

# Civil Service LEADER

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F. HENRY GALPIN

'Every Member Gets a Member'

## 'Industrial Unionism Doesn't Apply in Public Employment' Powers Says in NBC Interview

The stand of the Civil Service Employees Association against industrial unionism in public employment was reported over the cross-country television and radio facilities of the National Broadcasting Co., following the announcement by the Teamsters International Union that it intended

was too great to be solved responsibly by the individualistic and localized techniques of industrial unionism.

His comments were carried by radio and television stations across the nation.

The Teamster statement declared that it would not interfere with groups already organized unless it felt that the organization was not doing a good job for employees.

### Powers' Statement

Mr. Powers said that "We like our independence and believe in it.

"We do not believe," he said, "that public employee problems can be adequately resolved within the framework of industrial unionism. We do not believe that the methodology and techniques of the labor union are applicable to the government service."

Mr. Powers continued, saying "We recognize we are members of the great labor force in America, and we believe we should be accorded the dignity, status and economic recognition that is accorded American labor. However, we believe that working for a governmental agency is not identical to working for an industrial corporation. Both affect the lives of all Americans, but one—the corporation—affects only a part of an American life, while the governmental agency affects the whole of his life touching every minute of his day from the time of his birth until the time of his death."

## Assn. Demands Action On Trooper Attendance Rules

Decrying the long delay in establishing a set of Attendance Rules for the Division of State Police, the Civil Service Employees Association has asked Police Supt. Francis S. McGarvey to set about immediately in getting such rules in effect.

The Association also asked that immediate steps be taken to classify and allocate the Division's civilian employees to the salary grades provided under Section 40 of the Civil Service Law.

Mr. Powers' letter read:

"We are writing concerning several matters involving your Division on which attention has been long promised but in which results have not been forthcoming.

"You will recall that almost two years ago the State Civil Service Department decided that the Attendance Rules for State employees did not apply to the Division of State Police. At that time, the Division, at the instruction of the Governor, undertook to prepare Attendance Rules which would be applicable to the Division. We

were furnished with draft of the proposed rules and regulations for the Division. After studying them, we furnished you with our comments which essentially protested failure to include within such rules any formalized provision for that aspect of the rules which is more appropriately termed "Attendance Rules."

"We request that we be advised of the present status of this matter and that rules, including Attendance Rules, for the Division of State Police be promulgated after we have had an opportunity to consider the proposals in this respect. For your assistance, we enclose copy of our letter to you of November 7, 1957 commenting on the draft submitted to us.

### Calls for Classification

"We also call to your attention the fact that it was agreed as result of the discussions had with the Governor's Committee, of which you were a member, that the State Civil Service Department's Division of Classification and Compensation would classify and allocate civilian employees to the salary grades provided under Section 40 of the State Civil Service Law.

"This matter also is approximately a year old and we feel that your Division should take all steps possible to see this matter of classification and allocation is completed at least in sufficient time so that such employees shall be properly classified and allocated for the fiscal year beginning April 1, 1959."

### What Is Wanted

The CSEA letter of November 7, 1957 referred to in Mr. Powers' letter, requested the Superintendent of State Police to include in the written regulations for the State Police the various matters which are found in the State Attendance Rules which govern all

(Continued on Page 16)

## CSEA Starts Grievance On Hours of Office Workers in Institutions

A grievance on behalf of institutional office employees who work 40-hours a week — other State agency and department office workers are on a 37½-hour week — has been started by the Civil Service Employees Association.

Although the grievance was initiated by Brooklyn State Hospital workers the Association has spread the grievance to cover all employees similarly affected.

The Association's stand was outlined in a letter from John J. Kelly, Jr., Association counsel, to Edward D. Meacham, chairman of the State Grievance Board.

### Kelly's Letter

Mr. Kelly's letter read: "We enclose herewith, as group representative of the grievants the

papers composing the record of the grievance below, including the original written grievance to the Institution Director at Brooklyn State Hospital, his letter denying the grievance, the appeal to the Mental Hygiene Commissioner, and his denial of the grievance, as an appeal in this matter.

"We feel that the record makes clear the nature of the grievance claimed but for the sake of simplicity we would summarize the grievance which we ask the Board to consider as follows: The institutional office employees are aggrieved in that they are required to work 40 hours per week as distinguished from all other office employees of the State who are required to work only 37½ hours. This patent discrimination is even more obvious when it is realized that the employees working 40 hours receive exactly the same pay as their counterparts who work only 37½ hours.

"We might point out that while we are, technically speaking, the group representative for those employees at Brooklyn State Hospital who initiated the grievance, we have also been requested by all our Institutional Chapters and by resolution of the Delegates of this Association at the Annual meeting in October, to do all in our power to rectify this long standing discrimination.

### Early Hearing Sought

"We request that an early hearing be held in this matter and

(Continued on Page 16)

## Levitt Will Submit Bills Authorizing Vested Rights, Other Retirement Measures

State Comptroller Arthur Levitt has announced he will submit legislation during the forthcoming session of the legislature which would grant vested rights to members of the State Retirement System.

Strongest advocate to date for such legislation has been the Civil Service Employees Association, which for years has insisted on the right of employees to be granted such a privilege.

### Proposals

Here are the retirement measures the Comptroller has said he would seek to have effected:

One measure would increase death benefits to a maximum of two years salary depending on the length of an employee's service. Another would provide supplemental retirement allowances. A

third would give employees vested retirement allowances in the contributions of their employers and a fourth would re-open the 55 year plan.

### Details to Come

Under the bill granting vesting rights, an employee who leaves service before he reaches minimum retirement age would be entitled to pension benefits, providing he left his accumulated contributions on deposit and had reached a certain eligibility age.

These Retirement System measures and the other proposals cited by the Comptroller will be spelled out in detail at the time the bills are introduced.

Mr. Levitt indicated that most of the proposals would be submitted prior to the start of the legislative session.

## Conferences Pick Concord For Workshop

The Concord Hotel at Kiamesha Lake has been selected as the site of the third annual combined spring workshop of the Metropolitan and Southern Conferences of the Civil Service Employees Association.

The twin-Conference workshop committee met recently with hotel representatives and confirmed rates for the meeting, which is to be held April 19 and 20.

The following rates are for the cost per person, two persons occupying a room: deluxe, \$25 — regular, \$23.

Single occupancy may be had for an additional \$5 charge per day.

Special arrangements have been made to allow a reduced rate for children accompanying their parents. This charge will be \$14 per child.

Reservations — which must be made with the hotel — must be accompanied by a \$10 deposit.

Further workshop details will appear in future issues of The Leader.



JOHN F. POWERS

to organize 10,000,000 public workers.

John F. Powers, president of the 80,000-member CSEA organization, said in a filmed interview that the techniques and problems of industrial unionism were not applicable to the civil service in general.

In essence, The Association president declared that the affect of public employee labor problems

## Retired Employees!

Legislation in your behalf will be introduced by the Civil Service Employees Association during the 1959 session of the Legislature. Your support of these measures will help insure their success. In order to keep abreast of the progress of this retirement legislation, please send to the Civil Service Employees Association your present name and address. Letters should be mailed to Jesse McFarland, CSEA Headquarters, 8 Elk St., Albany, N. Y.

## Two Correction Aides Promoted

ALBANY, Dec. 15 — State Correction Commissioner Thomas J. McHugh has announced two department promotions, which went to Francis J. Daley of Albany and Joseph E. McNamara of North Chatham.

The promotions, provisional pending civil service examinations, were effective Dec. 16th.

Mr. Daley has been appointed chief commutation clerk at \$6,118 a year. Mr. McNamara has been promoted to senior administrative assistant at \$7,500 a year.

Both men are career employees. Mr. McNamara succeeds Harry L. Bonesteel, who retired recently after 52 years of state service. Mr. Daley, now a principal account clerk, steps into Mr. McNamara's former job.

Mr. Daley has been with the department since 1947. Mr. McNamara has been with the department for 27 years.



# Bargain Priced European Trips Are Being Offered By 3 CSEA Conferences

Grand tours of Europe at bargain prices have been arranged for members of three Conferences of the Civil Service Employees Association and will take place next August.

The Metropolitan, Western and Capital District Conferences are sponsoring the tours and in each area the tour is limited strictly to Conference members and members of their immediate families.

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

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

### Where to Write

Departure date for each of the Conferences varies but all have chosen the same itinerary abroad, one designed to provide a panoramic view of the best of Europe. Listed below are the departure dates for each conference and the address to write for information and applications.

Metropolitan Conference — Departs New York August 27, returns

September 18. Write to CSEA Metropolitan Travel Club, 61 Duane St., New York 7, N.Y.

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

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

Early bookings are urged on all three tours as plane capacity is strictly limited and latecomers will have to take the chance of being put on a waiting list.

### Itinerary Described

The first country to be visited will be England and in addition to London there will be side trips to famed Windsor Castle and Eton. The group then departs for a 3-day stay in Paris, where a journey to fabulous Versailles Palace also is included.

The mountain beauty of Switzerland follows with a stay in Montreux, one of the most charming of all Alpine cities.

In Italy — one of the most popular of all tourist countries — the tour will include stays in both ancient Rome and fabled Venice.

In Rome, audiences will be arranged — for those who wish it — with the Pope if his Holiness is receiving.

A trip through Austria will take the tour to Munich, the capital of beer and Bavaria and called by many the "Fun Capital" of Germany. Following this will be a two-day visit to romantic old Heidelberg and its famous castle. Finally, the tour comes to its last day abroad in Frankfurt, from where planes will return the groups to their various cities.

Specialized Tours, Inc., initiators of these popular tours for civil servants, will again handle the travel arrangements.

### GEORGE J. SILVER HANDLES PUBLICITY FOR ROFEH

George J. Silver has been appointed publicity chairman for Rofeh, a religious and cultural organization for Jewish employees in the Department of Hospitals.

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## 70,000 Get Uniform Allowance Checks

Uniform allowance checks will be received by more than 70,000 City employees on December 19, the Comptroller's Office announced. It is estimated that \$5,885,724 will go to employees in over 80 titles to reimburse them for the cost of uniforms and equipment.

The Police Department uniformed force will receive the highest allowances, \$125. Firemen, fire officers and sanitation officers get \$100, and Correction Department custodial force gets \$95. The total amount represents an increase of more than \$551,000 over the amount disbursed during the 1957-58 period.

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# Carlino Promises L.I. Group 'Careful Consideration' Of Public Employee Legislation

State Assembly Majority Leader Joseph F. Carlino told the Long Island Committee of Civil Service Employees Association chapters that their requests for legislation would be given "careful consideration" by the Legislature and the new administration. Mr. Carlino spoke at a meeting of the chapters at Felice's Restaurant in Westbury.

Five other State legislators attended the session. They were Assemblyman Anthony Barbiero, Elmont; Assemblyman Genesta M. Strong, Plandome; Assemblyman Francis P. McCloskey, Levittown; Assemblyman Palmer D. Farrington, Lawrence; and Senator Daniel G. Albert, Rockville Centre. Present also were the 10 presidents of the CSEA chapters in Nassau and Suffolk Counties and in addition two delegates from each chapter.

After luncheon the chapter members and the legislators en-

tered into a discussion of legislation affecting the public employee that is expected to come before the State Legislature when it convenes in January. These bills include vesting of retirement rights, unemployment insurance in the political subdivisions, adoption of definite salary schedules for school districts, insurance of loans from the Retirement Fund for the full amount and at any age, extension of civil service competitive class to all practicable positions in State and local civil service, and other bills.

In addition, the representatives asked the support of the legislators in providing a salary increase of 12½ percent with a minimum of \$500 for all State employees.

At the conclusion of the meeting, the Committee gave the legislators a rising vote of thanks for their cooperation and for taking the time from their busy schedules to attend the luncheon.

# Albany Parking, Other Legislation Set For Democrats 1959 Program

Governor Averell Harriman has announced that the 1959 Democratic legislative program will include proposals to allow the State of New York to construct and operate parking facilities in Albany. Republicans are expected to sponsor their own parking program.

In the first of three measures concerning the Democratic parking plan, \$500,000 would be appropriated from the annual construction fund for acquisition of a site by the Superintendent of Public Works.

The second bill authorizes the Superintendent to contract with the New York State Employees Retirement System for construction of the parking facility, while the third measure allows the Superintendent of Public Works to convey or lease the property acquired to the Retirement System. Senator Jacob H. Gilbert and Assemblyman John T. Satriale, of the Bronx, are co-sponsors.

### More On Program

Other Democratic program measures which have been prefiled, together with their sponsors are:

An act to establish a permanent five-member health insurance board in the Department of Civil Service; the board to consist of the President of the State Civil Service Commission as chairman, the State Health Commissioner and three other members — two of whom must be employees enrolled in the Health Insurance program — Senator Samuel L. Greenberg and Assemblyman John A. Monteleone of Brooklyn.

### Moving Expenses

A proposal to provide for reimbursement for travel and moving expenses of State employees where there is a change of employment as a result of transfer or reassignment for the convenience of the State—Senator John H. Farrell,

of Manhattan, and Assemblyman Thomas V. LaFauci, of Queens.

A bill to provide health insurance coverage for retired employees of contract colleges—Senator Nathaniel T. Hellman, of The Bronx.

A measure to extend until June 30, 1960 the present security risk law—Senator Frank J. Pino and Assemblyman Anthony J. Travla, of Brooklyn.

A measure to make attendants and patrolmen at Matteawan and Dannemora State Hospitals and State probation examiners peace officers. The bill would also place parole officers under the jurisdiction of the Division of Parole rather than the Department of Correction—Senator Thomas J. Mackell, of Queens, and Assemblyman Sidney F. Asch, of The Bronx.

A bill to provide a statutory definition of the powers and duties of the Division of Research in the Department of Correction—Senator Seymour R. Thaler, of Queens, and Assemblyman Samuel Bonom, of Brooklyn.

# Brable Finds Himself Jack-of-all-Trades'

ALBANY, Dec. 15 — Joseph F. Brable, director of the Bureau of Special Services in the State Department of Agriculture and Markets, is a man of many parts.

His job calls for work with watershed problems, flood control, soil conservation, irrigation, water pollution, sanitation, safety, transportation, low farm incomes and even supervision over the boys and girls department at the State Fair.

For Mr. Brable, variety is the spice of life. He works with farmers and consumers and aids students studying in the social science and agricultural fields. He is a contact man between county agricultural agents and his department and represents the agricultural commissioner on various state commissions and boards.

# Powers Urges Local Boards To Adopt State Health Plan

CSEA has furnished to each of its County Division Chapters the following comparison between benefits under the State Health Insurance Plan and the benefits made available under standard coverage offered by a typical Blue Cross-Blue Shield Local Plan.

The standard coverage referred to in the comparison is that given by the Associated Hospital Service of the Capital District and the Blue Shield Corporation it administers. This information is given to the County Division members of CSEA so that they can see

why they should insist upon and work for coverage under the State Health Insurance Plan.

President John F. Powers has written to the presidents of all local chapters urging them to fight for the best health plan for their fellow employees — the State Health Plan.

## COMPARISON BETWEEN STATEWIDE PLAN AND LOCAL BLUE CROSS-BLUE SHIELD PLAN

	BLUE CROSS	
	Statewide	Local Plan
<b>Days</b>	120 per admission Re-admissions — 90 days	70 per admission Re-admissions — 90 days
<b>Board and Room</b>		
Semi-private	Full cost paid	Same
Private	Credit for most common semi-private charge	Same
<b>Hospitals</b>	Coverage outlined is provided in any general, governmental licensed hospital.	Coverage outlined is provided in a member hospital of the Albany Blue Cross Plan. In Blue Cross reciprocating hospitals in other plan areas either the local plan benefits or the Albany plan non-member benefits, described below, will apply, whichever are more extensive. In non-reciprocating hospitals the Albany plan non-member benefits are provided as follows: 80% of room charge — maximum \$16.00 and 80% of other hospital charges covered by contract.
<b>General Nursing Care</b>	Full Cost Paid	Full Cost Paid
<b>General Services</b>	Full cost for use of:	
	1. Operating Room	Same
	2. Recovery Room	Same
	3. Cystoscopic Room	Same
	4. Laboratory Exams	Same
	5. Pathological Exams	Same
	6. Basal Metabolism Tests	Same
	7. Use of Cardiograph Equipment	Same
	8. Oxygen and use of Oxygen Equipment	Same
	9. Drugs and Medicines	Same
	10. Intravenous preparations, vaccines, sera, biologicals	Same
	11. Blood and/or blood plasma (only included if proven a necessary expense)	Excluded
	12. Use of transfusion equipment	Same
	13. Dressings and plaster casts	Same
	14. X-ray, Radium Therapy and Radioactive Isotopes	Excluded
	15. Anesthesia, Supplies, Equipment and Administration	Same
	16. Physiotherapy and Hydrotherapy	Same
	17. Ambulance Service if provided by hospital selected	Ambulance service if provided by member hospital selected
	18. X-ray examinations	Same
<b>Maternity Care</b>	Routine delivery \$75.00 Caesarean Section \$87.50 Ectopic Pregnancy \$87.50 Miscarriage \$25.00 Other maternity cases and those requiring additional hospital services because of severe medical complications — service benefits for 120 days	\$80.00 Service benefits for 70 days Service benefits for 70 days Service benefits for 70 days \$80.00
<b>Out-Patient Care</b>	Full service benefits for surgery and for emergency accident care received not later than day following injury.	Up to \$15.00 for emergency accident care within 24 hours and for minor surgery.
<b>Mental and Nervous Disorders</b>	Service benefits for first 30 days of each confinement. Re-admissions — 90 days	Excluded
<b>Admissions Primarily for Diagnosis</b>	Covered	Excluded
<b>Admissions Involving congenital anomalies, venereal diseases</b>	Covered	Excluded
<b>Waiting Periods</b>	Maternity — cases are covered if pregnancy commenced while covered by family contract in State group. This waiting period is waived for those who enroll on the group effective date.	Maternity — 10 months Tonsils and Adenoids Removal — 6 months Pre-existing Conditions — 11 months. Note: These waiting periods are waived for groups meeting specific enrollment requirements.



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

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

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

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

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Apply to Catherine M. DeMino, Personnel Officer, U.S. Public Health Service Hospital, Manhattan Beach, Brooklyn 35, N.Y., telephone DEwey 2-1001, extension 852.

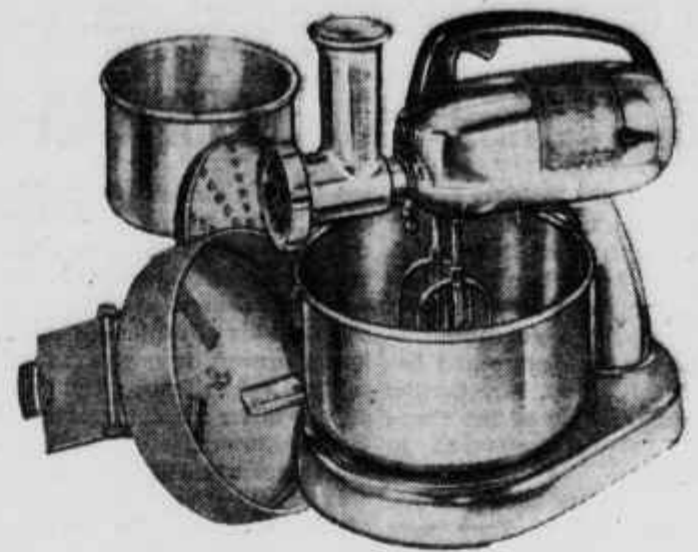
**OPERATING ENGINEERS GET SOLE BARGAINING RIGHTS**

The Municipal Operating Engineers have been certified by Labor Commissioner Harold A. Felix as exclusive collective bargaining representatives for stationary engineers (electric) in the New York City Departments of Public Works and Water Supply, Gas and Electricity.

**FELT TALKS ON PLANNING**

James Felt, Chairman of the City Planning Commission, addressed more than 1000 New York City employees on city planning at the Metropolitan Vocational High School, Lewis Ogel, Register, was moderator of the meeting, one of a series by City officials on the administration of the City.

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Alphabetic card punch operator, \$3,255 and \$3,495, Second Civil Service Region, Federal Building, 641 Washington Street, New York 14, N.Y.

Stenographer and typist, \$3,255, \$3,495, and \$3,755, Second U. S. Civil Service Region, Federal Building, 641 Washington Street, New York 14, N.Y.; Mitchel Air Force Base, N.Y.; U.S. Naval Supply Depot, Bayonne, N.J.; Head-

quarters, Fort Monmouth, N.J.; and U.S. Military Academy, West Point, N.Y.

Stenographer, Rochester Ordnance District, Rochester 4, N.Y.; Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Nursing assistant, \$3,255, VA Hospital, Lyons, N. J.; VA Hospital, Northport, L.I., N.Y.; VA Hospital, Castle Point N.Y.

Card punch operator, \$3,255 and \$3,495, Mitchel Air Force Base, N. Y.

Tab machine operator, \$3,255 and \$3,495, Mitchell Air Force Base, N.Y.

Tab machine supervisor, \$3,755 and \$4,040, Mitchel Air Force Base, N.Y.

Tabulation planner, \$4,040 and \$4,980, Mitchell Air Force Base, N.Y.

Training officer (military sciences), \$7,030 and \$8,330, U.S. Naval Training Device Center, L.I., N.Y. Nursing assistant (psychiatric), \$3,255, VA Hospital, Montrose, N. Y.

Tailor, \$3.06 an hour, U.S. Military Academy, West Point, N.Y. Radio repairer, \$2.24 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Meteorol. Equipment Repairer, \$2.28 an hour, Rome Air Force Depot, Griffiss Air Force Base, N. Y.

Ground radio installer, \$2.32 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Armament sub-systems repairer, \$2.32 an hour, Rome Air Force Depot, Griffiss Air Force Base, N. Y.

Wire communications maintenance man, \$2.24 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Wire communications maintenance man, \$2.32 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Construction maintenance inspector, \$2.32 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Teletype maintenance man, \$2.24 an hour, Rome Air Force Depot, Griffiss Air Force Base, N.Y.

Accountant and auditor, \$4,040, Armed Forces Audit Agencies, 200 Broadway, New York 7, N.Y.; 2nd U.S. Civil Service Region, Federal Building, 641 Washington Street, New York 14, N.Y.

Airways operations specialist, \$4,040 and \$5,470, Civil Aeronautics Administrations, Jamaica, L.I., N.Y.

Architect, \$4,040 and \$12,770, N. Y. District, Corps of Engineers, New York 3, N.Y.

## State Pay Increased Temporarily in 2 Titles

ALBANY, Dec. 15 — The minimum salary has been increased temporarily in the following State titles: senior psychiatric social worker, to \$5,752, the third year rate of grade 16 (Middletown State Homeopathic Hospital); and youth parole worker to \$4,988, the second year rate of grade 14 (Statewide).

The following titles have been eliminated from the State title structure: administrative employment supervisor, grade 18, \$5,380-\$6,460 a year; junior public health nurse, grade 8, \$3,480-\$4,360 a year; and public health nurse, grade 9, \$3,670-\$4,580 a year.

The salary grade for associate in vocational curriculum has been corrected to grade 24, \$7,890-\$9,540 a year.

## Typical U.S. Pension Is \$170 a Month.

WASHINGTON, Dec. 15 — A total of \$507,606,149 in annuities has been paid by the Civil Service Retirement program to retired Federal employees, the Civil Service Commission reports.

The typical new retiree under the law as amended in 1956 was male, married, 62 years old in 1958, and entitled to an annuity of \$170 a month based on an average of 22.4 years of Federal service. Nearly five out of six of the employees awarded immediate benefits on retirement were men.

The overwhelming majority of the married men, 28,138, or 83 percent, elected to take reduced annuities to provide survivor annuities for their wives, with most providing maximum allowable survivorship benefit.

## Social Security Benefits Rise Jan. 1

Disabled and retired employees and their dependents and beneficiaries will receive increased Social Security benefits starting January 1 to compensate for slightly higher payroll deductions.

The payroll contribution for both the employee and employer will rise to 2 1/2 percent from the present 2 1/4 percent and the deductions will be made from the first \$4,800 of annual salary instead of the first \$4,200 as at present. The maximum annual payroll deduction will rise from \$94.50 to \$120.

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## FIREMAN APPLICANTS

If after checking the Official Key answers, you find that you had 65 or more correct you should start training immediately for the Physical exam in which you will be required to perform the following feats of agility and strength:

- NO. 1 — AGILITY TEST — Time Allowed: 38 seconds
- NO. 2 — STRENGTH (Dumbbells) — 40 lbs. with one hand and 60 with the other, or 30 lbs. each hand separately.
- NO. 3 — ABDOMINAL LIFT (Barbell) — Weight of bell - 40 lbs.
- NO. 4 — STRENGTH (Pectorals) (Dumbbell) — 30 lbs. with one arm and 25 lbs. with the other.
- NO. 5 — BROAD JUMP — Required distance - 6 ft. 10 in.

Physical exams may be held within 2 or 3 months — according to the Civil Service newspapers the Fire Commissioner desires an early list. Few men can pass these tests without training. Start at once. Don't wait until you are notified to appear for the exam — usually only about 10 days before your test. Your position on the eligible list depends upon your written rating but you will not be on the list at all unless you pass the physical exam.

### CAUTION

Because of the tension associated with taking an exam such as this, mishaps causing a lower mark are apt to occur. Therefore you should strive to make 75% to 80% in practice and accustom yourself to these tests.

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## MAINTENANCE MAN

Over 7,000 have filed applications. There are about 140 vacancies and a possibility of 200 to 300 more during the life of the eligible list. You should be in the first 500 if you hope for appointment.

### HOW TO GET A HIGH RATING

Attend the school with a reputation for successful preparation for Civil Service exams. Attend regularly — you still have about 8 weeks in which to prepare. Classes THURS. & MON. at 7 P.M. - Attend One as Our Guest

## Courses for PLUMBER Candidates

Men who filed applications for the coming Plumbing exams still have many weeks before official tests to prepare for

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### LEGAL NOTICE

WILLIAMS, CLARA. — P 1445, 1958.

—CITATION.—The People of the State of New York By the Grace of God Free and Independent, TO: HARRY S. HALL, DAVID P. SHUTTLEWORTH, HERBERT L. SHUTTLEWORTH, A. G. N. S. PENSON, OLIVE CONIM, ARTHUR P. SHUTTLEWORTH, NELLE FITCH, ANNIE HAMMOND, DAISY SMITH, CONNIE DUPONTEE, if living, and if she be dead, to her heirs at law, next of kin and distributees, whose names and places of residence are all unknown, and if she died subsequent to decedent herein, to her executors, administrators, legatees, devisees, assignees and successors in interest, whose names and places of address are unknown, and cannot, after due diligence, be ascertained, the next of kin and heirs at law of CLARA WILLIAMS, deceased, send greeting.

Whereas, GEORGE R. RAMSAYER, who resides at 275 First Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 4, 1957 relating to both real and personal property, duly proved as the last will and testament of CLARA WILLIAMS, deceased, who was at the time of her death a resident of 346 East 18th Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at Room 504 in the Hall of Records in the County of New York, on the 30th day of December, one thousand nine hundred and fifty-eight, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, on the 22th day of November, in the year of our Lord one thousand nine hundred and fifty-eight.  
PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court

### NEW WORK SCHEDULE SET FOR NYC DETECTIVES

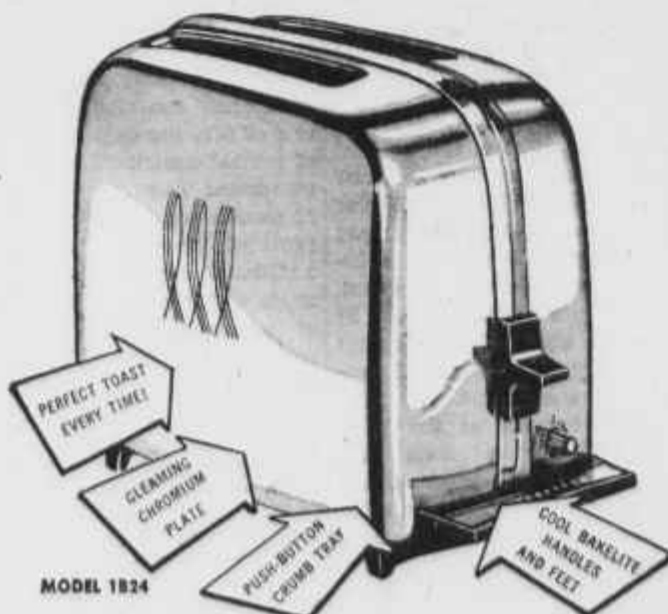
A new work schedule for the 2,500 detectives in the New York City Police Department went into effect last week. Detectives will work five days of day and night shifts and then will have one day off. They will average 44 hours a week every six weeks. The new schedule was won through the efforts of the Detectives' Endowment Association, James F. Shea, president.

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TUESDAY, DECEMBER 16, 1958

## Appraisal Is in Order

IT WOULD be well for New York City to take stock of its last four years of experience in personnel administration, as the Civil Service Reform Association proposes. Civil service administration was reorganized and the Career and Salary Plan instituted during that period.

Naturally an appraisal of that kind should not be made by the officials whose work is being appraised. The association proposes an independent, impartial committee do the job, a good idea, but if such a committee omits employee representatives, it would not be fully representative itself.

There might be some hesitancy by the public officials concerned about going along with the idea because some adverse criticism of results would be inevitable; however, the City officials would have full opportunity to declare what they have accomplished, and the public would benefit by a better knowledge of civil service administration. The committee would not be seeking anybody's scalp but would have as its objective the still further improvement of civil service administration. There is room for improvement and always will be, so long as civil service is in the hands of human beings. Perfection is something that is denied us mortals. We should always welcome suggestions of how we can do a better job.

## U.S. Shows the Way

THE FEDERAL government, in increasing the number of jobs for which travel allowance to one's first post is granted, again sets an example of trying to put itself in a position more nearly equal to private industry's in seeking recruits. Also the Federal government is moving, even though slowly toward a more realistic and objective method of setting salaries. Its in-service training courses have been broadened and now include much extra-mural on-the-job training. Federal employees in scientific laboratories and factories are no longer restricted to inspectors of work quality and to income tax investigators. They are learning in outside industry how to do their regular work better inside government.

## Social Security Questions

I WAS a steady employee at the telephone office until my health failed completely. My husband has been my dependent for years since as a lineman in 1935 he fell from a telephone pole. This year after due process I was advised that I am qualified as a disabled worker for disability insurance benefits under social security. I expect my first check in December. I am 54 years old. My question is this: Can my husband file for benefits as the dependent of a disabled wife? He is 65 now

P. J. V.

Yes, 1958 Amendments to the social security law make it possible for your dependent husband who is 65 to receive benefits however application must be filed.

I AM A TEACHER in the local public schools and get paid an annual salary of \$5,000. I receive a paycheck every month, but I do not teach school in the months of July or August. I'm a widow

and receiving Social Security checks on behalf of my eight-year-old daughter. Am I entitled to checks for these months of July and August?

W. O. J.

Yes, You are not working and earning wages in these months and, therefore, are entitled to payments.

I AM UNMARRIED and live with my 68-year old parents whom I support. I have been told there are family benefits under Social Security. What would my parents get upon my retirement or if I should die?

W. W. O'K.

There will be no insurance benefits to your parents in the event of your retirement. However, in the event of your death, since you are the sole support of your aged parents, they may be eligible for parents insurance benefits. It will be necessary for each of them to file an application, and present proof of age and dependency.

## LETTERS TO THE EDITOR

BETTER STAFFS FOR JUDGES AS HARLAN PROPOSED

Editor, The Leader:

Of significance to those concerned with the validity of the civil service concept is the pertinency of a recent address by John M. Harlan, Associate Justice of the Supreme Court of the United States at the fiftieth anniversary dinner of the New York County Lawyers' Association. Justice Harlan stated: "the effectiveness and productivity of individual judges would in many instances be substantially increased by providing them with more adequate professional and clerical staffs."

Since a judge's immediate staff is not particularly dependent upon civil service recruitment, the likelihood of qualifying for such catalytic posts is not appreciably significant for those entering governmental service by way of examination. This enjoins upon the competitive employee a proper inference of a depressing lack of know-how in himself. Does the very term "civil service" account for the diffidence of appointive authority to expect more than stodgy unimaginativeness from those whose aspirations are so modestly geared?

In speaking of judicial nominations and appointments, Justice Harlan declared that "the selective process, whatever it may be, should be divorced as far as possible from all political considerations." We would think the latter idea equally applicable to professional and clerical staffs.

There remains then the question of how to recruit that superior ability needed to function in any specialized area. We are not concerned with aggressions capable of satisfying themselves with political favorings. Our interest lies in eliciting capacity to do a job rather than in the mere getting of it.

When a person of Justice Harlan's stature urges tampering what appears to be an otherwise unavoidable liaison with political influence, lesser figures in the civil service need have no compunction in reiterating as much.

Where a civil service worker has to engage in a lifetime of service to establish his mettle, an equally capable fledgling may get off to a flying start in responsible office through non-civil service channels. Percolating in this state of affairs is that failure to utilize the staffs which Justice Harlan so properly urges be provided.

With all the vast background in examination technique at the disposal of our civil service commissions, could there not be devised some untraditional form of examination wherefrom potentially qualified professional and clerical staffs could be appointed? It is glibly said that you cannot keep a good man down. If a candidate does not make the grade in one field he manages to do so in another. But I am not stressing the selfish interest of the individual. I am more impressed with the importance of shocking our recruitment techniques into providing more adequate professional and clerical staffs. JULIUS CHAIET

### COURT JOBS IN QUEENS NASSAU AND SUFFOLK

Editor, The Leader:

With the enlarging of the Supreme Court, in Queens, Nassau and Suffolk, to expedite handling of cases, and with the appointment of seven new judges, will come the appointment of many civil service as well as appointive personnel. INTERESTED

## YOU AND RETIREMENT

By FRANCIS M. CASEY

Member, CSEA Field Staff



I am a State employee, a female who will be 62 years of age in January 1960. I have signed up for Social Security and paid my retroactive coverage back to March 16, 1956. Will I have enough quarters at that time to qualify for benefits or will it be necessary to work beyond that time?

A new amendment to the Social Security Law provides that anyone having all but four quarters of coverage since 1954 (this would cover the four quarters from January 1, 1955 to December 31, 1955), would be fully covered upon attaining retirement age, 62 for women and 65 for men.

I will be 62 years of age in January 1960 and will have completed 25 years of service in April of 1960. I am participating under the 55-Year Plan and also have elected to come under Social Security. What would my approximate retirement allowance and Social Security benefits amount to should I retire after attainment of age 62? Also would I be permitted, as a retiree, to earn up to \$1200 per annum while receiving both State Retirement allowance and also Social Security benefits?

Since there are so many factors involved in calculating a retirement allowance, it is not possible to furnish you with the information requested in the first part of your question. The New York State Retirement System will gladly furnish you an estimate upon request. You may earn any amount, earned from a private employer, without affecting your retirement allowance and your retirement allowance will not affect your Social Security benefits. However, you are restricted to earnings of not more than \$1200 to be eligible to receive Social Security benefits.

I am a member of the State Retirement System and in the 55-Year Plan. If I should decide to retire at age 55, can I be re-employed in either private industry or by the Federal Government? If so, what is the amount of salary I am permitted to earn?

If you retire under the 55-year Plan, or the 60-Year Plan, you may be employed by private industry or the Federal Government, or if you move out of the State by any local unit of government without any restrictions whatsoever on your earnings.

I am a member of the State Retirement System since July 1945. I am now 66 years of age. Can I retire at any time and withdraw my contributions in a lump sum in lieu of a retirement allowance, or must I accept one of the options of the Retirement System and draw monthly checks?

Since you have become a member subsequent to April 6, 1943 and are over age sixty and have over five years of allowable service, you cannot withdraw your contributions in a lump sum but must take monthly payments under one of the various options.

I am an employee of the New York State Waterways and my job came under Civil Service April 1, 1953. I will be 70 years of age in 1960. Could I draw out my money from the Retirement System in a lump sum—if not, is there any way I can tell how much pension I will draw?

In your question you have stated that you came under Civil Service on April 1, 1953. It would, therefore, appear that you became a member of the New York State Employees' Retirement System on or after that date. If that is the case you would come under the provision of the law which provides that any member becoming a member on or after April 6, 1943, and who has had five years of allowable service, and whose retirement allowance would exceed three hundred dollars per year, may not withdraw his accumulated contributions in a lump sum but must take a retirement allowance payable monthly.

Since there are so many factors involved in computing a retirement allowance, it is not possible to furnish you information as to the amount of retirement allowance you will receive. However, upon your request the Retirement System will furnish you an estimate of your retirement allowance.

What happens if a member who has filed an application for retirement dies during the 30-day period, prior to the effective date of his retirement?

The retirement does not become effective. The designated beneficiary or estate will receive the return of the member's contributions with interest plus the ordinary death benefit.

May I make additional contributions to the Retirement System Fund?

Any member of the Retirement System, by written notice duly acknowledged and filed with the Comptroller, may elect to make additional contributions at the rate of fifty per centum of his rate of normal contribution (sixty year retirement rate) for the purpose of purchasing additional annuity, provided, however, that no such additional contributions shall be made with respect to that portion of the member's compensation in excess of ten thousand dollars per annum.

## Retirement Questions?

Retirement is everyone's business and everyone has retirement problems. The Leader wishes to assist its readers in this important and difficult field and will attempt to answer any questions on the subject through a column in this newspaper. Send your questions to "Retirement Editor, The Civil Service Leader, 97 Duane St., New York, 7, N. Y." Answers will appear in the column.

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



**Three Con Ed Men Talk on Safety**

The Coordinating Committee for the New York City Safety Program was addressed by three Consolidated Edison Company safety experts at a meeting in the Municipal Building, Manhattan.

They were William Leone, assistant director safety services; Ray C. Earle, assistant superintendent of outside plant construction, and Henry J. Eliason, superintendent of training and safety. Daniel F. Milchman is City Safety Director.

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A resolution for additional help for the Bureau of Retirement and Pensions was adopted by the New York City Board of Estimate. An appropriation of \$25,000 was made to provide for additional personnel to process the unusually heavy increase of applications for anticipated service retirements.

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**LEGAL NOTICE**

**CITATION** — The People of the State of New York, by the Grace of God, Free and Independent TO Attorney General of the State of New York, Anna Tabackova, Verona Durisova, Emil Cipko, Vincenzina Milnicka, Pavel Cipko, Anna Antoniana, Ladislav Cipko, Ernest Cipko, Olga Cipkova, Jozef Cipko, Paulina Cipkova de Kuhn; Emilia M. de Palmeiro and Jose Mancar as distributees of Maria Mannar, deceased; Wolf, Popper, Ross, Wolf & Jones and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Joseph Cipko, deceased, if living and if dead, to the executor, administrators, distributees and assigns of "Mary Doe" deceased whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Joseph Cipko, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Joseph Cipko, deceased, who at the time of his death was a resident of 271 East 10th Street, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 30th day of December, 1958, at half-past ten o'clock in the forenoon of that day why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable E. Samuel Di Falco,

**LEGAL NOTICE**

Surrogate of our said County, at the County of New York, the 14th day of November in the year of our Lord one thousand nine hundred and fifty-eight.  
PHILIP A. DONAHUE  
Clerk of the Surrogate's Court

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 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, 95 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 7-8980. 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. BArcley 7-1616; State Campus and lobby of State Office Building, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays; Room 400 at 155 West Main Street, Rochester, N. Y., Wednesdays only, 9 to 5. Also, an information office has recently been opened at 221 Washington Street, Binghamton. All of foregoing applies also to exams for county jobs conducted by the State Commission. Apply also to local office of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department

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

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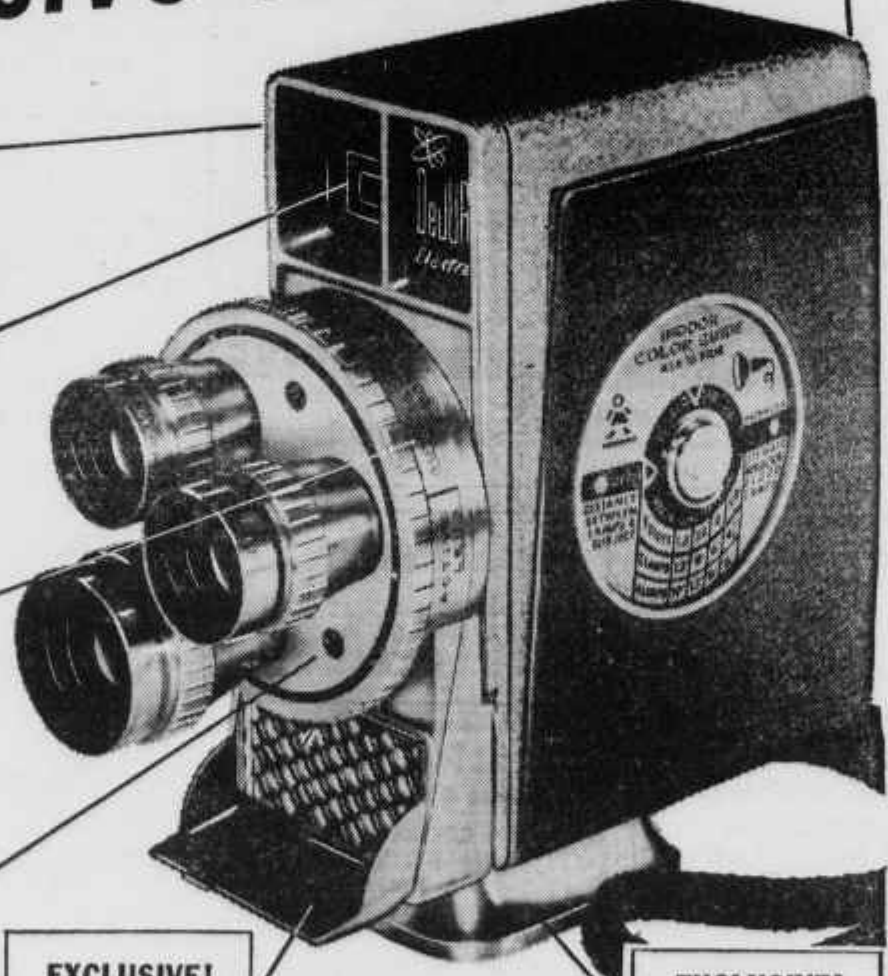
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119-40 MERRICK BLVD. ST. ALBANS 34, N. Y.  
LAURELTON 7-2800

**FARMINGDALE VIC.**

\$12,000 — 7 rm. two baths, 2 yr old Cape Cod, has heat, screens, alarm, 35 ft Dutch Downer, price reduced \$2,500, quick sale. Owner leaving to Colorado. \$300 cash to all or take over high G.I. Mfg.

Trade Realty, 333 Conklin Street, (Hempstead Tpke.), Farmingdale CH 9-0022

**NEW HOMES IN... JACKSON HEIGHTS**

VETERANS REALTY CO., 40-10 Junction Blvd., Corona, New York, has been appointed Sales Agent for Clipper Homes, a colony of all brick one family dwellings, priced at \$19,490. Homes include 6 rooms, 1 1/2 baths, full basements and garage. Sites are fully landscaped and city sewers are in and paid for. Buildings are completed and possession is guaranteed within two weeks. Cash down payments as low as \$1,900 with the balance on FHA 30 year mortgages. The Sales Agent will protect brokers who have clients interested in these Houses.

**Furnished Apts. Brooklyn**

57 Berkliner Street, between Bedford & Nostrand Ave. beautifully furnished one and two room apts., kitchenette, gas electric free. Elevator, Near 8th Ave. Subway. Adults. Seen daily.

**Selden 3-5325, No Money Down!** Seven room house on one acre. Double garage. Full cellar, extras. More land available. \$12,500.

**INTEGRATED RENT???** WHY

These homes are exclusive with LIST REALTY ONLY

## \$300 Down To All

"HOMES TO FIT YOUR POCKET"

Richmond Hill, Hollis So. Ozone Park, Jamaica & Vic.

1 Fam.	\$61.71 mo.	\$9,450
1 Fam.	\$64.69 mo.	\$9,990
1 Fam.	\$71.43 mo.	\$10,990
1 Fam.	\$72.11 mo.	\$11,000

**\$450 DOWN**

1 Fam.	\$74.52 mo.	\$11,500
1 Fam.	\$77.21 mo.	\$11,900
1 Fam.	\$78.50 mo.	\$12,100
Bung.	\$79.23 mo.	\$12,200
2 Fam.	\$80.58 mo.	\$12,400
1 Fam.	\$83.28 mo.	\$12,800
Bung.	\$85.97 mo.	\$13,200
1 Fam.	\$90.02 mo.	\$13,800

**\$600 DOWN**

2 Fam.	\$91.65 mo.	\$14,200
1 Fam.	\$90.30 mo.	\$14,000
Bung.	\$91.36 mo.	\$14,150

**\$800 DOWN**

1 Fam.	\$93.00 mo.	\$14,600
2 Fam.	\$95.02 mo.	\$14,900
Bung.	\$97.04 mo.	\$15,200
2 Fam.	\$98.39 mo.	\$15,400
1 Fam.	\$101.08 mo.	\$15,800

**SPECIAL SPRINGFIELD GARDENS \$800 DOWN**

Detached, 40 x 100 plot, Mother & Daughter, 1 family, 2 SEPARATE APTS. 6 rooms downstairs, 4 room apt. upstairs, 2 car garage, oil heat, extras. FULL PRICE \$15,700

## LIST REALTY

160-13 Hillside Ave. Jamaica OL 7-3838

2 or 3 Trains to Parsons Blvd. ALSO

135-30 Rockaway Blvd. So. Ozone Park  
Van Wyck Express to Rockaway Blvd. exit-OPEN 7 days a week  
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**LIVE RENT FREE XMAS SPECIALS**

**ST. ALBANS — 3 rooms, oil heat, finished basement, 1 car garage, washing machine and other extras. Asking . . . . \$13,900 \$18 WEEK**

**BAISLEY PARK—2-family; mother and daughter; 2-car garage; 60x100 lot. Finished basement. Asking . . . . \$15,800 \$13 WEEK**

**ST. ALBANS—2 family, 4 1/2 and 4 1/2, oil heat, garage, modern, 40x100. Asking \$17,700—\$15 week.**

**Belford D. Harty, Jr.**  
132-37 154th St., Jamaica FI 1-1950

**FURNISHED APT.**

RIVERSIDE DRIVE, 1 1/2 & 2 1/2 private apartments. Interracial. Furnished. Telephone 7-4115

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

"Say You Saw It in The Leader"



**IN YONKERS . . .**  
**'59 PLYMOUTHS**  
 • ALL MODELS IN STOCK •  
**GRANT MOTORS INC.**  
 420 SO. BROADWAY YONKERS  
 YO 3-4515

**VOLVO**  
 SENSATIONAL SWEDISH CAR  
**ONLY \$1895**  
 Winner of First 3 Position at  
 Elmerick, Conn.  
 65 HP - 4 Speed Box - Dual Carbs  
 Also Available  
**KARP VOLVO**  
 699 Merrick Rd., Rockville Centre  
 RO 6-0280

**COME SEE**  
 THE NEW  
**FIAT**  
 THE BEST SMALL  
 CAR FOR YOU  
**Only \$1098**  
 • 50 Miles to Gal. of Reg. Gas  
 • Service Available All Over  
**EUROPEAN MOTOR CARS**  
 2505 CONEY ISLAND AVE., BKLYN.  
 ES 5-7676

**HEADQUARTERS**  
**FOR USED CARS**  
 We carry many fine Used Cars  
 ranging from \$99 to \$2199.  
**JACKSON MOTORS CO.**  
 Authorized DeSoto Plymouth Dealers  
 94-15 NORTHERN BOULEVARD  
 IL 7-2100

**TAUNUS**  
**FORD OF GERMANY**  
 America's Newest  
 Imported Car  
 • Drive up to 35 Miles per  
 gallon on regular gasoline.  
 • 2-Doors — 4-Doors Station  
 Wagons.  
 Immediate Delivery  
**KOEPEL MOTORS, Inc.**  
 2 Showrooms  
 153-26 Hillside Ave. Jamaica AX 1-0700  
 139-01 Hillside Ave. Jamaica GL 7-8800  
 The only Authorized Dealer in Queens.  
 Open Even 'till 9:30

**LANTIC RENAULT**  
 IMMEDIATE DELIVERY  
**ALL MODELS**  
 30 MONTHS TO PAY  
**ALSO SELECTED**  
**USED CARS**  
 AVAILABLE  
 AT THE RIGHT PRICES  
**LANTIC AUTO SALES**  
 Atlantic Ave. at Woodhaven Blvd.  
 VI 9-7474 OZONE PARK

See it first  
 at MEZEY  
**SAAB-93**  
 ECONOMICALLY  
 PRICED FOR  
 CIVIL SERVICE  
 EMPLOYEES  
**MEZEY MOTORS**  
 In. ml. AUTHORIZED  
 LINCOLN-MERCURY  
 DEALER  
 1229 2nd AVE. (64 St.)  
 TE 8-2700

**'58 MERCURYS**  
 TERRIFIC DISPLAY—ALL  
 MODELS & COLORS IN STOCK  
 Also Used Car Closeouts  
 '54 STUDE Cpe Automatic  
 '55 FORD Sedan Fortomatic  
 '53 OLDS Sedan Hydromatic  
 and many others  
**MEZEY MOTORS**  
 Authorized Lincoln-Mercury Dealer  
 1229 2nd Ave. (64 St.)  
 TE 8-2700 Open Even

**CLEARANCE SALE**  
 Drastic Reduction on New  
**'58 PLYMS & DODGES**  
**LEFTOVERS**  
**BRIDGE MOTORS, Inc.**  
 Factory Authorized Buick Dealer  
 2346 Grand Concourse  
 (Bet. 183-184 Sts.) CY 5-4343  
**1959 SIMCAS**  
 Also on display  
 in our showrooms

**Ford**  
**SPECIAL**  
**DISCOUNT**  
 for  
**CIVIL**  
**SERVICE**  
**EMPLOYEES**  
 Now for the first time  
 Civil Service  
 Employees  
 can own a  
**1959 FORD**  
 with  
 • Minimum Cash Down  
 • 3 Years to Pay  
 • Highest Trade-in  
 Allowances  
 Large Selection  
 of New & Used  
 Cars  
**FOR FAST ACTION**  
 CALL GE 9-6186  
 Ask for MR. EASTON  
**CONDON MOTORS**  
 Authorized  
 Ford Dealers  
 6317 FOURTH AVE.  
 BROOKLYN, N. Y.  
 Near Belt Pkwy 69 St.  
 Ferry Exit GE 9-6186

**FIAT**  
 • Better Performance  
 DELIVERED FROM  
 • Greater Economy  
 • Up to 55 miles  
 per gal. Lo mi  
**\$1123**  
**SPECIAL DEALS**  
 for  
**CIVIL SERVICE**  
**EMPLOYEES**  
 Foreign Car Division of:  
**CARRAZZA**  
 3170 JEROME AVENUE  
 NORTH OF 181st ST., BRONX  
 LUdlow 4-2800

NOW . . . Lease with Equity  
**BRAND NEW**  
**1959 CARS LEASED**  
 FOR AS LOW AS  
**\$79 PER MO.**  
 ALL MAKES & MODELS  
 ARE AVAILABLE  
**JACKSON MOTORS CO.**  
 94-15 NORTHERN BLVD. IL 7-2100

**UNDER ONE ROOF**  
 AT 6th AVE.  
 and 18th St.  
**MANHATTAN**  
 The House of Horgan  
 Downtown Showroom  
 Offers:  
 '53 PLYMOUTH 2 Dr Sed. . . \$395  
 '54 FORD 8 Cyl Sedan . . . 495  
 '54 OLDS "98" Sedan, Hyd. . . 795  
 '55 FORD 8 Cyl Sedan . . . 795  
 '55 BUICK Convertible . . . 1295  
 '56 FORD 8 Cyl Sedan . . . 895  
 '57 FORD 8 Cyl Sedan . . . 1195  
**SPECIAL**  
 '56 FORD SEDAN—\$845  
 Fortomatic—Radio—Heater  
 '56 OLDS "98" 2 Dr HT. . . \$1295  
 '57 STUDE. Gds Hawk, HT. . . 1095  
 '57 MERC. Voyager 9-P Wag. . . 1995  
 '58 FORD F1 Plane 500 Hd Top 2095  
 '58 CHEV Bel Air 4 Dr Hd Tp 2165  
 '58 FORD Cntry Squire Wag 2495  
 '58 ENGLISH FORD (Anglia) 1195  
**RALPH HORGAN, Inc.**  
 Authorized Ford Dealer  
 610 6th Avenue at 18th St.  
 WA 4-5100 - Open 9 to 9: Sat 9-6

**LEGAL NOTICE**  
 LEAHY, LAMAR RICHARD—CITATION.  
 —P 3591-1958—THE PEOPLE OF  
 THE STATE OF NEW YORK, By the  
 Grace of God, Free and Independent,  
 TO: John Leahy, Elizabeth Norris, Jane  
 Leahy, Mary Leahy or if any of them  
 have died since the decedent or become  
 incompetent, their executors, administra-  
 tors, legatees, devisees, assignees, commit-  
 tees and successors in interest or any  
 persons having any claim or interest  
 through them by purchase, inheritance or  
 otherwise; all other distributees, next of  
 kin, heirs at law of Lamar Richard Leahy,  
 deceased, and if any of them have died  
 since the decedent, or become incompetent,  
 their executors, administrators, legatees,  
 devisees, assignees, committee and suc-  
 cessors in interest or any persons having  
 any claim or interest through them by  
 purchase, inheritance or otherwise, being  
 next of kin, heirs at law of Lamar Richard  
 Leahy, deceased, and other interested par-  
 ties, send greeting:  
 Whereas, Margery Clinton Leahy who  
 resides at 910 Park Avenue, New York,  
 New York and Archibald A. Guilek who  
 resides at 28 Mercer Street, Princeton,  
 New Jersey and Bankers Trust Company,  
 a New York corporation with an office at  
 16 Wall Street, New York, New York have  
 lately applied to the Surrogate's Court  
 of our County of New York to have a  
 certain instrument in writing bearing date  
 the 12th day of June, 1952 relating to  
 both real and personal property, duly  
 proved as the Last Will and Testament  
 of Lamar Richard Leahy, deceased, who  
 was at the time of his death, a resident  
 of 910 Park Avenue in the County of  
 New York.  
 Therefore, you and each of you are  
 cited to show cause before the Surrogate's  
 Court of our County of New York, at  
 Room 504 in the Hall of Records in the  
 County of New York on the 30th day of  
 December, one thousand nine hundred and  
 fifty-eight, at half-past ten o'clock in the  
 forenoon of that day, why the said will  
 and testament should not be admitted to  
 probate as a will of real and personal  
 property.  
 In testimony whereof, we have caused  
 the seal of the Surrogate's  
 Court of the said County of  
 New York to be hereunto affixed.  
 WITNESS, Honorable S. Samuel  
 Di Falco, Surrogate of the said  
 County of New York, at said  
 county, the 24th day of No-  
 vember in the year of our Lord  
 one thousand nine hundred and  
 fifty-eight.  
 (New York Surrogate's Seal.)  
 PHILIP A. DONAHUE,  
 Clerk of the Surrogate's Court.  
 ALEXANDER & GREEN  
 Attorneys for Petitioners,  
 120 Broadway, New York, N. Y.

**THE Wellington**  
 IS CONVENIENT FOR  
 BUSINESS OR PLEASURE  
 Close to the  
 glamorous  
 theatre-and-  
 nightlife, shops  
 and landmarks.  
 Express  
 subway at  
 our door takes  
 you to any part  
 of the city within  
 a few minutes.  
 That's convenience!  
 A handy New York  
 subway map is yours  
**FREE**, for the writing.  
**IMMEDIATE CONFIRMED**  
**RESERVATIONS.**  
 In New York: Circle 7-3900  
 In Albany: 62-1232  
 In Rochester: LOcust 2-6400  
 Singles from \$6.50  
 Doubles from \$10.00  
 C. L. O'Connor, Manager  
**HOTEL Wellington**  
 7th Ave. at 52th St., New York

**HELP WANTED — MALE**  
 AMBITIOUS MEN — part time, earn up  
 to \$6 per hour. We will afford you a  
 terrific opportunity to operate a PART  
 TIME floor waxing route in your area.  
 We supply equipment and accounts. Perma-  
 nent, steady. We will train, no help nec-  
 essary. New training program. Call, N.Y.  
 CY 2-1603, New Jersey, ORange 5-5411,  
 Floral Park, L.I. 2-1644.  
**SMALL DOWN**  
**PAYMENT**  
**TR 5-2914**  
 A. Roslow, 669 Fulton St., Bklyn

**YES, GASOLINE**  
**15c PER GAL.**  
 FOR INFORMATION  
**IEFFEL AUTO SALES LTD.**  
 5049 B'WAY AT 215th STREET  
 WI 2-5570

**LEGAL NOTICE**  
 TURATO, FRANK JOHN. — File No. P  
 3198, 1958. — SUPPLEMENTAL CITA-  
 TION. — The People of the State of New  
 York By the Grace of God Free and In-  
 dependent, To Kate Turato.  
 YOU ARE HEREBY CITED TO SHOW  
 CAUSE before the Surrogate's Court, New  
 York County, at Room 504 in the Hall of  
 Records in the County of New York, New  
 York, on January 22nd, 1959, at 10:30  
 A.M., why a certain writing dated June  
 21st 1958 which has been offered for  
 probate by Kate Kumbatorich, residing at  
 191 Praxair Avenue, Lynbrook, New  
 York, and Ernest Sandow, residing at  
 187 Parkway Court, Mineola, New York,  
 should not be probated as the last Will  
 and Testament, relating to real and per-  
 sonal property, of Frank John Turato  
 deceased, who was at the time of his  
 death a resident of 148 Tenth Avenue,  
 New York City, in the County of New  
 York, New York.  
 Dated, Attested and Sealed, December 8,  
 1958.  
 HON. JOSEPH A. COX  
 Surrogate, New York County.  
 PHILIP A. DONAHUE,  
 Clerk.  
 a16-Tu  
**SOCIAL SECURITY** news, com-  
 ment, questions, answers appear  
 regularly in The Leader.

**YOUR TRADE IS WORTH MORE NOW**  
**CHEVROLETS**  
 (Practically Most Models and Colors Available)  
**'58 CHEV LEFTOVERS ON SALE**  
 ALSO . . .  
 Executive Cars, Demonstrators; Low Mileage Cars  
**OPEN** **BATES** **ALWAYS**  
**EYES.** **CHEVROLET CORP.** **DO BETTER**  
**AT BATES"**  
**GRAND CONCOURSE at 144 ST., BRONX**

**BETTER LIVING HAS THE**  
**NEW! Dormeyer**  
**Coffee-Well**  
 Fully  
 Washable!  
 What a convenience! No  
 more gingerly dipping half  
 your coffee-maker in wash  
 water. With Dormeyer's  
 new Deluxe Coffee-Well,  
 you simply slip out the  
 probe control—then dunk  
 the whole unit! It's 100%  
 immersible! 100% washable.  
 Completely  
 Automatic!  
 Exclusive! With Dormeyer's  
 exclusive probe control, sim-  
 ply set dial for mild, strong  
 or "happy medium." Press a  
 button—that's all! Only  
 Dormeyer's new probe  
 control keeps coffee at exact  
 strength, exact temperature  
 without re-brewing. Chrome  
 finish. Dripless spout.  
 10-cup capacity. See  
 it today!  
**DORMEYER** THE NEW FASHION IN  
 ELECTRIC APPLIANCES  
**Better Living Distributors, Inc.**  
 76 WILLOUGHBY STREET  
 Brooklyn 1, New York MAIn 5-2600

**3 REASONS WHY**  
**BOND IS THE RIGHT PLACE**  
 TO BUY YOUR **NEW FORD**  
 OR A-1 USED CAR  
 • LOWEST PRICES  
 • HIGHEST TRADES  
 • DEPENDABLE SERVICE  
 Come in and find out for yourself.  
**BOND MOTORS**  
 85-24 ROCKAWAY BLVD. VI 5-9000 OZONE PARK



**ACTIVITIES OF EMPLOYEES IN STATE**

**Sing Sing**

Sing Sing chapter, CSEA, will sponsor the Sing Sing Bowling Team. The request was made by Arthur Meyers at the chapter's regular meeting.

James Anderson, president of the Southern Conference, announces that a joint meeting with the Metropolitan Conference will be held at the Concord Hotel. The tentative dates are April 19 and 20. The chapter voted to send the president and a delegate to the workshop.

James Adams, chairman of the membership committee, reports that the membership is growing steadily.

Plans for the annual dinner-dance are already under way, according to the co-chairman of the social committee.

Field representative Ben Sherman of the CSEA turned over to the chapter a refund check from dues from those who paid \$7.80 by payroll deduction instead of direct payment of \$7.50.

A delegation from the civilian employees was present and asked the chapter to help with re-classification. Mechanical work in filing the necessary forms will be started by the chapter.

Martin Mulcahy presided at the meeting, with 35 members present at Moose Hall. Refreshments were served.

**ST. GEORGE GROUP PLANNED FOR COURT EMPLOYEES**

A meeting to discuss the organization of a St. George Association among employees of the courts in all boroughs of New York City was held in the Municipal Court Building in Manhattan.

**TREAT** *Golden Brown* **POTATO CHIPS**  
**TASTE THE WONDERFUL DIFFERENCE!**

It's all in the fit and the Factory-to-You Prices

**Kelly Clothes Inc.**  
 - Maker to Wearer

621 RIVER ST. TROY, N. Y.  
 Ashley 2-2022  
 MEN'S FINE CLOTHES & UNIFORMS

**NEW MAYTAG LINT-FILTER AGITATOR**

removes lint, dispenses detergent, pumps suds through clothes



No more "gray" washes! Agitator creates a steady stream of sudsy water that gently loosens and lifts out dirt. Gets clothes really clean!

No more "half-dissolved" detergent! Just pour into agitator. Dispenser sprays fully dissolved detergent into wash water.

No more lint picking! New Maytag Lint-Filter works where the lint is. Works with 926 lint removers...removes more lint than ever before possible.

**THE MAYTAG All-Fabric AUTOMATIC WASHER**  
 Two Wash Speeds, Two-Spin Speeds, Push-button Water Level Control, and Suds Saver!

**YOUR CHOICE FOR PENNIES A WEEK**

New Maytag Automatic Washer with 926 Lint Removers (Model 978)

New Maytag Halo of Heat Dryer (Model 942B)

**TV FOR A MERRIER CHRISTMAS**

Delight the whole family with the gift of a new TV set for Christmas. See our fine selection of new models.

**Lowest Price!**  
 Fabulous 1959 "Designer Series"  
**GE ULTRA-SLIM TV**

**Now Only \$169.95**  
 17-in. Overall Diagonal, 155 Sq. In. Picture

Model 1772405

Entirely New Concept in TV Styling! Has Powerful Console Chassis!

**FREE SERVICE** for 90 Days by G-E Factory-Trained Experts at G-E Service Depots

**EASY TERMS!**

- Full Power Transformer
- Front-Mounted Speaker
- Wide-Angle 110° Aluminized Picture Tube
- Up-Front Controls, Including "Set and Forget" Volume Control
- Dramatic 2-Tone Cabinet
- Lightweight Concealed Carrying Grips

Get Yours Today From

**New Deal Radio**  
 87 SECOND AVE. NEW YORK GR. 5-6100

**AMERICAN HOME CENTER INC.**  
 616 THIRD AVENUE AT 40th STREET, NEW YORK CITY  
 CALL MU 3-3616 FOR YOUR LOW, LOW PRICE!



ACTIVITIES OF EMPLOYEES IN STATE

**Public Works, Dist. 4**

Public Works District No. 4 chapter, CSEA, will hold its Christmas Party this year at the New Triton Hotel on December 18. On the agenda for the evening will be a dinner of prime ribs of beef followed by dancing and entertainment. Music will be provided by Kenny Unwin and his band.

Now that 1958 is coming to a close, we extend our best wishes and hope for the continued good health of the following retired members: Robert Cook, C. V. O'Malley, Sidney Towe, Thomas McAllister, Ray Robinson, Fred Douglas, Roy Hutchinson, James G. Allan, Paul Chase, James Douglas, George Miller, J. P. Larson, Fred Hempel, Edward Quanz, Edgar Lyons, Francis Gott, Ray Caspar, and Charles Morris. We hope that these men will be renewing old friendships at the CSEA Christmas Party.

With the bowling season now one-third over, the teams are rounding into shape. As of this date, the Conchelo's are leading the league with a 50 win—20 loss record. Fred Grover, Bob Bishopp and John Muench are the three top bowlers, with Fred Grover having high game of 236.

Howard Long, assistant lands and claims adjuster, in the Department of Rights of Way and Claims, became a father for the third time. He and his wife have a new baby boy who will be called Mitchell Long.

**Metro Public Service**

The annual Christmas party for employees in the New York office of the Public Service Commission will be held this year on Tuesday, December 23rd at 199 Church Street.

Francis DuCharme, chairman of the party committee, announces that based on present plans, the party this year will be bigger and better than ever before. There will be door prizes, plenty to eat (turkey, cold cuts, franks, etc.), drink and continuous music.

The Christmas party is sponsored by the Metropolitan Public Service Chapter of the CSEA and a hearty invitation is extended to all employees, their friends and families to attend this affair. The committee is at work performing the necessary functions to insure a wonderful time for all: Food and beverages — Nat Elgot; Decorations — Lillian Montag; Music — Phil Wexler; Publicity and Tickets — Florance Osinski and Mr. Wexler. The price will be \$2.00 per person and all monies must be in by Wednesday, December 17, 1958 to insure proper arrangements.

**Metro Armory**

The annual Christmas party and December meeting of the Metropolitan chapter, CSEA, Armory Employees will be held on December 17 at the 369th F.A. Gp. Armory, 142nd Street and Fifth Avenue, N.Y.C., at 8:00 P.M.

Due to the fact that there was no meeting in November, we are looking forward to a large attendance at this meeting.

John Kelly, associate counsel for the CSEA, will be the guest speaker.

The topics on the agenda will be:

1. New classification set-up, which we understand will take effect January 1.
2. Legislation to be introduced for pay increases.
3. Accepting the Federal caretakers in the chapter for membership in the CSEA.

Of course, dues, which are \$9.00 per year (\$7.50 to the CSEA and \$1.50 to the chapter) must be paid to the treasurer before December 31 to remain in benefit.

The CSEA 1959 membership cards and a check for a 30 cent refund on your 1958 dues to the CSEA thru the payroll deduction plan will be distributed by the treasurer.

While on the subject of finances, it was suggested to the executive committee who recommends approval of the idea for your final individual action that the 30 cent check mentioned above be endorsed, and turned over to the chapter to help defray the expense of the colations at our meetings.

We have another big meeting

coming in January, 1959, which will be announced at the meeting.

Your continued cooperation and support is urged to meet the increasing problems confronting the chapter.

**Westchester**

Under the sponsorship of the Westchester chapter, a meeting was held in the Town of Harrison for employees of the Town of Harrison, the Village of Port Chester and the Town and City of Rye. The meeting was conducted by Andrew Dowdell, director of the chapter and subchairman of the chapter membership committee. He was aided by Messrs. Ivan Flood and Gabriel Carabee, both directors of the chapter.

Benjamin Sherman, Field Representative of the Association, spoke to those assembled on the benefits of membership, while Mr. Dowdell spoke on the function of the chapter. Representatives from the Statewide Health Plan and the Group Health Insurance also addressed the meeting, since this topic is receiving wide interest in all municipalities of Westchester chapter.

The Westchester chapter has a charter unit in the Long Island Sound area of the County, known as the Eastern Unit. This unit now numbers employees from the Town and Village of Mamaroneck, the Village of Larchmont and the Joint Water Works. New members entering the Association from Harrison and the two Ryes will be assigned to the Eastern Unit, while the Village of Port Chester will have its own unit.

The Board welcomed back its treasurer, Eileen Kelleher from her recent trip to Europe. The Board voted a dues refund for the past year to the White Plains unit which is now being re-organized. It also made tentative plans for a program for the coming year. Final work was done on proposed amendments to the Constitution and By-Laws which the Legislative Committee will present at the next chapter meeting.

**Manhattan State**

The Manhattan State chapter, CSEA, Blood Donor Program has been of great assistance to members. Urgent calls for blood, have been promptly attended to. Many letters from recipients have come to the chapter.

Delegates and representatives of Manhattan State will attend the meeting of the Metropolitan Conference. This very important meeting has a vigorous program lined up under the able chairmanship of Mr. Slossberg.

The Civil Service Employees Association will do its utmost during the coming year to win for you an adequate pay increase, better retirement arrangements, and other improvements.

Governor-elect Nelson A. Rockefeller, at our annual meeting in October, in Albany, assured CSEA "If I am elected, early in November, I will designate a group to sit down with representatives of your organization to discuss what should and can be done at the 1959 legislative session."

You help yourself when you get your fellow employees to join CSEA. We could attain 100 percent membership in a short time if you and your fellow members adopted and carried out the slogan "Every Member Get a Member." The recognition accorded the Association and our effectiveness will always depend in large measure on our membership strength.

The dues in CSEA are less than 15 cents per week because hundreds of your fellow employees who serve as CSEA and chapter officers and committees do not receive pay from CSEA. The dues of the unions in public service are four times higher. CSEA has a good record and a complete program to help you. The unions do not. CSEA wins the victories, the unions seek to steal the credit and create disunity.

Please be an active member. Attend chapter meetings. Take an active part in our work and programs. The forms necessary to sign up your fellow employees in CSEA are available from any chapter representative or call John Wallace at extension 408.

Over 550 members have renewed their membership for the coming year and 19 new members joined

**Health Plans Compared**

(Continued from Page 3)

**Eligibility Regulations**

Employee is an officer or employee who works more than 20 hours a week or whose annual salary rate is \$2,000. or more; who is appointed or elected for a term of 6 payroll periods or more; who is not scheduled for termination of employment within 6 payroll periods after group effective date.

Employee eligibility is designated by employer and is acceptable to Blue Cross.

Enrollment is available to eligible employee, spouse, unmarried children under 19 years of age, and children over 19 who are incapable of self-support because of mental or physical reasons (and became incapable before reaching 19.)

Covers employee, spouse, unmarried children from 60 days to 19 years of age

Other children include step-children and any child who is supported by employee as a permanent member of household. (Such support must commence before the 19th birthday.)

Other children include only step-children or legally adopted children.

Employees who do not enroll when first eligible must submit adequate proof of insurability before enrollment effective date can be assigned.

Employees who do not enroll when first eligible must wait until the group semi-annual or annual date to apply.

**Limitations**

Services covered by another employer group plan; services for which subscriber is not required to make payment.

Covered by contract

**BLUE SHIELD**

**Maternity Benefits After Cessation of Coverage**

Maternity benefits of contract will be provided to wife if eligible for benefits and if pregnancy exists at time of cessation of coverage.

Maternity benefits will be provided to wife if eligible for benefits and if pregnancy exists at time of cessation of coverage, provided premium payments are continued as specified by contract.

**Surgical In-Hospital Medical Care**

Service Type Contract with Annual Income Ceilings of \$4000.—Individual; \$6000.—Family Schedule to \$300.  
1st Call — \$10.  
2nd Call — \$4.  
2nd Call (same day) — \$2.  
Maximum per admission — \$300.  
20% of surgical fee scheduled—plus \$5. Minimum — \$20.  
Not covered for maternity care.

Same

Same

Same

Same

Same

**Anesthesia**

1. Routine delivery — \$75.
2. Caesarean Section — \$87.50
3. Ectopic Pregnancy — \$87.50
4. Miscarriage — \$25.00

1. \$75.

2. \$150.

3. \$150.

4. \$35.

**Assistant Surgeon**

10% of the surgical allowance scheduled when allowance is \$100. or more

Same

**Radiation Therapy**

1. X-Rays  
(a) Malignancy to \$250.  
(b) Benign to \$150.
2. Radium and Isotopes Special Consideration

1. Excluded

2. Excluded

NOTE: All eligibility regulations, conversion rules and other terms and conditions will be the same as described in the Blue Cross section.

**MAJOR MEDICAL BENEFITS**

**Statewide**

Part III of the program provides major medical expense benefits underwritten by the Metropolitan Insurance Company. An outline of the benefits can be found in the descriptive booklet or obtained upon request.

**Local Plan**

The Albany Plan does not at this time write a Major Medical Program. It can, however, obtain this coverage through its national enrollment agency, Health Service, Inc. There are several groups enrolled in the Albany Plan with Health Service Major Medical coverage. The benefits available under the Statewide Plan could be approximated but not duplicated.

Maximum benefit in one year—\$7,500.

Total for each subscriber—\$15,000.

Deductible per year per person—\$50.

(Maximum \$150. per family)

Co-insurance after deductible:

Plan 80% Subscriber 20%

NOTE: This outline is intended for general comparison purposes only and is subject to the terms and conditions of the contracts issued.

the Association during the last two weeks. "Every Member Get a Member."

Get well wishes are extended to Mary Duncan, Nora Brett, Joe Sopagee, James Grub and Matt Walsh.

The employees at Manhattan State Hospital were saddened to hear of the sudden death of Bill Newman. Bill retired several years ago and formerly worked in the mat shop. On his retirement in February 1953 he received a gold watch from his fellow employees

at a retirement party, held in the Vykling.

**Taconic**

The maintenance building at Lake Taghanic has been improved by the addition of a rest room complete with shower bath. The welder and repair man, Andy Grenno, is back to work after a week's layoff due to an accident in the welding shop at Clinton Corners.

One of our members extends thanks for the help received from the CSEA. He's on three months' leave at half pay because of illness.

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

**HOUSE HUNTING?  
SEE PAGE 11**



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## Hospital Worker One Of 3 Reclassified Up

Criscenzo De Vito, a laundry worker in the Department of Hospitals, has been reclassified to a higher title. He becomes senior

laundry worker through a vote of the New York City Civil Service Commission. Also reclassified was John J. Fleischman, a custodian engineer at Hunter College, to superintendent of buildings and grounds.

The Commission also reclassified Irving E. Bronkhurst, an assistant civil engineer with the Transit Authority, to civil engineer as a result of his appeal being granted by the Classification Appeals Board.

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## Reform Assn. Cites Blocks To Improved Civil Service

Ways and means of solving recruitment problems, retaining able talent and making broad improvements in the civil service were outlined in the annual report of the Civil Service Reform Association, adopted at the organization's 81st annual meeting.

The report was released by William C. Greenough, chairman of the association's executive committee.

The Association noted that this year, which marks the 75th anniversary of the State civil service law, is an important time to move ahead. Governor-elect Rockefeller "has a unique opportunity to take a careful look at the State's personnel picture, its reputation as an employer, its ability to meet the continuously growing demands on the State service." In the City, four years have gone by since Mayor Wagner's new personnel law was adopted and "it is time for an independent review in the broadest possible perspective to see what the program has accomplished in terms of the efficiency and quality of services to the public. . . . We believe the 'Career and Salary' program especially would profit by such a survey."

### Fixed Hindrances

The report noted: "Much is being said about our need for scientists, engineers and teachers; about the vast problems of staffing government offices, colleges and schools. Too little is being said about those blocks — some of them now cemented solidly in our civil service structure — to effective selection and development of the talent we will need to manage our government activities." Some of the things needed are:

1. Basic research on manpower needs and staffing patterns to provide a basis for anticipating future personnel needs.
2. Evaluation of methods, validity, cost and results of civil service examinations.
3. Stepped-up in-service training, particularly for supervisory, executive and administrative positions.
4. A service-wide career system, not "compartmented" like the present one.
5. Means of competing with industry to attract the best talent from high schools and colleges. While great progress has been made in the last two years, the report states, "lower salaries in many fields; the time lag between application, examination, certification and appointment; uncertainty of appointment even after an examination has been passed; the requirement of further examination for promotion — all may seem formidable barriers to career-minded young people."
6. Incentives to meet those provided by industry; for example, accelerated salary increments, which "would enable employees, by larger yearly increments in a shorter period of years, to reach the maximum of their grade sooner and have incentive to remain"; and "early vesting of pension rights when employees leave the service."

### Needed Improvements

The Association points out, as examples of "pressing needs for broad improvements in our civil service system":

1. A thorough and basic revision and modernization of the Civil Service Law, as a follow-up to the Preller Law adopted this year. "Some of the barnacles acquired in 75 years should be scraped from

the law," it states.

2. Adequate civil service administration in smaller cities and counties, where "insufficient appropriations and staff and lack of dynamic official and public support make adherence to the merit system 'more honored in the breach than in the observance.' . . . The result of their incapacity tends to be either rigid, unimaginative adherence to civil service law and rules as ends in themselves, or compromise with local patronage-seeking political forces through creation of 'exempt' jobs and provisional non-civil service appointments. We strongly believe the only practical solution is sacrifice of the home-rule principle to the extent of using the facilities of the State Department of Civil Service for technical assistance."

3. An end to the custom of using Civil Service Commission appointment as patronage plums, "an anachronism we can no longer afford in these days of complex expensive 'big government'."

4. Strengthened staffs for Civil Service Departments, with means to undertake research and evaluation programs as well as keep up with examination loads.

### Exempt Status

5. A change in the Civil Service Law to withhold civil service status from exempt or noncompetitive employees whose positions are put in the competitive civil service. The Association commended the President of the State Civil Service Commission, Alexander Falk, for his opposition to any post-election "job-freeze" of Democratic appointees before the Rockefeller administration takes over.

6. Amendment of the Law to eliminate the present requirement that veterans in non-civil service jobs be given a formal hearing on removal charges, with review by the Civil Service Commission or the courts. "Giving to individuals who never had to measure their capabilities against those of others the protection designed for career employees, who had to pass rigorous examinations, is a travesty of the merit system," states the report.

The Association calls for revision of the personnel system of the courts, along modern lines under merit principles, as a part of any plan for reorganization of the State's court system.

### Officers Elected

Present officers were re-elected at the meeting. They include William Dean Embree, President (retired member of the law firm of Milbank, Tweed, Hope and Hadley); William C. Greenough, Chairman of the Executive Committee (President of the Teachers' Insurance and Annuity Association and the College Retirement Equities Fund); Raymond B. Haynes, Treasurer (officer of Wellington and Associates), and James R. Watson, Executive Director.

### SEVEN QUALIFY FOR HEALTH DEPT. PROMOTION

ALBANY, Dec. 15 — Seven State Health Department employees have qualified for promotion to principal statistics clerk in a recent civil service examination. The job pays \$4,300 to \$5,310 a year. They are:

Katherine Coddington, 99.55; Marguerite Wagner, 88.50; Madge L. Riter, 86.05; Howard M. Wiltsey, 85.60; Mary E. Ryan, 82.55; Belle V. Peller, 81.70, and Joan M. Hunter, 81.10.

## HUDSON RIVER HOLDS MEMBERSHIP RALLY



Pictured at a membership rally of the Hudson River State Hospital chapter, CSEA, are seated from left Louis Garrison, past president of the chapter, and Frank Casey, field representative of the CSEA. Standing from left are Henry Emmer, business officer of the hospital; William G. O'Brien, government group relations manager of Blue Cross; Mrs. Nellie Davis, president of the chapter; James Anderson, president of the Southern New York Conference; and Hugh McDowell, government group representative of the local area, Blue Cross.

## Orleans Chapter Has Its Annual Dinner

The membership dinner of the Orleans County Civil Service Employees Association was held recently at the Half Moon Restaurant, Ridgeway, New York.

Following the dinner a business meeting was held, at which time Catherine Mathews, Child Welfare Division of the Orleans County Welfare Department, gave an excellent report as delegate to the State Civil Service Employees Association's convention held in Albany. At this time, she read a list of resolutions passed by the State Association.

Both the Probation Department and the County Welfare Department were represented one-hundred per cent at the dinner. Mrs. Melva Warner, formerly of the Orleans County Welfare Department, currently with the Albion State Training School, and Mrs. Helen Van Store, formerly of the Orleans County Veterans' Service, and now employed at the Veteran's Hospital, Batavia, were present at the dinner.

Following the business meeting, Kay Stewart of Medina, New York, community ambassador, sponsored by the Adult Education of Medina, gave a very entertaining and enlightening resume of her trip to Chile, South America. She also showed some excellent slides which she took on her trip.

Door prizes awarded to Charles Allen, Catherine Mathews, and Mrs. Frances Turner, were donated by Rosenkrans Pharmacy of Medina and Sayles Pharmacy of Albion.

## Senate House Assn. Posts Are Filled

ALBANY, Dec. 15 — Governor Harriman has appointed four persons to the board of trustees of the Senate House Association. They are:

Mrs. Anna F. Thornton of Saugerties, who will complete the term of the late Miss Emily V. Rice of Kingston.

Mrs. Florence A. Crosby of Kingston, whose term has expired.

Robert V. Stapleton of Ellenville, who succeeds Mrs. Perry Wilson of New Paltz, whose term has expired.

Abraham Rothkopf of Ellenville, who succeeds Mrs. E. Clark Reed of Saugerties, whose term has expired.

## Hudson River Not Resting On Laurels in Drive For 100 Per Cent Membership

Hudson River State Hospital chapter of the Civil Service Employees Association, with a membership of 1,350 out of a possible 2,000, is not content to rest on its laurels, even with such impressive enrollment figures.

At a meeting of its membership committee, held at the Italian center in Poughkeepsie, Frank Casey, field representative of the CSEA, lauded the chapter and urged them to go further and work for 100 per cent membership.

Mr. Casey said that the CSEA is "the acknowledged champion of the civil service merit system of the State." He added that "CSEA has substantially benefited every State employee through increased salaries, improved retirement allowances, social security, better vacations and leaves arrangements, shorter work hours, grievance machinery, unemployment insurance, State health plan, and scores of laws improving promo-

tions and seniority."

Others who spoke at the meeting were Louis Garrison, past president, who was toastmaster; Henry Emmer, senior business officer of the hospital; William O'Brien, Blue Cross representative from New York City; Hugh McDowell, Blue Cross representative from Poughkeepsie; James Anderson, president of the Southern New York Conference, CSEA; and Mrs. Nellie Davis, president of the chapter.

## Grievance

(Continued from Page 1)

that we have notice of further proceedings herein.

"A copy of this letter has been transmitted to the Commissioner of Mental Hygiene and for informational purposes to the heads of the Departments of Social Welfare, Health, Education and Correction."

### Resolution Cited

The delegates at the last annual meeting of the CSEA in October unanimously adopted a resolution calling for the continued effort of CSEA to secure for institutional office employees the same work week as is performed by State employees having the same titles in the administrative State Departments throughout the State. The State institutional office workers work the additional 2½ hours per week without additional pay. The Mental Hygiene Employees Association adopted a similar resolution at their meeting also held in October.

The Civil Service Employees Association has sought removal of this discrimination against institutional office employees and has appealed to the Governor and other State authorities on behalf of these employees.

CSEA is very hopeful that the State Grievance Board will decide in favor of the employees affected and that the State agencies involved will take the necessary steps to correct this discrimination against the institutional office workers.

## Troopers

(Continued from Page 1)

permanent State employees with the exception of the State Police.

These matters include the basic work hours, overtime, holidays, vacation, sick leave, extended sick leave, personal leave, leave due to injury or disease incurred in performance of duty, leave for quarantine, leaves required by law, educational leave for veterans, and drawing of earned credits upon resignation.

At the present time, the Division of State Police does not have regulations in writing concerning these matters. This situation is extremely unfair to the State Police, the Association said.

### NAMED LITERARY TRUSTEE

ALBANY, Dec. 15 — Richard Q. Devine of Norwich has been named as a trustee of the State Supreme Court Library at Norwich for a term ending Dec. 30, 1961. He succeeds George M. Skinner of Bainbridge, whose term has expired. The appointment was announced by Governor Harriman.