (Uniformed), or Engineer of Steamer; (2) has served as a permanent member of the Uniformed Force in the department for the six month period immediately preceding that date; and (3) is not otherwise ineligible. (Jan. 26.)

ELIGIBLES STATE

- SUPERVISING VETERINARIAN DEPARTMENT OF AGRICULTURE AND MARKETS (Prom.)**
1. Kaley, Grant S., Gouverneur, 10085
 2. Naylor, Harold E., Bath, 89228
 3. Grassano, F. S., Syracuse, 88661
 4. Minster, John C., Glens Falls, 80558
- SAFETY OFFICER (Open Competitive)**
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 2. Commander George, Massoga Pl., 10000
 3. Santore, Nicholas, Fulton, 8875
 4. Ample, Joseph M., Bklyn., 8875
 5. Cottrell, Norman, Rensselaer, 8750
 6. Galahy, James, Benson, 8750
 7. O'Toole Alfred E., Bedford HI 8750
 8. Ahlgren, Lawrence, Ctr Islip 8625
 9. Chesley, Roger J., Syracuse, 8625
 10. Bure, William M., Albany, 8625
 11. Kolody John F., Orangeburg, 8500
 12. Milner, Arvstrand, Hollis, 8500
 13. Henschel, Howard A., Northport 8500
 14. Hoyt, Lawrence C., Nunda, 8500
 15. Dailey, John B., Albion, 8500

(Continued on Page 10)

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite The Leader office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel Cortlandt 7-8880. Any mail intended for the NYC Department of Personnel, other than applications for examinations, should be addressed to the Personnel Department, 299 Broadway, New York 7, N. Y. Mailed applications for blanks must be received by the department at least five days prior to the closing date. Enclose self-addressed envelope, at least nine inches wide, with six cents in stamps affixed.

STATE — First Floor at 270 Broadway, New York 7, N. Y., corner Chambers Street, Tel. Barclay 7-1616; State Campus and lobby of State Office Building, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays; Room 400 at 155 West Main Street, Rochester, N. Y. Wednesdays only, 9 to 5. Also, an information office has recently been opened at 221 Washington Street, Binghamton. All of foregoing applies also to exams for county jobs conducted by the State Commission. Apply also to local office of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department offices only; no stamped, self-addressed envelope to be enclosed.

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday through Friday; closed Saturday Tel WATkins 4-1000. Applications also obtainable Boards of Examiners of separate at main post offices, except the New York, N. Y., post office agencies also issue applications for jobs in their jurisdiction. Mail applications require no stamps on envelope for return.

TEACHING JOBS — Apply to the Board of Education, 110 Livingston Street, Brooklyn 1, N. Y.

Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEckman 3-6010. For list of some current titles see Page 15.

Senior Statistician (Promotion), Department of Health, \$6,050 to \$7,490. The written test will be held March 30, 1959.

Eligibility Requirements: Open to each employee of the department named above who on the date of test: (1) is permanently employed in the title of Statistician; (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees

who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists co-exist for the same title the period of required service may be reduced from two years to one year. (Jan. 26.)

Statistician (Promotion), \$4,850 to \$6,290. Vacancies occur from time to time. The written test will be held March 30, 1959.

Eligibility Requirements: Open to each employee of the departments named above who on the date of test: (1) is permanently employed in the title of Assistant

Statistician; (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible.

However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists co-exist for the same title the period of required service may be reduced from two years to one year. (Jan. 26.)

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IRELAND, CAMILLA G.—File No. P 3780, 1958.—CITATION.—The People of the State of New York, By the Grace of God Free and Independent, To ATTORNEY GENERAL OF THE STATE OF NEW YORK, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, To the heirs at law, next of kin and distributees of CAMILLA G. IRELAND, Deceased herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 23, 1959, at 10:30 A.M., why a certain writing dated June 10th 1954 which has been offered for probate by CLARENCE A. FAUSSETT, SR. residing at No. 187-13 111th Avenue, Jamaica, New York, should not be probated as the last Will and Testament, relating to real and personal property of CAMILLA G. IRELAND Deceased, who was at the time of her death a resident of 290 West 137th Street, in the County of New York, New York.
Dated, Attested and Sealed, December 11, 1958.
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County.
PHILIP A. DONAHUE,
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ASSOCIATE ECONOMIST PROMOTION TEST MARCH 14
A written promotion examination for associate economist, State Division of Employment, Department of Labor, will be held on March 14. Applications will be accepted until Feb. 13. The salary will start at \$7,500 and increase to \$9,090 in five annual increments. At present one vacancy exists in New York City.

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2. Gentry, David M., Manhattan 8000
3. LaCombe, Carlton E., Syracuse 8500
4. Williams, Frank R., Rochester 8500
5. Perkins, Kenneth S. 8500
6. Callahan, Joseph, Rochester 8400
7. Clouse, Roy A., Lyons 8400
8. Randall, Valmar, Utica 8300
9. Maffery, Charles, Watervliet 8200
10. Strickland, Joseph J., Massena 8100
11. Blaine, Ira H., Pl. Byron 8000
12. Young, Jacob H., Buffalo 8000
13. Tronzo, Nicholas P., Edwads 8000
14. Donohue, Richard A., Schuyl 8000
15. Menasoff, Philip, Albany 8700
16. Jeffrey, William F., Albany 8700
17. Powelchak, N., Cohoes 8700
18. Furbush, Dennis, Utica 8000
19. Smith, William B., Stillwater 8000
20. Porter, Leo V., Oswego 8200
21. Jamison, Earl G., Middleport 8200
22. Clark, Lewis G., Watertown 8100
23. Hillon, Robert G., Lockport 8100
24. Ward, George E., Lockport 8100
25. Gaffner, Randall A., North Bay 8000
26. Watson, William B., Cohoes 7800
27. Mahle, Cyril G., Newark 7700
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Looking Inside

(Continued from Page 6)

Federal government pays its regular postal employees on that basis, and its other employees at least on a money-for-overtime basis, within certain salary limits. The New York City Transit Authority follows the time-and-a-half-in-money rule. The Authorities may be considered as government, though it would take a Philadelphia lawyer to define exactly what an Authority is. The New York City Housing Authority frankly states that it is an agency of the New York City government and is on the way toward paying for overtime in money at regular rates. The Transit Authority may not consider itself a City agency, transportation, like education, being regarded as a State function.

The Compulsive Alternative

The time-and-a-half-in-money policy should be universal for public employees, the way it is in private industry. The alternative should be not to work any employees overtime. Then at least government, which in the exercise of the police power — not only in the prevention and detection of crime and the prevention and extinguishment of fires, but in the protection of health and life, and prevention of disease — encounters frequent emergencies. The test then would be whether government is willing to sacrifice human values to the cause of what it mistakenly calls economy; in other words, whether government rates the dollar more highly than it does human limb and even life itself.

New York City persists in the policy of compensatory time off, despite demands and strong arguments by employee organizations, shows no willingness to conform to the industrial pattern. Policemen and firemen do get paid extra for working two additional hours a week — two hours beyond the basic 40 — but though paid in money, are paid only at regular rates. The Board of Estimate, not the Police Commissioner, set that policy. The 1959-60 budget is in preparation. Now is the time to recommend that funds be included for time-and-a-half rates for the policemen and firemen, and at least regular rates, paid in money, for ordered overtime worked by other City employees, premium rates to be made general just as soon as the City's financial resources permit. At least a start in the right direction would be made, as was done in a contract between the Housing Authority and Local 237, Teamsters, yet there is no indication of any intent by the Wagner Administration to make even such a small beginning citywide.

Some Get No Sick Leave At All

Other disparities are numerous, including secondary treatment of per-diem employees, compared to per-annum ones on fringe benefits such as terminal leave and sick leave. Some per-diem City employees get no sick leave at all, a fact hard to endure in this age of otherwise enlightened labor relations. This abomination arises from discretionary powers conferred by the Board of Estimate on department heads, a grant that breeds the usual abuses that uniformity escapes. What one's fringe benefits, if any, are depends on who the Commissioner is. Uniformity would be more in keeping with modern personnel practices, particularly in an Administration that prides itself on being labor-minded, and which, in some, though far from all, particulars has proved its right to that claim. It undermines its right to make that claim when it denies the elementary protection of grievance procedures to some employees, while granting these benefits to all others.

Personal Sovereignty Be Damned

The leaders of employee groups, if not the members themselves, recognize the extreme difficulty of getting government to grant its employees many rights considered in private industry to be basic,

and of inducing government to refrain from denying to some what it grants to all others. The fight against both types of discrimination goes on continuously, but the very persistence of efforts to win it is encouraging. The record of achievement, one gain here, another there, should remove any tendency toward discouragement. After all, government is sovereign. Even some Commissioners are beginning to assert claims of personal sovereignty. When one is battling against sovereign powers, real or pretended, he has a stiff fight on his hands. The importance of winning is perhaps enhanced by the need to expose the sham of individual sovereignty, and ridicule the aristocratic idea of any royal line of succession to personal sovereignty.

Some officials start fights they can't win.

Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.

HOUSE HUNTING? SEE PAGE 11

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Junior Chamber of Commerce Names Dr. Grace, Jr., Roswell Park Surgeon, As One Of Country's Top 10 Young Men

ALBANY, Jan. 12 — Dr. James T. Grace Jr., 34, Chief of Gastrointestinal Surgery at the State Health Department's Roswell Park Memorial Institute, Buffalo, has been selected as one of the nation's ten Outstanding Young Men of 1958 by the United States Junior Chamber of Commerce.

Dr. Grace was informed of his selection in a letter from Robert V. Cox, President of the United States Junior Chamber of Commerce. All the 1958 winners will be guests of honor at a national awards congress, January 16-17 in Fort Lauderdale, Fla.

Dr. Grace joined the State Health Department in 1957, and his work has been in the areas of surgery, immunology and virology at Roswell Park.

Commenting on Dr. Grace's selection, Dr. Herman E. Hilleboe, State Health Commissioner, said "Dr. Grace's devotion to research and to his patients has resulted in important new knowledge directly applicable to the care and treatment of cancer victims."

He added that his selection as one of the country's Ten Outstanding Men of 1958 "clearly demonstrates that his fine work is recognized by the community."

Included in Dr. Grace's work has been a study of the host factors of malignant diseases in the human body, study of the relationship of viruses to cancer and study of the antigenetic differences between tumor and normal tissue from the same person. Dr. Hilleboe said Dr. Grace is also working in the field of curative and palliative surgery, evaluation of different techniques of surgery

for cancer of the gastrointestinal tract, and participation in the national chemotherapy program.

Dr. Grace lives at 19 Kimberly Rd., Clarence, Erie County, with his wife, Betty, and daughter, Elizabeth Anne.

RESTAURANT HELP TO BE HIRED THROUGH NYSES

Job openings for unionized chefs, cooks, pastry cooks and their assistants in Manhattan, Bronx and Staten Island will be filled through the New York State Employment Service.

Members of the 9,000-man Chefs, Cooks, Pastry Cooks and Assistants Union of New York, Local 89, will now be placed by the Employment Service rather than through the union.

The State agency's Manhattan Service Industries Office, 247 West 54th Street, will now become the focal hiring point for both union members and restaurant owners who have contracts with the union.

RESNICOFF TO ADDRESS PERSONNEL SOCIETY

Attorney Samuel Resnicoff, will discuss the attorney's role in resolving employee-management differences at a meeting of the Society for Personnel Administration, New York Metropolitan Chapter, at 6:30 P.M., January 15, in Room 705 at 45 Broadway.

BILL REQUIRES LICENSE FOR RIFLES AND SHOTGUNS

ALBANY, Jan. 12 — A bill was introduced by Assemblyman Samuel Spiegel and Senator Joseph R. Marro requiring licenses or permits for rifles and shotguns. The bill would take effect January 1, 1960.

LEFKOWITZ RULES ON INSURANCE FUND AUTHORITY

ALBANY, Jan. 12 — Attorney General Louis J. Lefkowitz has ruled that the Commissioners of the State Insurance Fund have authority to enter into a settlement with the New York State Employees' Retirement System with respect to a claim of the System against the Fund for deficiency contributions.

MRS. SAMUEL JONAS CITED

Mrs. Samuel Jonas, a management analyst of the Corps of Engineers' Eastern Ocean District, has received a Suggestion Award Certificate under the Army Incentive Awards Program.

State Eligibles

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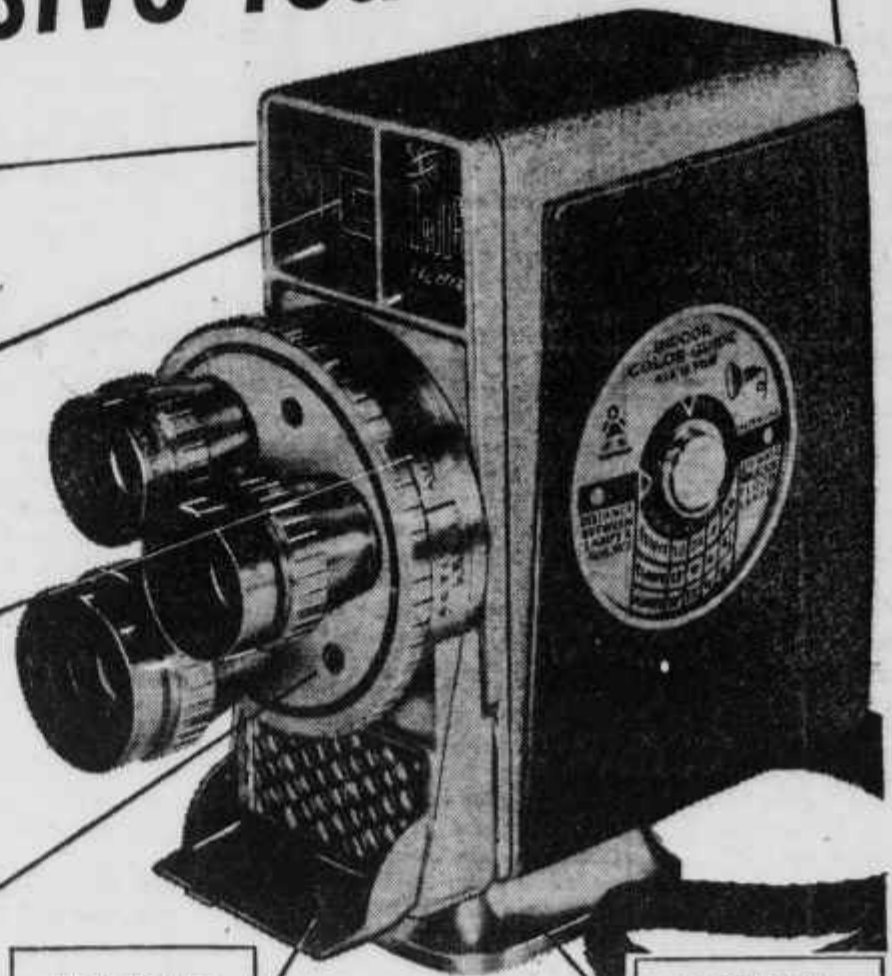
- | | |
|---------------------------------------|------|
| 1. Fusco, Anthony P. Herkimer | 8850 |
| 2. Jones, William T. Utica | 9679 |
| 3. Lucas, William H. Schuyler | 9555 |
| 4. Germiller, Richard, Pleasant Vly | 9545 |
| 5. McDonough, Edward, Troy | 9525 |
| 6. Collin, George W. Hamburg | 9450 |
| 7. Tucker, Lewis L. Watertown | 9405 |
| 8. Timonopho, Richard, St. Johnsville | 9305 |
| 9. Lindas, William, Herkimer | 9300 |
| 10. Haynes, David A., Watertown | 9235 |
| 11. Perry, David, Coeymans | 9130 |
| 12. Broderick, William, Buffalo | 8980 |
| 13. Sexton, Thomas A. Hornell | 8870 |
| 14. Donire, Anthony, Utica | 8860 |
| 15. Maue, William L. Westbury | 8840 |
| 16. Roth, Louis H. Carmel | 8790 |
| 17. Hunt, Robert S. Hornell | 8790 |
| 18. Tuttle, James M. Solvay | 8775 |
| 19. Scandura, James L. Bay Shore | 8705 |
| 20. Eberling, Anthony, Jamaica | 8725 |
| 21. Cornish, Oliver L. Hornell | 8705 |
| 22. Coelli, Lawrence, Solvay | 8690 |
| 23. Papa, John J. Albany | 8685 |
| 24. Nisco, Joan J. Elmora | 8635 |
| 25. Williams, Richard, Albany | 8630 |
| 26. Bonquin, Richard, Cassataga | 8630 |
| 27. Raichel, John W. Utica | 8550 |
| 28. Parlapiano, A. R., NYC | 8540 |
| 29. Bosco, Ignazio A. Kingston | 8535 |
| 30. Lane, Lloyd H. Ft. Chester | 8525 |
| 31. Blake, Thomas E. Watertown | 8505 |
| 32. Papagno, Guy E. Utica | 8395 |
| 33. See, Edward C. Cohoes | 8350 |
| 34. Scallio, Andrew F. NYC | 8345 |
| 35. Merzler, Joseph E. Buffalo | 8335 |
| 36. DeVinney, John J. Hornell | 8315 |
| 37. Fleming, John T. Syracuse | 8310 |
| 38. Kelsey, Ferdinand, Utica | 8300 |
| 39. Lynn, Daniel C. Watertown | 8295 |
| 40. Korylas, John, Elmhurst | 8295 |
| 41. Banner, Elijah L. Albany | 8295 |
| 42. Barylski, Frank J. Lindenhurst | 8285 |
| 43. Nihilant, Ann M. Buffalo | 8275 |
| 44. Nihilant, Robert L. Glendale | 8260 |
| 45. Cook, Dale F. Canisteo | 8260 |
| 46. Marasco, Peter B. Utica | 8250 |
| 47. Boran, Thomas J. Tonawanda | 8200 |
| 48. Menzies, Harvey D. Alden | 8175 |
| 49. Nisbet, Howard W. Hornell | 8170 |
| 50. Byrnes, Edward J. Bushamton | 8155 |
| 51. Seemann, Edward J. Lindhurst | 8145 |
| 52. Gallagher, S. J. Watertown | 8140 |
| 53. Ocran, William E. Buffalo | 8135 |
| 54. Johnson, James, Buffalo | 8135 |
| 55. Sinatack, George, Olean | 8090 |
| 57. Swartz, Roland V. Phelps | 7970 |
| 58. Deyo, John R. Nassau | 7955 |
| 59. Hopkins, William Phelps | 7955 |
| 60. Salatine, Carl E. Churchville | 7950 |
| 61. Dupes, William F. Watertown | 7945 |
| 62. Todaro, Russell, Buffalo | 7940 |
| 63. Keeber, David L. Albany | 7935 |
| 64. Berry, Richard D. Hornell | 7930 |
| 65. Conway, Allen B. Troy | 7850 |
| 66. Crumb, Ronald E. Kirkwood | 7775 |

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Eligible Lists

(Continued from Page 3)
 Metropolitan Conference — Departs New York August 27, returns September 18. Write to CSEA Metropolitan Travel Club, 61 Duane St., New York 7, N.Y.

Western Conference — Departs Buffalo August 31, returns September 22. In Buffalo area write Celeste Rosenkranz, 55 Sweeney St., Buffalo; in Rochester area contact Mrs. Melba Binn, 115 Manor Parkway, Rochester.

Capital District — Departs Albany August 21, returns September 12. Contact Hazel Abrams, Room 148, State Education Bldg., Albany 1, N.Y.

Tour Description
 Here is what will be seen and done on the tour:

London (Second Day) Land at London Airport. To the hotel for luncheon, followed by a briefing session conducted by those in charge of the European arrangements. The rest of the day free to get your own first impressions of England and the English.

London (Third Day) Morning motor coach tour of the West End: Piccadilly; Trafalgar Square; Thames Embankment; Nelson's Column; Westminster Abbey; Parliament; Buckingham Palace and changing of the guard; Regents Park; Hyde Park; Pall Mall; etc. On your own for lunch. Afternoon motor coach tour of the oldest section known as "the City": Tower of London, with the Crown Jewels; St. Pauls Cathedral; Guild Hall; Mansion House; Bank of England; London Docks; Cheshire Cheese; British Museum; Covent Garden, etc. Dinner at a West End restaurant. Evening at the theatre, seeing a London "hit".

London (Fourth Day) Morning free for attendance at a service in one of London's famous places of worship: Westminster Abbey, St. Margaret's or St. Paul's (Church of England), Westminster Cathedral (Roman Catholic), Great (Orthodox) Synagogue, etc. On your own for lunch. In the afternoon by motor coach to Eton, founded in 1440, Windsor Castle built by William the Conqueror more than a hundred years earlier, and Hampton Court Palace which dates from Henry VIII.

London (Fifth Day) Morning free to shop and see things on your own. In the afternoon by motor coach to Lympne on the English Channel, with a stop enroute at Canterbury to see the Cathedral. Cross the Channel by air to Beauvais. Visit the Cathedral and continue by motor coach to Paris. Dinner at the hotel.

France

Paris (Sixth Day) Morning sightseeing by motor coach: the Opera, the Madeleine, Place de la Concorde, Champs des Elysees, Arc de Triomphe, Palais de Chaillot, Eiffel Tower, Napoleon's Tomb; the Latin Quarter, the Pantheon, the Sorbonne; Sainte Chappelle, Consergerie, Notre Dame Cathedral, the Tuilleries Gardens, the Palais Royale; Montmartre, Sacre Coeur and the Place du Tertre. Lunch at a typical Parisian restaurant. Afternoon free. In the evening dinner at the Restaurant Aux Quatre Marches, followed by a performance of the Folies-Bergere and a look at the night life of Montmartre.

Paris (Seventh Day) An all-day motor excursion to Versailles via the Champs Elysees, the Arc de

Triomphe, and the Bois de Boulogne. A visit to Supreme Headquarters of the Allied Powers in Europe (SHAPE), a briefing by senior officers, followed by lunch in the Officers' Mess. Then a tour of the palace and gardens of Versailles, built by Louis XIV and the most sumptuous of all royal houses. Back to Paris for dinner at the hotel.

Paris (Eighth Day) Morning: the magnificent Louvre art galleries. Lunch on your own. Afternoon free to shop and window-shop along the Rue de Rivoli, the Avenue de l'Opera, the Rue de la Paix, and the rue St. Honore. Dinner at a good typical Quartier restaurant.

Switzerland

(Ninth Day) The nine o'clock express from the Gare de Lyon, a morning crossing France via Dijon, Macon and Bourg, through the great wine-growing province of Burgundy, to the Swiss border. Luncheon in the dining car, arriving at Geneva in the early afternoon. Time for a drive around the beautiful little city with Lake Lemman at its feet, the perpetual snows of Mont Blanc over its head and the Rhone River flowing through it: the Palais des Nations, the ILO, the Gothic Cathedral of St. Pierre, where Jean Calvin lectured and John Knox preached, the impressive sculptured group comprising the International Monument of the Reformation, and delightful streets and squares of ancient houses, fountains and flowers. In the evening, a short journey along the shores of the Lake to the resort town of Montreux for dinner and a restful night at a good Swiss hotel.

Montreux (Tenth Day) The morning free for individual pursuits. Lunch at the hotel. In the afternoon an excursion to Chillon, one of the best preserved medieval castles in Europe. Dinner at a typical Swiss restaurant.

(Eleventh Day) A day's excursion by motor coach up into the Alpine valleys of the Bernese Oberland. The scene widens as we climb from Montreux till it takes in all of Lake Lemman and the surrounding mountains. Then we leave the panorama behind and traverse an intimate landscape of picturesque villages, sloping pastures and grazing herds. Chateau d'Oex, Saanen, Ostaad, and Sweissimmen are the delightful mountain towns we pass through until we come to Cpliez on the Lake of Thun and an excellent lunch. Then on around the Lake to the town of Thun with a fine view of the Jungfrau, and on to Berne, the beautiful old capital of Switzerland, where we shall spend the rest of the afternoon.

By rail, the short way, back to Montreux for dinner at the hotel. Montreux, (Twelfth Day) The morning free to shop and laze. Shortly after one o'clock we board the epress for Milan. Lunch in the dining car. The afternoon watching the passing Alpine scene as the train climbs up to the spectacular tunnel through the Simplon Pass, and the gentler Italian landscape as it descends to the plain of Lombardy and reaches Milan. Here shortly after five o'clock, we change to the all-first class crack express, the Settebello, which cover the 395 miles to Rome in six hours and five minutes. Dinner in the restaurant car.

Italy
 (Note: If His Holiness is receiving, an audience will be arranged for those who wish it.)
 Rome, (Thirteenth Day) Morning sightseeing of the Eternal City, including the Cathedral of St. Peter and the Vatican Museum. Lunch at the hotel; afternoon: visits by coach to Piazza di Spagna, Trinita dei Monti, Pincio Park, Villa Borghese Park, Pantheon, Quirinale and Mussolini Forum. Dinner at La Cisterna in Trastevere.

Rome, (Fourteenth Day) Morning, sightseeing: Piazza Venezia, Capitol, Palatine, Roman Forum and Coliseum. Lunch on your own. Afternoon free for shopping and individual pursuits. Dinner at the hotel. In the evening, a performance of an open air opera at the Baths of Caracalla.

Rome, (Fifteenth Day) The morning free. Lunch on your own. In the afternoon an excursion to Tivoli and the unique gardens of the Villa d'Este. Dinner at the hotel.

Rome, (Sixteenth Day) Morning free. About 12:30 board a first-class express for Venice. Luncheon in the dining car. Arrive Venice in time for dinner.

Venice, (Seventeenth Day) Morning, a chance to attend services in one of Venice's great churches. Afternoon sightseeing on foot: Piazza San Marco, the Doge's Palace, the Prisons, Bridge of Sighs and the Rialto. Lunch at the hotel. Dinner at a typical Venetian restaurant.

Austria
 (Eighteenth Day) Transfer by waterbus to railroad station for departure by first class train via the Dolomites and the Brenner Pass through Austria to Munich, capital of Bavaria. Luncheon in the dining car. Dinner at the hotel in Munich.

Germany
 Munich, (Nineteenth Day) The morning is spent seeing Munich. Heavily bombed, the city has been wholly rebuilt. But many beautiful old facades are left standing, often with nothing behind them, and other historic buildings have been recreated. The famous art galleries were destroyed, but their treasures can be seen to the limit of our time (it would take days to view them all). Afternoon excursion to Nymphenburg Castle. Dinner at the world-famous Hofbrauhaus.

Heidelberg, (Twentieth Day) The day begins with a morning train ride through the Swbian hill country, reaching Heidelberg in time for lunch. The afternoon seeing Germany's oldest and most famous University town, unscathed by the war and looking like a stage set for "The Student Prince." The Castle, the University, the quaint Ritter House, the Palatine Museum, with the Twelve Apostles Altar, carved by Riemenschneider, greatest of wood carvers, etc. The afternoon at leisure. Dinner at the Red Ox Inn or the atmospheric Perkeo Restaurant.

Heidelberg, (Twenty-first Day) Morning free. Lunch at the hotel. Early afternoon train to Frankfurt—a trip of about an hour. Remainder of the afternoon free, seeing the city. Dinner at the hotel.

Frankfurt, (Twenty-second Day) Morning free. Last minute shopping; luncheon at the hotel. Afternoon drive to Rhein-Main

ing, an audience will be arranged for those who wish it.)

Rome, (Thirteenth Day) Morning sightseeing of the Eternal City, including the Cathedral of St. Peter and the Vatican Museum. Lunch at the hotel; afternoon: visits by coach to Piazza di Spagna, Trinita dei Monti, Pincio Park, Villa Borghese Park, Pantheon, Quirinale and Mussolini Forum. Dinner at La Cisterna in Trastevere.

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Heidelberg, (Twentieth Day) The day begins with a morning train ride through the Swbian hill country, reaching Heidelberg in time for lunch. The afternoon seeing Germany's oldest and most famous University town, unscathed by the war and looking like a stage set for "The Student Prince." The Castle, the University, the quaint Ritter House, the Palatine Museum, with the Twelve Apostles Altar, carved by Riemenschneider, greatest of wood carvers, etc. The afternoon at leisure. Dinner at the Red Ox Inn or the atmospheric Perkeo Restaurant.

Heidelberg, (Twenty-first Day) Morning free. Lunch at the hotel. Early afternoon train to Frankfurt—a trip of about an hour. Remainder of the afternoon free, seeing the city. Dinner at the hotel.

Frankfurt, (Twenty-second Day) Morning free. Last minute shopping; luncheon at the hotel. Afternoon drive to Rhein-Main

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William LaRue, second from left, is seen receiving double congratulations at a retirement party in Albany recently where he was honored for his 40 years' service with the State Bill Drafting Commission. From left are Edward T. Dunleavy, Mrs. LaRue and Theodore E. Bopp. Mr. Dunleavy and Mr Bopp are Bill Drafting Commissioners

Nassau Unii to Meet County Supervisors

The Board of Directors of the Nassau Chapter of the Civil Service Employees' Association will have a meeting with the Board of Supervisors of Nassau County on January 17, at Felices' Restaurant in Westbury, L.I.

Irving Flaumenbaum, chapter president, announced that John J. Kelly, counsel for the Association, will also be present at this meeting.

One of the main issues to be discussed will be that of a grievance committee to resolve differences between employees and their supervisors. This is similar to a plan now in force in New York State in which complaints, when justified, are given to a grievance board to be acted upon.

Other subjects to be discussed will be a cost of living increase, and liberalization of vacation and attendance rules.

There are several other items, non-budgetary and requiring no outlay of money by the County which will also be discussed.

Prison Warden Jobs Not In Exempt List

Last weeks listings of exempt jobs that Rockefeller can fill, listed prison warden and prison superintendent jobs as exempt. They are competitive.

The salary for building superintendent, executive mansion, is \$6760, not \$7980.

Suffolk Meeting For Non-Teaching Aides

Suffolk County chapter of the Civil Service Employees Association invites all non-teaching personnel in the area's school districts to attend a special meeting January 17 at 2 p.m. in Fort Jefferson High School on Old Post Road.

PAUL HERZOG IN POST

ALBANY, Jan. 12 — Paul M. Herzog of New York City is a member of the council of the State University Colleges of Medicine. Appointed by former Governor Harriman, he succeeds Harold M. Hecht of Buffalo, whose term expired.

Pass your copy of The Leader On to a Non-Member

ACTIVITIES OF EMPLOYEES IN STATE

Tompkins

Sympathy is extended to Agnes Nolan of the County Hospital on the death of her father.

A speedy recovery is wished to Messrs. Power and Slatof of the county highway crew.

Guyda Whiting, of the Board of Education, is recovering from an injury to her left arm, caused by being hit by a car.

John Potter of the Tompkins Hospital had the misfortune to injure his hand in some kitchen equipment. Vice president Alex Yemel had good luck deer hunting this season. How about a venison dinner Alex?

The employees of the Town of Ithaca and the City employees are to be congratulated on getting the State Health Insurance Plan. We hope the other employees of the County come under it soon.

A regular meeting of the Tompkins chapter will be held January 16th at 7:30 p.m. in Room Two of the Senior High School. All members are urged to attend and bring a fellow worker who is not a member.

Newark State School

Charles A. Hausman, Pharmacist, accompanied by Mrs. Hausman, flew to Houston, Texas, on December 30th, to visit their son and daughter-in-law, Mr. and Mrs. Robert Hausman, for several days.

Two Newark State School employees, both members of the 25 Year Club, retired from state service during the past week. They are: Lillian J. Peisher, R.N., head nurse, who retired on January 4, 1959, and Warner E. Evans, Motor Vehicle Operator, who retired on January 2, 1959. Miss Peisher first came to work at the Newark State School on November 1, 1932, and has been continuously employed here since then. For the past several years, she had been assigned to the operating room in the Boys Hospital. Mr. Evans was first employed at the school on January 23, 1933. He has worked in various capacities as laborer, watchman, fireman, and since October 1, 1943, as motor vehicle operator. Both of these employees will be greatly missed by the patients with whom they came into contact and also by their fellow-employees, who join in wishing them many years of well-earned leisure to pursue their various hobbies.

Work has already commenced on preparations for the annual Variety Show which will be presented early in the spring. The cast is being selected and rehearsals have started. Mrs. Doris Gifford has again been employed to act as pianist.

Alexander F. Mechie, Social Worker, who underwent surgery at

the Newark-Wayne County Hospital last month, is now convalescing at his home on Peirson Avenue.

The following employees are enjoying their respective vacations: Howell Jones, Karl Newel, Carlo Roberti, Mrs. Marie Hess, Jerome Miller and Stanley Maines.

Rev. Arthur Blaisdell, Protestant Chaplain at Newark State School, showed movies of Christmas celebrations in other countries at the Newark Colony in the evening of December 14th.

The following employees are confined to the sick bay in the Baux Memorial Hospital: Mrs. Elsie Beman, Mrs. Jane Hockenberger, Miss Evelyn Baker, Mrs. Helen DeWeaver, and Mrs. Meta Gaboury.

Buffalo Competitive

The regular monthly meeting of the Buffalo Competitive Civil Service Employees' Association, a unit of the Erie Chapter, will be held at the Forty-Eight Club-rooms, 891 Delaware Ave., Buffalo at 8:30 P.M. Tuesday, Jan. 27. Meetings are held on the fourth Tuesday of each month. All members and prospective members are urged to attend. Dues are payable to Mrs. Helene D. Baltz, at the City Treasury. She is financial secretary.

Other officers of the unit are: Louis G. Clebeaux, president; Raymond J. Doney, vice president; Adolph J. Gaiser, treasurer; Joseph F. Thomas, sergeant-at-arms; and Mrs. Alice M. Gary, recording secretary.

A heavy attendance by members is urged in order to lend support to our efforts. This is your chance to let your officers know what you want done. Take advantage of it.

Oneonta

For the month of December, the regular monthly meeting of the Oneonta Chapter of the Civil Service Employees Association was held as an annual Christmas party. On December 13, 1958, about 100 members and guests attended this event which was held at Joe and Mary's Restaurant in Oneonta, New York. Joseph Donnelly, Field Representative for the Oneonta area, was our guest at the party and spoke briefly following the dinner, which was followed by dancing.

Plans are now being made to hold the January monthly meeting on January 21, 1959.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

ACTIVITIES OF EMPLOYEES IN STATE

Public Service, Albany

The Albany Public Service Commission chapter, CSEA, held its annual Christmas party at the Manger De-Witt Clinton Hotel. It was a cocktail party and dance attended by 135 employees. The party was made successful by the chapter's social committee comprised of Daniel Davey, Mary Salm, Patricia Wilkinson, Patricia Pastrana, Raymond Carriere, Willis Van Cott, Frank Corr, and Ed Bedell with Barbara Berrington, Committee Chairman.

The Acting Chairman of the Commissioner Spencer B. Eddy, and Commissioner Richard H. Balch participated in granting awards to Mary Bulman and Gilbert Boggs.

The Albany Commission's Bowling League held its Mid-Season Banquet at the Elmsierian Restaurant. Officers of the PSC Bowling League are George Brandow, president; Thomas J. Brady, vice president; Kathleen Delabec, treasurer, and Ruth Pia-toff, secretary.

Edward E. Burke, president of the Albany chapter, recently appointed Ruth G. McClelland chairman of the European tour committee for the Public Service Commission. The Capital District Conference, CSEA, is sponsoring a group tour of Europe this summer for conference members and Miss McClelland will furnish reservation and travel information to Public Service Chapter members. Miss McClelland toured Europe last summer and has visited most of the cities and countries included in the Capital District Conference tour.

Creedmoor

The recent drive toward enriching the Chapter Sunshine Club was a great success. All

members were asked to contribute the thirty cent refund check received by the CSEA and the great majority did so. This fund is used to cheer up employees who are sick or in need of help while sick. Mrs. Ruth Bickel and her girls at the library were wonderful at this job and the Chapter hereby extends its hearty thanks.

Recently the following employees received Fundamentals of Supervision certificates: Samuel Good; William Farrell; John Longo; Haden McGraw; Lessie Macklin; Charles Mellon; Mary Osman; Jessie Vivian; Joseph Wooten and Helen Young. Arthur Heidenrich of the Merchandise Office will be the instructor on future classes to be held here at the hospital.

Mrs. D. Chiola, Mrs. Annie L. Davis and Mrs. A. Lowe, R.N., all of building No. 38 are sick at their homes. James Petrizzi; Robert Thompson; Anthony Tancredi; Patrick McCormack and Patsy Pettinoto are in the employees sick bay. The chapter hopes to see them all back on the job soon.

The Monday night Men's Bowling league standings are: Team 1 — E. King, Captain; Lanzaro, Shover. Team 2 — Steve Salepa, Captain; Don King. Team 6 — Pavlik, Captain; Waldspurger, Calahan. Team 4 — Waldspurger, Jr., Captain; Meissner, Haubenreisser. Team 5 — Rago, Captain; Bryant, Annielo. Team 3 — Roseboom, Captain; Moore, Scott.

INTERIM APPOINTMENT MADE

ALBANY, Jan. 12 — In an interim reappointment, Charles J. Brown of Brooklyn has been named to a new term on the Board of Visitors of Kings Park State Hospital.

Eligible Lists

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