

# Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 4

## Assn. Sees Top Officials On Gaining Improvements For Public Works Employees

ALBANY, June 18—Representatives of The Civil Service Employees Association met with representatives of the State Department of Public Works to discuss problems of CSEA members in that department.

Representing the department were State Superintendent of Public Works John W. Johnson, Administrative Deputy Raymond Fisher, Director of Personnel Warren Welch, Superintendent of Operation and Maintenance Newton Ronan, Assistant Superintendent Lester Krick, Edward Hudowski, Superintendent of Canals and Waterways, and Frank Tucker, department accountant.

Representing the Association were Charles J. Hall, department representative of the CSEA board of directors and chairman of the CSEA Public Works committee; committee members Brian Daly, William A. Greenauer, and Earl Ingraham. Also attending were CSEA Assistant Counsel John J. Kelly, Jr.; Executive Secretary Joseph D. Lochner; Senior Administrative Assistant Jesse B. McFarland, and Salary Research Analyst F. Henry Galpin.

The matters discussed covered a large range of topics the CSEA felt should be settled for the improvement of morale and working conditions:

1. Establish annual salary basis for maintenance and other employees now on per diem and hourly basis. At the meeting Mr. Welch indicated that approximately 3,500 employees were still on a per diem pay basis, although all or practically all of these employees were employed the year around. As pointed out at the meeting, the per diem basis deprives these employees of many benefits to which they would be entitled on an annual salary basis. There seems to be no just cause for continuance of the per diem arrangement. Correction of this undesirable situation will benefit the State as well as the employees involved. Hundreds of these employees have worked for the State for many years and are deprived of various advantages which accrue to annual salaried employees because of arbitrary action on the part

## State Hears Arguments Of CSEA on Changes in New Attendance Rules

ALBANY, June 18—The proposed State Attendance Rules, to govern work hours, vacations, sick leaves and other leaves of state employees, were considered by the State Civil Service Commission at a recent meeting.

Representing The Civil Service Employees Association at the meeting were President John F. Powers; Assistant Counsel John J.

Kelly, Jr.; and Executive Secretary Joseph D. Lochner.

Prior to the meeting the CSEA made this following recommendations to the Commission, containing all the amendments to the new Attendance Rules sought by CSEA members as determined by studies made by the special committee of that organization.

At the Commission meeting

CSEA representatives presented all the arguments in support of the various amendments requested.

The changes asked by the CSEA offer needed improvement.

Following are the changes desired in the revised draft of the new proposed Attendance Rules:

1. As to the basic work week, establish a 37-1/2 hour five day work week for the employees of the business offices of state institutions.

2. That the new revised rules provide for excused tardiness when the employee is late for work because of any situation beyond his control, such as breakdown of available transportation, severe weather conditions, bus and train strikes, etc., and that such tardiness not be charged against any existing credits. Our Association believes that rules governing penalties for tardiness should be submitted to employee representatives for their comment, and that employee organizations should be supplied with copies of these rules before they are put into effect to prevent establishment of excessive penalties as are in effect at present in several state agencies.

### Overtime Credit

3. We feel that the rules should provide that the appointing authority have the responsibility to advise employees in writing within two weeks after they have accumulated 30 days' overtime credit, for which overtime pay has not been arranged, so that the employee can arrange for time off and thus prevent accumulation of overtime that cannot be paid if employee transfers or retires.

The Association asks that the rules be amended to provide payment for accumulated vacation in the case of resignation or layoff, as well as transfer, retirement or death. We ask, also, that such payments cover all accrued overtime and not be limited to 30 days.

4. That the rules be amended to include Election Day as a holiday.

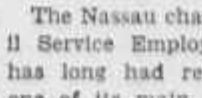
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Caps and chevrons received for completing first year in School of Nursing at Craig Colony, Sonyea. From left, front row: Beverly Curtis, Patricia Clancy, Elizabeth Kerr, Marilyn Kennedy, Emma Gene McCallister, Nancy Goetz, Dorothy Boas, Middle row, Kathryn Margeson, Edna Young, Marjorie Wood, Kay Brown, Alma Quanz, Ruth Herrick, Rebecca Burgess, back row, Carol Neely, Jacqueline Post, Salvatore loPalo, Roland Gillette, Frank Least, and Thomas Least.

## Kaplan Is Hired For Nassau Reclassification

The Nassau County Board of Supervisors has ordered a reclassification of salaries and has retained H. Eliot Kaplan to supervise the job. Mr. Kaplan was Deputy State Comptroller and chairman of the committee that studied Federal pensions for the President and Congress.



The Nassau chapter of The Civil Service Employees Association has long had reclassification as one of its main planks and has often emphasized examples of salary inequities and underpayments. Irving Slaumenbaum, chapter president, hailed the decision to have salaries reclassified.

"That's what we want, and what we need," Mr. Slaumenbaum said.

## Westchester Group Seeks Health Plan

A general 10 per cent raise in salaries, effective next January 1, is being sought by the Westchester County Competitive Civil Service Association for all county employees.

The group has notified county executives of its request for reevaluating present pay scales.

### Health Insurance

In addition, the employee group requested that the county share the cost of existing Blue Cross, Blue Shield medical-surgical plans now held by many employees and extend the participation privileges to all employees.

Margaret Trout, president of the Westchester Association, pointed out that employees in some West-

(Continued on Page 16)

## Mental Hygiene Problems Topic of 4-Day Workshop

Recreation supervisors in the State Department of Mental Hygiene recently held a four-day workshop at Middletown State Hospital to discuss methods of improving supervision, administration and organization of recreational programs.

Topics discussed included in-service training, statistics, patient leadership programs, budget, volunteers, movies, philosophy, swap shop, range of supervision, music and public orientation.

The group also sought to clarify the role and scope of the recreation supervisor in the integrated institutional program.

Harold Abel, Statewide Supervisor of Recreation, was workshop chairman and discussion leader.

Invited guests included Dr. Hyman Pleasure, Director of Middletown State Hospital; Neal Walsh, Personnel Dept., Mental Hygiene; Ernie Palcic, Business Manager, Letchworth Village; J. Appleton,

Ass't. Superintendent of Warwick State Training School.

Attending the Conference Workshop from the various hospitals and State schools in the State were: Evelyn Carr, Middletown; Maureen McSorley, Rockland; Mary Gelb, Creedmore; Fred Erwin, St. Lawrence; Charles Blum, Rome; Dorothy Preble, Craig Colony; Arthur Bradley, Newark School; Albert Fonte, Harlem Valley; Eric Schein, Willowbrook School; William Hoffman, Hudson River; William Peters, Wassaic School; Joseph Perillo, Central Islip; Frank DiMaria, Letchworth Village; Harold Kumph, Gowanda; Earl Crester, Binghamton; George Stevens, Rochester School; Angelo Coccaro, Kings Park; Joseph Kieta, Buffalo; Walter Foley, Manhattan Hospital; Kenneth Finnegan, Utica; Russel Finegan, Marcy State; Edward Risley, Willard, and Mary Jane Preston, Pilgrim.

### CSEA Digest

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# Exam Is Coming Up For Bus Operator And Conductor Jobs

An examination for surface line operator is expected to be most popular in the September series to be opened by the New York City Department of Personnel.

Men up to 50 years of age may compete. Minimum height is expected to be 5 feet, 4 inches. Those 5-7 or over will also be eligible for appointment as conductor. It is anticipated that about 300 jobs will be open as bus operator as soon as the list is established, and 300 conductor appointments will be made at a slower rate.

Starting pay is \$1.86 hourly, going to \$2.10.

Overtime is paid in money, at

time-and-a-half rates, for work in excess of 40-hours. The jobs are open to non-residents of the City, as well as residents.

Do not attempt to apply before September 5.

Applications will be received until September 27.

The written test is scheduled for Saturday, November 17.

Applicants for bus positions must have a chauffeur's license, not required for the conductor jobs.

Minimum age at time of appointment is 21.



Vernon A. Tapper, CSEA vice president, addresses the Albany chapter.

## U. S. Weighs Raises for Some Jobs

WASHINGTON, June 18—U. S. Civil Service Commission officials and employment agency representatives began discussing proposals for increasing pay of certain scientist, engineer and patent positions.

For professional engineering positions and certain jobs in the physical sciences, the minimum rate of pay for present GS-9 employees would increase to \$6,115 and for GS-11, \$7,035. The minimums now are \$5,440 and \$6,390, respectively.

As for patent advisors, those in GS-7, 9, 11 and 12 would be raised to \$5,445, \$6,250, \$7,465, and \$8,215, respectively. Patent examiners in GS-9, 11 and 1, and patent classifiers in grades 11 and 12 would receive the same amount of increase as the others.

## Nassau Seeking Social Security

The Nassau Chapter of CSEA is circulating a petition among county employees for coverage in Social Security. This is for those employees not in the State Retirement Plan. Hundreds of county workers have already signed and many more petitions are expected to be sent in by Wednesday, June 20, when the regular meeting will be held at the Elks' Club in Hempstead.

Social Security and the 9-point program of the Nassau chapter will be discussed at the 8 P.M. meeting.

### TRACKMAN KEY APPROVED

The tentative key answers in the May 5 Trackman exam were adopted as the final answers by the NYC Personnel Department.

### COURT EMPLOYEE SALARIES

Conferences have been held between NYC Budget Director Abraham D. Beame and a committee of City Court justices, to discuss new pay schedules for court employees.

### THERAPISTS TESTED

Eight candidates for NYC jobs as Occupational Therapist will take their performance tests on Friday, June 21.

## Laundry Workers Needed in Brooklyn

Laundry workers with at least three month's experience in a modern equipped laundry where they performed duties such as shaking, feeding, catching, folding, stacking, tying, hand starching, and sock and handkerchief finishing, and laundry shirt pressers with at least six months experience as machine and hand pressers of shirts and other garments such as nurses' uniforms and trousers, may qualify for jobs at \$1 and \$1.11 an hour. The jobs are at the Army Terminal, First Ave. and 58th St., Brooklyn.

Applicants must be at least 18 years old. They will not be required to pass a written test but will be rated on experience and training, on a scale of 100. No closing date for the receipt of applications has been set.

Apply to the Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y.

## Military Eligibles Added to Police List

The New York City Personnel Department has released the names of the following special military eligibles for the position of patrolman, Police Department, with its recommendations that they be added to the September 24, 1954 list.

Thomas J. Walker, Silvio V. Scotti, Charles F. Peterson, Eugene Romer, Thomas F. Gargan, Norman Friedman, Dominick A. Moro, George T. Howard, Jr., Robert E. Keller, Harvey P. Gunson, Arthur J. Hearn, Frank W. Darmstadt, John J. Kearns, Peter F. Lamb, Bernard E. Edwards, Elliot S. Laine, John P. McSweeney, Richard J. Lenihan, John J. Frizalone, Jr., Vincent Blivona, Jr., Robert T. McCambridge, Alfred Rothig, Henry W. Corey, Hugh J. Sneddon, John J. Flynn, Frank D. McLaughlin, Jerome P. Batt, Patrick Reynolds, James A. Cummings, James McG. Shevock, Robert A. Richardson, John Ellis, George McCauley and Gerald F. Briffa.

## Planner Jobs To Open July 1

Beginning July 1, the New York City Planning Commission will have openings for planners, engineers and statisticians. Provisional appointments will be made at grades and salaries commensurate with the training and experience offered by applicants.

Resumes of education and experience should be submitted immediately to John W. Allen, Personnel Officer, Room 2700, Municipal Building, Telephone Whitehall 3-3600, ext. 389.

## Police Sergeants Re-Elect Blumenthal

George Blumenthal, 7th precinct, has been re-elected president of the Sergeants Benevolent Association of the New York City Police Department.

He defeated James Sheridan, also of the 7th precinct. The balloting was done by mail for the first time.

### OVERATH INSTALLED

W. J. Richmond Overath, regional representative of the Bureau of Veterans' Rights of the U. S. Department of Labor, and executive secretary of the State Advisory Committees of Veterans' Re-employment, was installed as commander of the U. S. Department of Labor, Post, No. 1258, American Legion, at the Cornish Arms Hotel in New York City.

# Clerks Swarm to City Hall To Protest Raise Denial

Board of Estimate members found themselves facing lines of New York City's senior clerks wearing small lapel placards indicating the clerks' angry reaction to the Salary Appeals Board in denial of their plea for an upgrading from grade 8 to 9 as they entered City Hall Plaza for last week's meeting.

The Board of Estimate referred the recommendations of the Salary Appeals Board to the Budget Director who is a member of the Appeals Board. The matter will again appear before the Board of Estimate on June 28, when a public hearing will be held on the Appeals Board's recommendations for the city's clerical and administrative groups.

Among the protesting clerks were the Committees of Third Grade Clerical Employees seeking grade 9 for senior clerks.

"Shocked," Says Trebich  
"We are shocked and hurt at the miserly and ruthless treatment accorded Senior Clerks by the Career and Salary Appeals

# Court Hears Arguments On Promotions Made Without Competitive Test

ALBANY, June 18—Supreme Court Justice Harry E. Shirick in the Albany County Supreme Court reserved decision after hearing oral argument in a case brought by New York City supervisors of park operations. The employees asked the court to annul a resolution of the City Civil Service Commission approved by the State Civil Service that covered a group of employees into the position of assistant park director.

Represented by Attorney Samuel Resnicoff, the petitioners contend that "blanketing in" of employees is in violation of the Constitution and the Civil Service Law. The attorney said that the Commission failed to show that it would be impracticable to hold a promotional examination.

### LEADER Editorial Quoted

During the argument, Mr. Resnicoff quoted from an editorial of The LEADER which was general in nature and not addressed to this particular case:

"Either you have a merit system or you do not. No appointing officer is above the law. Working employees out of title is not only

prohibited by law but is morally indefensible. No appointing officer is justified in blocking deserved and legally required promotions, by filling choice jobs with his own personally selected employees."

Assistant Corporation Counsel Andrew Bellanca for the City argued that it would burden the city to hold a promotional examination for the position of assistant park director. He stated a survey showed that those men who were working as assistant park directors clearly had initiative and ability.

Assistant Attorney General Bruce McDonald, for the State Civil Service Commission, said that although the Constitution requires competitive examinations for promotional positions, it also recognizes that in some cases it is impracticable to hold a competitive examination. He maintained that a promotional examination should not be held.

Justice Shirick, in giving the attorneys time to submit briefs, said that "promotional opportunities must be preserved if civil service is to remain."

## Jewish Employees To Hear Dr. Sullivan

Dr. John Sullivan, educational director of the State Commission Against Discrimination, will be guest speaker at the quarterly meeting of the Association of Jewish State Employees on Wednesday, June 20, 8 P.M. at 80 Centre St. President Morris Gimpelson announced that Dr. Sullivan will discuss the work of the Commission.

The meeting is open to all State employees. A large turnout is expected.

Membership chairman Al Greenberg, State Insurance Fund, will report on the increase in membership. Assistant Deputy Commissioner Morris Solomon, Motor Vehicle Bureau is in charge of arrangements.



Comptroller Arthur Levitt backs higher pay for State employees.

both public and private. Our voice will be heard and our resentment will be reflected at the polls.

"We cannot afford to give up this fight until we can face the coming years proudly and feel that, with our families, we may live and grow with dignity as respected employees of the world's most prosperous city.

"We urge you, therefore, to face your responsibility forthrightly and courageously by reclassifying the senior clerk into salary scale 9."

In executive session the Appeals Board voted to recommend to the Board of Estimate adjustments for only six of the 37 titles on which appeals were heard.

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Unity Stressed  
"We senior clerks are united as never before," avowed the Committee. "We will remain organized until our objective is attained. To reach this goal we shall have to marshal all the support we can,

## NEW INCOME TAX IDEA WINS \$1,000 FOR PAIR



Two State income tax examiners share a \$1,000 merit award in the presence of officials. From left, George Klein, director of the State Income Tax Bureau; John H. Warren and Charles P. Stricos, the winners; State Tax Commissioner George M. Bragalini; Edward D. Igoe, a member of the Merit Award Board, finance officer of the Tax Department; and John Cregan, chief of the occupational section of the income tax bureau, where Messrs. Warren and Stricos work.

ALBANY, June 18—Two State Department of Taxation and Finance income tax examiners are now richer by \$500 each as the result of a recent Merit Award Board decision.

Charles P. Stricos and John H. Warren, both of Albany, were presented award certificates and a joint check for \$1,000 by Commissioner George M. Bragalini for a time-saving suggestion involving assessments on short form income tax returns.

Their award-winning system, which will be adopted by the department, is expected to save \$10,000 a year.

Cash awards presented to State employes for their suggestion thus far this year now amount to more than \$5,000.

Other recent award winners include: Arthur R. Clark of Public Works, Albany, \$500; Dr. James H. Lade and Elinor Owens of Health, Albany, \$500 jointly; Ralph E. Currier of Pilgrim State Hospital, \$100; Howard H. Bardwell and Henry Gehres of Kings Park State Hospital, \$50 jointly; Elizabeth M. Norton, Public Works, Albany, \$50; Norma J. Unverhau of Education, Albany, \$50, and Florence Zoldowski of Buffalo State Hospital, \$50.

Awards of \$25 went to Helen M. Clancy of Standards and Purchase, Albany; F. Marie Cleary of Civil Service, Albany; Morris Feintuch of the Division of Employment, NYC; C. Tom Sawyer, also of the NYC employment division; Gunther W. Voiges, NYC Workmen's Compensation Board, and Henry Weber, NYC Division of Employment.

### Other Awards Made

State workers employed in New York City have won awards for constructive ideas submitted through the Suggestion Program. Dr. Frank L. Tolman, Board Chairman, announced the awards.

Mrs. Hertense Meyer, typist, Department of Taxation and Finance's Bureau of Motor Vehicles, received \$75. Her suggested revision of a form used by inquirers eliminates a typing operation in the Bureau and has resulted in time- and labor-savings to the agency.

Mrs. Isabelle Lynn, dictating machine transcriber in the Department of Labor's Division of Employment, will get \$40 for proposing a form that facilitates proofreading and is helpful to typists in correcting copy. Her su-

perisors have reported that the adoption of her idea, in speeding this operation, has improved public relations with those who receive this material.

### Ideas Welcomed

Harry Lubert, a corporation tax examiner in the Department of Taxation and Finance, gets \$25 for a suggestion that helps to

provide more precise realty information.

Procedural and form revisions brought the following employees Certificates of Merit: Ellen M. Cashman, a clerk, Department of Labor's State Insurance Fund; Morris Feintuch, a senior unemployment insurance claims examiner, Department of Labor's Division of Employment; Clarence B. Rhode, state veterans' counselor, Division of Veterans' Affairs.

Each award winner receives a Certificate signed by Governor Averell Harriman.

All State workers may submit ideas.

## Levitt Asks Higher Pay For Employees

ALBANY, June 18—A top elected State official has joined in with The Civil Service Employees Association in urging higher pay and more adequate promotional opportunities for state civil service employees.

The need for higher compensation and broader opportunity for career employees was sounded by State Comptroller Arthur Levitt in a speech before the Metropolitan chapter of the American Society for Public Administration in New York City.

### Careerists the Mainstay

"Make no mistake about it," Mr. Levitt noted, "career civil servants are the mainstay of the department. Their competence and loyalty make them indispensable to the operation of our department, just as they are to every department in State government." Placing emphasis on the importance of obtaining trained career employees, the Comptroller referred to the magnitude of the operations of his department.

"If this vast state government is to compete successfully with the greater benefits offered by private industry," he said, "the salaries of our workers must be increased. Their compensation at the present time is inadequate—it is inadequate for drawing the most highly skilled administrators to State positions and it is inadequate for keeping those we now have.

"Salaries must be adjusted to meet the demands of modern living and ample promotion opportunities must be provided."

## Southern Group to Study Resolutions, Elect Officers

The Southern Conference of the Civil Service Employees Association will hold its annual meeting and election of officers on June 30 at the Hudson River State Hospital, Poughkeepsie.

Charles Lamb of Sing Sing Prison is president of this conference, which represents all state employees between Albany and New York City on both sides of the Hudson River.

The meeting will be followed with a dinner at the Italian Center, Poughkeepsie. Guests will be John Powers, president of the Association; Dr. Kilpatrick, director of Hudson River State Hospital; Senator Ernest Hatfield, Assemblyman Robert Watson Pomeroy, Robert Soper, vice president of C.S.E.A. and Francis A. MacDonald, who will act as toastmaster.

Dancing will follow with music by the "Esquires." Tickets will be \$2.50.

### Topics on Agenda

During the business session the following items will be discussed, and resolutions presented for ratification, and submission to the Resolutions Committee of C.S.E.A.:

1. Uniform allowances for state employees.
2. Increase in salary.
3. 40 hour week.
4. Additional time, that is sick time and vacation time and retirement credit for persons working in excess of 40 hours.
5. Seniority service increments

## THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



### Minimum Requirements High

THERE IS AN AREA in the field of personnel administration to which our association must give full attention. The reason for the differences in salaries of county and other local government employees, when compared either to the state or to each other, is becoming harder and harder to understand.

This is particularly true in those areas where the state and Federal government share in the cost of an employee's salary. There are many regions of governmental service where the state reimburses the locality. The field of social welfare is outstanding, but there are others, among which are public works and health.

### Cost Differences Disappear

At one time perhaps in our economy there was a reason for the differentiation in wage scales. Living and other costs were not the same in all parts of the state. However, in recent years these differences have all but disappeared. The price of a loaf of bread or a suit of clothes is the same in one region as it is in another. This has been one result of our mass production. The dollar today buys as much or as little in one area as it does in another.

Another factor has entered into the picture — state aid. Since the middle of the Thirties, it has become the pattern for the state to assist the local communities in carrying on their program by agreeing to reimburse varying percentages of their costs. However, in giving these grants, in aid, the state has exacted certain standards of procedure. In many cases, these relate to the qualifications of the personnel engaged in these enterprises. Minimum standards of training and experience are thus required before any reimbursements on the salaries of the position are given. This creates a uniformity of experience for workers in all localities of the state.

All case workers in county welfare departments, for instance, whose salary costs are shared, have at least an A.B. degree and likewise all case supervisors have had certain other additional experience. Yet the salaries for these positions vary widely in the counties, and where comparable positions exist in the state service, another difficulty is apt to occur. Thus, theoretically, it could happen in the same block of a community, there could live three people, each performing the same kind of work and each having the same background, but each receiving a different salary because one works for the state, another for the county and another for the city.

These salary problems have caused restiveness among the employees. No one understands why two people doing exactly the same kind of work, having the same kind of qualifications, and whose salaries are reimbursed by the state, should receive pay checks which vary widely. This problem is a real one for the members of our association. It is being discussed more and more and our association must carefully look into it.

after 15 and 20 years of service.

6. Increased death benefit.
7. Social Security supplementations.
8. 37½ hour week for institutional clerical employees.
9. Ordinary death benefit for mental hygiene retirement system members.
10. Supplemental pension allowances.
11. Repeal of the Condon Wadlin Act.
12. Abolishment of 30 day waiting period for retirement.
13. Time and one-half for all overtime.
14. Optional retirement after 25 years for all members of retirement system.
15. State assume responsibility of disability retirement to mandatory retiring age of 70.
16. Committee to check working out of title.

17. Equal pay, for equal work in state service as in private industry.

18. Vested pension rights.
19. Competitive status for all institutional patrolmen at Westfield and Albion.
20. Payment of accrued sick leave credits upon death or retirement.
21. 25-year retirement for custodial employees in the Correction Department.
22. 25-year retirement for mental hygiene employees.
23. Deferred retirement benefit.
24. Increased minimum retirement allowance for retired employees.

### List of Delegates

Delegates from the following institutions and agencies—Orange County State Public Works, Rehabilitation Hospital, Letchworth Village, Middletown State Hospital, Hudson River State Hospital, Sing Sing Prison, Hudson Valley Armory Employees, N. Y. Bridge Authority, Warwick State Training School, Wassaic State School, Naponoch Institution, Westfield State Farms, Woodbourne Prison, New Hampton Training School, Rockland State Hospital, Harlem Valley State Hospital, Palisades State Park Commission, N. Y. S. Public Works, Dist. No. 8; Otisville Training School, Taconis State Park Commission, N. Y. S. Thruway Authority — will present resolutions affecting their individual problems.

### Public Service Group Holds Picnic June 26

ALBANY, June 18—Employees of the Albany area offices of the Public Service Commission will hold their annual picnic at Totem Lodge, Burden Lake on Tuesday, June 26.

Entertainment will include swimming, soft ball and golf, followed by a turkey dinner and dancing.

Members of the picnic committee include Pat Belleville, Betty Kieran, Willis VanCott, Jim Waltersdorf and Don Williams.

Chairman of the event is Laura Walrath.

# WASSAIC EMPLOYEES CLEARED IN HOCH'S REPORT TO HARRIMAN

ALBANY, June 18—A State ordered probe into conditions at Wassaic State School has resulted in a recommendation by Commissioner Paul H. Hoch, M.D., that personnel quotas at State Mental Hygiene institutions should be increased to provide adequate care, expand psychological services and improve education and training.

The investigation, which began Nov. 17, 1955, and extended until March of this year, followed charges of improper treatment of patients and included nearly 1,000 pages of testimony from 70 patients and 91 employees.

Some patients complained of physical mistreatment by employees from slapping or more serious charges. Forty employees were accused. The employees denied the charges.

### Testimony Uncontroverted

According to a report submitted by Commissioner Hoch to Governor Averell Harriman, the testimony of the patients generally was lacking in specific information. In few instances could the names of witnesses be obtained and these witnesses usually failed to corroborate the testimony.

Some of the statements were so palpably exaggerated, the Commissioner said, as to raise serious question concerning the remainder of the testimony by that witness.

A patient said to have died as the result of being kicked, was found to have died of natural causes, and to have been a chronic sufferer from a serious ailment.

Concerning a second accusation, involving the fracture of a boy's

wrist in 1950, the District Attorney's office did not feel that official action was warranted.

A third incident resulted in the resignation of two employees and the dismissal of a third.

"It must be emphasized," Commissioner Hoch said, "that 90 percent of the accusations of unkind treatment of children were concerned with slapping or the like. Few of these allegations were confirmed by evidence which would be considered conclusive in a court of law or even sufficient to sustain civil service disciplinary action.

"In my opinion, the charges, the hearings and the ensuing investigations have served to focus unwarranted publicity upon problems at Wassaic State School. Those accused were clearly convicted by this publicity before they were given any opportunity to hear the charges or to defend themselves.

"Whereas overcrowding and the presence of delinquents in the institution are contributory to the difficulties at Wassaic, the basic problem is the need for additional staff. The situation is aggravated by the inability to fill vacancies. This is occasioned partly by the salary limitations which make it difficult to maintain the allowed staff at full quota and partly by the location of the school itself.

"The great majority of the employees at Wassaic are sincere, conscientious men and women. The department has received a number of uncollected statements to this effect from the parents of children in the school."

Commissioner Hoch also re-

# State to Open 19 More Tests On July 2

The State will order the following 19 examination from July 2 to August 10, unless otherwise stated:

### OPEN-COMPETITIVE

Film production supervisor, \$6,155; Film library supervisor, \$4,880; Assistant librarian, (rare books), \$4,430; Senior public health nutritionist, \$5,390; Milk sanitarian, \$4,650; Head cook, \$3,480; Veterinarian, \$5,390; Veterinarian (small animals), \$5,390; Principal laboratory animal caretaker, \$3,480 (Roswell Park Memorial Institute at \$4,410).

Director of cerebral palsy unit, \$5,390; Photofluorographer, \$3,020; Director of Safety service, \$9,750; Assistant hardware specifications writer, \$5,660; Assistant forest surveyor, \$3,660; Draftsman, \$3,320; Horticultural inspector, \$4,030; Electric utility superintendent, Groton, Tompkins County, \$92.40 a week; Medical records librarian, Wyoming County, \$3,600.

(The above tests will be held on Saturday, September 8.)

Assistant civil engineer, Westchester County, \$5,380; apply July 2 to August 24.

ported on improvements effected or planned, including a need for in-service training of employees, principally attendants, and involving the psychology and management of children. Additional psychologists, and the designation of separate quarters for delinquents pending the construction of an institution for this group, are needed, he added.

# Society's Award Presented To Syracuse School Aide

SYRACUSE, June 18—Employees of Syracuse State School were honored recently for 25 years of psychiatric service at a silver anniversary party held in the school auditorium.

Mrs. Mae C. Ryan, psychiatric aide, was presented with the 1955 Psychiatric Aide Achievement Award by Dr. Maria Naples-Sarno, supervising psychiatrist, on behalf of The New York State Society for Mental Health.

Twenty-five year pins were

awarded to Elsie Ackley, Mabel Bellinger, Steward Bellinger, Frederick Bryant, Percy C. Campfield, Alice Hale, Edna Hassenpflug, An-nig Hovnanian, Patrick Hawley, Jesse Jayne, Ellen Kearns, Rudolph LaFave, Matthew McGadie, Helen McGraw, Hazel Scott, Ruth Slauson, Margaret Sullivan, Irma Twomey, Charles Valentine and Lloyd E. Watts, M.D.

The Rev. Dr. Albert L. Baner, member of the Board of Visitors, addressed the group.

# WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests in New York, New Jersey and many other states. During the next 12 months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

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Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) partial list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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# Assn. Writes Harriman It Hopes That Conservation Jobs Will Be Competitive

ALBANY, June 18—John F. Powers, president of The Civil Service Employees Association, in a letter to Governor Averell Harriman, expressed the hope that the committee that will investigate the charges against some employees in the Conservation Department will also recommend the expansion of the use of competitive examinations for staffing the department.

"The Association is distressed over the derisive remarks which Louis A. Wehle, Commissioner of the Department of Conservation, publicly made concerning certain employees of his department, Mr. Powers wrote. "It feels that the Commissioner acted beyond the bounds of propriety when, before justifying his suspicions in a reasonable and temperate way, he openly charged that a 'secret society' existed in his department which acted to undermine his program through 'gross negligence or sabotage'.

"Not only have these statements caused personal injury to those singled out in the Commissioner's indictment, but also they cannot fail to have caused damage to the morale of all of the employees of the Department.

### Removing Jobs from Politics

"The Association commends your prompt decision to appoint a group of Conservation experts to sift the facts in this matter. However, it hopes that the investigators will not stop with the questions of negligence and sabotage on the part of the department's employees, but will also consider whether it is within the prerogative of a department head to make public charges against public servants before the facts in the case are established.

"In the daily press last week, there was a report that the President of the Conservation Council had asked the Department of Conservation be entirely removed from the field of politics. We hope that, in line with this suggestion, your investigative committee will look carefully into the problems of the staffing of the department, and will recommend that the principles of competitive examination be more extensively used in recruiting.

"For many years the Association has been calling for the reclassification of the position of forest ranger from the non-competitive to the competitive class. We have had many conferences with the State Civil Service Commission on this matter, and have also been seeking a conference with Commissioner Wehle for the past several months to discuss this problem with him.

### Act Now, Association Asks

"There seems to be no justifiable reason why there should be any further delay in bringing about this reclassification. Both theory and fact warrant it being done immediately. The placing of these positions in the competitive class would also remove them from the fears of political raids whenever the state government changes hands as a result of gubernatorial elections.

"Although only a few forest rangers were replaced at the time that the Administration changed in 1955, we saw ample evidence of the deep-seated fear of wholesale replacement in this service.

"The Association shares with you the great faith in the integrity and loyalty of the civil servants in New York State which you have often expressed. We know you will act quickly to appoint the board of experts to investigate the accusations, in order to dissipate the clouds of suspicion and mistrust under which its employees now labor."

### Wehle Resigns

A few days after Mr. Powers sent the letter, Commissioner Wehle resigned, and Governor Harriman appointed Deputy Commissioner Justin T. Maoney as

Acting Commissioner.

The resignation ended one set of plans for investigation of Mr. Wehle's administration, but Republican leaders said that they will insist on an investigation, despite the resignation. Also, it appeared from a statement by a spokesman for the Governor, that the charges involving employees will be dropped. Mr. Wehle made the charges, and a three-member committee was to investigate them.

Also, Pieter W. Fosburgh, editor of the department's magazine, The Conservationist, who resigned as a protest against Mr. Wehle's actions, was recalled to his former post.

## Law Dept. Goes On 5-Day Week

ALBANY, June 18—Another State department has joined the growing list of agencies working an official five-day week.

The Department of Law has announced that it will no longer be open for business on Saturdays.

The five-day week is permissible under State law at the option of the various department heads.

The new work week will begin July 7.

The deadline for transactions which should be completed on the Saturday dates has been extended to the next business day

# 34 Standouts Selected for Training Course

ALBANY, June 18—Thirty-four employees of State agencies have been selected for a year of special training in public administration beginning July 1, Governor Averell Harriman announced.

The trainees were nominated by their departments on the basis of superior work performance, talent for administrative work, and ability to profit from intensive government administration training. Final selections were made by the Governor's Sponsoring Committee on Public Administration. The coordinator of the program is Dr. Ronald M. Stout and the program is administered by the Department of Civil Service.

Training will be given the employees by public administration interns in training institutes and also by their respective agencies. The trainees will spend most of their time in their regular jobs and will continue in their regular titles and salaries.

### List of Those Selected

The state employees selected:  
Margaret Barna, Cohoes, principal stenographer, Civil Service.  
Ann Benson, Albany, principal account clerk, Social Welfare.  
Marie Bongiorno, New York City, principal stenographer, Temporary State Housing Commission.  
Carolyn M. Bordonaro, Syracuse, assistant land and claims adjuster, Public Works.  
James J. Brady, Albany, senior clerk, Workmen's Compensation Board.

James C. Calligeris, Delmar, head clerk, Division of Employment.

Mildred M. Cottrell, principal clerk, Commerce.

Arthur L. Cramer, assistant examiner of methods and procedures, Social Welfare.

Donald A. Damon, Geneseo, senior civil engineer, Department of Public Works.

(Continued on Page 12)

**ORMYIN SOCIETY TO MEET**  
Jewish Society of the New York City Department of Water Supply, Gas & Electricity, will hold its annual dinner meeting on Tuesday evening, June 12 at Pollack's Restaurant, 73 Suffolk Street.

**Visual Training**  
OF CANDIDATES For  
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FIREMEN  
POLICEWOMEN**  
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**GYM CLASSES for CANDIDATES**  
FOR  
• Patrolman • Fireman • Trackman

The Personnel Dept. has started to call those who passed the last written test for PATROLMAN to take the PHYSICAL EXAMS. This is only a qualifying test BUT FEW MEN CAN PASS IT WITHOUT SPECIALIZED TRAINING. Candidates should strive to attain a percentage of 80 in order to be sure of passing.

**THE FIREMAN PHYSICAL**  
This is a COMPETITIVE TEST and COUNTS 50% of a candidate's FINAL rating. Men who hope to attain a high place on the eligible list should BEGIN TRAINING AT ONCE and CONTINUE REGULARLY until called for the official physical test.  
A gain of 20% in your physical rating will mean a difference of hundreds of places on the eligible list.  
The 400th man on the last list had a rating of 89.45, whereas the man with 79.45 was number 1600—a difference of 1200 places. This can mean at least two years difference in time of appointment.

**TRACKMAN PHYSICAL**  
Many men do not realize the importance of the Physical part of this exam . . . IT COUNTS FOR 60% IN THE FINAL RATING!  
Few men can press an 80 lb. dumbbell, do an abdominal lift of 60 lbs. and a broad jump of 8 ft. without considerable training. THOSE WHO PASSED THE WRITTEN TEST SHOULD START PHYSICAL CLASSES NOW!  
**BE PROPERLY PREPARED for YOUR PHYSICAL TEST**  
A candidate can improve his physical rating by 15% to 30% within a short time in our well-equipped gym under competent instructors.

**GYM CLASSES AT CONVENIENT HOURS DAY AND EVE.**

It has been announced that a new exam is to be ordered for  
**PATROLMAN — N. Y. C. POLICE DEPT.**  
**Salary \$5,440 a Year After 3 Years**  
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Our course of preparation affords thorough instruction in all phases of the exam. Delehanty students have achieved an unequalled record of success in patrolman exams for over 40 years!  
VISIT A CLASS SESSION AS OUR GUEST  
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New Examination Will Be Ordered Soon for  
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Appointments to either position are made from same list.  
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TUESDAY, JUNE 19, 1956

## When Pay Board Fans Out Vote Never Unanimous

THOSE persons who feared the New York City Salary Appeals Board would render split recommendations in every case, the three Administration members on one side, the two employee members on the other, were mistaken.

The first decisions show that the Board was unanimous not only in recommending upward reallocation for employees in some titles, but in refusing to recommend salary increases in many more titles. As to 19 other titles, the Administration members voted against, the employee members for a rise.

The employee members show a determination to get raises for those in the lower-pay brackets. The unanimous refusal related to supervisors and senior titles mainly.

In other instances, there was unanimity on the necessity for a raise, but division of opinion on the amount, for example, for shorthand reporter.

### Clerks Should Have Been Raised

Two of the titles for which the employee members wanted raises are clerk and senior clerk. It is too bad the City Administration did not see fit to raise clerk pay generally. Impartial observers were convinced that the clerks had made out a strong case.

The Salary Board is an appellate branch of the Career and Salary Plan. Some employees have benefited well under that Plan, but because of the enormous task that had to be completed in an impossibly short time, the Plan admittedly fell considerably short of perfection.

The Board's function is to help eliminate the imperfections, but in the case of the clerks it failed to perform its purpose.

There must have been some disposition even among Administration members of the Board to bring clerk pay up to par, and if only such an admission were made, with the usual explanation of current budgetary limitations, that would have been encouraging for its possible effect on the next budget. But the denial was as cold as it was incomplete. The clerks are incensed.

The Board's task is arduous and difficult. Besides, two of the Administration members are creators of the Career and Salary Plan, and when recommending raises indirectly admit original error. Despite some disappointments, however, the Board shows that it is open to reason.

## Question, Please

I AM ON a New York City list but the investigation unit of the Personnel Department is giving me a lot of trouble over residence.

I was born and reared in the Bronx, went on active military duty with the Brooklyn Naval Reserve unit in 1940. I am a voter, property owner and taxpayer in the Bronx.

I took a temporary position in Washington, D. C. after working for over a year for the State of New York, as I wanted to attend college in Washington. The Governor and President of the U. S. and other officials have three and four residences, but I am not allowed to have even a room in a rooming house in Washington, D. C. Why not? T. W.

The law requires residence in New York City. One's legal residence remains intact even when

one leaves the locality temporarily; it is that place to which one plans to return after his travels or absence. Various factors are relevant, and you do not state them. Ask the Personnel Department for an opportunity to explain your absence in detail. You can count on courteous attention. If the Personnel Department can't see things your way, it will tell you why.

PLEASE LIST the latest salary increases recommended by the New York City Appeals Board, and the proposed new pay.

C. E. F.

The latest salary increases recommended by the New York City Appeals Board are as follows: Editor, standard stock catalog, \$7,750-\$7,190; Account clerk, \$3,000-\$3,900; Supervising ticket agent, \$4,-

## LETTERS TO THE EDITOR

### COURT INTERPRETERS' JOB CALLED IMPORTANT

Editor, The LEADER:

The total number of interpreters in the Magistrates Courts, Special Sessions, Municipal Court and Domestic Relations does not exceed 50, yet our work is of the utmost importance to New York City and to the public. Our responsibility is second to none.

When a man who does not speak English is brought before a Magistrate, only the interpreter can handle the situation. Through the interpreter the man learns of the charge and his rights.

This is a very important psychological moment in the process of meting out justice. The very fact that a person hears his own language spoken inspires confidence. The foreign-born realize that there is justice for all in this land.

When a witness who speaks only a foreign tongue takes the stand, the interpreter is the sole link between judge, attorneys, witness and public.

We interpreters seek higher pay. Our requests are fair. I am sure that the architects of the Career and Salary Plan would like to have only the best qualified interpreters doing this important work. However, in order to get them and keep them, the City must pay them in accordance with their worth.

SALVATORE P. LONGO

### GOOD POLICE WORK DURING STRIKE PRAISED

Editor, The LEADER:

I feel that the people of New York City owe thanks to the police force for the excellent work during the short NYC subway strike. In almost no time, patrolman were at every corner, assisting stranded commuters and harried motorists. On the hottest day of the year, many put in long hours of overtime and were unfailingly polite despite the pressure under which they worked.

C. E. F.

### NO FEES UNLESS ELIGIBLE IS HIRED

A private employment agency charges its fee only after it has obtained a position for its job-seeking client. It seems unfair that a civil service commission should collect fees at the time of application.

If fees are necessary (open to question), they should be charged only to those who are actually hired.

WALTER P. WHITE

850-\$6,290; assistant maintenance engineer, \$5,750-\$7,190; and junior maintenance engineer, \$4,500-\$5,990. As to junior maintenance engineer, if recruitment experience should prove unsatisfactory at the recommended salary grades, the Budget Director and the Personnel Director may recommend to the Board of Estimate that the appointment rate for these positions be set at \$4,790, the first increment step of grade 10.

### ASSISTANT GARDNER TEST

Failure notices from the Feb. 4 Assistant Gardner exam will be out soon, according to the NYC Department of Personnel.

### 145 ATTENDANTS TAKE JOB

A hiring pool run by the NYC Personnel Department was able to fill 145 of 332 vacancies for attendant.

# MODERN PUBLIC ADMINISTRATION

## How Two Cities Deal With Outside Jobs

Policemen and firemen in Denver, Col., may continue to work at private jobs on their off-duty hours, but the jobs must not clash with their City duties not conflict with those of civilian union members.

The Civil Service Assembly reports that this decision was made after a meeting of top police and fire officials and union representatives.

A survey of outside jobs held by police and firemen shows that 46 percent of the police and 45 percent of Denver firemen hold such jobs. Some 16 policemen and firemen hold union cards for off-duty work.

If a union complains that a fireman or policeman is keeping a civilian worker from a job, the complaint will go to an arbitration board of police, fire, and union officials. If the board upholds the complaint, the City employee must either resign from the force or quit his outside job.

In Cleveland, O. the Civil Service Assembly says that a related problem concerns the wish of at least 20 policemen to become firemen. Firemen would be able to spend more time on an outside job.

The Cleveland police work a 40-hour week, but their shifts rotate each month, around the clock. Their part-time employment is limited to 20 hours a week and must be of a nature acceptable to the department. Firemen work 60 hours a week but are on duty 24, and off from 24 to 48 hours at a stretch. There is no limit on the amount of their own time they may devote to an outside job.

## San Mateo Goes for Film

San Mateo, Cal., is showing a color and sound motion picture of municipal activities, prepared by City employees with professional help from local residents.

The American Municipal Association reports that the cost was about \$1,100 for the 28-minute film, which officials said was less than the cost of preparing and distributing a printed annual report.

The picture was made for television as well as for regular projection. City employees and leaders took various roles, but names were omitted so that the film would not become dated by changes in personnel.

A television announcer did the narration, and a professional photographer took the pictures.

San Mateo thus joins the trend toward filming government activities, several other cities have even made their annual report in the form of movies or still pictures.

## LAW CASES

Counsel Sidney M. Stern reported the following summary of law cases to the New York City Civil Service Commission:

### JUDICIAL DECISIONS

#### Appellate Division

Leight v. Schechter. This petitioner complained that the examination for dentist was improperly conducted and that his rating was made contrary to existing rules of the Commission. In Special Term of the Supreme Court his allegations were held to be without merit and the motion was denied. The Appellate Division unanimously affirmed.

#### Special Term:

Zwerling v. Schechter. The court (Gavagan, J.) held that the Commission's action was neither arbitrary nor capricious in admitting motormen and towermen to the examination for train despatcher, since persons holding such titles have been heretofore admitted to similar examinations.

Bramson v. Kennedy. The petitioner seeks to compel the Police Commissioner to appoint him from list for sergeant. There were 22 complaints filed by his superiors against him during his service in the department. The court held that the action of the Commissioner was not arbitrary nor capricious.

Berke v. Schechter. This matter involving the removal of petitioner's name from list of those qualified for patrolman (P.D.) The question of fact was whether the petitioner was actually certified by the Commission. Such an issue must be set down for trial, the court held.

Hyland v. Kennedy. The Police

Commissioner passed over the petitioner for appointment as probationary patrolman after considering the eligible's military record, although the eligible had received a discharge under honorable conditions. The court held that the determination of the Commissioner was based on ample evidence and was not shown to have been made other than in good faith. The court dismissed the petition.

Kehl v. Beame. Petitioner, chief deputy sheriff in charge of New York County office, seeks an order declaring him to be in the position of Under Sheriff, a title established under the Career and Salary Plan. It was held that petitioner cannot be so designated until the completion of the desk audit and determination of his status according to the resolution adopted by the Board of Estimate. His motion was denied.

Verdolino v. Triborough Bridge and Tunnel Authority. Where petitioner was suspended orally on March 10, 1956 and a letter confirming the suspension and setting forth charges was delivered to petitioner on March 13, 1956, there was sufficient compliance with Section 22 of the Civil Service Law.

## City Gives Women Hard Time Over Getting Clerk Jobs

Latest appointment pool held by the New York City Personnel Department for clerks resulted in the filling of 70 positions at \$2,750. Practically all men certified from the list have been appointed, but about 2,100 female eligibles are still waiting to be called.

# WHAT DOES IT MEAN TO YOU?

The New Bill To Provide Health Insurance For State Employees, passed by the State legislature and signed by Governor Harriman, can mean more protection —at less cost to—

## 53,000 NEW YORK STATE GOVERNMENT EMPLOYEES

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New York State Blue Cross and Blue Shield Plans have pooled their facilities to meet the challenge of the new bill by making available —

### A New Comprehensive Hospital Service Contract

with more Blue Cross benefits than the standard coverage of any local Blue Cross Plan. Subscribers can be protected by paid-in-full hospital benefits under this new contract for as long as three full months of hospital care for any one illness. (During this month the protection of this comprehensive contract is being made available to 37,000 General Motors employees employed in New York State.)

### A New Comprehensive Medical Care Contract

with more Blue Shield benefits than the standard coverage of any local Blue Shield Plan. Arrangements are being completed for married employees of the State earning less than \$6,000 a year to receive the kind of paid-in-full service coverage that means no bills to pay for surgery and medical care in the hospital.

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# NYC Jobs

**7809. ASSISTANT ELECTRICAL ENGINEER**, various City departments. 35 vacancies. \$5,750 to \$7,190. College degree in electrical engineering and three years practical electrical engineering experience; or a high school diploma and seven years' experience; or a satisfactory equivalent in education and experience. Fee \$5. Apply until further notice.

**7812. MECHANICAL ENGINEERING DRAFTSMAN**, various City departments. 8 vacancies. \$4,550 to \$5,990. A high school diploma and four years' practical experience; a college degree in engineering; or a satisfactory combination of experience and education. Fee \$4. Apply until further notice.

**7810. ASSISTANT MECHANICAL ENGINEER**, \$5,750. Fee \$5.

(1) A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York and three years of satisfactory practical mechanical engineering experience in the type of work outlined under duties; or (2) graduation from senior high school and seven years of satisfactory mechanical engineering experience; or (3) a satisfactory equivalent of education and experience. (No closing date.)

**7811. ELECTRICAL ENGINEERING DRAFTSMAN**, \$4,550 to \$5,990. Fee \$4. Graduation from a senior high school and: (1) four years' practical experience of a nature to qualify for the duties of the position; or (2) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York (persons who expect to receive their engineering degree by February 28, 1957 will be admitted to the examination but must present evidence at the time of investigation that they have obtained it); or (3) a satisfactory equivalent of education

and experience. (No closing date).

**7728. JUNIOR PLANNER**, \$4,250 to \$5,330. Fee \$4. (1) A baccalaureate degree from a college recognized by the University of the State of New York, with specialization in city planning, engineering, architecture, landscape architecture, public administration, economics, sociology, statistics, geography, law, or satisfactory equivalent, and one (1) year of experience in the type of work indicated under duties; or (2) a satisfactory equivalent combination of education and experience. However, a baccalaureate degree is required of all candidates. A full year of graduate study leading to an M. A. in City Planning may be submitted for the year of experience. (Friday, June 22).

**7755. JUNIOR ELECTRICAL ENGINEER**, \$4,550 to \$5,990. Fee \$4. (1) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York; or (2) high school graduation and four years of appropriate experience; or (3) a satisfactory equivalent of education and experience. For this examination, persons who expect to be graduated by February, 1957,

will be admitted to the examination. (No closing date)

**7563. TYPIST**, \$2,750 to \$3,650. Fee \$2. No formal education or experience requirements. Must pass performance test. (No closing date). Apply also at USES, 1 East 19th St., Manhattan.

(Continued on Page 9)

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

**STATE**—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

**NYC**—NYC 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, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

### NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow:

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

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

### Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. Both the U.S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

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

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

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# NYC Jobs

(Continued from Page 8)

**7717. PRINCIPAL PERSONNEL EXAMINER (RESEARCH)**, \$9,000 to \$10,000 Fee. \$5. A baccalaureate degree and nine years of full-time, paid, progressively responsible experience in a governmental position or other large organization in one or more of the following areas: personnel administration, personnel testing, position classification, personnel research, of which at least five years must have been in a supervisory or executive capacity, and at least three years of five must have involved supervisory or executive responsibilities in personnel research or management research and planning; or an acceptable equivalent combination of education and experience. However, in all cases, the three years of specialized supervisory or executive experience is required. (Friday, June 22).

**7564. DENTAL HYGIENIST**, various city departments, \$3,250 to 4,330. Four vacancies. Current registration certificate of New York State, dental hygienist's license. Fee \$3. (No closing date).

**7562. STENOGRAPHER**, various city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

**7563. TYPIST**, various city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

**7655. OCCUPATIONAL THERAPIST**, Department of Health and Hospitals, \$3,750 to \$4,830. Graduates of occupational therapy school approved by Council on Medical Education, A.M.A., or registered therapists recognized by American Occupational Therapy Association. (No closing date)

### 171 PASS TRAIN TEST

Only 171 candidates passed the recent NYC Train Dispatcher Promotion exam out of 1,044 who took the test.



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## 5 More NYC Tests To Open on July 6

Five New York City examinations were announced for receipt of applications from July 6 to 27. Four are promotions, the fifth is a combined promotion-competitve test. Eligibles on the promotion list will receive first consideration.

The examinations:

**7808. Assistant Civil Service Engineer**, \$5,750 to \$7,190, 265 vacancies. Promotion and open-competitve.

**7732. Architect**, \$7,100 to \$8,900. Promotion.

**7613. Assistant supervisor (electrical power)**, Transit Authority, \$6,500 to \$7,000. Promotion.

**2802. Civil engineering draftsman**, \$4,550 to \$5,990. Promotion.

**7629. Railroad stockman**, Transit Authority, \$2.17 to \$2.35 an hour. Promotion.

## Vacation Money For Award Winners

A little more cash for vacation expenses is in view for 25 New York City employees. The Suggestion Awards Board endorsed 25 ideas. Next stop is the Board of Estimate whose approval will bring the checks in time to bolster the vacation wallet.

## Mulrain Ends Out-of-Title Work

In what he described as cleaning up a chaotic situation, Commissioner Andrew W. Mulrain of NYC's Sanitation Department ended out-of-title work in his agency with the promotion of 219 officers.

The new promotions result in 26 new district superintendents, 114 foremen, and 79 assistant foremen, and are effective July 1. Commissioner Mulrain described the current promotions as the largest

group of promotions in the department's history, and said they would serve to eliminate all "acting" titles except for vacation fill-ins.

The Board of Estimate approved the changes.

The out-of-title situation has also plagued the officers of the NYC Fire Department, who won a law suit to force actual promotions in place of "acting" assignments.

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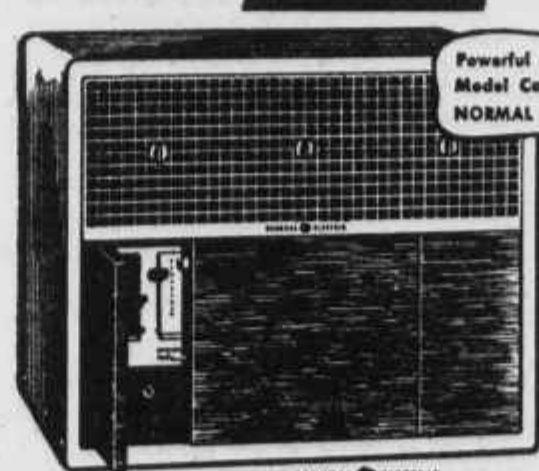
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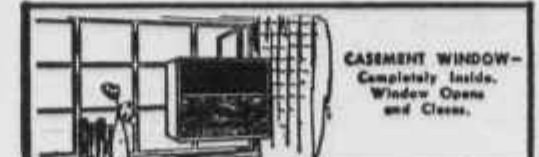
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# Personnel Council Hears Preusse and Schechter On First Anniversary

City Administrator Charles F. Preusse and Personnel Director Joseph Schechter addressed the New York City Personnel Council at the first of three meetings that started on Monday, June 18. Dr. Theodore H. Lang, chairman of the Council, is in charge.

The meetings continue on June 19 and 22. All are held at 229 Broadway. They mark the completion of the first year of the Personnel Council.

Conference sections discussed reports of project committees on

certification of eligible lists and effectiveness of probationary period practices.

### Purpose of Council

The Personnel Council was created by Mayor Robert F. Wagner in May, 1955 to provide a channel of communication between City agencies and the Department of Personnel. In its first year, the Council made considerable contribution to the formulation of municipal personnel policies, said Mr. Schechter.

The Council recommendations

## Big Turnout For Overseas Jobs

About 130 stenographers and typists volunteered to work anywhere in the world where the State Department wanted to send them. The turnout prompted an extension for an additional week until June 15 at the State Employment Service's office.

were incorporated into the increment policy adopted by the Board of Estimate under the Career and Salary Plan. The Council also advised and assisted the Bureau of Classification and Compensation of the Department of Personnel on procedures for the on-the-job survey about to be completed.

Many of the Council's suggestions were included in the final draft of the uniform leave regulations.

The Council meets in three sections each month to permit active participation of all 63 members.

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## PATROLMAN MEDICALS REVIVED ON JUNE 27

Patrolman candidates in the second group of the current exam will face the medicals on June 27, when their medical examinations start.

## 14 POLICE PROMOTIONS DUE

One deputy chief inspector, one inspector, a deputy inspector, two captains, two lieutenants and seven sergeants are scheduled for promotion in the NYC Police Department in the near future.

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PART TIME WORK. New & Unusual oppy to start own bus. from home. Immed. returns; exp. unrec; no invest. Ideal hus. & wife teams. University 4-0350.

**HELP WANTED Male & Female**

DO YOU NEED MONEY? You can add \$35-\$50 a week to your income by devoting 15 hours or more a week supplying Consumers with Rawleigh Products. Write Rawleigh's, Box 1349, Albany, N. Y.

**PANTS OR SKIRTS**

To match your income. 300,000 patterns. Lawson Tailoring & Weaving Co., 165 Fulton St., corner Broadway, N.Y.C. (13 Right apt. Worth 2-2617-9.

**HELP WANTED**

WOMEN: Earn part-time money at home, addressing envelopes (typing or longhand) for advertisers. Mail \$1 for instruction Manual telling how. (Money-back guarantee) Sterling Valve Co., Corona, N. Y.

**BOOKS**

BETTY KELLY BOOK SHOP, 534 Broadway, Albany, N.Y., New & Used. Open Eves. 6-0153.

**TYPEWRITERS RENTED**

For Civil Service Exams WE DELIVER TO THE EXAM ROOM All Makes — Easy Terms MIMEOGRAPHS, ADDING MACHINES INTERNATIONAL TYPEWRITER CO. 240 E. 86th St. REA 7900 Open till 6:00 p.m.



Typewriters Adding Machines Addressing Machines Mimeographs \$25

Guaranteed. Also Rentals, Repairs ALL LANGUAGES TYPEWRITER CO. 119 W. 23rd ST., NEW YORK 11, N.Y. CHelsea 5-0000

**Household Necessities**

FURNITURE SUGG AT PRICES YOU CAN AFFORD Furniture, appliances, gifts, clothing, etc. (at real savings) Municipal Employees Sec. Club, Room 428, 10 Park Row, CO 1-5090.

# U. S. to Reform Its System of Service Rating

WASHINGTON, June 18—With the aim of making the performance rating system a true evaluation of how the employee is doing on the job, the planning staff of the U. S. Civil Service Commission has recommended major changes. The CSC hopes to reform the present system, rather than abolish it, as recommended by the Hoover Commission.

The Hoover plan would require annual ratings only in special cases of outstanding or unsatisfactory employees, and confine rating appeals to one higher authority within the employees' own agencies.

The Commission proposes frequent consultation between supervisor and employee, to make the performance rating system more meaningful.

## CORRECTION ELIGIBLES WANT LIST USED

The newly-elected officers of the Correction Captain Eligibles Association have requested a meeting with Commissioner Anna M. Kross on action on their list.

Alfred Wilchins, president-elect, urged concerted action by eligibles and officials to gain permanent promotions.

## BROOKLYN

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

**HERKIMER ST.** (Nr. Eastern Parkway)—14 rooms, oil, decorated vacant. Cash required \$3,650.  
**OZONE PARK**—Handyman's special. Sold "AS IS". \$250 cash required.  
**4 STORES, 3 APTS.** (Reid Ave.)—Good location and income. Cash required \$750.  
**LAFAYETTE AVE.** (Thaffe) — 2 story, basement, brick, 3 family complete. In good condition. Near to necessities. Price \$12,750. Cash \$1,500.  
**PROSPECT PL.** — Legal rooming house, 11 rooms, all vacant. Good income proposition. Price \$10,500. Cash \$2,250.  
 Many SPECIALS available to GIs. DON'T WAIT ACT TO DAY

**CUMMINS REALTY**  
 Ask for Leonard Cummins  
 19 MacDougal St. Brooklyn  
**PR. 4-6611**  
 Open Sundays 11 to 4

### CALL MR. WILLIAMS ST 9-5783

#### FLATBUSH SPECIAL Sterling St. N. Franklin Ave.

2 Story—limestone, 9 rooms. Modern bath, steam by oil. Parquet floors. All vacant.

**\$16,500. \$2,500 cash. LINCOLN ROAD**

Near Rogers

2 story and basement. Brown-stone. 10 rooms 2 modern baths. Parquet floors. Steam by oil. All vacant.

**\$17,500. Cash \$3,500. EASTERN PKWY.**

Near Franklin

2 story and basement. 17 rooms, 2 baths. Parquet floors. Steam by oil. All vacant.

**\$22,500. Cash \$4,000.**

Call **LE ROY, L. WILLIAMS ST 9-5783**

### Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER bookstore, 97 Duane St., New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

# REAL ESTATE

## HOUSES — HOMES — PROPERTIES

THE BEST GIFT OF ALL — YOUR OWN HOME

LONG ISLAND



LONG ISLAND

### LIVE IN QUEENS

INTER-RACIAL

#### ADDISLEIGH PARK Priced Right

(BEAUTIFUL)—House of gracious living, 10 spacious rooms, finished basement, bar, 1 car garage 2 1/2 modern baths. Many extras. Must be seen to be appreciated.

#### SPRINGFIELD GARDENS \$10,000

Legal 2 family, frame, 4 down 6 up, gas heat, 2 car garage, 50 x 100 plot

#### S. ALBANS \$11,000

Corner, 8 rooms and enclosed porch, 1 car garage, semi finished basement, oil. Many extras.

#### HOLLIS \$11,900

8 rooms, 2 car garage, large attic semi finished basement, oil, new roof, new plumbing, refrigerator. Many extras

### Lee Roy Smith

192-11 LINDEN BOULEVARD, ST. ALBANS  
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### NOW EQUIPPED TO SERVE YOU IN NASSAU CO. AS WELL AS QUEENS CO.

**SPRINGFIELD GARDENS:** 5 room bungalow — stucco. Beautiful decorated home. Oil steam; garage; parquet floors; extras PRICE **\$12,600**

**ST. ALBANS:** Solid brick and stucco home; brick garage; 3 large bedrooms; modern kitchen; breakfast nook; fully finished basement with bath oil heat... **16,800**

**HOLLIS:** 2 family stucco, 9 rooms, 2 1/2 baths. Finished play room. Oil. Garage. Excellent condition. Beautiful area. PRICE **\$20,900**

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### BEAUTIFUL HOMES IN QUEENS

#### JAMAICA

10 Rooms, 2 family, oil heat, 2 baths, newly decorated.  
**Price \$16,000**

#### ST. ALBANS

8 Room, frame & stucco, 1 1/2 baths, all heat - 1 car garage, finished room in attic.  
**Price \$14,500**

#### OZONE PARK

3 Family Asbestos Shingle - 3 & 6 room apts. 1 car garage, full attic.  
**Price \$15,000**

#### OZONE PARK

3 Room frame, enclosed sun porch, large kitchen, walk in pantry, terrace. Plot 40 x 100.  
**Price \$12,00**

### W. D. HICKS

111-33 178th Street, St. Albans

JA. 6-8361

RE. 9-8393

### G. I.'s SMALL CASH

#### G. I. \$250 DOWN

**ST. ALBANS \$12,990**  
**Mother & Daughter Set-up**  
 Solid brick detached 7 rooms and sunporch, 2 kitchens, 2 baths, oil heat, garage, extras. Best buy of the year.

**SPRINGFIELD GARDENS \$16,750**

#### G.I. \$950 DOWN

2 family detached home, two 4-room apts., finished attic, modern baths, large plot, 2-car garage, loads of extras.

**ST ALBANS \$9,990**

#### G.I. \$200 DOWN

1 family, 6 1/2 room detached home, semi-finished basement, finished attic, 40 x 100, oil heat, modern throughout. Act quickly—owner leaving town.

### MALCOLM REALTY

114-65 Farmers Blvd., St. Albans  
**RE 9-0645**  
**HO 8-0707**

### ISLIP

\$2,000 down takes over 10 room steam heated house with 2 car garage. Asking \$17,500. Write Box No. 14 or phone WO 4-4957. Mrs. Brown.

### 10% TO INVESTORS

Earn 10% on substantial New York City Apartment House Properties offered in investment units of \$1,000. Good potential for increased earnings and value.  
 For Full Details Box No. 102

### BUY THAT HOME—NOW ST. ALBANS

2 fam. \$17,990  
**LIVE RENT FREE**

Take over 4% GI mortgage; 4 yrs. old; 40x100; BOTH APTS. VACANT; ultra-modern lower 4 1/2; Upper 3 rooms; oversized garage; many extras.

#### ST. ALBANS \$12,000

6 large rooms & sun porch; 1 car garage; lot 48x100; oil heat; excellent condition

Terms Of Course  
**MANY GOOD BUYS...**  
 Jamaica St. Albans. So. Ozone Park  
**CALL JA 6-0250**

**The Goodwill Realty Co.**  
**WM. RICH**  
 Lic. Broker Real Estate  
 108-43 New York Blvd., Jamaica, N.Y.

### HOMES FOR SALE

Buy now for retirement, 4 room expandable house near river. \$6500 Others - summer or year round. Elizabeth McNally, 8 Ogden Ave., Peekskill, N. Y. Telephone Peekskill 7-4348.

**MAYFLOWER - ROYAL COURT APARTMENTS.** —Furnished, Unfurnished, and Rooms. Phone 4-1994.

### FURNISHED — BRONX

THREE ROOM APT. FURNISHED, WITH BATH. BRONX-REFERENCES REQUIRED. CALL LU 9-4899.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

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Appx. 7 Miles from City Line

**NEW! NEW! NEW!**  
**LOW DOWN PAYMENTS!**  
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**LOW CARRYING CHARGES!**

CAPE COD WITH DORMERS ..... \$12,750  
 3 BEDROOM BUNGALOWS ..... \$12,950  
 SIDE HALL BUNGALOWS ..... \$12,990  
 3 EDROOM RANCHES ..... \$12,990  
 SPLIT LEVELS WITH GARAGE ..... \$13,990

All Beauties! Top Locations! Near Everything!

## G R E G G

814 Prospect Ave.  
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New Cassel Westbury, L.I.  
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OPEN 7 DAYS 9 to 7  
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### LOWEST COST - HIGHEST VALUE

BAISLEY PARK \$9,990

**CASH \$190 G.I.**  
**\$61.37 Monthly**

Fully detached corner 5 1/2 beautiful rooms, modern kitchen, steam heat, full basement, garage.

FOR HAPPY LIVING IN BAISLEY PARK, SEE US THIS WEEK-END. ASK FOR 8462.

325 other choice 1, 1, 3 family homes located Richmond Hill, Queens Village, Jamaica.

## E-S-S-E-X

143-01 Hillside Ave.

JAMAICA, L. I.  
 AX. 7-7900

### WHY PAY RENT?

Own Your Own Home

**HOLLIS**—2 family stucco, 10 rooms; landscaped plot; exclusive residential area. 1 block to transportation. Many extras. Asking \$14,900. Down \$1,500. Weekly payments \$19

bedroom; wrought iron stairways; 1 1/2 modern baths; hardwood floors; 1 car garage; 8 years old. Price \$12,500. Down \$900. Weekly payment \$18  
**JAMAICA**—5 room bungalow; modern bath & kitchen; 1 car garage; plot 30 x 100; gas heat; modern thru-out. Price, \$8,900. Down \$600. Weekly payment \$12

**SPRINGFIELD GARDENS**—Brick dream house, 4 1/2 rooms, large living room and master sized

No Mortgage Worries After Comparing Values See:

## ARTHUR WATTS, Jr.

112-52 175th PLACE, ST. ALBANS

JA 6-8269

8 A.M. to 7 P.M. — SUN 11-6 P.M.

### — EVERYONE A GOOD BUY —

**ST. ALBANS — 1 fam. frame. Asking \$10,800**  
 7 rooms, 4 bedrooms; modern kitchen, tile bath, hardwood floors; steam heat; garage; many extras.

**HOLLIS — 2 family. Asking \$24,900. Brick and English stucco, 6 and 4 1/2 room Apartments, hardwood floors, scientific kitchens; modern tile baths; aluminum storm-screens; v/blinds; semi-finished basement; copper plumbing; steam-oil; 2 car garage; plot 50x100; clean; beautifully landscaped. SEE THIS.**

**ST. ALBANS — 1 family brick bungalow. Asking \$14,990** 7 rooms; 4 bedrooms; scientific kitchen; tile bath; alum. storm-screens; v/blinds; steam-oil.

### A. B. THOMAS

116-12 Merrick Blvd., St. Albans, N. Y. LAurelton 8-0686, 8-0719  
 City: 209 W. 125th St. 9:30 to 8 P.M. — Sunday 10 to 7 P.M.

### HEMPSTEAD Special Price

8 spacious rooms, beautiful location, plot 60 x 100, 2 car garage.

Price \$15,500

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### 1 & 2 ROOM APTS. Beautifully Furnished

White colored. Private brightness and bathrooms Gas, electric in elevator building. Adults only Near 145 Ave subway and Brighton Line

### KISMET ARMS APTS. 57 Herkimer St.

(between Bedford & Nostrand Ave.) (11619)

ACTIVITIES  
EMPLOYEE NEWS

Albion

The annual dinner of the Albion State Training School chapter, CSEA, was held at the Apple Grove, Medina.

Vernon A. Tapper discussed progress made in the Legislature on social security. Among guests at the affair were: Col. and Mrs. Wilson H. Dunn, Mrs. Elizabeth Robinson, the Rev. Mr. Youngmann, the Rev. Mr. Oldach, Assemblyman and Mrs. Alonzo Waters, Claude Rowell, chairman of

LEGAL NOTICE

DANIELS, Joseph E.—In pursuance of an order of Honorable George Frankenthaler a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers therefor, to the subscriber at his place of transacting business at the office of Melvane & Gamble his attorneys at 631 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956 Dated: New York, January 3, 1956.

RAYMOND E. MICHELSON

McINNES & GAMBLE, Attorneys for Executor, 631 Fifth Avenue, New York 17, N.Y.

NOTICE OF CERTIFICATE OF LIMITED PARTNERSHIP OF BUCKNER & CO.

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows: 1. The name of the partnership is BUCKNER & CO. 2. The character of the business is a general brokerage business in securities and commodities and the business of underwriting and distributing securities. 3. The location of the principal place of business until July 1, 1956 is 120 Broadway, Borough of Manhattan, City, County and State of New York. After July 1, 1956 the location of the principal place of business will be 122 East 42nd Street, Borough of Manhattan, City, County and State of New York. 4. General Partners Walter G. Buckner, 90 Rockledge Road, Brookville, N. Y.; George W. Knight, 114 East 44th Street, New York, N. Y.; Limited Partner Helen W. Buckner, 90 Rockledge Road, Brookville, N. Y. 5. The term for which the partnership is to exist is until the close of business on May 31, 1960; until sixty (60) days following the death, incompetency or retirement of Walter G. Buckner unless the remaining partners determine within said (60) days to continue the partnership; until its dissolution or termination by written agreement of all the partners; or until a general partner or partners who has or have, as the case may be, contributed more than forty per cent (40%) of the capital of the firm directs its dissolution or termination by giving written notice to all of the other partners at least sixty (60) days prior to the date fixed in such notice upon which such dissolution shall take effect, whichever of such above alternatives occurs first. 6. The amount of cash contributed by the limited partner is none; the other property contributed by her consists of securities of the agreed value of Two Hundred Thousand Dollars (\$200,000). 7. No additional contributions have been agreed to be made by the limited partner. 8. The time when the contribution of the limited partner is to be returned is following the end of the term of the partnership as provided in Article 5 above, or within ninety (90) days after the expiration of twelve (12) months following the giving of written notice to the partnership of her determination to retire at the end of said twelve (12) months, or within ninety (90) days following the effective date of her retirement from the partnership which may be compelled by thirty (30) days' written notice to her by a general partner or partners who has or have contributed more than forty per cent (40%) of the capital of the partnership.

The contribution of each partner to the capital of the partnership may at any time or from time to time consist of or be invested or reinvested in such securities as he or she shall designate, and any securities constituting such partner's contribution may be withdrawn upon the substitution of cash in an amount equal to the value of the withdrawn securities at the time of substitution or by delivery to the partnership of other securities satisfactory to the partnership having a value at least equal to the then value of the securities to be withdrawn. 9. The share of the profits or the other compensation by way of income which the limited partner shall receive by reason of her contribution is thirty per cent (30%) of the net profits of the partnership and interest on fifty per cent (50%) of her capital contribution at the rate of two per cent (2%) per annum. 10. The limited partner has no right to substitute an assignee or contributor in his place without the approval of the partnership. 11. The partners by agreement may admit additional limited partners; if there is any difference or want of unanimity among the partners Walter G. Buckner has the right to decide and his decision shall be binding on the other partners. 12. The remaining partners have the right to continue the business of the partnership on the death, retirement or incompetency of a general partner, except that if said general partner is Walter G. Buckner, the remaining partners must decide to continue the business of the partnership within sixty (60) days following his death, retirement or incompetency, otherwise the partnership terminates at the expiration of said sixty (60) days. 13. Other than as provided in Article 8 above, the limited partner has no right to demand and receive property other than cash in return for her contribution.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals as of the day, month and year first above written. The foregoing Certificate of Limited Partnership, signed by all the partners with their signatures acknowledged, was filed in the office of the County Clerk of New York County on June 1, 1956.

Western Conference, and Mrs. Rowell, and Lila Bartlett, Ella Ryan and Mildren Sinclair, retired matrons.

Jack Kurtzman installed the newly appointed officers, President Anna Kinnear, 1st vice president Helene Le Frois, 2nd vice president Olive MacLaury, secretary Rose Pellegrino, treasurer Florence Walters, and delegate Mary Houghton.

Imogene Harkness and Cecilia Wagner resigned. Mrs. Wagner has moved to Florida.

Additions to the custodial staff: Veronica Noon, Hildegard Lindsey, Irene Holcomb, Ruth Kams, Winifred Wagner, Wanda Suhr, Frieda Herrick, Melba Ferris. Helen Cunningham, RN, has joined the staff.

Felicitations to Mildred Stearns upon her recent marriage.

Best wishes to Hazel Goodemote, leaving us to return to the Thomas

NOTICE TO BIDDERS

Scaled proposals covering Construction Work for Acoustical Ceilings on 9th and 10th Floors for Division of Housing, State Office Building, 270 Broadway, New York City, in accordance with Specification No. 12430-C and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., until 2:00 o'clock P. M. Advanced Standard Time, which is 1:00 o'clock P. M., Eastern Standard Time, on Thursday, June 28, 1956 when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no changes shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawings and specifications may be examined free of charge at the following offices: State Architect, 270 Broadway, New York City; State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.; District Engineer, 109 N. Genesee St., Utica, N. Y.; District Engineer, 301 E. Water St., Syracuse, N. Y.; District Engineer, Barge Canal Terminal, Rochester, N. Y.; District Engineer, 65 Court St., Buffalo, N. Y.; District Engineer, 30 West Main St., Hornell, N. Y.; District Engineer, 444 Van Duse St., Watertown, N. Y.; District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.; District Engineer, 71 Frederick St., Binghamton, N. Y.; District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts (Revenue Unit) Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00 or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Construction Specifications will be required for this project and may be purchased from the Bureau of Contracts and Accounts for the sum of \$3. each. Dated 6-5-56.

LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent, to CARMINANTONIO MANGANIello, ANGELO MANGANIello, ANGELA MARIA MANGANIello, LUIGI MANGANIello, FIORENTINO MANGANIello, VINCENZO MANGANIello, LUISSELLA MANGANIello, LUCITELLA MANGANIello, AMILIO MANGANIello, ROSARIA MANGANIello, the next of kin and heirs at law of GIUSEPPE MANGANIello, deceased, send greeting: Whereas, Sabatina Manganiello, who resides at 579 Broome Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 29, 1955 relating to both real and personal property, duly proved as the last will and testament of Giuseppe Manganiello, deceased, who was at the time of his death a resident of 579 Broome Street, Borough of Manhattan, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 17th day of July, one thousand nine hundred and fifty-six, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler Surrogate of our said County of New York, at said county, the 8th day of June in the year of our Lord one thousand nine hundred and fifty-six. (L.S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court

Indian School.

The Chapter's sympathy to Myra Yahnske, whose father passed away after a brief illness.

Loretta Wellhamer, head matron, driving around in her beautiful new Ford.

Helene Le Frois and Theresa Masters attended the annual N.Y.S. Inst. Ed. Assoc. meeting in Albany. Lillian Hildredth and Muriel Casement entertained the faculty recently at Mrs. Casement's home.

Everyone is planning to attend the picnic June 20 at Mrs. Peters.

Mr. and Mrs. Harry Van Orden accompanied by Lina Mae Wells toured Virginia. Virginia Di Laura vacationed in Maryland.

Syracuse School

The Syracuse State School chapter, CSEA, regrets to announce the recent death of Mrs. Sarah Devlin, retired member and Mrs. Alice Snider, secretary. The chapter also extends its sympathy to Walter Tiernan on the loss of his mother, to R. Forward on the loss of his mother-in-law and to Mrs. Thelma Willing, whose mother passed away.

Honor Standouts

(Continued from Page 5) Marie E. Drescoll, West Hempstead, civil defense assistant, Civil Defense Commission.

Thomas R. Fitch, Troy, senior account clerk, Health.

Gerald Foley, Cohoes, chief account clerk, Public Service Commission.

Rita J. Freitag, Albany, principal stenographer, Mental Hygiene. Donald C. Gingras, Ossining, parole officer, Division of Parole.

William E. Grubel, special agent, Mental Hygiene.

John G. Joy, Ogdensburg, senior account clerk, Mental Hygiene.

Frank T. Lane, Albany, assistant to executive dean of teacher education, State University.

Morris Iaufer, Plainview, junior administrative assistant, Alcoholic Beverage Control Board.

Lester N. Lipkind, New York City, assistant hydraulic engineer, Public Service Commission.

Jean B. Longleyway, Albany, senior clerk, Education.

Michael J. McCue, Albany, senior tabulating machine operator, State.

Francis W. Mons, Thomas Indian School, principal account clerk, WeCare.

Walter A. O'Brien, Albany, assistant director of conservation, Department of Conservation.

Miriam H. Partell, Albany, principal clerk, Audit and Control.

Frank Pekins, Salem, senior clerk, Civil Service.

George Perla, Brooklyn, unemployment insurance claims examiner, Division of Employment.

Joseph H. Reohr Jr., Delmar, truck mileage tax examiner, Taxation and Finance.

Augusta Rosenbluth, New York City, statistician, Public Works.

Eva Z. Sweeney, Albany, senior stenographer, Taxation and Finance.

Miriam T. Taaffe, Albany, junior administrative assistant, State University.

J. Richard Vadney, Albany, senior clerk, (purchase), Health.

Gerard J. Vandenhoff, Long Beach, senior stenographer, Labor.

Louise I. Westervelt, Ravenna, senior file clerk, Division of the Budget.

Health Legion Post Officers Installed

The annual installation dinner and dance of the Department of Health Post 1193, American Legion, was held at the 71st Regiment Armory, New York City.

County Commander William E. Vincent and County Vice Commander Casimir Sojka administered the oaths.

The officers: Eugene J. Brown, commander; Claire Campbell, James O'Rourke and Dr. Aaron Apfel, vice commanders; Nathan Elkin, Finance Officer; Anthony Kings, adjutant; Victor Cavallary, Post Historian; Mary McQuade, Chaplain; Walter Foley, Judge Advocate and Milton Goldberg, sergeant at arms.

The post also honored Past Commander Isidore Raphael on his retirement, and John Kelly, legal division, for the completion of 50 years' service in the department.

Spotlight  
On Labor Dept.

By BERNARD J. FEDERGREEN

Ability vs. Examination

HOW DOES one judge the ability of a person to perform the tasks of a job? How many employees have been restrained from doing a better job because the road to promotion is so narrow? These are questions that are asked every day by all, and are discussed in length by employees who possess the ability to go further.

It has also been the custom to discuss promotion on the basis of anything else than civil service examination as being a rebirth of the spoils system. It has been stated that if there are promotions on other than an examination basis, one can only get ahead by knowing someone. A statement such as this many times can not be denied, for promotion without examination in civil service in the past has taken on such a light. But in reverse, is the civil service examination the answer? What does the examination prove? Many will say that if a person has the knowledge to earn a high place on the eligible list, he has the ability to perform the job at hand.

Let us for argument's sake take a typical promotional examination for supervisor. Beside the knowledge of the working of the particular Division, many other factors other than the examination enter into the final decision before appointment.

Factors to Consider

To name a few, a person's character, his ability to handle people, skills in meeting particular situations and solving them, and the art of human relations. These are all factors. But are they all taken into consideration? Beside the written examination, some Divisions have what is commonly called the oral examination. But who receives the latter? Only those who appear high enough on a particular list to warrant it.

What becomes of those employees who stand lower on a civil service examination list and cannot receive an appointment? They can do the particular job, but their scores are not high enough to result in promotion. This is the particular group of employees that is being discussed.

If private enterprise were to depend upon the examination for its higher echelon of personnel, there would be many an employee, further up the ladder of success today, who would still be doing the same task he had performed when he first entered that business organization.

Incentive to Employees

Promotion is an employee incentive. It is an important factor entering into the type of performance shown by an employee. The civil service examination is by no means the answer to all promotions. Taken at face value, an employee must be given the opportunity to be considered for promotion. One answer could be a screening board, whose task it would be to take the opinions of immediate supervisors as to a person's ability to perform the particular position which is open. In addition, an interview should be held with the person by those already performing the job, to see whether a particular person shows the knowledge and ability to perform the job. And, finally, there should be an interview by a higher group of management personnel to see whether the person finally meets the needs and requirements of the position.

The screening board process is at least a start to giving those employees, who for some reason or other do not have the ability to pass an examination with a high enough mark, the chance at promotion. Most important, it would give the employee the feeling that by doing outstanding work, he will be recognized, and eventually it may mean a promotion.

Steno and Typist Jobs

The Federal, State and New York City governments' demand for stenographers and typists is rising. Apply until further notice.

For Federal jobs, apply in person, by representative, or by mail to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. If applying by mail, do not enclose return postage.

For State jobs, apply in person to the New York State Employment Service, 1 East 19th Street, New York City.

For New York City jobs also apply in person to the NYSES at the 19th Street address.

At the NYSES candidates are examined fast. The NYSES screens candidates. Those found suitable are sent to the New York City Personnel Department, 98 Duane Street, or the State Civil Service Department, 270 Broadway, depending on which government branch they want to work for, and are given a card entitling them to file an application blank.

Following is a comparative pay table:

STENOGRAPHER		TYPIST		
	Start	Start	Maximum	
	Annual	Weekly	Annual	
	Week	Annual	Weekly	
Federal	\$2,960	\$56.90	\$3,685	\$70.90
State	2,898	55.50	3,490	67.00
NYC	2,750	52.90	3,650	70.00
Federal	\$2,690	\$51.70	\$3,200	\$61.50
State	2,620	50.00	3,340	64.20
NYC	2,750	52.90	3,650	70.00

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

**Pilgrim State**

Pilgrim chapter, CSEA, installed officers. Alpheus Baxter, president, presided.  
Charles Culyer, field representative, was guest speaker. He outlined the advances made by CSEA and feels that still more benefits are in the making. The Association

feels that before the fiscal year is over all employees, wherever possible, will be on the five day week, he said.  
Mr. Culyer urged all employees to take advantage of the opportunity to join the 55-Year Plan. There is a 18 2/3 percent increase in pension to those who join this plan. Social Security is also within reach, he thought. This will be entirely separate and apart from the pension plan now in effect.

The following officers were installed: Jack Cattel, president; Mrs. Mary Sahle, 1st vice president; Perry Bendickson, 2nd vice president; Mrs. Augusta F. Stewart, secretary; Wesley Remond, treasurer. The new board of directors consists of Katherine Elliott, Gracelyn Coble, Kurt Reinhardt, Francis J. Neitzel, Mae Dearing, Ralph Currier, Anna Brown and Kathleen Avery.  
The newly formed employees band played after the meeting. Anyone interested in joining that group is welcome. They meet Tuesday nights at the lounge in the community stores building.

Edward Amott was the winner of the Savings Bond given by the chapter.  
June 27 is the day the mobile unit of the Inter-County Blood Bank will visit this institution. If you have not signed a blood donor's application, please do so at once. The pint of blood donated may save the life of your loved ones should the occasion arise.

Best wishes are extended by the chapter to its latest class in the School of Nursing. They were capped and got their chevrons on June 18.

Sincere thanks are extended by the chapter to the officers who have just completed a most successful year.

of the Craig Colony Nurses' Alumni, introduced the guest speaker, Mrs. Inez Rowland.

Mrs. Rowland, president of District No. 2, New York State Nurses' Association, congratulated the freshmen students.

George D. Newton of Geneseo, administered the nurse's oath and offered felicitations.

Mrs. Mable L. Ray, R. N., principal, Mrs. Lelia Buchanan, R. N., assistant principal, and Helen Hurley, R. N., chief supervising nurse, officiated in the awarding caps and chevrons.

Music was furnished by the Craig Colony orchestra under the direction of Mrs. Alice Millman.

Cynthia Found, R. N., and Ciro Maggio, senior nursing student, sang.

Following the exercises, refreshments were served. Mrs. Charles Greenberg, Mrs. Robert Wise, Mrs. Vincent Bonafede, and Mrs. Christian Laatsch acted as hostesses. Dancing was enjoyed. The Link Millman orchestra played.

Joseph Julien, instructor of nursing, received a Master of Science degree. He is a graduate of St. Lawrence State Hospital Nursing School and of the College of Liberal Arts of Syracuse University. He came to Craig Colony in 1951 and has been an active member of the Nursing School faculty, at the same time taking additional courses at the University of Rochester.

**Commerce**

The Commerce Department chapter, CSEA, has come up with something new again, a new digest for Commerce Department employees. Entitled "Now and Then,"

the three-page news letter will be published periodically—as the name implies—by the Chapter for its members, according to Richard Kirk, president.

The news letter prepared by the publicity committee of the chapter which includes Rosemary Clarke and Lorraine Brundage, as co-chairmen, Stan Freedgood, George Savage, Sid Lane and Joseph Constantino. This committee, named before the recent election of new chapter officers, promised to serve until another committee is formed.

A combination mimeo-offset job, the digest carries a photo of the newly elected officers, and stories of the election, a presentation of a scroll honoring former president Ed Roeder, the naming of a chapter chaplain, Mr. Roeder's candidacy for the Capital District, a Conference presidency, a financial report and thumb-nail biographies of the new officers.

The lead story includes mention of Edward Meacham, director of personnel services in the Civil Service Department, and Paul Kyer, editor of The LEADER, who shared the speakers' platform at the chapter's annual dinner.

**Fort Stanwix**

Teacher Recognition Day, sponsored by the State Education Department, was observed at Rome State School. The office personnel and ward service visited the school.

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demie school department. Tea and refreshments were served.

Gary Austin, of the business office has returned after serving three years with the U. S. Intelligence Division of the Army. Some of his time was spent in Japan where he distinguished himself as a star pitcher for the Kyoto Blue Baseball team. They were South Eastern Champions. Welcome back Gary.

Marie Kelleher is training for two weeks with the Naval Reserve. Charles Blum, supervisor of the recreation department attended a workshop at Middletown State Hospital.

Dorothy Caldwell, assistant cook, is attending food service training school at Hudson River State Hospital.

Condolences to Celestine Latus, supervising dietitian, whose father, William Iatus, died.

Welcome-back greetings to Dr. Ber Jakobson, Virginia Ball, Margaret Powell, and Lavina Kroll, who were absent on sick leave.

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**Craig Colony**

The Craig Colony School of Nursing honored 20 freshmen candidates in promotional exercises held at Shanahan Hall, Son-yea.

The exercises marked the successful completion of the first year of theoretical experience. The traditional candlelight service, the proffering of the Florence Nightingale Pledge, and the awarding of the caps and chevrons took place. Dr. Charles Greenberg, Director of the Colony, acted as master of ceremonies and welcomed the host of friends and relatives of the students.

Mrs. Daisy Friedman, president

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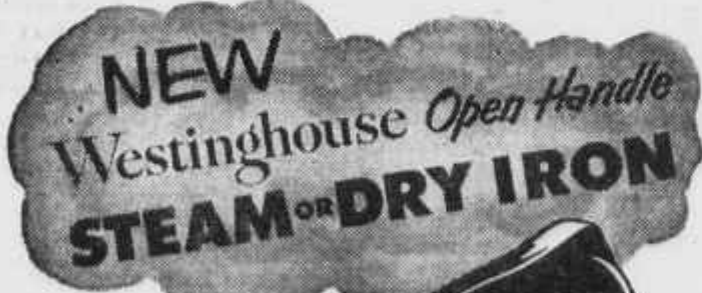
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## ACTIVITIES OF EMPLOYEES IN STATE

## Nassau Chapter to Install Officers at Dinner June 23

The Nassau chapter, CSEA, will hold its eighth annual dinner dance at the Elks Club, Hempstead, at 7:30 P. M. on Saturday, June 23, said Irving Flaumenbaum, chapter president. Newly elected officers for the chapter will be installed by Deputy County Executive George Frier. Guests will include Assemblywoman Genevra Strong; Ernest Francke, County Clerk, and other prominent officials and citizens. Entertainment and dancing will follow the dinner.

Nassau County chapter officers for the coming year are: Irving Flaumenbaum, president; Robert Schult, C. Wesley Williams, Nils Olsen, Lou Costello and William Costa, vice presidents; Grace McCullough, secretary; Walter Deegen, treasurer; James Treuchtlinger and Dorothy Maguire, financial and corresponding secretaries; respectively. James Treuchtlinger was elected to the county executive committee. Newly elected members of the chapter's board of directors include Tracy Noon, John Goldbach, John Frappola, F. Diviney, Alphonse Epaminonda, Walter Stafford, Ray Matschat, Harry DeGraf, Al Horling, James Keating, Helen Kientzsch, Ben Pompa, Nicholas Pagano, Edward Jones, Warren Good and John Ray.

### Niagara Chapter

The Niagara chapter, CSEA, feted its bosses at a dinner at the Glen Casino. Guests at the dinner included Commissioners Daunt I. Stenzel (Welfare), Oscar Mawhinney (Elections), Benjamin Donner (Jurors), County Clerk Frank Woock, County Treasurer Howard Kayner, Chief Probation Officer William Phillips and Assistant County Attorney, Tom Hart.

A floor show featuring entertainment by the Top Notchers who appear on the Arthur Godfrey TV show followed the dinner.

The Niagara chapter will hold its next meeting at the American Legion post in Lockport at which Bruce Welton, Niagara County Supervisor will be the guest speaker. Members are urged to watch for the date and time of the meeting.

The chapter presented a gift to the patients' fund of the Niagara County Sanatorium to memorialize the recent death of David Gebbie, a chapter member who was a patient at the Sanatorium when he died.

### St. Lawrence

Dr. Harry J. Worthing, Senior Director, Pilgrim State Hospital, was principal speaker at the graduation ceremonies of the St. Lawrence State Hospital's School of Nursing when held on June 13 at 8:00 P. M. in Curtis Hall, according to Dr. Herman B. Snow, Director, St. Lawrence State Hospital. 14 nurses, six of whom are men, were graduated at the ceremonies. Their names are: Adelbert R. Brigham, Mary T. Carrier, Janet C. Lamendola, Emery A. Lavarn, Elizabeth H. McCarthy, Marlene W. Mitchell, Juanita M. Powell, Dawn M. Parisian, Allan J. Perry, Donald W. Richardson, Anna T. Shudler, Philip C. Smalley, Carolyn E. Todd and John L. Todd.

Dr. Worthing, who was the featured speaker, started his State service at St. Lawrence State Hospital in June, 1913. After a series of promotions he was appointed Senior Director at Pilgrim State in 1942. A qualified psychiatrist with the Mental Hygiene Department, he is a fellow of the American Psychiatric Society and a member of the L. I. Psychiatric Society, as well as a diplomate of the American Board of Psychiatry and Neurology and a consulting psychia-

trist at the South Side Bayshore Hospital. He served in WW I as an officer in the Medical Corps.

### Newark State School

The Newark State School chapter, CSEA, will hold its next meeting Wednesday evening, June 20 at the East Union Street offices of the Veterans of Foreign Wars, according to Bessie Darrow. Officers for the coming year will be elected at this meeting. A buffet supper will be served at 6:30 P. M. at which all chapter members who retired during the past year will be guests. Supper charge is \$1.25 a person.

May was crowded with activities at Newark State. On May 16 the School was host to the annual region meeting, New York State Welfare Conference, which was attended by 175 people. Speakers at the conference included Mrs. Rhea D. Eckel, Onondaga County Community Mental Health Board and Dr. Hans R. Huessy, Director, Saratoga Mental Health Clinic. Dr. Isaac N. Wolfson, Newark State School Director welcomed the guests at the morning session and acted as master-of-ceremonies during the afternoon session. Wayne County Commissioner of Social Welfare Roger Butts presided at the morning session. Luncheon was served by Newark State School girls and boys.

Dr. Wolfson presented certificates to Newark State School employees who completed the 30-hour course in the Fundamentals of Supervision. A certificate was also given to Mrs. Frances Green, Nursing Instructor, who served as instructor to this group.

On May 20, the Western New York Sunshine League for Retarded Children held their annual meeting in the Assembly Hall. Highlights of the meeting were the honors accorded to Mrs. Marie Donaldson, attendant, Mrs. Donaldson was presented with a psychiatric aide achievement award by Mrs. T. M. Scoon, Board of Visitors member, a certificate by Dr. Wolfson, and an orchid by Ben Gold, Sunshine League president. The School's cub scouts entertained at the meeting.

Teacher Recognition Day was May 21. A reception, attended by Newark State personnel, was held in the afternoon at which boutonnières were presented to the teachers and refreshments were served.

Newark State School chapter extends speedy recovery greetings to Lillian Strong, recuperating from an operation at her home.

### Brooklyn State

Memorial Day services were held at the Plaque. Employees, patients and supervisory personnel of Brooklyn State Hospital paid respects to the war dead, Henry A. Girouard reports.

Director Nathan Beckenstein presided. The ceremony started with the singing of the national anthem. The Rev. James Daly gave the invocation and Rabbi Levine offered a prayer. Emil Impresa, chairman, Brooklyn State Hospital Chapter, CSEA, placed the wreath. Charles Pearson, Joseph Wilson, Mamie Bryant Davis and Pat Collette supplied the music. Benjamin Roma sounded taps while John Staffa lowered the flag.

The Ida-Silver League installed officers at their May meeting. Assistant District Attorney, Benjamin Spector of Kings County and Board of Visitors member, D. George Levine were the installing officers.

Arthur McKay's co-workers gave him a party to honor him on his retirement on May 31, where they presented him with several appropriate gifts. Director Beckenstein and Business Officer John McCauley were the chief speakers at the party where they praised Mr. McKay, head painter at the hospital for 46

## College Chapter Of CSEA Formed At Plattsburgh

PLATTSBURGH, June 18—A. J. Donnelly, field representative of The Civil Service Association, presided at a meeting that formed a local chapter to represent employees at State University Teachers College.

More than a third of the personnel at the college have joined. Officers were elected: Nathalia M. (Tally) St. Denis, president; Dr. George E. Yokum, Jr., vice-president; Barbara J. Prokop, secretary; Mrs. Mabel M. Markstone, treasurer, and Helen A. Mischler, delegate.

Mr. Donnelly will meet with the local chapter again early in October, to install officers and help prepare an educational and social program of activities for the 1956-57 session.

Meanwhile the new group expects to get the remainder of the employees to become chapter members.

years, for his many years of faithful service.

The Nurses' Alumni will hold their annual dinner on June 28 at the Farragut Inn and all members who would like to attend should contact James Sweeney.

Jeannette Reiff, head nurse and Joseph Munn will receive their BS degrees in nursing from St. John's University on June 10.

Welcome back greetings are extended to Charles Rumsey, now back at his post after a long illness. Congratulations are extended to Joseph Valez who was recently assigned to the powerhouse and to Mrs. Bernice Harper who started on maternity leave. Welcome greetings to Floyd Hill, police, Gertrude Tresvick, dietitian and to Willie Carter, staff nurse.

Condolences to the family of Grace McCarron who was a laundry employee for a great many years; to Mrs. Britenstein on the recent death of her sisters; and to Mrs. Sarah Harris on the death of her grandmother.

### Westchester Unit

F. Henry Galpin, salary analyst for the Civil Service Employees Association, Albany, was the guest speaker at the June meeting of the Westchester County Competitive Civil Service Association.

Mr. Galpin outlined, in speaking to the group, the program of the State Association. He also summarized reasons justifying the County Association's recent request to the County Executive for a re-evaluation of the existing salary scales to the end that need for a general 10 per cent increase be recognized and put into effect in the 1957 Budget.

Mr. Galpin also spoke of fringe benefits enjoyed today by a large percentage of business organizations not provided public employees in New York State.

The meeting was held in Room 230, County Office Building, White Plains, Margaret Trunt, president of the Association presiding.

### Creedmoor

Dr. Jesse Bennett, assistant director, was presented with a watch by Dr. H. A. LaBurt, Director, Dr. Bennett is retiring from state service after 24 years at Creedmoor. The watch was a gift from staff and employees of the hospital. He will join the staff of the Veterans Administration Hospital at Fort Douglas Station in Salt Lake City, Utah. The Chapter wishes all of the best to Dr. Bennett in his new undertaking.

Dr. Brice transferred from his job in Bidg S to his new job as Administrative Supervising psychiatrist. Dr. Stomatavich now is supervising psychiatrist in Bidg S. Charlie Byank, S Bidg supervisor, tells us he has a crack soft ball team lined up from his building and wants to accept the challenge Oscar Langhorn put out about a game.

## Metro Employment Meets On Clerical Upgrading

An important discussion of salary reclassification for State clerks, typists and stenographers will be held June 20 by the Metropolitan Division of Employment Chapter, CSEA.

Bernard Federgreen, chapter president, urged employees from all state departments to attend

the meeting, which will be held at 6:30 p.m. in the Division's office, 1 East 19 St., New York City.

Henry Galpin, CSEA salary research analyst, will be principle speaker for the meeting.

Among the invited guests are John F. Powers, Association president, and Charles Cuyler, CSEA field representative.

Joseph Scanlon; John Canning; Bill Jones; John Flood and Joseph Keane are enjoying their vacations from building S. Vincent Farrugia bought a new house in Rego Park and now all he has to worry about is the mortgage. Julia Stenbaker injured her back while on a trip to Philadelphia but will soon be back on the job. Vacationers in Bldg M are M. Glowinski; V. Brown; M. Brown; I. Lucia; H. Blum and D. Canover.

We hear that the stork is heading in the direction of D Self and M. Trotman both of M bldg.

We hope he leaves them both the gender they want.

### Roswell Park

Members of Roswell Park Memorial Institute staff who attended the State medical meeting in New York City included Dr. William Wehr, assistant director; Dr. Frederick Urbach, Dr. Herbert Traenkle and Eugene Burke. "Cytodiagnosis of Cutaneous Malignancy", an exhibit by Mr. Burke, won first prize. Dr. R. Schobinger, Dr. F. Lessmann, and Dr. E. Lasser's exhibit on "Intraosseous Venography" won honorable mention. Paul Zuckerman and Ollie Anderson of the medical illustration department supervised the exhibition. Bill Payne and Inger Andersen helped to make the exhibiting possible.

A fire evacuation and training program has been started under the direction of Fred Minklein of maintenance. Regular fire drills will be held.

Roswell Park Institute, in cooperation with Erie County Medical Society, U. S. School of Medicine, and the Bureau of Cancer Control held its second annual cancer teaching day. They were host to more than 100 physicians.

Jim Harris, president of Gratwick chapter, attended the installation of officers of Rochester unit.

Bon voyage to Pat Burns of nursing education, visiting Europe.

Mrs. Ruth Schoener, housekeeper, was main speaker at the safety conference at Genesee Valley. She was the hospital representative of the Western Conference.

### Gratwick

Dick Kusmierski (business office) to the Army on May 25, for a 2-year hitch, was honored with a luncheon at Town House.

Sick list includes Celia Nowicki, R. N., now on crutches as a result of her accident 12 weeks ago; Pat Harrison, Viola Erier, Ottilie Martin and Loretta Warner.

Dr. Solomon, dentist, is expected back to work soon.

Miss Ruth Blair, Assistant Director, Nurses, attended the American Nurses Association Convention in Chicago, Ill. from May 14 to May 18.

Announced wedding dates include: July 7, Paul Pelletiere, stores; John Aungat, efficiency expert; June 2, Evelyn Durant, att.; F. Woods, R. N., Jeanette Gruskiewicz, business office; June 16, M. Goodwin, R. N.; Margaret Edgar, att.; August 4, P. Lukaszewski, R. N.; September 1, Beth Douglas, att.

Hats off Department: To Eddie Kaczmarek of the laundry and his staff. They are doing a wonderful job keeping the hospital in clean linens and its employees in clean uniforms.

Carriage Trade: A girl to Mrs. Grace Gawel, R. N. (O. R.) and to the Drs. Ambrus'. A boy to Mrs. Alberta Gavin, R. N.

Congratulations: Miss Mary Frietas, R. N., who won a scholarship to the University of St.

Louis, Missouri. Miss Barbara Snyder, R. N., who left to join the teaching staff of U. B.

### State Fund

The Civil Service Employees Association welcomes the following new members:

Underwriting Files: Marion Byfield, Ermine Cassis, Alice Hawkins, Ruth Haynes, Alma Martin, Mildred L. Schutzman, Dolores Sneed, Edna G. Friedman, Anna Rosenberg, Esther Bailey.

Payroll Audit: Fanny Schwartz. IBM: Lucille Van Ellison, Evelyn Major.

Collection: Mae Horowitz.

Claims Dept.—Bert Zimmerman left The State Fund to accept a position with the Safety Management Company. A luncheon was given him at Longchamps Restaurant and was attended by his friends not only in Claims and other departments but in particular in the Underwriting Department, a department Bert started with when he first came to The State Fund.

Bayla Schlossberg, Irwin's daughter, has just won a four-year Regents scholarship. He is a mighty proud papa.

Legal Dept.—A luncheon was given on May 24 at Longchamps Restaurant for Phyllis Hammer, Howard Adler's secretary, on the occasion of her wedding, which occurred on June 3.

Policyholders Service—Connie O'Shea's son, Cornelius Jr., is now a graduate of the U. S. Naval Academy and will become a second lieutenant in the Marine Corps.

Underwriting Dept.—Shirley Segal is hospitalized again and we all wish her well. The same goes for Genevieve Thompson of New Business. Gen was taken to the Horace Harding Hospital for an emergency operation. For any one who wishes to send her get well wishes her address is: 146-01 120th Avenue, Baisley Park, New York.

Actuarial—Two of the nicest people in the Actuarial Dept. have decided that two can live as cheaply as one. Best of everything to Elizabeth Hennessey and Johnny Wiese.

In an item which appeared in the June 5 issue concerning the testimonial dinner for Anthony Graziano various names were inadvertently left out. They are as follows: James J. Carroll, Lawrence L. Christopher, Alexander Greenberg, John Hession, Robert Hurley and Helen Loos.

### Tompkins

Tompkins chapter, CSEA, will hold a chicken barbecue and installation of officers Saturday, June 23 at the Stewart Park closed pavilion. Tickets are much in demand.

Vacation returns this week included Mrs. Marie Miller and Miss Leola Dimon, both of the nursing staff.

### Kings Park Chapter Will Hold Dinner

The Kings Park chapter of The Civil Service Employees Association will hold its installation dinner Thursday, June 21, at the Riviera Restaurant, Route 25a, Smithtown, at 8 P. M.

### W. A. YATES APPOINTED

ALBANY, June 18—Governor Averell Harriman has appointed Walter A. Yates of Buffalo to the Saratoga Springs Commission to succeed the late Edward H. Butler.

# CORRECTION CORNER

BY JACK SOLOD

## Big Wheels, Big Dinner

Dinner for Senator Wicks at the Concord Hotel recently loaded with big wheels in State Government. Every time you turned around, you fell over a Supreme Court Judge, Commissioner, or at least a Chairman of some Legislative Committee. Tremendous turnout to pay tribute to a man who for 30 years served the people of the State. Prisons represented by Warden Wallack and P. K. Whipple of Wallkill; P. K. Wilklow, Napanoch; Superintendent Brumell, Don Buchanan and yours truly, Woodbourne; and Paul McGinnis, former Commissioner and present Secretary to Correction Commissioner.

## The 40-Hour Week

Majority Leader Joe Carlino, on the dais, assured me that the 40-hour week same pay bill for Correction will be passed at the next session. At the same time, he pointed out that the 40-hour week for police was vetoed twice before finally making the grade this year.

Malcolm Wilson served as toastmaster and did a swell job. Mr. Wilson is Chairman of the Pension Revision Committee and during the evening he explained to me the status of the prison guard 25-retirement bill. This Committee will introduce at the next session 25-year age 50 retirement for our custodial employees. The only point which remains to be cleared up is the half-ay provision. Actuaries of the State Retirement System will be consulted on this question.

Many father and son combinations working as guards in State Prisons, but how about this: Father, two sons and son-in-law, all guards at Woodbourne. Well thought of, too.

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## Levitt Backs 25-Year Pension For All Police

ALBANY, June 18—State Comptroller Arthur Levitt has called for the universal adoption of the 25-year retirement plan for state and local police and urged the extension of the 40-hour week for police in smaller communities not included under the present law.

The proposals were made by the Comptroller in a talk before members of the New York State Police Conference at Grossinger's.

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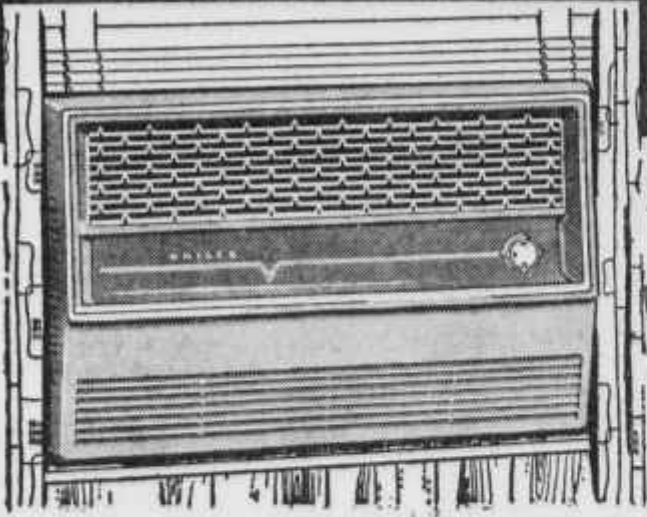
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LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent, To EMIDIO RANIERI, the next of kin and heirs at law of GIUSEPPE RANIERI, also known as JOSEPH RANIERI, deceased, send greeting:

Whereas, GIULIO RANIERI, who resides at 810 Wynnewood Road, Ardmore, Pennsylvania has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date April 17, 1950 relating to both real and personal property, duly proceed as the last will and testament of GIUSEPPE RANIERI, also known as JOSEPH RANIERI, deceased, who was at the time of his death a resident of 325 West 10th Street, Borough of Manhattan the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 28th day of June, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Hon. WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 17th day of May in the year of our Lord one thousand nine hundred and fifty-six.  
(Seal) PHILIP A. DONAHUE  
Clerk of the Surrogate's Court

WINTER, EDWIN A. P 1754 - 1956. CITATION - THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, To: Lydia Beran, Alice Barakovich, Wesley M. Winter, Eda May Bowby, Henry R. Winter, William W. Winter, Harriet W. Collins, Milton W. Winter, Stella Armour, Theodore Flohl, Louis Flohl, Mariel Cheung, Robert Flohl, Lucy Zahrt, Arne Henriksen, Kenton Winter, Jr., Edith M. Winter, and Virginia Winter and Edwin Winter, if living, and if dead, to their heirs-at-law, next of kin and distributees whose names and places of residence are unknown and if they did subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; all of the foregoing being the next of kin and heirs-at-law of Edwin A. Winter, deceased, send greeting:

WHEREAS, FLORENCE M. MEYER, who resides at 81-67 Woodhaven Boulevard, Glendale, Queens, New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing date January 16, 1946, relating to personal property, duly proved as the Last will and Testament of EDWIN A. WINTER, deceased, who was at the time of his death a resident of 243 East 57th Street, New York City, in the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 31st day of July one thousand nine hundred and fifty-six at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable GEORGE FRANK ENTHALER, Surrogate of our said County of New York at said county the 11th day of June, 1956.

PHILIP A. DONAHUE  
Clerk of the Surrogate's Court  
(Seal)

LEGAL NOTICE

PASCHRES, LOUIS. — CITATION, — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent To ANITA PASCHRES, BERTHA HABER, ROBERT PARRS, GERTRUDE PERZOG, ERNEST PARRS, HERMINE PARKER, ELIZABETH PARKER, THERESA SONN, Dr. CURT PARKER, Dr. HARRY PASCHRES, JOSEFINE STEFANIDES; WILLIAM PASCHRES, NATHAN MITCHELL, as executors of Joseph Paschres, deceased; SELMA EFRAN, ARNOLD PASCHRES, MICHAEL PASCHRES, JOYCE JAFFE, MARGARET MENDEL, EDITH HAGMAN, ERICH PASCHRES, RAY HARRIS, REBEW NATIONAL ORPMAN ROME, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of LOUIS PASCHRES, deceased, who at the time of his death was a resident of New York County, Send Greeting:

Upon the petition of WILLIE PASCHRES, residing at 310 West 94th Street, New York City, and MAX R. SCHNEER, residing at 151 West 74th Street, New York City.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 2nd day of July, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of WILLIE PASCHRES and MAX R. SCHNEER, as executors of LOUIS PASCHRES, deceased, should not be judicially settled, and why Max R. Schner, as attorney for executors, should not be allowed the sum of \$5,200.00, as reasonable compensation and disbursements.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said county at the County of New York, the 21st day of May, in the year of our Lord one thousand nine hundred and fifty-six.  
PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court.

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# Assn.'s Stand for Better Attendance Rules

(Continued from Page 1)

day for all state employees. The present rules provide Election Day as a holiday for state departmental employees; and for the sake of uniformity, the day off or its equivalent should be given to all state employees. The Association is glad to note that the new rules prevent the loss of holidays which fall on Saturdays to departmental workers by providing a day off in lieu thereof. We hope that the Commission will not discount this improvement by taking Election Day away from departmental employees, but will give this day or its equivalent off to all state employees.

## Per Diem Benefits

5. Amend the rules to provide that per diem employees with six months' continuous service be given all the rights and privileges under the new Attendance Rules that are provided for annual salaried employees. Thousands of state employees are on a per diem basis through no fault of their own and unnecessarily. Thousands of these per diem employees work the year round and have been employed continuously for periods up to 25 years, and it would be unfortunate for employees who should be on an annual salary to be penalized under the new Attendance Rules.

6. Our Association opposes the reduction in vacation allowances for new employees because we feel it will deter recruitment and will create needless inequality in vacation allowances. The improvements provided by the new rules will be discounted by this reduction in vacation allowances insofar as morale of new employees which will be adversely affected by the inequality in vacation allowances. It is true that many employers grant additional vacation based on length of service. Certain public employers, including the Federal Government, provide vacation in excess of four weeks based on service. We recommend that the State of New York provide an extra week's vacation for employees with ten or more years of service.

7. The new proposed rules increase from four to six months the waiting period new employees must serve before they are entitled to vacation. The Association recommends that the new rules be changed to reinstate or reduce the old waiting period of four months as new employees may be in need of rest and rehabilitation just as much as employees with more service, and the waiting period should not be used to prevent the taking of vacation during the periods of the year when it can be of greatest good to the health of the employee.

8. The Association recommends that the new rules be amended to provide that the appointing authority has the responsibility to notify the employee in writing within 14 days after he has accumulated the maximum 30-day vacation credit so that the employee is alerted to arrange vacation time off. The employee having such accumulation can then use such written notice with his immediate supervisor to prevent denial of vacation unless emergency work requirements preclude vacation at the time. We recommend that the new rules provide an exception to allow accumulation beyond 30 days if the appointing officer refuses to or is unable to permit liquidation of vacation credits. We recommend that the state pay lump sum for all vacation credit upon separation from service because of resignation or layoff, as well as by retirement or death.

9. At the present time, many thousands of state institutional employees work regularly beyond 40 hours per week. They are supposed to be paid on a straight time

basis. Considering the fact such employees do not receive additional sick leave, vacation, and other credits based on their regular overtime employment, in effect these employees actually receive less than straight time pay. Furthermore, these employees who have work schedules around the clock do not receive any premium pay for night and morning work hours. It is common practice in industry to pay time and a half for overtime work, and double time for work on Sundays and holidays.

## More Vacation Time

Our Association feels that the least the State can do at present for these employees is to provide two additional vacation days and one additional sick leave day credit per year for employees who regularly work 44 hours per week, and four additional vacation days and two days additional sick leave credit per year to such employees who regularly work 48 hours per week.

10. Our Association recommends that the new rules be amended to provide that proof of illness, when required, constitute only a licensed physician's certificate of disability. Our Association is opposed to abuse of the sick leave privilege, but feels that the physician's certificate of disability is all that should be required.

The Association requests that the new rules also be changed to remove the requirement of a two-hour advance notice of illness prior to beginning of the work day, as human beings cannot always anticipate or control disability, and such notice should not be required until a reasonable period of the work day has elapsed. Disabled employees may find it difficult at times to arrange such notice to the employer.

## Sick Leave

11. The new rules reduce the amount of sick leave at half pay that an appointing officer can grant. Our Association feels that the present rule relative to sick leave at half pay when all credits are used is more satisfactory than the proposed one.

12. Our Association is pleased to note that the new rules provide a uniform amount of personal leave to take the place of leave for sickness or death in immediate family and religious observance. The maximum time off for sickness or death in immediate family under the old rules was four days, and for religious observance one to four days depending on the employee's religion, and other leaves were granted during previous years.

The Association recommends that this personal leave be increased from five to eight days so as not to reduce time off which employees could have under the present rules for such purposes. We wish to stress again, however, the value of uniformity which will be achieved by providing the personal leave arrangement in place of the previous leaves provided.

13. Our Association feels that the state has the responsibility of providing satisfactory work conditions under which employees can work at peak of efficiency regardless of hot weather. This requires the air conditioning of state owned and leased buildings where conditions require such air conditioning to prevent loss of efficiency and time from work during intolerable hot weather. The state fails in this responsibility in many work locations, and employees should not be penalized because of such failure. Where the state does not provide efficient air conditioning, and heat conditions make work unbearable, time off should not be charged against accumulated credits of the employee.

14. Relative to leave for quarantine, the revised rules provide that an employee may be required to

submit evidence satisfactory to the appointing officer that his return to duty will not jeopardize the health of other employees. The new rules should provide that the cost of such medical evidence be borne by the state.

15. The new rules do not make any change in the provision for leave due to injury or disease incurred in the performance of duty. Many state employees are not treated fairly in connection with disability incurred in line of duty.

We understand that the Civil Service Commission is to make further study of this provision. Our Association recommends that this study be not delayed so that amendments to the rules relative to the leave referred to can be achieved at the earliest possible date to assure more equitable and just treatment to employees who become disabled caring for the mental, health, or criminal wards of the state and in other state employment. Certainly, the rule

should at least be amended to provide that in all cases where the disability is adjudged to be compensable, the employee should have all earned accruals restored.

## Ask Early Action

Our Association urges the State Civil Service Commission to adopt the amendments in the new proposed Attendance Rules as requested to promote and maintain good employee morale, and that the new revised rules be put into effect at the earliest possible date.

# Assn. Goals in Public Works

(Continued from Page 1)

organization to seek an annual salary basis for per diem employees at the earliest date possible.

## Per-Diem Allowance

2. Establish uniform per diem subsistence allowances for employees on field assignments. The subsistence rates for survey parties differ in the various Districts. In some Districts \$5.00 per day is allowed; in one District \$4.50 and in another \$11.00. We also understand that subsistence of employees assigned to highway and building contracts is ridiculously low at \$4.50 per day. We further understand that maintenance crews who are assigned to jobs sufficiently removed from their headquarters are allowed \$5.00 per day if the assignment is within the Public Works District but if the assignment is outside the District \$11.00 per day is allowed. There seems to be no logical reason for these variances. Our Association believes that any employee of the State, regardless of Department employed or work location, should be entitled to subsistence expenses to the maximum allowed under the State Comptroller's rules. The theory in practice has been that when employees are located away from work headquarters for an extended period, that the employee is able to arrange lower living costs. The only saving is probably in connection with lodging but since the length of field assignments is uncertain in many instances, the theory does not work out and the economy in daily expenses which the Department feels is possible cannot be achieved. These field assignments are many times in summer resort communities and other high-cost-of-living areas. Employees have families to support, with children in school, and they must maintain their permanent home at the same time they are out on survey or inspection or other assignments performing official duties for the state and sacrificing the advantage of being with their families.

There should be no discrimination within State service as to the maximum subsistence allowances allowed employees. The allowances established by the State Comptroller should not be reduced. It is proper for the Departments to urge economy where possible but the employees should not be penalized financially by reduction of the maximum daily allowance established by the Comptroller as fair for all employees.

## Automobile Expenses

3. All State employees should also be treated equally relative to reimbursement for use of their personal car on State business. The present rate is 8c per mile and certainly this does not cover the present-day high expenses of auto operation. Equipment operators in your department are required to transport in their personal cars to and from location of operation gasoline, oil, grease and tools for maintenance and operation of the equipment they operate. We understand that the maximum reimbursement for use of car for such purposes is \$2.00 per day, and thus the employee loses 8c per mile for car operation in the interest of the State for every mile traveled beyond 25 miles. Employees assigned to contracts or construction or to inspection are allowed up to \$3.20 per day but these employees must donate 10 miles free transportation each way to and from the work location before they collect 8c per mile up to the maximum referred to. The State further penalizes these employees by use of the

"double headquarters" arrangement whereby the employee is reimbursed for mileage only between the Department Headquarters and location of operation or between residence and location of operation, whichever is the shorter.

The foregoing limitations on reimbursement for use of personal car cause financial losses to the employees which should be prevented in the future for the sake of employee morale and financial welfare. The Department should not discriminate against the employees affected by reduction of the car mileage allowance determined by the State Comptroller to be fair for all employees. There is no just reason for such discrimination against any particular group of employees relative to mileage allowances. Consideration should be given to additional allowances to cover wear and tear on the employee's car in transporting gasoline, oil, grease and tools.

## Title Changes

4. Eliminate the title of truck driver and establish titles of heavy equipment operator and light equipment operator at adequate salaries to attract qualified operators to State service. It is felt that efficiency of road maintenance is adversely affected by lack of qualified personnel to operate diverse existing equipment. You will recall at the meeting the incident described wherein the laborers were patching the road by use of hand operated tampers at the same time that several heavy rollers could not be operated because of lack of qualified personnel. We recommend that your Department institute a program of in-service training to train present personnel in the operation of equipment. This should do much to improve the efficiency of road maintenance and develop the potential of present employees to operate the equipment which now stands idle. Thru in-service training employees could become qualified to operate various pieces of equipment and this should prove mutually beneficial to the State and the employees.

We are advised that additional positions of equipment operator must be made available to the Department to enable operation of available equipment.

## Overtime Pay

5. Secure sufficient overtime appropriation to enable payment of overtime pay to canal employees

even though the closing time for the canal is extended because of favorable weather conditions.

## No Loss of Pay

6. As you know, the new salary law in effect as of April 1st guaranteed against loss in take-home pay of employees whose regular work week on March 31st was 48 hours or 44 hours and was reduced to 44 and 40 hours respectively on April 1st. We believe that this no-loss provision covers employees of the State Powerhouse in Albany. We also ask that checkup be made of the attendance records of the Albany Powerhouse personnel as it appears these employees do not receive sick leave with pay in the manner provided under the State Attendance Rules.

## Cooling For Poughkeepsie

7. Provide air conditioning of the Poughkeepsie District Office. Our Association is advised that the heat and lack of ventilation in the building are intolerable. We understand that the Department has made a survey this condition and approves the installation of air conditioning equipment to the extent the electrical facilities will bear and that the correction of this condition is held up by the Division of the Budget. Representatives of that Division have apparently stated that they wished to personally visit the Poughkeepsie District Office building and check the situation themselves. We hope that this trip to Poughkeepsie by representatives of the Division of the Budget and your Department will be made on a warm day at an early date. Our Association would be glad to provide the transportation and cover the expenses of this trip or do anything to assist our members who must work under the very undesirable conditions that exist.

## Safety Measures

8. At the meeting there were discussed several matters relative to safety. These include providing first aid equipment in maintenance shops; providing red caps for survey crews and maintenance crews; providing flash signals for survey crews and maintenance crews; providing electric windshield wipers for trucks; providing better headlight adjustment for equipment and providing the usual buttons under the safety program. We would appreciate advice relative to these particular items. Apparently the Department has carried thru relative to some of them but the Districts may not have, in all cases, advised their employees in the various matters.



**CREDMOOR DOCTOR RETIRES:** Dr. Jesse L. Bennett, assistant director of Creedmoor State Hospital, recently announced his decision to retire after 24 years service at the hospital. He is seen at the left foreground, receiving a farewell gift presented by Dr. Harry LaBurt, hospital director, as Mrs. Bennett looks on. Dr. Bennett plans to join the staff of the Fort Douglas Veterans Hospital at Salt Lake City.

# Westchester Seeks Raise And Blue Cross Coverage

(Continued from Page 1)

Westchester municipalities already are receiving Blue Cross and Blue Shield benefits.

The Association, which is align-

ed to the state-wide Civil Service Employees Association, also called for increased and adequate parking facilities for all county employees.