

# Civil Service LEADER

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Page 6

## SUGGESTION WINS \$250



John W. Albert, right, a folding machine operator in the publications bureau of the State Education Department, receives a \$250 merit award certificate from Education Commissioner James E. Allen Jr., as Charles F. Probes, left, chief of the bureau, looks on. Mr. Albert's suggestion has saved the department several thousands of dollars a year in the printing of regents' academic, professional, and scholarship examinations.

## Correction Heads From Many States Attending Moran Crime Institute

Experts who head the State correctional systems in Michigan, Wisconsin and Rhode Island are among the many correctional authorities on the faculty of the 9th annual Moran Memorial Institute on Delinquency and Crime at St. Lawrence University, July 27-August 2.

Gus Harrison, director of corrections for Michigan since 1953, will conduct a course on "Correctional Administration." Sanger B. Powers, director of the Division of Corrections of the Wisconsin Department of Public Welfare since 1955, will teach a class devoted to "Casework Techniques in Correction." "Philosophy and Function of Correctional Services" will be the course taught by Harold V. Langlois, who since 1951 has been assistant director of the Rhode Island Department of Social Welfare in charge of correctional services.

In attendance at the institute on the university campus at Canton, N.Y., will be 600 correctional workers representing the various phases of law enforcement, preventive services, probation, institutional care and treatment and parole. The institute is sponsored jointly by the University and various State agencies concerned with the problems of crime and the offender — principally the departments of Correction, Social Welfare, Mental Hygiene, Civil Service and Education, the Youth Commission and the Board of Parole.

Mr. Harrison, a graduate of Michigan State College and a Navy veteran of World War II, was a parole officer prior to the war and in 1946 was named administrative assistant to Michigan Parole Board. From 1947 to 1950 he was State supervisor of paroles and then director of the Division of Pardons, Paroles and Probation until 1953.

Mr. Powers, who also was with the Navy in World War II, is a

graduate of Marquette University. In welfare work from 1933 to 1950, he was named director of the Wisconsin Bureau of Probation and Parole, holding that post until in July, 1951, he was appointed superintendent of the Wisconsin State Reformatory.

Mr. Langlois, a graduate of Boston College, holds the degree of M.S.S.W., with a major in corrections, from the Boston College School of Social Work. After serving on the staff of the Children's Aid Society of Buffalo, N.Y., during 1941-42, he was a special agent of the F.B.I. until 1951. At that time he was appointed to his present post, and since April 26, 1957, he has also been warden of the Adult Correctional Institutions, Howard, R.I.

### Robert McAmmond New Health Dept. Planning Chief

ALBANY, July 14 — Robert McGhie McAmmond is the new director of the State Health Department's Office of Planning and Procedures. The appointment was effective July 3.

Mr. McAmmond succeeds Murray R. Nathan, who was named to a new position in the State Law Department. In his new post Mr. McAmmond will receive a salary of 11,050 a year.

The new director entered State service in 1938 with the State Employment Division. Recently he has been serving as director of planning for the State Mental Hygiene Department. He is a graduate of Colgate University.

### AUBURN MAN NAMED TO COLLEGE COUNCIL

ALBANY, July 14 — Governor Harriman has named Maurice J. McVeigh of Auburn as a member of the Council of the State University Teachers College at Cortland. He succeeds C. Mossman McLeon of Binghamton.

Mr. McVeigh is a graduate of Niagara University and is chairman of the State Social Science Council of Cayuga County. He is a teacher of social studies in Auburn.

## County Responsibility In Health Plan Participation Is Outlined By Meacham

Responsibility for counties wishing to participate in the State Health Plan were outlined by Edward D. Meacham at a recent meeting of the State Welfare Conference held at Whiteface, N. Y.

Mr. Meacham, director of the Personnel Services Division of the State Civil Service Department, outlined the State plan, underwritten by Blue Cross, Blue Shield and Metropolitan Life Insurance Co., and the accompanying options, Health Insurance Plan of New York and Group Health Insurance Plan, available only in certain areas in the state.

The state official emphasized the responsibility of the various political subdivisions in seeking the plan for their employees. The

State is not in the business of selling the plan, he said, but wished to help the political subdivisions in any way possible in setting up a health insurance program in their particular community.

In dealing with the county participation, here is what Mr. Meacham said:

### Cost Described

"Bear in mind that the costs I speak of now are our present costs for the first contract year which ends December 4, 1958. On a semi-monthly basis, the employee and the State pay \$1.29 each and for individual and dependent coverage, the employee pays \$4.45 and the State \$2.99. On a monthly basis the employee

pays \$2.58 and the State \$2.58 for individual coverage. For individual and dependent coverage the employee pays \$8.89 and the State \$5.98.

"While changes in the State Plan may be made from time to time, you may be sure that whatever the plan is, it will be the same for local as for State employees. Let us consider now some of the other aspects of extending the opportunity to participate in this plan to the employees of the local subdivisions in New York State. The opportunity to participate is extended by virtue of Chapter 950 of the Laws of 1958. Under this Law there are several specific requirements for participation in the program. First, the local subdivision must elect to participate, and participation must be approved by the Temporary Health Insurance Board. According to Chapter 950, the election to participate . . . shall be exercised by the adoption of the resolution by its governing body and, in the case of any municipal corporation where a resolution of its governing body is required by Law to be approved by any other body or officer, such resolution shall also be approved by such other body or officer."

### County Share of Bill

"The second requirement set forth in the Law is that the participating subdivision . . . shall be required to pay the same rate of contribution paid by the State . . ." As indicated to you previously the current contract calls for the employer to pay 50% of the cost of individual coverage and 35% of the cost of dependent coverage. If this rate is changed for the State in the future, the local subdivisions would likewise be required to change their rate of contribution to conform to that paid by the State. The average

(Continued on Page 3)

## Behringer Wins Fight To Retain WCB Position

The Appellate Division of the Supreme Court, Third Department, has ruled that Lee J. Behringer, Albany District Administrator for the Workmen's Compensation Board, could not be fired from his job without charges and a chance for a hearing.

Although Mr. Behringer's position is in the exempt class, he contended that his post was not equivalent to that of a deputy and, as a veteran, could not be dismissed without charges.

In dismissing Mr. Behringer, the State classified him as a deputy and declared that, being in this classification, there was no need to present charges to allow for his dismissal.

The lower court ruled with Mr. Behringer and the higher court sustained his position.

The case, which was successfully argued by the Albany law

firm of DeGraff, Foy, Conway and Holt-Harris, will apply to two other persons in the same position as Mr. Behringer — Morell Brewster and Benedict Miller, district WCB administrators in Rochester and Syracuse respectively.

The petitioners counsel argued that Mr. Behringer's job had neither the duties or the position of a deputy post prescribed by statute and the both courts agreed. Without this classification, the court said, Mr. Behringer's veteran's rights applied and that he could not be dismissed without charges despite the exempt nature of the job.

Mr. Behringer was appointed to his present position on December 1, 1953. He was dismissed from the post March 23, 1957. The court reinstated him with full back pay as of the date of dismissal.

## REHABILITATION HOSPITAL AIDES HOLD DINNER



Pictured at the annual dinner of the New York State Rehabilitation Hospital chapter, CSEA, are, seated from left: Joseph Feily, first vice president of the CSEA; Margaret A. O'Neill, chapter president; Francis Casey, field representative of the CSEA; and Mrs. Bryan Person, chapter vice president. Standing from left are Marie DeGillo, dinner chairman; Thomas Cleary, music teacher; Anne Long, nurse; Dr. Seymour Bluestone, director of the hospital; Agnes Finn, dietary department; Nora Johnston, housekeeper; Patrick Curran, baker; Sally Shanahan, secretary of the chapter; and the Reverend Kenneth W. Costin, hospital chaplain. Mr. Feily presented service pins to Mr. Cleary, Mr. Curran, Miss Long, Mrs. Johnston, and Mr. Joseph Dunnigan, who was unable to attend. Mrs. Finn was presented with a bond in appreciation of her 40 years of service to the chapter and employees.

# HA and Local 237 Sign Precedent-Setting Pact

The New York City Housing Authority signed a contract with Local 237, Teamsters, on pay, leave, and other benefits, affecting 2,600 employees. Chairman William Reid signed for the Authority, and President Henry Fein-stein for the union, in the presence of Ira S. Robbins HA Commissioner; Irving Weiss, general counsel to the HA; Arthur Foley, chairman of the union's housing division, Louis Sustrin, union's business agent assigned to the housing division, and Joseph De Simone, union grievance committee member.

### Across-the-Board Raise

The contract provides for an across-the-board salary increase through the granting of an advance increment, the increment being at a higher level than formerly; payment in cash for overtime work, instead of in compensatory time off; liberalized leave rules for skilled trades employees; and a better break for employees injured on the job.

The effective date is July 1, 1958, and the contract runs for a year. Although officially entitled a memorandum of agreement, the pact is a contract, and the HA makes no bones about that fact. When Mr. Reid was Chairman of the Board of Transportation he initiated the annual signed agreement with the Transport Workers Union. The policy has been continued by the successor Trans-

it Authority, which frankly calls the agreement a contract.

### Other Raises in Sight

After the signing, Chairman Reid said that the HA agreement was the result of only the first part of the Authority's study of pay, titles and personnel rules. He intimated that promotion opportunities would be provided for accountants, whom he admitted are underpaid, and gave the impression that raises are in sight for assistant managers. The contract embodies pay increases for 1,842 project maintenance workers and housing guards, and improved leave rules for 707 in the skilled trades, such as plumbers, electricians, elevator mechanics, carpenters, plasterers, and maintenance men, whose pay is not set by the HA but by Comptroller Lawrence E. Gerosa under Section 2'0 of the State Labor Law, based on rates he finds prevailing in local private industry.

The HA has 6,500 employees, hence still to be determined is the question of raises for about 4,500. Chairman Reid did not commit himself regarding the 4,500 in city-wide titles under the Career and Salary Plan. If most of these are to get raises, their titles probably would have to be taken out of the Plan, just as were the blue-collar titles that got raises under the contract. The union asked for such removal of the blue-collar titles from the

Plan, the Authority agreed, and the Board of Estimate promptly approved the request, after Chairman Reid explained that the Housing Authority's withdrawal was based on the fact that a substantial number of its employees had jobs concerned with the management and maintenance of public housing projects that have no parallel in other City agencies. (Continued on Page 14)

## The Job Market

A Survey of Opportunities in Private Industry

By A. L. PETERS

The following describes job opportunities in private industry:

### The Employment Agency

Particularly important to the job seeker in times when employment is harder to find, is the broker of personnel, the licensed employment agency.

The function of this private organization is simply to bring together the right man and the right job, to find the job that

suits the man. Sometimes it works by filling orders from the employer who specifies: "I need a personable young lady with a knowledge of Hindustan." Sometimes the agency goes out actively to "sell" the man. This it does by phone, letter, brochure, briefs, booklets, and even advertisements. A new publication, entitled "Placement" is sent to personnel managers listing outstanding job applicants. But most effective is (Continued on Page 12)

## SIGNING OF EPOCHAL CONTRACT



Chairman William Reid (right) of the New York City Housing Authority and Henry Fein-stein, president, Local 237, Teamsters, about to sign the first contract between a City agency and an employee group in the history of the City. Standing, from left, Louis Sustrin, Local 237 organizer; Commissioner Ira S. Robbins, Arthur Foley, chairman of the union's housing division, and Joseph De Simone, (extreme right) member of the employee grievance board of which Mr. Foley is chairman.

## Training Program Asked As Discrimination Brake

WASHINGTON, July 14 — The President's Committee on Government Employment Policy favors training programs in the Federal departments and agencies to strengthen and supplement the non-discrimination policy of the executive branch of the Federal government, the second report of the committee reveals.

The committee was established in 1955 to help eliminate employment discrimination on the basis of race, color, religion or national origin. The second report covers the committee's work from May, 1956 to January, 1958.

The public members of the committee are Archibald J. Carey, Jr., Chicago, chairman; Branch Rickey, of Pittsburgh, vice chairman; Milton H. Blow of New York City; and Mrs. Jane Warnock of Eagle Butte, S. D., alternate public member. The government members are J. Ernest Wilkins, Assistant Secretary of Labor; Charles H. Kendall, general counsel of the Office of Defense and Civilian Mobilization, and W. Arthur McCoy of Washington, D. C., former Chairman of the Fair Employment Board.

The report notes that effectiveness depends on a realization on the part of government personnel of the wasteful aspects of employment discrimination and of the benefits of a fair employment program within the Federal civil service. The proposed training program aims toward providing key government personnel with a thorough grasp of all aspects of the policy in order that they may be better able to insure its effectiveness.

A total of 341 complaints were investigated during 26 months, 70

of which were referred to the committee for advisory opinions. The report also reviews the committee's program of area conferences with the heads of field agencies, and the educational and training aspects of the Committee's work with these agencies. Finally, it gives the results of a 1956 survey of Negro-Americans employed in the Federal government.

The report concludes that continued progress is being made in implementing the non-discrimination policy, but emphasizes that the task is considerable.

### Training Bill Signed

The U. S. Civil Service Commission announced that meetings will begin this week with agency and employee representatives to discuss the best means for putting into effect the Government Employees Training Act. The measure was signed by the President in July 7.

The new training authority will be discussed with agency personnel directors on Thursday, July 17 and that meetings with other interested groups will come later.

The new law authorizes agencies to pay for training of employees in non-Government facilities when such training is necessary and is not reasonably obtainable within Government. It also allows certain types of contributions, awards, and payments (such as Rockefeller scholarships) to be made by non-profit organizations and accepted by Federal employees under certain conditions, and permits agencies to send employees at Government expense to meetings dealing with improved supervision, management, and conduct of statutory functions.

## Law Cases

Sidney M. Stern, counsel, reported to the New York City Civil Service Commission on law cases as follows:

### JUDICIAL DECISIONS

#### Special Term

Green v. Schechter. Petitioner was passed over for appointment by the police commissioner and brought this proceeding to compel his appointment. A cross-motion to dismiss the petition for insufficiency was denied. The court pointed out that, until an answer is interposed, it is not possible to determine whether the police commissioner's reason for not appointing petitioner rests upon petitioner's alleged physical condition or upon the exercise of "one-in-three" discretion. An answer was ordered. (NYLC 6.13.58).

### PROCEEDING INSTITUTED

O'Connor v. McAuliffe. Petitioner, on special military list, seeks to be appointed clerk of district, municipal court.

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# THE PUBLIC EMPLOYEE

By JOHN F. POWERS  
President  
Civil Service Employees Association



## Mr. Goldfine's Gesture

There is a sorry spectacle currently running in Washington in which no one can take pride. The antics in the Goldfine hearings, before a House Committee, are reflecting a low ebb in American ethics. Some of the testimony has cast a shadow over the Civil Service. By implication, some of the public workers have found themselves being suspected of accepting rewards for doing favors for certain businessmen. Between 20 and 30 of them are acknowledged recipients of small Christmas gifts of \$35 to \$50 checks from Mr. Goldfine.

Mr. Goldfine testified he played Santa Claus by annually giving these small checks to "some poor workers." He, obviously, in his statement, was using the adjective "poor" to describe their financial standing and not their efficiency. This critical attitude towards the pay standards of the public service might by some be called commendable.

Unfortunately, the circumstances under which his attempt to adjust their financial position leave much to be desired. There have been other leaders of industry in the country who have been concerned about the salary of the public employees. However, they have not personally attempted to rectify the situation by Christmas checks, but instead have taken to the public rostrum to state their views. One gave much of his time and energy to formulating a compensation plan for the Armed Services.

## Harm To The Public Service

We think Mr. Goldfine—however well-meaning he may have been—has done the public service harm instead of good. He has through his patronage placed the employees in an unenviable position. A public statement expressing concern over the inadequacy of the pay scales from the head of a large textile enterprise might have jogged the Congress and the people to the needs of the situation. Instead, by his Christmas gifts he has cast them under a suspicion that a public servant can "be had." He has besmirched the good name and integrity of the Civil Servants and cast a doubt about their impartiality and concern for doing their job in the interest of the public good.

In the 75 years of the existence of the merit system—as in the years before—the Civil Servants in this country have struggled to uphold the dignity of their positions. They have had to struggle for status in the social group and they have had to struggle for the monetary recognition of their work as co-equal workers with industry in the development of the country. They have been faithful and loyal to the nation's idea. They have made great contributions to the nation's welfare. The annals of medicine and public health are replete with their contributions. Their scientific achievements have been outstanding and they have added much to the art of communal living and administration. In their devotion to duty they have been selfless and they have suffered patiently the jibes and taunts of the cynical who call them "tax eaters" and "bureaucrats".

## Day-to-Day Deeds Overlooked

In their day-to-day work—whether in a laboratory checking the purity of a water supply or on a coast guard cutter facing icy winds in the Atlantic or at a clerk's desk—they have each added their bit to the maintenance of the Nation's peace and prosperity. Their service has been far greater than their recognition. They have not asked much in return—only freedom from the stinging scorn of the unthinking and ignorant, and adequate incomes to help them enjoy some of the fruits of the prosperity they have helped to create. They certainly deserve something more dignified than small Christmas gifts from an industrialist and less cavalier descriptions than "poor workers". Mr. Goldfine in his role as Santa Claus has hardly performed "THE MIRACLE OF THIRTY-FOURTH STREET" for the public employees.

## MUSIC TEACHER RETIRES



Emily Bradley, music teacher at the Rome State School, was honored with a dinner party at Marge's Sea Shell Inn, Verona Beach. Pictured at the party are, from left: John R. Cole Jr., Gordon R. Schachoy, Mrs. Bradley, and Roswell B. Peters, the institution's education supervisor. Mrs. Bradley was music teacher at the school for 15 years.

# Meacham Depicts County Health Plan Operations

(Continued from Page 1)

cost to the State per employee under the present program is approximately \$55. This average, of course, depends among other things on the number of employees who have individual coverage and the number who take family coverage.

"A third requirement is that the subdivision . . . shall also be required to pay its proportionate share of the expenses of administration of the plan in such amounts and at such times as determined and fixed by the Board". I am not able to tell you at this time precisely what these costs will be. As you can readily see the administration of any program such as this involves a considerable amount of detailed work. Some of this work can appropriately be centralized and some may have to be decentralized. The administrative cost will depend on this factor as well as others such as the total number of persons covered, the number of participating subdivisions and so forth. In any event the Law provides that those subdivisions

which participate in the program shall bear a fair share of the administrative costs.

### Avoidance of Poor Risks

"One other item set forth in the Law relates to inspections and reads as follows: "The Board shall have power and authority to make such inspection of the employment and payroll records of any participating employer concerning any of its employees who are participants in the health insurance fund as the Board may deem necessary." This purpose of this provision is to make it possible for those responsible for the central administration of the program to determine that the enrollment records and payments by the subdivisions are proper. If this were not done, the plan might be exposed to excessive and unwarranted risks.

### Probable Operating Rules

"In addition to these specific requirements, the Law also states that any participating employer is subject to the Rules and Regulations of the Board. While there are no published regulations of the Board as yet, it is probable that these regulations will require the following:

(a) that the subdivision accept responsibility for enrolling its employees, maintaining records of enrollment status and certifying as to the eligibility or non-eligibility of its employees for benefits.

(b) enrollment of at least 75% of its eligible employees.

(c) payment in advance to the Health Insurance Unit of the contributions which it collects from its employees together with the employer's share.

### Retired Aides

"I might also invite your attention to one other provision of the Law which may be of interest to you. This refers to the coverage of retired employees. The Law permits the subdivision to cover its retired employees at the same time it covers its active employees or to cover its retired employees at a later date. What this refers to is employees who retire prior to the date on which the subdivision is admitted to participation. As was noted earlier, employees who retire after the subdivision elects to participate will be covered after their retirement under the same program as covers them during their active years. It may be that coverage of retired employees will be further referred to in the Board's regulations since under the State program, State employees who retired prior to the effective date of the State Plan are given only

the benefits of Parts I and II of the program.

"It must also be borne in mind that under our present program certain requirements are imposed by virtue of the contracts with the carriers. It is anticipated that modifications in the present contract will be worked out by staff of the Civil Service Department subject, of course, to approval by the Temporary Health Insurance Board. In any event, the provisions of the contract will apply to all participating employers whether the State or a subdivision.

"Obviously the limited staff which we have in the Health Insurance Unit of the Civil Service Department will not be able to meet individually with the more than 6,500 subdivisions in the State which may be eligible to participate in the program. Therefore, I particularly appreciate this opportunity to speak to a group such as yours and can only hope that you will carry the word to those in your local area who may be interested in this program or have questions about it. We do have a limited number of staff members whom we plan to make available to the local subdivisions to the greatest extent possible. Naturally, we hope to reach as many persons and groups as possible at each session at which we have a representative.

In conclusion, let me state again that the basic responsibility for initiating action in connection with participation in this program rests with the local subdivision. We in turn will be glad to render whatever assistance we can in aiding the employees or the management representatives of the subdivision in reaching a decision with respect to this program."

## Ft. Stanwix Aide Wins Two Awards

Walter M. Zatwarnicki, stationary engineer at Rome State School, was formally presented with two Certificates of Merit by Dr. Charles Greenberg, director of the institution. The certificates were awarded by the State Employees Merit Award Board and signed by the Board members and the Governor of New York State.

The awards were made for suggestions presented by Mr. Zatwarnicki on his own initiative and accepted as improvements of the State Service to the people of the State of New York.

The certificates were in addition to two checks received by the Rome State School employee, one in the amount of \$20 and the other amounting to \$75.

One suggestion was for the design and construction of a cart for the moving of television sets. The telecart will facilitate the handling of heavy television sets, effect a saving in time and eliminate damage from vibrations and jars.

Another was the design and construction of refrigerator cooler racks which will result in a monetary savings in the necessary replacement of existing refrigerator racks.

The new awards bring to three the total presented to Mr. Zatwarnicki during the past year. The first award was received in November for suggesting a special cutter for the packing used on steam valves.

## Credit Union Office Moves To New Room

The office of the New York State Employees Federal Credit Union at 270 Broadway, New York City, has been moved from Room 1210 to Room 1816 and is now open at the usual hours, 10:30 A.M. to 2 P.M.

The Credit Union office at 80 Centre St. remains in Room 909 and is open from 10:30 to 11:30 A.M. and from 12:30 to 3 P.M.

The 270 Broadway office is conveniently located to the new offices in that area of the Workmen's Compensation Board.

## New Book Describes Integrated Approach To Mental Health

The "total approach to public mental health" is graphically described in a publication "Design for Mental Health", released by the New York State Department of Mental Hygiene.

The booklet deals with the general problem of mental health and outlines New York State's complex mental hygiene program. Attractively designed and generously illustrated with photographs and drawings, the brochure indicates that the program attempts to meet the mental health needs of the people of the state at every level.

According to the text the operations of the Department of Mental Hygiene "embrace both community and institutional services. Integrated with these is a broad program of coordinated psychiatric research. Training of psychiatrists and other psychiatric specialists is conducted in cooperation with colleges and universities of the state, and a large scale public education program aims to promote understanding of mental illness and the development of mental health."

"In every aspect of its program," the booklet continues, "the department attempts to keep abreast of the times. New therapies, improved methods of care, innovations in service are thoroughly explored and whenever feasible, those found to be effective are incorporated into the state's activities. The mental health program is designed to leave no gaps in the line. Where weaknesses exist the goal of all concerned is to build for future strength."

In announcing the availability of the new brochure, Dr. Paul H. Hoch, Commissioner of Mental Hygiene, explained that it was prepared to meet the constant demand for information about the State's program.

Single copies may be obtained without charge from the Office of Mental Health Education and Information, Department of Mental Hygiene, 217 Lark St., Albany, N. Y.

# Housing Fireman Jobs Are Offered

Jobs as housing firemen are being offered by New York City at \$3,500 to start, rising to \$4,580 grade top through \$180 annual increments. The jobs are in the Housing Authority. The Lyons Residence Law does not apply.

Requirements follow: (a) Six months of recent full time experience in the type of work outlined under "Duties and Responsibilities"; or (b) not less than three months of recent full time experience plus not less than six months of successful related education in an accredited school (three months of acceptable practical experience will be credited for six months of related education); or not less than one year of successful related education in an accredited school in a course which combines classroom work with practical experience.

Candidates are not required to possess a high school diploma or high school equivalency diploma or approved G.E.D. certificate at the time of filing or taking the written, physical, or medical tests, but must possess the diploma or certificate prior to appointment.

The application fee is \$3. The performance-oral test is tentatively scheduled to be held in September.

Employees in the title of housing fireman are eligible for promotion examination to assistant resident buildings superintendent with a salary range of \$4,850 to and including \$6,290. Employees in this occupational group may, by successive promotion examinations, reach the title of resident buildings superintendent with a salary range of \$6,050 to and including \$7,490.

## Internal Revenue Aides Win Awards

Incentive awards totaling \$7,320 were made to 49 employees of the New York Region of the Internal Revenue Service, commissioner C. I. Fox announced.

Award recipients included the following employees in the Metropolitan New York area: Eileen C. Hutt, Rose Inzanna, Willie E. Burton, Marilyn Cooperman, Anna Goldberger, Ann Kurowski, John L. Murphy, Charles E. Pierce, David Terrain, Helen Duffy, and Ann M. Matere, \$300; Mary Gannon, Thomas J. Dugan, and John J. McIntyre, \$150; Cella T. Haber, \$125; Frances Meir, Mary L. Havel, Joseph M. O'Reilly, Deborah Wolff, George Coceros, Richard O. Duffy, and Albert J. Milone, \$100; Janet C. Kenney, \$80; Carmen Rose, \$75; Norman Mix, Oliver L. Nestour, Rosendo Collazo, and Giuseppe Gallo, \$50; Anne Glasser, \$45; Francis R. Nohrden, \$40; and Emil Rosenberg, \$10.

## Lehman Heads New Tri-State Council

Maxwell Lehman, Deputy City Administrator for New York City and former editor of The Leader, has been named executive secretary of the Metropolitan Regional Council. This organization of elected local officials in the Tri-State Metropolitan area works on problems of government that affect all communities within 50 miles of New York City.

An editorial in the New York Journal American on June 28 saluted Mr. Lehman as "that rare combination of a scholar in government and a get-things-going man. He has won the respect of both Republican and Democratic officials and has succeeded in getting them to work in harmony on problems that none of them could ever solve alone — problems of transportation, drainage, air pollution and land use, among others."

## State Exams That Stay Open Continuously

Applications are being accepted continuously for the following New York State jobs:

5555. Vari-type operator, \$3,140 to \$3,960. Vacancies are mainly in New York City and Albany, with occasional openings at other locations throughout the State, in hospitals, colleges, and other institutions. Duties consist of operating a vari-typing machine, performing general typing and clerical work, and related work as required. Candidates must have had training or experience in vari-typing operation. Performance test only, consisting of selecting type, planning layouts, and vari-typing final copy on paper from clean or rough copy of moderate difficulty. Fee \$3.

145. Occupational therapist, \$4,300 to \$5,310, and occupational therapist (TB service), \$4,530 to \$5,580. 81 vacancies throughout the State. Duties consist of planning and conducting an assigned phase of a program designed to further the rehabilitation of mentally and physically ill patients. Candidates must have graduated from an approved school of occupational therapy, or have graduated from college and have satisfactorily completed all the requirements for a certificate granted by an approved school of occupational therapy. The written examination will test knowledge of principles and techniques of occupational therapy, the use and care of occupational therapy equipment, effective techniques of instruction, and related knowledge and abilities involved in performing the duties of the position. Fee \$4.

175. Assistant civil engineer (design), \$6,140 to \$7,490. Positions in the Department of Public Works in Albany. Duties include performing professional engineering work of moderate difficulty. Minimum requirements are one year of satisfactory civil engineering experience involving the design and computation of bridges, grade separations, and other equivalent structures, plus a satisfactory combination of five years of education and/or experience. Fee \$5.

### YACENDA OF BROOKLYN NAMED KENTUCKY COLONEL

Francis R. Yacenda, long active in Brooklyn civic and church affairs, has been commissioned a Kentucky colonel by Governor Happy Chandler of that state.

Mr. Yacenda, now semi-retired, was for 25 years a public accountant.

## RESCUER RECEIVES MEDAL



Dr. John H. Travis, director of Manhattan State Hospital, presents James P. McGee with the Carnegie Hero Medal for saving a woman patient from drowning. On January 7, 1957, he jumped fully clothed into the frigid waters of the Harlem River, swam 50 feet to the patient and towed her to safety. Mr. McGee is an engineer at the hospital.

# BOND CLOTHES

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Park Lane Suits **\$64<sup>95</sup>**  
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of the red*

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| Fred Busse        | Field Supervisor         | 23 Old Dock Road, Kings Park, New York   |
| Thomas Farley     | Field Supervisor         | 110 Trinity Place, Syracuse, New York    |
| Charles McCreedy  | Field Supervisor         | 20 Briarwood Road, Loudonville, New York |
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| George Weltmer    | Field Supervisor         | 10 Dimitri Place, Larchmont, New York    |
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# NEW YORK CITY JOB OPENINGS

The following examinations for jobs with New York City are now open. The last day to apply appears at the end. Applications sought by mail should be in the hands of the Personnel Department, 299 Broadway, New York 7, N. Y., at least five days prior to the closing date.

## OPEN-COMPETITIVE

**8323. FIREMAN**, Fire Department. \$4,500-\$5,881 plus \$100 annual uniform allowance. Salaries are based on a 42-hour week. Fee \$4. Written test November 1. Requirements: Candidates must be between 20 and 29 years old on the date of filing. Men who were engaged in military duty subsequent to July 1, 1940, may deduct the length of time spent in military service from their actual age in determining their eligibility. Birth certificate or other evidence of birth date will be required. Candidates must be United citizens with three years' New York City residence, and must have high school or equivalency diploma prior to appointment. Applicants must be not less than 5' 6" (bare feet) in height and must approximate normal weight for height. 20/20 vision in each eye separately without glasses is required. No person who has been dishonorably discharged from the armed services or convicted of a felony will be examined. The written test weigh 100, 70 percent required. Candidates must also make 70 percent or higher on the physical to qualify. (July 8)

**8362. HOUSING FIREMAN**, City Housing Authority, \$3,500-\$4,580. Fee \$3. Performance-oral test in September. No residence requirement. Duties: A housing fireman, under direct supervision, operates heating and domestic hot water systems in a public housing project, stands watch, and fires low-pressure boilers with heavy fuel oil. He maintains, adjusts, and makes minor repairs to boilers, industrial oil burners, heating and domestic hot water equipment and all auxiliaries. Requirements: six months of recent full-time experience in the above type of work, or three months of recent full-time experience plus not less than six months of related education in an accredited school, or not less than one year of successful related education which combined classroom work with practical experience. File form A experience paper. Applicants must be under 55. Exceptions for some veterans. The performance-oral test will weigh 100 percent and will be conducted in an oil-fired low pressure plant and will consist of practical questions concerned with the duties of the job. A qualifying written test may also be given. Candidates will also be required to pass a qualifying medical and physical test prior to appointment. (July 28)

**8360. TABULATOR OPERATOR (IBM)**, various departments, \$3,900-\$3,900. Fee \$1. 37 vacancies at present. Written test September 18. Requirements: Sufficient training or experience to efficiently operate an IBM alphabetic accounting machine and associated equipment, such as the interpreter, sorter, collator, and reproducer. There are no formal experience or education requirements. Duties: operation and wiring of various tabulating machines and associated equipment in an IBM installation. Written test weighs 100, 70 percent required. A qualifying performance test will also be given. Qualifying medical test also required. (July 28)

**8356. ALPHABETIC KEY PUNCH OPERATOR**, \$2,750-\$3,650. Annual increments \$150. Present vacancies, 34. Fee \$2. The performance test will be held in October, date not yet set. Requirements: Sufficient training or experience to operate efficiently an IBM Alphabetic Key Punch

## VA HAS PART-TIME JOBS FOR DOCTORS

Doctors interested in part-time physician vacancies in connection with services to veterans and their families may telephone or visit the office of the New York City Division of Veterans Affairs (JU 2-2330), 303 W. 43rd Street, asking for either William McKernan or Edward A. Papandrea.

Machine, Type 024. No formal educational or experience requirements or age limits. Open to men and women. City will determine admissibility of a candidate to take the test. The performance test on the 024 is the only competitive one, pass mark 70 percent. (July 28)

**8169. REMINGTON BOOK-KEEPING MACHINE OPERATOR**, \$3,750-\$3,650. Annual increments \$150. Fee \$2. Performance test, the only competitive one, in October, date not yet set. The pass mark will be 70 percent. Promotion opportunities to senior clerk, \$3,500-\$4,580. Candidates must show sufficient training or experience to operate efficiently a Remington Rand Class 83 book-keeping machine in accordance with specified instructions. There are no formal educational or experience requirements or age limits. (July 28)

## PROMOTION

**8329. SUPERVISOR (STRUCTURES—GROUP C)**, Transit Authority, \$7,500-\$8,500. Fee \$5. Written test October 8. Eligible title: assistant supervisor (structures—group C), Transit Authority. Record and seniority weigh 50, 70 percent required; written weighs 50, 70 percent required. All candidates will be expected to have a good working knowledge of any of the structural work of the transit system and especially with respect to proper methods and practices for the maintenance of the heavy structural steel work of the elevated structure. Medical and physical test required. (July 8-28)

**8340. ASSISTANT MAINTENANCE ENGINEER (SIGNALS)**, Transit Authority, \$6,050-\$7,490. Fee \$5. Written test October 29. Eligible title: junior maintenance engineer, (signals), Transit Authority. Record and seniority weigh 50, 70 percent required; written test weighs 50, 70 percent required. There will be no choice of questions in the written test and candidates will be expected to have a working knowledge of any of the signal systems in use in the Transit Authority. Medical and physical tests required. (July 8-28)

**8447. PERSONNEL EXAMINER**, Department of Personnel, \$6,400-\$8,200. Fee \$5. Written test September 23. Eligible title: assistant personnel examiner, Department of Personnel. Record and seniority weigh 50, 70 percent required; written weighs 50, 70 percent required. A personnel examiner, under general supervision, performs difficult technical work in the construction, administration, and rating of Civil Service examinations, in the preparation and maintenance of a position classification system and salary plan, in the conduct and development of training or recruitment programs, or in the development and accomplishment of other phases of the personnel program in the central personnel agency; may supervise the work of subordinate technical and/or non-technical personnel; and performs related work. (July 28)

**8314. POWER MAINTAINER—GROUP C**, Transit Authority, \$2,332-\$2,565. Fee \$4. Written test October 24. Eligible title: maintainer's helper, Transit Authority. Record and seniority weigh 50, 70 percent required; written weighs 50, 70 percent required. The written test will consist of general questions; questions concerning the engine room and condensing and feed water equipment; and questions on the boiler room, fuel and ash equipment. All candidates will be required to answer general questions, and will have a choice of the other two sections. Medical and physical test required. (July 8-28)

## BAT AIDE WINS MERIT AWARD



Cecil D. Marshall, deputy comptroller of the Brooklyn Army Terminal is pictured receiving the Official Commendation for Meritorious Civilian Service in recognition of his outstanding performance of duty. Major General Evan M. Houseman, Commanding General of the U.S. Army Transportation Terminal Command, Atlantic, makes the award, as Mrs. Marshall looks on. Mr. Marshall's initiative, technical and administrative skills in developing the cost system, which was adopted by all Transportation Corps terminals, made possible the integration of valuable management data for effective use within the Industrial Fund System and the Army Financial Management Plan. Mr. Marshall is a past president of the New York Chapter of the National Association of Accountants.

## STATE TESTS NOW OPEN

Requirements for the new series of State jobs which opened for application on July 7 follow, with closing date at end:

**8051. Institution education supervisor**, \$3,550 to \$6,780 a year, four vacancies in the specialties of general home economics, vocational, or mental defective teaching. Requirements are six semester hours in educational administration and/or eligibility for, a teaching certificate in one of the specialties, and two years' teaching experience in such subjects. Fee \$5.

**8050. Institution education director**, \$6,450 to \$7,880 a year, one vacancy at Highland. Requirements include possession of, or eligibility for, a permanent certificate for service as principal of an elementary school or of a secondary school. Fee \$5.

**8049. Youth commission area director**, \$7,890 to \$9,540, one vacancy in New York City. Requirements, besides a bachelor's degree, include a satisfactory combination of four years of education and experience. Fee \$5.

**8048. Supervising psychiatric social worker**, \$6,140 to \$7,490, three vacancies at Willard, Wassaic, and New York City. Requirements include two years of graduate study in social work and four years of experience. Fee \$5.

**8062. Supervising janitor**, \$3,480 to \$4,360, three vacancies, one each at Brockport, Genesee, and Syracuse. Requirements include either one year of experience and a high school diploma or two years of experience. Fee \$3.

**8052. Associate librarian (science and technology)**, \$7,500 to \$9,090, one vacancy in Albany. Requirements include possession of, or eligibility for, a librarian's professional certificate, a bachelor's degree plus one year of library school, three years of library experience, including two years in a supervisory or administrative capacity involving responsibility.

for a scientific or technological collection, and either 60 semester hours of science or two more years of experience. Fee \$5.

**8060. Principal engineering technician (electric)**, \$3,020 to \$6,150. Appointments will be made at \$5,472. One vacancy in New York City. Requirements include three years of experience involving electric meters in a public utility or testing or related duties in a company manufacturing electric meters, and either two years of college toward a bachelor's degree in engineering or two more years of experience. Fee \$5.

**8061. Head janitor**, \$4,080 to

\$5,050. One vacancy each at Brooklyn and Syracuse. Requirements are either three years' experience including one year as supervisor or journeyman status in a recognized building trade. Fee \$4.

**8054. Assistant library supervisor**, \$4,770 to \$55,380, one vacancy at Albany. Requirements are possession of or eligibility for librarian's certificate, and completion of public librarian's exam. (Continued on Page 7)

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HOUSE HUNTING?  
SEE PAGE 11

# Civil Service LEADER

America's Largest Weekly for Public Employees

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19

TUESDAY, JULY 15, 1958

## Dual Landmarks

**H**ISTORY was made last week when the New York City Housing Authority, through Chairman William Reid, signed an annual contract with an employee group.

Never before in the City's history had a New York City agency signed a contract with an employee organization.

This was a first of the first water because it represents the breaking down of an artificial yet effective barrier that had prevailed far too long.

There is no more reason why government should not sign a contract on pay, hours, leave, working conditions, and fringes, than why industry should not—even no reason why the word "contract" should be avoided.

In the present instance the pact is officially called a "memorandum of agreement," perhaps out of courtesy to an old tradition, yet in the Transit Authority the annual agreement, reduced to writing, is frankly called a contract. Even the Housing Authority freely admits that the document that it just signed also is nothing other than a contract. Next year's agreement no doubt will be plainly called what it is, a contract, since the fallacy that government, as a sovereign, can not well contract with its employees has been dead a long time, if not always buried. Government signs contracts with contractors. Why not with its own employees?

### Employees Struck by Fine Spirit Shown

Besides the readiness to set precedent, Chairman Reid and his fellow-Commissioners, Ira S. Robbins and Francis V. Madigan, showed eagerness to reach solutions, and addressed themselves to differences with fairness and understanding. Local 237, that negotiated the contract, did not get all that it asked, though nearly all. What it did get it got with a full heart from the Housing Authority. That spirit in itself, hardly representative of such dealing with government generally, did as much to set a landmark as did the signing of the first contract. The employees were as much struck by that spirit as by the practical gains attained, which included an across-the-board pay increase. They felt that the consideration shown them was something so new and friendly as to be inspiring.

## Give 'Em Another Chance

**R**EFUSAL by wary public employees to accept Social Security, under legal provisions that made the decision irrevocable under existing law, must have arisen in most cases either from misunderstanding or obstinacy, so that an opportunity for a change of mind should be accorded. A bill now before the U. S. Senate Finance Committee would grant that opportunity, and should be enacted. On behalf of New York State employees, Comptroller Arthur Levitt has written to Senator Harry Byrd, chairman of the committee, asking that the committee report favorably on the bill. Since local government participation in the Social Security System is usually administered by the comptroller, Lawrence E. Gerosa should make a similar appeal to Senator Byrd on behalf of New York City employees, as should the comptrollers of other local governments in the State on behalf of employees in their respective jurisdictions.

In many cases it was foolhardy in the first place to reject the opportunity. Misguided or uninformed employees should not remain severely penalized for their hasty judgment. Some possible penalty would survive, even if the bill is enacted, because of the reduced number of quarters of coverage, but letting the penalty be permanent makes the punishment too severe.

## LETTERS TO THE EDITOR

### NYC TEACHERS WANT ANNUITY PROTECTION, TOO

Editor, The Leader:

You have probably learned of the recent decision by the New York State Court of Appeals which prohibits the use of mortality tables when such use results in a lowering of annuities of those teachers who are members of a retirement system at the time such tables are adopted. Although this test case was brought by our state-wide affiliate, the Empire State Federation of Teachers, against the State Teachers Retirement system, the same principle clearly applies to the New York City Teachers Retirement system as well, since the decision was based on a specific provision of the State Constitution. This provision reads as follows:

"After July 1, 1940, membership in any pension or retirement system of the State, or of a civil division thereof, shall be a contractual relationship, the benefits of which shall not be diminished or impaired."

The mortality tables in use by New York City were adopted in June, 1943. These tables stipulate longer life expectancies than the tables in use before that date, and therefore the monthly annuity payments to teachers on retirement are less than they would be if the previous tables had remained in use. The effect of the Court of Appeals decision is to require the use of the previous mortality tables for teachers who entered the Teachers Retirement System before the change.

We urge that a special meeting of the Retirement Board be called immediately, so that the proper adjustment in annuity payments can be made promptly. Each day's delay in complying with the principle of the decision of the Court of Appeals may jeopardize the retirement allowances of "new entrant" teachers who entered the system before June, 1943.

CHARLES COGEN, President  
New York Teachers Guild

## Question, Please

PLEASE state the New York City rule regarding the probationary period.

The rule provides:

In general, original permanent appointments are subject to a probationary period of six months. Where the minimum compensation of a position is not more than \$3,500 per annum, any person appointed to such a position after April 16, 1958 may be terminated at any time during the probationary period after a minimum service of three months, if such probation is unsatisfactory. However, for appointment to position in the Administrative Staff of the Board of Higher Education, the probationary period is one year, and for appointments to the position of patrolman and policewoman in the Police Department, and transit patrolman and transit policewoman in the Transit Authority, the probationary period is nine months. In all other cases, where the probationary period is other than six months, the announcement of examination will specify such probationary period.

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

## VOTE IS NEAR ON CODE OF ETHICS

By JAMES QUINLIVAN

The United States Senate soon will vote a bill establishing a code of ethics for Federal employees and officials, too. A 10-point code was reported favorably by the Senate's Post Office and Civil Service Committee.

Last year a similar code was voted by the House of Representatives. The Senate did not concur. But this year, particularly because of the disclosures by the House Special Committee on Legislative Oversight, the Senate is expected to go along. The committee exposed gifts accepted by Federal officials from Bernard Goldfine, textile magnate friend of Sherman Adams, the Assistant to President Eisenhower. Mr. Goldfine testified to making gifts to Federal officials and some "little fellows" among Federal employees. Mr. Adams was one of the recipients. Payment of hotel bills was one of Mr. Goldfine's favorite gift devices. Christmas checks were another. The question then arose concerning the propriety of making or accepting such gifts. The code is expected to define the allowable limits even more explicitly than does the present draft. The whole subject is now before a conference committee of Senators and Representatives.

### Text of Some Planks

One of the planks of the present draft instructs officials and other employees as follows:

"Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or his family, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of his government duties."

"Put loyalty to the highest moral principles and to country above loyalty to persons, party, or Government department;

"Uphold the Constitution, laws, and legal regulations of the United States and of all governments therein and never be a party to their evasion;

"Give a full day's labor for a full day's pay; giving to the performance of his duties his earnest effort and best thought;

"Seek to find and employ more economical ways to getting tasks accomplished;

"Make no private promises of any kind binding upon the duties of office;

"Engage in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of his governmental duties;

"Never use any information coming to him confidentially in the performance of governmental duties as a means of making private profit;

"Expose corruption wherever discovered, and,

"Uphold these principles, ever conscious that public office is a public trust."

Representative Charles E. Bennett (D., Fla.), wrote the resolution embodying the proposed code.

### New Code for NYC

Meanwhile New York City is soon to vote a code of ethics applicable to its own employees, while quasi-independent agencies are expected to follow suit. The Council's Committee on Civil Employees and Veterans, which has been studying the subject for months, is expected to report soon after Labor Day.

The Council committee would have the benefit of the Federal example by that time. Also, there is a State code of ethics, applicable to State employees, that Attorney General Louis J. Goldstein asked Mayor Robert F. Wagner to consider as an example, but the Mayor felt that the present City code of ethics met the situation at least as well and expressed hope that the new City code would be even more satisfactory and effective.

### HA to Adopt Own Code

The New York City Housing Authority is expected to adopt a code of ethics of its own. Chairman William Reid said so in connection with the recent reinstatement of a suspended employee.

The Authority members unanimously approved the reinstatement of Sidney Schackman, an accountant suspended on January 1958. The Authority agreed with a special hearing officer that Mr. Schackman's making of a loan to A. Arthur Tracy, a senior vice president of the Nassau Management Company, in no way impaired Mr. Schackman's usefulness to the Authority.

In announcing the decision, chairman Reid said:

"This case demonstrates the need for a written code of conduct for Authority employees which will in unmistakable terms define permitted and prohibited activities. Such a code will prevent unfortunate misunderstanding and will enable the Authority and the public to receive the benefit of staff services in line with the highest standards of ethical conduct. Such a code is now being prepared by the Authority."

### Grateful for Reinstatement

Mr. Schackman made this statement to the Leader:

"I want to express my appreciation to Chairman William Reid and the other members of the New York City Housing Authority, Ira S. Robbins and Francis V. Madigan, for their consideration and fairness in reviewing my suspension. I also want to thank my attorney, former Commissioner of Investigation Louis E. Yavner, for his diligent and able efforts in presenting my case.

"Most of all, I want to pledge all of my talents and efforts to the service of the Housing Authority and the public in a renewed affirmation of my profound gratitude that I am a citizen of a country where the words democracy and justice have real meaning."

**EDUCATION AIDES WIN AWARDS**



Ruth E. Burns and Helen I. Maynes, employees of the Bureau of Professional Licensing Services of the State Education Department, are pictured receiving certificates and checks under the State's merit award plan. Dr. Frank R. Kille (left), Associate Commissioner for Higher and Professional Education, presents the awards, while Dr. Robert C. Killough Jr., Assistant Commissioner for Professional Education, looks on.

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**State Jobs**

(Continued from Page 5)

ination, a bachelor's degree plus one year of library school, and one year of experience involving contact with and service to the public. Fee \$4.

8053. Senior library supervisor, \$6,140 to \$7,490, six vacancies in Albany. Requirements are the same as for assistant library supervisor, plus two more years of

experience including one in a supervisory or administrative capacity. Fee \$5.

8055. Film production aide, \$3,300 to \$4,150, two vacancies in Albany. Requirements include a high school diploma or equivalency and either two years of experience or one year of experience and one year of training in an approved photography school. Fee \$3.

8059. Associate veterinarian, \$7,897 to \$9,540, one vacancy in Albany. Requires four years of experience in practice of veterinary medicine. Fee \$5.

8058. Supervising veterinarian,

\$7,450 to \$7,860, two vacancies in Albany. Requires two years of experience in practice of veterinary medicine. Fee \$5.

8056. Veterinarian, \$5,840 to \$7,130, two vacancies, one in Western New York State and one in Albany. Requires one year of experience in practice of veterinary medicine and accreditation by U. S. Bureau of Animal Husbandry. Fee \$5.

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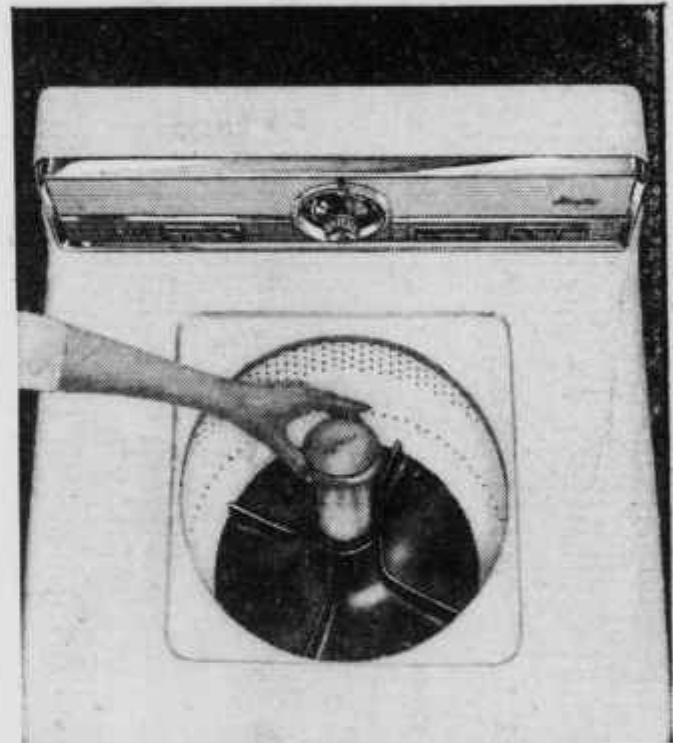
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Let you tailor the action to the type of fabric
- **THREE WATER TEMPERATURES INCLUDING "COLD"**  
Let you wash anything safely
- **AUTOMATIC RINSE CONDITIONER (optional)**  
Rinses your clothes in rain-soft water
- **YOUR CHOICE OF PINK, GREEN, YELLOW OR WHITE**

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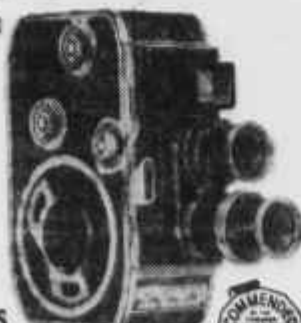
**NEW FOR HOME MOVIES!**  
**BOLEX "SCENE CONTROL"**

Amazing new camera makes professional effects easy for everyone



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- ★ WIDE-ANGLE PANORAMAS
- ★ SELF-FILMING

New for 8mm fans! Professional shots beginners can take! Bolex "Scene Control" gives you simple features for all Hollywood effects, plus 7 speeds, zoom viewfinder, fine Kern-Paillard lenses, many other precision extras. Model shown with Yvar 1/2" F:1.8 and 1 1/2" F:2.8 lenses, \$217.00.



Other models from **\$89.95**



**UNITED Camera Exchange Inc.**  
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 (Cor. 44th St.) N. Y. MU 2-8574  
 265 MADISON AVENUE  
 (Cor. 39th St.) LE 2-4022

# Official Requirements In Full For NYC Fireman Examination

The official notice of examination, No. 8323, New York City fireman (F.D.) test, follows:

**Salary:** The present entrance salary is \$4,500 per annum, with statutory increments up to and including \$5,881 per annum.

These salaries are based upon a 42-hour work week. In addition, there is an annual uniform allowance of \$100.

**Applications:** Filing period — Applications issued and received from 9 A.M., July 8, 1958 to 4 P.M., July 28, 1958.

**Issue of Applications** — Applications are issued in person or by mail. They may be obtained free by the applicant, or by his representative at the Application Section of the Department of Personnel at 96 Duane Street, Manhattan, N. Y. 7. They are also mailed on request to the Application Section provided a self-addressed nine-inch envelope, stamped six cents for return, is enclosed with the request. No mail requests for applications will be honored if not accompanied by a self-

addressed stamped (six cents) envelope. For practical reasons, mail requests for application blanks may not be honored unless received by the Department of Personnel at least five calendar days before the closing date of filing period.

**Filing of Applications** — Applications are accepted for filing by mail or in person. An application submitted for filing by mail should be addressed to the Filing Section of the Department of Personnel at 96 Duane Street, New York 7, N. Y. Such application will be accepted if its envelope is postmarked not later than 12 midnight of the day following the closing date for the receipt of applications. The required fee, payable by certified check, bank cashier's check or money order must accompany the application. Envelopes containing such applications must be stamped at the rate of 3 cents an ounce. Applications may also be filed in person by the applicant or by his representative at the address given for the Filing Section.

The Department of Personnel assumes no responsibility for delivery when issuing or receiving applications by mail.

**Fee:** \$4.  
**Date of Test:** The written test is expected to be held November 1, 1958. This date is tentative only and may be changed if circumstances so demand.

**Promotion Opportunities:** Employees in the title of fireman, F.D. are eligible for promotion examination to lieutenant, F.D. with a salary of \$7,148 per annum. Employees in this service may by successive promotion examinations reach the title of chief of department, F.D., with a salary of \$15,912 per annum.

**Ages:** The Administrative Code provides that to qualify for membership in the Fire Department, a person shall have passed his 20th, but not his 29th birthday on the date of the filing of his application.

**Exceptions:** All persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time they spent in military service from their actual age in determining their eligibility (Sub. 10a Section 243, Military Law). At the time of investigation, applicants will be required to submit proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful material misstatement will be cause for disqualification.

**Fire House Locations**  
The locations of New York City fire houses:

- Manhattan**
- 142 West 31st St.
  - 530 West 43rd St.
  - 417 West 17th St.
  - 340 East 14th St.
  - 113 Liberty St.
  - 100 Duane St.
  - 165 East 51st St.
  - 55 East Broadway
  - 73 Water St.
  - 261 William St.
  - 165 Mercer St.
  - 14 East 18th St.
  - 269 Henry St.
  - 223 East 25th St.
  - 185 Broome St.
  - 132 West 10th St.
  - 238 East 40th St.
  - 159 East 85th St.
  - 215 West 58th St.
  - 78 Morton St.
  - 220 West 37th St.
  - 173 Franklin St.
  - 604 East 11th St.
  - 278 Spring St.

- 87 Lafayette St.
- 49 Beekman St.
- 42 Great Jones St.
- 440 West 38th St.
- 223 East 119th St.
- 1849 Park Ave.
- 503 West 126th St.
- 157 East 67th St.
- 142 West 63rd St.
- 221 East 75th St.
- 502 West 113th St.
- Welfare Island
- 175 East 104th St.
- 301 West 47th St.
- 363 Broome St.
- 120 West 83rd St.

**YANKEE TRAVELER TRAVEL CLUB**  
R.D. 1, Box 6, Roseton, N. Y.  
Call Albany 4-6727  
Troy Area 2-0608

July 18, 19, 20—The Thousand Island Tour, The Venice of America—where one vacation leads to another. Nature's wonderland at your very doorstep when you vacation at Alexander Bay, 1000 Islands. Two boat rides, hotel, side trips, etc. \$22.00  
July 26 and 27—New York City by Steamer. Transportation, hotel, etc. \$18.95

Hey there—You with the star-burn of wanderlust in your eyes — getting ready for your summer safari? You'll be able to enjoy yourself much more with the Yankee Traveler as your guide. Call or write.

**In Time of Need, Call M. W. Tebbutt's Sons**  
176 State 12 Colvin  
Alb. 3-2179 Alb. 89-0116  
420 Kenwood  
Delmar 9-2212  
Over 107 Years of Distinguished Funeral Service

**CHURCH NOTICE**  
ALBANY FEDERATION OF CHURCHES  
72 Churches united for Church and Community Service.

**APTS. FOR RENT**  
Albany  
**BERKSHIRE HOTEL**, 140 State St. Albany, N. Y. 1/2 block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up

**MAYFLOWER - ROYAL COURT APARTMENTS** -- Furnished, Unfurnished, and Rooms Phone 4-1974 (Albany).

Pier 1, North River  
52 East 114th St.  
180 West 137th St.  
33 West 43rd St.  
Grand St., East River  
518 West 170th St.  
248 West 143rd St.  
207 West 77th St.  
766 Amsterdam Ave.  
90th St., East River  
503 West 139th St.  
(Continued on Page 15)

**COLONIE MUSICAL THEATRE**  
Box Office Open — 10 A.M.-10 P.M.  
The New Musical Theatre Tent in the Round  
EDDIE RICH presents  
**JULY 15 - 20**  
**KISS ME KATE**  
Musical with HAROLD LANG & ORIGINAL CAST  
Tues.-Fri. 8:40, Sat. 6 & 9:30, Sun. 8  
Prices: Tues., Wed., Thurs., \$1.00, 2.00, 3.25, 3.50.  
Fri., Sat. 10 P.M., Sun., \$0.00, 2.50, 3.00, 3.00.  
Sat. 9:30 P.M., 2.25, 2.75, 3.50, 3.75.  
Phone Cedar 7-8585, Write Box 935, Latham, N.Y. Send Stamped, Self-Addressed Envelope.  
Save 25% on Season Tickets Discounts for Theatre Parties  
Followed By "KING & I"  
**JULY 22 — AUG. 3**

## DEPT. OF LAW AIDE WINS AWARD



Attorney General Louis J. Lefkowitz presents merit award certificate and \$25 check to Dina Noskin of the New York State Department of Law for her suggestion with regard to mail handling. Miss Noskin is a clerk in the administrative bureau of the Department.

**ARCO**  
CIVIL-SERVICE BOOKS and all tests  
**PLAZA BOOK SHOP**  
380 Broadway  
Albany, N. Y.  
Mail & Phone Orders Filled

**\$7.00 STATE RATE FOR SYRACUSE THE SHERATON DeWITT MOTEL**  
WE OFFER:  
• 7 Minutes from Downtown  
• 120 Modern Rooms with TV & Radio  
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• Two Top Restaurants  
• Cocktail Lounge  
• Swimming Pool Rights  
• Charcoal Chef  
• Free Parking  
• Telephone Switchboard Service  
**The Sheraton DeWitt**  
Erie Blvd., E. Syracuse  
MARK FLAHERTY, General Mgr.  
GI 6-3300

**SEALY SALE**  
BOX SPRING & MATTRESS **\$49.95** PRICE INCLUDES 4 LEGS & 5 YR. GUARANTEE  
Reg. \$79.95  
Agency for Stearns & Foster, Serta, Englander, Crown. Full line Convertibles, Chair Beds, Hi Risers, Hollywoods, Quilts & Pillows Recovered & Sterilized.  
Special Consideration for Civil Service Employees  
**BEDDING MFR'S OUTLET**  
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**FLY** 300 M.P.H. PRESSURIZED COMFORT  
**California \$79.50**  
**USOA DC-6B SKY BUS** CHICAGO \$23.25\* HAWAII \$178.50\*  
**Miami \$37.05**  
SEE YOUR TRAVEL AGENT OR CALL  
142 W. 42nd St. JU 2-6400  
23 Flatbush Ave. UL 8-7700  
AIRCRAFT RESERVATIONS, INC.  
UNITED STATES OVERSEAS AIRLINES INC., Scheduled Supplemental Airline.

**ACT NOW...SAVE!**  
**1958 LOW Thinline ROOM AIR CONDITIONER**  
A NEW KIND OF COOLING SYSTEM  
50% MORE EFFICIENT COOLING SURFACE than those in usual plate-type cooling systems!  
Takes 20% Less Space than previous "Thinlines"  
Fits Most ANY Window  
LOW—only 15 1/2" high! 1-HP, BIG COOLING CAPACITY—Removes 9,000 BTU's\*. Has twice the compressor speed found in ordinary room air conditioners.  
• Only 12 Amps, operates at 115 Volts  
• Air Freshener — Permanent Air Filter  
• Easy-Action Controls  
• Controlled Air Distributors  
• New Performance Sectional  
• Quiet Operation  
NO COSTLY 230-VOLT REWIRING NEEDED!  
G-E Thinlines are Priced from **\$149.95** As little as **\$276 A WEEK** after small down payment  
**NEW DEAL RADIO**  
65 Second Avenue, New York, N. Y. GR 5-6100



# NEW—State-wide Contract

## Greatest advance ever made in health protection for State employees

The new State-wide contract gives you and your family comprehensive, world-wide, hospital and medical protection—with employer contribution toward the cost.

A three-part program, provided by Blue Cross, Blue Shield, Major Medical coverage as described in the booklet which has been distributed to all State Employees.

**BLUE CROSS**—with expanded hospital benefits. Covers in full for 120 days semi-private room and board, plus all the usual hospital services. Also, covers anesthesia, blood and blood plasma, physiotherapy, hydrotherapy and ambulance service. For private room care—you receive an allowance equal to the most common semi-private room charge.

**BLUE SHIELD**—with expanded doctor benefits. Covers surgical and in-hospital medical care by your own private physician, plus allowances for anesthetists' fees and for radiation therapy. Provides *payment in full* for nonmaternity care by any participating physician—if your annual family income is \$6,000 or less (\$4,000 if single). And, *most doctors in New York State are participating Blue Shield doctors.*

**MAJOR MEDICAL**—Please refer to "Health Insurance for New York State Employees" for a complete description of your major medical benefits under the State-wide contract.

The State-wide contract is for now and for your future . . .

WHEN YOU RETIRE: You can continue your Expanded Blue Cross, Expanded Blue Shield and Major Medical protection, according to the New York State enrollment regulations. So, wherever you reside or travel when you retire, you can keep this broad, long-term protection *at the same low cost.*

For more information about how you can get this coverage for yourself and your family, contact your Personnel or Payroll Officer.



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Summer Places For Rent

WHISPERING PINES LOG CABINS

Houskeeping and overnight, 1 to 3-room cottages. Beautiful 17-acre pine grove in the heart of the Adirondacks on the Hudson River at North Creek, N. Y. Large, fully equipped children's play area. Excellent hunting and fishing. Open all year. Louise and Bettie Baker, Props. Write for Brochure W, or phone North Creek 4101.

IN DELAWARE COUNTY

A ROYAL VACATION—Live Like a KING!—At PRINCE ALBERT HOTEL—Fleischmanns, N. Y.

Ideal Summer Resort located 10 mi. away from beautiful Lake Switzerland. Rent by day-wk, mo or Season—Amer. or European Plan—Spacious Rms. Excl. cuisine, cocktail lounge—Supervised play periods plus sep. dining rm & swimming pool for children—Bangs, April by month or season—Call Fleischmanns 1431 or NYC—Ch 4-0925.

T-H-I-S I-S I-T!

Good old days on the farm. Perfect swimming - Elegant 'eatin' - Grand sleepin'.

Your own private cottages. EDGEWATER FARM - L. C. Hunt-Rd 3, Kingston, N. Y. FEDERAL 1-0680

FIFTH AVE. APHOTEL

127 Beach 115th St. ROCKAWAY PARK, L. I.

Light, airy rooms with private bath, cooling. Home-like atmosphere. 200 ft. fr. Ocean. Day, Week, Season - Phone G. 4-8555.

ROCKAWAY PARK HOTEL

By day, wk, season. Open all yr. Cooking available. One block fr. church & Ind. Sub. No 4-0409, 158 Beach 110th St.

GAMES

PLAY "NIP 'N' TUCK". FASHIONING "SOCK" FINISH! Ideal Vacation, Year around, \$1. Post-paid. Money back if not delighted. SIX-S GAMES, 4002 6th Ave., Bklyn 32.

INTELLIGENTIAL - EAST HAMPTON, L.I.

Home property. 1 two story house, and 4 year round cottages. 2 1/2 acres of land. One lawn and shrubbery. Dining room included. \$1,7000. Write Box No. 64, Amagansett, L. I., New York.

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START YOUR ADIRONDACK VACATION AT FAIRYLAND VILLAGE, Route B, Saratoga Springs, N. Y. "A Child's Paradise of Stories" featuring Live Animals and Story Book Characters. See The Three Pigs, Pinocchio, Robin Hood, Santa's Stopover, enjoy Animal Pack and Musical Show, and ride on The Fairyland Express, The Knight's Charger and The Prospector's Pack Trip. Send for free brochure.

BINGHAMTON NURSE RETIRES



Pictured at a luncheon in honor of Blanche Edwards, K.N., who is retiring, are, from left, Pauline Bochnovich, Mrs. Edwards, Meda Lobdell, and Wylda Johnston. The luncheon was sponsored by the Binghamton Hospital Nurses Alumni Association, of which Mrs. Edwards is a past president, and was held in the Garvin Building. Mrs. Edwards started work at the hospital as an attendant in May, 1924. She entered the School of Nursing in September, 1925, and has been a head nurse since her graduation. The Nurses Association presented her with gifts and money.

Koppelson Heads Personnel Group

Melvin J. Koppelson of the Atlantic Coast District Personnel Office of the U.S. Maritime Administration, has been installed as the new president of the Metropolitan New York chapter of the Society for Personnel Administration. He succeeds C. William Delamater of the Brooklyn District Internal Revenue Office. Jerome Smith of the Brooklyn Army Terminal is the new vice-president, and the new secretary-treasurer is Catherine Regruto of the Second U. S. Civil Service Region. They were installed along with Mr. Koppelson.

BEST REAL ESTATE BUYS

SMITH & SCISCO Real Estate

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SUMMER SPECIALS:

JAMAICA:

2 family shingle detached, 9 rms. 4 & 3, 2 finished rms. in attic. Garage, oil heat, extras. Good location, convenient to everything. Low cash to all. Asking \$15,000

ST. ALBANS:

7 rm. 1 family Insul Br. det. & garage, on landscaped 30 x 100 lot. Oil heat, modern kit. & bath, with stall shower. Many extras included. Price: \$14,000

NEW HOMES & REALES IN THE FINER SECTIONS OF QUEENS & NASSAU COUNTY. LOW DOWN PAYMENT TO ALL.

G.I.'s we are now in a position to obtain G.I. mortgages. Consult us before buying.

COUNTRY ESTATES, FARMS AND CAMP SITES UP STATE NEW YORK. PRICES REASONABLE

ALLEN & EDWARDS

THIS WEEK'S SPECIALS

JAMAICA - Handyman's Special, 6 rooms, oil steam, 1 block from Jamaica Ave.

Price . . . . . \$8,500

ST. ALBANS - 4 bedroom home, nicely decorated, 1 car garage.

Price . . . . . \$16,400

CALL BRANCH OFFICE, 809 BROADWAY, WESTBURY ED 4-0980

IF NO ANSWER CALL OL 8-2014

NASSAU - New houses. Can build from \$7,200 & up

Own Your Land - No Down Payment

Prompt Personal Service - Open Sundays and Evenings LOIS J. ALLEN Licensed Real Estate Broker ANDREW EDWARDS 168-18 Liberty Ave. Estate Brokers Jamaica, N. Y. Olympha 8-2014 • 8-2015

STATE ELIGIBLE LISTS

- ASSISTANT TOLL EQUIPMENT MAINTENANCE SUPERVISOR, Prom., NEW YORK STATE THRUWAY AUTHORITY 1. Birch, Neil, Baldwinville . . . . . 9741 2. Hunt, Robert, Albany . . . . . 9475 3. Brush, Charles, Pearl Ry. . . . . 9580 4. Buchanan, Robert, Auburn . . . . . 9041 5. Bauger, Leon, Utica . . . . . 9084 6. Wilbaldt, William, Walden . . . . . 8591 7. Tomkeovich, Walter, Snyder . . . . . 8550 8. Kupper, Max, Catskill . . . . . 8484 9. Sandberg, Robert, Schuyl. . . . . 8164 10. Dehaud, Glen, Solihik . . . . . 8025 11. Brickley, Earl, Rochester . . . . . 7892

- SUPERVISOR OF SOCIAL WORK (MEDICAL), Prom., DEPARTMENT OF SOCIAL WELFARE 1. Anderson, Barbara, NYC . . . . . 8685 2. Jupa, Edward, Cobos . . . . . 5515

- ASSISTANT SUPERINTENDENT OF TRAINING SCHOOL, Prom., DEPARTMENT OF SOCIAL WELFARE 1. Casby, Bernice, Hudson . . . . . 5911 2. Zirin, Sidney, Millbrook . . . . . 8884 3. Purcell, Margaret, Hudson . . . . . 5313 4. Weiner, Maurice, Otisville . . . . . 5251 5. Roberts, Arthur, Industry . . . . . 8281

- SENIOR PSYCHIATRIST, Prom., DEPARTMENT OF HEALTH, WESTCHESTER COUNTY 1. Petrus, Joseph, N. Pelham . . . . . 8479 2. Borner, James, Scarsdale . . . . . 5771

- CLERK, GRADE 6, Prom., SURROGATE'S COURT, BRONX COUNTY 1. Sauber, Minnie, NYC . . . . . 9150 2. Hilden, William, Brox . . . . . 5355

- ASSISTANT GUARDIAN CLERK, Prom., GRADE 3, SURROGATE'S COURT, BRONX COUNTY 1. Dwyer, Catherine, NYC . . . . . 9873 2. Goodman, Edythe, Bronx . . . . . 9807 3. Egan, Margaret, NYC . . . . . 5073 4. Kreisman, R. S., NYC . . . . . 8359 5. Timney, Kathleen, NYC . . . . . 8058

- CLERK, GRADE 4, Prom., SURROGATE'S COURT, BRONX COUNTY 1. Goodman, Edythe, Bronx . . . . . 9804 SUPERVISOR OF SOCIAL WORK (CLERICAL WELFARE), Prom., DEPARTMENT OF SOCIAL WELFARE 1. Randall, Dorothy, NYC . . . . . 8015 2. McCann, Rita, Albany . . . . . 5575 3. Roman, Marguerite, NYC . . . . . 5000 4. Smerak, Sidney, Syracuse . . . . . 8215 5. Silk, Mary, Buffalo . . . . . 7845

- ASSISTANT DIRECTOR, SOCIAL SECURITY AGENCY, Prom., DEPARTMENT OF AUDIT AND CONTROL 1. Luchs, Carol, Albany . . . . . 9079 2. Davis, Vernon, Voorheesville . . . . . 9918 3. Stahl, E. Kenneth, Albany . . . . . 8013 4. Maguire, Robert, Troy . . . . . 8411

- SENIOR BUILDING ELECTRICAL ENGINEER, Prom., DEPARTMENT OF PUBLIC WORKS 1. Rosanne, Umberto, Albany . . . . . 9258

DI 5-1818 Established 1926 ABRAHAM H. HOLLANDER HIGH GRADE MEMORIALS Spec. Discount in Civil Service Employees Write for Free Yaxzeit Calendar Being this Ad with you for discount 122 CHESTER STREET Nt. Pulkin Ave. Bklyn 12, N. Y.

LEGAL NOTICE

STREET, O. DICKINSON.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO: The Chase Manhattan Bank as trustee 1/w O. Dickinson Street, deceased; Richard L. Kearin described as Richard J. Kearin; Rita K. Lefrevoist described as Mrs. Ray Lefrevoist; Ruth E. Cotherman described as Mrs. J. E. Cotherman, Agnes K. Beeber, described as Mrs. William Beeber; Kenk Beeber, John S. Kearin, Robert L. Kearin, John W. Kearin, Dorothy Kearin, William Calceza, The Reformed Protestant Dutch Church, The First Congregational Church, The Leo Library Association, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of O. Dickinson Street, deceased, who at the time of his death was a resident of New York County, New York, SEND GREETING:

Upon the petition of O. Dickinson Street, Jr., residing at Leo, Massachusetts. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 10th day of September, 1958, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of O. Dickinson Street, Jr. as Executor under the will of O. Dickinson Street, deceased, should not be judicially settled, why payment of the Executor's claim as set forth in Schedule D-2 of the account should not be approved, why his commissions as Executor as computed in Schedule K should not be determined and allowed and why the decrees herein should not descend and petitioner to abandon certain securities listed in Schedule H as worthless and Alfred said petitioner such other, further and different relief as may be meet and just.

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 S. SAMUEL DE FALCO, a Surrogate of our said county, at the County of New York, the 10th day of June in the year of our Lord one thousand nine hundred and fifty-eight. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Shoppers Service Guide

HELP WANTED MALE CANNASSERS HOME IMPROVEMENT Full or part time. Salary plus commission. No car necessary. Apply for interview, 1-3 P.M. Evening 6-8 P.M. 15-04 130th St., College Point, L.I.

Help Wanted - Male & Female Keep your job and come with us part time. Earn while you learn. TW 8-7819.

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

PART-TIME: New business opportunity. Immediate in-opp. No invest. Ideal husband & wife team. OLico 7-0618.

FOR SALE TYPEWRITER BARGAINS Smith-517.50; Underwood-927.50; others Pearl Bros. 476 Smith, Bkn, TR 5-3024

REFRID. Wash. Mach. ranges, air-cond. Comb. sinks record, gtr. to 3 years. TRACY REFRIGERATION—CY 2-5000 240 E 149 St & 1204 Castle Hill Av. Bx.

HOUSEHOLD NECESSITIES FURNITURE, RUGS AT PRICES YOU CAN AFFORD Furniture, appliances, gifts clothing, etc. at real savings. Municipal Employees Service, Room 428 15 Park Row CO 7-5300

ALBANY CAR REPAIR Just opened at 182 Hudson Ave., Albany, only 3 blocks from the Capitol. Brake & ignition service, carburetion, automatic band adjustment. No job too big or too small. All major or minor repairs by mechanics who know their stuff. Phone 4-7693 and we'll come and get it, or drive it in before work or during lunch hour. Prices within reason and every job guaranteed. WILSON'S GARAGE, Amoco Gas & Service. Thomas L. Wilson, Direction.

NOTICE BE APPOINTED State Notary Public now! Write for FREE details—Broker Agency, 550 Fifth Avenue, New York 36, N. Y.

PART-TIME JOB OPPORTUNITIES HOW TO GET That Part Time Job A handbook of job opportunities available now, by S. Norman Feingold & Harold List for students, for employed adults and people over 65. Get this invaluable guide for \$1.99 plus 10c for mailing. Send to LEADER BOOK STORE, 97 Duane Street, N. Y. C.

Party goods for all occasions. New Year's assortments best sellers to Hotels, Clubs, Taverns. 30% commission. Sperry Favors, 1021 Oak St., Elmira, N. Y.

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— 2 WEEK — TYPING COURSE For those who wish to advance. Quick results guaranteed. AU 1-4812

Low Cost - Mexican Vacation \$1.80 per person, rm/bd. & bath in Resort MEXICO. Fabulous low cost vacations. Send \$2.00 for Directory. Satisfaction Guaranteed. R. E. Briffault, 110 Post Ave. N. Y. 24, N. Y.

Typewriters Adding Machines \$25 Addressing Machines Mimeographs Guaranteed Also Rentals, Repairs ALL LANGUAGES TYPEWRITER CO. 119 W. 32nd ST., NEW YORK 1, N. Y. OLioona 2-8000



ACREAGE - 800' ELEVATION Beautiful Views HIGH RIDGE ESTATES

1/2 to 2 1/2 Acreage plots restricted to small country estates. Priced from \$1,000 to \$3,200, 10% down and convenient monthly installments. Every lot affords a choice building site. 60 Miles via Taconic State Parkway, turn right at Bulls Head Road, 1 mile to

HIGH RIDGE ESTATES, Dutchess County, N. Y.

BUY COUNTRY PROPERTY FOR GOOD LIVING NOW, PAY AS YOU EARN AND PROVIDE A LOVELY HOME WHEN YOU RETIRE.

Write for Brochure E. I. HATFIELD, Broker 46 Cannon St., Poughkeepsie, New York Phone: GL. 2-2300

FOR VALUE! FOR LOW PRICE HOLLIS 1 family detached 9 rooms, 2 1/2 baths, modern kitchen, landscaped. Low Down Payment. 1 & 2 FAMILY HOMES IN MOUNT VERNON Consult an experienced broker before your buy! Many Savings. Call CYRIL G. WALLACE 271 W. 125th St. RI 9-5715

WESTCHESTER YORKTOWN HTS. VIC. Lake Front... Lake View! JUST 25 MILES TO N.Y.C. A-C-R-E S-I-T-E-S From 800.00 Mile Long Private Lake!!! YR. ROUND... '48 Ranch From 8,000 Schools, Shopping, Transportation LAST SECTION BEING CLOSED OUT Take any Pkwy to Hawthorn Circle, Drive out Taconic Pkwy to Rt. No. 6, Left on Rt. No. 6 to Burger St. Right on Burger St-Follow sign to TACONIC LAKE or call WH 9-3400 • 19 Main St., White Plains

**INTER-RACIAL**  
**G.I. \$200 CASH**  
**CIV. \$300 CASH**  
**SO. OZONE PARK**  
**\$9,500**

Detached, 6 large rooms, enclosed porch, modern tile bath, full basement, garage, oil unit, loads of extras included. Small deposit will hold till contract.

**WHY PAY RENT?**  
**SPRINGFIELD**  
**GARDENS**  
**\$12,990**

Detached, 40x100, 8 rooms, 4 bedrooms, 1 1/2 baths, garage, full basement, oil heat, valuable extras included.

**SACRIFICE!**  
**OWNER LEAVING STATE**  
**JAMAICA PARK**  
**\$13,990**

Detached, large, legal 2 family home, 10 rooms, modern kitchens and baths, economical gas heat, full basement. Walk to Subway, both apts vacant on title.

**LIVE RENT FREE**  
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**The Job Market**

(Continued from Page 2)

the personal call to a company expanding its force: "We have a good man for you."

**Ethical Standards**

The employment agency works in a sensitive area, with applicants under extreme pressure and usually hard pressed for cash. To maintain a uniform standard of ethics, in addition to stringent regulation by law, the agencies have an "Association of Private Personnel Agencies" which helps to provide better and complaint-free service. According to Victor E. Hill, manager of Provident Employment Service and spokesman

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for the group, the association code of ethics, provides:

1. Applicants shall be introduced upon those openings only for which the agent has been given authority to submit candidates.
2. Representations that are made to applicants concerning prospective positions, the character and probable length of the employment, hours, salary, etc., shall be scrupulously correct.
3. Reasonable effort shall regularly be made to ascertain that positions upon which applications are submitted are open at the time that they are referred.
4. Precaution shall be taken against referring applicants, especially women, to employers who engage in immoral, illegal or any questionable practices.
5. A schedule of agency commission rates shall be presented to applicants in writing for their examination and acceptance before they are permitted to incur obligations for service.
6. Acceptance of gratuities from applicants who seek thereby to gain otherwise unmerited assistance or improper concealment of damaging facts in their past history is strictly prohibited.
7. No advance payment of any kind shall be requested of applicants, except as it is taken as a deposit against the acceptance of a specific position and to be returned upon demand within 24 hours in the event that the position is not secured.

**Wage Scales**

The current labor market has not yet absorbed the flood of June graduates, according to Mr. Hill, but by fall, the demand will exceed the supply, he thinks. The current market casts some interesting light on what employers are looking for. Here's the current wage scale for fresh-out-of-school applicants:

**College Graduates**  
Engineering—\$500 per month  
Accounting—\$325-\$350  
B.A. selling jobs—\$500  
B.A. office jobs—\$350 to \$450

**High School Graduates**  
Academic—boys—\$45 to \$50 per week  
Commercial, knowledge of typing, \$50-\$55  
Academic—girls—\$45-\$50 per week  
Knowledge of typing—\$55-\$60  
Knowledge of steno—\$60-\$75

For the college grad or the high school grad around 20, the service fulfillment record is an important factor. Employers hesitate to spend several thousand dollars training someone who will be called away in a few months. All experts agree that June is the toughest month to get a job in New York, and that every year's experience in the same field adds to the ease of placement. Where does an applicant go if he wants a job? Most agencies are specialists.

If you want a job as a bookkeeper, you go to one type of agency, if you want a job as an engineer, you go to another. The type of jobs in which each agency specializes is evident from advertisements in the newspapers. The white collar jobs are generally advertised in the morning dailies, the blue collar jobs, in the afternoon newspapers. The yellow pages of the telephone directories also give some indication of what each agency has to offer. In addition, the Association of Private Personnel Agencies and the New York Times both publish helpful booklets, available without charge.

**Fees**

Maximum Agency fees are set by law, and most agencies charge this schedule. A new, slightly lower schedule, goes into effect September 1. This is present standard agreement.

**LEGAL NOTICE**

ASPHALT TILE FLOORING STATE OFFICE BUILDING 80 CENTRE ST. NEW YORK CITY

**NOTICE TO BIDDERS**

Sealed proposals for Replacement of Flooring, Second and Sixth Floors, State Office Building, 80 Centre St., New York City, in accordance with Specification No. 13308-C and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., until 2:00 o'clock P.M., Advanced Standard Time, which is 1:00 o'clock P.M., Eastern Standard Time, on Thursday, July 24, 1958, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, in the amount stipulated in the proposal as a guaranty that the bidder will enter the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any amendments, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawing and specification may be examined free of charge at the following offices:

State Architect, 370 Broadway, New York City  
State Architect, 4th Floor, Arcade Bldg., 480-484 Broadway, Albany, N. Y.  
District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N. Y.  
District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 22, N. Y.  
District Engineer, 65 Court St., Buffalo, N. Y.

Drawing and specifications may be obtained by calling at the Bureau of Contracts, Branch Office, 4th Floor, Arcade Bldg., 480-484 Broadway, Albany, N. Y., or at the State Architect's Office, 18th Floor, 770 Broadway, New York City, and by making deposit for each set of \$50.00, or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Construction Specifications will be required for this project and may be purchased from the Bureau of Accounts and Finance, Department of Public Works, 22nd Floor, The Governor E. Smith State Office Building, Albany, N. Y., for the sum of \$3.00 each. DATED: 7/9/58 MFM/N

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### Where to Apply For Public Jobs

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

**NEW YORK CITY**—The Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite The Leader office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel. COrtlandt 7-8480. Any mail intended for the NYC Department of Personnel, other than applications for examinations, should be addressed to the Personnel Department, 299 Broadway, New York 7, N. Y. Mailed applications for blanks must be received by the department at least five days prior to the closing date. Enclose self-addressed envelope, at least nine inches wide, with six cents in stamps affixed.

**STATE** — Room 2301 at 270 Broadway, New York 7, N. Y., corner Chambers Street, Tel. BARclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays; Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission. Apply also to local office of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department offices only; no stamped, self-addressed envelope to be enclosed.

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

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

#### NYC Travel Directions

Rapid transit lines for reaching the U. S., State and City Civil Service Commission offices in New York City follow:

State Civil Service Commission, City 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; IND trains A, E, F, D, AA or CC to Washington Square.

#### Data on Application by Mail

All three jurisdictions, Federal, State and City, issue application blanks and receive filled-out forms by mail. Both the U.S. and the State accept applications if post-marked not later than the close of that date. But for NYC exams, observe the rule for receipt of requests for applications at least five days before the closing date.

New York City and the State issue blanks and receive back filled-out applications by mail if six-cent-stamped, self-addressed envelope of at least nine inches wide, is enclosed.

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

**Board of Education, Teaching Only** — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULster 8-1000

**AUTOS**, new and used. See weekly listing in advertising columns of The Leader.

#### Exam Study Books

To help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEckman 3-6010. For list of some current titles see Page 10.

### ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

#### Erie

Alexander T. Burke was elected publicity chairman for Erie chapter, CSEA, at the June meeting of the chapter. Mr. Burke is chairman of the grievance committee of the Buffalo Competitive unit of the Erie chapter. He served as editor of the Competitive News for almost two and a half years, resigning because of the illness of his wife.

The Erie chapter has adjourned for summer vacation. The next meeting will be held September 9.

Helen MacDonald, president of the Meyer Memorial Hospital unit, is convalescing at Sister Hospital after an operation. Mrs. Alexander Burke is also at Sister Hospital having had surgery. The ladies are on the same floor and both are doing very well. They extend their thanks for the many good wishes they received.

Mr. and Mrs. Burke particularly thank their friends and neighbors for the many flowers Mrs. Burke received. All of the flowers were placed on the altar of the hospital chapel.

#### Ray Brook

Approximately 90 members and guests enjoyed a roast beef dinner at the 13th annual dinner dance of the Ray Brook chapter held at the Elks Club. Rev. Driscoll gave the invocation, and Fr. Salvatore the benediction. Dr. John Lawrence was toastmaster.

Joseph Donnelly, field representative of the Civil Service Employees Association, was principal speaker. Other speakers were Dr. Frederick Beck, director of Ray Brook Hospital, and past president Harry Sullivan. Emmett J. Durr, Health Department representative, installed the new officers of the chapter. They are Eugene McAuliffe, president; John Fogarty, vice president; Loretta Bala, treasurer; and Rose Johnson, secretary.

Mr. McAuliffe thanked the members for electing him their president, and presented outgoing president Harry Sullivan with a gift from the chapter. There was dancing until 12.

The chapter extends its sympathy to Mrs. Anna Hogan and family on the death of her daughter Margaret.

Congratulations to Marion Egan and Lloyd Schroeder, who were married June 25 in St. Luke Church, Saranac Lake, with the Rev. R. Butt officiating. Attendees were Sophie Philipowicz and Harry T. Sweeney. After a short honeymoon the couple will reside at Ray Brook where they are both employed. A miscellaneous shower was given Miss Egan by her co-workers on June 20. Marion is an assistant dietitian and Lloyd an attendant.

The chapter is pleased to welcome back Alma Fournier after surgery in Rhode Island General Hospital.

#### Albion

The Western Reformatory held its first high school graduation exercises on June 18, with a total of eight girls receiving diplomas. Genevieve C. O'Connell, superintendent, made the welcome speech; Thomas J. McHugh, commissioner of correction, delivered the graduation address, and Elizabeth V. Robinson, assistant superintendent, presented the diplomas. The New York State Probation Division, Board of Visitors, and the entire staff attended.

After the graduation program a surprise "This is Your Life" program was held in honor of Mrs. Robinson, who is retiring at the end of July. Several members of Mrs. Robinson's family and many past and present employees of the institution attended. She was presented with luggage and other gifts.

After the take-off on "This is Your Life," a reception was given by the staff at the superintendent's residence. Guests and staff members attended.

Later that evening the annual CSEA banquet and installation of officers was held at the Apple Grove Restaurant in Medina. A large number of employees and their guests attended.

Thomas J. McHugh was guest speaker.

Genevieve C. O'Connell, superintendent, addressed the group

and introduced Commissioner McHugh.

Other guests included State Assemblyman and Mrs. Alonzo Waters of Medina; Edward Taylor, director of the New York State Division of Probation staff; Mrs. Francis Blake, president of the Board of Visitors; and Loretta B. Wellhamer, head matron.

Jack Kurtzman, field representative of the CSEA, installed the following officers of the Albion chapter: Mary Orlando, president; Maurice Kennedy, first vice president; Eunice Buckland, second vice president; Kathleen Doyle, secretary; George Batt, treasurer; and Mary Houghton, delegate.

Commissioner McHugh presented 25-year pins to Arnold L. Licht, Marcelline R. Carver, Edna I. Ricklefs, Gerald R. Sullivan, Esther Gay, and Douglas Hayes, and 20-year pins to Elizabeth V. Robinson, Lella Walker, Norah Gay, Maurice E. Kennedy, Helen C. Matson, Luella B. Thompson, Gertrude D. Hagadone, and Mervin Thompson.

Ethel Jackson, matron, who is retiring after 21 years service, received a gift of money.

The invocation was given by Rev. Jack Smith, Episcopalian chaplain. The Right Reverend Monsignor Felix McCabe, Catholic chaplain, gave the benediction.

Mary Houghton, chapter delegate for many years, was mistress of ceremonies.

#### Standards & Purchase

Jane Connors has been elected president of the Division of Standards and Purchase chapter of the Civil Service Employees Association. Other new officers are Harry Kolothros, vice president; Edmund Ingalls, treasurer; Winifred Mireault, secretary; J. Arthur Mann and Ida Greenstein, delegates; Louise Hutchings and Jean Janowski, alternates; Jack Spath, Mildred Lathrop, and Adelaide Tessier, executive council.

Norine O'Bryan is the new chairman of the membership committee. Other members are Edmund Ingalls, Dan Hoar, Joseph Hoffman, and Lillian Carey. The publicity committee is composed of Louise Hutchings, Thomas J. Dunn, Mary Adam, and Helen Lyons.

On the social committee are Helen Williams, Jack Spath, Edward Johnson, Marge Mareil, Viola Willig, John Haggerty, and Hanna Barber. The legislative committee consists of J. Arthur Mann, Ida Greenstein, Mildred Lathrop, and Adelaide Tessier.

#### Bridge Authority

Seventy members and guests of the New York State Bridge Authority chapter, Civil Service Employees Association, enjoyed food, games, and music at the annual clambake in Kingston.

The party was also a farewell to Jack LeFalce who recently retired from the Mid-Hudson Bridge. He was presented with a wrist watch and a certificate of service.

J. S. Stillman, chairman of the Bridge Authority Commission, also presented certificates to T. Malone and J. Canny.

#### Tompkins

The annual Tompkins Chapter chicken barbecue was held recently at Stewart Park in Ithaca.

Field Representative Ben Roberts installed the newly elected officers of the chapter. They are: president, Kenneth Herrmann; first vice president, Audley Bloom; second vice president, Alex Yenei; treasurer, Doris Nadge; secretary, Helen Deveney; assistant secretary, Harriet Chaffee; chapter representative, Allan Marshall. Board of directors: Mr. Barnes, Mr. Fall, Mr. Carroll and Mrs. Spencer. Delegates: K. Herrmann and H. Deveney and alternates, A. Bloom and H. Chaffee.

Visiting out of town chapter members were from Cornell, Willard, Otsego State, and there were county chapter members from Onondagua and Chenango.

The county welfare unit reports the addition of a new arrival. A daughter was born to Mr. and Mrs. Joan Sheffield. Congratulations.

For Real Estate Bays See Page 11

Adams have returned to work after a recent illness.

Sympathy to extended to Mark Bohmer on the death of his brother, who was in the Marines.

The City Water Department is wondering about the lucky Neighbor family, who always cop the door prizes. What is your formula?

# SAVINGS ON AUTO INSURANCE

## 30% ON COLLISION AND COMPREHENSIVE COVERAGE\*

## 10% ON LIABILITY COVERAGE\*

**ON COLLISION AND COMPREHENSIVE COVERAGE\***

**ON LIABILITY COVERAGE\***

**HOW WE DO IT** For over 20 years we have insured the automobiles of our policyholders without the expense of maintaining soliciting agents or the customary agency system. There are no membership fees, no assessments or other charges of any kind.

**UNEXCELLED CLAIM SERVICE** You will receive personal claim service from over 700 professional claim representatives conveniently located throughout the United States and its possessions. The speed and fairness of claim handling is one of the major reasons why over 450,000 policyholders now insure with GEICO.

**COUNTRY-WIDE PROTECTION** You are protected by the Standard Family Automobile Policy—the same policy issued by most leading insurance companies. Wherever you drive, whenever you travel, your policy provides protection.

The Financial Responsibility Laws of all states can be complied with and the New York State compulsory automobile requirements are fully satisfied by a Government Employees Insurance Company policy.

\*Government Employees Insurance Company rates are on file with the regulatory authorities of New York State and are guaranteed by the Company to represent the above discounts from Standard Rates.

**IF YOU ARE ELIGIBLE—**

**MAIL TODAY**

FOR EXACT RATES ON YOUR CAR

**NO AGENT WILL CALL**

**NO OBLIGATION**

Government Employees Insurance Co., 150 Nassau St., N. Y. 38, N. Y.

Check your eligibility—must be over 21 and under 65 years of age.

Government Employees Federal—State—County—Municipal

Educators

Commissioned Officers and Senior NCOs of the Armed Forces (NCOs must be top 3 grades, married, and at least 25 years old)

Reserve Officers and Veterans of the Armed Forces

Name \_\_\_\_\_

Residence Address \_\_\_\_\_

City \_\_\_\_\_ Zone \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_

Age \_\_\_\_\_  Single  Married. Car is registered in State of \_\_\_\_\_

Location of Car (if different from residence address) \_\_\_\_\_

Occupation (or rank if on active duty) \_\_\_\_\_

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

1. (a) Days per week car driven to work \_\_\_\_\_ One way distance is \_\_\_\_\_ miles.

(b) Is car used in any occupation or business (excluding to and from work)  Yes  No

(c) Is car principally kept and used on a farm?  Yes  No

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

Age	Relation	Marital Status	% of Use

**GOVERNMENT EMPLOYEES INSURANCE COMPANY**

(A Capital Stock Co. not affiliated with the U. S. Government)

150 Nassau Street, New York 38, New York

(N. Y. Service Office) Phone WOrth 2-4400

Home Office, Washington, D. C.

# Full Text of HA Contract With Employees

The following is the full text of a contract signed by the New York City Housing Authority and Local 237, Teamsters:

## MEMORANDUM OF UNDERSTANDING Between NEW YORK CITY HOUSING AUTHORITY And CITY EMPLOYEES UNION, LOCAL 237

Memorandum of understanding, between the New York City Housing Authority (hereinafter called the "Authority") and the City Employees Union, Local 237, International Brotherhood of Teamsters (hereinafter called the "union").

Whereas, employees of the Authority in the positions of housing caretaker, housing fireman, housing supplyman, foreman of housing caretakers, supervising housing groundsman, housing guard, and exterminator (hereinafter called the "positions"), the salary grades, minimum and maximum salaries, and annual increments of which are shown in paragraph 4 below, and skilled trades employees of the Authority, are members of the Union; and

Whereas, the union and the Authority, through their duly constituted representatives, have negotiated with each other concerning wages, annual leave, and overtime pay and have arrived at an understanding which it is deemed desirable to reduce to writing; and

Whereas, the operations of the Authority, a corporate governmental agency, are subject to statutory and contractual control and regulation by other governmental bodies and officials, and

(Continued, Top of Next Column)

it is recognized by the union that certain of the terms of the understanding and the proposals hereinafter set forth may not be put into effect without the approval of other governmental bodies and officials;

Now, therefore, the following is a memorandum of the understanding arrived at between the union and the Authority:

1. Whenever any of the terms of this understanding require approval by other governmental bodies and officials, the Authority will take appropriate steps and exert its best efforts to obtain such approval.

2. The terms of this understanding are applicable for the year beginning July 1, 1958, and terminating June 30, 1959.

3. The Authority proposes to take appropriate steps and proceedings to accomplish the removal of the Positions from the jurisdiction of the Career and Salary Plan of the City of New York and to establish its own pay plan for the Positions.

4. The Authority proposes to take appropriate steps to the end that, except as otherwise in this paragraph hereinafter provided, each employee filling a position through competitive civil service examinations on June 30, 1958 shall receive, in addition to the regular annual increment which such employee is entitled to receive on July 1, 1958, or on January 1, 1959, in the amount shown below, an additional salary increase on July 1, 1958, in an amount equal to such regular annual increment:

Position	Salary Grade	Minimum Salary	Maximum Salary	Annual Increment
Housing caretaker	4	\$3,000	\$3,900	\$150
Housing fireman	6	3,500	4,580	180
Housing supplyman	6	3,500	4,580	180
Exterminator	6	3,500	4,580	180
Foreman of housing caretakers	8	4,000	5,080	180
Supervising housing groundsman	10	4,550	5,990	240
Housing guard	3	2,750	3,650	150

(Continued in First Column)

There is now pending before the Board of Estimate of the City of New York the proposed upgrading of the position of housing guard from Salary Grade 3 to Salary Grade 4, to be effective July 1, 1958, with a minimum salary of \$3,000, a maximum salary of \$3,900, and an annual increment of \$150. The Authority proposes, in the event that the position of housing guard is removed from the jurisdiction of the Career and Salary Plan of the City of New York prior to such proposed upgrading becoming effective, to take appropriate steps to fix the minimum salary for the position of housing guard at \$3,000 and the maximum salary at \$3,900, with an annual increment of \$150. Housing guards with an annual salary of \$2,750 as of June 30, 1958, who are upgraded to a minimum salary of \$3,000 as of July 1, 1958, shall not receive the additional salary increase and shall be entitled to their next regular annual increment on July 1, 1959. All other housing guards, if entitled to a regular annual increment on July 1, shall receive such increment on July 1, 1958, plus an additional amount, if any required, to raise their annual salary to the minimum of \$3,000, plus the additional salary increase; if the difference between the annual salary of such housing guards as of June 30, 1958 and the new annual salary as of July 1, 1958 is \$250 or more, the next regular annual increment date shall be July 1, 1959, otherwise it shall be January 1, 1959.

5. The work-week for employees in positions shall not exceed 40 hours during any week commencing at 12:01 A.M. on Sunday of each week and continuing to 12 midnight on the following Saturday; and the work day shall not exceed eight hours during any day commencing at 12:01 A.M. and continuing to midnight of the same day. Except as otherwise hereinafter set forth, any such employee who is required to work more than 40 hours in any week or more than eight hours in any one day shall receive overtime compensation for the hours worked in excess of 40 in each such week or in excess of eight hours

in each such day at the hourly rate of pay received by such employee. The Authority will make every effort to pay such overtime compensation within three payroll periods next following the period in which the overtime work was performed.

Notwithstanding the above, if an employee's regular work schedule regularly calls for more than eight hours of work on any particular day or more than 40 hours of work in any particular week, and under such regular schedule the number of hours worked in a day or week averages out to eight hours a day or 40 hours a week over a period of time, as is the case primarily with housing guards, in such case it is not intended or proposed that such employee will be entitled to any overtime compensation for any time that is put in as part of such regular schedule of work. The Authority agrees to review such schedules to determine whether they can be rescheduled in order to reduce or eliminate such work schedules.

6. The Authority proposes to take appropriate steps to amend the Personnel Rules and Regulations to provide that an employee in a position who sustains a disabling injury arising out of and in the course of his employment which prevents him from working, shall be entitled to receive full pay for the first five working days of absence due to such injury and shall be charged with 2 1/2 days of annual leave. If such employee does not have sufficient accrued leave, he shall be granted anticipated leave to the extent necessary. For each successive period of five working days of such absence the employee shall be charged with two days against his accrued annual leave and shall receive full pay for such five day period, provided that he has two days available to be charged against his accrued annual leave. Payments for absence hereunder shall cease upon termination of disability or the exhaustion of the employee's accrued annual leave, which ever shall first occur. The payments above provided shall be in lieu of any Workmen's Compensation payments to which the

employee may be entitled for the period involved.

The Authority further proposes that such Personnel Rules and Regulations shall also provide that with respect to any such employee who returns to duty prior to full recovery from such disability so that he is temporarily unable to perform fully the duties of his Position, in so far as practicable an assignment commensurate with his physical ability to perform such work shall be given to such employee for a period not exceeding six months.

7. The Authority further proposes to take appropriate steps to amend the Personnel Rules and Regulations, whenever necessary, to provide that annual leave provisions for employees in positions shall include provision for eleven paid holidays in accordance with existing leave regulations, four days with pay for a death in an employee's immediate family as defined by the Authority, and an additional 36 days with pay as annual leave, subject to and in accordance with existing leave

## HA Signs Up With Union

(Continued from Page 2)

It was the first instance of secession from the Plan, but since the HA was not bound to accept the Plan, but voluntarily participated in it under a previous HA administration, it also had the right to withdraw, and, in effect, exercised that right, with the consent of the Board of Estimate, which was hardly in any position to refuse consent, and was in full accord with the HA's desire, anyway. The withdrawal was effective on July 1, accurately timed to enable the contract raises to be effective on that very date.

### What Feinstein Plans

"Now freed from the Career Plan," said President Feinstein, "the HA can grant other raises in the future, retroactive to July 1, 1958, and our union is about to begin a drive to win raises for white-collar employees. To avoid any difficulties arising from comparable present titles of work that is not comparable, we shall ask that general clerical titles be reclassified to special titles, such as housing clerk, housing exterminator, and the like.

### Three Precedents Set

The pact signed last week is precedent-setting in three main aspects. HA employees in blue-collar titles get what City employees generally were denied, a raise; not only a raise, but an across-the-board raise; a written contract with employees has never before been signed by a City agency (the Transit Authority does not fall within that category); and withdrawal from the Career Plan.

### A Blushing Occasion

Mr. Feinstein, after the signing, praised Chairman Reid as a man of action, saying that the previous HA Administration had proceeded in the negotiations with sincerity and good heart, but had been unable to overcome official barriers. "You were able to do it," Mr. Feinstein told Chairman Reid. "How you did it I don't know, but we all thank you deeply for having done it."

The Chairman made a blushing disclaimer, saying that nearly everything granted was agreed to by his predecessor, which was true. But Mr. Feinstein's compliment was addressed mainly to the practical attainment and he himself spoke in complimentary terms of Philip J. Cruise, the former Chairman.

regulations, for such employees filling Positions on June 30, 1958. Employees appointed to Positions on or after July 1, 1958 shall accrue only one working day of annual leave per full month during their first six months of employment. They may not use such time for leave until they have worked a full month. Subsequent to the first six months of employment of such employees, annual leave shall accrue at the rate of two working days per month for the balance of the first four years of employment, 2 1/2 working days per month for the fifth, sixth, seventh and eighth years of employment, and three working days per month thereafter, and may be taken as accrued. In addition, annual leave balances of such employees shall be increased during the first four years of employment as follows: five days shall be added thereto at the end of each of the first four years of employment; two days shall be added thereto at the end of the fifth, sixth, seventh and eighth years of employment.

8. The Authority further proposes to take appropriate steps to amend the Personnel Rules and Regulations, whenever necessary, to provide that annual leave provisions for competitive permanent Civil Service Skilled Trades Employees shall include provision for four days with pay for a death in an employee's immediate family as defined by the Authority, and an additional 20 days with pay as annual leave, subject to and in accordance with existing leave regulations, for such Skilled Trades employees employed prior to July 1, 1958 with less than eight years of service, and 24 days with pay as annual leave for such Skilled Trades employees employed prior to July 1, 1958 with eight or more years of service. Such Skilled Trades Employees appointed on or after July 1, 1958 shall accrue only one working day of annual leave per full month during their first four years of

employment. They may not use such time for leave until they have worked a full month. Subsequent to the first four years of employment of such employees, annual leave shall accrue at the rate of 1 1/2 working days per month for the fifth, sixth, seventh and eighth years of employment and two working days per month thereafter, and may be taken as accrued. In addition, annual leave balances of such employees shall be increased during the first four years of employment as follows: five days shall be added thereto at the end of each of the first four years of employment; two days shall be added thereto at the end of the fifth, sixth, seventh and eighth years of employment.

9. The Authority, to the extent permitted by law and in conformity with New York City policy as set forth in Executive Order 38, issued by Mayor Robert F. Wagner on May 16, 1957 as it may have been or will be implemented, proposes to authorize an employee representative duly designated by the Union to act on matters related to the interests of employees of the Authority during usual working hours without loss of pay.

10. It is not intended by this Memorandum of Understanding to deprive any of the employees covered by it of any rights they would have had if their positions had remained in the Career and Salary Plan of the City of New York.

NEW YORK CITY HOUSING AUTHORITY  
BY: WILLIAM REID,  
Chairman

CITY EMPLOYEES UNION,  
LOCAL 237, INTERNATIONAL  
BROTHERHOOD OF  
TEAMSTERS,

BY: HENRY FEINSTEIN,  
President

Dated, New York City,  
July 10, 1958

## Questions and Answers In Last Fireman Test

The following begins the serial publication of the questions and official key answers on the last fireman (F.D.) test, held by New York City on May 26, 1956:

1. When fighting fires in passenger airplanes, firemen usually attempt to rescue passengers and crew before putting out the flames. To accomplish the rescue, it is usually best to approach the burning airplane from the side (A) where the fire is hottest (B) where the generators are located (C) where the reserve gas tanks are located (D) which is nearest the fire apparatus (E) where the doors are located.

2. "As soon as the engine pulled up to the scene of the fire, a fireman, axe in hand, jumped off, ran to the door, and broke it in." The action of this fireman was (A) wise; he prepared the way for the hose men to move in (B) unwise; he should have broken a window (C) wise; speed is important in the rescue of fire victims (D) unwise; he should have tried the door first to see if it was unlocked (E) unwise; he should have first tried to locate the owner.

3. "Fire fighters generally try to confine a fire to its point of origin." Of the following, the most important result of so doing is that (A) property damage is minimized (B) shorter hose lines are required (C) immediate risks to fire forces are reduced (D) fewer firemen are needed on the fire fighting forces (E) damage to fire equipment is reduced.

4. Suppose you, a newly assigned fireman, are shown how to do a certain task by your lieutenant. You start the job but as you progress you encounter many difficulties. Of the following, the most desirable step for you to take at this time is to (A) ask your lieutenant to suggest an easier way of doing the job (B) speak to your lieutenant about your difficulties (C) continue the task as well as you can (D) stop what you are doing and do something else (E) ask one of the older members for instructions.

5. The one of the following statements about electric fuses that is most valid is that they (A) should never be replaced by coins (B) may be replaced by coins for a short time if there are no fuses available (C) may be replaced by coins provided that the electric company is notified (D) may be replaced by coins provided that care is taken to avoid overloading the circuit (E) may be replaced only by a licensed electrician.

6. A principal of an elementary school made a practice of holding fire drills on the last Friday of each month, just before normal dismissal. In general, conducting fire drills according to a regular schedule is (A) good; pupils are more cooperative when fire drills result in early dismissal (B) bad; fire drills should not be expected (C) good; panic is avoided of the pupils know that there isn't a fire (D) bad; holding drills once or twice a term is sufficient (E) good; teachers can plan to finish their lessons before the fire drill.

### ANSWERS

1.E; 2.D; 3.A; 4.B; 5.A; 6.B.  
(Continued Next Week)

## 20,000 Petition For Govt. Lottery

WASHINGTON, July 14—Representative Paul R. Fino (R., Bronx, N. Y.), submitted to the House Ways and Means Committee about 500 petitions favoring his bill for a national government lottery.

Mr. Fino said that such a lottery would raise at least 10 billion dollars a year, assure tax reduction, and enable the government to pay all its employees adequately.

The petitions, bearing 20,000 signatures, were obtained by the National Committee for a Government Lottery.

REAL ESTATE BUY  
SEE PAGE 11

**BE SURE YOU** are prepared to **PASS YOUR** Civil Service Test—**the EASY ARCO WAY**



- |   |  |
|---|--|
| <input type="checkbox"/> Administrative Asst. \$3.00                                | <input type="checkbox"/> License No. 1—Teaching Common Branches \$3.00 |
| <input type="checkbox"/> Accountant & Auditor \$3.00                                | <input type="checkbox"/> Maintenance Man \$3.00                        |
| <input type="checkbox"/> Apprentice \$3.00  | <input type="checkbox"/> Mechanical Engr. \$3.00                       |
| <input type="checkbox"/> Auto Engineer \$3.00                                       | <input type="checkbox"/> Maintainer's Helper (A & C) \$3.00            |
| <input type="checkbox"/> Auto Machinist \$3.00                                      | <input type="checkbox"/> Maintainer's Helper (E) \$3.00                |
| <input type="checkbox"/> Auto Mechanic \$3.00                                       | <input type="checkbox"/> Maintainer's Helper (B) \$3.00                |
| <input type="checkbox"/> Ass't Foreman (Sanitation) \$3.00                          | <input type="checkbox"/> Maintainer's Helper (D) \$3.00                |
| <input type="checkbox"/> Ass't Train Dispatcher \$3.00                              | <input type="checkbox"/> Messenger (Fed.) \$3.00                       |
| <input type="checkbox"/> Attendant \$3.00   | <input type="checkbox"/> Motorman \$3.00                               |
| <input type="checkbox"/> Bookkeeper \$3.00  | <input type="checkbox"/> Motor Veh. Oper. \$3.00                       |
| <input type="checkbox"/> Bridge & Tunnel Officer \$3.00                             | <input type="checkbox"/> Motor Vehicle License Examiner \$3.00         |
| <input type="checkbox"/> Captain (P.D.) \$3.00                                      | <input type="checkbox"/> Notary Public \$2.50                          |
| <input type="checkbox"/> Car Maintainer \$3.00                                      | <input type="checkbox"/> Nurse Practical & Public Health \$3.00        |
| <input type="checkbox"/> Chemist \$3.00   | <input type="checkbox"/> Oil Burner Installer \$3.50                   |
| <input type="checkbox"/> C. S. Arith & Voc. \$2.00                                  | <input type="checkbox"/> Park Ranger \$3.00                            |
| <input type="checkbox"/> Civil Engineer \$3.00                                      | <input type="checkbox"/> Parole Officer \$3.00                         |
| <input type="checkbox"/> Civil Service Handbook \$1.00                              | <input type="checkbox"/> Patrolman \$3.00                              |
| <input type="checkbox"/> Claims Examiner (Unemployment Insurance) \$4.00            | <input type="checkbox"/> Patrolman Tests in All States \$4.00          |
| <input type="checkbox"/> Clerk, GS 1-4 \$3.00                                       | <input type="checkbox"/> Playground Director \$3.00                    |
| <input type="checkbox"/> Clerk 3-4 \$3.00   | <input type="checkbox"/> Plumber \$3.00                                |
| <input type="checkbox"/> Clerk, Gr. 2 \$3.00  | <input type="checkbox"/> Policewoman \$3.00                            |
| <input type="checkbox"/> Clerk, Grade 5 \$3.00                                      | <input type="checkbox"/> Postal Clerk Carrier \$3.00                   |
| <input type="checkbox"/> Complete Guide to CS Jobs                                  | <input type="checkbox"/> Postal Clerk in Charge Foreman \$3.00         |
| <input type="checkbox"/> Correction Officer \$3.00                                  | <input type="checkbox"/> Postmaster, 1st, 2nd & 3rd Class \$3.00       |
| <input type="checkbox"/> Dietitian \$3.00   | <input type="checkbox"/> Postmaster, 4th Class \$3.00                  |
| <input type="checkbox"/> Electrical Engineer \$3.00                                 | <input type="checkbox"/> Power Maintainer \$3.00                       |
| <input type="checkbox"/> Electrician \$3.00   | <input type="checkbox"/> Practice for Army Tests \$3.00                |
| <input type="checkbox"/> Elevator Operator \$3.00                                   | <input type="checkbox"/> Prison Guard \$3.00                           |
| <input type="checkbox"/> Employment Interviewer \$3.00                              | <input type="checkbox"/> Probation Officer \$3.00                      |
| <input type="checkbox"/> Federal Service Entrance Exams \$3.00                      | <input type="checkbox"/> Public Health Nurse \$3.00                    |
| <input type="checkbox"/> Fireman (F.D.) \$3.00                                      | <input type="checkbox"/> Railroad Clerk \$3.00                         |
| <input type="checkbox"/> Fire Capt. \$3.00  | <input type="checkbox"/> Railroad Porter \$2.00                        |
| <input type="checkbox"/> Fire Lieutenant \$3.50                                     | <input type="checkbox"/> Real Estate Broker \$3.50                     |
| <input type="checkbox"/> Fireman Tests in all States \$4.00                         | <input type="checkbox"/> Refrigeration License \$3.50                  |
| <input type="checkbox"/> Foreman-Sanitation \$3.00                                  | <input type="checkbox"/> Rural Mail Carrier \$3.00                     |
| <input type="checkbox"/> Gardener Assistant \$3.00                                  | <input type="checkbox"/> School Clerk \$3.00                           |
| <input type="checkbox"/> H. S. Diploma Tests \$4.00                                 | <input type="checkbox"/> Sergeant (P.D.) \$3.00                        |
| <input type="checkbox"/> Home Training Physical \$1.00                              | <input type="checkbox"/> Social Investigator \$3.00                    |
| <input type="checkbox"/> Hospital Attendant \$3.00                                  | <input type="checkbox"/> Social Supervisor \$3.00                      |
| <input type="checkbox"/> Resident Building Superintendent \$3.00                    | <input type="checkbox"/> Social Worker \$3.00                          |
| <input type="checkbox"/> Housing Caretaker \$3.00                                   | <input type="checkbox"/> Senior Clerk NYS \$3.00                       |
| <input type="checkbox"/> Housing Officer \$3.00                                     | <input type="checkbox"/> Sr. Clk., Supervising Clerk NYC \$3.00        |
| <input type="checkbox"/> How to Pass College Entrance Tests \$2.00                  | <input type="checkbox"/> State Trooper \$3.00                          |
| <input type="checkbox"/> How to Study Post Office Schemes \$1.00                    | <input type="checkbox"/> Stationary Engineer & Fireman \$3.50          |
| <input type="checkbox"/> Home Study Course for Civil Service Jobs \$4.95            | <input type="checkbox"/> Steno-Typist (NYS) \$3.00                     |
| <input type="checkbox"/> How to Pass West Point and Annapolis Entrance Exams \$3.50 | <input type="checkbox"/> Steno Typist (GS 1-7) \$3.00                  |
| <input type="checkbox"/> Insurance Agent & Broker \$3.50                            | <input type="checkbox"/> Stenographer, Gr. 3-4 \$3.00                  |
| <input type="checkbox"/> Investigator (Loyalty Review) \$3.00                       | <input type="checkbox"/> Steno-Typist (Practical) \$1.50               |
| <input type="checkbox"/> Investigator (Civil and Law Enforcement) \$3.00            | <input type="checkbox"/> Stock Assistant \$3.00                        |
| <input type="checkbox"/> Investigator's Handbook \$3.00                             | <input type="checkbox"/> Structure Maintainer \$3.00                   |
| <input type="checkbox"/> Jr. Accountant \$3.00                                      | <input type="checkbox"/> Substitute Postal Transportation Clerk \$3.00 |
| <input type="checkbox"/> Jr. Attorney \$3.00  | <input type="checkbox"/> Surface Line Op. \$3.00                       |
| <input type="checkbox"/> Jr. Government Asst. \$3.00                                | <input type="checkbox"/> Tax Collector \$3.00                          |
| <input type="checkbox"/> Jr. Professional Asst. \$3.00                              | <input type="checkbox"/> Technical & Professional Asst. (State) \$3.00 |
| <input type="checkbox"/> Janitor Custodian \$3.00                                   | <input type="checkbox"/> Telephone Operator \$3.00                     |
| <input type="checkbox"/> Jr. Professional Asst. \$3.00                              | <input type="checkbox"/> Thruway Toll Collector \$3.00                 |
| <input type="checkbox"/> Laborer - Physical Test Preparation \$1.00                 | <input type="checkbox"/> Towerman \$3.00                               |
| <input type="checkbox"/> Laborer Written Test \$2.00                                | <input type="checkbox"/> Trackman \$3.00                               |
| <input type="checkbox"/> Law Enforcement Positions \$3.00                           | <input type="checkbox"/> Train Dispatcher \$3.00                       |
| <input type="checkbox"/> Law Court Steno \$3.00                                     | <input type="checkbox"/> Transit Patrolman \$3.00                      |
| <input type="checkbox"/> Lieutenant (P.D.) \$4.00                                   | <input type="checkbox"/> Treasury Enforcement Agent \$3.50             |
| <input type="checkbox"/> Librarian \$3.50   | <input type="checkbox"/> War Service Scholarships \$3.00               |

# Wheret to Apply for Fire Job

(Continued from Page 8)

513 West 161st St.  
West 35th St., North River  
Bloomfield St., North River  
135th St., Hudson River  
244 East 111th St.  
515 West 181st St.  
29 Vermilyea Ave.  
108 East 13th St.  
788 8th Ave.  
102 Charles St.  
77 Canal St.  
217 East 28th St.  
14 North Moore St.  
193 Fulton St.  
742 East 5th St.  
243 West 20th St.  
159 East 87th St.  
120 East 125th St.  
159 East 67th St.  
503 West 139th St.  
205 West 77th St.  
52 East 114th St.  
104 West 135th St.  
515 West 161st St.  
6 Hancock Pl.  
240 East 111th St.

**Bronx**

3446 Eastchester Rd.  
330 East 150th St.  
1781 Morroe Ave.  
1901 Sedgwick Ave.  
925 East Tremont Ave.  
451 East 170th St.  
2504 Webster Ave.  
491 East 166th St.  
4550 Riverdale Ave.  
341 East 143rd St.  
1518 Williamsbridge Rd.  
3431 White Plains Rd.  
4109 White Plains Rd.  
1214 Castle Hill Ave.  
1080 Ogden Ave.  
167 Schenfield St.  
3134 Park Ave.  
655 Prospect Ave.  
2285 Jerome Ave.  
2928 Briggs Ave.  
3025 Bailey Ave.  
1215 Intervale Ave.  
618 East 138th St.  
2225 Belmont Ave.  
2924 Bruckner Blvd.  
1841 White Plains Rd.  
1259 Morris Ave.  
1228 Seneca Ave.  
1684 Bruckner Blvd.  
1454 Astor Ave.  
491 East 166th St.  
620 East 138th St.  
243 East 233rd St.

**Brooklyn**

Foot of Fulton St.  
5113 4th Ave.  
201 Van Brunt St.  
533 Hicks St.  
299 Degraw St.  
74 Middagh St.  
1196 Metropolitan Ave.  
365 Jay St.  
227 Front St.  
159 Taaffe Pl.  
160 Carlton Ave.  
26 Hooper St.  
136 Wythe Ave.  
137 Powers St.  
495 Hancock St.  
88 India St.  
11 Scholes St.  
940 DeKalb Ave.  
650 Hart St.  
735 Dean St.  
530 11th St.  
163 South 2nd St.  
836 Quincey St.  
Foot of 37th St.  
274 Hicks St.  
657 Liberty Ave.  
409 State St.  
423 Ralph Ave.  
436 39th St.  
75 Richardson St.  
701 Park Ave.  
107 Watkins St.  
Foot of Noble St.  
243 Hull St.  
1472 Bergen St.  
206 Monroe St.  
998 Liberty Ave.  
43 Morgan Ave.  
176 Norman Ave.  
395 4th Ave.  
1309 Prospect Ave.  
240 Bay Ridge Ave.  
6219 5th Ave.  
8653 18th Ave.  
2929 West 8th St.  
2731 East 23rd St.  
1336 60th St.  
2261 Church Ave.  
493 Rogers Ave.  
126 Foster Ave.  
617 Central Ave.  
2429 86th St.  
901 Avenue U  
1369 Rogers Ave.  
124 DeKalb Ave.  
1361 Rockaway Pkwy.  
786 Union St.  
392 Himrod St.  
1635 East 14th St.  
582 Knickerbocker Ave.  
5001 7th Ave.  
252 Lorraine St.  
489 St. Johns Pl.  
1212 Cortelyou Rd.

**Queens**

254-20 Union Tpkk., Bellerose  
10-40 47th Ave., L.I.C.  
33-51 Greenpoint Ave., L.I.C.  
11-15 37th Ave., L.I.C.  
37-20 29th St., L.I.C.  
11-12 Main Ave., Astoria  
42-06 Astoria Blvd., Astoria  
1615 Far Rkwy Blvd., Far Rkwy  
58-03 Rkwy Beh Blvd., Arverne  
92-20 Rkwy Beh Blvd., Holland  
259 Beach 116th St., Rkwy Park  
91-45 121st St., Richmond Hill  
135-16 38th Ave., Flushing  
40-18 Union St., Flushing  
41-20 Murray St., Flushing  
89-56 162nd St., Jamaica  
103-17 98th St., Ozone Park  
66-44 Myrtle Ave., Glendale  
86-53 Grand Ave., Elmhurst  
56-29 68th St., Maspeth  
97-28 43rd Ave., Corona  
56-07 Metropolitan Ave., Rdgwd  
64-18 Queens Blvd., Woodside  
89-40 87th St., Woodhaven  
101-02 Jamaica Ave.,  
Richmond Hill

**Richmond**

Pier 6, Tompkinsville  
7219 Amboy Rd., Tottenville  
256 Hylan Blvd., Rosebank  
74 Broad St., Stapleton  
60 Hannah St., Tompkinsville  
14 Brighton Ave., New Brighton  
412 Broadway, W. New Brighton  
1573 Castleton Ave.,  
Port Richmond  
65 Harbor Rd., Mariners Harbor  
1592 Richmond Rd., Dongan His  
1850 Clove Rd., Concord  
278 McClean Ave., South Beach  
256 Nelson Ave., Great Kills  
875 Jewett Ave., Westerleigh  
1560 Carlton Ave., Huguenot  
1189 Castleton Ave.,  
West New Brighton

**Flushing**

103-01 Horace Harding Expressway, Corona  
41-24 51st St., Woodside  
1615 Far Rkwy Blvd., Far Rkwy  
40-18 214th Pl., Bayside

**Richmond**

Richmond  
Pier 6, Tompkinsville  
7219 Amboy Rd., Tottenville  
256 Hylan Blvd., Rosebank  
74 Broad St., Stapleton  
60 Hannah St., Tompkinsville  
14 Brighton Ave., New Brighton  
412 Broadway, W. New Brighton  
1573 Castleton Ave.,  
Port Richmond  
65 Harbor Rd., Mariners Harbor  
1592 Richmond Rd., Dongan His  
1850 Clove Rd., Concord  
278 McClean Ave., South Beach  
256 Nelson Ave., Great Kills  
875 Jewett Ave., Westerleigh  
1560 Carlton Ave., Huguenot  
1189 Castleton Ave.,  
West New Brighton

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# COUNSEL'S '58 LEGISLATIVE REPORT

**JOHN J. KELLY, JR.**

Associate Counsel

(This week The Leader continues its report on the 1958 activities of the Civil Service Employees Association in the Legislature, told by the Association's counsel, John J. Kelly, Jr.)

## RESTORE ELIGIBILITY FOR RETIREMENT SYSTEM MEMBERSHIP

Because of a quirk in the Federal law, when the 1957 Social Security Law was passed it was possible to extend Social Security only to people who were either members of a Retirement System or ineligible for membership in a Retirement System. To meet the situation posed by the small group who were eligible for membership, but who had not joined a Retirement System, the 1957 State law made ineligible for Retirement System membership those who failed to exercise their option prior to the execution of the Social Security agreement with the Federal government. This permitted the coverage of such employees by Social Security.

Chapter 561 of the Laws of 1958 introduced by Senator Brydges and Assemblyman Savarese at the request of the Joint Legislative Committee to Study the Employees Retirement System restored eligibility to every such employee who was made ineligible by the 1957 law. In other words any employee who was eligible for mem-

bership in a retirement system before the Social Security Law was passed has, by this chapter, had such eligibility restored. The purpose of this bill, as was pointed out above was to carry out the State policy of dual eligibility for its employees in both a Retirement System and the Federal Social Security plan.

## PAYMENT OF DEFICIENCIES IN ANNUITY ACCOUNT

Chapter 559 of the Laws of 1958 introduced by Senator Helman and Assemblyman Noonan liberalizes the procedure by which those employees who desire to do so may pay up deficiencies in their annuity account. Prior to the enactment of this law employees could pay up their deficiencies by paying all or half of the deficiency at the time of retirement, or at a payroll deduction rate sufficient to liquidate the deficiency by age 55.

Under the newly enacted law employees may pay toward their deficiency as described above, or as alternatives by payment of \$100 or multiples thereof at any time, or by regular payroll deductions of \$10 each payroll period or by deduction of any multiple of \$10 each payroll period. Once the employee elects payroll deduction that election is irrevocable for one year.

It should be emphasized that this legislation does not require any payment of deficiency that was not already required, but is

merely permissive in furnishing more convenient ways for those employees who wish to pay up the deficiency to do so.

## CIVIL SERVICE LAW RECODIFICATION

Chapter 790 of the Laws of 1958, will undoubtedly become a familiar number to those who work in the civil service field since it is the chapter number of the general recodification of the Civil Service Law. Recodification has been a subject of formal interest since 1950 when the so-called Preller Commission was established for the express purpose of recodifying the Civil Service Law. It is familiarly known by that name because Assemblyman Fred Preller has been chairman during most of its existence. In 1956 the Preller Commission was terminated by executive action and the completion of the recodification was accomplished by cooperation between the Civil Service Department and representatives of the leaders of the Legislature, in cooperation with the Association and other groups throughout the State having legitimate interest in the subject matter.

Since the recodification is primarily technical with relatively little effect on the substantive rights of the employees in most fields, and since it does not become effective until April 1, 1959, a detailed explanation of the changes will be deferred until closer to that date and until we

have an opportunity to evaluate any further changes which may be made prior to April 1, 1959, by the 1959 Legislature.

The Governor's brief memo filed with approval of the bill reads as follows: "This bill enacts a new Civil Service Law, to take effect April 1, 1959."

"The present Civil Service Law was enacted in 1909, nearly 50 years ago. Amendments since that time have been sporadic and uncorrelated so that the present law, in many respects, is cumbersome, antiquated, and unworkable."

"In the fall of 1956, following the failure of earlier efforts to produce a satisfactory new Civil Service Law, I proposed to the leaders of the Senate and Assembly that we work together on a wholly objective basis to draw up a bill which would have the support of both political parties and serve the best interests of the civil service. I was very much concerned that if a bill to enact a new Civil Service Law became the subject of a political impasse, the merit system as well as the public and our civil service employees would be the loser."

"The leaders of the Senate and the Assembly agreed to my proposal and designated representatives to meet and work together with representatives of the Department of Civil Service on this project. Extensive consultation took place over the past year. This was an orderly process of study, discussion, and negotiation, which

has produced agreement on this bill.

"I recognize that the bill is not completely satisfactory to all of the various groups and interests which have a concern with the Civil Service Law. It represents, however, a substantial improvement over previous bills as well as over the present law."

"The bill is approved."

## EXTENSION OF CERTAIN TEMPORARY RETIREMENT PROVISIONS

Chapter 563 of the Laws of 1958, introduced by Senator Brydges at the request of the Joint Legislative Committee to study the Employees' Retirement System, continues for a further period of one year a number of the temporary provisions of the Retirement Law. Included among the one-year extensions is the right to make additional contributions on the first \$10,000 of salary, and the right to purchase credit for allowable service for any persons who become members before July 1, 1958, provided such member renders at least two years' member service after he last becomes a member. The right to borrow from the Retirement System until age 70 is continued for an additional year as is the right to borrow from accumulated contributions while absent on military duty. The right of retired members whose retirement allowance without option is \$3,500 or less to earn \$1,800 in temporary or occasional public employment without prejudice to their retirement allowance is also extended for a period of one year. This privilege also permits persons whose retirement allowance is in excess of \$3,500 to waive that portion in excess of \$3,500 in order to earn up to \$1,800 in temporary or occasional public employment. At this point, explanation should be made of the effect of the veto of Senator Erwin's bill — Senate Print 2050. This bill would have granted the same privilege on a permanent basis and have amended permanently Section 32 of the Civil Service Law to that effect. The Governor's veto message in connection with the Erwin bill reads as follows:

"This legislation is now unnecessary because I have already approved Senate Introductory Number 1219, Print Number 1232 (now Chapter 563, Laws of 1958). Furthermore, the restrictions contained in this measure may jeopardize benefits provided by Chapter 563 of the Laws of 1958 and other statutes to the extent of impairing the constitutional rights of many retired employees."

"The bill is disapproved."

In order to avoid any misunderstanding it should be pointed out that the veto of the Erwin bill did not destroy the right to earn \$1,800 in public employment for those with retirement allowances of \$3,500 or less without option since that right is continued by Chapter 563. The Erwin bill would have afforded a permanent solution to the problem whereas Chapter 563 merely continues the right for an additional period of one year.

(To Be Continued)

## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

### State Rehabilitation

On June 24, seven children, surrounded by friends and relatives, proudly received State Regents Diplomas for completion of eight years of academic work on "the Hill" in West Haverstraw. Although this sounds familiar and usual for the month of June, the circumstances here were actually most unusual, for these seven graduates were patients at the New York State Rehabilitation Hospital. These children are especially deserving of credit for they have achieved this goal in spite of handicaps of illness, hospitalization and intensive treatments.

The graduates included Elizabeth Berry, from Flushing, who was valedictorian of the class and charmingly delivered a brief valedictory address. Betty has undergone a spine fusion operation and has spent a good many months in a body cast. Nancy Brackman, of Neversink, Sullivan County, a polio victim has also undergone a spine fusion. Leonard Montalbono, from Bayside, has made remarkable improvement in his orthopedic condition. Howard Thone, of Forest Hills, is another polio victim, as are Joseph Trischetta of Sloatsburg and William Dedrick of Rhinecliff. Virginia Gessener, a recent admission to the Hospital, is to have treatment for a spine condition. A high school "Equivalency Diploma" was awarded, in absentia, to Mary Wallace who was recently discharged. Miss Wallace is a severely involved polio victim and is to be highly commended for her ambition and diligence.

Guest speaker for the occasion was Margaret A. Losty, Acting Director of the Bureau for Handicapped Children, New York City Department of Health. Father John E. Conway of St. Peter's Church, Haverstraw, and Father Kenneth W. Costin of the Trinity Episcopal Church, Garnerville, delivered the Invocation and Benediction. Helen Hayes distributed awards and prizes and Mrs. Everett S. Crosby of New City presented diplomas. Paul Kaemmerlen of Cornwall greeted the guests in behalf of his fellow-patients. The Hospital School orchestra under the direction of Tom Cleary played several selections. Helen Dickinson, Head Dietitian, was hostess at a garden party for guests and graduates, which followed the commencement exercises.

The Special Award in Memory of Judge Raymond J. Knoepfel was won by Paul Kaemmerlen. This \$100 cash prize is an annual grant by Rotary International of

the State of New York and was presented by Arthur Witte of that organization. Paul was voted winner for his excellent attitude and superior third year high school work. His personal adjustment has been outstanding despite paralysis of all four extremities as a result of a neck fracture incurred in a diving accident.

Other prizes were provided by Helen Hayes, Beveridge C. Dunlop, Mary Mullen, Donald Coons, Jessi A. Smith, and Ethel Storms in memory of Cordelia Bedell. Institutional donors included the Rockland National Bank, employees of the Hospital's Physical Rehabilitation Section, Local 33 of the American Federation of State, County and Municipal Employees, and the Rehabilitation Hospital Chapter of the New York State Civil Service Employees Association. Additional awards were made available by Hospital trust funds in memory of Dr. Newton Shaffer, founder of the Hospital, George Blagden, and Amy Pomerantz.

Ruth E. Whitten, principal of the Rehabilitation Hospital School, was in charge of all arrangements for this 58th Graduation on "the Hill."

The annual presentation of 25-year Awards to hospital employees of the New York State Rehabilitation Hospital was made by Dr. Seymour S. Bluestone, Director, in ceremonies in the Hospital auditorium recently.

Six employees received the awards to the applause of their colleagues at the West Haverstraw Hospital. They are:

Mrs. Anna Long, a native of Newburgh, New York, who moved to Haverstraw and married the late Thomas B. Long, a few years prior to her employment at the Hospital in 1932. Mrs. Long is a licensed practical nurse, past president of the Rockland County Practical Nurses' Division and formerly on the State Board of Directors of the New York State Practical Nurses, Inc.

Patrick Curran, a native of Haverstraw and for twenty-five years baker at the Hospital, started his career in Mardorf's Haverstraw Bake Shop in 1922. "Pat" lives with Mrs. Curran, the former Catherine Grosson of Haverstraw, in Stony Point, New York.

Nora Johnston came to this country from Ireland in 1921 and became a resident of Haverstraw in 1929. Mrs. Johnston has worked in various departments at the Hospital and is now employed in the Housekeeping Division. She and her husband, George F. Johnston, live in West Haverstraw, his native town.

Thomas Cleary, also a native of Ireland, has been teacher of mu-

sic in the Hospital School for many years. He lives with his wife, the former Lillian Williams, in West Haverstraw. "Tom" is active in community musical affairs as Director of the Rockland County Concert and Military Band.

Joseph Dunnigan, a native of Grassy Point, New York, has been in the electrical service of the Maintenance Department since his employment in the Hospital. "Joe" is well known by all who on "the Hill." He lives with Mrs. Dunnigan in Haverstraw.

A special 25-year Award to Marshall Sheldon, conceived and provided by his fellow-employees, was presented by Viola W. Svenson, Director of the Occupational Therapy Section. Mr. Sheldon owned and operated a farm near Poughkeepsie when he became severely and permanently disabled by polio. He worked full-time on a voluntary basis for many years before he came on the payroll, and was recently promoted to Orthopedic Mechanician in charge of the Adaptive Device Shops in the Occupational Therapy Section. Despite confinement to a wheelchair and paralyzed shoulders, his work won him the Governor's first "Merit Award for Outstanding Job Performance" in 1951. "Mike" is so well liked by his colleagues that his 25th anniversary could not be overlooked even though, not having been on the payroll for the entire period, he was not eligible for the official award.

### Metro Public Service

Edward J. Hanley and Maurice A. Rothstein were honored on their retirements with a farewell dinner held at Gasner's Restaurant, 76 Duane Street, New York City. Paul T. Kirschke, chief of the commission's Power Bureau and Fred W. Frost, supervisor of motor carriers, paid tribute to the guests of honor, and made the presentations of U. S. savings bonds to Messrs. Hanley and Rothstein. Mr. Hanley served as transportation service inspector with the Motor Carrier Bureau for 35 years. Mr. Rothstein was senior clerk in the Power Bureau and has been on the staff for 45 years.

Among those attending were Mr. Hanley's son, John Hanley, Mrs. Lillian Rothstein and other members of the immediate families, as well as friends, fellow employees, and representatives of the Commission's field staff. Herbert Kampf and Kenneth Valentine were in charge of arrangements.

Belated best wishes to the following on their birthdays: Ann Yacovone, Fannie Leibowitz, Ida Blumenfeld, and Margaret Ralchert; and to Mr. and Mrs. Charles Steinman, Mr. and Mrs. Frank DuCharme, and Mr. and Mrs. Sidney Blumenfeld on their anniversaries.

Congratulations to the DuCharmes upon becoming parents of a baby girl (Jane Frances); and to Mr. and Mrs. Donald Hunter, now honeymooning in Florida. Mrs. Hunter is the former Barbara Mascola.

## PSYCHIATRIC INSTITUTE COUPLE RETIRES



Members of the engineering and sewing departments of the New York State Psychiatric Institute are shown at a party honoring Mr. and Mrs. John Dwyer, who retired recently after many years of State service. The employees are, from left: J. Loverdi, L. Caliendo, J. Antignano, P. Lynch, A. Perez, P. McPolin, S. C. Martin, A. Veiga, A. Boykin, Dr. I. MacKinnon, assistant director of the Institute, P. Wharton, John Dwyer, Elvira Dwyer, D. Scott, E. Fragiaco, J. Neary, S. Butero, P. Farrell, J. O'Brien, Mrs. John Neary, and Dr. H. Waelsch.