

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVII — No. 19 Tuesday, January 17, 1956 Price Ten Cents

## CSEA Units to Poll Members for Pension, Social Security Views

See Page 3

# Governor Confirms Offer; Association Still Opposed

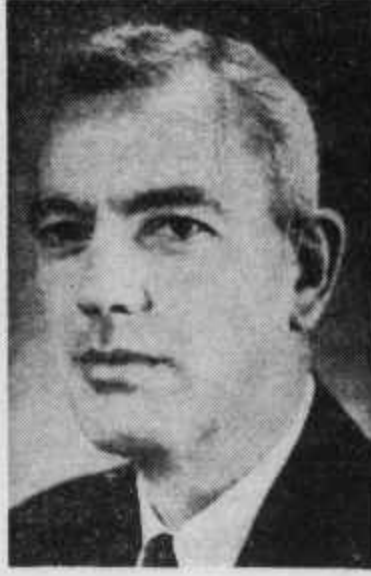
## Grievance Board Roster Completed; Could Begin Work Within a Few Days



ANDREW W. CLEMENTS



SYLVESTER J. GARAMELLA



EDWARD D. MEACHAM

Appointment of the two public members of the new State Grievance Board has been announced by Alexander A. Falk, President of the State Civil Service Commission.

They are Andrew V. Clements, Dean and Professor of Law at Albany Law School, and Sylvester J. Garamella, a New York attorney

with labor relations experience.

Edward D. Meacham, director of personnel services for the State Department of Civil Service, serves as chairman of the Board. He is a career employee.

In filling the roster for the three-man board, Mr. Falk announced it could begin to func-

tion within a few days.

Establishment of the Grievance Board was a long-sought goal of the Civil Service Employees Association.

Created by Executive Order

The Grievance Board is provided for in an Executive Order by which Governor Averell Harriman established the grievance program for employees of the State last August. The purpose of the program is to establish a more harmonious and cooperative relationship between the State and its employees.

In his Executive Order, Governor Harriman said that it is the policy of his Administration "to assure to State employees the right to full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of adjustment of their grievances, free from interference, restraint, coercion or reprisal."

The Board will hear appeals from employees whose grievances are not settled at earlier steps in the procedure, and it will make determinations and recommendations. The two earlier steps are presentation of a grievance by the employee to his supervisor and, failing solution at that level, then to the department head or his designated representative.

The Board also approves procedures under which the departments operate the grievance program.

Dean Clements is chairman of the New York Section of Judicial (Continued on Page 16)

## Time Remains to Better Harriman Pay Plan--Powers

ALBANY, Jan. 16—Governor Averell Harriman has confirmed his program for State workers by announcing officially he would seek a \$300 across-the-board salary increase for all aides and a four-hour reduction in the work-week for employees performing more than 40 hours.

The Governor also announced acceptance of the "no-loss-in-pay" provision, sought by the Civil Service Employees Association, to avoid any wage cut that might result from the work-week reduction.

As the announcement was made, however, John F. Powers, CSEA president, reiterated the "great disappointment" of the Association over the Governor's plan.

### Realistic CSEA Stand

"We firmly believe" said Mr. Powers, "that the position which the CSEA has taken on the question of across-the-board percentage salary increases is a more realistic solution of the problem than the plan of the administration for a \$300 increase across-the-board. This is particularly true when we learned only recently that there is in existence an official study by the State Civil Service Department, Division of Classification and Compensation, which we are informed points up the need and justification for an across-the-board salary increase of at least 10 per cent.

"We can not understand why this study was not made available to the Association and to the employees as part of the salary negotiations. This is the first time in many years that the annual salary studies of the Division of Classification and Compensation have not been made available and considered by all parties before the salary negotiations were finally closed.

"There is still time before the budget message to thoroughly discuss and evaluate the significance of this study with respect to the entire salary picture," the CSEA president said.

### Salary Lag Would Persist

"It is true," continued Mr. Powers, "that the recommendations of the Governor are of real value to State employees and that a significant initial step has been taken towards elimination of the outmoded 48-hour week for institutional and other employees; but we have repeatedly pointed out that the proposed appropriation (Continued on Page 16)

## Niagara Aides May Appeal Slotting Under New Plan; 'Some' Raise for 95 P. C.

LOCKPORT, Jan. 16—About 95 percent of Niagara County's employees will receive a pay adjustment "of some sort" for 1956, in line with the salary schedule recently adopted by the Board of Supervisors.

Employees will be given the opportunity to protest their slotting in the new 19-grade schedule. Appeals must be filed, in writing, within seven working days from the time notice of classification is received.

The Board's action was based on a job survey conducted by Barrington Associates of NYC, which sent questionnaires to the county aides and compared their pay and duties with those of private industry and other government jurisdictions in the area. Many jobs

were reclassified as a result.

### 'Little Raise for Some'

Employees receiving less than the minimum of their salary range will be raised to the minimum. Those receiving above-the-minimum rates will go to the next higher rate.

"This means little raise for some county workers," said Viola Demorest, president of Niagara chapter, Civil Service Employees Association. "It also means no adjustments for more than a three-year period. Many employees are rightfully unhappy."

New employees will begin at the minimum of the new salary grades and will reach the top pay step in five years through a series of four annual increments on a gradual scale beginning at \$180.

## In Rochester Area:

# State, County, City Aides Set Mass Meeting on Salary, Hours and Social Security

ROCHESTER, Jan. 16 — City, county and State employees in the Rochester area will hold a mass meeting Tuesday, January 24 on Social Security and present employee pension plans, a State pay increase, and reduction in the work-week of institutional employees.

Eight chapters of the Civil Service Employees Association located in Monroe and Wayne Counties are sponsoring the event, which gets under way at 8 P.M. at the East High School, 410 Alexander Street, here.

The meeting is open to all city, county and State employees, regardless of their residence or or-

ganizational affiliations. Samuel Grossfield, chairman of the legislative committee of Rochester chapter, CSEA, will discuss integration of Social Security with the State Employees Retirement System, versus supplementation. Jack Karger, economist of the State Division of Employment, will speak on a pay raise for State workers.

Claude E. Rowell, president of the CSEA's Western Conference, will address the group on the reduction in work-week for institutional employees.

A representative of Albany headquarters, CSEA, will be present to give the Association's views.

# Eisenhower to Send Special Message on Social Security

WASHINGTON, Jan. 16—President Eisenhower will send a special message to Congress, outlining his proposals for liberalization of the Civil Service Retirement System, and the inclusion of Social Security benefits. His proposals are expected to follow closely the recommendations made to him and Congress by the Kaplan Committee, of which H. Elliot Kaplan of New York was chairman.

Meanwhile Senator Olin D. Johnston (D., S.C.), chairman of the Post Office and Civil Service Committee of the Upper House, introduced a bill of his own.

While differences of opinion are inevitable on the general subject, no partisan political aspects are expected, in line with the new policy of keeping retirement legislation and administration out of politics. Until now, however, an Administration undercut the requirements for retirement appropriations, to keep the budget down. The Eisenhower Administration, which, like some predecessors, practiced the device, has proposed full and adequate appropriations.

**Kaplan Committee's Ideas**  
The proposals of the Kaplan committee have been published, in one form or another, several times in The LEADER. They include preservation of existing benefits, with possible pension increase by 6 or 8 percent without additional contributions by the employee, and retirement under Social Security, at age 65, even of employees already retired from Federal service.

The widow or dependent parents or dependent children under 18 would benefit if an employee died while in Federal service. The present widow's pension benefits, existing under the CSRS, would be liberalized. The survivorship benefits for children, now existing under the CSRS, would be taken out of that system and placed under Social Security, where they are more liberal. A widow's benefits would continue, under the integration plan, but instead of her having to be at least age 50, elimination of all age restriction on widows is recommended, unless she remarries. If she remarries after age 55, the pension continues.

### Disability Pensions

Disability benefits would be considerably liberalized. They are now computed on the same basis as ordinary retirement benefits.

A three-year waiting period, before an employee is required to become a member of the CSRS, is recommended. During that period he would be under Social Security only. The three-year period could be covered retroactively, at the employee's choice, requiring payments from him on his own annuity account, and on the employer for pension purposes. The pension is the employer-paid part

of the allowance; the annuity the employee-paid part.

Employee cost would be 5½ percent of the first \$4,200 of pay, and 6 percent on the excess, instead of the present 6 percent on all pay.

Social Security rates will increase, reaching their maximum in 1976, but even then the total the employee would pay would not exceed 6½ percent, compared to present 6, while benefits would increase disproportionately.

### What Johnston Proposes

The Johnston bill offers liberalization of the present retirement system as a substitute for the Administration's expected bill that would include Social Security. Most future pensioners would get about one-third more under the Johnston bill, present retirement pensioners would get an increase, too, and 30-year service would entitle those under 60 to retire at a higher allowance than now. Survivorship and disability pensions would be increased, comparable to those provided by Social Security.

The CSRS has a standard method of computing annuities. Thus both pension and annuity may be determined by the prospective pensioner. In New York State and local government pension systems, the annuity computation is an involved process, and employees must look to the retirement system for the answer, given only when one is on the verge of retirement. Most U.S. employees would use the 2 per cent formula for annuities, under the Johnston bill, instead of 1½. Those employees with final average (for best consecutive five years) of more than \$5,000 would use 1½. Senator Johnston would compute the first \$5,000 at 2 per cent, with 1½ for the excess. Example: \$6,000; 2 per cent of \$5,000 equals \$100; 1½ per cent of \$1,000 equals \$15; total equals \$115 times years of member service to determine the retirement allowance.



ALEXANDER A. FALK

**President of State Civil Service Commission is doubtful how far devices may be used for covering competitive employees into a new and higher competitive title, to circumvent the holding of promotion exams in NYC.**

## Inspectors and Investigators Needed by State

ALBANY, Jan. 16—State civil service exams for nine inspector and investigator positions will be held on Saturday, February 18. Starting salaries range from \$61 to \$75 weekly.

Included are investigator, embalming and undertaking investigator, motion picture inspector and license inspector. Application must be made by Friday, January 20.

Two investigator vacancies exist in the NYC office of the Temporary State Housing Rent Commission. Starting salary is \$3,920, with five annual increases to \$4,950.

The embalming and undertaking investigator exam will fill a position in the State Health Department at Poughkeepsie at \$3,730 to start, \$4,720 after five years.

The most positions are as license inspector, Division of Licenses, Department of State. There are three vacancies in NYC, one in Buffalo and one in Rochester. Salary starts at \$3,180 and rises to \$4,070 in five annual salary increases.

## Practical Goals for Social Security Plans Described by Bernard

Attainable objectives under a blending of Social Security benefits with those of the State Employees Retirement System were discussed by H. J. Bernard, executive editor of The LEADER, in a talk to the NYC chapter of the Civil Service Employees Association. The chapter held its monthly meeting at Gasner's Restaurant on Duane Street. Mr. Bernard was the guest speaker.

Employees have shown a tremendous interest in uniting benefits, but with strong objection against some proposals, Mr. Bernard reported.

He said that the State Pension Commission is about to report to the Governor and the Legislature, and prophesied that the Commission's recommendations would be more liberal than many expect. He

### For and Against

The speaker divided his subject into two main parts—advantages, and the possible disadvantages.

"The main advantage of Social Security for members of the State Employees Retirement System would be the survivor benefits," he said. "These do not now exist in the State System. They consist of monthly payments to dependent children under 18, dependent parents, and widow or widower."

"Aside from the life insurance benefit under the State System, the benefit to a widow is at the expense of her deceased husband. Under Social Security, the wife (or husband) of a retired member, on reaching age 65, gets a pension of her own, equal to half of his, on the basis of his membership, and at no cost to herself, and no additional cost to him. This is the second most important advantage of Social Security.

"The widow may get a \$255 cash payment, if under 65, and, after 65 get \$85 a month besides if she remains unmarried, he added.

"It is equally important to increase pensions. The figure representing the mean of the retirement allowances of pensioners—half the pensioners get less, half get more—is relatively low, compared to living costs that have risen much faster than the salaries on which pensions are based. Any addition to the pension would be new, also.

"The most rewarding way to accomplish that addition would be by adding the full Social Security pension to the State System pension. This plan is called supplementation, and is the one that proved most popular in other States where employees voted. But no recommendation for sup-

(Continued on Page 15)

### A Message From the Third Grade Clerical Employees

## WHY WE DESERVE SALARY GRADE NINE

THE BOARD OF ESTIMATE promised that position classifications and salary allocations under the Career and Salary Plan would be decided "on the basis of duties, responsibilities and examination qualifications."

THE DIFFERENCE IN MAXIMUM SALARY BETWEEN 3rd GRADE CLERICALS (Clerks, Stenographers, Typists) and 4th GRADE CLERICALS WAS \$655. RECLASSIFICATION HAS INCREASED THIS DIFFERENTIAL TO \$1,410 . . . MORE THAN TWICE AS MUCH. PLACING US IN SALARY GRADE NINE WOULD RESTORE THAT DIFFERENTIAL TO \$660.

### THE FOLLOWING FACTS ARE SIGNIFICANT:

1. COMPARISON of duties and responsibilities of Senior Clerical Employees (formerly Grade 3) and Supervising Clerical Employees (formerly Grade 4) shows basic similarities which justify only ONE SALARY GRADE of difference between one and the other.
2. PROFESSOR MARTIN B. DWORKIS, who conducts the Course on Administrative Problems of the City of New York at N.Y.U., made a careful analysis of the 4-hour examinations, which were held simultaneously in 1952 for promotion to Clerk Grade 3 and to Clerk Grade 4. He reported "90% of both examinations devoted to identical or basically similar items . . ." and stated that "the levels of operating responsibility are not, in any sense, of significant difference. . . . It may be assumed that the Civil Service Commission basically believes that these two levels — Grade 3 and 4 — have very close and similar duties and obligations."
3. THE ASSOCIATION OF ADMINISTRATIVE EMPLOYEES of the BOARD OF EDUCATION, in urging Salary Grade 9, said: "The resolution as presented fails miserably to take into account proper compensation for intricate, detailed and complex work performed by faithful and loyal employees, some with experience gathered over 25 to 40 years of service."
4. CONSOLIDATED LOCAL 383, GOVERNMENT AND CIVIC EMPLOYEES ORGANIZING COMMITTEE, AFL-CIO, in recommending Salary Grade 9, said: "The Local regards the present slotting of Grade 6 as a travesty of justice. . . . The present living standard of Senior Clericals who happen to be family heads is one of genteel poverty."

As a Matter of Simple Justice, We Recommend Salary Grade Nine for All Senior Clerical Employees!

### Committees of Third Grade Clerical Employees

- |  |   |
|--|---|
| Board of Education   | Department of Hospitals                       |
| Board of Estimate  | Department of Law                             |
| (Bureau of Real Estate)  | Department of Marine & Aviation               |
| Borough President, Manhattan   | Department of Parks                           |
| Borough President, Queens  | Department of Personnel                       |
| Borough President, Richmond  | Department of Public Works                    |
| Chief Medical Examiner   | Department of Purchase                        |
| City Magistrates' Courts   | Department of Water Supply, Gas & Electricity |
| City Record  | Department of Welfare                         |
| Comptroller's Office (Bureau of Excise Taxes, Central Parcel Divisions, Division of Charitable Institutions) | Fire Department                               |
| Department of Buildings  | Housing Authority                             |
| Department of Finance  | Police Department                             |
| Department of Health   | Queens Borough Public Library                 |
|  | Register's Office                             |
|  | Teachers' Retirement System                   |
|  | Transit Authority                             |
- COORDINATING COMMITTEE: Jack B. Terbish (Education), Chairman; Pauline D. Cohen (Welfare), Ann Foster (Health), Margaret Hoffman (Finance), Rose Riva McDermott (Hospitals), Joseph Straker (Transit Authority).

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# THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



## Adequate State Pay IS Beyond Dispute

WE CAN NOT HELP BUT CONTINUE to voice our disappointment over the proposed Administration solution of the salary problem for State employees. Governor Averell Harriman's announced program of last week which sets the increase \$300 across-the-board fails, as we have often said, to meet the needs of the State's civil servants.

There has been ample evidence, gathered and presented officially and publicly, that the gap between State salaries and those for comparable jobs in private industry is much greater than \$300. The Civil Service Employees Association has presented its figures to prove this point, and it is substantiated by an official study of the Civil Service Department.

It is also significant that the inadequacy of the State salary plan is, in general, appreciated by the people outside of government service. An editorial which has been appearing in upstate papers starts with the sentence, "It is beyond dispute that government workers must be paid adequate salaries if public service is to attract and hold competent people." Even though the editorial does not reach the same conclusion in specifics as we do, it is gratifying to know that editorial thinking is being based on this sound premise.

## Stand Pat on 20% Raise, 40 Hours, NYC Unit Urges

A resolution urging the salary negotiating committee of the Civil Service Employees Association to stand by its guns for a 20 percent pay increase, a strong Association stand for a 40-hour week at un-reduced pay, and pre-paid hospitalization insurance, was adopted by the NYC chapter. President Sol Bendet occupied the chair at the meeting, held in Gasner's Restaurant.

Mr. Bendet reported on the salary negotiations going on in Albany. He stated that the CSEA executive committee, of which he is a member, unanimously turned down Governor Averell Harriman's offer of a \$300 increase as inadequate.

A motion by Joseph P. Wilson Jr., Supreme Court, Manhattan, seconded by Al Corum, chapter 2nd vice president, asked chapter support of the CSEA demands on pay, hours, and hospitalization.

Also a resolution was adopted favoring supplementation of Social Security benefits. Supplementation would add Social Security pension to State pension, and provide survivor benefits of Social Security, and wife's or husband's pension benefits.

The guest speaker was H. J. Bernard, executive editor of The LEADER, who discussed plans for combining Social Security benefits with those of the State Employees Retirement System.

Morris Rabinowitz, senior income tax examiner, died. The chapter sent condolences to his family.

Jack Fritz, income tax examiner, mourns the death of his wife. Condolences were sent to him and his family.

Birthday greetings were sent to Winifred Barrow, Motor Vehicle Bureau Safety Responsibility Unit, also to Paul Machta, BMV damages evaluator.

# Metro Unit Conducts Social Security Poll

A poll on personal choices of retirement and Social Security plans for State employees is being conducted among the chapters of the Metropolitan New York Conference, Civil Service Employees Association.

Henry Shemin, Conference chairman, said purpose of the poll is to help guide the CSEA in the matter when the report of the State Commission on Pensions is released and proposed legislation introduced.

The poll covers four possible plans. Space is provided to allow alternate suggestions.

Chapter presidents in the Conference area have been asked to mimeograph copies and distribute them among their members.

The text:

Please check one of the following general plans which you think at this time most closely describes the kind of development you personally would like to see explored. A "Comment" section has been provided so you may state the reason or reasons for your particular selection. The Conference also welcomes any questions which you have and requests that these be attached to this poll. If you have a second choice you may also wish to indicate this in the comments.

**Integrate Social Security and the State Retirement System.**

This is a plan which is reportedly being considered.

1. The State retirement allowance received by a retired employee will be reduced at age 65 by an amount equivalent to the Social Security benefits to which he has become entitled and he will receive the Social Security amount direct from the Federal Government. This would result in no actual increase in the amount of retirement allowance which he has earned under the State system.

2. The plan will be financed by the State paying the employer's portion of the Social Security tax and by the employee's share of the Social Security tax being paid out of his retirement contributions.

3. The two systems would be "integrated" so that retired employees reaching age 65 become subject to any Federal requirements relating to Social Security.

4. Employees and their families are immediately entitled to survivorship benefits.

**Possible Alternate Integration Plan.**

This plan would include the same features described in items 3 and 4 of the above plan. However, the additional benefits earned by Social Security would not be used to reduce the amount of retirement allowance paid by the State, but would instead, be paid to the retired employee in addition to the State retirement allowance.

Presumably the State would pay its share of the Social Security

tax and the employee would have the option of paying his share in addition to his present retirement contribution or having a portion of his present contribution earmarked to pay for the Social Security tax.

**Improve the Present Retirement System; No Social Security Coverage.**

Presumably employees could look forward to eventual strengthening of the present retirement system by improvement in survivorship benefit provisions and perhaps other benefits. This selection might or might not involve additional costs to the employee. This plan would preclude any involvement in Federal regulations or requirements.

**Social Security Coverage in Addition to Present Retirement System.**

Under this plan the two systems

would operate independently of each other with benefits and other provisions of each unaffected by requirements of the other.

Presumably the State and the employee would each contribute the Social Security taxes over and above present contributions.

This plan differs from the Possible Alternate Integration Plan in two points. First, in this plan the employee's share of the costs are fixed, that is, the Social Security tax will be paid in addition to the retirement contribution. In the alternate integration plan the additional cost would be optional with the employee. Second, in this plan the State retirement system is an independent entity, and its benefits are not tied in any way with any regulation, restriction or limitation which might affect the Social Security benefits.

(Other Social Security news, see Page 2.)

## Biggs Memorial Hospital To Close; Hilleboe Cites Milestone in TB Control

ALBANY, Jan. 16—Legislation transferring Hermann M. Biggs Memorial Hospital from the State to Tompkins County will be sought, under an agreement reached by Governor Averell Harriman, State Health Commissioner Herman E. Hilleboe and the Tompkins County Board of Supervisors.

At a meeting in Ithaca, January 9, the Board agreed to accept the hospital for conversion into a general hospital and for other health services, including the care and rehabilitation of the chronically ill.

Governor Harriman said that after receipt of the formal resolution of the Board, he would propose the introduction of legislation necessary to effect the transfer.

The offer will mean a saving in State, Federal and local county funds, since it was made just as Tompkins County was about to embark on a sizeable expansion program aimed at meeting in part the over-crowding now existing at the Tompkins County Memorial Hospital.

"The effectiveness of the tuberculosis control program in New York State has decreased hospital care needs for tuberculous patients," Dr. Hilleboe said. "The anticipated average number of patients at Herman Biggs will drop to about 150 during 1956 instead of the 290 for whom provi-

sions are available at the Institution.

"The Health Department can assure the tuberculous patients in the nine counties served by Herman Biggs, their families and physicians that equally high quality care will be provided in other State tuberculosis hospitals," the Commissioner added.

He said that in the period following passage of the legislation authorizing the transfer, no new tuberculosis patients would be admitted to the hospital. With the usual daily routine discharge of cases, it is expected that most of the 168 patients now at Hermann Biggs will have completed their hospitalization before the hospital is converted. Those remaining will be moved to Mount Morris Tuberculosis Hospital in Livingston County. In a few cases, he noted, circumstances may make it preferable that some of these patients be hospitalized at Onondaga Sanatorium, near Syracuse.

Dr. Hilleboe noted that the transfer of Hermann Biggs will mark a milestone in tuberculosis control since it will be the first State TB Institution to be closed. In the past year, two county, one city and two private tuberculosis hospitals have been closed because of the sharp drop in tuberculosis cases, and other county TB institutions are expected to close this year.

### ACTIVITIES OF EMPLOYEES IN STATE

#### Mt. Morris Memo

MT. MORRIS, Jan. 16—Sincerest sympathy is extended to the family of the late Anthony Cicero who died December 18, following a short illness. Mr. Cicero had been employed in the dietary department at Mt. Morris Hospital for 15 years.

Employees welcome Dr. Thomas P. Mulkeen to the medical staff. He is from Brooklyn.

Mr. and Mrs. Thomas Pritchard have returned from several weeks vacation in Iowa.

Mr. and Mrs. Leon Wood spent the holidays with their daughter and family in Key West.

Mrs. Dorothy Fink has been visiting relatives and friends in Albany and Saratoga.

Dr. Frank B. Armstrong spent a week in Montreal and Michigan.

Carl Freitag spent the holiday vacation with his family in Albany.

Charlie Adamson and family were in the Catskills for Christmas.

Augusta Squires has retired from the housekeeping department, and Pauline Schmidt is a new employee.

Alice Haight has been on the sick list. Anthony Lopez is back on duty after having been hospitalized for a short time. Guy Reynolds is back after a siege with a cold.

Congratulations to Mr. and Mrs. James Cicero on the birth of a son on December 22, and to Howard and Betty Smith on the birth of a boy December 12.

Mrs. F. Tewksbury suffered only minor injuries in an auto accident on December 23. Mrs. Dorothy Schirmer suffered an injury to her knee and ribs when she was involved in an accident on December 31.

Mr. and Mrs. Nicholas Tennant and family spent the Christmas holidays in NYC. Mrs. K. Witheral is on vacation from her duties. Miss P. Smith has been discharged from the hospital where she was confined with a broken ankle.



Retiring Mayor Emory Strachen of Elmira, Children's Court Judge Daniel J. Donahue, Mayor Edward A. Mooers, and Francis M. Casey, field representative of the Civil Service Employees Association, at a dinner given by Chemung County chapter, CSEA, to honor new and retiring members of the Elmira City Council. More than 200 attended the event, at which Judge Donahue was toastmaster and Mr. Casey principal speaker.

# County Supervisors Ask Social Security Benefits For All SERS Members

BINHAMPTON, Jan. 16 — Broome County has asked State passage of "the necessary legislation which would bring all employees of this county into Social Security."

The Board of Supervisors, acting at the behest of Broome County chapter, Civil Service Employees Association, of which Mrs. Lula M. Williams is president, urged the Legislature to make members of the State Employees Retirement System eligible for Social Security coverage.

The Board addressed its request to Governor Averell Harriman, and to the majority and minority leaders, and the three Broome County representatives, in the Legislature.

If the Broome bid becomes law, it would affect State and other local employees, as well.

All but 89 of Broome's 584 workers are members of the State

System. The 89 are among 147 unclassified or exempt employees whose participation in the State System is not mandatory, reported James L. Smith, executive secretary of the County Civil Service Commission.

The present pension system "does not provide an adequate retirement allowance," the Board said, "unless the employee has a long period of service." Furthermore, "it should be liberalized so that an employee with a long period of service could live on his retirement allowance."

The CSEA chapter's employee committee had previously met with the Board's employee committee, to present its views on adding Social Security, and on providing extra sick leave after cumulative sick leave is exhausted.

The chapter committee is headed by John Perhach, chairman.

# Civil Service Bowlers Plan May Jamboree

A Bowling Jamboree—for State employees only—will be held on May 11 and 12, announced Ted Asher, secretary of the bowling committee at Central Islip State Hospital.

Men and women in the Bowling League of Long Island will compete for individual and team prizes.

Closing date for entrance in the fiesta is April 12. Fees for bowlers include the banquet at the conclusion of the two-day event.

Information may be obtained from Mr. Asher at Central Islip State Hospital.

Current standings in league competition are:

Team	Won	Lost
Kings Park 6	49	26
Central Islip 4	44	31
Central Islip	41	34
Pilgrim State 7	41	34
Central Islip 1	38	37
Pilgrim State 5	36	39
Kings Park 3	26	49
Central Islip 8	25	50

# New Payroll Plan Extended To 8 Agencies

A mechanized payroll procedure already proved by NYC Comptroller Lawrence E. Gerosa is extended to eight more departments.

The departments to which the plan has been extended are: Police, Health, Housing and Buildings, Purchase, Law, Office of the Budget Director, NYC Employees Retirement System, and NYC Teachers Retirement System.

# CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

## Hidden Gimmick in Work-Week Reduction

THIS WILL BE THE STORY: A four-hour reduction in hours for 44 and 48-hour employees and a raise of about \$300 for the rest. A sum in excess of \$20,000,000 has been allocated to accomplish this program. Nearly half of this amount will go toward hour reduction, but the State employees will lose millions of these dollars by a gimmick. Here it is—thousands of jobs will take no money at all to cut four working hours.

To cite an example: If 200 guards are working in your institution, prison brass estimate about 20 more will be needed to start the 44-hour week. But, no additional principal keepers, assistant principal keepers, captains, lieutenants, kitchen keepers, laundry supervisors, cooks, bakers, etc., will be needed. The larger institutions will need more sergeants; smaller institutions will be able to get along without additional sergeants.

This same situation holds true in Mental Hygiene and in other departments working 44-48 hours per week. Consequently we find that although the money will be appropriated for this four-hour work cut, much of it will never be used.

At the end of the fiscal year the papers will say that "due to economies effected in instituting the reduction in hours, millions of dollars have been saved." This same situation happened in New York City with the exact same result.

The Civil Service Employees Association in its meetings with the Administration might point this out. The monies not used could go for an additional increment at 15 years for all State employees.

## What Happened to the 'Equal Pay' Drive?

We hear all about raises and hour reduction but nothing about equal pay for women. Will the gross injustice perpetrated against the matrons at Albion and Westfield be eliminated? How can anyone justify the pay beating these women have taken for years? These matrons guard and carry on the rehabilitation program in State institutions at Westfield Farms and Albion State School. They perform the identical duties as prison guards but are paid much less. Had your irony? The female criminal hospital attendants at Dannemora State Hospital and Matteawan also perform prison guard duties and receive equal pay with men guards—but at Albion and Westfield, nothing doing.

Governor Harriman, the women in New York State are looking to you to right this obvious wrong and initiate a true "equal pay for women" in State service.

From Brussels, Belgium, we read: "1,500 prison guards went on strike for higher pay and shorter hours today, and the police marched in to take over duties in 13 of the country's jails." It would seem prison guards have their troubles all over the world.

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# WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests in and around New York. During 1956 there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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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) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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City ..... Zone ..... State .....

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# Hundreds of Career Jobs In NYC Area to Be Filled By U. S. with 'College Type'

Hundreds of jobs in the Metropolitan District will be filled from the Federal Service Entrance Exam.

The first of a series of written tests has been held. The second will be held on Friday, February 10, for candidates who apply not later than Wednesday, January 18. Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

Depending on training and experience, starting pay is \$3,670, \$4,080, or \$4,525.

### No Age Limits

For the highest grade, not only is a college degree required, but a year's graduate study, or a year's experience in administrative, investigative, or technical work additional to the bachelor's degree. The Commission may accept other qualifications, if of a superior nature, as the substantial equivalent of the requirements for the \$4,525 top job, but the bachelor's degree would then be necessary anyway, for the highest grade only.

Thus a college degree is not, in general, absolutely necessary, but a "college type mind" is.

There are no age limits. Eligibles in the second test will get a standing on a consolidated list on the basis of their final score.

### Prompt Action Promised

The first exam, held last month, attracted 30,375 applicants. Federal agencies estimate that 7,700 positions, at \$3,670 to \$4,525 a year, will be open during 1956. The jobs will be in administrative, personnel, technical, and professional fields.

Successful candidates in the first exam will be listed by February 9 and appointments can be made immediately thereafter, the Commission said. Those who also passed the special management internship portion of the first exam will be listed as eligible in March. Applicants who pass the February 10 test should be eligible for appointment by spring. Passing and failure notices will be sent to all entrants about a month after the exam.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

## Metro Conference Unit Meets Jan. 23

The legislative committee of the Metropolitan Conference, Civil Service Employees Association, will hold a dinner meeting January 23 at 6 P.M. at Brooklyn State Hospital, 681 Clarkson Avenue.

Thomas H. Conkling is chairman of the committee and Irwin Schlossberg co-chairman.

Other committee members are John Wallace, Solomon Bendet, Max Lieberman, Alpheus Baxter, Ivan Mandigo, Don Bellefeuille, Al Greenberg, Salvador Butero, Arthur Heidenrich and Emil Impress.

The Conference's publicity committee will also attend. Edith Fruchthender is chairman; Angelo Cocco and Edward J. Kelly, members.

## CLERK-TYPIST SOUGHT BY BROOKLYN AIR BASE

The Manhattan Beach Air Force Station, Brooklyn, needs a clerk-typist, at \$2,960 a year. Apply to John J. Donaghy, civilian personnel officer, at Sheepshead 3-400, extension 530.

## FUIE CREDIT UNION MEETS

FUIE Federal Credit Union will hold its annual meeting Jan. 26 at 8 P.M. in Room 1204, 500 Eighth Avenue.

Membership is composed of employees of the Division of Employment and related units in the Metropolitan area.

# Human Side Of the Tax Dept.

## Tax Division Finds Weather Taxing

EVERYBODY talks about the weather—including State employees—but one group of State workers has a good deal more interest in the weather than most—that's the members of the Safety Responsibility Unit of Tax and Finance's Motor Vehicle Bureau.

Especially winter weather—for snow or ice means more than cleaning off the sidewalk or dressing for the elements for these workers—it means more work at the office!

Any extended period of hazardous or slippery driving, such as we had recently, is usually followed by a high pile of accident reports (the form all motorists who are involved in mishaps causing more than \$50 property damage or personal injury must fill out) on someone's desk.

Often, particularly at this time of year, the lights burn after dark as workers try to reduce the back-log of reports which mount up.

At the Albany office of the unit, this workload has resulted in the temporary appointment of three additional damage evaluators.

Temporary appointees are Joseph Welch and John R. Gavin of Albany, and John Dalton of Schenectady. Their appointments expire March 31, 1956.

Recent permanent appointments to the same unit and title include Edward Patterson of Cohoes and Robert Pennock of Albany.

## Agnes J. Russell Retires

Ending a long period of State service is Agnes J. Russell, a principal account clerk in the Income Tax Bureau at Albany. Agnes's effective retirement date was December 31.

A late December promotion went to Edythe M. Coonley of Selkirk. Edythe began working at her new title of senior office machine operator at the Albany Income Tax Bureau December 16.

## Appointments Over Wide Area

The only recent NYC appointment announced by T&F's personnel office went to Edward J. Villm of Valley Stream. Mr. Villm began work as a motor vehicle license examiner in the Brooklyn office January 1.

New Albany appointments effective in late December included those of Theresa F. Boor to typist in corporation finance; Richard J. Penders to helper in administration, and Watson C. Szembroth, Mildred A. Clark and Louise Folger to clerk in the Motor Vehicle Bureau.

Other upstate appointments, effective January 1, or later, include: helper, T&F administration, Albany—Ross P. Moore; clerk, income tax, Albany—Patrick J. Egan, Marie C. Ambesi, Marie C. Powers, Angeline H. Wilcox, Irene E. Doyle, Florence E. Richard, Frances Tagliento, Ella F. Murray, Clementine L. Rado, Helen C. Heslin, Martha A. Navilla, Florence A. Ewell and Estelle Heilman.

Also: clerk, motor vehicle bureau, Albany—Erwin DeMarco, Rachele Phillips, Charles Belanger, Anne Ruge, Bertha Muller, Ruth Barbeau, Beatrice McDonough and Mary Pickett; clerk, corp. finance, Albany—Margaret Bird and Catherine E. Strchia; clerk, administration, Albany—Roger G. Foskey and Anthony J. Lavenia, and key punch operator, income tax, Albany, Jacquelyn J. Miles.

## ACTIVITIES OF EMPLOYEES IN STATE

### Niagara Ice Buffet To Be Held Jan. 19

LOCKPORT, Jan. 16—Niagara chapter, CSEA, will hold its annual Ice Buffet on Thursday evening, January 19, at which time officers will be installed. An invitation to attend has been extended to neighboring chapters.

### PSC Aides Extend Condolences

NEW YORK CITY, Jan. 16—Metropolitan Public Service chapter, CSEA, extends its deepest sympathy to Kenneth A. Valentine, its past president, on the death of his mother on January 7. Mr. Valentine's home is at 119 Corson Avenue, Staten Island.



At the fourth annual Chanukah dinner-dance of the Association of Jewish State Employees. Seated, facing camera, from left, Judge Daniel Gutman, counsel to Governor Harriman; Mrs. Gutman, Tax Commissioners George M. Bragalini and Ira Palestin, Supreme Court Justice Harold Stevens; Joseph Kozinn and Lionel Levy, principal attorneys of the New York and Brooklyn offices, respectively; Deputy Motor Vehicle Commissioner William A. Carroll, and District Tax Supervisor Vincent Carney. Standing are Morris Gimpelson, president of the association; Benjamin Kramer, vice president, Deputy Commissioner Morris J. Solomon. In the foreground, back to camera, are Gladys Snyder, president of the St. George Association, partly obscured by William Quinn, director of bedding, Division of Labor, and Edna Carlin, treasurer of the association.

## NYC Makes It So Easy To Apply for \$4,000 Job As Social Investigator

Applications for social investigator are being issued at the 18 centers operated by the NYC Department of Welfare, and at Welfare headquarters, 250 Church Street.

The commercial and business office of the State Employment Service at 1 East 19th Street is also distributing applications. So is the application section of the Personnel Department, at 98 Duane Street.

The last day is Thursday, January 26. All forms must be filed either in person at the Personnel Department, or by mail to the same address.

### Nearly 500 Vacancies

Nearly 500 jobs will be filled in the Welfare Department from the eligible list resulting from the exam scheduled to be given on Saturday, April 28. The position has an entering salary of \$4,000, and through six increments rises to a maximum of \$5,080.

Personnel Director Joseph Schechter expressed appreciation to Welfare Commissioner Henry L. McCarthy for cooperation in

the recruitment drive. Mr. Schechter recalled that the Police Department was similarly cooperative in distributing applications in the patrolman exam.

### Ray of Hope

"All this is part of our program to make it easier for the general public to apply for a civil service job and avoid having to travel to downtown New York, or to Manhattan from other boroughs," said Mr. Schechter. "Our success in this direction ultimately should help us lick some of our recruitment problems."

This is the only exam in the "college series" for which a college degree is absolutely necessary, but it need not be possessed now; September, 1957 is soon enough, to compete.

## FIREMEN QUERIED ON OUTSIDE JOBS

A questionnaire sent out under orders from NYC Fire Commissioner Edward F. Cavanagh Jr. requires all members of the uniformed force to report on the nature of any outside job they hold.

After the survey is completed, the department will determine what policy to pursue regarding outside jobs. At present they are permitted, if they do not interfere with Fire Department duties, and are not in occupations affected by Fire Department regulations.

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### Metro Armorers Hear S. Roman

NEW YORK CITY, Jan. 16—Metropolitan Armories chapter, CSEA, heard an address by Samuel Roman at its meeting January 11 at the 7th Infantry Regiment Armory, NYC.



Sidney Squire (right), executive deputy of the Department of State, swears in John B. Ryan of Albany as director of the Division of Veterans Affairs. Colonel John J. Purcell and Governor Averell Harriman look on. The ceremony, in the Executive Chambers, was attended by a large group of military representatives from various parts of the State.

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**FIREMAN** N. Y. FIRE DEPT.  
Competition in This Popular Exam Will Be Very Keen.  
If interested, you should start preparation as soon as possible  
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TUESDAY, JANUARY 17, 1956

## Check-Off and Elections Paving Way in NYC

With dues check-off on the way for NYC employees, and bargaining elections to be held as well, the City may well set a pattern for other government jurisdictions.

What necessarily will result is a full recognition of the right of public employees to bargain collectively. In actual practice, such bargaining obtains, only it is called conferring, or something else. A spade must be called a spade.

The check-off would be a more valid test of an organization's numerical strength, since it would be a record of actual membership. In an election, an employee may vote for representation by a union of which he is not a member. While the showdown, represented by election, may have its ultimate elements of disappointment for some organizations, not one group of public employees in NYC has come out against it. In some departments or bureaus or trades, one union has clear-cut predominance, in others the race is close, but at least disputes over comparative relative strength should end.

The legality of the check-off has been attested by Corporation Counsel Peter Campbell Brown.

The method would differ from that employed in private industry, for no employee would be compelled to be subjected to check-off. The administration of the check-off would involve some expense, but the employee groups would have to bear that. They have expressed complete readiness to do so.

Thus the pattern of public employee labor relations draws nearer to that which applies in private industry, as opposition to modern methods wanes, but check-off experience in private industry must not be ignored, and safeguards must make workable the plan ultimately adopted.

## Adequate Pay Best Means Of Recruitment Success

While it is often slow work, getting government to pay adequate salaries for specialized jobs, it is not necessarily futile. Every year more and more the pay of such government jobs is brought up closer to what it should be.

An example is the pay now offered by the Federal Government to trainees who are college students. They would work in summer. Students in the junior class would get \$61 a week, senior class more than \$65. On graduation, trainees would be advanced to full professional status, at more than \$83 a week. The field is limited to those who major in chemistry, engineering, or physics.

This is not quite offering more than \$83 on proof of just college graduation, where the courses are in line, because training-at-work represents at least some experience. But on one's graduation, pay does mount to an attractive \$83.

The U. S. Civil Service Commission has rendered a real service in much-needed recruitment. Here's hoping that its success will be equally realistic.

IT IS GOOD TO FIND NYC ready to pay at last retroactive raises to provisional promotees. It would be nice if the City went the whole way and extended the same benefit to all provisionals, so they too, can collect 40 percent of the current raise, from July 1, 1955 back to July 1, 1954, the same as employees generally, whose new grade pays more than their old one.

## LETTERS TO THE EDITOR

WANTS SOCIAL SECURITY FOR OUTSIDE JOBS TO STAY

Editor, The LEADER:

The so-called integration of the State Employees Retirement System and Social Security sounds phony to me.

A colleague retired from State employ seven years ago at \$1,500 a year. From outside work, he will be entitled to full Social Security benefits, approximately \$1,300 a year, additional. Thus, he looks forward to ultimate retirement income of \$2,800 a year.

Under integration, he won't get that \$1,300, but only \$1,500 total, because the \$1,300 will be deducted from the State pension.

EDMOND W. BROWNE  
State Bank Examiner

Brooklyn, N.Y.

(The proposal to absorb earned benefit credits under Social Security may not appear in the Pension Commission's report. The provisions regarding future Social Security credits for outside obs, and how they may be applied, is one of the controversial topics that will have to be settled, but total absorption appears impossible of succeeding. No stand need be taken until the State Pension Commission reports. Editor.)

VESTING OF PENSIONS A PRIORITY, SAYS HOPKINS

Editor, The LEADER:

Governor Harriman has been justly commended for calling his October, 1955, conference on Problems of the Aging.

The Conference Committee on Retirement Policy stated: "The trend is now toward vesting. The Committee believes that as a goal universal, immediate deferred vesting is desirable" and pointed out "that if the State of New York sets the example of vesting in pension plans for State employees, business might more quickly follow."

It is hoped that Governor Harriman will promptly act on the recommendations of his advisors and that 1956 will see the passage of legislation at least vesting the pension rights of members of the New York State Employees' Retirement System.

The Civil Service Employees Association no doubt will schedule this project as a priority consideration in 1956.

ROBERT R. HOPKINS  
Buffalo, N. Y.

## Law Cases

Sidney M. Stern, chairman, committee on rules, submitted the following summary of law cases to the NYC Civil Service Commission:

Dinardo v. Commission. Petitioner was passed over for promotion to Lieutenant (P.D.) by former Commissioner Adams. He now seeks to compel certification of his name to Commissioner Kennedy.

Gallo v. Kennedy. Petitioner was appointed probationary patrolman (P.D.) in 1952. During his probational period his certification was revoked by the Civil Service Commission because of a Navy record which showed petitioner to be in a "constitutional psychopathic state." This record was later expunged by the Navy and a new discharge given to petitioner. He now seeks to compel his reappointment to the Police

SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

## MODERN PUBLIC ADMINISTRATION

### City Guards Against Pay Roll Fraud

NEW ORLEANS, LA., has adopted a system that minimizes the chances of pay roll fraud and at the same time furnishes an identification card for employees.

According to the Municipal Finance Officers Association, the city has a new two-part form which an employee fills out his first day on the job. He puts his signature on both sides of the perforated card, which is then torn apart. He keeps one side, which serves as his employee identification card. The other side goes to the pay roll department for a signature record.

The pay roll department periodically matches signatures on cancelled pay checks with the signatures on the cards to make sure that the two are alike. Any check endorsements that do not jibe with the signatures on file are investigated.

Cities with central pay roll offices have found the need for safeguards when there is a large number of city employees and the pay is by check through a central office.

NEW ORLEANS officials told the association that they find the system of periodic matching of signatures a good way to lessen the possibility of fraud.

### 73rd Birthday Celebrated by U. S. Civil Service

WASHINGTON, Jan. 9 — The American civil service, now on the threshold of being a worldwide personnel system, had its 73d birthday on January 16.

In April, the coverage of the competitive civil service will be extended to 20,000 jobs held by American citizens in foreign countries and island possessions, marking one of the major extensions of the system. Ten thousand jobs in Alaska were brought into the system in 1955.

#### How It Was Born

The civil service system in America was born of the martyrdom of a President. The assassination of James A. Garfield in 1881, by a disgruntled job-seeker, stirred the American people to act to end the spoils system. On January 16, 1883, the present Civil Service Act—known as the Pendleton Act—was signed by President Chester A. Arthur.

At the beginning of our national history, merit and fitness for a job were the primary considerations of our first Presidents in making job appointments, but gradually these factors became subordinate to party loyalty. By 1829, the full-scale spoils system had arrived, with the cry: "To the victor belong the spoils!"

#### Lincoln's Words

Incoming administrations made mass removals of Government workers and awarded the jobs to supporters of the victorious party. The practice became a public scandal and a hindrance to effective operation of the public's business. President Lincoln, besieged by job-seekers, said: "I seem like a man so busy letting rooms at one end of his house that he has no time left to put out the fire that is blazing and destroying at the other end."

Fine REAL ESTATE buys. See Page 11.

### Mental Health Assn. To Meet January 18

Dr. M. Robert Gromberg, executive director of the Jewish Family Service, and Dr. Milton M. Berger, practicing psychoanalyst and staff member of the Lenox Hill Hospital, will be guest speakers at the January 18 meeting of the Association for Improvement of Mental Health. A film, "Family Affair," will be shown.

The meeting gets under way at 8 P.M., at Studio A, 1710 Broadway at 54th Street, NYC. Admission is free.

### Syracuse Unit To Conduct Poll On Pensions

SYRACUSE, Jan. 16—Syracuse chapter, Civil Service Employees Association, has appointed a retirement committee to study proposals to improve the present retirement benefits, to disseminate this information to its members, to conduct polls to determine membership reaction, and to cooperate with similar committees of the Association and other chapters.

Tom W. Ranger, chapter president, in a communication to John F. Powers, urged the CSEA President "to make clear to the proper persons that the Association members are most unlikely to approve any plan to integrate our present retirement system and Social Security that does not increase retirement pensions. We believe that a plan for supplementation of the present pension would receive more favorable consideration."

"The committee," Mr. Ranger said, "recommends that the Association employ an independent actuary with professional qualifications and national reputation to direct a study of the State Retirement and Social Security systems, to draw up a report, to make recommendations for the guidance of the Association, and to testify before legislative committees in support of the Association's program."

## AFTER HOURS

Here's one for readers who know at least a little French. Marshal Ney was Napoleon's code expert, so the Emperor thought he'd prove to his Marshal possession of some code knowledge, too.

Napoleon sent Ney this note: p/a

c/a 100

Not one to be fazed by anything that simple, Ney replied at once: Ja.

Napoleon's note, decoded, reads "a sous p. a cent sous c," or, phonetically, "A soupe a Sans Souci," that is, "Come over to the palace for dinner."

The reply: "J grand, a petite" becomes "J'ai grand appetite," meaning, "I have a big appetite," in other words, I will be right over.

# Bills in Hopper Of Legislature

The following are summaries of civil service bills introduced in the State Legislature. S.I. means the bill's Senate Introductory number, A.I. the Assembly Introductory number. The LEADER will use this code to follow each bill throughout the legislative session.

The sponsoring legislator, the law for which amendment is sought, summary of the bill, and the committee to which it has been referred, are given, in that order, as well as the number and sponsor of a "companion" measure in the other House. "Companion" measures, though introduced in different Houses, are identical in form and substance.

## Senate

**S.I. 132. BRYDGES**—Amends §511, Educational Law, to allow member of State Teachers Retirement System disability retirement pension of 9/10ths of 1/100ths of final average salary times number of years of total service not in excess of 25, but not less than 20 per cent of final average salary, but not more than 9/10ths of pension of deferred until age 70. Education Com. (Same as A.I. 103, BRADY, to Ways and Means Com.)

**S.I. 133. BRYDGES**—Amends §5102, 3105, repeals §5103, 3104, adds new §5103, 3014, Education Law, to extend to all school districts provision applying to those districts employing three or more teachers, for fixing salary schedules for all full-time teachers within certain specified minimum, based on years of service and graduate study. Education Com. (Same as A.I. 104, BRADY, to Ways and Means Com.)

**S.I. 134. BRYDGES**—Amends §511-a, Education Law, to increase from one year to three years, time within which member of State Teachers Retirement System may elect to contribute on basis of retirement at age within five years of superannuation retirement age, but not before age 55. Education Com. (Same as A.I. 109, CURTO, to Ways and Means Com.)

**S.I. 135. W. COOKE**—Amends §154, Criminal Code, to define fingerprint experts and technicians of NYC Magistrate's Court or of any City prison, as peace officers. Codes Com. (Same as A.I. 451, PRELLER, to Codes Com.)

**S.I. 136. W. COOKE**—Amends §B3-5.0, NYC Administrative Code, to allow member of City Employees Retirement System after 15 years' service, credit for time on City preferred list between January 1, 1932 and December 31, 1936, within certain limits and if application is made by June 30, 1957. NYC Com. (Same as A.I. 212, SAVARESE, to NYC Com.)

**S.I. 138. CURRY**—Amends §40, Civil Service Law, to provide that State employees receiving maximum salaries in classified civil service position and serving six years in same salary grade, shall be entitled to additional increment on first day of fiscal year after three years and six years of such service. Finance Com. (Same as A.I. 450, PRELLER, to Civil Service Com.)

**S.I. 140. GILBERT**—Adds new §B3-37.1, NYC Administrative Code, to require members of City Employees Retirement System who are employees in uniformed force of Sanitation Department from and after June 30, 1955, to contribute 25 per cent and City to contribute 75 per cent of total sum payable into retirement system, instead of 50 per cent each. NYC Com.

**S.I. 141. GILBERT**—Amends §§B3-40.0, B3-44.0, NYC Administrative Code, to permit members of City Employees Retirement System to retire for disability arising from disease contracted while and as a result of employment in medical or hospital service. NYC Com.

**S.I. 142. GILBERT**—Adds new §66-b, Public Officers Law, to allow public employees earning less than \$700 a year, pay of time and half for overtime. Finance Com. (Same as A.I. 246, RUSSO, to Ways and Means Com.)

**S.I. 144. MACKELL**—Adds new §B3-45.2, NYC Administrative Code, to provide that member of City Employees Retirement System after service in uniformed force of Sanitation department shall contribute on and after June 30, 1955, 25 per cent into retirement system for annuity and pension, and City shall contribute remaining 75 per cent, for retirement after 20 years' service on 1/2 annual salary. NYC Com. (Same as A.I. 140, RICE, to NYC Com.)

**S.I. 145. MANNING**—Amends Chap. 319 of 1952, to authorize municipalities to adopt and amend local law, ordinance or resolution for monthly supplemental payments to widow of retired employee, which shall not exceed those paid to State retired employees, for period from June 1955 to March 1956; defines widow as one receiving retirement allowance or pension of \$1,200 a year or less. Civil Service Com.

**S.I. 146. MANNING**—Amends §61, Civil Service Law, to allow member of State Employees Retirement System entering system on or before January 1, 1940 and employed in government service continuously thereafter, to elect to receive credit for not more than eight years of civil service in Federal government when rendered before that date, and to fix contributions, annuity and pension. Civil Service Com. (Same as A.I. 114, HATCH, to Ways and Means Com.)

**S.I. 148. McCAFFREY**—Amends §§3101, 3106, Education Law, to extend definition of teacher for salary purposes to include attendance officers in NYC. NYC Com. (Same as A.I. 453, PRELLER, to Ways and Means Com.)

**S.I. 149. MILMOE**—Amends §501, Education Law, to define final average salary for teachers retirement purposes to mean average pay during three instead of five years of service. Education Com. (Same as A.I. 503, HOLLINGER, to Ways and Means Com.)

**S.I. 151. SORIN**—Same as A.I. 65, issue January 10; A.I. 416, ASCH; S.I. 362, ROSENBLATT.

**S.I. 152. SWEENEY**—Same as S.I. 79, issue January 10.  
**S.I. 163. CUTE**—Amends §B3-32.0, NYC Administrative Code, to make it mandatory instead of permissive that member of City Employees Retirement System shall be deemed to have been in City service until first payment has been made for retirement without optional selection, in case of members entitled to death benefits. NYC Com. (Same as A.I. 108, COMPOSTO, to NYC Com.)

**S.I. 164. CUTE**—Same as A.I. 72, issue of January 10.

**S.I. 169. McGAHAN**—Amends §360, Tax Law, to allow personal income taxpayer deduction for contributions paid into State or municipal retirement system, but not more than \$250. Taxation Com. (Same as A.I. 70, WAL-LACH, to Ways and Means Com.)

**S.I. 175. CONDON**—Amends §40, Civil Service Law, to provide for increases in minimum and maximum rates of pay for State employees in competitive and non-competitive classes and in labor positions in exempt class of classified service; appropriates \$35,000,000. Finance Com.

**S.I. 176. CONDON**—Amends §220, Labor Law, to provide that civil service employees with title of inspector of construction trade, inspecting work of journeymen building construction mechanics, and with required experience therefor, shall be paid wage rates of not less than prevailing rate paid to such mechanics. Labor Com. (Same as A.I. 250, M. WILSON, to Labor Com.)

**S.I. 177. CONDON**—Adds new §161-a, Labor Law, to provide for two days' rest in seven in cities of 100,000 or more for City employees in competitive and labor class with right to elect Saturday or Sunday for religious observance. Labor Com. (Same as A.I. 257, KALISH, to Labor Com.)

**S.I. 178. DESMOND**—Appropriates \$5,000,000 to Mental Hygiene Department for program of research in prevention and treatment of mental illness, with \$1,000,000 thereof to be used if necessary for research on and re-evaluation of new drugs for prevention and treatment. Finance Com.

**S.I. 180. HELMAN**—Same as A.I. 90, issue of January 10.

**S.I. 181. HELMAN**—Same as A.I. 27, issue of January 10.

**S.I. 182. HELMAN**—Adds new §75-d, Retirement and Social Security Law, to allow member of State Employees Retirement System credit on retirement, for value of unused sick leave of not more

than 15 days a year during 10 years of service immediately preceding. Civil Service Com.

**S.I. 183. HELMAN**—Adds new §76-a, Civil Service Law, to allow member of State Employees Retirement System credit on retirement, for value of unused sick leave of not more than 15 days a year during 10 years of service immediately preceding. Civil Service Com.

**S.I. 192. HELMAN**—Amends §14, Mental Hygiene Law, to require Mental Hygiene Commissioner upon receipt of written complaint concerning improper or illegal confinement of patient in institutions subject to his visitation and inspection, to investigate without delay and to file report in his office. Health Com.

**S.I. 199. McCULLOUGH**—Amends §665, Judiciary Law, to allow persons engaged as teachers in public schools or colleges in State and not following any other calling to claim exemption from jury service. Judiciary Com. (Same as A.I. 341, MARLATT, to Judiciary Com.)

**S.I. 204. McCULLOUGH**—Adds new §144, Education Law, to require education board or school district trustee to compel person employed on full time basis in school cafeteria or lunch room to submit to pre-employment medical examination, with yearly examination thereafter. Education Com. (Same as A.I. 124, MAR-LATT, to General Laws Com.)

**S.I. 214. McGAHAN**—Adds new §48, Civil Service Law, to change title of prison matrons to correction officers, on and after July 1, 1956. Civil Service Com.

**S.I. 221. ERWIN**—Amends §243, Military Law, to include in definition of military duty for determining rights of public employees during absence therefor, service as field director of American National Red Cross enlisted for foreign service and selected for duty to train others in U.S., and to extend to January 1, 1957 time limit for payment of contribution for military credit for retirement purposes. Civil Service Com. (Same as A.I. 456, SATTIALE, to Ways and Means Com.)

**S.I. 222. HORTON**—Amends §225, Civil Practice Act, to require that in action against county official in official capacity, copy of summons must be served upon county attorney, or if none, on clerk of board of supervisors. Codes Com. (Same as A.I. 216, BARRETT, to Codes Com.)

## Assembly

**A.I. 110. CURTO**—Same as S.I. 8, issue of January 10.

**A.I. 111. GIACCIO**—Same as S.I. 94, issue of January 10.

**A.I. 115. KALISH**—Same as S.I. 78, issue of January 10.

**A.I. 141. RICE**—Amends §B3-44.0, NYC Administrative Code to allow members of City Employees Retirement System to retire for disability arising from disease contracted while in medical or hospital service. NYC Com.

**A.I. 151. RICE**—Amends §806, Public Authorities Law, to provide that no sale or transfer by NYC Transit Authority of omnibus facilities shall be consummated without protecting all job rights, including pension rights, of employees affected thereby. Ways and Means Com.

**A.I. 155. RYAN**—Same as S.I. 84, issue of January 10.

**A.I. 158. SATTIALE**—Same as S.I. 85, issue of January 10.

**A.I. 160. TURSHEN**—Amends Chap. 659 of 1910, to provide for removal of employees in NYC Magistrate's Court by majority board of five magistrates, instead of by Chief City Magistrate. Codes Com. (Same as S.I. 316, ROSENBLATT, to NYC Com.)

**A.I. 164. VOLKER**—Same as S.I. 130, issue of January 10.

**A.I. 165. VOLKER**—Same as S.I. 21, issue of January 10.

**A.I. 201. BAKER**—Adds new §176-a, Correction Law, to prohibit brush-making in State or local correctional institutions, for public institutions or for State or subdivision thereof, except for brushes to be used in State correctional and charitable institutions. Penal Institutions Com.

**A.I. 208. M. WILSON**—Same as S.I. 16, issue of January 10.

**A.I. 207. M. WILSON**—Same as S.I. 18, issue of January 10.

**A.I. 208. BAKER**—Same as S.I. 116, issue of January 10; A.I. 270, BAKER.

**A.I. 209. BAKER**—Same as S.I. 77, issue of January 10.

**A.I. 214. TIPPET**—Same as S.I. 96, issue of January 10.

**A.I. 227. McMULLEN**—Amends §B30-41.0, NYC Administrative Code, to permit contributors to

# NYC College Series Of Tests Closes Jan. 26

All the exams in the NYC college series remain open, excepting dietitian. The last day to apply for the others is generally Thursday, January 26.

Only in one exam, social investigator, is a college degree an absolute requirement. In the other tests, if a degree dispenses with the need for experience, the absence of a degree may be atoned for by showing related experience.

In some instances applications will be received even from those who expect to be graduated from college by February, 1957, in others by those who expect to get their degree by September, 1956.

All told, there are 1,300 vacancies.

The lowest pay offered is \$72 a week, but some of the jobs pay more, for instance, social investi-

gator, nearly \$77 a week. All offer annual increments.

Written Exam Dates

The titles and the dates of the written tests follow, except that applicants for junior civil engineer, who have an engineering degree, do not have to undergo a written exam, but automatically become eligibles:

April 6: junior landscape architect, April 11: junior civil engineer, April 21: junior chemical engineer, April 23: junior electrical engineer, April 23: junior mechanical engineer, April 5: civil engineering draftsman, May 2: electrical engineering draftsman, March 22: assistant accountant, April 5: assistant actuary, April 7: assistant statistician, April 17: recreation leader, April 21: social investigator, April 28: school lunch manager, April 9: dietitian, February 21: junior physicist, April 21: pharmacist, April 7.

(For salary and requirements in each of the exams in the college series, as well as all other NYC exams now open, see Page 8).

## TOWN AND COUNTY

### From Tompkins Unit

ITHACA, Jan. 16—There will be a special meeting of Tompkins chapter, CSEA, on Monday, January 23, at 7:30 P.M. in the Tompkins County Court House. Vernon A. Tapper, CSEA 4th vice president, will be guest speaker.

A speedy recovery is wished for Ransom Swayze of County Highway who has been ill since the latter part of November.

Frances Grant of County Hospital had the misfortune to fall and fracture some ribs.

Those returning to work from recent illness, employees of County Hospital, are Annette Andrews, Goldie Jones and Martha Hickey.

Thelma Cornelius of the House-keeping Department at the Hospital has just returned from vacationing in Florida.

Elsa Laubengayer of County Laboratory has returned to work after a recent illness.

Congratulations to Mr. and Mrs. Harold Kastenhuber on the birth of a daughter. Harold is employed at County Highway.



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# Requirements in 'College Series' and Other NYC Tests

## Open-Competitive

Following are requirements in NYC's "college series" of exams. A degree is a necessity only for social investigator.

Exam number, title, salary range, vacancies, requirements, filing fee, and final day to submit filled-out applications are given in that order.

## College Series

**7655. JUNIOR CIVIL ENGINEER**, \$4,250 to \$5,330; 334 vacancies. 14th filing period, amended notice. Open to all qualified U. S. citizens. Requirements: either (a) bachelor's degree in engineering, by September, 1956; or (b) high school graduation and four years' appropriate experience, or (c) satisfactory equivalent of education and experience. Application may be made by mail. Fee \$4. (February 24).

**7662. JUNIOR LANDSCAPE ARCHITECT**, \$4,250 to \$5,330; one vacancy in Education Department, five in Parks, one in Public Works. Appointment at \$4,430 a year. Education jobs exempt from NYC residence requirement. Requirements: bachelor's degree in landscape architect, by February, 1957, or satisfactory experience equivalent. Application may be made by mail. Fee \$4. (Thursday, January 26).

**7657. JUNIOR MECHANICAL ENGINEER** (6th filing period), \$4,250 to \$5,330; 14 vacancies. Appointment at \$4,430. Posts in many agencies exempt from NYC residence requirement. Requirements: either (a) bachelor's degree in engineering, by September, 1956, or (b) high school graduation and four years' appropriate experience, or (c) satisfactory equivalent of education and experience. Fee \$4. Application may be made by mail. (Thursday, January 26).

**7538. PHARMACIST**, \$4,000 to \$5,080; 19 vacancies. Amended notice. Requirements: graduation, by September, 1956, from school of pharmacy, plus State license to practice pharmacy, at time of appointment. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7635. ASSISTANT ACCOUNTANT**, \$3,750 to \$4,830; 42 vacancies. Requirements: either (1) bachelor's degree with 16 credits in accounting; or (2) high school graduation and four years of accounting experience; or (3) equivalent combination of education and experience. Fee \$3. Application may be made by mail. (Thursday, January 26).

**7646. ASSISTANT ACTUARY**, \$3,750 to \$4,830; eight vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics. Paid experience may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

**7647. ASSISTANT STATISTICIAN**, \$3,750 to \$4,830; 11 vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics and statistics. Paid experience as statistician may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

**7658. CIVIL ENGINEERING DRAFTSMAN** (10th filing period), \$4,250 to \$5,330; 60 vacancies. Appointment will be made at \$4,430 a year. Requirements: high school graduation and four years' experience; or bachelor's degree, by September, 1956. Fee \$4. Application may be made by mail. (February 24).

**7591. JUNIOR ARCHITECT**, \$4,250 to \$5,330; one vacancy in Housing Authority at \$4,430 a year. Exempt from NYC residence requirements. Requirements: either (a) bachelor's degree, by February, 1957, in architecture; or (b) high school graduation and four years' experience; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

**7592. JUNIOR CHEMICAL ENGINEER**, \$4,250 to \$5,330; nine vacancies in Fire Department at \$4,430 a year. Requirements: either (a) bachelor's degree, by February, 1957, in chemical engineering; or (b) high school graduation and four years' experience, or (c) equivalent combina-

tion of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

**7636. JUNIOR ELECTRICAL ENGINEER** (10th filing period), \$4,250 to \$5,330; 109 vacancies, many exempt from NYC residence requirements. Appointment will be made at \$4,430 a year. Requirements: either (a) bachelor's degree, by September, 1956, in engineering; or (b) high school graduation and four years' experience, or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (February 24).

**7666. JUNIOR PHYSICIST**, \$3,750 to \$4,830; two vacancies in Hospitals Department. Requirements: either (a) bachelor's degree, by February, 1957, with major in physics; or (b) major in chemistry, biology, chemical engineering or electrical engineering with 15 credits in physics; or (c) one year's experience with radioisotopes. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7700. RECREATION LEADER** (4th filing period), \$3,750 to \$4,830; 150 vacancies in Parks Department, 200 in Hospitals, 10 in Police Department. Hospitals posts exempt from NYC residence requirement. Requirements: either (a) bachelor's degree, by February, 1957, with 36 credits in recreation or physical education; or (b) bachelor's degree and two years of full-time paid leadership experience in organized recreational programs within last 10 years. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7705. SCHOOL LUNCH MANAGER**, \$3,750 to \$4,830. Open to all qualified U. S. citizens. Requirements: either bachelor's degree, by September, 1956, with major studies in food nutrition, institutional management, hotel administration or restaurant management; or equivalent. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7571. SOCIAL INVESTIGATOR**, \$4,000 to \$5,080; 432 vacancies in Welfare Department, one vacancy in Correction. Requirements: bachelor's degree, by February, 1957. Application may be made by mail. Fee \$3. (Thursday, January 26).

The other exams in the NYC college series now over are electrical engineering draftsman, and mechanical engineering draftsman.

## Other NYC Tests

**7552. ASSISTANT DIRECTOR OF LABORATORY**, \$9,000 to \$11,100. Requirements: M.D. degree or doctorate with major in microbiology or related fields, plus eight years' laboratory experience, including four years in

supervisory capacity. Application may be made by mail. Fee \$5. (Thursday, January 26).

**7335. CONSULTANT (EARLY CHILDHOOD EDUCATION)**, \$5,750 to \$7,190; two vacancies in Health Department, three in Welfare Department. Requirements: either (a) bachelor's degree and master's degree in nursery education plus three years' experience as educational consultant; nursery education, or as director of approved nursery school; or (b) equivalent combination of education and experience. Application may be made by mail. Fee \$5. (Thursday, January 26).

**7674. HOSPITAL RECORDER**, \$3,500 to \$4,580; three vacancies in Hospitals Department. Open to all qualified U. S. citizens. Requirements: either (a) State license as registered professional nurse; or (b) college graduation and six months' experience in analysis and evaluation of clinical records in approved hospital; or (c) graduation from recognized school for medical records librarians or historians. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7687. HOUSEKEEPER** (3rd filing period), \$3,250 to \$4,330; five vacancies in Hospitals Department. Requirements: high school graduation or its equivalent, plus two years' experience in supervision of housekeeping unit consisting of 100 rooms or more. Application may be made by mail. Fee \$3. (Thursday, January 26).

**7551. HOUSING CARETAKER**, \$2,750 to \$3,650; 254 vacancies in Housing Authority. Exempt from NYC residence requirements. Open to men only. Requirements: elementary school graduation and one year's experience in maintaining grounds, public spaces and stair halls; or equivalent combination of education and experience. Fee \$3. (Thursday, January 26).

**7562. STENOGRAPHER** (1st filing period), \$2,750 to \$3,650; vacancies in various City departments. No formal educational or experience requirements; candidates must be able to type 40 words per minute and take dictation at 80 words per minute. Apply, starting January 16, to State Employment Service, 1 East 19th Street, Manhattan, from 9 A.M. to 3 P.M. on weekdays. Fee \$2. (Open until further notice).

**7563. TYPIST** (1st filing period), \$2,750 to \$3,650; vacancies in various City departments. No formal educational or experience requirements; candidates must be able to type 40 words a minute. Apply, starting January 16, to State Employment Service, 1 East 19th Street, Manhattan, from 9 A.M. to 3 P.M. on weekdays. Fee \$2. (Open until further notice).

## Where to Apply for Public Jobs

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

**STATE**—Room 2301 at 270 Broadway New York 7, N. Y., Ten 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 4:30 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.

# Federal Exams Now Open

Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., until date indicated.

**5-118-11 (55). RADAR INSTRUCTOR**, \$4,525, and radar instructor (trainee), \$3,670. Jobs at Keesler Air Force Base, Biloxi, Miss. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

**11-4-18 (55). STUDENT TRAINEE (FORESTRY)**, \$3,175 Civil Service Commission, 641 and \$3,415. Jobs in Western States and Alaska. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

**2-67 (55). STENOGRAPHER, TYPIST**, \$1.29 to \$1.42 an hour. Jobs in NYC. Part-time jobs for those who have completed two or three years of a four-year high school course. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

**2-71-2 (55). LAUNDRY HELPER**, \$1.26 an hour. Restricted by law to persons entitled to veteran preference. Applications will be accepted from persons not entitled to veteran preference, but persons entitled to veteran preference get first call. Requirements: three months' experience in a modern completely equipped laundry in the performance or supervision of laundry operations such as marking, checking, folding, sorting, etc., or in combination of two or more regular laundry operations. Males preferred. Send filled-out forms 5001-ABC and 57 to VA Hospital, Northport, N. Y.

**2-196. TABULATING MACHINE OPERATOR, CARD PUNCH OPERATOR**, \$2,960 to \$3,175. Jobs in NYC. Requirements: written test, plus three to six months' experience. Send Form 5000-AB to Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. (No closing date.)

**2-71-1. DENTAL HYGIENIST**, \$3,415 a year. Jobs at VA Hospital, Northport, L. I. Requirements: registration as dental or oral hygienist, plus one-year course at school of dental hygiene and one year's experience, or two years' experience. Minimum age, 18 years. Send Forms 57 and 5001-ABC to Board of U. S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date.)

**2-1-13 (55). ENGINEER**, \$5,440 to \$7,750; electrical, electronics, general, marine, mechanical and naval architecture. Apply to Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.

**2-25-1 (55). ENGINEER**, \$5,440 to \$7,750; architectural, civil, construction, hydraulics, materials, sanitary, structural. Apply to Board of U. S. Civil Service Examiners, New York District Corps of Engineers, 111 East 16th Street, New York 3, N. Y.

**2-2-71-1 (55). DENTAL HYGIENIST**, \$3,415; jobs at VA Hospital, Northport, L. I. Requirements: registration as a dental or oral hygienist; completion of full course of at least one academic year in an approved school of dental hygiene and one year of technical experience; or at least two years of technical experience as a dental or oral hygienist. Send filled-out forms 57 and 5001-ABC to VA Hospital, Northport, N. Y.

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SAM—Don't knock your brains out trying to find a place to park in downtown Albany, when you take me out to dinner tonight. Pick me up at the State Office Building and we'll drive out Western Avenue to FALZANO'S. It's only five minutes drive from the Capital, away from all bustle and bustle and traffic congestion. And there's a cooler of parking space! ... And food—after all, that's what we're going out for—who can cook like FALZANO'S chef, Curley? ... Besides, Gene Falzano has Marge Schatts at the organ. Can you think of anything better? ANNIE



# NEW YORK STATE JOB OPENINGS

The following State exams are now open for receipt of applications. Candidates must be U.S. citizens and residents of New York State, unless otherwise mentioned. Application should be made to the State Civil Service Department, at offices in NYC, Albany and Buffalo. Last day to submit filled-out applications is given at the end of each notice.

## STATE Open-Competitive

2215. **CLINICAL PSYCHOLOGIST**, \$4,350 to \$5,460. Open to all qualified U.S. citizens. Requirements: (1) 30 graduate hours in psychology, including courses in clinical psychology and testing; (2) one year's experience, or (b) 15 graduate hours in psychology, or (c) equivalent. Fee \$4. (Friday, February 10).

2216. **ASSISTANT LIBRARIAN**, \$4,130 to \$5,200; one vacancy in NYC, two in Watertown. Open to all qualified U.S. citizen. Requirements: (1) State public librarian's professional certificate; (2) bachelor's degree plus one year in approved library school, and (3) two years of library experience. Fee \$4. (Friday, February 10).

2217. **ASSOCIATE PUBLIC HEALTH PHYSICIAN (MATERNAL AND CHILD HEALTH)**, \$9,346 to \$10,810; one vacancy in Albany. Requirements: (1) State license to practice medicine; (2) medical school graduation and completion of internship; (3) two years' hospital experience in pediatrics or obstetrics, including six months in related specialty; and (4) either (a) two more years' experience, or (b) post-graduate course in public health of one year academic year in residence, or (c) equivalent combination. Fee \$5. (Friday, November 10).

2218. **REHABILITATION COUNSELOR**, \$4,350 to \$5,460; one vacancy each at Malone and Albany. Requirements: (1) bachelor's degree; (2) two years' experience in appropriate employment, including responsibility for adjustment of vocational problems of individuals; and (3) either (a) two more years' experience, or (b) one more year's experience and 18 semester hours in appropriate subject, or (c) 30 graduate hours in appropriate subjects, or (d) equivalent combination. Fee \$4. (Friday, February 10).

2219. **INSTITUTION EDUCATIONAL SUPERVISOR (VOCATIONAL)**, \$4,350 to \$5,460; one vacancy each at Industry and Otisville. Requirements: (1) State certificate to teach shop subject (trades); (2) six semester hours in educational administration or educational supervision; and (3) two years' experience in teaching shop subjects (trades). Fee \$4. (Friday, February 10).

2220. **INSTITUTION VOCATIONAL INSTRUCTOR**, \$3,730 to \$4,720; several vacancies at State Institutions. Requirements: either (a) State certificate to teach appropriate shop subject; or (b) educational equivalent to junior high school graduation plus five years' experience at journeyman level in appropriate trade specialty. Fee \$3. (Friday, February 10).

2221. **ASSISANT GENERAL MANAGER OF FINGER LAKES PARKS**, \$6,590 to \$8,070; one vacancy. Requirements: (1) high school graduation or equivalency diploma; and (2) 10 years of appropriate education or experience. Fee \$5. (Friday, February 10).

2222. **ASSISTANT GENERAL MANAGER OF ALLEGANY PARKS**, \$5,360 to \$6,640; one vacancy. Requirements: (1) high school graduation, and (2) eight years of appropriate education or experience. Fee \$5. (Friday, February 10).

2223. **PARK ENGINEER**, \$5,360 to \$6,640; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; and (2) seven years of appropriate education or experience.

2224. **SENIOR BUILDING CONSTRUCTION ENGINEER**, \$6,590 to \$8,070; 12 vacancies throughout the State. Requirements: (1) State license as registered architect or professional engineer; (2) two years of professional engineering or architectural field experience in supervision of building construction projects. This is a field position involving travel. Fee \$5. (Friday, February 10).

2225. **ASSISTANT SUPERINTENDENT OF CONSTRUCTION**, \$4,350 to \$5,460; several vacancies expected. Requirements: (1) one year of field experience as building construction superintendent, foreman, contractor, inspector, engineer or architect; and (2) either (a) bachelor's degree in civil engineering or architecture, or (b) two more years' experience, or (c) equivalent combination. Fee \$4. (Friday, February 10).

2226. **CONSTRUCTION SAFETY INSPECTOR**, \$3,920 to \$4,950; two vacancies in NYC. Requirements: four years of construction experience involving inspection, supervision, safety or layout of construction sites and equipment. Fee \$3. (Friday, February 10).

2227. **ENGINEERING AIDE**, \$2,580 to \$3,350. Requirements: either (a) high school graduation, by June, 1956, with courses in science and mathematics, or (b) high school graduation or equivalency diploma plus one year's experience as helper on engineering projects. Fee \$2. (Friday, February 10).

2228. **DRAFTING AIDE**, \$2,580 to \$3,350. Requirements: either (a) high school graduation, by June, 1956, with courses in science, mathematics, and mechanical drawing or drafting; or (b) high school graduation or equivalency diploma, plus one year's experience as helper on engineering projects or preparing simple drawings and tracings in a drafting room. Fee \$2. (Friday, February 10).

2229. **JUNIOR ATTORNEY**, \$4,130 to \$5,200; 26 vacancies throughout the State. Requirements: admission to the Bar of the State of New York and one year's experience in the practice of law. Fee \$4. (Friday, February 10).

2230. **CONSTRUCTION WAGE RATE INVESTIGATOR**, \$3,360 to \$4,280; one vacancy each in NYC and Rochester. Requirements: four years' experience in building, highway or heavy engineering construction, requiring knowledge of duties, nature of work performed, classification and special vocabulary or various crafts employed. Fee \$3. (Friday, February 10).

2231. **POULTRY MARKETING SPECIALIST**, \$4,350 to \$5,460; one vacancy. Requirements: (1) U.S. Department of Agriculture license to inspect and certify poultry and poultry products; (2) graduation from two-year course in agriculture; (3) two years' experience in grading of live and dressed poultry and eggs; and (4) either (a) bachelor's degree with specialization in agriculture, or (b) two more years' experience, or (c) equivalent combination. Fee \$4. (Friday, February 10).

2232. **SENIOR STORES CLERK**, \$3,020 to \$3,880; one vacancy at Dannemora State Hospital. Open only to legal residents of counties of Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, St. Lawrence, Saratoga, Schoenectady, Warren and Washington. Requirements: two years' full-time experience in warehouse or storeroom work, handling food supplies, household, maintenance, mechanical or medical supplies, chemicals, or hospital equipment. Fee \$3. (Friday, February 10).

2233. **DIRECTOR OF ADMINISTRATION AND ACCOUNTS**, \$6,940 to \$8,470; one vacancy in Jones Beach State Parkway Authority. Requirements: (1) seven years' full-time paid accounting, auditing or fiscal experience; and (2) either (a) three more years' experience, or (b) one more year's experience plus bachelor's degree, or (c) bachelor's degree with 24 hours in accounting, or (d) equivalent combination. Fee \$5. (February 10).

2234. **PRINCIPAL CLERK (PURCHASE)**, Tenth Judicial District, \$3,540 to \$4,490; one vacancy in Babylon. Open only to legal residents of Nassau, Queens or Suffolk counties. Requirements: (1) two years of office experience involving purchasing materials, supplies and equipment; and (2) six more years of such experience (high school study may be substituted on year-for-year basis). Fee \$3. (Friday, February 10).

4000. **BIostatistician**, \$4,130 to \$5,200; two vacancies in Health Department, Albany. Open to all qualified U.S. citizens. Requirements: (1) bachelor's degree with 15 hours in statistics and mathematics, including at least six in statistics; and (2) either (a) one year's experience in professional statistical work in public health or medical agency, or (b) one year of post-graduate training in school of public health, by June 30, 1956, or (c) equivalent combination of education and experience. Fee \$4. (Friday, March 16).

4001. **SENIOR FISH PATHOLOGIST**. (Continued on Page 10)

4001. **SENIOR FISH PATHOLOGIST**. (Continued on Page 10)

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**LEGAL NOTICE**  
**ATLANTIC ADVERTISING CO.,**  
 A Limited Partnership  
 Substantive of a limited partnership certificate signed and acknowledged by all of the partners, and filed in the New York County Clerk's Office on December 15, 1955.  
 1) Name of Partnership:—ATLANTIC ADVERTISING CO.  
 2) Character of Business:—The advertising business and conducting an advertising agency.  
 3) Location of Principal Place of Business:—220 West 42nd Street, New York, New York.  
 4) General Partners:—Murry E. Cohen, 7324 255th Street, Glen Oaks, New York; Irving H. Glick, 111-50 70th Road, Forest Hills, New York.  
 5) Limited Partner:—Albert Coleman, 1217 Norton Drive, Far Rockaway, Queens, New York.  
 6) Terms of Partnership:—January 1, 1956 to December 31, 1960.  
 7) Amount Contributed by Limited Partner:—\$8,000.00 in cash.  
 There is no provision for any additional contributions to be made by the limited partner.  
 The contribution of the limited partner shall be returned either on the termination or dissolution of the partnership, the death of the limited partner, or the voluntary withdrawal of the limited partner from the partnership.  
 The limited partner shall receive ten (10%) per cent of the profits.  
 The limited partner has no right to substitute an assignee as contributor in his place.  
 The partners have no right to admit additional limited partners.  
 There is no right of priority as between limited partners as to contributions or as to compensation by way of income, because there is only one limited partner.  
 The remaining general partner shall have the right to continue the business on the death, retirement or insanity of the other general partner.  
 No right has been given to the limited partner to demand or receive property other than cash in return for his contribution.

**CITATION —** The People of the State of New York, By the Grace of God, free and independent to Attorney General of the State of New York; Wilhelm Sander; Consul General of German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander, deceased, if living, or if dead, to the executors, administrators, distributees and assigns of said "Mary Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.  
 and the next of kin of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein  
 being the persons interested as creditors, next of kin or otherwise in the estate of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, who at the time of his death was a resident of 138 West 81st Street, New York, N. Y.  
 - Send GREETING:  
 Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 209, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:  
 You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 27th day of January, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.  
 In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
 Witness, Honorable GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York, the 14th day of December in the year of our Lord one thousand nine hundred and fifty-five.  
 (Seal) Philip A. Donahue  
 Clerk of the Surrogate's Court.

# REAL ESTATE

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 7 room brick bungalow on 50/100 foot landscaped ground, 5 rooms on first floor, two rooms on second floor. Full basement, oil-heat and extras including screens and venetian blinds. Price \$13,000.00. Down payment \$500.00 G.I.s \$1,500.00 Civilians.  
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**Price ..... \$9,500**  
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**BAISLEY PARK: 5 room Ranch House: 4 1/2 yrs. old; vacant; modern kitchen and bath; full basement; oil heat; corner plot 40x100 only \$600 down.**  
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**LIVE RENT FREE**  
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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.  
 "TIME OFF," a weekly column in The LEADER, gives you a laugh, at least once in a while. Read it every week.

# Study Aid for Patrolman Test

These questions from the NYC exam help prepare one for the January 28 test:

20. While patrolling his post in a section of Coney Island late Saturday night a patrolman notices a well-dressed man break a car window with a rock, open a front door and enter. He is followed into the car by a woman companion. Of the following, the most essential action for the patrolman to take is to: (A) point his gun at the man, enter the car, and order the man to drive to the station house to explain his action; (B) approach the car and ask the man why it was necessary to break the car window; (C) take down the license number of the car and note the description of both the man and the woman in the event that the car is later reported as stolen; (D) "bawl the man out" for endangering himself by breaking the window; (E) request proof of ownership of the car from the man.

21. "Juveniles who rob do not usually use the money they obtain in this manner for essentials but rather to indulge in spending to impress others." This observation indicates that clues leading to the apprehension of juvenile

delinquents may be found by noting: (A) family requirements and needs; (B) the recreation habits of young people; (C) which young people have a tendency to commit robbery; (D) the relationships which exist in criminal gangs between criminals who commit crimes to satisfy essential needs and those who do not; (E) what objects are taken in robberies.

22. A storekeeper complains to a patrolman that his store window has been broken by a gang of neighborhood hoodlums. The patrolman tells the storekeeper to notify headquarters. This action is: (A) desirable; the storekeeper will be able to tell the proper official his story first hand; (B) undesirable; the problem is so minor, that there is no need to bother headquarters; (C) desirable; the storekeeper will be more confident if his case is handled by a sergeant or lieutenant; (D) undesirable; back passing of this type makes for inefficiency and poor

public relations; (E) desirable; investigation of the case would take the patrolman away from his post for too long a period.

23. "In order to reduce the amount of contradictory testimony, the witnesses to a crime should be allowed to discuss, as a group, what had happened before they are questioned." The procedure suggested is: (A) bad; a witness is less likely to commit himself if other witnesses to the event are present; (B) good; the need to sift stories will be considerably reduced; (C) bad; a witness is less likely to blurt out the truth if other witnesses are present to give him moral backing; (D) good; witnesses will be more apt to recall exactly what happened; (E) bad; the views of the strongest personalities may be obtained rather than the truth.

24. A patrolman positively recognizes a man on a busy street as one wanted for passing worthless checks. Of the following, the most appropriate action for the patrolman to take is to: (A) approach and then arrest the man; (B) follow the man until a place is reached where there are few people; then take out his gun and arrest the man; (C) immediately take out his gun, stop the man

and search him; (D) follow the man until he stops long enough for the patrolman to summon aid from his precinct; (E) follow the man as he may lead the way to associates.

25. It is generally agreed that criminal tendencies are present in every person. A basic difference, however, between the normal person and the criminal is that the: (A) normal person, sometimes, commits trivial crimes but the criminal commits crimes of a major nature; (B) criminal is unable to understand the possible results of antisocial acts he commits; (C) normal person is able to control his antisocial tendencies and direct his activity in socially approved channels; (D) criminal believes that he is not different from the person who does not commit crimes; (E) normal person believes that he is not different from the person who commits crimes.

26. It has been claimed that a person who commits a crime sometimes has an unconscious wish to be punished, which is caused by strong unconscious feelings of guilt. The one of the following actions by a criminal which may be partly due to an

unconscious desire for punishment is: (A) claiming that he doesn't know anything about the crime when he is questioned by the police; (B) running away from the state where he committed the crime; (C) revisiting the place where he committed the crime; (D) his care not to leave any clues at the scene of the crime; (E) accusing someone else when he is captured by the police.

27. "Experience has shown that many crimes have been planned in prison." From this finding, it is reasonable to assume that: (A) the principal motive for the commission of first crimes is the wish to take revenge on society; (B) some criminals may be influenced to continue their careers of crime because they associate with other criminals; (C) the real motives for the commission of most crimes originate in punishment for criminal acts; (D) fear of imprisonment will make a criminal who has been in jail plan his second crime more carefully; (E) the criminal mind is sharpened by maturity.

### KEY ANSWERS

20. E; 21. B; 22. D; 23. E; 24. A, 25. C; 26. C; 27. B.

## STOP SAYING . . . . "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

author, "Where to Retire on a Small Income," "How to Earn an Income While Retired," "Norman Ford's Florida," founder of the Globetrotters Club

**I**F THERE is anything I have found out in traveling up and down this country it is that it costs less to retire than you may think it does—provided you know where to retire.

As founder of the Globetrotter's Club, I made it my business to discover low cost beauty spots all over the world. And I also learned that right here in the U.S. there are hundreds of undiscovered towns, islands, and bigger communities which are just right for the man or woman who wants to retire now and has only a small amount of money. Here are just a few of them.

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you chose?

### Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a Little Theatre, art galleries, etc? In which Southwestern town does the sun actually shine 85% of all daylight hours? Which is the best town in Texas if you want plenty to do and cool summers? Can you find low, low prices anywhere in Arizona or New Mexico?

### or America's Pacific Coast?

Which is the most beautiful town in all California? Nothing has been allowed to detract from the beauty of this landscaped hillside community with its Old World appearances. Prices high, but better bargains available nearby.

Where you can find the most healthful climate in the world? University experts name a town in Washington State. It lies in a unique dry belt, where there are green fields most of the year. Army, Navy, and seafaring men have found it already and retire here on a small pension. Golf, tennis, bowling, fishing, hunting, boating, TV. Many part time jobs.

Of course, these are only a handful of the hundreds of beauty spots, hideaways, and larger communities in the U. S., where you can retire now on little money and enjoy yourself completely. The best of them are described in *Where to Retire on a Small Income*. And while this book has a chapter on Florida, if you're thinking of Florida, get *Norman Ford's Florida* as well. It's a big complete guide to everything you seek in this big state. Both books are described below and in the column to the left.

**Do You Know Where to Find These Best Retirement Values in the U. S.?**

### If You Like an Island

Which is the New England find of the year? That wonderful Maine Island which is not only a retirement center because living costs are so low they attract many who otherwise could not afford to retire but a real find in New England towns, for it's 10-15 degrees warmer here in winter than on the mainland (and 10-15 degrees cooler in summer)?

Which is the town for the lucky few? "You sent me to the perfect island," a woman wrote me. "This island is so perfect, take it out of your book and let's keep it for the lucky few." Plenty of seafood here for the picking. Vegetables grown all year round. Warm winters due to nearby Gulf Stream. Low building costs; you can erect your 3-5 room cottage for \$3500-\$5000.

### Do You Prefer the Theatre and Music?

Which town do people call the most "cultural" small town in all America? It's a friendly town in North Carolina with a cosmopolitan retired population. Cool summers (1500 feet high), warm winters. Little Theatre, art and music club, library, TV. Or consider that wonderful mountain health spa, farther west, completely surrounded by a national park. A grand recreation centre for every type of sport and pastime, where there's something to do every single day of the year.

### What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

### WHERE WILL YOU GO IN FLORIDA?

**F**LORIDA needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want, it's Norman Ford, founder of the world-famous Globetrotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, *Norman Ford's Florida*, tells you first of all, road by road, mile by mile, everything you'll find in Florida whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Through his experienced advice you learn exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you take life easy now.

If you're going to Florida for a job with a future or a business of your own, his talks with hundreds of business men and state officials, etc., lets him pinpoint the towns you want to know about. If you've ever wanted to run a tourist court or own an orange grove, he tells you today's inside story of these popular investments.

Yes, no matter what you seek in Florida, this big book (with well over 100,000 words and plenty of maps) gives you the facts you want. Price—only \$2, only a fraction of the money you'd spend needlessly if you went to Florida blind. Use coupon to order.

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Thus, every plan in this big book considers your own special circumstances; whether you want a job or a small part-time business of your own, whether you want to earn an income from a hobby, if you have a social security income, etc. Price, only \$1.50.

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### LEGAL NOTICE

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### NOTICE TO BIDDERS

Separate sealed proposals covering Construction, Heating and Electric Work for New Security Rooms and New West Door, National Guard Armory, 29 West Kingsbridge Road, Bronx, N.Y., in accordance with Specifications Nos. 190235, 190234, and 190232 and accompanying drawings, will be received by Harry 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., on behalf of the Executive Department, Division of Military and Naval Affairs, until 2:00 p.m. P.M., Eastern Standard Time, on Thursday, February 2, 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 of 5% of the amount of the bid as a guarantee that the bidder will enter into the contract if it is 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 change shall be made in the phrasing of the proposal. Proposals that carry any conditions, clauses, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidders 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 workmen, 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 address: 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, 20 West Main St., Hamilton, N.Y.
- District Engineer, 444 Van Dusen 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.
- National Guard Armory, 29 W. Kingsbridge Rd., Bronx, 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 \$3.00 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.

DATED: 1/15/56  
MFM/DB

DANIELS, Joseph E.—In pursuance of an order of Honorable George Franchot, 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 attached to the undersigned at his place of transacting business at the office of McGinnis & Gamble, his attorneys at 551 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956. Dated: New York, January 8, 1956.  
RAYMOND R. MICHELSON, Executor.  
MCGINNIS & GAMBLE, Attorneys for Executor.  
551 Fifth Avenue, New York 17, N.Y.

# Supervisors Complain They're Paid Less Than Men They Supervise

Terminal supervisors employed by the NYC Department of Marine and Aviation are paid less than the men they supervise, William P. McDermott complained in letters to Budget Director Abraham D. Beame and Personnel Director Joseph Schechter. Mr. McDermott, president of the Ferry Terminal Supervisors Association, said that all deckhands get \$4,450 a year under a wage agreement, and in some cases that's \$280 a year more than terminal supervisors get.

He called the pay of terminal supervisors "the greatest single injustice of the Career and Salary Plan," especially as some men get less now than they did before the plan was voted.

He asks that the title of ferry terminal supervisor replace the titles, terminal foreman, grade 2,

and terminal foreman, grade 3. "When the foremen," wrote Mr. McDermott, "took the exam for terminal foreman, grade 2, the duties as they appeared in the civil service advertisement indicated that they were to be in 'complete charge' of the terminal. Since they are in complete charge of the terminal, the grade 2 foremen can not see why they will be required to take another exam to become ferry terminal supervisors."

The foremen seek salary grade 16, \$6,400 to \$8,200 a year.

The Department of Marine and Aviation on April 5, 1955 recommended the establishment of one title of terminal foreman, \$5,450 to \$6,890.

The present grades are 7, at \$3,750 to \$4,830, and 9, at \$4,250 to \$5,230, for the two jobs.



STEPHEN P. KENNEDY

NYC Police Commissioner claims "untrammelled right" to refuse to appoint an eligible, and denies he is required to give any reason.

# Technical Guild Elects Lurkis As President

Alexander Lurkis of Holliswood has been elected president of the Civil Service Technical Guild, Local 375, Government and Civic Employees, AFL-CIO. The Guild represents engineers, architects, chemists and inspectors in NYC departments and agencies.

Others elected were Joseph E. Collins, 1st vice president; Irving Last, 2nd vice president; Thomas J. Guida, secretary; Matthew L. Hermes, treasurer; Sylvan Christie, financial secretary; John T. Moore, recording secretary, and Otto Peterson, sergeant-at-arms. Committee chairmen elected were Serge Gottlieb, executive; John Duffy, civil service; Nathan Simon, legislative; Arthur Corbett, membership; David Jacobsen, pension; Niel C. Kristophersen, public relations.

Mr. Lurkis is a senior engineer in the Transit Authority and has been active in union work. He succeeds Philip F. Brueck, who retired from the presidency after 17 terms. Mr. Brueck resigned also the post of chairman of the NYC Joint Board. He was promoted to an executive position in the Transit Authority. Mr. Collins succeeded Mr. Brueck to the Joint Board post.

A testimonial dinner will be tendered to Mr. Brueck at the Hotel St. George, Brooklyn, on Tuesday, February 21.

# Jobs at Northport in VA Hospital

The Veterans Administration Hospital, Northport, L.I., has these jobs open:

Dental hygienist, \$3,415 a year; librarian, \$4,080; dietitian, \$4,525; instructor-therapist (woodworking) male only, \$4,080; stenographer, \$3,175; executive housekeeper, \$5,440; registered nurse, \$4,025 or \$4,730, depending on qualifications.

Write or phone the VA Hospital, Northport, L.I., Northport 3-0703, extension 378.

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- (From), State Insurance Fund Applied, 49. Qualified, 43.
- Ferrara, Frances, Bklyn ... 88750
  - Zimmerman, Bertrun, Bronx ... 88950
  - Belofsky, Sylvia, Bklyn ... 88900
  - Gentil, Emma, Bklyn ... 89150
  - Ford, Odette C., Bklyn ... 89150
  - Hugford, Elizabeth, Astoria ... 89500
  - Burmaster, Ruth H., Albany ... 89500
  - Shenkoff, George, Bklyn ... 84800
  - Edl, Alva F., S Ozone Pk, ... 84100
  - Lemmonier, William, Woodside ... 84100
  - Fels, Gladys, Bronx ... 83900
  - Unger, Norman R., Bklyn ... 83650
  - Wiener, Rose, Bronx ... 83400
  - Effross, Abe, NYC ... 82100
  - Gannon, James P., NYC ... 81000
  - Amberg, Frieda, Bklyn ... 80950
  - Oserio, Robert B., Bronx ... 80650
  - Nolan, James M., W. Albany ... 80100
  - Fein, Edna H., Bklyn ... 88550
  - Romstam, Leonia, Bronx ... 87350
  - Deussen, Edith, Flushing ... 86700

- Polwinick, Beate, Bklyn ... 86550
  - Hughes, Honora F., Bklyn ... 86000
  - Gannon, Helen E., Bronx ... 86400
  - Boose, Beatrice, Bklyn ... 85250
  - Bryant, Katherine, Rochester ... 85050
  - Brigh, Edna D., Jamaica ... 84800
  - Spencer, Miriam, Mt. Vernon ... 84750
  - Edwards, Alice M., Waterford ... 84300
  - Gevelin, Prisca, Bronx ... 84300
  - Migdal, Mary T., Syracuse ... 84000
  - Larson, Helen E., NYC ... 83800
  - Deutchman, Max, Bronx ... 83500
  - Breschberg, T., Bklyn ... 82900
  - Rubiano, Vincent F., Bronx ... 82700
  - Weissmann, Clara, Elmhurst ... 82400
  - Matuski, S., John City ... 82300
  - Brasor, Shirley S., Bklyn ... 82500
  - Stein, Joseph M., NYC ... 81900
  - Bianchi, Rose L., Rochester ... 81250
  - Hoyt, Laura, Bklyn ... 81250
  - Nicolas, Mildred R., Albany ... 78850
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ELIGIBLES

STATE Promotion

STAFF ATTENDANT (Prom.), Mental Hygiene

PILGRIM STATE HOSPITAL

Table listing names and salaries for Pilgrim State Hospital staff attendants, including Morris, Jerome (102050) and Neill, Margaret D. (101800).

Table listing names and salaries for Rochester State Hospital staff attendants, including P'berg, John J. (90100) and Archibald, Lavera (90050).

ROCHESTER STATE HOSPITAL

Table listing names and salaries for Rockland State Hospital staff attendants, including Bennett, Anne E. (100850) and M-Less, Willie M. (100600).

ROCKLAND STATE HOSPITAL

Table listing names and salaries for St. Lawrence State Hospital staff attendants, including Maloney, William R. (102000) and Cunningham, Daniel (101900).

ST. LAWRENCE STATE HOSPITAL

Table listing names and salaries for Utica State Hospital staff attendants, including Barnes, Irene S. (90800) and Woods, William E. (90550).

UTICA STATE HOSPITAL

Table listing names and salaries for Willard State Hospital staff attendants, including Fair, Gertrude R. (90500) and Kravco, Leslie M. (90400).

WILLARD STATE HOSPITAL

Table listing names and salaries for Syracuse State School staff attendants, including Bassenup, Edna R. (90000) and Shedy, Neal H. (84750).

Table listing names and salaries for Psychiatric Institute staff attendants, including Fieser, Philip (83050) and Johnson, Edna B. (101550).

PSYCHIATRIC INSTITUTE

CRAG COLONY

Table listing names and salaries for Crag Colony staff attendants, including Johnson, Edna B. (101550) and Carpenter, Rosella (95000).

LEITCHWORTH VILLAGE

Table listing names and salaries for Leitchworth Village staff attendants, including Donnelly, Gertrude (102550) and Deffen, Anthony R. (102400).

NEWARK STATE SCHOOL

Table listing names and salaries for Newark State School staff attendants, including Rodler, Lila M. (96550) and Quinn, Ann A. (96550).

ROME STATE SCHOOL

Table listing names and salaries for Rome State School staff attendants, including Vantassel, Martin (98350) and Young, Myron B. (94450).

SYRACUSE STATE SCHOOL

Table listing names and salaries for Wassaic State School staff attendants, including Fausel, Herman (102750) and McRoberts, Thelma (100200).

WASSAIC STATE SCHOOL

Table listing names and salaries for Willowbrook State School staff attendants, including Peterson, Helen (90450) and Woodward, Evelyn J. (90100).

WILLOWBROOK STATE SCHOOL

Table listing names and salaries for assistant director of mental hospital, including Haines, Henry H. (101000) and Kern, Walter S. (99750).

ALL SET FOR THE FISH



Louis Illig (left), chief engineer at Harlem Valley State Hospital, receives a deep-sea fishing outfit from Michael Gallupo, president, on behalf of the hospital's CSEA chapter. Mr. Illig retired after 45 years of State service.

Questions answered on civil service. Address Editor, The LEADER, 91 Duane Street, New York 7, N.Y.



Dr. L. C. Kolb and Edith Morgan of Psychiatric Institute flank James E. Fields and family. Mr. Fields was honored at a farewell party at the Institute before he departed to become assistant director of North Dakota State Hospital.

Table listing names and salaries for Wassaic State School staff attendants, including Fausel, Herman (102750) and McRoberts, Thelma (100200).

Table listing names and salaries for assistant director of mental hospital, including Haines, Henry H. (101000) and Kern, Walter S. (99750).

Table listing names and salaries for Willowbrook State School staff attendants, including Peterson, Helen (90450) and Woodward, Evelyn J. (90100).

# Social Security Prospects Surveyed

(Continued from Page 2)  
 plementation will be made by the Pension Commission because the Commission was instructed to report on cost, which means cost of integration, since any State employee could figure approximate cost, and any bookkeeper actual cost, of supplementation.  
 "If the average salary of State employees is \$3,200 a year, and the Social Security tax is 4 per cent, the average tax equals the

total of \$128 a year. If State pays half and employee half, it is \$64 a year more than at present. If there are 70,000 State employee members of the State System, the cost to the State and the employees each would be \$4,480,000 a year."  
**The Part That's Contractual**  
 He felt that, by and large, between 90 and 95 per cent of the members of the State System, which includes many more local

government than State employees, would benefit even under integration, with nobody losing any present actual benefit under the State System. The State Constitution declares pension benefits to be contractual and forbids their being impaired or diminished, regarding "any pension or retirement system of the State or a civil division thereof."  
 A small percentage of employees might have a little lesser overall prospects from a combination, he said, mostly the "youngsters."  
 "One of the most frequent objections to proposals for integration is that no longer would it be possible to retire from public service and add Social Security pension to a State System pension," Mr. Bernard reported.

"The plan proposed for Federal employees, by the Kaplan Committee, would reduce the U.S. Civil Service pension by the amount of the Social Security pension, leaving the final pension the same, or a little higher, but there is no ground for assuming the State Administration or the Legislature would follow the same pattern of exclusion. The State Pension Commission could very well recommend that Social Security credits earned in private employment, self-employment and service in the armed forces, be fully honored. Such a pro-rated compromise would possibly allay much of the objection."  
**Does Not Last Forever**  
 He thought that prevention of any addition of Social Security pension to State System pension would be tantamount to killing all prospects of uniting benefits of the two systems, especially as so many employees think that Social Security credits, once earned, remain intact and undiminished. He pointed out that they start becoming less, after five years, and could ultimately disappear, because of one not being in covered employment for a long time.  
 He said:  
 "One point often stressed by oldsters is that, after retirement under the State System, they could get a job in private industry, at age 62, work for three years, and retire under Social Security, adding that pension to the other. If the salary is at least \$4,200, the pension would be \$1,300 a year, added to the State System pension. That is true, and the objection on that ground, to voting for discontinuance of the dual benefits, is understandable. But the argument does not take into account all the factors."  
**Pertinent Questions**  
 "How many at age 62, find it easy to get any job, much less one paying at least \$4,200 a year? How many more years must one work in private industry, to be able to attain the standing of fully insured under Social Security, regardless of salary, if he retires under the State System at age 55? How small is the Social Security pension for low salaries and short coverage periods of those who manage to get work when in the age 55-to-61 group? How little is the credit for coverage for armed forces service, and work in outside jobs, under Social Security?  
 "The maximum value of \$1,300 is impressive. The average value of perhaps \$100 or so is not too convincing. However, the point itself is well taken, in support of the principle of additive benefits."  
 He objected personally to any plan that would wipe out all possibility of adding Social Security pension benefit to State System benefit, and pointed out that reducing the State pension by the amount of the Social Security

pension, total pension at least the same, could wipe out the additional \$600 exemption for a person age 65 or over, because Social Security pension is 100 percent tax-exempt, while State System pension is taxable by the Federal government.  
 "While it might seem offhand to make no difference, taxwise, if the State pension is reduced, since the taxable income is reduced," he went on, "actually, a pensioner in itemizing his deductions against the wholly tax-free Social Security pension."  
**Enabling Act First**  
 He said that employees would have an opportunity, under any circumstances, to vote on any plan, and could accept or reject it, but that if any pension group accepted it, all members of that group would be bound because under no plan could State or local government pension rights be reduced. He expected an enabling act to be passed by the Legislature, which would merely permit the State and its communities to take advantages of the opportunity now afforded by Federal law to cover public employees under Social Security for their public jobs, even if they are members of a public employee retirement system. The vote on any specific plan, or choice of plans, would come later, but he doubted that it could take place this year, as he does not expect the Legislature to make any decision on that score at this session, because of the complex nature of the subject, and only two months or so for consideration."

**News of Newark Aides**  
 NEWARK, Jan. 16 — Deepest sympathy is extended to Mrs. Orville Baylord on the death of her husband, who has been employed at Newark State School for some time; to Agnes Casselman on the death of her father; to Agnes Fisher who recently lost her husband, Christian Fisher, an employee on BH No. 2, and to Winetta Jensen whose son-in-law passed away recently.  
 Dr. Silaus spent Christmas with her relatives in Michigan.  
 Grace Sanford spent the holidays in Florida visiting her daughter and family.  
 Dr. John Hoefler, Ann Quinn and Mary Moorhead were special guests at a Christmas party held by the employees of BH No. 3.  
 Christmas parties held for the employees at the Boys' Infirmary were greatly enjoyed.  
 Congratulations to Ann Quinn on her appointment as staff superintendent of Boys' Infirmary I. Cecelia Muller of Alloway is ill at the Barber Hospital, Lyons.  
 Gordon Bogart of Dade City, was a holiday visitor.  
 Mr. and Mrs. Clifford Warner entertained their Navy son, Larry, over the holidays.  
 It is rumored that Addison Clingerman and team better brush up on their bowling.  
 Bill Casselman, a patient at Syracuse Veterans Hospital, spent Christmas in Newark.  
 Lillian Crane, William McCarthy, Doris Slegwalt, Harold Russell and Dominick Vitterise are all in the sick bay, BH 3.  
 Albert Shebeen spent Christmas visiting her mother.  
 Dr. and Mrs. Colonna's daughter arrived from France for the holidays.  
 Alma Piehl is spending her vacation in Florida.  
 Congratulations to Dominic Vighiarolo. What did he do? Why, he passed his driver's test!  
 Welcome to the following new employees: Travis Spencer, William Casteel, Eugene Faircloth and Michael D'Augustine.  
 Lois Sweet and Caroline Howley are spending a few days in NYC.  
 On vacation are Harold Slegwalt, Edna Micheaux, Fay Avery, James Bowman, John Delmasiro, Gerald King, Alex Pizarusso, Agnes Ferland, Caroline McCann, Hazel Lonnenville, Hazel Martin, Elwood Covery, Marie Hess, Evelyn Armstrong, Ann Barto, James Quinn, Douglas Cooley, Lillian Peisher, William Swart, Philip Comella, Nellie Jones, Marston Lavey and Ralph Credford.

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**EMPLOYEES ACTIVITIES**

**News of Newark Aides**  
 NEWARK, Jan. 16 — Deepest sympathy is extended to Mrs. Orville Baylord on the death of her husband, who has been employed at Newark State School for some time; to Agnes Casselman on the death of her father; to Agnes Fisher who recently lost her husband, Christian Fisher, an employee on BH No. 2, and to Winetta Jensen whose son-in-law passed away recently.  
 Dr. Silaus spent Christmas with her relatives in Michigan.  
 Grace Sanford spent the holidays in Florida visiting her daughter and family.  
 Dr. John Hoefler, Ann Quinn and Mary Moorhead were special guests at a Christmas party held by the employees of BH No. 3.  
 Christmas parties held for the employees at the Boys' Infirmary were greatly enjoyed.  
 Congratulations to Ann Quinn on her appointment as staff superintendent of Boys' Infirmary I. Cecelia Muller of Alloway is ill at the Barber Hospital, Lyons.  
 Gordon Bogart of Dade City, was a holiday visitor.  
 Mr. and Mrs. Clifford Warner entertained their Navy son, Larry, over the holidays.  
 It is rumored that Addison Clingerman and team better brush up on their bowling.  
 Bill Casselman, a patient at Syracuse Veterans Hospital, spent Christmas in Newark.  
 Lillian Crane, William McCarthy, Doris Slegwalt, Harold Russell and Dominick Vitterise are all in the sick bay, BH 3.  
 Albert Shebeen spent Christmas visiting her mother.  
 Dr. and Mrs. Colonna's daughter arrived from France for the holidays.  
 Alma Piehl is spending her vacation in Florida.  
 Congratulations to Dominic Vighiarolo. What did he do? Why, he passed his driver's test!  
 Welcome to the following new employees: Travis Spencer, William Casteel, Eugene Faircloth and Michael D'Augustine.  
 Lois Sweet and Caroline Howley are spending a few days in NYC.  
 On vacation are Harold Slegwalt, Edna Micheaux, Fay Avery, James Bowman, John Delmasiro, Gerald King, Alex Pizarusso, Agnes Ferland, Caroline McCann, Hazel Lonnenville, Hazel Martin, Elwood Covery, Marie Hess, Evelyn Armstrong, Ann Barto, James Quinn, Douglas Cooley, Lillian Peisher, William Swart, Philip Comella, Nellie Jones, Marston Lavey and Ralph Credford.

# Time Remains to Better Pay, Work-Week Offer Says CSEA President

(Continued from Page 1)

ation will be insufficient to overcome the lag that has persisted for the past 15 years and which is existing now."

## Appleby's Position

Referring to Mr. Powers' comments on the salary survey not included in the negotiations, State Budget Director Paul Appleby said in a statement to The LEADER that "At no time has this Administration had any intention of withholding legitimate information from its factual studies."

Mr. Appleby said he had "no knowledge of any State report that justified a 10 per cent across-the-board increase for State employees."

"Even if such a report were made," he said, "it would not follow that the State would have

to adopt its recommendations."

Mr. Appleby declared that if the Association knew similar studies had been made in the past then it had every right to make inquiries about the current one. He added that the Administration had received no request from any employee organization for such material until January 10.

Mr. Powers pointed out, however, that the Association believed it did have all such surveys and did not learn of the existence of the missing report until January 10. Mr. Appleby sent that report to the Association on January 11, following the CSEA's request for it.

## The Governor's Proposals

Governor Harriman's plan, as it stands now, calls for:

1. An across-the-board raise of \$300 on base salaries of all employees earning \$2,000 or more a year.

2. a four-hour cut in the work-week of the 33,000 State employees who now put in 44 or 48 hours a week on the job.

3. The acceptance of the "no-loss-in-pay" provision sought by the CSEA to avoid any wage cut that might result from the work-week reductions.

The program outlined above will be included in the 1956-57 budget the Governor will submit to the Legislature February 1.

The Administration plan for raising wages is based on a 15 per cent increase for the first \$2,000 of base pay.

## ACTIVITIES OF EMPLOYEES IN STATE

### Erie Membership Drive Under Way

BUFFALO, Jan. 16—Vernon A. Tapper, CSEA 4th vice president, and Jack M. Kurtzman, field representatives, were guest speakers at a promotional membership dinner held by Erie chapter at St. Paul's Cathedral parish house.

The committee in charge of dinner arrangements was composed of Mrs. Mary Montella, chairman of the membership committee; William H. DiMarco, chapter president, and Conrad G. Miles, member of the County Division statewide membership committee.

Following their informative talks, Mr. Tapper and Mr. Kurtzman jointly conducted a question and answer period. The subject which commanded most interest was integration of Social Security and the pension system.

The primary objective of the meeting was to initiate a program which would culminate in the members of Erie County Welfare Employees Association voting on the affiliation of their association as a member of Erie chapter, CSEA.

An article and questionnaire in regards to affiliation were distributed, later, to every employee of the Welfare Department.

As of this date, the vote has been cast and the results are being tabulated.

Outcome of the over-all vote will be announced by Mr. DiMarco.

Next Erie chapter meeting: January 11 at 8 P.M. at Becher's Restaurant, William and Bailey, Buffalo.

### School Aides Meet

At the request of the non-teaching personnel of Cleveland Hill High School District 3, Mr. Kurtzman and Mr. DiMarco addressed the group. Mr. Schaik, custodian of Cleveland Hill School, was temporary chairman.

Employees of the district aired their grievances and expressed an interest in CSEA as a solution to their problems. Many an inequity exists in the areas of vacation and

The reduction in the work-week is directed at the 29,070 employees who regularly work 48-hour weeks and the 4,000 who work 44 hours a week.

The reduction in work-week would not apply to employees scheduled for overtime during special periods of peak work nor to those, like State Police, who are required to be on call more than eight hours a day.

### Armory and Arsenal Plans

However, the plan makes special provision for employees of the Division of Military and Naval Affairs who work in armories and arsenals. They have been working an average of 46½ hours a week, and in some cases more than 50 hours, without overtime. The new plan would cut their work-week back to 40 hours without a reduction in pay and new personnel would be added to handle the work load.

The plan also calls for the addition of more personnel to take up the slack that would be caused by the reduction in the work-week for employees of hospitals, welfare institutions and other facilities that must be manned 24 hours a day seven days a week.

The "no-loss-in-pay" provision is aimed at those employees who would lose more than the \$300 raise when they stopped receiving overtime for "plus-40" work. The plan provides their pay shall in no case be cut below present levels as long as they remain in their present jobs.

## RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

### A Matter of Salary Comparison

IN ABOUT THE SAME TIME PERIOD as the State of New York was installing its new pay plan, the City of New York was doing the same thing. New York State's plan went into effect April, 1954, and New York City's target date was July, 1955. Since new salary plans are not installed every year, events such as these are unusual, especially when it is borne in mind that except for the Federal Government they are amongst largest employers in the United States.

Thus, both these agencies had the same problem under study at about the same time and in the same economic climate. Yet they came up with different results salarywise.

It would be expected that there would and should be differences for jobs with the same or similar titles, but not the degree or consistency of difference that is apparent when the salary plans are compared.

In most cases we will cite, job specifications of both employers are available although in some cases the specifications were not available from either or both. It should be pointed out that comparisons of this nature are seldom exact. Critics can point to differences, but we are confident that a fair minded man would agree on the essential fairness of the comparisons.

We have not cited all the jobs we could compare but only a few illustrative examples of common jobs to provide broader coverage within the space available.

New York City		New York State	
Title	Salary	Title	Salary
Pharmacist	\$4000-5080	Jr. Pharmacist	\$3540-4490
Public Health Nurse	3500-4580	Public Health Nurse	3180-4070
Elevator Operator	2750-3650	Elevator Operator	2580-3350
Photographer	350-4870	Photographer	3540-4490
Occupat. Therapist	3750-4830	Occupat. Therapist	3540-4490
Instit. Seamstress	250-3400	Seamstress	220-2900
Staff Nurse*	3500-4580	Staff Nurse	3020-3890
Jr. Scientist	3750-4830	Jr. Chemist, etc.	3360-4280
Clerk (a)	2750-3650	Clerk (b)	2320-3040
Telephone Operator	2750-3650	Telephone Operator	2320-3040
Asst. Stockman	3000-3900	Stores Clerk	2320-3040
Recreation Leader	3750-4830	Recreation Instructor	3360-4280

### NOTES:

\*—Add \$240 a year for TB and psych. care.

Add \$180 per year for 4-12 shift and \$90 per year for 12-8 AM shift.

(a)—No education or experience required—except specialties where specified knowledge is required.

(b)—High school or 4 year work experience

The above tabulation consistently shows that the City of New York's new pay plan is geared at a higher level.

## Grievance Board Roster Completed

(Continued from Page 1)

Administration of the American Bar Association. He is a member of the New York State Bar Association's committees on legal education and workmen's compensation, chairman of the committees on admissions and legal education of the Albany County Bar Association, and a member of the Association of the Bar of the City of New York.

From 1948 to 1953 Dean Clements was chairman of the United States Regional Loyalty Board for New York and New Jersey, of which he became a member in 1947. His teaching fields are criminal law and procedure, and legal ethics. He is the author of a text, "Criminal Law and Procedure," and co-author of the Manual of Charges for Trial Judges.

Dean Clements is president of the Board of Trustees of the Albany Academy for Girls. He lives in Coeymans and is a member of the Fort Orange Club and the University Club of Albany.

### Mr. Garamella's background

Mr. Garamella has been a practicing attorney for 20 years and has participated as a consultant and arbitrator in the solution of

industrial labor-management disputes.

In 1953 and 1954 Mr. Garamella was Third Deputy Police Commissioner of NYC, in charge of all departmental disciplinary trials. For five years before that he served as special counsel to the City's Police Lieutenants Benevolent Association. Previously he was an official of the OPA in charge of hearing panels in Brooklyn.

Mr. Garamella is a member of the committee on atomic energy control and legislation of the Federal Bar Association and the committees on administration of justice and program of the Queens County Bar Association. He is a director of the Columbian Lawyers Association and a member of the Criminal Courts Bar Association of Queens and Long Island City Lawyers Association.

Active in Boy Scout work, he serves as National Council member representing Queens County. Among his other affiliations are the Knights of Columbus, the Grand Street Boys, the Italian Charities of America and the Douglaston Lions, of which he is president.

### nursing.

Sympathy to Mrs. Donna Schoos, whose father, Robert Gordon, passed away recently.

A speedy get well wish to Mary Matekovich who is undergoing surgery at Tri-County Hospital in Gowanda.

Welcome back to Mrs. Fritts

who recently underwent surgery. The chapter thanks all the employees who donated blood to the Red Cross Blood mobile in Perrysburg.

Anyone wishing to have items of interest inserted in The LEADER, may do so by writing them to P.O. Box 41 at the hospital.

## Harriman's Message to Legislature

In addition to the "strictly civil service" portion of his Message to the Legislature, published in last week's LEADER, Governor Averell Harriman made the following recommendations which have a bearing on the Civil Service scene:

### On Private Employment

The following are excerpts of the Governor's thoughts on private employment.

**Attack on Poverty** — "We can improve the earning capacity of our low-income families through training and education. We can encourage industry to regularize employment and increase the employment of partially handicapped workers. We can eliminate discrimination in employment. We can improve the levels of minimum wages, and pension payments and other social insurance benefits. We can develop and improve methods of protection against disaster illness."

**Improving Wage Levels**—"During the past year the Federal minimum wage was raised from 75c to \$1.00, effective as of March 1, 1956. It is necessary that our State minimum wage rates be brought into line with what it costs to maintain a worker and his family in health and decency."

### Public Works Wages

"Under our prevailing wage law, wage standards on public works are not supposed to fall below those in effect for similar work in the surrounding area. The law, however, does not permit the inclusion of 'fringe' benefits—such as vacation pay, various forms of insurance, and pensions—as an element in the wage rate. The result has been to give employers and contractors who do not provide such benefits to their workers a competitive advantage over those who do. I recommend that the law be amended to remedy this defect."

### Health and Mental Hygiene

Special Messages, giving detailed recommendations, will be presented by Mr. Harriman during the course of the present legislative session. Among them will be one devoted to "Health and Mental Hygiene."