

Leader Marks 25th Anniversary

It's Been An Exciting Quarter Of A Century

CIVIL Service jobs seemed more important in those years—a quarter century ago—when Jerry Finkelstein was Civil Service Editor of the New York Daily Mirror and as many as 97,000 filed for a single examination. So, it was not surprising that the 23-year old Mirror staff man Jerry Finkelstein and his good friend Seward Brisbane, son of the late great editor Arthur Brisbane decided that there was room for a lively civil service newspaper in New York.

The Leader started with a circulation of 17,000 in 1939 and currently has a circulation in excess of 150,000. It has seen the Civil Service Employees Assn. grow

from 30,000 membership to a current 125,000.

Today the Civil Service Leader is the largest civil service paper in the world and has the 14th largest circulation of any paper, including dailies, in New York State, ranging ahead of dailies in Albany, Syracuse, Rochester,

Poughkeepsie among others.

Starting in a small office at 305 Broadway, they began garnering material, making plans, establishing pipelines and working out an editorial policy which they thought would fit the people of their own age—the aggressive
(Continued on Page 10)

COMP
ALBANY 1 N 1
CAPITOL STATION
P O BOX 125
C S E A INC
GARY J PERKINSON

kelstein
Mayor,
Efforts

Lyndon B. Johnson letter to The Leader from Gov. Nelson A. Rockefeller and a personal presentation by Mayor Robert Wagner to Mr. Finkelstein of a "Certificate of Appreciation" led the list of congratulatory messages received by The Leader on the 25th anniversary of its founding.

Heads of the state's leading public employee organizations also sent good wishes and Joseph F. Feily, president of the 125,000-member Civil Service Employees Assn., informed Mr. Finkelstein

that the CSEA Board of Directors had voted unanimously to cite The Leader with a plaque, to be presented at the organization's annual convention next month in Syracuse.

In wiring his congratulations to Mr. Finkelstein, President Johnson
(Continued on Page 11)

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 3 Tuesday, September 22, 1964 Price Ten Cents

Promotion Exams

See Page 18



(Leader Staff Photo)

MAYOR CITES THE LEADER — New York City's Mayor Robert F. Wagner, hands Jerry Finkelstein, publisher of the Civil Service Leader, a "Certificate of Appreciation" for the 25 years of dedicated service the Civil Service Leader has offered the public employee.

Decision Due Oct. 5

Broome County Agrees To Reconsider CSEA's 5-Point Plan Request

(From Leader Correspondent)

BINGHAMTON, Sept. 21—At a surprisingly calm meeting last week the Employees Committee of the Broome County Board of Supervisors agreed to reconsider a five-point proposal for increased pay and benefits for county employees.

Officials of the Broome chapter of the Civil Service Employees Assn. were so satisfied with the attitude of the county committee they called off a membership meeting scheduled tonight.

Alternate Plan Seen

However, Earle D. Ridley, (R-Sixth), committee chairman, said after the meeting with CSEA officials it is likely his group will recommend a system of higher

annual increments instead of the CSEA-requested general pay raise.

He said each item in the CSEA proposal would be reconsidered, but that the committee would not "go down the line with them."

"A committee decision on the matter is expected by Oct. 5," he said.

At the meeting's outset Ridley declared his committee had "been done an injustice" by a letter from Joseph F. Feily, state CSEA president.

The letter, sent to Henry M. Baldwin, board chairman, said the employee group had been treated "with a callous disdain and a

rudeness that we found shocking" at an earlier meeting with the Ridley Committee.

"I'm going to be perfectly frank," Ridley said. "I didn't appreciate the letter."

Disputed Point

The only point of dispute at the earlier meeting came when county officials refused to accept the CSEA viewpoint that a yearly increment received by a worker is not a raise in pay, Ridley said.

The CSEA takes the position that any increment increase is a guaranteed wage and that only an across-the-board increase can be considered a salary raise, Benjamin Roberts, CSEA field representative explained yesterday.

"We didn't buy that at our last
(Continued on Page 20)

Nurse Promotion Titles Termed 'Career Dead End'

ALBANY, Sept. 21—The Civil Service Employees Assn. has protested to the Civil Service Department proposed minimum qualifications for supervising nurse and chief supervising nurse resulting from the removal of these titles from the non-competitive class.

CSEA claims that under the proposed minimum qualifications, nearly all head nurses presently in State service would be ineligible to compete for the position of supervising nurse.

In its protest, CSEA says that these head nurses now find their way blocked because of the newly imposed requirements. The Employees Assn. said that "when the position of supervising nurse was in the non-competitive class, one year of service as head nurse was sufficient to provide eligibility for promotion." CSEA claims that the

present one-year requirement is in sharp contrast to the proposed requirements which include a bachelor of science degree in nursing and two years of graduate nursing experience.

According to CSEA estimates, less than one hundred presently employed head nurses will possess the necessary minimum qualifications to compete for promotion to supervising nurse under the proposed qualifications. With an estimated 1,800 filled head nurse positions, "this means that some
(Continued on Page 20)

Don't
Repeat This!
Civil Service
Vote--Where
Does It Stand?

OUR CURIOSITY has been aroused. A New York Times story of Sept. 13 reporting voter sentiment in the Presidential race at one point quoted a policeman as saying "There are 25,000 cops in New York City and I'd say that 23,000 of them are going to vote for Goldwater."
Yet, a Times story three days
(Continued on Page 2)

WESTERN UNION TELEGRAM

NK055 (04)PA050
RA021 "R" WA012 00PT NL PD THE WHITE HOUSE WASHINGTON DC 16
JERRY FINKELSTEIN, PUBLISHER
CIVIL SERVICE LEADER 97 QUANE ST NYK
ON THE OCCASION OF THE SILVER ANNIVERSARY OF THE CIVIL SERVICE LEADER, I AM HAPPY TO EXPRESS TO YOU AND TO YOUR STAFF MY APPRECIATION FOR THE LONG EFFECTIVE SERVICE YOUR PAPER HAS RENDERED IN HELPING TO EXPAND AND MAINTAIN THE MERIT SYSTEM AND IN ENCOURAGING HIGH STANDARDS OF PUBLIC SERVICE AMONG ALL OUR CIVIL SERVICE EMPLOYEES, YOUR DEFENSE OF THE INTERESTS OF THESE EMPLOYEES HAS BENEFITED NOT ONLY THEM BUT ALSO A WIDER PUBLIC. I AM CONFIDENT THAT IN THE YEARS AHEAD YOU WILL SUSTAIN THE QUALITIES WHICH HAVE MADE YOUR PAPER A LEADER IN ITS FIELD
LYNDON B JOHNSON.

LBJ's MESSAGE: Shown above is the telegram President Lyndon B. Johnson sent to Leader publisher Jerry Finkelstein concerning the 25th anniversary of the founding of The Leader.

Don't Repeat This!

(Continued from Page 1)

later declared Lyndon B. Johnson was expected to carry the state by 1,500,000 votes, a larger margin than in Franklin D. Roosevelt's 1932 landslide victory, and that the GOP was going to concentrate on Assembly elections here, a prediction made in this column several weeks ago.

If the second Times story is accurate, a good many of those million and a half votes for Johnson would have to come from the civil service voter, which together with their families represents some 20 per cent of the State's voting population. This, in turn, would cancel out the accuracy of the intimation that nearly 90 percent of the policemen are going to vote for Senator Goldwater.

In reverse, if the first story is anywhere near right, the estimates on a Johnson victory in the state could be way off base.

Let Us Know

Since this newspaper reaches a vast cross section of the civil service population in the State we felt we could get the answer to which view point is correct by polling our readers as to their choice in the forthcoming race. You can be sure that both candidates are vitally interested in knowing where this huge voting bloc stands.

Our poll is strictly an informal one and you can let us know your choice by sending a card or letter to "Don't Repeat This," 97 Duane St., New York, 7, N.Y. The cards or letters do not even have to be signed. Your response could prove a surprise to one candidate or the other.

Predictions are that ticket-splitting in New York this year will be phenomenal and again an indication of this from the civil servant will be important. Outside of the Presidential race the hottest contest in the country is the race between Sen. Kenneth B. Keating and former Attorney General Robert F. Kennedy. We would like to hear from you on this race, too, and you can include your choice on the same card or letter if you so desire.

This poll is not intended in any way as an endorsement of any candidate. Rather, it is meant to show how one of the most important segments of the voting population feels about the election and to illustrate once again that the civil service bloc is a bloc that all candidates must be concerned about.

New Rules For Court Employees Reflect Protests

The new rules for court employees, covering grievance procedures and time and leave rules were distributed on August 20, 1964 to become effective on October 1, 1964. Release of additional rules on reclassification, which are expected to provide a career and merit system for judiciary employees are expected to be released at any moment.

The new rules reflect many of the suggestions made by SSCAA counsel, Murray A. Gordon, Esq., at the Administrative Board hearing held on March 17, 1964 in response to protests against the original proposals. In commenting on the original grievance procedures, Attorney Gordon called for:

1. The right of an aggrieved employee to representation by a representative of his choice at every stage of the procedure. This has been granted.
2. That the determination should within a definite time period, to be fixed by the rules and that such determination be in writing. This has been granted.
3. In commenting on the proposed sick leave, annual leave and terminal leave proposals; the SSCAA counsel pointed out the absence of any provisions for

(Continued on Page 4)

Your Public Relations IQ

By LEO J. MARGOLIN



Misconceptions Widespread

MISCONCEPTIONS about public relations, its meanings, its objectives and its effectiveness both in government and in private industry are as widespread as ever.

EVEN AMONG knowledgeable people, including intelligent public officials and respected media such as "The Wall Street Journal", public relations continues to be misunderstood to an appalling degree.

ALL THIS IS distressing since public relations is basically a communications function which seeks to create understanding. Instead, misunderstanding about public relations seems to reign supreme.

PERHAPS, the public relations people themselves are to blame. In their zeal to create understand between their clients and various publics, they have sadly neglected the public relations of public relations.

RECENTLY, "The Wall Street Journal", usually as savvy a newspaper as we have in the United States, made a big "booby" about public relations. They discussed public relations when they really meant press relations. Perhaps they can't really be held accountable because frequently even public relations men fail to differentiate between public relations, which is the whole apple, and press relations, one of the slices of the apple.

"THE WALL STREET JOURNAL" reported that "a computer can tell the boss how effective his public relations have been in the same way it informs him how many crates of machinery are in the company warehouse."

EVEN ON ITS FACE, this is utter nonsense because the counting of the clippings by the computer doesn't tell whether the clippings report favorably or unfavorably about a company or a government agency. Nor does it tell whether anyone ever read the clippings, and, if they did read them, what impact the clippings made.

WE WISH PEOPLE in government would understand this. Many government executives call for an arithmetical count of the clippings about their agency, never giving a single thought to the total effect of their public relations program.

MANY OTHERWISE efficient government executives lull themselves into a fog of wellbeing by the large numbers of clippings about their agency. Yet, just 50 feet away is a telephone operator who snarls at people, and a clerk at a public counter who allows

visitors to cool their heels while he reads down to the last piece of agate type about last night's "crucial" baseball game.

WE'D LIKE TO see a computer evaluate this agency's public relations! If such a computer were already invented, it would spew out all the zeros from its innards.

AT THE RISK of being repetitious, we must emphasize that public relations involves all of a government agency's functions—what it does, how it does it, whether it serves the public interest, and how well it communicates. Newspaper clippings are totally meaningless if an agency fails to operate in the public interest.

WE THINK the problem is explained superbly in the "Public Relations Journal" by F. Gordon

Davis, a public relations practitioner from Birmingham, Mich. "THE TRUTH IS, our specialized activity (public relations), is a necessary one born of the enormous and growing complexity of our society and of the proliferation of our means of communication. Its foundation is the skilled use of tools of communication to develop common understanding of the complicated structures of our society, whether corporate, institutional, sociological, political, economic or mercantile. By its very nature, the role imposes substantial obligations to help shape these structures and the products and services they yield so that they best serve the public interest."

CIVIL SERVICE EMPLOYEES ON A BUDGET!

IN NEW YORK CITY RESERVE YOUR ROOM AT **NATIONAL HOTEL**

7th AVE. & 42nd ST., (Broadway) AT TIMES SQUARE

2 In Room Priv. Bath \$4.50 Per Person

SUBWAY at Door DIRECT To FAIR Phone WI 7-3800

Jewish Employees Group Meeting Set For Sept. 23

The Jewish State Employees Assn. will hold their opening meeting on Wednesday, September 23, 1964, at 80 Centre Street, Room 609 at 6 p.m. The proposed revision of Constitution and By-Laws will be presented to the membership for their approval. Plans for an Annual Chanukah Party scheduled for Wednesday, December 2, 1964 will be formulated.

Congratulations will also be given to three past presidents, Morris Gimpelson, Nathan Rogers and Lawrence Siegel on their promotion to District Supervisor in charge of their respective Motor Vehicle Department offices.

CIVIL SERVICE LEADER
America's Leading Weekly for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212-866-6010
Published Each Tuesday

Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at New York, N.Y. and at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$5.00 Per Year Individual copies, 10c

CHARLES S. LEWIS - Room 415
49 Thomas St., New York 10007, N.Y.

Please send me information and application blanks for the examination. If this not available at the present time, please keep me informed on future tests. Thank you.

Name

Address

City Zone State

HIGH SCHOOL DIPLOMA

MONROE BUSINESS INSTITUTE

- Accepted for Civil Service
- Job Promotion
- Excellent Teachers
- Short Course - Low Rates

Call Mr. Jerome for Consultation
KI 3-5000

E. Tremont Ave. & Boston Rd.
(RKO Chester Theatre Bldg.)
Bronx 60, N.Y. KI 2-5400

GHI is PROUD that so many Public Employees

- *Federal
- *State
- *City
- *Town
- *Country
- *Village
- *School District

MORE THAN 3/4 OF A MILLION SUBSCRIBERS

FOR MORE INFORMATION WRITE OR PHONE

GHI GROUP HEALTH INSURANCE, INC.
221 Park Avenue South, New York, N. Y. 10003/Spring 7-6000

ENROLL NOW! Classes Starting to Prepare for NEXT N. Y. CITY LICENSE EXAMS

Expert Instructors—EVENING CLASSES—Small Groups

MASTER PLUMBER

Instruction Covers All Phases of Official Written Exam including:

- * Basic Plumbing Theory
- * Basic Plumbing Design
- * N.Y.C. Plumbing Code

START CLASSES THURS., SEPT. 24 at 7 P.M. Meet Tues. & Thurs.

MASTER ELECTRICIAN

Complete Preparation for Official Written Test includes:

- * N.Y.C. Electrical Code
- * Polyphase Systems
- * Methods of Testing

START CLASSES FRI., SEPT. 25 at 7 P.M. - Meet Every Fri.

Moderate Fees May Be Paid in Instalments

BE OUR GUEST AT A CLASS SESSION OF EITHER COURSE
Just Fill In and Bring Coupon—Please Print Plainly

THE DELEHANTY INSTITUTE
115 EAST 15 STREET near 4 AVE., N.Y. City

Admit Bearer FREE to ONE CLASS for EITHER:
MASTER PLUMBER'S LICENSE or **MASTER ELECTRICIAN'S LICENSE**
TUES. or THURS. at 7 P.M. FRIDAY at 7 P.M.

NAME: _____

ADDRESS: _____

CITY _____ STATE _____ ZIP CODE _____

The City Employee



By HERBERT S. BAUCH

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Looking For "Greener Pastures"

THERE IS a great deal of unrest in the city service today due to many influences, and many city employees are endeavoring to be transferred out of their agency into what they would like to call "greener pastures".

UNFORTUNATELY, there is no city agency set-up whereby a city employee can go and sell his wares, much as they do in a personnel employment agency; transfers therefore must be made on the basis of favoritism, political connections and rarely on merit or good luck to be at the right place at the right time.

I HAVE BEEN surprised of late to see how many good, conscientious city employees are unhappy in their present assignments, how many yearn to transfer to some other agency where they believe their qualifications will be appreciated.

BUT WHERE do thy go?

AND TO WHOM?

FOR THOSE who are looking for an opportunity to better themselves, may I suggest one of the newer agencies where a personnel buildup is just beginning. It is in these very agencies that promotions are being made on a provisional basis to the very top ranks, inasmuch as under the Weber decision no promotions are likely to be made in the upper grades for years to come. I know of one employee who is on leave as a supervising clerk and is now an administrator. It just goes to show you how high is up . . . or how far you can get with the right amount of steam behind you.

UNFORTUNATELY for most city employees, transfers are not made on the basis of qualifications they were once, though. I remember when the Budget Director's Office sent a call out to all departments to ask whether any employee was desirous of transferring to that office. They sorted out the requests, and the employees who were transferred there got a good break. Knowing many of them, I can truthfully say that virtually all are in the ranks of the budget examiners today. Good for them, because at the time not so many volunteered to leave the department in which they had grown up.

IT IS MOST peculiar, but city employees are loathe to leave the agency in which they work. They figure they know their fellow employees, they know the work. Most city employees, if they are honest, will tell you that it takes intestinal fortitude, guts to the uninitiated, to move from one department to another, —voluntarily.

THERE IS a crying need, as I pointed out in a previous column, for a unit in a city agency that would handle transfers. The Department of Personnel would be a good agency to handle this problem, and some time ago I received a letter from Ted Lang, the head of the Department of Personnel, that he has time and again included such a unit in his budget, only to have it thrown out.

AN EMPLOYEE IN the Department of Health, who supposedly is an expert on payrolls and personnel, is reported to be on his way out of the Department via the retirement route for a nice job with HARYOU. I mention this so that some of our qualified readers can also see whoever you must see with the end in view of getting connected in this agency in some capacity in which they have been trained.

DO NOT THINK that it is easy to be transferred if you know no one, if you have no connections.

IT IS DARN hard.

SO FOR YOU who are unhappy in your present position —you can get a transfer to a department that will appreciate you,—a department where maybe you can even get a meritorious increase for your good work.

BUT,—

HAVE YOU got a good connection?

Old-Timers

At the close of Fiscal Year 1964 the Veterans Administration reports 18,000 Spanish-American war veterans on its rolls. Their average age was 86.1 years.

Eligibility Extended

Assistant signal circuit engineers and railroad signal specialists are eligible for promotion to electrical engineer under a new recommendation just approved by the City Civil Service Commission.

Labor Dept. Reserves Decision On M.M.S. Bid For Bargaining Certificates In Clerical Service

By JOE DEASY, JR.

The New York City Department of Labor has reserved decision on a bid by the Municipal Management Society for collective bargaining certification for administrative employees. The MMS is seeking to have supervising clerks separated from the administrative forces to achieve this goal.

Protests from organizations representing many thousands of clerical-administrative employees in City service flooded the office of the Mayor as well as the Department of Labor.

Speakers at the hearing last week included many from national labor organizations, including the International Brotherhood of Teamsters, the Maritime Port Council and the AFL-CIO.

Representatives of large clerical locals such as Terminal Employees Local 832; District 37, American Federation of State County and Municipal Employees; and Local 237, jammed the meeting to mass their protests.

Local 832 sent two speakers to the hearing, Herbert S. Bauch, local president and Alvin Ashley, noted labor attorney. Both described the move by MMS as a raid on the present system of bargaining divisions and the possible forerunner of other "raids" on the present organizations which represent the employees — "and represent them well," Bauch noted.

Nicholas Kisberg, appearing for John O'Rourke, president of Joint Council 16, IBT, said that the 168,000 members of the Council were agast at this "raid against organized labor" and likened it to a predatory barracuda raid. He told the hearing officer, Bernard Kelly, that O'Rourke would take the matter up with the Mayor. A heated exchange followed after which Kisberg stalked out of the meeting.

The Maritime Port Council, representing 400,000 members said that their organization would take this matter up at their next regular meeting and said that this breaking up of a unit was a blow



BAUCH SPEAKS — Herbert S. Bauch, president of Terminal Employees Local 832 is shown as he presents his local's views to the Department of Labor at the hearing which was called to act on the petition of the Municipal Management Society to form a new unit. Left to right: Local 832 Special Counsel Alvin Ashley, Bauch, and American Federation of State, County and Municipal Employees Executive Director Charles Taibl.

against the traditional labor policies of the City.

Jesse Kraus, representing Local 237 called the hearing unconstitutional on the grounds that all interested parties had not been notified. Charles Taibl, executive directors of District 37 and counsel

Charles Harold presented a brief in contention that the present units should remain undisturbed.

Phillip Ruffo, Counsel to the Labor Department, said at Leader press time that it was impossible to estimate when a decision could be expected in this matter.

832 Supplementary HIP, Blue Cross Plan In Mail

Terminal Employees Local 832 announced this week that as a result of completed negotiations with the Health Insurance Plan and Blue Cross in the field of new, improved benefits, mail describing the benefits, as well as checkoff cards for the deduction of the costs of the new benefits, have all been mailed out to the local's membership.

Termining the new benefits a significant breakthrough, Fred Castiglione, Chairman of the local's Union-HIP Committee, said that Local 832 members who were now enrolled in HIP will, local's Union-HIP Committee, come eligible for 99 more Blue

Cross Full Benefit days. This means 120 Full Benefit days plus the next 180 days at 50 percent discount, or protection for a total of 300 days. There are also allowances for anesthesia up to \$50.00 for less than 2 hours and up to \$100.00 for two or more hours in connection with hospital procedures performed by HIP surgeons or obstetricians.

The new plan, said Castiglione, will also include payment of 80 percent of the cost of drugs, appliances and equipment above \$50.00 per person up to a maximum of \$1,000 per year, and \$2,500 per person over the lifetime of coverage, provided the drugs are prescribed by a HIP physician. Also provided is extended indemnity for emergency care up to \$750.00.

Herbert S. Bauch, president of the local, said that, "it can readily be seen that these new benefits fill a real need in providing comprehensive medical coverage. Once enrolled, the member and his family is free from the worry of being bankrupted by a long hospital stay, or tremendous drug bills, or the anesthesia bill. The member who has had to pay a bill for a longer-than-21 day hospital stay will readily appreciate this." (Continued on Page 20)



AT ELMER "MOE" WOOLEN RITES

Members of Terminal Employees Local 832 shown in front of church at funeral of Correction Officer Elmer Woolen. About 1,000 of his co-workers and friends were in attendance. Led by Local 832 President Herbert S. Bauch, the group above are (left to right): Local 832 Business Agent Al Weinstock, C. O. Ronald Harris, Captain William Warfield, and Correction Officers Theodore Thomas, Clarence Milton, James DeSane, Walter Stark and Roosevelt Pitt. Not in picture, but also attending were Hamilton Corley, Robert Spohler, Ethan Washington and LeRoy Harris.

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

Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE — First floor at 270 Broadway New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616, Governor Alfred E. Smith State Office Building and The State Campus, Albany; State C. . . Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

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

U.S. Service News Items



SAVES TAX MONEY — Evert Moore, center, an electric accounting machine supervisor with the U.S. Army's New York Procurement District, is shown being congratulated recently for submitting a cost reduction suggestion which has resulted in a savings of \$2,400 to the taxpayer. With him are Daniel M. Luevano, Assistant Secretary of the Army, left, and Colonel John W. Graham, Commanding Officer of the District.

NFFE Convention Resolves on Suit

In a resolution adopted at its biennial convention, the National Federation of Federal Employees affirmed its strong support of the action taken by the organization's Executive Council in authorizing institution of a court suit challenging the constitutionality of certain provisions of Executive Order 10988. The suit has been filed in Federal District Court.

At the same time, the resolution also endorsed the Executive Council's action in urging NFFE Locals to seek recognition under the order whenever they deem it advantageous to them and their members to do so. The resolution also urged that the NFFE furnish continued aid and advice to any Local concerned with recognition problems.

Bronx P.O. Plans For Christmas Rush

Longer post office window hours, expanded delivery services and large-scale extension of the ZIP-coded parcel post speedup for Christmas, Postmaster General John A. Gronouski has advised Bronx Postmaster Louis Cohen.

Gronouski outlined to Postmaster Cohen three major new steps he has taken "for the best Christmas mail service the Postal Service has ever had:"

1. Expanded post office window hours to December 26 as deemed necessary by the local postmaster.
2. A six-day week December 7

to 31 for parcel post deliveries, instead of a five-day week.

3. Completion by Nov. 1 of Phase III of ZIP Code parcel handling at about 130 more "sectional center" post offices (strategically-located mail massing points), providing faster delivery up to 24 hours or more for parcels with ZIP Code.

Main Post Office Shows Off Its Past

Postmaster Robert K. Christenberry has announced that a display was installed in the lobby of the General Post Office to commemorate the 50th Anniversary of the building.

Steinmann, Cain & White, successors to McKim, Mead and White, the architects who planned the building back in 1914, have lent to the New York Post Office the original prize-winning plans, photographs taken at that time, and the original letters revolving around the selection of the inscription credited to Herodotus, "Neither Snow Nor Rain Nor Heat Nor Gloom Of Night Stays These Couriers From The Swift Completion Of Their Appointed Rounds," which appears on the Elgth Avenue facade in the frieze between the two pavilions.

The correspondence also gives the history of the other inscriptions atop the General Post Office. The exhibit will remain on view in the lobby of the General Post Office until October 16, 1964.



LOCAL 7 LEADERS — The new officers of Local 7, National Association of Government Employees, are shown below. From left they are, Selemia Padilla, secretary-treasurer; James T. Calvin, president; and Louis Harris, vice president. The local represents Wage Board employees in the General Services Administration in the New York metropolitan area.

New Rules For Supreme and Surrogate Court Employees Reflects Projects

(Continued from Page 2)

credit for prior City or State Civil Service preceding the effective date of the rules then has been granted.

4. He called attention to the absence of any provision for a "sick leave bank". This has been granted.

5. He asked that whatever benefits existed for incumbent employees not be diminished by imposition of new rules. This has been granted with discretion reserved.

6. He asked that the rules provide that the present vacation allowance be retained. This has been granted for incumbents with discretion reserved.

7. That provisions be made for leave due to death in the immediate family or for bona-fide organizational activity. This has been granted.

8. That terminal leave not be limited by budget requirements. This has been granted.

The amended rules which were released on August 20 provide for a sick leave bank of up to 180 days for incumbent employees, and include provisions for the retention of "past practices in individual courts . . . in excess of those permitted by these rules".

Mike Rein, President of the SSCA, in commenting on the release of the new rules said, "We

are glad to see that the Administrative Board has accepted many of our recommendations. However, this does not mean any let-up in our fight to protect the vital interests of our members. We intend to seek clarification of the time and leave rules and will insist that there be no diminution of the present benefits which we now have." He added, "Without strong employee protest it is doubtful if these changes would have been made. Although, it is gratifying for us to know that the Administrative Board will listen to us, we must make every effort to strengthen our organization. The release of the reclassification survey will require another maximum effort to protect our jobs." (See page 5 for a complete listing of the rules. They will also be available in each court through its Director)

New Title Denied

A resolution before the City Civil Service Commission to establish the title "assistant to the director of the Bureau of Audit (Investigations)" in the non-competitive class, has been disapproved.

• Use postal zone numbers on your mail to insure prompt delivery.

How To Get A HIGH SCHOOL Diploma AT HOME IN SPARE TIME

If you are 17 or over and have left school, you can earn a High School diploma. Write for free High School booklet—tells how.

AMERICAN SCHOOL, Dept. 9AP-68
130 W. 42nd St., N.Y. 36, N.Y. Ph. BRyant 9-2604 Day or Night
Send me your free 55-page High School booklet.

Name _____ Age _____
Address _____ Apt. _____
City _____ Zone _____ State _____

OUR 67th YEAR

EVENING COURSES FOR CITY EMPLOYEES

Municipal Personnel Program

THE CITY COLLEGE

Baruch School Evening and Extension Division

There is still time to register for the following courses which are offered in the Fall semester starting the week of September 28, 1964.

- Public Speaking
- Effective Writing in City Government
- Developing Your Ability to take a Civil Service Examination
- Improving Your Reading Ability
- Accounting for Non-Accountants
- American English Grammar and Usage, Part I
- Developing Supervisory Skills in Human Relations
- Multiple Dwelling Law Applications for City Inspectors, Part I
- Management Analysis—Organizational and Systems Planning
- Developing Supervisory Skills in Administration
- Basic Conversational Spanish
- Intermediate Conversational Spanish
- Preparation for New York State Professional Engineer's License Examination

• Personnel Management for Government Employees

FEE: \$15.00 Per Course

REGISTER NOW; at Training Division, New York City Department of Personnel
Mezzanine, Rm. M-6, 40 Worth St., New York, N.Y. 10013
Telephone: 566-8816

Effective Oct. 1

Judicial Conference Administrative Board Sets New Rules On Time And Grievance Methods; Others Coming

The Administrative Board of the Judicial Conference of the State of New York has promulgated a new set of grievance procedure and time and leave rules which will become effective October 1.

Additional rules will be brought forth in the near future providing a career and merit system for the employees within the jurisdiction of the Administrative Board consistent with the civil service law. The new rules are:

Article V Grievance Procedure

1. Employees of the Unified Court System shall have the right to avail themselves of the grievance procedures outlined herein either individually, through a representative, or in conjunction with an employee group and their rights shall not be effected by so availing themselves or not availing themselves.
2. Nothing in these procedures is to be construed as discouraging the informal resolution of grievances.
3. The initial step in the presen-

tation of a grievance is for the employee or his representative to request a discussion with his immediate supervisor. Where more than one employee makes the request, the supervisor who exercises general supervision over the majority of the employees shall be considered to be the immediate supervisor. The supervisor shall arrange a reasonable time and place for a discussion within eight (8) working days after receipt of the request. Higher supervisors may be brought into the discussion. The immediate supervisor shall inform the employee or his representative of the decision within five (5) working days after the conclusion of the discussion or discussions.

4. If the employee or his representative desires a review of the decision, he shall request in writing, sending a copy to his immediate supervisor, a hearing before a person designated by the Appellate Division to act for the Administrative Judge. If no such person is specifically designated, then the request for hearing shall be made of the Administrative Judge. Where

no Administrative Judge has been designated, the board of judges of the court or the Director of the Office of Probation of the City of New York or the County Clerk within the City of New York shall be considered as the Administrative Judge. Within five (5) working days after the receipt of his copy of the request, the immediate supervisor shall furnish the designated representative or the Administrative Judge and the employee or his representative with a written summary of the first step discussions and the decision. Within fifteen (15) working days after receipt of a request for a hearing such hearing shall be held before the Administrative Judge or the designated representative. A written notice of decision shall be transmitted to the employee or his representative and to the supervisor within five (5) working days after the conclusion of the hearing or hearings.

5. If the employee or his representative desires a review of the decision of the designated representative or the Administrative Judge, he shall submit a written application within thirty (30) days of the date of the decision to the Appellate Division of the Department. The Appellate Division or its designated representative shall hold a hearing within fifteen (15) working days after receipt of the application. The Appellate Division shall transmit written notices of decision to all parties within ten (10) working days after the conclusion of the hearing or hearings.
6. Within thirty (30) days of the decision of the Appellate Division the employee or his representative may file an appeal with the Administrative Board whose decision shall be final.
7. Grievances and appeals will be processed in accordance with the foregoing rules in the following areas:
 - a) Conditions of employment affecting the health or safety of employees.
 - b) Discriminatory supervisory practices.
 - c) Injury or discrimination inflicted by other employees, groups, unions or associations.
 - d) Unreasonable work assignments or conditions.
 - e) Matters involving the application of the Time and Leave Rules.

- all or part of such employees after further study.
- b) Past practices in individual courts or other section of the Unified Court System of those permitted by regarding allowances in these rules may be continued as to incumbents on the effective date of these rules with the specific permission of the Appellate Division.
2. Prior service with the state or any of its political subdivisions, as well as the Unified Court System, and all previously accrued credits shall be counted in computing allowances as of the effective date of the rules or an employee's entrance into the Unified Court System. Where no prior sick leave records were kept, employees shall be credited with six days accumulated sick leave for each year of prior service.
 3. Reference to the Administrative Judge in these rules shall mean, where no Administrative Judge has been designated, the board of judges of the court or the Director of the

Office of Probation of the City of New York or the County Clerk within the City of New York.

4. Employees shall be entitled to combined vacation, personal business and religious holiday leave of 20 work days annually and shall be entitled to one additional day for each year of service up to a maximum of 27 work days annually.
5. Sick leave of one day per

(Continued on Page 19)

Junior Civil Engineers Offered From \$6,750

New York City has announced the opening of a new year-long filing period for some 230 junior engineer jobs. The jobs pay from \$6,750 to \$8,550.

Applications will be issued at the usual hours at the Department of Personnel, 49 Thomas St., New York City, but must be filed on Thursdays only, between 9 and 10 a.m.

All applicants must have either a degree in civil engineering or four years of experience in the field, or a combination of the two.

The Exam

The final grade for placement on a list will be determined solely on the basis of the applicant's qualifications. A qualifying written test will be given and will consist of multiple choice questions on civil engineering, surveying, mathematics, elementary design, construction and inspection.

After six months in the title, junior civil engineers are eligible for promotion to civil engineer, a job which pays from \$8,200 to \$10,500 a year.

U.S. Has Engineer Jobs Open Out West

The Federal Government is seeking engineers (all branches) for duty in 18 western states, including Alaska, at \$5,990 to \$7,710 a year.

Openings in civil (soil mechanics), hydraulic (hydraulic investigations) and electrical branches are open at \$8,945 a year.

See announcement No. 5E-1-1 (64), which is available from most post offices or from the U.S. Civil Service Commission offices at 220 East 42nd St., N.Y.C.

FDA Officers Are Needed In Capital

The U.S. Civil Service Commission is offering a new examination to those qualified as food and drug officers. All those qualified may apply now. Work in this ever-expanding field pays from \$7,030 to \$15,665 annually.

To qualify, applicants must have had appropriate education, or a combination of education and pertinent experience. The latter may have been acquired in food, drug, and related law enforcement work or in a business or industry subject to regulation by such laws.

Applications will be accepted until further notice. They must be filed with the Board of U.S. Civil Service Examiners, Food and Drug Administration, Washington, D.C. Forms and announcement no. 334-B may be obtained from the Board of branch in Brooklyn, General Post Office, room 413.

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


Article VI Time and Leave Rules

1. Employees of the Unified Court System shall be governed by these Time and Leave Rules on and after the effective date thereof except as follows:
 - a) The rules shall not apply to employees outside the City of New York until such time as the Administrative Board or an Appellate Division shall extend them to

Complete NEW Course!
Classes Starting to Prepare for WRITTEN EXAM NOV. 14

PATROLMAN

NEW YORK POLICE DEPARTMENT



\$158
A WEEK
AFTER 3 YEARS
(Includes Pay for Holidays and Annual Uniform Allowance)

Excellent Promotional Opportunities
PENSION AFTER 20 YEARS

Ages: 20 through 28—Min. Hgt. 5'8"

AIR-CONDITIONED!
ENROLL NOW! DON'T DELAY!
Practice Exams at Every Class
Be Our Guest at a Class Session
MANHATTAN: THURS., SEPT. 24 at 1:15, 5:30 or 7:30 P.M. or
JAMAICA: WED., SEPT. 23 at 7 P.M.
Just Fill In and Bring Coupon

Delehanty Institute, L.D.S.
115 East 15th St., Manhattan or
89-25 Merrick Blvd., Jamaica

Name

Address

City

Admit FREE to One Patrolman Class

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways)
JAMAICA: 89-25 MERRICK BLVD., bet. Jamaica & Hillside Aves.
REGISTRAR'S OFFICE OPEN: Monday to Friday 9:30 AM to 9 PM CLOSED SATURDAYS

50 Years of Successful Specialized Education For Career Opportunities and Personal Advancement

Be Our Guest at a Class Session of Any Delehanty Course or Phone or Write for Class Schedules and FREE GUEST CARD.

ENROLL NOW! AIR-CONDITIONED CLASSROOMS

- **HIGH SCHOOL EQUIVALENCY DIPLOMA**

New Classes Just Starting for
OFFICIAL WRITTEN EXAMS ON NOV. 14 for

- **PATROLMAN** - New York Police Dept.
- **HOUSING PATROLMAN** - Y.C. Housing Auth. Classes in Manhattan and Jamaica

Classes Starting to Prepare for NEXT

- **N.Y. CITY LICENSE EXAMS for**
 - **MASTER PLUMBER** - Tues. & Thurs. at 7 P.M.
 - **MASTER ELECTRICIAN** - Fridays at 7 P.M.
 - **STATIONARY ENGINEER** - Class Forming
 - **REFRIGERATION OPER.** - Class Forming

Small Groups — EVE. CLASSES — Expert Instructors

- **PRACTICAL VOCATIONAL COURSES:**
Licensed by N.Y. State—Approved for Veterans

AUTO MECHANICS SCHOOL
5-01 46 Road at 5 St., Long Island City
Complete Shop Training on "Live" Cars with Specialization on Automatic Transmissions

DRAFTING SCHOOLS
Manhattan: 123 East 12 St. nr. 4 Ave.
Jamaica: 89-25 Merrick Blvd. at 90 Ave.
Architectural—Mechanical—Structural Drafting Piping, Electrical and Machine Drawing.

RADIO, TV & ELECTRONICS SCHOOL
117 East 11 St. nr. 4 Ave., Manhattan
Radio and TV Service & Repair, Color TV Servicing, "HAM" License Preparation.

- **DELEHANTY HIGH SCHOOL**
Accredited by Board of Regents
91-01 Merrick Boulevard, Jamaica
A College Preparatory Co-Educational Academic High School. Secretarial Training Available for Girls as an Elective Supplement. Special Preparation in Science and Mathematics for Students Who Wish to Qualify for Technological and Engineering Colleges, 7th to 12th Grades.

For Information on All Courses Phone GR 3-6900

Civil Service LEADER



America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations

Published every Tuesday by
LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007 212-BEekman 3-6010
Jerry Finkelstein, Publisher

Paul Kyer, Editor
Arthur B. Yates, Associate Editor

Joe Deane, Jr., City Editor
Gary Stewart, Assistant Editor

N. H. Mager, Business Manager
Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$2.55 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, SEPTEMBER 22, 1964

Our 25th Anniversary

WE ARE 25 YEARS OLD this month and it's been a lively quarter of a century here at The Leader. Founded in 1939 when the shadows of world conflict stretched over the land, we have progressed from the days of war horror to the blessings of peaceful economic prosperity. While the times have changed our themes have not—maintenance and improvement of the Merit System and journalistic defense of the public employee interest.

The flood of good wishes and congratulations from President Lyndon B. Johnson, Governor Nelson A. Rockefeller, Mayor Robert F. Wagner and other leading public officials, as well as the leaders of major employee organizations, are happy proof that our efforts have not gone unnoticed. Even more so, they encourage us to redouble our efforts in the field of the civil service press in the coming years.

We thank all our well-wishers and look forward to the continuing opportunity of service to the public employee and the public in general.

Leader Will Award Gold Medals For Outstanding Service

Four civil service employees who have given outstanding, dedicated service to the public in their jobs will receive gold medals in a special annual award to be inaugurated by the Civil Service Leader in marking its 25th anniversary this week.

The four public employees will be selected from federal, state, county and city service by a panel of judges. Nominations have been solicited from administrators, organizations and agencies in all four jurisdictions. Nominations will remain open until October 15. Additional nominations may be made until that time by any sponsor either in an official position or as an individual.

The basis of selection will be dedicated, inspired service representing a major contribution to the public welfare, by a public employee over a period of five or more years. Service on the job and off will be considered.

A panel of judges prominent in public life will make the final selections.

Nominees

Among those nominated by civil service organizations and Government agencies up to this time are:

Abram Mattes, First Deputy Commissioner of the New York City Department of Purchase, nominated by Purchase Dept. Commissioner Roger J. Browne. A civil servant for 48 years, Deputy Commissioner Mattes is considered by many procurement experts to have been one of the greatest single influences in formulating modern municipal purchasing practices. He began working for the City in 1917 as a clerk in the Department of Hospitals, and assumed his present position in 1949:

Gilberte Wells, typist with the New York State Department of Public Works, nominated by J. Burch McMorran, Superintendent of Public Works. Outside her job, Miss Wells serves as treasurer to the Albany chapter of the Good Sports Club, an organization dedicated to enriching the lives of the physically handicapped, and has devoted her vacations and much of her spare time over the past four years such to such work.

Silvio J. Mollo, Assistant United States Attorney in the Southern District of New York, nominated by Robert M. Morgenthau, United States Attorney. Mollo has been in public service for more than 25 years all but two of which have been in the U.S. Attorney's office. He has served under 15 different U.S. Attorneys and is the only one of the 68 Assistant U.S. Attorneys who could be described as a career public officer. Since 1959 he has been chief of his department's criminal division.

Maxwell Lehman, Acting City Administrator, City of New York, nominated by John E. Graveline, past president of the St. Lawrence chapter of the Civil Service Employees Assn. Lehman was in charge of the team implementing the New York City charter and has had an important share in developing the goals and objectives of the Wagner administration. A former editor of The
(Continued on Page 9)

LEADER BOX 101

Letters To The Editor
Merits Attention

Editor The Leader:

The issue of reallocation among state employees is one which merits a good deal of attention. One may well wonder about the usefulness of a civil service program which allows one man, a pawn of political finagling, to override the sound judgement of those familiar with various employees salary appeals.

It is intolerable to visualize this man, the State Budget Director, autocratically overriding the approval of the Civil Service Commission to reclassify certain civil service positions. This man has denied these workers of additional salary, dashed their hopes, and wrecked their aspirations. To add to the injustice, he had the audacity to veto these appeals without even so much as an explanation of his actions! Correction Officers, Forest Rangers, Park Patrolman, Division of Employment personnel, all have been rejected by the Director—after being approved by the Civil Service Commission!!! One begins to wonder if the Director plans to allow anyone to be reallocated! What branch of personnel will be turned down next? How many hundreds or thousands more workers are going to be deprived of advancement by his high handed acts?

Clearly, he has proved his inability to retain such power over state employees. He has demonstrated his unreality with the needs and values of civil service personnel. He has proven that he is allowing political intrigue to control the lives of civil service employees.

For these reasons every right thinking citizen of our state should call for an end to this man's power of veto, if not for his very resignation or removal from office!! Let us put the powers of reclassification in the hands of those who are in touch with reality; those who are aware of the needs and values of civil service personnel. Then, perhaps we shall see an end to unfairness in this field caused by a tyrant who concerns himself with the adventures and well being of political aspirants rather than the welfare of thousands of New York State Civil Service Employees!!!

Leland Forthwright
Box 509
New York City

Asks Senators To Aid Retirees

Editor, The Leader:

(The following letter was sent to Senators Javits and Keating.)
My Dear Senator:

On August 14, 1964, President Johnson signed into Law a bill raising the pay of Federal employees including postal employees, completely overlooking legislation for the welfare of Civil Service retirees and survivors, numbered 650,000 throughout the United States, now affected by retirement procedure.

I am a retired postal employee and am writing this letter on behalf of myself and my fellow retirees who were completely forgotten in this bill.

(Continued on Page 13)

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a Member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Retired Policemen Can Be Reinstated

"FATHER, give me the portion of goods that falleth to me" (Luke XV:12), demanded the Prodigal Son. Having received his inheritance, the boy proceeded to squander it in "riotous living" in a far-off, pagan land. Destitute and repentant, the sinner was not only forgiven for his debauchery, but was welcomed back into the family despite his veniality by a loving father.

UNTIL JUSTICE Gold's decision in Schimmel v. Murphy (June 8, 1961), an employee who had retired on a pension from the New York City Police Department was not welcomed back into the Department despite an exemplary record.

THE PERTINENT rule of the Civil Service Commission provided for reinstatement on application within one year of retirement, if the appointing officer would accept the applicant. However, Police Department policy had precluded reinstatement of pensioned personnel.

GERTRUDE SCHIMMEL, the author of the popular novel *Joan Palmer, Policewoman*, was a peculiarly appropriate petitioner for exposure of this pointless policy. A member of Phi Beta Kappa, Mrs. Schimmel was number three on the eligible list for policewoman and was awarded the Chief Inspector's Trophy for General Excellence upon graduation from the Police Academy.

TWENTY YEARS LATER, after a spotless record of superior service, she voluntarily retired at forty-one years of age, twenty-two years before attaining the mandatory retirement age of sixty-three. Within two weeks after retirement, Mrs. Schimmel changed her mind (a woman's prerogative) and applied for reinstatement. She was advised by the Department that the "request for reinstatement has been carefully reviewed but that it is nevertheless the policy of the Department not to reinstate persons who have retired."

THROUGH HER attorney, the petitioner argued that the capriciousness of the Department's blanket refusal to reinstate retired personnel was highlighted by its favorable treatment of resigned (as distinguished from retired) members seeking reinstatement. The policy was attacked for depriving the City of qualified police personnel at a time of recruitment crisis and contrasted with the welcome extended to retired teachers, firemen, and members of other City and State departments.

THE POLICE COMMISSIONER opposed the application on the grounds that the petitioner did not have a vested right to reinstatement and that the denial of her application in accord with the policy of the Police Department reflected a sound exercise of discretion.

A FURTHER CONTENTION by the petitioner was that her retirement had been illegal because, due to maternity leaves, she was over three years short of the required minimum of twenty years of service. She argued that she should be required to return to her position to complete at least this minimum period.

HER ATTORNEY found support for this argument in a provision of the Administrative Code requiring advance approval for retirement purposes of leaves of absence without pay. The Corporation Counsel answered that since she herself had sought retirement, Mrs. Schimmel was now estopped from challenging its legality. This issue was not resolved by Justice Gold because it was superfluous in that the Judge was able to reach a decision based upon other elements of the case.

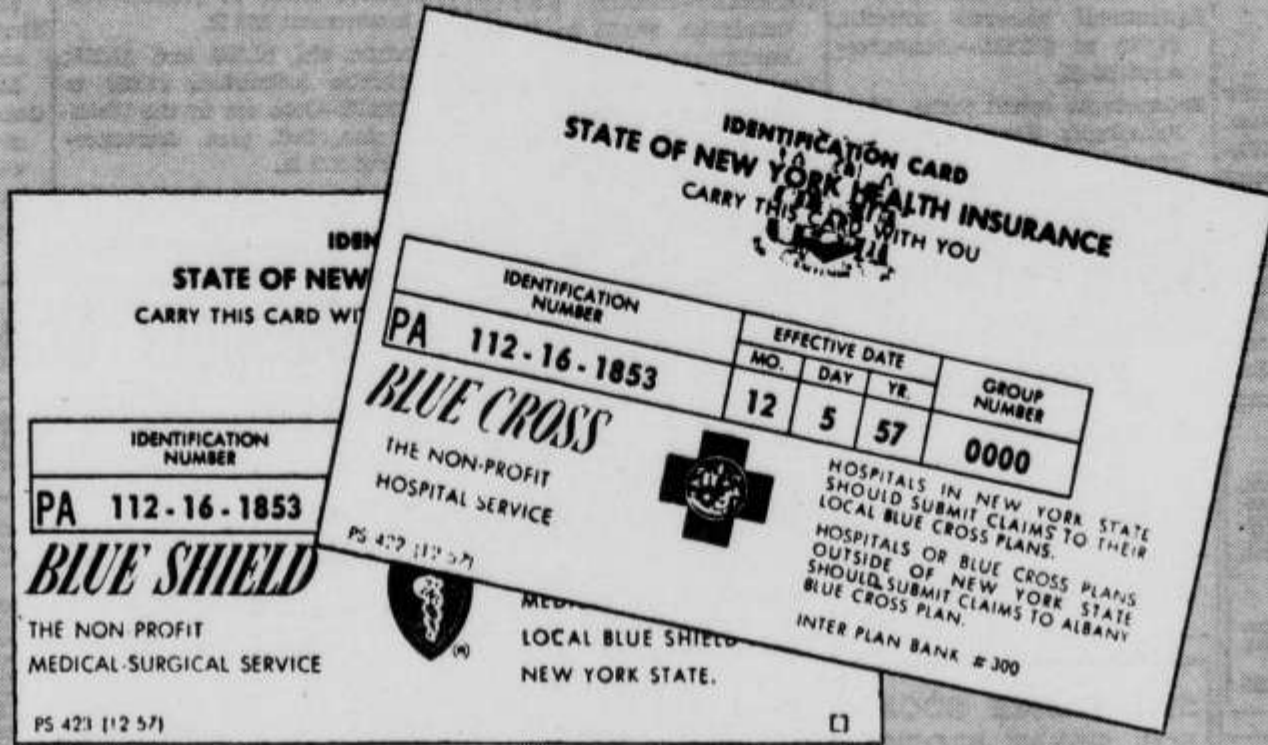
UPON THE ORAL argument, the Corporation Counsel observed that the petitioner's authorship of a book was irrelevant to the weighty legal problems posed.

WITH DELIGHTFUL humor, Justice Gold remarked, "Don't let the Appellate Division hear you denigrate the lady's literary accomplishments. They all write books up there."

IN HIS WRITTEN opinion, the Judge observed that the Police Commissioner did not claim there was no need for an additional policewoman, but contented himself with reliance upon the policy (for which no reason was given, except that it was "policy") not to reinstate the retired members of the force. The jurist struck down the policy as a nullification of the civil service rule permitting reinstatement within one year of retirement.

DISPOSING of the Police Commissioner's contention that his determination was reasonable, the Judge cited an earlier case in
(Continued on Page 16)

Congratulations to the Civil Service Leader on its 25th anniversary!



These are New York State's No. 1 Get-Well-Cards!

The STATEWIDE PLAN was created expressly and exclusively for State Employees of New York State, local subdivisions, and other participating agencies.

More than 485,000 New Yorkers depend on the three-way STATEWIDE PLAN — Blue Cross, Blue Shield and Major Medical — to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the STATEWIDE PLAN offers the most liberal benefits at the lowest possible cost... see your payroll or personnel officers or contact your nearest Blue Cross-Blue Shield office.



BLUE CROSS® & BLUE SHIELD®

ALBANY • BUFFALO • JAMESTOWN • NEW YORK
ROCHESTER • SYRACUSE • UTICA • WATERTOWN

U.S. EXAMS OPEN NOW

Numerous positions with the Federal service are being offered on a continuous basis throughout the United States and overseas. The U.S. Civil Service Commission at 220 East 42nd Street, News Building, New York City will supply details, application forms and job descriptions.

Agricultural

Agricultural commodity grader (fresh fruits and vegetables), \$5,795 to \$7,030; (grain), \$4,690 and \$5,795.—Announcement 214 B.

Agricultural extension specialist (program leadership, educational research and training), \$9,980 to \$15,665; subject-matter specialization, educational media, \$9,980 to \$13,615. Jobs

are in the Washington, D.C., area. Extensive travel throughout the United States.—Announcement 4 B.

Agricultural marketing specialist, fishery marketing specialist, \$5,795 to \$13,615; agricultural market reporter, \$5,795 to \$8,410.—Announcement 147 B.

Agricultural research scientist, \$4,690 to \$13,615.—Announcement 58 B.

Entomologist (plant pests), Plant Pathologist (forest and forest products), \$7,030 to \$9,475.—Most jobs are with the Forest Service of the Department of Agriculture. Announcement 264 B.

Business and Economics

Account and auditor, \$7,030 to and \$5,795. Announcement 188 (revised).

Account and auditor, \$7,030 to \$8,410.—Jobs are in General Accounting Office. Announcement 150 B.

SELL RAFFLE BOOKS FOR GREAT PROFITS

WE SPECIALIZE IN RAFFLE BOOK PRINTING. — Book of 5 Raffles for Only 3c Per Book. Also 10, 12 or Other Amounts Per Book At Low Wholesale Prices. Details and Price List on Request.

M & A PRINTING
16 Gordon Ave.
Plainview, N.Y. 11803

INVESTIGATE ACCIDENTS

Full or Part-time

Big earnings — tremendous career. Low cost 12-week evening course to license! (2 nights weekly). NO age or education requirements. FREE advisory placement service.

For FREE Booklet call now!!
METROPOLITAN INSTITUTE
20 Vesey St., N.Y.C. RE 2-3550

Actuary, \$5,560 to \$15,565, Announcement 192.

Auditor, \$7,030 to \$9,980.—Jobs are with the U.S. Army Audit Agency, U.S. Navy Audit Organization and Auditor for General Field Office, U.S. Air Force. Announcement 275 B.

Commodity - industry analyst (minerals), \$4,690 to \$9,980.—Announcement 101 B.

Economist, \$7,030 to \$15,665.—Announcement 303B.

Farm credit examiner, \$6,675 and \$8,410.—Annet. 195 B.

Field representative (telephone operations and loans), \$7,030 and \$8,410.—Jobs are with the Rural Electrification Administration. Announcement 137 B.

Financial analyst, \$7,030 to \$13,615.—Jobs are with the Housing & Home Finance Agency at various locations throughout the country and in Puerto Rico. Announcement 276 B.

Savings and loan examiner, \$5,795 and \$7,030.—Jobs are in the Federal Home Loan Bank. Announcement 132 B.

Securities investigator, \$7,030 and \$8,410.—Jobs are with the Securities and Exchange Commission. Announcement 248 B.

Engineering and Scientific

Aero-space technology positions (in the fields of research, development, design, operations, and administration), \$5,650 to \$21,000.—Positions are with National Aeronautics and Space Administration Headquarters & Centers. Announcement 252 B.

Bacteriologist, serologist, \$5,795 to \$11,725.—Positions are with Veterans Administration. Announcement 163 B.

Biological research assistant, \$4,690.—Jobs are in the Washington, D.C., area. Announcement 203 B.

Biologist, \$7,030 to \$13,615, biochemist, physicist, \$6,770 to \$13,615 (in the field of radioisotopes).—Positions are with the Veterans Administration. Announcement 159 B.

Biologist, microbiologist, physiologist, \$5,795 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 204 B.

Cartographic aid, \$3,620 to \$5,795; cartographic technician, \$7,030 to \$8,410; cartographic draftsman, \$3,620 to \$5,795.—Jobs are in the Washington, Announcement No. 237 B.

Chemist, engineer, mathematician, metallurgist, physicist, \$5,650 to \$15,665.—Jobs are in the Potomac River Naval Command in and near Washington, D.C. and in the U.S. Army, Ft. Belvoir, Va. Announcement 226 B.

Engineer, \$5,650 to \$8,690.—Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska. Announcement DE-1-3 (63).

Fishery and wildlife biologist, \$4,690 to \$15,665.—Announcement 285 B.

Gedest, \$5,650 to \$15,665.—Announcement 168 B.

Gedetic aid, \$3,880 and \$4,215; gedetic technician, \$4,690 to \$8,410.—Jobs are in the Washington, D.C. area. Announcement 229 B.

Geologist, \$7,030 to \$15,665.—Announcement 282 B.

Geophysicist, \$5,490 to \$9,880.

Announcement 232 B. Health physicist, \$6,465 to \$9,475.—Announcement 12-14-2 (60). Industrial hygienist, \$5,650 to \$15,665.—Jobs are principally in the Navy Department. Announcement 230 B.

Meteorologist (general), \$5,650 to \$11,725.—Announcement 131 B. Navigation specialist (air, \$4,690 and \$5,795; marine, \$5,795.—Announcement 107 B.

Oceanographer (biological, geological, \$4,690 to \$15,665; physical \$5,650 to \$15,665.—Announcement 121 B.

Patent examiner, \$5,650 to \$11,725.—(Continued on Page 14)

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1. can also be ordered through local chapter offices.

Cemetery Lots

BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

Appliance Services

Sales & Service recond. Refrigs, Stoves, Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—CY 2-5900 240 E 149 St. & 1204 Castle Hills Av. Bx

CSEA LICENSE PLATE - \$1.00

STANDARD N.Y.S. SIZE - 6x12 inches Easy to attach to front bracket, requires no special holes as will smaller plate. Oval holes—top & bottom—C.S.E.A. Emblem, Assoc. name printed in Blue on White. ALL ENAMEL. \$1.00 (Postpaid), send to: SIGNS, 54 Hamilton, Auburn, N.Y. 13021.

CLOTH LABELS . . . \$1.00 Per 100 ONE LINE cloth label for marking clothes uniforms, any apparel. Available on sew-on cloth or iron on cloth for easy attachment. Print name to go on label, with one dollar. All orders filled immediately. Order from: J&E SIGNS, Box 159, Kenmore, New York 14228.

AUTOMATIC bed warmer you sleep ON, not under. Beats electric blankets 10 ways. Generous profits. Distributorships open. Free details. Patented Products. Dept. CL-4, Danville, Ohio.

Restaurant Business School

OPERATE RESTAURANT or Diner, FREE BOOKLET reveals profitable plan. Write Restaurant Business School, Dept. AEC-9, 1920 Sunnyside, Chicago 40, Ill.

TYPEWRITER BARGAINS Smith-517.50; Underwood-522.50; others Pearl Bros., 478 Smith, Bklyn TR 5-3024

Car For Sale

BUICK, 1957 Super, four-door hardtop, radio, heater, power steering, power brakes, automatic trans. Clean, dependable transportation. No problems. Call BE 3-6163.

Business Opportunities

Big Opportunity—Small Investment COMPETENT man or woman to service cosmetic line sold through beauty salons. Full or part time. Moderate investment. Playgirl Cosmetics Corp., 26 West 37 St., N.Y.C. LOncore 5-6370

"WIN CUSTOMERS Fast With Remarkable Give Away" orchid corsage. It's a sure door-opener to win easier Sales and Profits. Send 10 cts. for Sample Orchid, 100 Orchids at 6 1/2 cts. each. Postpaid. Specialized Features, Inc., 7343 W. 58th St., Summit, Ill. Dept. M.G.



Adding Machines Typewriters Mimeographs Addressing Machines \$25 Guaranteed. Also Repairs. ALL LANGUAGES TYPEWRITER CO. Chelsea 3-8888 119 W. 23rd ST., NEW YORK 1, N. Y.

CLOVER MOTEL
TREASURE ISLAND, FLA.
EFF. & 1 BEDROOM APTS. - DAY, WEEK OR MONTH. PRIVATE FISHING DOCK & PICNIC AREA. SHUFFLE BOARD & SWIMMING. SHOPPING CENTER. BUS SERVICE TO ST. PETE. AND AREA.
RATES ON REQUEST. DISC. CSEA MEMBERS.
Edna & Bill* Koblenzer, Mgrs. (*Retired from State Correction Dept.)
212 - 108th Ave.
Treasure Island, Fla. 33706

Wofford Beach
RESIDENCE CLUB HOTEL
RETIREMENT LIVING FOR ALL AGES
\$135 TO \$250 per mo. yearly a person dbl. occ.
+25 out of 130 rooms.
INCLUDES 3 MEALS DAILY.
EUROPEAN PLAN - ATTRACTIVE RATES
Oceanfront Boardwalk • Pool • Beach
Write BOX 2218 Phone: 531-6691
MIAMI BEACH
COLLINS AVE. AT 24TH STREET

ONE STOP SHOP
For All Official Police - Correction - Transit - Housing Equipment
INCLUDING:
Guns, Leather Goods, Shirts, Pants, Hats, Handcuffs, Night-Sticks, etc.
WE BUY, SELL, OR TRADE GUNS
Eugene DeMayo & Sons
INC.
376 East 147th Street
(Between Willis & Third Ave.)
Bronx, N.Y. MO 5-7075

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!
FOLLOW THE LEADER REGULARLY!
Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.
Make sure you don't miss a single issue. Enter your subscription now.
The price is \$5.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
97 Duane Street
New York 10007, New York

I enclose \$5.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below:

NAME

ADDRESS

WIGS
ALL MACHINE MADE \$59.00
ALL HAND MADE \$149.00
ALL WIGS GUARANTEED 100% HUMAN HAIR
WIGS UNLIMITED
PL 1-4070

WANTED
Homes to share family living and give affectionate care to children now in the care of the Nassau County Department of Public Welfare. Urgently needed are homes for Negro infants and white and Negro teenagers. Good board rate plus clothing; medical and dental expenses paid. For information call Nassau County Department of Public Welfare, PL 2-3000 Ext. 612.

A NEW FLEA MARKET
In the tradition of London's Caledonia Paris Flea Market, etc. around the world.
OPEN SUNDAY 1-7 P.M.
SEPTEMBER 27TH
Avenue of the Americas at 25th
New York Flea Market 87 Duane Street, New York, N.Y. 10007
ADM 5-77 OPEN 1-7

Leader To Award Gold Medals

(Continued from Page 6)

Leader and author of books on public service and military affairs, he is professor of public administration at New York University and Executive Secretary of the Metropolitan Regional Council.

Fannie Smith, president of the Jefferson chapter of the Civil Service Employees Assn., nominated by the Chapter Board of Directors. Winner of a "secretary of the year" award in 1961, Mrs. Smith is an active participant in many public service activities, among them the Red Cross, United Fund, and civil defense. She has won the City of Watertown Community Award for outstanding service, and the State civil defense award.

Florence Steckman, placement worker, Central Nursing Home Service, New York City Department of Welfare, nominated by James R. Dumpson, Commissioner of Welfare. Mrs. Steckman has been a social investigator with the City since 1938 and has served on several special projects, among them former Commissioner Corsi's "flying squad" which handled especially difficult situations. She has worked as a liaison officer between her department and other agencies, and has worked extensively in the Nursing Home program.

Joseph Klegman, Regional Controller, U.S. Post Office Department, nominated by Sean P. Keating, New York Regional Director, Post Office Department. Klegman entered Post Office service in 1955 as regional employment and placement officer and was promoted to his present position in 1957. He is responsible for financial management of over 1800 postal installations in New York, Puerto Rico and the Virgin Islands. He is deputy chairman of the Subcommittee on Charitable Solicitations and is active in other charitable causes.

John J. Hennessey, engineer, New York State Department of Public Works, Buffalo office, nominated by Mary Gormley, Vocational Counselor in the State Education Dept. Hennessey is a past president of the Buffalo chapter of the Civil Service Employees Assn. and has served on numerous chapter committees. He now serves as CSEA Treasurer and as a consultant to the Pension, Salary, Audit, Building and Insurance committees. He is an active church member, is associated with the American Legion and is active in other public service capacities.

John J. Carty, First Deputy Comptroller of New York City, nominated by Abraham D. Beame, City Comptroller. Carty's service to the people of New York City dates back to 1927 when he was appointed a part-time playground director. In 1935 he became Examiner with the City Civil Service Commission and in 1941 he moved over to the Budget Bureau in the same title. He remained there until 1962, reaching the position of Chief Examiner. In his two years with the Comptroller's office he has directed a number of new programs.

Emil M. R. Bollman, Chief Industrial Shop Foreman, Rockland State Hospital chapter of the Civil Service Employees Assn. Bollman has been at Rockland since 1932. Throughout his career there he has been active in CSEA on the local chapter, the conference and the State levels, and in the Mental Hygiene Employees Assn. He has worked with the hospital scouting program and belongs to several veterans' groups.

George Zekowski, Administrative Officer, City Rent and Rehabilitation Administration, nominated by Hortense W. Gabel, City Rent Administrator. Responsible for the budgetary aspects of the transfer of the Rent control agency from State government to City government, Zekowski has been highly praised for his efficiency in handling the transition and for keeping the morale of employees up by keeping them informed of developments affecting them. Largely due to his efforts, every rent agency employee was paid on the first City payday after the transfer, and has been paid on time since.

Edward G. West, Superintendent of Land Acquisition, State Conservation Department, nominated by Harold G. Wilm, Commissioner of Conservation. West began his public service career in 1919 as a forest survey crew laborer and within five years was a forest survey crew laborer and within five years was a forest surveyor with the Conservation Dept. He has since worked his way up through the Department, holding a variety of titles that provide him with a thorough background in the workings of the Department. He developed the procedures for land acquisition that have been largely responsible for the effective acquisition of more than 250,000 acres of State land.

Joseph M. Concheiro, detective, New York City Police Dept., nominated by Michael J. Murphy, Police Commissioner. In his 18 years with the Department, Concheiro has accumulated 12 meritorious police duty awards, nine excellent police duty awards and two commendations. He has also received three plaques for excellent police work and community service. Born in Puerto Rico, he speaks Spanish, Italian and French, and has been active in improving understanding between the Police Department and the Spanish-speaking community.

ALBANY, Sept. 21 — Attorney General Louis J. Lefkowitz has ruled that county and city laboratories may continue to provide free services to indigent persons, under a 1964 amendment, and that the State Commissioner of Health may independently establish that certain services shall be available without charge.

A.G. Rules

Further, any employee who has a direct or indirect interest in any pending legislation must disclose his interest in the matter before taking part in any discussion on the item or giving his official opinion to the City Council, the Board of Estimate or to the Mayor.

No employee may accept any valuable gift or loan in any form or the promise of a gift or loan from any firm which, to his knowledge, is interested in business dealings with the City.

Board Of Ethics Offers Conflict Of Interest Book

New York City employees with questions about conflict of interest may send for a free booklet on the subject from the Board of Ethics.

The Board of Ethics, composed of five unsalaried members, recently published the ethics code which is condensed here.

This code applies to councilmen, officials and employees alike, whether they are paid a salary or not and prohibits any business or transaction or financial or private interest, direct or indirect which is in conflict with the discharge of their official duties.

May Not Appear

Employees may not appear before any agency, including the public authorities on behalf of a private interest. However, this does not prohibit appearances, without compensation, in the performance of public or civil obligations.

In addition, employees are prohibited against appearing before the courts against the interests of the City or any public authority or before the courts in any action in which the City or authority is the complainant.

A councilman who has a direct or indirect interest in any proposed legislation must publicly disclose, on the official records, the nature and extent of this interest.

Further, any employee who has a direct or indirect interest in any pending legislation must disclose his interest in the matter before taking part in any discussion on the item or giving his official opinion to the City Council, the Board of Estimate or to the Mayor.

No employee may accept any valuable gift or loan in any form or the promise of a gift or loan from any firm which, to his knowledge, is interested in business dealings with the City.

Confidential information may not be used to advance the private interest of the employee or another.

Any interest or investment in any private business which creates a conflict with official duties is also forbidden.

Employees may not engage in any private employment which is incompatible with his duties.

To receive the booklet or answers to any questions contact the Board at City Hall, telephone 566-3050.

Ramapo-Catskill Looking For Library Clerk

The Ramapo-Catskill Library System is looking for a senior library clerk. The salary range is from \$3500 to \$4635. At present there is one vacancy.

Candidates must be permanently employed in the competitive class of the Ramapo-Catskill Library System on the date of the written test and must have served continuously on a permanent basis for one year as a clerk or typist.

Applications will be accepted until Oct. 5 with the examination being held on Nov. 7. The exam number is 1478-C.

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



GRADUATES — Members of the Hudson River State Hospital at Poughkeepsie's graduating class are shown above. The Hudson River Chapter, Civil Service Employees Assn. gave two awards, one for "compiling the best health and attitude record," won by Christine Peterson; and the prize for the "most progress," won by Rita Lomox. Miss Mellina

Miller won three prizes. They included, Board of Visitors' Award for "highest average in theory and practice," the Medical Society and Alumni Awards. Left to right, front row, Salvatore Paporto, Linda Pepper, Mellina Miller, Ethel Richardson and Terrence Firman; back row left to right, Barbara Stachowsk, Maureen Kearney, Rita Lomox, Christine Peterson, Judith Fraher and Janice Walts.

TO HELP YOU PASS GET THE ARCO STUDY BOOK FEDERAL ENTRANCE EXAMINATION

\$4.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exam

ORDER DIRECT—MAIL COUPON

45c for 24 hours special delivery
C.O.D.'s 30c extra

LEADER BOOK STORE
97 Duane St., New York 7, N. Y.

Please send me _____ copies of books checked above.
I enclose check or money order for \$_____

Name

Address

City State

Be sure to include 4% Sales Tax

Leader Marks 25th Anniversary

(Continued from Page 1)
 young people who were intensely career-conscious. It was a generation that had just come through the big depression and appreciated the security that civil service offered. Then, when the two young men were ready to begin publication, they enlisted H. Elliot Kaplan, then Mr. Civil Service himself, as editorial advisor and guide. Mr. Kaplan was head of the Civil Service Reform Association, a bulwark of the merit system, and he, too, saw the need for vigorous journalism in the field.

The first edition of the Civil Service Leader reached the newsstands on September 19, 1939. Its front page was made up entirely of headlines. The big examination of the day was Sanitation Man and for this test more than 97,000 filed applications. The staff, too, was made up of young men, some of them fresh out of journalism school. They worked around the clock getting out the first issue and plastering every unused inch of space in the city they could find with posters and promotion material.

Trying Times

Like any new venture The Leader had trying times during its first few months. The first staff consisted of four young men with more vitality than experience. In addition to Mr. Finkelstein there were Seward Brisbane, 25, Howard Wilson who later went west to head the Kansas office of the Associated Press and Pat Murphy just a few years out of Columbia. A few months later, Maxwell Lehman, now Acting New York City Administrator, N. H. Mager now business manager of the newspaper, and Morton Yarmon joined the staff.

FIRST LEADER EDITORIAL

The first Leader editorial set

a pattern which has been followed for a quarter century:

Editor Speaking

The Leader is a new, wide awake newspaper for Civil Service employees everywhere—and for those men and women who want Civil Service jobs. We pledge this paper to fight for whatever benefits the welfare of present and future Civil Service employees. The Leader has no axe to grind. We will strive to be fair and impartial.

It is our hope that The Leader will be able to render a real service to Civil Service workers and to those who may join the service.

The publishing of a newspaper is something that can never succeed if undertaken lightly. We knew this months ago when we first began to plan The Leader. Now we believe we have the sort of paper which Civil Service workers want.

We know that success depends on the cooperation we receive from those in the service, and we welcome their advice and criticism. And we will be glad at any time to meet you personally at our new offices at 97 Duane St.

Civil Service was in a turmoil during those years. The Civil Service Commission was determined to make over the city services with the highest possible caliber of personnel and The Leader was in the forefront of advocating this policy.

In those days before the great conflict, World War II, there were still the same problems there are today confronting civil service employees.

They needed help then as they do now.

There were evaluations then as there is now. One that comes back to mind is the evaluation of

Praise From Dewey

In 1948 The Leader carried a speech by then Gov. Thomas E. Dewey in which he cited the efforts of Leader publisher Jerry Finkelstein as "a stout accomplishment under our system of free enterprise."

"He was my office boy 13 years ago, when I was racket-busting, and he became the publisher of the biggest civil service publication in the United States, all on his own efforts. It's an indication of what can be achieved in the United States under our free enterprise system."

Shortly after Mr. Finkelstein received a letter from Gov. Dewey that said, "Dear Jerry . . . I meant the things I said."

subway men and their duties that took place in March of 1940. The job then was the reclassification of 27,000 employees of the BMT, QMT and the IRT.

Plans were set up then to develop a procedure to check the duties, salaries, character and citizenship of all subway employees. The pressure was put on the then Municipal Civil Service Commission to complete the reclassification in one year. This necessitated reclassifying some 100 persons daily. Quite a job, even for 1940.

Hardly was The Leader set on its feet when the pre-war tensions began to build. The draft came in and The Leader began to cover news about opportunities in the Armed Forces and defense jobs. Circulation climbed until just before the war, hitting a figure of 41,000, and the Civil Service Leader became the leading newspaper for public employees in America.

A Strange One

One of the coincidences of history of the Civil Service Leader resolves around a Leader sponsored special event annually, Civil Service Day.

In June, 1940 at the World's Fair, the opening ceremonies of Civil Service Day were interrupted by sudden showers. On June 1, 1964 as N. H. Mager, business manager of The Leader attempted to get the festivities underway at the World's Fair, the same thing happened; showers came. It can be said, the weather never changes.

During that Civil Service Day in 1940 they played softball; in the 1964 event one had a much greater variety, with a square dance one of the highlights.

In those days Robert F. Wagner was a State Assemblyman.

Big Change

A big change came to the Civil Service Leader in 1943.

Since its inception The Leader had been working very closely with the Civil Service Employees Assn., then a group of 30,000 civil service employees of New York State. So close was the working arrangement that beginning in October, 1943. The CSEA arranged to subscribe to the Civil Service Leader for all of its members. Coverage of State Civil Service news was expanded in The Leader and four additional pages of state news were added. In later years a special edition for State employees was created which included not only their own news but news affecting all civil service employees. Since that time the Civil Service Employees Association has grown to more than 125,000. The Leader continues to serve its members.

Outstanding Contributions To The Community

The Leader through the years has done much for the community, in protecting and expanding the merit system and the image of public employees. A recent project was the sponsorship of Civil Service Day at the World's Fair.

There was contributions from the Coast Guard; a demonstration by the Fire Department High Ladder Unit, Rescue breathing, resuscitation and a rope slide from the top of a 100-foot ladder; a demonstration by the Sanitation department; Police department; air pollution; military affairs; Correction; Commission for the Blind; U.S. Customs; Youth Board festivities, plus, and, of course, the most elaborate, the selection of Miss Civil Service.

In years of the past there never was before, such a show put on.

Kyer Arrives

The fifties also saw the coming of The Leader's present editor, Paul Kyer, on the scene, who joined The Leader as an associate editor. He became the editor soon after.

In the early 1960's Joe Deasy, Jr., familiar with city civil service joined the staff and became city editor.

The Leader staff has been commended many times by the Governor, the Mayor and other top

dignitaries. The Conferences, representing the Civil Service Employees Assn., have honored the editor many times with Certificates of Merit for journalistic contributions.

Citations

Long Island University presented The Leader with a Citation for "Distinguished Journalism".

The Citation read in part: "Because its vigorous editorial policy has spearheaded the defense of the merit system and the continuous advance in the working conditions of public employees.

"Because it does more than report and comment on civil service events. The Civil Service Leader is a creative force in the world of civil service, its suggestions and ideas have found themselves incorporated in legislative acts, in the relations between management and employees, and in the structure of civil service operations."

This is the Civil Service Leader, in brief, with many things left unsaid, and with a whole future in front of us.



A WAR TIME WINNER

This is Jamie Sue Helms, who was working for the War Department and during the war years (1941) was voted a contestant for Miss Civil Service.

New York Public Personnel Council

A Federation of the New York Chapters of the

Public Personnel Association
 Society for Personnel Administration

and the
 Municipal Personnel Society

Citation
 For Distinguished Service

awarded to the

Civil Service Leader

For the accuracy of its reporting and its high professional standards of journalism; * * *

For its outstanding contributions in recruitment for public service; * * *

For its dedication in defense of the prestige of the public employee and its creative force in the civil service community; * * *

For its vigorous campaigns to restore the sense of mission among public employees. * * *

This citation is granted by the New York Public Personnel Council to the Civil Service Leader on completion of 25 years of service to the merit system and the world of civil service. * * *

September, 1964.

Personnel Council Salute

City of New York

Know ye by these presents that I
Robert F. Wagner
 Mayor of the City of New York
 do hereby present this

Certificate of Appreciation
 to

Civil Service Leader

That for the past 25 years has rendered an invaluable service to the people in City, State and Federal employment; pledged to their welfare and the advancement of government operation, it has contributed immeasurably to the fulfillment of these tasks and richly deserves this public tribute.



In witness whereof, I have hereunto set my hand and caused the Seal of the City of New York to be affixed this seventeenth day of September, 1964.

Robert F. Wagner

Mayor Wagner's Citation

Messages Salute 25th Anniversary of Leader

(Continued from Page 1) declared "Your defense of these (public) employees has benefited not only them but also a wider public." The President cited The Leader for "the long and effective service your paper has rendered in helping to maintain and expand the merit system and in encouraging high standards of public service among all our civil service employees. (Full text of telegram appears on Page 1.)

Governor's Letter

Governor Rockefeller wrote The Leader saying "On the occasion of the celebration of the twenty-fifth anniversary of The Civil Service Leader, I want to congratulate the newspaper and its staff for its contribution to the cause of good government and the extension of the merit system.

"Through responsible journalistic practices, you have established an enviable reputation for sound and factual reporting in a field of particular interest to governmental employees."

Mayor's Citation

In a ceremony at City Hall, Mayor Robert F. Wagner presented Mr. Finkelstein with a citation that read "Certificate of Appreciation to the Civil Service Leader that for the past 25 years has rendered an invaluable service to the people in City, State and Federal employment; pledged to their welfare and the advancement of government operation, it has contributed immeasurably to the fulfillment of these tasks and richly deserves this public tribute."

Felly Writes

Joseph P. Felly, President, Civil Service Employees Assn., stated: "It is a pleasure for me to be able to advise you that the Board of Directors of this Association on Sept. 10, 1964, passed a resolution instructing me to have a suitable plaque prepared honoring the Leader for its 25 years' service to public employees and expressing appreciation of The Leader's outstanding service to the Civil Service Employees Assn. over these many years.

"I would personally like to congratulate you and your paper on your outstanding contribution to public service and more particularly to the members of the Civil Service Employees Assn."

PPA Unit

A citation also was received from the New York Public Personnel Council, a Federation of the New York chapters of the Public Personnel Association, the Society for Personnel Administration and the Municipal Society.

Martin P. Dworkis, president of the Council, also wrote Mr. Finkelstein saying "May I extend to you my personal congratulations on your completion of twenty five years of service to the civil service community."

Lawrence H. Baer

Lawrence H. Baer, regional director of the United States Civil Service Commission, New York Region, had this to say:

"It is with pleasure that I congratulate The Leader on its 25th Anniversary. Those of us who are in public service and are concerned with the merit system realize the great benefit that accrues not only to us but to the public through the instrumentality of publications like The Leader—publications which devote themselves to the scope,

quality, importance, and variety of the public service and the spread and maintenance of a strong and vital merit system.

"Thank you for the very effective role which The Leader has played in this connection."

Mary Goode Krone

Mary Goode Krone, President, State of New York Civil Service Commission, said, "All who have an interest in the merit system, whether at the Federal, state, or local level, owe much to the Civil Service Leader for its 25 years of service. Public employees, in particular, depend on The Leader's news stories, editorials, columns and features to supply much of the information they want and need.

"Those of us responsible for civil service administration are also indebted to the management of the Civil Service Leader for their support when they believe we deserve it and for their advice and admonishment when, in their opinion, such seems to be in order.

"I personally want to congratulate and thank all those connected with the Leader for what they have done . . ."

Theodore H. Lang

Theodor H. Lang, City Personnel Director, said:

"For myself, and on behalf of the Civil Service Commission and the Department of Personnel, responsible for personnel management for the City of New York, I would like to take this opportunity to thank The Leader on this, its silver anniversary.

"We thank you and your staff for twenty-five years of:

- unstinting devotion to the rights and causes of the City's civil servants.
- wholehearted support of the merit system based on the concepts of fair employment and advancement opportunities for all.
- keeping the public informed on the many fine career opportunities in City civil service.
- dedication to the cause of improved municipal management.

"A quarter of a century of sustained service to the public is a great and honorable record. My best wishes for continued success during the next twenty-five years."

Michael J. Murphy

Michael J. Murphey, New York City Police Commissioner, said: "Law enforcement in New York City in the future depends in great measure on the ability of the public service to attract highly qualified young men and women to a career in the Police Department.

"In recent years the numerical strength of the department has increased rapidly. In addition, a police trainee program has been organized for the purpose of selecting the best material available from high school graduating classes.

"The Civil Service Leader has focused on the needs of the department and of the city service. Its articles and editorials have emphasized the dedication of policemen and women, and the opportunities to be found in a career in the growing profession of law enforcement.

"These services have proven invaluable to the people of New York (Continued on Page 17)

More on The Leader's 25th Anniversary next week.



THE YEAR WAS 1941 —One of the eminent Fifth Ave. furrier, who donated two prizes to the Miss Civil Service Contest that year. Miss Riordan who is seen here being crowned and being presented with a beautiful fur piece by I.J. Fox, was then employed by the Welfare Department.



JERRY FINKELSTEIN



SEWARD BRISBANE



MAXWELL LEHMAN

CONGRATULATIONS

to the

Civil Service Leader

on its

Twenty-fifth Anniversary

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

of New York

CONGRATULATIONS ON YOUR 25 YEARS OF SERVICE

Our Union, the Fire Officers Local 854, is but 20 years young but aspiring to our 25th. Your publication has grown in the Civil Service field with each new issue.

Continued Success!

Uniformed Fire Officers Assn.
Local 854, AFL-CIO

John J. Corcoran
President

Executive Board:

Henry J. Fehling, Vice-Pres.
John J. Cashin, Treasurer
Charles J. Freeman, Fin. Secy.
Richard J. Sloan, Rec. Secy.
Charles J. Stephans, Sgt. at Arms
Joseph Lovett, Chiefs Representative
Clifford W. Long, Captains Representative
Vincent A. McCarthy, Lieut. Representative

The Supreme and Surrogates Court Attaches Association joins with other Civil Service Organizations in Saluting The Civil Service Leader on the completion of 25 years of service to the civil service community.



M. L. REIN, President

JOHN J. McPARTLAND Vice President

MAX BRECHER, Treasurer

IRVING WASHINGTON, Corr. Fin. Secy.

SAMUEL KANE, Recording Secy.



The Travelers, with 25 years of service to CSEA, tips its umbrella to the Leader, also celebrating a quarter-century of Association service

The TRAVELERS INSURANCE Companies
Group Department
Hartford, Connecticut

LETTERS TO THE EDITOR

(Continued from Page 6)

My dear Senator, as my Representative I cannot understand how you could permit such a thing to happen. The present annuity of \$2148 is at least \$500 less than the amount needed for a minimum standard of living. It is indeed a sad commentary that

my two United States Senators should permit this shocking situation to exist without giving some recognition to retired Civil Service employees. I urge you as my Representative to take immediate steps to correct this injustice to retired Civil Service employees in general

and to retired postal employees in particular.

We need a substantial increase in annuities now before adjournment and I urge you to give your immediate attention to this shocking injustice.

MICHAEL N. FRANCO
Freeport, N.Y.

Best Wishes to The Leader On Its 25th Anniversary



COLUMBIA ASSN. NYCTA

- | | |
|-----------------------------------|---------------------------------------|
| Sal Bellistri, President | Philip Procaccini, 1st Vice President |
| Edward Scunziano, Financial Secy. | Paul Gibaldi, Treasurer |
| Chas. Coiao, Sergeant At Arms | Angelo Rovegno, Recording Secy. |

New Cancer Leaflet

ALBANY, Sept. 21—The State Health Department has prepared a new leaflet, "It Takes Two to Beat Oral Cancer," which now is

available for public distribution. Copies are available at the Office of Public Health Education, State Health Department, 84 Holland Ave., Albany, New Y.

CONGRATULATIONS!

We salute the CIVIL SERVICE LEADER on its 25th Anniversary and extend our heartfelt gratitude and sincere appreciation for its unfailing support of the policeman's cause.

Patrolmen's Benevolent Association

of the
City of New York

JOHN J. CASSESE
President

- | | |
|---|--|
| EDWARD J. KIERNAN
1st Vice-President | LOUIS CORONATO
2nd Vice-President |
| EDWARD P. FEHLING
Treasurer | ROBERT McKIERNAN
Recording Secretary |
| WALTER R. PENZA
Financial Secretary | HARRY C. WELLNER
Financial Secretary |
| FRANCIS J. ROONEY
Financial Secretary | JAMES DISKIN
Financial Secretary |
| MICHAEL S. RICHTER
Financial Secretary | OTTO G. PETERS
Trustee, Brooklyn North |
| MALACHY T. HIGGINS
Trustee, Bronx | EDWARD ROGERS, Trustee
Richmond & Lower Manhat. |
| NICHOLAS CHIARKAS
Trustee, Manhattan South | WALTER A. SCHILT
Trustee, Queens |
| BURT BORKAN
Trustee, Brooklyn South | PETER RECCHIA
Trustee, Manhattan North |
| | JAMES KEEGAN
Sergeant-at-Arms |

Congratulations

To The Civil Service Leader

On Its 25th Anniversary As The Nation's
Leading Newspaper for The Public Employee

Ter Bush & Powell, Inc.

Insurance Representatives To
The Civil Service Employees Assn.

CONGRATULATIONS ON THE LEADER'S 25th ANNIVERSARY

— From —
THE LOCAL THAT GIVES YOU YOUR THIRD
PENSION UPON RETIREMENT FROM
CITY SERVICE

(Your City Pension, Social Security, 832 Pension)
Plus These Other Benefits

- Free Legal Representation
 - Free Limited Dental Service
 - Free Annual Eye Examination
 - Free Eyeglasses Annually
 - Free Death Benefit
 - *Free Ambulance Service
 - *Free Blood
 - *Free Blood Transfusion
 - *Free Oxygen & Oxygen Tent
 - *Free Rental of Crutches
 - *Free Rental of Wheelchair
 - *Free Use of Iron Lung
 - *Free Use of Hospital Bed For Home Use
 - *Free Traction Apparatus With Hospital Bed
 - *Free Rental of Cane
- and Group Blue Cross Membership, If Desired
*for spouse and all unmarried children under 19.

TERMINAL EMPLOYEES LOCAL 832
325 BROADWAY, N. Y. 7, N. Y.

DAY & NITE TEL.: CAnal 6-4023
HERBERT S. BAUCH, President and General Manager,
ELSIE A. KNIGHT, Vice President; KATHERINE O'BRIEN,
Recording Secretary; ELIZABETH McGEE, Secretary-
Treasurer; ONOFRIO CASTIGLIONE, Trustee and
Business Representative, ELIZABETH BOND, Trustee;
CLARA LEVINE, Business Representative; FRANK
MANCUSO, Business Representative.

U. S. Job Opportunities

(Continued from Page 8)

725.—Jobs are in the Washington, D.C. area. Announcement 185 329 B.
 Patent examiner, \$5,650 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 181 B.
 Pharmacologist, \$6,575 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 202 B.
 Research and development positions for chemists, mathematicians, metallurgists, physicists, \$5,650 to \$15,665.—Jobs are in the Washington, D.C. area. For positions paying \$7,260 to \$15,665. Announcement 209 B (Revised). For positions paying \$5,650 and \$6,770. Announcement 210 B (Revised). \$15,665.—Jobs are in the Washington, D.C. area. Announcement 227 B.

General

Apprenticeship and training representative, \$7,030 to \$8,410.—Jobs are with the Department of Labor. Announcement 179 B.
 Architects, \$5,650 to \$13,615.—Jobs in the Washington, D.C. area. Announcement 299 B.
 Design patent examiner, \$4,690 and \$5,795.—Jobs are in the Washington, D.C. area. Announcement 180 B.
 Dietitian, \$4,690 to \$7,690.—Jobs are with the Veterans Administration. Announcement 221 B.
 health nutritionist, \$7,030 to \$15,665. Announcement 286 B.
 Dietitian, \$5,795 to \$9,980; public health nutritionist, \$7,030 to \$15,665. Announcement 286 B.
 Equipment specialist (surface-to-air and surface-to-surface missile systems), \$9,980.—Jobs are with the Department of the Army. Announcement 5-35-17 (61).
 Exhibits technician, \$3,620 to \$4,690. exhibits specialist, \$5,235 to \$11,725. Announcement 111
 Federal administrative and management examination, \$11,725 to \$15,665. Announcement 167.
 Fishery marketing specialist, \$4,690. Announcement 156 B.
 Fishery methods and equipment Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.
 Foreign language specialist (writer and editor, \$5,795 to \$11,725; specialists, \$4,690 to \$9,980.—radio adapter, \$4,690 to \$8,410; radio announcer, \$4,690 to \$7,030; radio producer, \$5,795 to \$9,980).—Jobs are with the U.S. Information Agency in Washington, D.C., and New York, N.Y. Announcement 186 B.
 Forester, \$4,690 and \$5,795. Announcement 218 B.
 Helicopter pilot, \$8,410.—Jobs are at Fort Rucker, Alabama. Announcement AT-106-31 (62).
 Landscape architect, \$5,650 to \$15,665. Announcement 224.
 Librarian, \$4,690 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 277.
 Librarian, \$5,795.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 197 B.
 Medical record librarian, \$4,690 to \$9,980.—Announcement 333.
 Operations research analyst, \$7,260 to \$15,665. Announcement 193 B.
 Pharmacist, \$5,795 and \$7,030.—Positions are with the Veterans Administration. Announcement 212 B.

Prison industrial supervisor, \$2.36 to \$3.53 an hour. Announcement 9-14-1 (58).
 Public health adviser, \$5,795 to \$15,665; public health analyst, \$6,675 to \$14,565. Announcement 125 B.
 Radio broadcast technician, \$2.94 to \$3.74 an hour.—Jobs are in the Washington, D.C. area. Announcement 235 B.
 Resident in hospital administration, \$3,400.—Jobs are with the Veterans Administration. Announcement 88 B.
 Scientific illustrator (medical), \$4,690 to \$7,030; medical photographer, \$4,215 to \$5,795.—Jobs are with the Veterans Administration. — Announcement 164 B.
 Statistician (mathematical), \$5,650 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 200 B.
 Transmitter and receiver operator and maintenance technicians, \$3.05 to \$4.49 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in Greenville, North Carolina, and Honolulu, Hawaii. Announcement 283 B.
 Transportation tariff examiner (freight), \$6,390.—Jobs are in the Washington, D.C. area. Announcement 270 B.
 Urban planner, \$7,030 to \$15,665.—Announcement 258.
 Warehouse examiner, \$4,690 to \$5,795.—Jobs are with the Department of Agriculture. Announcement 249 B.

\$5,235 to \$7,030 a year—Jobs are with the Veterans Administrations. Announcement No. 290 B.
 Medical officer, \$9,810 to \$16,180. Announcement 312 B.
 Medical officer (rotating intern, \$3,800; psychiatric resident, \$4,800 to \$5,600).—Jobs are in St. Elizabeth Hospital, Washington, D.C. Announcement 219 B.
 Medical technologist, \$5,795 to \$8,410.—Jobs are with the Veterans Administration. Announcement 323.
 Occupational therapist, \$5,235 to \$7,030.—Announcement 294 B.
 Physical therapist, \$5,235 to \$8,410.—Announcement 295 B.

Professional nurse, \$4,690 to \$11,725.—Announcement 128.
 Advisory education specialist, \$7,030 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 278 B.
 Elementary teacher, \$4,690 and \$5,795.—For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement 238 B.
 Psychologist (various options), \$8,410 to \$15,665.—Jobs are with the Veterans Administration. Announcement 234 B.
 Research psychologist, \$7,030 to \$15,665.—Jobs are in the Washington, D.C. area. Announcement 124 B.

Congratulations to the Editors and Staff of The Civil Service Leader on the completion of 25 dedicated years in the interest of the Public Employee.

The Deputy Chiefs Eligible Association

Goals:
 New Division to Protect the Rapidly Expanding Borough of Queens
 Reorganization of Battalion Commands

Medical

Corrective therapist, occupational therapist, physical therapist,

A SALUTE TO "THE LEADER"

From
 NEW YORK CITY'S
 10,500 FIREMEN

UNIFORMED FIREMEN'S ASSOCIATION

LOCAL 94
 I.A.F.F. — AFL/CIO

GERALD J. RYAN
 President

225 BROADWAY, N.Y.C.

BEekman 3-4234

The Civil Service Leader and its editors merit the congratulations of all civil service employees and members of organized labor.

For twenty-five years, The Leader has fought on the side of public employees for strengthening the merit system, establishing adequate wages and working conditions and improving pensions. The Leader was an early crusader for decent labor management relationships in the public service.

On behalf of the 10,000 members of our organization I am happy to extend our best wishes and voice the hope that The Leader will continue to make a superlative contribution during the next twenty-five years.

John J. DeLury
 President

Uniformed Sanitationmen's Association
 Local 831

THE EMERALD SOCIETY OF THE NEW YORK CITY FIRE DEPARTMENT

Joins
 Other Civil Service Groups in Saluting
 The Civil Service Leader
 on their Silver Anniversary.

JAMES JOYCE, President
 BRENDAN COFFEY, Vice-President



(Leader Staff Photo)

THANKS — Police Commissioner Michael Murphy addresses "his men" — delegates to the annual convention of the Patrolmen's Benevolent Association. The commissioner, a former policeman who rose through the ranks by competitive exam-

ination, thanked members of the department for their outstanding conduct during "the unfortunate incidents of the summer" and urged them to continue their conduct in order that advocates of civilian review boards could not have any support for their cause.

Six Years Under Cassese:

**Major PBA Victories—
\$2,000 Raise, Half Pay
Retirement And Overtime**

TANNERSVILLE, Sept. 21 — The accomplishments of the 25,000-member Patrolmen's Benevolent Association over the past six years were enumerated for the 300 delegates to the 70th annual convention here last week.

Under John Cassese, vibrant president of the PBA, salaries of policemen in New York City increased by \$2,000 since 1958; retirement allotments were made based on half-pay after 20 years of service and time and a half overtime was authorized over the basic 40-hour week.

Other objectives won by the PBA since Cassese and his slate of officers took control of the association were:

- Elimination of the "Death Gamble".
- Two and a half percent reduction in pension contributions.
- One-sixth pension increment after 20 years of service.
- Full sick pay from first day of illness.
- Paid holidays (non in 1958, 10 in 1964).
- Grievance procedure within the Police Department.
- Equalized vacations after three years of service.
- Expanded life insurance program (\$400 in 1958, 4,000 in 1964).
- Health and Welfare Fund.
- Increased uniform allowance.
- Uniform inspections on City time.
- Equal interest rate on all pensions (Four percent level now being achieved in stages).
- Increased widow's and retired men's pensions.
- Dues check-off.
- Elimination of non-emergency 6 p.m. to 2 a.m. tours.
- Successful review of line of duty determinations.
- Ordinary disability pension guaranteed.
- Elimination of mass transfers.
- Funeral time off for in-laws.



(Leader Staff Photo)

SPEAKER — Assemblyman Donald Campbell of Amsterdam addresses the 300 delegates to the 70th annual convention of the Patrolmen's Benevolent Association last week at the Police Recreation Centre, Tannersville. Assemblyman Campbell was awarded a plaque for his support of PBA bills in the Legislature.

- Re-opening of Social Security program—Benefits now paid at age 62.
- Increased borrowing allowance from pension fund.
- Expanded canteen operations.
- Maintained opposition to Police Review Boards.
- Certification of PBA as sole collective bargaining representative of Patrolmen.
- Disability pension based upon (Continued on Page 17)

East Hampton
Only 12 choice homesites left at

HAMPTON WATERS

On 3-Mile Harbor

A private community with your own private marina & beaches. These choice beautifully wooded Harbor View, Harbor front or close to the water premium sites are now offered at interesting end-of-season prices. 1/2 to 1 acre sites from

\$2990

3-BEDRM. YR-ROUND HOME

\$13,500

Less Land - Two large sun-decks, fireplace, barbecues, modernistic & beautiful. IMMEDIATE OCCUPANCY. Buy it now before it's sold—TERMS.

DRIVE OUT TODAY or WRITE for ILLUSTRATED BROCHURE OPEN 7 DAYS A WEEK Sunrise Highway to Montauk Highway, through East Hampton then turn left in front of windmill onto Three-Mile-Harbor Road & keep bearing left to office-clubhouse on Springy Banks Road.

HAMPTON WATERS

Percy Brower, Newman & Frayne, agents
27 East 13th Street, N.Y. 3, N.Y.
OR 5-7525
EAST HAMPTON 4-4875
Offering statement available from subdividers. Filing with N.Y. State Dept. is not approval of merits of offering.

CAPITAL DISTRICT

Campus Area Homes . . . Suburban New Homes. Apartments. Write Us Your Needs. We Will Arrange Itinerary For Your Visit.

JAMES W. PERKINS

1061 Washington Avenue - Albany
UN 9-0274 439-1888

Farms & Country Homes Sullivan County

Free Booklet — Rural Real Estate Farms-Homes-Acreage-Businesses R. Krongel, Bkr, Jeffersonville, N.Y.

**REAL ESTATE
LONG ISLAND**

CALL BE 3-6010

ONE FAMILY SPECIALS

ST. ALBANS \$15,000

DUE TO ILLNESS
10 Yr. Old Brick. Must sell to leave state, owner sacrificing this Ultra Modern home. Features 5 large rooms, plus den & garage, plus many extras. Immediate occupancy.

SPRINGFIELD GDNS. \$16,000

WIDOW SACRIFICE
Det. Dutch Colonial with 7 lge. rooms on a large landscaped plot with trees and shrubs. Streamlined kitch. & bath, finished basement. Immaculate thru out. Move right in.

HOLLIS PARK \$16,000

CORNER BRICK
8 yr old English Tudor brick with 6 large rooms. Modern Hollywood bath & kitchen, owner must sacrifice this house, leaving state, garden grounds.

LEGAL TWO FAMILIES

CAMBRIA MTS. \$23,500

SEPARATION SALE
9 yr. old Legal 2-Family brick located in one of the finest areas with 2 large modern apts. 5 rooms for owner plus 3 1/2 room apt. for income, garage, landscaped garden, conv. to everything.

ST. ALBANS \$26,000

7 & 4 ROOM APTS.
Detached legal 2-family situated on 5,000 sq. ft. of lovely landscaped grounds with 2 large 7 rooms apts. plus semi-fn. basement, 2 car garage. Convenient to shopping, subway, bus and schools. Call for appt.

RICHMOND HILL \$29,900

BUILDERS CLOSEOUT
Detached new 2 family custom built all brick with 6 & 5 room-apt. available. Ultra modern kitchen & bath, full basement. Move in 30 days, last one.

**EXACTLY AS ADVERTISED
G.I. NO CASH
FHA \$600 DOWN**

Many other 1 & 2 Family homes available

QUEENS HOME SALES INC.

170-13 Hillside Ave. — Jamaica

Call for Appt.

OL 8-7510

Open Every Day

LET'S SWAP

YOUR HOUSE IN ANY CONDITION FOR MY MONEY IN GOOD CONDITION — CALL TODAY — SELL TODAY

E-S-S-E-X

143-01 HILLSIDE AVE.

JAMAICA

Take 8th Ave. 'E' Train to Sutphin Blvd. Station. OPEN 7 DAYS A WEEK

AX 7-7900

**MOVE RIGHT IN
FOR REAL**

**ST. ALBANS
CONTRACTOR'S HOME**

4 BEDROOMS brick, 2 baths, garage, detached.
Asking \$1,500 Down

SPRINGFIELD GDNS.

2-FAMILY, 4 large rooms, 1st floor, 4 1/2 modern rooms in 2nd floor. Landscaped 60x100 lot, garage. Many extras.
Asking \$2,100 Down

CAMBRIA HEIGHTS

6 1/2 ROOMS. Hollywood kitchen and bath, oversized garage, barbecue pit, finished basement with kitchen, bath & bar. Screened patio.
Asking \$2,700 Down

Dial 341-1950

HOMEFINDERS, LTD.

BELFORD D. HARTY Jr.
Broker

192-05 Linden Blvd., St. Albans

HOLLIS \$17,000

English Tudor. All brick and stone. Custom built and designed. 7 exceptionally large rms, 1 1/2 colored tile baths, luxuriously finished basement, 22' living rm, full dining rm, library. Rear garden patio. Immediate occupancy. All appliances included.

G.I. NO CASH DOWN!

FLUSHING HILLCREST
North of Union Turnpike. Beautiful detached Colonial. 5 min. from 8th Ave. subway. 7 rms, 4 bedrooms, 1 1/2 baths. Finished basement. Garage. \$26,500.

LONG ISLAND HOMES

168-17 Hillside Av., Jam. BE 9-7340

Want To Rent

TRACTOR-TRAILER FOR ROAD TESTS.
\$20.00. A.B.C. EV 3-8524

Farms & Acreage, Ulster Co.

ACCESSIBLE wooded acreage, join 40,000 acres, state owned forest; hunting, fishing & vacation area. Terms. Howard Terwilliger, Kerhonkson 5, N.Y.

**Houses, Ulster County
SACRIFICE \$5995**

Pretty landscaped modern 2 bedrm furnished cottage for summer or retirement, or. base. Terms. Othello MOPP OF KERHONKSON, N.Y.
TEL: KERHONKSON 7300

**JAXMAN
EXCLUSIVE
SPECIALS**

**RICHMOND HILL
\$16,490**

DETACHED COLONIAL
9 large rooms, modern kitchen, ceramic bath, 3 master bedrooms, finished basement, garage.
\$600 CASH NEEDED

**HOLLIS GARDENS
\$18,500**

DETACHED DUTCH MANSION
7 large rooms, 3 master bedrooms, modern eat-in kitchen, ceramic tile bath, large park-like garden.
VETS: \$500 CASH NEEDED
OTHERS: \$800 CASH NEEDED

**HOLLIS ESTATES
\$22,990**

4 YR OLD SOLID BRICK
Side Hall, 7 tremendous rooms, spacious living room, formal dining room, modern eat-in kitchen with wall oven, 2 full ceramic baths, 3 master bedrooms, finished basement, garage.

Reasonable Terms

JAXMAN REALTY

169-12 Hillside Ave.,

Jamaica

AX 1-7400

**Beautiful Greene County
SUMMER HOMES — ALL YEAR
HOMES — BUSINESS & OTHER
PROPERTIES**

CLAY REAL ESTATE

TEL. CATSKILL 943-2420

COXSACKIE 731-8734

Farms & Acreage, N. Y.

ALL KINDS COUNTRY PROPERTY. Free list. Kindly state needs. WEMPLE, REALTOR, Shoanville, N.Y.

Unfurnished Apts. - Brooklyn

2 1/2 rms \$85, 3 1/2 \$105, 4 1/2 \$145
FREE GAS, Air-Cond Avail, 1 FARE ZONE
PROF OFFICE AVAILABLE
PR 3-0461 or STRAND MGMT DE 6-0500

**Farms & Acreage
Orange County**

130 ACRES, ever flowing stream, abundant spring water, barns, Colonial home, half, 10 rms, fireplace, \$55,000.
80 ACRES, river frontage, good barns, 9 rms, mt. view, \$29,000.
8 ACRES, small barns, 4 rms, \$13,000
TWO 4 rm country homes, heat, near swimming, both for \$10,500.
MT. HOUSE, 5 rms, gar., \$7,500.
VILLAGE brick hs, 4 bedrooms, \$10,500.
1 OR 2-FAMILY, 10 rms, \$18,500.
6 Dunn, Bkr, Walden, NY 914-774-8554

Police Officers Are Needed: Salary \$6,000+

Police officers are currently in demand by New York City. The positions have lucrative pension and retirement benefit plans and there are many advancement opportunities.

Blasdell Needs Police Chief

The Village of Blasdell in Erie County is looking for a police chief. The salary is \$7,000.

Candidates must be permanently employed in the competitive class in the Village of Blasdell Police Department and must be serving and have served continuously on a permanent basis in the competitive class for five years preceding the date of the written test as police patrolman.

Applications will be accepted up to Oct. 5 and the examination will be held Nov. 7. The exam number is 1404-C.

Education Super Needed By The Dept. Of Health

The New York State Department of Civil Service has announced an opening for Institution Education Supervising in the Department of Health.

Salary range is \$7,320 to \$8,875. New York State residence is not required.

Candidates must meet the following requirements prior to written test to be held November 21.

1. License requirement: possession of, or eligibility for, a New York State teaching certificate valid for teaching orthopedic, cerebral palsy and similar subsidized classes of physically handicapped children.

2. Minimum requirements: completion of six undergraduate or graduate hours in education administration, supervision and/or guidance.

3. Minimum experience: Three years of satisfactory teaching experience in the education of the physically handicapped.

Applications will be accepted until Oct. 19. Further information may be obtained from the New York State Civil Service, The State Campus, 1220 Washington Ave., Albany, New York.

Nurses Are Needed By Brooklyn VA

Licensed registered and practical nurses may now apply for positions with the Federal government. The Brooklyn Veterans Administration Hospital has various openings.

Salary range for registered nurses is from \$5,235 to \$6,090; for practicals from \$3,880 to \$4,115, depending upon qualifications.

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

Entrance salary for this position is over \$6,000 a year and increases to \$7,981 after three years. At the end of the first year, patrolmen receive an increment, a second increment after two years and a final increment after the third year. In addition patrolmen receive a uniform allowance each year and holiday pay allowances of 10 days per year.

Candidates who fail one written test may not be examined for at least six months.

Minimum requirements for appointment as a patrolman are, graduation from a four-year senior high school or an armed forces general education diploma and possession of a New York State Motor Vehicle Department operator's license.

All candidates must be at least five feet, eight inches in height with proportionate weight. They must be between the ages of 21 and 28, service time may be deducted from the maximum age limit. A 20/30 vision in each eye, uncorrected, is also required.

Applications are available at the Department of Personnel's application section, 49 Thomas St., N.Y., N.Y.

Slocum Offers Stenographer, Typist Posts

Fort Slocum is offering positions as stenographers and typists. Recruiting is done through the U.S. Government office at Fort Totten, Queens.

The stenographers positions are offered at a salary of \$3,880 to \$4,215 per annum. The typists earn from \$3,620 to \$3,880 per annum. Applications for these titles may be obtained from the Executive Secretary, Headquarters Fort Totten, Flushing, L.I., N.Y.

Islip Is Looking For Recreation Supervisor

Islip needs a recreation supervisor. It will offer \$5,350 annually. An open-competitive examination for the position will be held on October 10; filing will be open until September 25.

Candidates must have been legal residents of Suffolk County for at least six months preceding the examination. The only other qualification is graduation from a recognized college or university.

The Suffolk County Civil Service Commission, County Center, Riverhead will supply further information and application forms.

Retraining

Veterans Administration clerks displaced by computers in automatic data processing systems, are being retrained for better positions as typists or punch card operators whenever possible.

Civil Service Law & You

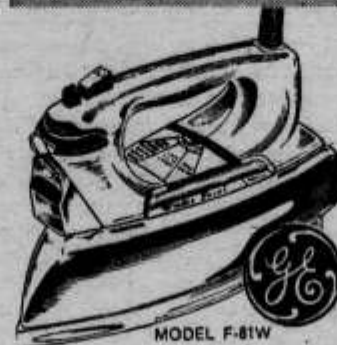
(Continued from Page 6)

which it was assumed for the sake of argument that a Commissioner's established policy was to reinstate only those former patrolmen with light brown hair. Certainly such a policy would be subject to judicial review.

IN THE ABSENCE of reasonable justification, the policy was eradicated by the Court and the petitioner reinstated. Indeed, with the precedent established by the Schimmel case, other retired members of the Police Department have been reinstated with benefit to the City of New York as well as to themselves.

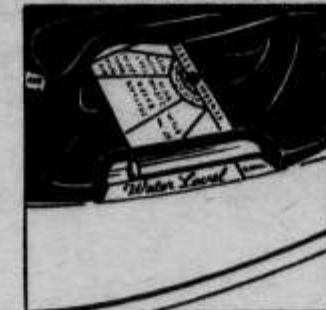
GET YOUR PRODUCTS AT ARGUS RADIO

NEW GENERAL ELECTRIC SPRAY STEAM and DRY IRON



- Automatic Sprinkler
- Deep, Steady Steam
- 3 Wash and Wear Settings

AND LOOK! IT SHOWS THE WATER SUPPLY!



Enjoy fm/am in a new personal size ... a new vertical style



NEW 15-Transistor FM/AM Portable Radio

Now you can take fm/am wherever you go—in a new personal size, a new vertical style. Here's new elegance in fm/am portables.

- Light-brown Texon® case with gold grille . . . carry and shoulder straps
- 15 transistors plus 3 diodes
- Big 3½" dynamic speaker
- Two high-quality antennas
- Up to 130 hours of play on 4 penlite batteries
- Registered trademark of Texon, Inc.

Come In For Your Low Price

AUTOMATIC Cord-Reel VACUUM CLEANER Model C11



Complete deluxe attachment set included

PLUS New Twin-Clean Tool

PUT YOUR ACCENT ON VALUE

TOASTS ANYTHING! BAKES TOO!



NEW MODEL T93 **Deluxe TOAST-R-OVEN**
* Trademark of General Electric Company

ARGUS RADIO

241 East 59th Street, (Corner 2nd Avenue) New York City

EL 5-1572 (1 Block East of Bloomingdale)

The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In New Rochelle, a foreman is needed to supervise 25 men in a metal stamping department. He will be responsible for production and maintenance of 36 power press machines. He will schedule production for three shifts. A minimum of 10 years' experience as a foreman in this field is required. The job pays \$8,000 to \$9,000 a year.

An experienced Presser, man or woman, is wanted to do machine and hand pressing or suits, dresses and school uniforms. \$2 an hour. Apply at the New Rochelle Office, 578 Main Street.

Part-time positions are available as Employment Interviewers for college graduates, any year, any major. These are professional and permanent Civil Service jobs, at an 18-hour week. Trainees will get \$2.68 an hour and those with specialized experience for one year will earn \$2.87 an hour. Apply at the Professional Placement Center, 444 Madison Avenue, Manhattan.

Cabinetmakers are wanted in Manhattan and the Bronx. They will get \$2.50 to \$3 an hour to use hand and machine cabinet-making tools to cut and join fine furniture parts.

Auto body repairmen with own tools will get \$2.25 to \$3.25 an hour in Manhattan and the Bronx. They will repair body and fenders on passenger cars; knock out dents, replace fenders, weld and straighten. Some spray painting preferred. Apply at the Manhattan Industrial Office, 255 West 54th Street.

Wanted in Brooklyn is a man who can operate a jig saw on steel rule clicker dies. Pay is \$2.50 an hour.

J. Victor Skiff

ALBANY, Sept. 21 — Governor Rockefeller has joined with hundreds of state employees in a tribute to J. Victor Skiff, Deputy State Commissioner of Conservation, who died last week of a heart attack.

In a telegram to Mrs. Skiff, the Governor wrote: "I am shocked and grieved by the news about your husband. Vic was a wise and knowledgeable counsellor, a conscientious and devoted public servant. It was the great good fortune of the people of New York that he devoted his remarkable talents to the service of state government for more than three decades.

"He will certainly be mourned throughout the state and indeed throughout the Northeastern United States where his unique capabilities were known to sportsmen and government officials alike. Mrs. Rockefeller joins me in sending heartfelt sympathy to you and your family."

Skiff, who rose through the ranks to become Deputy Commissioner, joined the department in 1933 as a game research investigator.

He was widely known throughout the state for his conservation work and numerous articles written about his field. For four years, beginning in 1954, he was a legislative consultant on conservation.

Also needed is an experienced cabinet maker to work either on custom house furniture, kitchen cabinets, or store fixtures. \$2 to \$3 an hour, depending on experience. Apply at the Brooklyn Industrial Office, 590 Fulton Street.

Office Jobs

High school graduates may apply for positions as typists and stenographers at various Manhattan locations. Typists with good skills will earn \$55 to \$65 a week. Stenographers tested at 80 words per minute will get \$65 to \$85 a week.

Experienced female typist-clerks with good typing skills and able to perform diversified duties can get permanent jobs in various Manhattan locations at \$65 to \$75 a week. Apply at the Office Personnel Placement Center, Manhattan, 575 Lexington Avenue.

PBA Gains

(Continued from Page 15)

final, rather than average compensation.

Broadened investment opportunity for pension funds.

Special rates on railroad lines.

Reduction of statute of limitations on disciplinary action from five to three years.

Expanded legal aid for PBA members.

Eliminated wearing of uniforms to and from duty.

Successful passage of the "Stop and Frisk" law, the "Knock-Knock" law, the "False Information" law and the "Close Pursuit" law.

Credit for prior City service. Extension on pension loans to Age 56.

Legislation permitting retired men to serve as teachers.

Defeat of age extension bill.

Defeat of extended authority for Parking Meter attendants (meter maids).

Defeat of Transit police consolidation legislation and

Defeat of Special Patrolman bills.

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

Flaumenbaum Is Reelected By Nassau CSEA Chapter

MINEOLA, Sept. 21—Irving Flaumenbaum has been reelected to his fifth term as president of the Nassau chapter, Civil Service Employees Assn.

Flaumenbaum won his contested election by a four-to-one margin. An unofficial count of the ballots showed that Flaumenbaum received 1,800 votes while Russell Keller, who headed an independent committee slate, received 450 votes.

Flaumenbaum, whose organization has 8,800 members, said his reelection was "a resounding vindication of our policies and a smashing victory for the Association."

Charles Kirsner who gave up a post as vice president on the Flaumenbaum ticket to run for treasurer, on another slate, defeated Thomas Rooney. The vote was 470 to 407. Kirsner later said he would not serve as treasurer, and Rooney will take over the job.

In addition to Flaumenbaum, the following were elected:

Edward W. Perrott, first vice president.

Francis J. Diviney, second vice president.

Charles Smansky, third vice president.

Frank Oluski, fourth vice president.

Joseph B. Brucia, fifth vice president.

Blanche Rueth, secretary.

Dorothy E. Jennings, corresponding secretary.

Stuart Insley, financial secretary.

Mrs. Rueth was also named representative on the County executive committee.

Leader Lauded

(Continued from Page 11)

York City and the Police Department, and today, the Civil Service Leader occupies an enviable position in the newspaper profession and in the field of public service."

Martin Scott

Martin Scott, New York City Fire Commissioner told Jerry Finkelstein at the Mayor's office last week:

"I am most proud to congratulate the Civil Service Leader on 25 years of dedicated service through reporting, editorials and features for the betterment of Civil Service.

"The men of the Fire Department, along with all the citizens of the City of New York, I am sure, join me in extending the best wishes, to The Leader and assurances of continued service to the public employee."

"Buy Where Your Allowance Buys More"

NEW YORK STATE CORRECTION & M. H. SAFETY OFFICERS

NEW REG. UNIF. OUTER COAT \$68.75

DEPT. APPROVED REG. UNIFORMS \$62.75

POLICE REEFER COATS 30 oz. KERSEY \$63.75

REG. SHIRTS, CAPS AND TIES

Contact our Local Rep. or Write Direct

Quality SLOAN'S Uniforms CATSKILL, NEW YORK

"FOR QUALITY AT A DISCOUNT"

Special! 1c Sale!

16 Extra Tea Bags Only 1c More When You Buy 48 At The Regular Price



64 NECTAR TEA BAGS FOR ONLY 56¢



PRICES EFFECTIVE IN CAPITAL DISTRICT ONLY

TOWN HOUSE Motor Hotel

Northern Boulevard at Shaker Rd. Albany, N.Y. • Tel.: HO 2-5562

SINGLE STATE RATE \$7. ANY TIME

ALBANY'S FINEST ADDRESS

FREE LIMOUSINE FROM AIRPORT AIR CONDITIONED - ADJACENT TO SHOPPING, BUSINESS, THEATRE DISTRICT - MEETING ROOMS - TV RESTAURANT - COCKTAIL LOUNGE

SPECIAL RATES for Civil Service Employees



HOTEL Wellington

DRIVE-IN GARAGE AIR CONDITIONING • TV

No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

136 STATE STREET OPPOSITE STATE CAPITOL

See your friendly travel agent. **SPECIAL WEEKLY RATES FOR EXTENDED STAYS**

The TEN EYCK Hotel

UNDER THE NEW MANAGEMENT OF SCHINE HOTELS WILL CONTINUE TO HONOR

SPECIAL RATES FOR N.Y.S. EMPLOYEES

PLUS ALL THESE FACILITIES

- Free Parking
- Free Limousine Service from Albany Airport
- Free Laundering Lounge
- Free Coffee Makers in the Rooms
- Free Self-Service Ice Cube Machines
- Free Use of Electric Shavers

Make Your Reservation Early By Calling HE 4-1111

In N.Y.C. Call MU 8-0110

SCHINE TEN EYCK HOTEL

State & Chapel Sts. Albany, N.Y.

HILTON MUSIC CENTER
Fender Gibson Guitars, YAMAHA PIANOS. New and used instruments sold and leased. Lessons on all instruments. 52 COLUMBIA ST. ALB., HO 2-0945.

YOUR HOST— MICHAEL FLANAGAN PETIT PARIS RESTAURANT

BUSINESS MEN'S LUNCH 11:30 TO 2:30 — \$1.00

SPECIALIZING, AS ALWAYS, IN PARTIES, BANQUETS & MEETINGS. COMFORTABLE ACCOMMODATIONS FROM 10 TO 200

OPEN DAILY EXCEPT MONDAY, SUNDAY AT 2 P.M.

— FREE PARKING IN REAR —

1060 MADISON AVE. ALBANY

Phone IV 2-7864 or IV 2-9881

MAYFLOWER - ROYAL COURT APARTMENTS — Furnished, Unfurnished, and Rooms. Phone HE. 4-1994. (Albany).

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertising. Please write or call JOSEPH T. BELLEVUE 303 SO. MANNING BLVD. ALBANY 8, N.Y. Phone IV 2-5474

SPECIAL RATES FOR STATE EMPLOYEES MAYFAIR INN MOTEL



IN THE HEART OF DOWNTOWN SYRACUSE

SYRACUSE, N.Y.

- Free Indoor Parking
- Air Conditioned
- Restaurant and Coffee Shop
- Free TV
- Swimming Pool

State Lodging Requests Accepted

666 SO. SALINA ST.

DEWITT CLINTON

STATE & EAGLE STS., ALBANY A KNOTT HOTEL

A FAVORITE FOR OVER 50 YEARS WITH STATE TRAVELERS

SPECIAL RATES FOR N.Y.S. EMPLOYEES

TV or RADIO AVAILABLE

Cocktail Lounge - Dancing Nightly

BANQUET FACILITIES TAILORED TO ANY SIZE PARTY

FREE TELETYPE RESERVATIONS TO ANY KNOTT HOTEL, INCLUDING

New Weston, NYC. Call Albany HE 4-6111

THOMAS H. GORMAN, Gen. Mgr.

In Time of Need, Call M. W. Tebbutt's Sons

633 Central Ave. Albany 489-4451

420 Kenwood Delmar HE 9-2212

Over 114 Years of Distinguished Funeral Service

ARCO CIVIL SERVICE BOOKS

and all tests

PLAZA BOOK SHOP

380 Broadway Albany, N. Y.

Mail & Phone Orders Filled

TEST AND LIST PROGRESS — N.Y.C.

Table with columns: Title, Last No. Certified. Lists various job titles and their certification dates and counts.



(Leader Staff Photo)

INTRODUCTIONS — PBA president John Cassese introduces guests at the 70th annual relationship between the PBA members and Commissioner Michael J. Murphy as ideal.

Top Pay of \$9,300 For Patrolmen Top Goal Of PBA's '65 Platform

TANNERSVILLE, Sept. 21 — Three hundred delegates to the 70th annual convention of the Patrolmen's Benevolent Association last week approved the PBA's platform of objectives for the coming year.

To be given top priority in the platform will be a salary increase to \$9,300 for first grade patrolmen; longevity pay after five, ten, fifteen and twenty years; free choice of hospitalization plans with New York City paying the full cost; and another two and a half percent pension pick up by the City.

Also included in the list of objectives are:

- Thirty-five hour week. Pension escalation law to maintain retirement allowance at 50% of the then current salary of an active member of the Department, but in no event shall the original retirement allowance be diminished or impaired. Expanded health and welfare fund. Twelve paid holidays. One-third pension for ordinary disability with less than ten years of service, and half pay.

One-sixteenth pension increment to be based upon final, rather than average compensation.

One-sixteenth pension increment to be based upon final, rather than average compensation.

Awards To Be Made At Elsie Knight 'Night'

Terming the coming Twentieth Anniversary Dinner and Dance honoring Vice President Elsie A. Knight a complete success from the viewpoint of attendance, Herbert S. Bauch, president of Terminal Employees Local 832, said that the Local's Executive Board had decided to award two of New York City's departmental heads with awards, "Commissioner of the Year" Award to the Commissioner

of the city agency who has done most to help his department employees in relation to other heads of departments and a "White Collar of the Year" Award to the departmental head who has helped the most in a clerical agency.

Three Have Won

The Commissioner of the Year Award was given to only three city officials during the local's twenty year existence, to City Council President Paul R. Serevane when he was Sanitation Commissioner, to Criminal Justice Harold A. Felix when he was New York City Labor Commissioner and to Personnel Department Commissioner Theodore H. lang; the "White Collar of the Year" Award was only granted once, to Deputy Commissioner Frederick Rieber of the Department of Correction.

The local's Executive Board is now in the process of canvassing their immediate locals to gain the views of their co-workers in making selections for these awards.

The names of the city officials who will be award recipients is expected to be made known within the next two weeks.



(Leader Staff Photo)

HONORED — Police Commissioner Michael Murphy and Assemblyman Donald Campbell of Amsterdam were cited for their support of the Patrolmen's Benevolent Association during the PBA's annual convention last week. Left to right, are: Assemblyman Campbell; John Cassese, PBA president; Commissioner Murphy and Edward Kiernan, first vice-president of PBA.

Judicial Conf. Sets New Rules

(Continued from Page 5)
 month of service shall be credited to each employee, cumulative to a maximum of 180 work days, such leave to be used only for illness. In the discretion of the Administrative Judge, employees who have exhausted all earned sick leave and annual leave balances may be permitted to use unearned sick leave allowance up to the amount earnable in one year of service, chargeable against future earned sick leave. Sick leave with pay may be further extended in the discretion of the Appellate Division of the Department.
 6. Terminal Leave with pay upon retirement may be allowed in the discretion of the Administrative Judge not to exceed one month for every ten years of service, prorated for a frac-

tional part thereof. The Administrative Judge shall be guided in this matter by the character of service rendered and by the manner and extent of use of sick leave credits by the employee.
 7. Subject to prior notice to and authorization by the Administrative Judge, other leaves with pay shall be granted for the following reasons:
 a) Death in the immediate family. Leave up to four work days shall be allowed following the death of an employee's spouse; natural, foster or step parent; child; brother or sister; father-in-law or mother-in-law; or any relative residing with the employee. Prior notice and authorization is not required for leaves under this paragraph.
 b) Court attendance under

subpoena or court order unless such attendance relates to a matter in which the employee or his relative has a personal interest or relates to any other employment of the employee.
 c) Attendance at civil service examinations for positions in the Unified Court System or for positions paid directly by the same fiscal authority that pays the employee or for official investigation or appointment interview in relation to the resulting eligible list.
 d) Attendance of delegates and alternates at State or National conventions of veterans' organizations, volunteer firemen's organizations, and such other organizations as may be designated by an Appellate Division.
 e) Quarantine required by the Health Department. Prior notice and authorization is not required for leaves under this paragraph.
 f) The Administrative Judge may grant leaves with pay for reasons not itemized in paragraphs a) through e), subject to the approval of the Appellate Division, and shall grant leaves with pay required by law.
 8. Leaves without pay may be granted by the Administrative Judge for:
 a) Maternity leave, not to exceed 18 months. It shall be mandatory to grant the first 12 months leave.
 b) Reasons not specified herein, not to exceed one year. An extension of such leave may be granted by the Appellate Division. Leaves required by law, such as military leave, shall be granted in accordance with statutory requirements.
 9. Regular holidays with pay shall be all legal holidays under the laws of the State of New York. Employees required to work on any regular holiday shall be granted equivalent time off at a time designated by the Administrative Judge.
 10. An employee disabled in the performance of his official duties shall,
 a) if covered by Workmen's Compensation, be governed

by the requirements of the fiscal authority providing the Workmen's Compensation coverage;
 b) if not covered by Workmen's Compensation, receive a leave with pay for the duration of his disability. This leave shall not exceed one year unless authorized by the Appellate Division. If the disability appears to be permanent, the Administrative Judge shall request a disability retirement as of the day beyond which no leave with pay is authorized. The employee granted leave under this provision shall agree to reimburse the fiscal authority paying his salary out of the proceeds of any claim or action arising out of his injury in accordance with the requirements of such fiscal authority.

Real Estate License Course Open Oct. 1

The Fall term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property, opens Thurs., Oct. 1, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

City Exam Coming Soon For

ACCOUNT CLERK

FILING SEPT. 1-30
 INTENSIVE COURSE
 COMPLETE PREPARATION
 Class meets Wednesdays 6:30-9 beginning Sept. 30

Write or Phone for Information
 Eastern School AL 4-5029
 721 BROADWAY, N.Y. 3 (near 8 St.)
 Please write me free about the ACCOUNT CLERK CLASS.
 Name
 Address
 Boro PZ.....L1

Earn Your High School Equivalency Diploma

for civil service for personal satisfaction
 CLASS BEGINS SEPT. 29th
 Tues. and Thurs., 6:30-8:30
 Write or Phone for Information
 Eastern School AL 4-5029
 721 Broadway N.Y. 3 (at 8 St.)
 Please write me free about the High School Equivalency class.
 Name
 Address
 Boro PZ.....L3

STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST



PASS HIGH the EASY ARCO WAY

- Civil Service Arithmetic & Vocabulary \$2.00
- Cashier (New York City) \$3.00
- Civil Service Handbook \$1.00
- Clerk G.S. 1-4 \$3.00
- Clerk N.Y.C. \$3.00
- Federal Service Entrance Examinations \$4.00
- Fireman (F.D.) \$4.00
- High School Diploma Test \$4.00
- Home Study Course for Civil Service Jobs \$4.95
- Patrolman \$4.00
- Personnel Examiner \$5.00
- Postal Clerk Carrier \$3.00
- Real Estate Broker \$3.50
- School Crossing Guard \$3.00
- Senior File Clerk \$4.00
- Social Investigator \$4.00
- Social Investigator Trainee \$4.00
- Social Worker \$4.00
- Senior Clerk N.Y.C. \$4.00
- Stenotypist (N.Y.S.) \$3.00
- Stenotypist (G.S. 1-7) \$3.00
- Surface Line Operator \$4.00

FREE! You Will Receive an Invaluable New Arco "Outline Chart of New York City Government." With Every N.Y.C. Arco Book—

ORDER DIRECT—MAIL COUPON

55c for 24-hour special delivery
 C.O.D.'s 40c extra

LEADER BOOK STORE
 97 Duane St., New York 7, N. Y.

Please send me _____ copies of books checked above.
 I enclose check or money order for \$_____

Name

Address

City State

Be sure to include 3% Sales Tax

HIGH SCHOOL Equivalency DIPLOMA

This N. Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:
 • Employment • Promotion
 • Advanced Educational Training
 • Personal Satisfaction
 Our intensive 5-Week Course prepares for official exams conducted at regular intervals by N. Y. State Dept. of Education.

AIR-CONDITIONED!
 Classes in Manhattan or Jamaica
ENROLL NOW! Start Classes
 in MANHATTAN WED., SEPT. 23
 Meet Mon & Wed 5:30 or 7:30 PM
 Or JAMAICA THURS., SEPT. 24
 Meet Tues & Thurs at 7 PM
 Be Our Guest at a Class Session
 PM in and Bring Coupon

DELEHANTY INSTITUTE, L920
 115 East 15 St., Manhattan or
 91-01 Merrick Blvd., Jamaica
 Name

CIVIL SERVICE COACHING
 City, State, Fed & Promotional Exams
 Civil, Mech, Electr, Struc, Engr Exams
 Civil, Mech, Electr, Engr Draftsmen

HOUSING INSPECTOR
 Classes Tuesday, Thursday Evening
H.S. EQUIVALENCY DIPLOMA
 Tuesday, Thursday Eve 6:30-8:30 PM
 5 Week Course \$35

FEDERAL ENTRANCE EXAM
 Classes Tuesday, Fri Eve 6:30-9 PM
 8 Week Course \$50

Also Indiv. Coaching Days & Sat Morns
 Electrical Insp P.O. Clerk Carrier
 Boiler Insp Factory Insp

LICENSE PREPARATION
 Engr, Archt, Surveyor, Stationary
 Refrigeration, Electrician, Plumber,
 Portable, Civil Service Arithmetic,
 English, Drafting, Mathematics,
 Surveying

MONDELL INSTITUTE
 154 W 14 (7 Ave.) CH 3-3878
 Hemp: 67A Nichols Ct (Main) IV 9-6688

Do You Need A High School Diploma?
 (Equivalency)
 • FOR PERSONAL SATISFACTION
 • FOR JOB PROMOTION
 • FOR ADDITIONAL EDUCATION

START ANY TIME
TRY THE "Y" PLAN
 \$50 Send for Booklet C8 \$50
YMCA Evening School
 15 W. 63rd St., New York 23
 TEL: 1 ENCLIST 2-8117

SPEECH IMPROVEMENT
 Is your greatest asset in Business-Social and any Professional "CAREER"
TELEVISION THEATRE STUDIOS
WAYCOTT PRODUCTIONS
 CARNEGIE HALL 801
 881 7th Avenue
 N.Y.C. 10019, N.Y.

GRADED DICTATION
 GREGG • PITMAN

Also Beginner and Review Classes in } STENO, TYPING, BOOKKEEPING, COMPTOMETRY, CLERICAL

DAY: AFTER BUSINESS; EVENING
DRAKE
 154 NASSAU ST. (Opp. N.Y.C. Hall)
 BEekman 3-4840
 SCHOOLS IN ALL BOROUGHS

Tractors Trailers Trucks
 For Instructions and Road Tests
 Class 1-3 Chauffeur's License
 Vehicle for Class 3 Test \$15.
 Vehicle for Class 1 Test \$20.
COMMERCIAL DRIVER TRAINING, Inc.
 2447 Ellsworth Street
 Seaford, L.I. 516 SU 1-4963

SCHOOL DIRECTORY

MONROE INSTITUTE—IBM COURSES Keypunch, Tab Wiring, SPECIAL PREPARATION FOR CIVIL SERVICE IBM TESTS. Switchboard, Tele Typewriting, NCR Bookkeeping machine, H.S. Equivalency, Med. Legal and Air-Line scoremarial. Day and Eve Classes. Monroe Business Institute, East Tremont Ave., Bronx, KI 2-5600.

DICTATION GROUPS now forming — limited to five each session — 50-150 w.p.m. — machine and pen writers. Apply by letter for appointment. The Stenotype Workshop, 120 W. 42nd St., New York 10036.

SHOPPING FOR LAND OR HOMES
LOOK AT PAGE 11 FOR LISTINGS

Former Watertown Mayor, Top Civil Service Leader, Killed In Auto Accident

WATERTOWN, Sept. 21 — One of the most ardent supporters of the civil service movement in upstate New York—Former Mayor William G. Lachenauer, 53—was killed in a one-car accident and his brother, Battalion Chief George W. Lachenauer, 47, of the fire department—driving—was hospitalized with serious injuries.

The former mayor, who was the executive secretary of the Jefferson County Civil Service Commission, was buried here last week in one of the city's largest funeral services in recent years.

Both Lachenauer and his brother were members for years of the Jefferson Chapter, Civil Service Employees Assn. In a brief eulogy the chapter president, Mrs. Fannie W. Smith, said the former mayor "did much for the civil service movement." At the last annual banquet of the chapter, the former mayor was awarded a citation for his ardent, effective contribution to the civil service movement.

Moment's Silence

During the Central New York Conference and Central Counties Workshop program at Saranac Lake, delegates stood for a moment's silence in tribute to the former mayor of Watertown. They

also approved a brief resolution of respect, signed by the Central Conference president Emmett Durr, Ray Brook, and Central Counties Workshop, Samuel Bor-elly, Utica.

The resolution said:

Resolved, at a joint meeting of the Central New York Conference and the Central Counties Workshop, CSEA, held at the Hotel Saranac, Saranac Lake, N.Y., Sept. 12, that the members of the conference extend sincere sympathy to the family of the late William G. Lachenauer in the loss of a dedicated public servant and loyal member of the Civil Service Employees Assn. and we express appreciation for his many services to the public employees of his city, county and state."

Education Chap. Holds Clam Steam

EAST BERRE, Sept. 21 — The Education Chapter, Civil Service Employees Assn. held a Clam Steam recently at the Zwickbauer's Hofbrau on Waner's Lake here.

Softball, volley ball and swimming were enjoyed followed by the selection of Miss Education Department, 1964-65 who is Joan McClure, of Troy. The runnerup was Donna Delude, Lathams, N.Y.

Also held during the evening dance was a twist contest, which was won by Carol Erno of Green Island and George Van Gergen of Rensselaer. The door prizes were received by Lewis Cohen, Albany and K. Elizabeth Lamson, also of Albany.

Becker Gets Post

ALBANY, Sept. 21 — Governor Rockefeller has reappointed Roger F. Becker of Sobleskill to the Council of the State University Agricultural and Technical Institute at Cobleskill for a term ending July 1, 1973. Becker is president of the Becker Mountain Dairy Inc.



INSTITUTE SPEAKER: Robert Young, left, president of the New York State Conservation Council, was a major speaker at an institute sponsored last week in Albany by the Capital District Conference of the Civil Service Employees Assn. He is seen with A. Victor Costa, Conference president.

Fourth Annual Cruise To Caribbean Is Jan. 4

The fourth annual Caribbean cruise for members of the Civil Service Employees Assn., their families and friends, has been announced by the Knickerbocker Travel Service.

The cruise ship this year will be the luxury liner S.S. Olympa and the cruise will depart from New York on Jan. 4 for an 11-day sailing to the Caribbean. Prices begin at \$275 and application for space may be had now.

Free Shore Excursions

Ports of call this year will include Curacao, Barbados and Guadeloupe and CSEA participants will be given free shore excursions at Curacao and Barbados. Non-CSEA members will have to pay for these excursions.

The dominant theme of the cruise is fun and relaxation amidst an atmosphere of informal luxury. The cruise staff is dedicated to the pleasures of the passengers, with cocktail parties, masquerade balls, social dancing, canasta, bridge, first run movies, sports, etc., that make life aboard ship pure enjoyment around the clock.

Here is a description of the ports of call:

CURACAO and its capital, Willemstad is a miniature Holland with Dutch gables, houses painted in pastel colors, immaculate streets. The narrow harbor is dominated by a curious long pontoon bridge with open air fruit and vegetable markets nearby. The charming quaint Dutch shops have free port prices.

BARBADOS, a little bit of England with a quiet beauty in its sleepy coves and sun-drenched beaches surrounded by a shimmering sapphire blue sea. Truly a miniature tropical paradise. Shopping buys include British cashmeres, woollens, camel's hair, doeskin, tweeds and Wedgwood china.

GADELOUPE is a charming French Island with magnificent tropical vegetation, beautiful beaches and sparkling blue water. The courtesy and hospitality of the people are proverbial and

ornate and colorful creole costumes are still worn especially in the country areas. Music and folk tradition are very much alive and you'll have an opportunity to watch the old dances as well as the famous "beguine."

Where to Apply

Members interested in applying for space should write to Mrs. Julia Duffy, 129 Altmar Ave., West slip, if you live in the Long Island area; to Sam Emmett, 1060 East 28th St., Brooklyn, 10, N.Y., for the New York City area, and to Claude E. Rowell, 64 Langslow St., Rochester 20, N.Y., in the upstate area.

Broome County

(Continued from Page 1) meeting nor will we buy it today," Ridley said.

In answer to Ridley, who asked that the complaint of "rudeness" in the last meeting be explained, James A. Burrows, chapter, president, said the meeting was held "at an inopportune time." Some of the committee members had to leave early and an association official who had driven to Binghamton from Albany to explain the salary proposal was given a short hearing, he added.

Ridley and other committee members said they believed the CSEA representative "was heard out" at the first meeting.

Robert Cites Fairness

Roberts said he had never been "discriminated against or given a short hearing" by Broome officials and that the hard feelings had been caused "by a matter of poor timing" of the meeting.

Three of the five members of the committee, plus Baldwin, had to attend a previously-scheduled meeting of another committee shortly after the Employees Committee meeting began, it was explained.

At last week's session, Philip H. Bell, chapter vice president, said that under the country's present salary plan more than 125 of its 1,000-plus employees will get no increment next year.

At least another 75 workers will receive only a partial increment, he said because they will have reached the top of their job's pay range.

The increment plan provides pay increases for employees each year ranging from \$120 to \$600. But no employee will qualify for the \$600 increment and only 12 to 18 will get the \$480 increment, Bell said.

Petitions Held

Last week's meeting staved off any immediate plans of the CSEA to begin circulating petitions asking public support of a county pay raise. The CSEA has already printed 5,000 such petitions.

"I don't think we want to create the feeling that the county employees have to go out to the residents to ask for these things because it puts the Board of Supervisors in a bad light," Roberts said.

Nurses

(Continued from Page 1)

1,700 professional people who have chosen nursing as their career... now find themselves dead-ended," CSEA told the Department.

CSEA requested a re-examination of the minimum qualifications and a reconstruction of them to provide "greater flexibility with respect to minimum qualifications so as not to bar such a large proportion of career employees from advancement."

The Employees Assn. also asked that the matter be held in abeyance until a more equitable solution can be achieved.

Correction

An ad of the Civil Service Employees Assn. appearing in last week's edition of The Leader noted that this ad had appeared statewide on August 14. The ad appeared in 35 newspapers Sept. 14. The Leader regrets the error.



SURPRISE, SURPRISE — Samuel Cohen, left, business officer of the Harlem Valley State Hospital looks like quite a happy man as he is being congratulated by Daniel J. Doran assistant commissioner of the Department of Mental Hygiene at Cohen's surprise party honoring him for 40 years of service. The party was held at the Chateau Kal Rock, Poughkeepsie. Lawrence M. Rourke was master of ceremonies.

DELEHANTY COURSES

Now Starting to Prepare for **PROMOTIONAL EXAMS** N.Y. FIRE and POLICE DEPTS.

Attend in Manhattan or Jamaica

• SCHEDULE OF CLASSES •

For PROMOTION to

FIRE LIEUTENANT

MANHATTAN: 126 East 13 St. near 4 Ave.

MONDAYS — 10:30 A.M. or 7:30 P.M.

JAMAICA: 91-24 - 168 St., cor. Jamaica Ave.

WEDNESDAYS — 10:30 A.M. or 7:30 P.M.

For PROMOTION to

POLICE SERGEANT

MANHATTAN: 126 East 13 St. near 4 Ave.

THURS. — 10 A.M., 1 P.M., 5:30 or 7:30 P.M.

JAMAICA: 91-24 - 168 St., cor. Jamaica Ave.

TUES. — 10 A.M., 1 P.M., 5:30 or 7:30 P.M.

The DELEHANTY INSTITUTE

"The Direct Route to Promotion for Over Half a Century"