

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXI, No. 15 Tuesday, December 22, 1959 Price 10 Cents

Institutional Payroll Dates To Be Changed

See Page 16

A Christmas Wish



May you share in the blessings
of Christmas and the good
fortunes of the New Year

JOSEPH F. FEILY, President
Civil Service Employees Association

Governor Orders Closing Down Of Mount McGregor

ALBANY, Dec. 21—The proposed closing of Mt. McGregor as a state-operated rest camp for veterans will affect the livelihood of some 200 year-around state employees.

Under a plan recommended by Governor Rockefeller, the camp will be converted into an annex of the Rome State School for Mentally Retarded Children.

(The Leader learned that some

Republican senators are against closing the camp. At a meeting of GOP senators last week in Albany, two senators spoke openly about their opposition to the move.)

In a statement issued by the Governor's office while he was on a mid-western political tour, it was stated that Mr. Rockefeller had directed "the cooperation of the Civil Service and other state departments in placing these employees in existing staff vacancies in other state institutions and agencies as far as practicable."

Felly Calls For Protection

The Civil Service Employees Association reacted promptly to the announcement on Mt. McGregor with an official request that every step be taken to protect the future of employees.

Joseph F. Felly, president, declared:

"We can only reiterate what we have said earlier when the first report of the Little Hoover Commission was published earlier this month. At that time we said, 'As supporters of both good government and the merit system, The Civil Service Employees Association will always be concerned with the elimination of inefficiency, waste and duplication of services. At the same time we are vitally concerned with the future of any employee who devotes years of his life to the state and is suddenly faced with the loss of his position through no fault of his own.'"

Wants Special Bureau

Mr. Felly continued, "We think every possible means should be used under the Civil Service Law

Salary Report Goes to Budget

The annual salary report by the Civil Service Employees Association has now been delivered to the Office of the Budget and CSEA President Joseph F. Felly announced that he expects to confer with the Budget on the State's salary problems at an early date.

This 88-page study is crammed with tables and graphs which demonstrate the need of a general salary adjustment. There are 36 graphs and 24 tables and the remainder of the study is made up of text. It is expected that a memo interpreting the statistical data will be submitted to the Budget in the immediate future as well as a supplementary study which will include information not available at the time of the completion of the main document.

The Civil Service Department has now completed its Annual Hiring Rate Study, for example, and an analysis of this will be incorporated in the CSEA study.

Main Points of Study

The Association's main salary study has nine sections, as follows:

1. State Salary History
2. Other Public Jurisdictions' Salary History
3. General New York State Personnel Statistics
4. Hiring Rate Information
5. Vacancy and Turnover Data
6. Use of the Variable Minimum
7. General Economic Data
8. Salary Comparisons to other Public Jurisdictions
9. Industry—State Wage Comparisons

Reports are made on two types of hiring rates study. The Civil Service Department study contains clerical and blue collar jobs. The Association has reported that it does not expect the State to have improved its hiring abilities or the

(Continued on Page 3)

More Gains For Thruway Aides Scored by CSEA; Pay Plan Given

ALBANY, Dec. 21—Important gains for employees of the State Thruway Authority were scored again by the Civil Service Employees Association last week. At the same time, the Association

announced it was presenting a 100-page document to Thruway officials in support of the salary drive for Authority employees. The pay report will insist on a \$400 across-the-board raise for these workers.

As a result of conferences between the CSEA and the Thruway authority, 11 important working and financial improvements were won by the Association for Thruway employees.

Most Recent Gains

Latest total of gains include:

1. 35 additional Toll Collectors' jobs will be set up in 1960 Thruway budget, effective January 1st—should help to solve several problems of Toll Collectors.

2. Overtime meal allowance for maintenance personnel and Toll Collectors increased to \$1.50, effective January 1st.

3. Heat lamps being installed in all toll booths—floor heat ducts to be increased from 10 square inches to 42 square inches in toll booths—weather stripping being installed in toll booths.

4. 1960 Thruway budget will provide protective clothing for all maintenance employees in form of overalls—all road maintenance employees will be provided with their own boots, raincoats, protective hats and whistles.

5. First aid kits—Section Superintendents and Building Maintenance Foreman will be instructed to inspect first aid kits semi-monthly to assure that they are properly stocked and to check

(Continued on Page 16)

State Aides Get Extra Half Day Off Before New Years and Xmas

Gov. Nelson A. Rockefeller has authorized a special half holiday for State employees on Christmas Eve and New Years Eve. State offices will be closed at 12:30 P.M. on December 24 and December 31.

In advising the President of the State Civil Service Commission of his action, Governor Rockefeller directed that arrangements be made for equivalent compensatory time off for employees of State institutions and agencies where maintenance of full-time service is essential.

With Christmas and New Years Day falling on a Friday, Governor Rockefeller noted that closing State offices at noontime will lengthen the Christmas and New Years weekend for those State employees whose jobs are close to their homes, and will provide travel time for employees living away from home, so that they can spend the full holiday period with their families and friends.

9 State Farms Closing; 194 To Lose Jobs

ALBANY, Dec. 21—Governor Rockefeller's economy drive will eliminate 194 state institution farm jobs, under recommendations to be made in the 1960-61 state budget.

The announcement was made by the Governor's office last week in a statement saying nine state farms were being eliminated. The continuation of other state farms is being studied.

The Governor has requested the State Division of Employment and the Labor Department "to seek new job opportunities for these employees, either in government or in private industry."

In deciding the economy cut, it was said:

"At the time the farms were

(Continued on Page 3)

Assn. Rejects Reasons For Not Effectuating Set of Trooper Attendance Rules

ALBANY, Dec. 21—Explanations by Superintendent of State Police Francis McGarvey as to the reasons for delay in effectuating attendance rules for troopers have been rejected as "unsatisfactory" by the Civil Service Employees Association.

Also, The Leader has received reports of great dissatisfaction over a recent directive from the division of State Police which directs its sergeants on the Thruway to stay out on the road for a straight 12-hour work shift when such work hours are even outlawed for truck drivers, etc.

Replying to Mr. McGarvey's explanatory letter last week, Joseph F. Felly CSEA president, wrote saying:

We have your letter of De-

cember 8, 1959 in reply to our letter of November 23, 1959, in which we again requested

CSEA DIGEST

1. Salary Report, with main issues cited, goes to Budget Director. See Page 1.

2. Westchester County seeks 10 per cent pay increase for employees. See Page 3.

3. Governor proposes closing of Mount McGregor rest camp. See Page 1.

4. CSEA scores again for Thruway workers. See Page 1.

5. McGarvey stalling again on trooper attendance rules. See editorial on Page 6.

6. Institutional payroll dates to change. See Page 16.

the formulation of written Attendance Rules to provide uniform work hours, sick leave and other leaves, vacations, personal leave, etc., for the Division of State Police.

Your letter advises us:

"The Attendance Rules are now being studied, which is our next step. Upon completion we will place them in effect and furnish you with a copy."

"Not Satisfactory"

Your reply is not satisfactory in view of the request in our letter which stated:

"We would certainly hope that before any rules are formulated in final form, our Association will be afforded an opportunity to give you our views in this regard."

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IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Firemen Saves Two To Win Citation

Two daring rescues from a seventh story window ledge, using a scaling ladder to breach the last ten feet, won a citation of "Fireman of the Month" for Fireman 3rd Grade William V. Russo of Ladder Co. 25.

The story, a real thriller, was wryly told in the official report: "On arrival... our immediate attention was focused on two men at 7th floor level whose plight was apparent. One victim, Mr. Riles, was hanging outside the window by one arm and hand and his position was extremely precarious. The second victim, Mr. Diaz, was on a window ledge outside the building holding onto the window frame of adjoining window to the west, trying to shield himself from the heat and smoke issuing from the windows. The screams of agony and fright were audible to us on the ground and... quite apparent the time they could maintain this position was short..."

"...The aerial, when positioned, was slightly above the 6th floor window sill and this left approximately 10 feet between Fireman Russo and the victim. The scaling ladder was brought to the top of the aerial ladder and then Fireman Russo with the help of Fireman Alberda put it into the 7th floor window. Fireman Russo immediately ascended same and grasped Mr. Riles around the waist. Mr. Riles was in no condition to help himself and had to be handed bodily to Fireman Alberda..."

"...The aerial was then repositioned to the adjoining window to the west... while the four men were still on the fly. Mr. Diaz... position was now quite bad due to time elapsed... Fireman Russo again ascended scaling ladder and assisted Mr. Diaz down... with complete disregard to his own safety... Seconds later the windows became raging infernos..."

State Investigators Look for "What's Wrong With N.Y.C."

The New York State Commission on Governmental Operations spent 5 days in New York listening to a variety of opinions on "What's wrong with City Government." As might be expected, there were plenty of opinions. Under particular attack were the Borough Presidents' set-ups, the two-house council-Board of Estimate system, the dual-capital operating budgets, and the adequacy of the City management system. Stanley Isaacs picked four city departments for oblivion: Labor, Commerce and Public Events, Civil Defense and Air Pollution Control.

Probable recommendations: more separation of legislative and administrative functions of Board of Estimate members; less power for the Comptroller, more for the City Administrator, no more "home rule."

Port Authority P.B.A. Elects

New officers of Port Authority Police Benevolent Association Inc. for next year are: Al Sgaglione, President; Stan Shaw, 1st Vice-President; Richard Norris, 2nd Vice-President; Max Watkins, Financial Secretary; Jack Perrethi, Recording Secretary; Michael Coughlin, Treasurer; Curtis Brown, Sgt.-At-Arms; and James

Heffernan, Michael Deresh, Henry Foerch, Carmen Marino, Frank Ryan, Trustees.

119 Are Granted City Scholarships

Half-rate tuition scholarships for courses given during the current fall semester were granted to a total of 119 staff members by the Adelphi College School of Social Work, Fordham University School of Social Service, New York School of Social Work, New York University Graduate School of Public Administration and Social Service, and the Louis M. Rabinowitz (Hunter College) School of Social Work.

The scholarship winners include social investigators, assistant supervisors and supervisors. Each candidate had to meet the entrance requirements of the particular school and the final selection was made by the Division of Personnel Management.

Magistrates Officers Get Some Leave Rules

Employees of Magistrates' Courts will now receive some of the benefits of City-wide uniform leave regulations, including, "annual leave (Vacation, Personal Business, and Religious Holidays) during 1960 of twenty-seven work days which shall not include Saturdays, Sundays, and holidays except regular week-end or holiday assignments," a bulletin just issued by Magistrate Larry M. Vetrano announced.

Simultaneously, Chief City Magistrate John M. Murtagh issued a statement with respect to 1959 annual leave, permitting employees "who have not received the annual leave" of 27 work days in 1959, to take any days due them "during 1960 at such time as the needs of the court... will permit, subject to the approval of the Deputy Chief Clerk." He also provided that "any employee who did not receive twelve days sick leave during 1959 may make similar application to the Deputy Chief Clerk therefor."

However, nowhere is it acknowledged that Magistrates' Courts employees are now under the Uniform Leave Regulations in toto as are the majority of City employees.

Max Pawl, President of the Probation and Parole Officers' Association of Greater New York, which with the Magistrates' Court Clerks Association of which Siegfried Konig is President, has sought uniform leave regulations through the New York County Supreme Court. Justice Vincent A. Lupiano now has the case under advisement.

Mr. Pawl stated that the above moves are appreciated by probation officers as steps in the right direction, but that choosing only a few sections, still does not provide Uniform Leave Regulations for employees of Magistrates' Courts who are under The Career and Salary Plan, within the intent of the Board of Estimate Resolution.

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Screvane Warns Against Taking Gifts; Boosts 14

New York City Sanitation Commissioner Paul R. Screvane has circulated a general order throughout the Sanitation Department warning its 14,000 employees against accepting gratuities at Christmas or any other time.

Beside issuing a written notice, the Commissioner personally warned more than 1,000 DS supervisory officers and others in the Department. He said that this is the time of year when abuses — by Department personnel and often well-meaning citizens — are likely to occur.

"Whether gratuities are solicited or volunteered," Mr. Screvane said, "their existence can lead to various kinds of abuses. For the good of the service and all concerned, now and throughout the year, gifts must be refused."

New Promotions

Dec. 7 was promotion day for 14 career men in the Sanitation Department. Commissioner Screvane raised six assistant foremen to foremen, at \$6,251-a-year minimums, and eight sanitationmen to assistant foremen at \$5,820-a-year minimums.

Raised to foreman were James T. Sheppard Jr., Raymond J. Peters, Stanislaw Wietrzychowiski, John F. Jessnik, Charles G. Scholl and Nicola E. Cacchione. New assistant foremen are Winfred Schroeder, Peter Loxito, William L. Enslie, Thomas Whalen, Robert V. Hughes, John P. Kennedy, Leonard P. LaResca and William J. Byrne.

U.S. Offers \$5,985 Control Tower Jobs

The U. S. Government has \$5,985 a year openings as air traffic control specialists (tower) for qualified men. The jobs are in the Western U.S.

Applicants must be in good physical condition, at least 21 years of age and U.S. citizens.

To apply, obtain forms 57 and 5001-BC from most Post Offices or from the Second U.S. Civil Service Region, 641 Washington St., New York 14, N. Y. Send completed

forms to the Executive Secretary, Board of U.S. Civil Service Examiners, Federal Aviation Agency, 5651 West Manchester Ave., Los Angeles 45, Calif.

CITY MANAGEMENT ANALYSTS HEAR TALK

The present and future uses of tabulating and computing machines in New York City government was the subject of a talk by Edward Brenman of the City Budget Bureau given at a meeting of the Municipal Association of Management Analysts on Dec. 17.



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OUR 62nd YEAR

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Salary Report Goes To Budget; Main Points Support Pay Boost Need

(Continued from Page 1)
amount that it lags behind in the labor market by any substantial degree. These past studies have shown a lag of well over 10% every year since 1951. The other hiring rate study is one conducted by Northwestern University for recruitment of college personnel and this reflects the same general trend and shows the State's hiring deficiency which has occurred each year since 1953.

The Association's study contends that the vacancy and turnover figures are more than they should be. It costs money to hire and train employees so that a lessening of turnover rate represents a potential source of savings in operating the State.

Living Costs Highest Ever

The Association's section covering general economic data shows that the cost of living has reached a record high and has risen steadily since the last salary adjustment was made last April but emphasizes that the wage level has increased at a considerable faster rate. It proves that the general wage level has increased substantially since a year ago.

In its study or comparison of salaries of 35 jobs of seven other public employers, it finds that the State lags behind these comparable or competing employers on the whole. The occupations were selected to achieve the broadest possible coverage including clerical, blue collar, laborer, institutional and professional jobs. A new feature of this year's Association study includes an analysis of the distribution of State and Federal employees within their respective salary plans since the Association contends there are too many low

paying jobs in the State's salary plan.

State vs. Private Industry

One of the most important sections of the study compares the State to private industry, based on a U. S. Bureau of Labor Statistics Wage Survey of the New York City area. In its analysis of 14 Bench Mark jobs, the Association's study shows a lag of State salaries of 12%.

The study also points out the important fact that the decision on State's salaries will soon be made which will control the take-home pay of State employees until April 1961 and that there is no doubt but that the wage level in private industry between now and then will continue to rise. This would place State employees even further behind their privately employed neighbor.

Westchester County Seeks 10% Salary Increase And Says 'Lower Grades First'

Westchester County chapter of the Civil Service Employees Association has asked for a 10 per cent, across-the-board raise for all county employees.

Petitioning for the chapter at the recent county budget hearing was Gabriel J. Carabee, of Valhalla. Mr. Carabee later announced that Association arguments would be documented in a conference with County Executive Edwin G. Michaelian to gain his support for the raise.

Reasonable Requests

In speaking before the budget group Mr. Carabee declared:

Our Association presents reasonable requests and suggestions to the County Administration concerning sal-

aries, attendance rules and fringe benefits. In our requests we attempt to reflect a spirit of fairness to the employees and to the government and taxpayers of the County of Westchester.

The purpose of the "Community Trend Line Salary Study", which was adopted in 1952 by the County of Westchester, was to produce a salary scale for our employees comparable with salaries paid for similar jobs in private industry and other governmental agencies.

Our Association is of the opinion that this objective has been substantially but not completely attained each year.

The research and compilation of data is done at the beginning of each calendar year and the results of the "study" are usually presented in June. Salary adjustments do not become effective until the following January. This produces a comparative lag in salaries of between 9 to 12 months. The present salaries of our employees are based upon the study made in the early part of 1958 during the slight "recession".

No Chance To Review

The results of the "community trend line system" were not made public in June of 1959. The firm of Wallace Clark & Company was retained to make a study of the procedures used by the Personnel Office in conducting the research and compilation which determine the results of the "Community Trend Line Study". The Wallace Clark report substantiated the "Community Trend Line System" and stated that no major changes of County procedure were suggested.

Our Association of employees has not had the opportunity of reviewing and discussing either the unpublished results of the "Community Trend Line Study" or the Wallace Clark study.

Since early 1958, the cost of living in the County of Westchester has definitely risen. All economic indicators show that living costs are still rising.

Many of our employees cannot properly provide for their families on the salaries they (Continued on Page 14)

Feily Asks Protection For Mt. McGregor Employees

(Continued from Page 1)

to grant these people transfers or appointments from preferred lists. It might also be advantageous to have a special bureau set up in the Civil Service Commission to guarantee that these people are considered for every vacancy which occurs for which they are qualified."

"I have expressed our viewpoint to the Secretary to the Governor, Dr. William Ronan," Mr. Feily said, "and he assures me that every possible protection will be given to the public employees caught in the meshes of the economy program."

Frank V. Votto, director of the State Division of Veterans Affairs, which operates Mt. McGregor, expressed his appreciation for the "loyal service" being performed by employees of the camp and added: "In the event the camp is discontinued every effort will be made to assist them (the employees) in continuing in state employment or in finding employment elsewhere if they prefer it."

The Governor's office said "it is anticipated that a substantial number of the operational and maintenance employees will eventually be reemployed at the reopened facility at Mt. McGregor, which will have approximately the same number of such positions as at present."

Official Announcement

The official announcement from the Governor's office regarding Mt. McGregor follows:

Conversion of the Mt. McGregor Veterans Rest Camp into an annex of the Rome State School for Mentally Retarded Children will be recommended in the 1960-61 budget. Governor Rockefeller's office announced. The conversion would make possible the provision at an early date of urgently needed facilities for the mentally retarded and at the same time effect substantial economies in the budget.

It would permit rescinding from the budget a prior appropriation of \$1.5 million for an additional building at the Rome State School, and will effect savings of \$786,583 in operating costs at Mt. McGregor. Approximately \$500,000 will be required to convert the Mt. McGregor institution to the children's use, making the total

budget saving for 1960-61 \$1,786,583.

Additionally Mt. McGregor would provide facilities for approximately 400 children, whereas the scheduled building at Rome State School would have cared for only 150. The Rome school is overcrowded and has a waiting list.

The population of the State schools for mentally retarded children has increased from a total of 20,340 patients in 1954-55 to approximately 22,000 for the current year. The shortage of facilities is particularly acute in the area which will be served by the institution at Mt. McGregor.

In Operation By 1961

It is anticipated that the new Mt. McGregor facility would be in operation in early 1961.

The Mt. McGregor Rest Camp for Veterans has been operated since 1945. It was set up before the expansion in Veterans Hospital facilities took place, to serve as a rest camp for returning veterans who, while not in need of hospital care, required rest and convalescent service. It has had an average occupancy of 349, and a 1959-60 budget of \$1,022,222. There is a limit of 90 days on the stay of each veteran at Mt. McGregor.

Governor Rockefeller has directed the Division of Veterans Affairs to assist those veterans who are in need of continued convalescent treatment in finding suitable accommodations in other facilities.

Approximately 200 individuals are now employed full time at the Mt. McGregor Rest Camp. Governor Rockefeller has directed the cooperation of the Civil Service and other State Departments in placing these employees in existing staff vacancies in other State institutions and agencies as far as practicable. It is anticipated that a substantial number of the operational and maintenance employees will eventually be re-employed at the reopened facility at Mt. McGregor, which will have approximately the same number of such positions as at present.

9 Farms Closing

(Continued from Page 1)

established, it was thought to be economical to provide certain foods such as fruit, vegetables, milk and eggs at these institutions. In addition, farm work was thought to have therapeutic value for the patients and inmates. The economics of farming and methods of therapy have so changed over the years, however, that the farms no longer fulfill their original purpose."

Farm Locations

The nine farms, scheduled to be terminated next year, are located at:

Auburn Prison, the Warwick Training School, the Mt. McGregor Veterans Rest Camp, (see other story on this page), the Letchworth Village, Wassail State School, and the Binghamton, Hudson River, Harlem Valley and St. Lawrence State Hospitals.

The Governor's announcement said the 1960-61 gross budget for the farms would be \$1,661,872. The cost of providing food by other means would be only \$1,083,569 for a net saving of \$578,303.

The plan is to sell about 6,000 acres of state institution farm land, including livestock and equipment.

meeting will not be held until after the legislature has adjourned.

Any item on our legislative program which needs clarification, deletions or additions must be voted on at this meeting to effectuate the necessary changes.

NYC Tax

At the present time the Collection Bureau of the New York State Dept. of Taxation, at 15 Park Row, has a well-organized bowling league.

The teams meeting each week in inter-office competition are the Warrants, Garnishees and Suppros. The team most likely to succeed is the Garnishees, the members of which are Bill Fong, Dan Levy, Noel Harris and Nat Talesnicks. They seem to be the hustle and bustle team with the forward look.

Southern Conference Meets Jan. 8

The Southern Conference of the Civil Service Employees Association will hold its Winter meeting at the State Armory in Newburgh, on Friday, Jan. 8, at 8 P.M. Inadvertently some invitations were sent out with the meeting date as Jan. 6.

The purpose of this meeting is to give the delegates and members an opportunity to negate or re-affirm the legislative program of the conference and to present an up-to-the-minute picture of proposed or pending legislation.

John Kelly, C.S.E.A. associate counsel, in past years has always conducted the legislative section of this meeting, but due to his illness this conference has invited his able partner Harry Albright, also an associate counsel of the C.S.E.A. Mr. Albright has been associated with Mr. Kelly in drafting and introducing legislation for the Association. Mr. Albright has been requested to speak on any proposed remedial legislation in reference to unequalized salary conditions.

The Conference delegates have been sent notices that they should come prepared, instructed and in a position to vote in a negative or affirmative manner for the record on any controversial issue that may come before this body for positive action in behalf of the membership of the conference.

It was pointed out to the delegates that the next conference

New CSEA Membership Cards, Dues Refunds Now Being Delivered

Civil Service Employees Association field representatives are now delivering to all CSEA Chapters 1960 membership cards, dues refund checks, and financial statements for distribution to all CSEA members.

The membership cards are for CSEA members employed by the State who pay dues by payroll deduction. Any member who paid \$7.80 by deduction is getting a refund check in the amount of 30c, as the annual dues for the year ending September 30 was only \$7.50. Every member will get a CSEA financial report for the year ending September 30, 1959 from his or her Chapter.

The total cost of issuance of the refund checks was about \$700 because they were prepared mechanically by CSEA I.B.M. equipment and no distribution costs were involved since they are distributed with the official membership cards.

The cost of these checks is more than offset by membership income realized from bi-weekly dues deductions taken on the 26th payroll during the year which ended September 30 from members who joined during the year to whom no refund was due because \$7.50 or less was collected during the year from such members.

U.S. Service News Items

By GARY STEWART

P.O. Carriers Plan Wage Campaign

The National Association of Letter Carriers, usually in the forefront of Federal worker pay-rise drives, is already mapping strategy for a wage campaign with six weeks left before Congress reconvenes.

Five major actions by the Association's 21-man executive council included:

1. Endorsement of the Foley bill to provide a \$650 pay raise for postal employees and make permanent the 2.5 percent temporary portion of the 1958 raise.
2. Requested a Presidential order to give rural carriers an equipment maintenance allowance increase of one cent to compensate for the one-cent increase in the Federal gasoline tax.
3. To compensate for the new tax and other maintenance cost increase, agreed to seek legislation for a two-cent allowance increase.
4. Instructed NALC field directors to seek state legislation exempting rural carriers from state gas taxes.
5. Urged revision of the Postal Job Classification Act to advance carrier from Level 4 to 5 and eliminate the first two within-grade steps of each level.

Federal Employee Health Plans Boom

More than 30 Federal employee organizations that have health benefit plans have already notified the Civil Service Commission that they wish to participate in the Federal Employee Health Benefits program due to go into effect in July, 1960, the Commission has announced.

December 31, 1959, has been set by the Federal Employees Health Benefits Act of 1959 as the deadline for employee organizations with health benefit plans to notify the Commission that they want to participate in the program. Any organizations that fail to meet the deadline will not be able to participate at any time in the future, the Commission said.

Under the Act, Commission approval of an employee organization health benefit plan will result in the Federal Government paying approximately 50 percent of the employee-member's subscription costs up to certain maximum amounts.

To qualify for participation in the health benefits program, an employee organization must be national in scope or open to all employees of a department or agency who are eligible to enroll under the program. In addition, it must have a health plan which

was providing benefits to its Federal employee members on July 1, 1959.

The Commission has set March 1, 1960, as the target date when it will have considered all plans submitted and given approval to those found eligible. As soon as an individual plan is approved or disapproved, the employee organization will be notified.

AFGE Holds Fete In Washington

Senate Majority Leader Lyndon Johnson and Veterans Administrator Sumner Whittier will be the principal speakers at the annual Civil Service Week banquet in Washington sponsored by the American Federation of Government Employees.

The banquet, which marks the 77th anniversary of the merit system, will be held at the Willard Hotel Jan. 16, the exact date on which President Chester A. Arthur signed the Civil Service Act in 1883.

Civil Service Commissioner Mrs. Barbara Bates Gunderson will be the master of ceremonies. A capacity crowd of more than 600 is expected to attend.

Civil Service Week is sponsored annually by the American Federation of Government Employees to build the prestige of the Federal service and to keep public opinion on the side of the merit system and opposed to political patronage.

The Washington banquet is only one of many celebrations marking the Civil Service anniversary. Similar observances are sponsored by AFGE groups throughout the nation.

U.S. Hiring Aero Engineers From \$4,490 a Year

Aeronautical, mechanical, electrical and structural engineers with an aeronautical materiel background are being sought to fill civilian positions with the U.S. Army Transportation Materiel Command in St. Louis.

Salaries for these jobs range from \$4,490 to \$11,595, depending on experience, and include vacation and sick leave retirement, pensions and insurance.

Interviews of interested applicants will be held on December 14, 15 and 16 at the Professional Placement Center of the New York State Employment Service, 444 Madison Avenue from 9 A.M. to 4 P.M. A representative of the Transportation Materiel Command will conduct the interviews.

P. O. Hiring \$2-an-Hour Rail Clerks

Applications are being accepted now for \$2 an hour jobs as railroad clerks with the New York City Post Office.

Applicants must be over 18 years

of age and have good eyesight and hearing. The maximum salary attainable is \$2.42 an hour.

The positions offer security, up to 26 days paid vacation and 13

days paid sick leave a year, life and health insurance, and opportunity for advancement. New York State residency is required.

To apply, ask for Announcement No. 2-101-8 (59) and Card Form 5000 AB at your local main post office, except for the New York and Brooklyn main post offices.

Mail completed forms to the Board of U.S. Civil Service Examiners, U.S. Post Office, Room 3506, General Post Office, 33rd St. near Ninth Ave., New York 1, N.Y.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

OWN YOUR OWN HOME
See Page 11

U.S. Tax Men Get \$4,040 a Year, Up

\$4,040 to \$4,980 a year jobs with the U.S. Government as internal revenue trainees are open now for the filing of applications.

The jobs are located in New York State, and consist of a six month course of instruction and professional training.

Required are a college degree in accounting or three years of experience. For the \$4,980 jobs,

an additional year of study or experience will be required.

Application forms and a copy of Recruiting Circular No. 1 may be obtained from the Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N.Y.; and the Board of U.S. Civil Service Examiners, Internal Revenue Service, U. S. Treasury Department, Room 1116, 90 Church Street, New York, N.Y.

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State Wants Draftsmen With 2 Years' College or Experience at \$3,680, up

From \$3,680 to \$4,560 a year is New York State's offer to candidates for the job as draftsman, open for filing of applications until Jan. 4.

Requirements of the job are two years of experience, or two years of a college course leading to a bachelor's degree, or graduation from a technical institute or junior college.

Duties of draftsmen consist of preparing drawings for engineering and architectural projects, doing the tracing and simple detailing and making minor engineering computations. They also check the routine drawings and computations made by other draftsmen.

The written exam, scheduled for

Feb. 6, is designed to test the applicants' skill in the use of drawing instruments, his ability to read and interpret technical data and to visualize three-dimensional figures. Knowledge of mechanical drawing practices and mathematics will also be tested.

To apply, contact the State Department of Civil Service, 270 Broadway, New York City; or the State Office Building, Albany, N.Y., stating the number (2200) and title of the exam you are interested in.

What the Clerical Upgradings Mean

The upgradings granted Dec. 11 by the Salary Appeals Board of New York City's Career and Salary Plan for about 20,000 of its employees in 150 job titles, to be made effective Jan. 1 after Board of Estimate approval, will mean different things for each employee, depending on longevity.

Employees who profit from Jan. 1 will be only those now being paid less than the minimum of their new grade. Their pay will be brought up to the new minimum, after which increments for the new grade will come automatically at their normal times.

For employees whose present salaries are above the minima for their new grades, regular increments will continue to come each year at the normal time, in the amounts prescribed for the new grades, until their new maxima are reached.

Flushing P. O. Job Filings End Dec. 28

Over 1,500 hopefuls have applied for the substitute clerk and carrier exam being offered by the Flushing Post Office, and the total is expected to be close to 2,000 by the time filing closes, Dec. 28.

The jobs pay \$2 an hour, and have no formal minimum of education or experience requirements. Eligibles cannot be appointed until they are 18 years old.

Applicants must be citizens of the United States and at least 17 at the time of filing.

There are no residence requirements in either examination, but persons living within the five boroughs of New York City will be given preference for appointment.

Applications are available from the Flushing Main Post Office, 4165 Main St., Flushing; or from the Second U.S. Civil Service Region, 641 Washington St., New York 14, N.Y.

Police Commissioner Gets Youth Award

New York City Police Commissioner Stephen P. Kennedy will be presented this evening, Dec. 22, with the Third Annual Thomas Carlyle Youth Award.

The award, presented last year to Anna M. Kross, Commissioner of Correction, is given yearly by the Thomas Carlyle Lodge No. 484, Knights of Pythias, to the person the lodge recognizes as having contributed the most to combat juvenile delinquency.

The presentation will take place at 8:30 P.M. in the Roosevelt Room of the Fraternal Clubhouse, 110 West 48th St., Manhattan.

FIREMEN'S ST. GEORGE NOMINATES FOR OFFICE

Members of the New York City Fire Department Saint George Association, at their October and November meetings, nominated the following candidates for Association office:

John Chamberlin, president; Herbert Johnson, 1st vice president; Henry Durow, 2d vice president; George Memmen, secretary; Neils Dahlbom, financial secretary; Richard Cordes, treasurer; Fitzroy Davis, historian; Harold Ogden, marshal, and the following trustees:

Mortimer Miller, Manhattan; Edward Wurth, Richmond; Caesar Sansevero, Brooklyn; George Christgau, Queens; Joseph Pauker, Ctv.; Henry E. Wahl, Fire Pat., and William Maguire, retired men.

Installation of officers will be at Antun's Restaurant, 96-43 Springfield Blvd., Queens Village, N.Y., on Tuesday, Jan. 19, at 7:30 P.M.

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TUESDAY, DECEMBER 22, 1959 31

Clericals Deserve, Must Get Respectable Pay

MOST OF the New York City clerical employees who have been campaigning tirelessly for pay raises were "granted their wish" by the Career and Salary Plan's Salary Appeals Board on Dec. 11. The unfortunate result of the one-step upgrading most of them got, however, is that only new employees will profit \$250 a year or more, while the veteran employees who fought for the upgrades won't see any extra money until they near the top step of their titles, by which time most of them may have been promoted through competitive examinations.

The City policy governing title upgrades seems designed to save money and make recruiting easier — not to do justice to the employees. Either of two things would accomplish the purpose fought for by these continually underpaid clericals: increased pay for each present grade or upgrades of more than one grade.

The Board of Appeals saw its way clear to lay over for after Jan. 1 decisions on upgrades for the clerical titles above senior clerk, thus insuring a delay of at least six months for any upgrades then recommended. The Board must see its way clear at its next meeting to grant at the very least, upgrades of one step for the nine high clerical titles laid over.

McGarvey Stalling Again On Trooper Work Rules

SUPERINTENDENT of State Police Francis McGarvey appears to be as reluctant as ever over giving up one iota of control over State Troopers, whom he prefers to look upon as the troops of a semi-military body under his personal generalship.

It took a lot of hot publicity and strong action by the Civil Service Employees Association to get the troopers' work week cut down a few months ago from 120 hours to 60 hours per week. When this slave schedule was sliced, the CSEA was also assured that troopers would get a set of attendance rules to protect their working rights by established order instead of whim.

A Right — Not a Favor

Despite assurances to the troopers that they would get such rules, and assurances to the Employees Association that it could see any proposals on the matter before they were effectuated, Mr. McGarvey is on the stall again and has done neither to date.

Surely someone must point out again to the superintendent that he is not supposed to grant the rules as a favor — the troopers are entitled to them and immediately.

Further delaying tactics by Mr. McGarvey are bound to eventually pull the whole trooper problem back into public debate instead of administrative action.

This method worked once and if Mr. McGarvey doesn't act soon, he may find it happening again. At present, the whole problem is being handled the wrong way unnecessarily.

A Christmas Message

THE LEADER and its staff extend the greetings of this joyous season to its readers and to all those in the public service. May the hope that was born 2,000 years ago be with you.

LETTERS

WONDERS WHO CITY IS "TRYING TO KID"

Editor, The Leader:

Who is New York City trying to kid? I read your story last week about the test for electrician's helper, paying \$17.50 a day. That's less than \$2.20 an hour, which is ridiculous for the experience required.

I have been waiting for a job like this to come up for over six months, but now when I find out what the salary is I guess I'll stay where I am—doing wiring, non-union, for a contractor at \$2.85 an hour, which is punk and I can do better.

I sure would like to take a City job because the work is good, it's secure and you generally get your rights, especially promotion, but with three years' experience I can do a lot better.

I just want the City to know they are losing a lot of good people with their crummy pay rates.

JOHN WELCH
NEW YORK CITY

SAYS DIRECTIONS SOMEWHAT FOGGY

Editor, The Leader:

I'm sure the authors of civil service examination questions have good intentions, but the directions for some of the questions are as clear as a London fog.

The unity of thought is confounded. Considerable time is required to decipher the directions, and they still remain doubtful to some extent.

CLEAR THINKER
NEW YORK CITY

THINKS GRADS SHOULD GET HIGHER PAY

Editor, The Leader:

I am a blue-collar worker for the Federal Government and I like a large pay check as much as the next guy, but I was really shocked to read in your U.S. Service News Items that blue-collar workers with little or no experience start sometimes at a higher salary than college graduates, in engineering yet.

Now, I would not advocate lowering the salaries of blue-collar workers, but it certainly seems that the salaries of college graduates, men who have worked very hard and spent much money for their education, should be quite a bit higher.

Salaries for college graduates in private industry are much higher usually and I would hate to think that all the good engineers and others were working there instead of for the Government. If the Government can't afford to pay its white-collar workers decently, then it probably won't have very good people in the jobs.

For the safety of the country salaries for people in vital and important jobs should be at least as high as those in private industry.

ALFRED DORTZ
BROOKLYN

Social Security

You speak of the 5 working years out of 10 just before one became disabled. Do you mean that these 5 years must have been worked one right after another?

No. A person must have worked in at least 20 quarters out of the last 10 years before he became disabled. 20 quarters add up to 5 years since there are 4 quarters in each year. These 20 quarters may have been earned at any time during the 10-year period and do not have to be in order, one after the other.

CS Reform Association Tells Little Hoover Commission Of City Personnel Problems

The Civil Service Reform Association was asked by the State Commission on Governmental Operations of the City of New York — commonly known as the "Little Hoover Commission" — to make a report on personnel administration in New York City Government.

The request was made at the Commission's meeting held Nov. 10.

The Reform Association, the only major civic group dealing exclusively with problems of personnel administration, presented the Commission with its recommendations on Dec. 15.

The Association will collaborate later in another study of the subject to be made by Dr. Sterling Spiro, acting dean of the School of Public Administration and Social Services of New York University, and Dr. Martin Dworkin, former acting dean of the school.

The Civil Service Reform Association was founded 82 years ago to crusade against "the spoils system that staffed government not with people qualified to do the work, but with those who knew the right people." The Federal and New York State civil service laws were drafted by the founders of the Association.

During these 82 years, the Association has had two objectives: to protect the public service from political opportunism and to improve its structure and its operations. Its new president is William C. Greenough.

The Leader publishes the story in the public interest.

By HELEN C. DRUMMOND
Assistant Director,
Civil Service Reform Association
Assistant Director,
National Civil Service League

The Structure of Personnel Mgmt.

The structure of personnel management in the City of New York cannot be considered apart from the operation of personnel management. Obviously, both structure and operation must be satisfactory if we are to have a satisfactory product. This is particularly true of personnel management, which involves all the complexities of handling a work-force of some 200,000 people in hundreds of different kinds of occupations, and a payroll of over a billion dollars.

We have few criticisms to make of the structure of personnel management. Three, however, are fundamental:

1. It has long been axiomatic that the Budget Director is the real City Personnel Director. For some 25 years this official, with the Mayor's apparent approval, has wielded excessive authority over the filling of vacancies in City positions and fixing of job specifications and requirements under guise of a proper regard for expenditure of public funds. His tight control handicaps operating departments' efforts to meet recurrent manpower needs, sometimes to a frustrating degree. We believe these functions should be transferred to the Personnel Department and the Bureau of the Budget confined to fiscal matters.
2. We feel that a basic mistake was made when the handling of

the so-called Labor Relations Plan for the City civil service was placed in the hands of the Department of Labor. This department is not an impartial agent. It is controlled by the Mayor and all Labor Commissioners to date have been persons close to the Mayor. We believe an impartial agency should be named by the Mayor to deal with matters concerning City-employee relations, or the function should be delegated to the Civil Service Commission.

3. The City's Career and Salary Plan has been in effect for five years. It originated in a position and pay study urged for a generation by this Association and other civic groups, and finally authorized by the Mayor in 1950. The results of the first study, made public in 1952, met with such violent hostility from employee organizations that, under pressure, the project was reorganized, and handed over to the then Municipal Civil Service Commission's unprepared staff. Many basic errors were inevitably made. For example, desk audits (on-the-ground investigations of actual duties of positions) were made the last, instead of the first step in reclassifying the chaotic job structure.

As a result, many real work situations were ignored. Political commitments were made. For instance, persons in the former "ungraded" service and in the top grade of the former graded service (where positions had no salary maximums) were given favored treatment by adoption of a resolution which insured them continuous opportunity for unlimited pay increases regardless of any salary maximums to be set in future and promotion to higher positions without any examination.

As a result of this resolution, City employees have been divided for promotion purposes into two groups: those who were in positions with "unlimited" salaries before the Career and Salary Plan was adopted, and those who were in positions with maximum salaries. Not only as part of the general reclassification of the City service, but since reclassification has been accomplished, persons in the first group have been upgraded into higher titles and salaries by "designation" of the department head, while those in the second class have been required to pass competitive promotion examinations.

The inequitable and expensive results of such basic errors are being perpetuated. They will not be remedied by the Personnel Department's Career and Salary Appeals Board, which acts on complaints of inequities from the employee point of view—not inequities which adversely affect the City.

The Career and Salary Plan should be examined to find out how costly the whole operation is; whether it has been used to upgrade personal and political favorites among employees; how the Appeals Board functions, — what standards it follows and what criteria it uses in making its decisions, and who is actually responsible for the ultimate determinations.

(To Be Continued)

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

U.S. Coast Guard Clerical Group "Deplores" Upgrades

A memorandum has been issued to all members of Terminal Employees Local 832 "deploring" the stand taken by the Career and Salary Plan's Salary Appeals Board recently in its recommen-

dations for clerical upgradings. "The very minimum we expected," said the local's president, Herbert S. Bauch, "was a two-grade rise for clerks and senior clerks and one grade for the other

titles all the way up the line.

"While the medical clerks, all of whom belong to Local 832, went up one grade, the photostat operators, also represented in our local, were denied an increase, even though

we proved their scale is far below that of a unionized photostat operator in private industry.

"We cannot foresee that this upgrading will do any good to the morale of the City employee. The white collar employee will still be

the underdog in the City pay scale."

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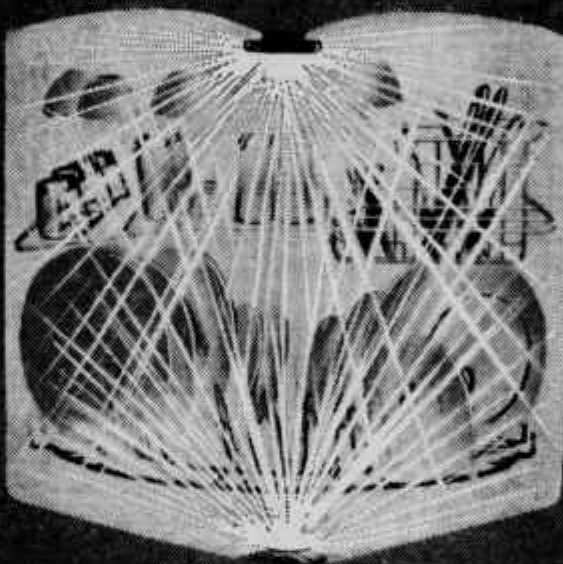
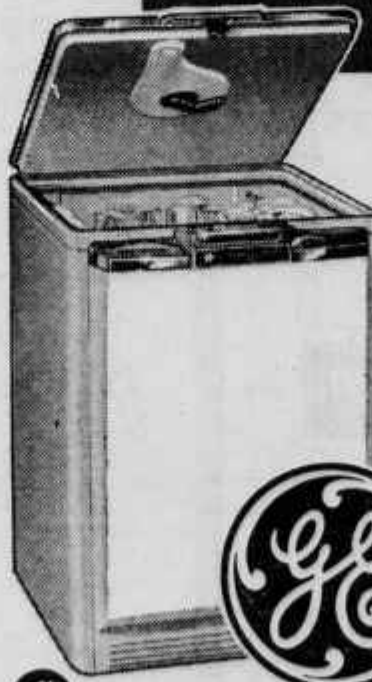
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Where to Apply For Public Jobs

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

NEW YORK CITY—The applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M., closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing of applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

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 Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArcley 7-1616; State Office Building, State Campus, Albany. Room 212; Room 400 at 155 West Main St., Rochester; hours at these offices are 8:30 A.M. to 5 P.M., closed Saturdays.

Wednesdays only, from 9 to 5, 221 Washington St., Binghamton.

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

Applications for State jobs may also be made, in person or by representative only, to local offices of the State Employment Service.

U.S. — Second U.S. Civil Service Region Office, 641 Washington St. (at Christopher St.), New York 14, N.Y. This is in the south-west corner of Greenwich Village, just above Houston St. The nearest subway stop is the Houston St. stop on the IRT 7th Avenue Local.

Hours are 8:30 A.M. to 5 P.M., Monday through Friday. Telephone WAtkins 4-1000.

Applications are also obtainable at main post offices, except the New York 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.

"Invade Homes" to Alleviate Social Worker Shortage

Welfare agencies are suffering from extreme shortages of qualified social workers, due largely to the fact that many social workers are women who quit the field and marry only a few years after graduation from college.

To meet the need, many agencies are going to invade the home in an attempt to get social workers-turned housewives to come back to work on part-time job arrangements. The response to the idea has been favorable and the State Employment service has predicted that it will become more popular as shortages grow more acute.

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New York's Newest Hobby Shop. Invites you to see its huge new operating train layout, 10 to 6 Monday to Saturday. All ranges of trains brought, sold, traded, repaired. A complete H.O. Train set power pack and track for less than \$15. We have them. 103 Duane St. (off Bway) DI 9-0044

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Close to the glamorous theatre-and-nightlife, shops and landmarks.

Express subway at our door takes you to any part of the city within a few minutes. That's convenience!

A handy New York subway map is yours FREE, for the writing.

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RESERVATIONS**
In New York: Circle 7-3900
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Singles from \$6.50
Doubles from \$10.00
C. L. O'Connor, Manager

Wellington
7th Ave. at 55th St. New York

For Christmas & New Year's parties. Special attention to State Employees.

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Albany, N.Y. HE 6-8992
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STATE RATE
ON ROOMS

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ABOUT JAN. 1st, 1960

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ERIE BLVD. EAST
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Phone Gibson 4-3300

Engineering Jobs in 20 Fields Open to College Graduates

Engineering jobs in more than 20 fields, in locations across the U.S. and paying from \$4,490 to \$12,770 a year, are available now with the Federal Government.

For all the jobs at least a four

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Applications forms that must be filed are Standard Form 57, Card

Form 5001-ABC. This announcement number No. 211 B, must be stated when seeking further details.

See "Where to Apply for Public Jobs" in this week's Leader for filing instructions.



NEW! Just Out!

1960 GE TV

at LOW PRICES that Set NEW VALUE STANDARDS!

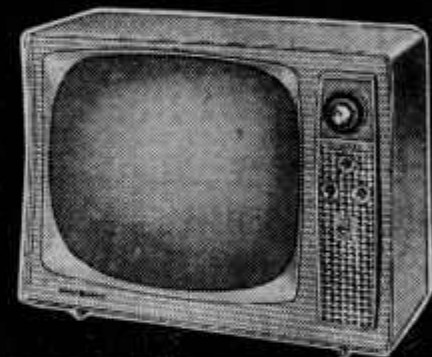
See these Important NEW Features in the NEW 1960 G-E Models:
NEW FULL POWER TRANSFORMER • NEW SET & FORGET VOLUME CONTROL
• NEW INCREASED SENSITIVITY • NEW "NEW YORKER" CHASSIS
NEW PRECISION-ETCHED CIRCUITRY • NEW DAY-BLUE 110° ALUMINIZED TUBE
• NEW DRAMATIC STYLING

NEW Low Priced "Designer" TV!

Full-Power Transformer, High Power Chassis, Front-Speaker Balanced Fidelity Sound, Width Control, Hidden Hand-Grips for Carrying, Set-&-Forget Volume Control.

Model 17T3304
17" Overall Diagonal Measurement, 155 sq. in. Picture

\$158

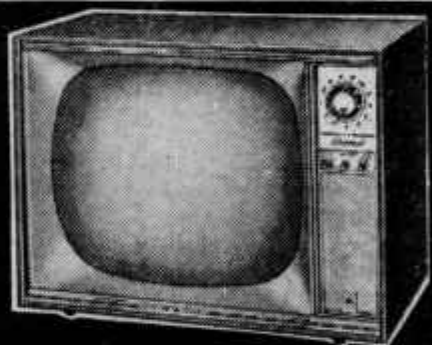


NEW 21" Table Model that Performs Like a Console!

Slim Silhouette Styling, New High Power Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound.

Model 21T3417
Ultra-Vision 21" Overall Diagonal Measurement, 262 sq. in. Picture

\$178⁷⁷

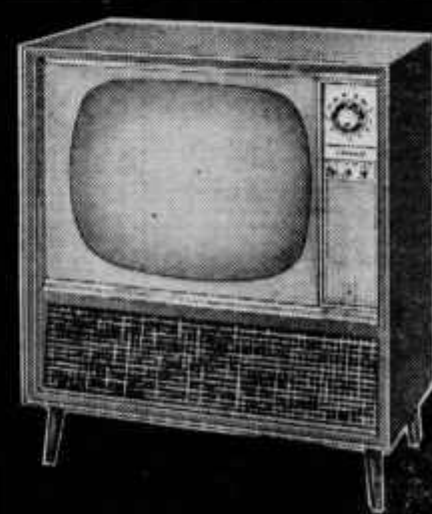


NEW Low Price for a 21" Ultra-Vision Console!

Slim Silhouette Styling, New High Power Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound, Built-in Antenna.

Model 21C3439
Ultra-Vision 21" Overall Diagonal Measurement, 262 sq. in. Picture

\$198⁷⁷



FREE 90-DAY TV SERVICE
by G-E Factory-Trained Experts at G-E Service Depots on all 1960 Portables and Table Models (when purchased from your authorized G-E TV dealer). Slight charge for 90-Day "in-home" service on Consoles.
EASY TERMS!

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CIVIL SERVICE BOOKS
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PLAZA BOOK SHOP
380 Broadway
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Mail & Phone Orders Filled

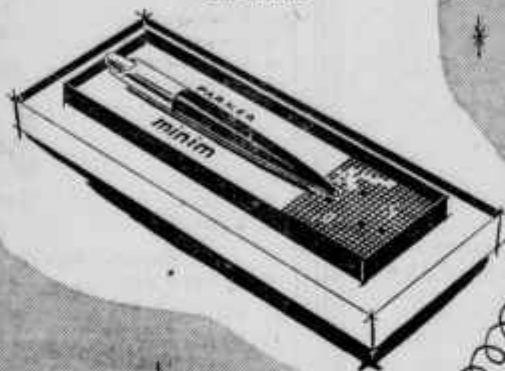
Exciting Christmas Gift Idea!

PARKER minim JOTTER PEN

Glamorous, unusual . . . perfect for even the most discriminating on your list! Small and compact in size, but its performance is big and reliable—thanks to the famous T-BALL giant ink cartridge inside.

\$5

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Yiddish-Italian-English Interpreters Needed In City at \$4,900

Interpreters with a knowledge of \$4,900 a year, and there will be annual increments of \$240 each. The only requirement, other than knowledge of the languages, is graduation from a senior high school, or equivalent.

Applications and information are available from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y., two blocks North of City Hall and just west of Broadway.

Applications and information are available from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y., two blocks North of City Hall and just west of Broadway.

New General Electric Television

1960 STYLING

plus advance performance features



TV



DANISH MODERN

Dramatic, clean lines inspired by leading home fashion authorities.

Model 21C3585. Genuine walnut veneers and solids. 26 1/2 sq. in. viewable picture. 21" overall diagonal.

Decorator-styled cabinetry

- Trimmer, Slim Silhouette design
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Years-ahead convenience

- 4-Way Wireless Remote Control
- "Electronic Power Tuning"
- Amazing sound! Dual 21" x 9" custom coaxial speaker systems.
- Stereo-Phono Jacks, separate bass and treble controls

TV that's really different!



Custom DESIGNER TV

A dramatic
new
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in styling



Enjoy these
advance-design
features:



- ★ Three-hour timer—turns set off automatically at desired time
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Model 17T3333. Charcoal and antique white. 15 1/2 sq. in. viewable picture. 17" overall diagonal.

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Price

more than a portable!

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AUTOMATIC DEFROSTING
in the refrigerator section . . . melts frost away . . . disposes of defrost water, automatically!

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MORE...

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IN THIS 12.6 CU. FT.

FRIGIDAIRE

Imperial 2-Door
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Here's MORE value in a feature-filled 2-door model than we've ever seen at any price. It's Frigidaire, of course. And dollar for dollar, no other make offers you so much.

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LONG ISLAND

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MAKE IT A REAL CHRISTMAS

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\$750 CASH

1 FAMILY \$15,500
Fully detached, 6 rooms, bath and porch, 40x100, 1 car garage, oil unit, aluminum storms, screens with Venetian blinds.

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Next to Sears, Rosbach
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1 family down stairs. Beautiful 3 room, includes dining room, living room, kitchen and enclosed porch. Upstairs 2 bedrooms and bath. Garage, sacrifice \$9,990 only. \$300 Down, buys this waiting beauty. Better hurry! Will be grabbed up.

Make it your business to consult with us regarding exclusive homes in this beautiful area. Make This a Real Christmas in a Home of Your Own.

ASK TO SEE THE MANY OTHER BEAUTIFUL HOMES.

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FR 8-4750

7 DAYS A WEEK UNTIL 8 P.M.

EASIER TERMS!

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Merry Christmas

- Holiday Specials -
LOWEST DOWN PAYMENTS

"HOMES TO FIT YOUR POCKET"
SOME AS LOW AS \$300 TO ALL
\$10 HOLDS ANY HOME

SO. OZONE PARK \$9,800
5 large rooms, Hollywood kitchen, full basement, automatic heat. Many extras.

RICHMOND HILL
SOLID BRICK, semi-detached, 1 family, 6 extra large rooms, 3 master sized bedrooms, walk-in closets, 1 1/2 Hollywood bath, stall shower, playroom basement.

\$950 Down

HILLCREST
1 family, fully detached, 7 rooms, garage, A1 area, across street from school. Playroom basement.

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135-30 ROCKAWAY BLVD.
SO. OZONE PARK
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SOUTH OZONE PARK 2 FAMILY
Reduced to \$12,000
Fully detached, oil heat, nice land. Separate entrance to upstairs apt. Nr. everything. Bring Small Deposit!

1 FAM. \$61.71 Mo. \$9,500
2 FAM. \$88.02 Mo. \$13,500
BUNG. \$78.17 Mo. \$11,900

Large Selection of
1 & 2 FAMILY
\$9,000 to \$12,000

1 FAMILY \$9,500
Detached, oil heat, 1 car garage, semi-finished basement. Near everything. Bring Small Deposit. RUSH!

Also Many Unadvertised Specials
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JAMAICA
E or F Train to Parsons Blvd.

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OPEN 7 DAYS A WEEK

QUEENS

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2 Family Detached 40x100 Plots

<p>First Floor</p> <ul style="list-style-type: none"> • 3 Bedrooms • Oversized eat-in Kitchen • Fully tiled bath • Large Dining Room • Bright Living Room • Full Basement <p>Second Floor</p> <ul style="list-style-type: none"> • 5 Rooms • 2 Bedrooms 	<p>\$24,500 \$4,500 Down</p> <p style="font-weight: bold; font-size: 1.5em;">ONLY \$40</p> <p>Monthly</p> <p>Carries All</p>
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1 Family Ranch
Only \$17,500 Down \$1,300
- F.H.A. 30 Yr. MORTGAGE

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137-30 Bedell St. LA 8-9696
Directions to model: Exit Parkway to Farmacia Blvd north 7 blocks to Bedell St. Right to model. LIRR to Higbie Ave. Sta. 2 blocks to model. Bus Q5A from 165 St. Jamaica Terminal to Bedell St.
Open Daily to 5, Sun 11 AM to 6 PM

Season's Best

S. OZONE PARK — \$13,990

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NO CASH DOWN FOR GIs

\$490 CASH ALL OTHERS

DETACHED BRICK SHINGLED COLONIAL

5 1/2 Rooms — Finished Basement
New Gas Steam Heating, Oversize Garage
All Extras Including Alum. Screens & Strms

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JAMAICA

AX 7-7900

Merry Christmas

2 GOOD BUYS

FLORAL PARK
SOLID BRICK

Detached on huge 50x100 plot. Ranch, 3 bedrooms, 2 rooms in finished basement, oil heat, 1 car garage, extras. A FINE RESIDENCE.

\$19,000

HOLLIS

Legal 2 family home, 40x100 plot, new aluminum siding, knotty pine finished basement, 9 rooms, beautiful landscaped. High mortgage. Many extras. LIVE RENT FREE.

\$20,000

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Lic. Broker
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JAMAICA
Entrance 109th Rd.
AX 1-5858 - 9

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- 6 LARGE ROOMS
- 2 STORY
- FINISHED BASEMENT
- 1 1/2 BATHS
- OIL HEAT
- REAR PATIO, AWNING
- NR. TRANSPORTATION
- REFRIGERATOR, STOVES, Etc.
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Call all Day Sat. & Sun.
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of the Civil Service Leader or
information in reference to ad-
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Agency

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Florida, 6 family, shingle, hot water,
no heat. \$7,000 cash. 78 George St.,
BKZN, near Morgan Ave. WU 2-0923.

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RETIREMENT HOMES

Many to choose from
\$2250 up
FREE LIST
Joseph Blanchard, Realtor,
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I have five small homes, country
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chure with listings.

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11 acres homesteads; good road, \$2,200.
Rustic bungalow; 5 rms; 2 acres \$8,500.
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GREENE COUNTY

Business Opportunity
GREENE COUNTY

BAR & RESTAURANT incl. 4 cabins &
8 bedrooms all equip. \$25,000. V. G. Sher-
idan, Agt. R.D. 2, Catskill.

HOUSEES — GREENE COUNTY

2 STORY FRAME, heat, 2 baths, good
condition in village \$8,500. V. G. Sheri-
dan, Agt. R.D. 2, Catskill.

14 acres, edge of village, 2 family, 10 rms
& 2 baths, sep. entrances, hot water heat,
2 car garage, barn and fully equip. poultry
house, 5000 broilers, scenic view, \$11,500.
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FARMS — ORANGE COUNTY

\$4,000 buys—4 rm. bungalow, edge of
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extra lot, only 1/4 cash. Others E. Fryer,
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55 Minutes from N.Y. City
ON ROUTE 208—1 1/2 MILES FROM
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CUSTOM BUILT HOMES

\$11,990

FULL CELLARS—CITY SEWERS

\$590

DOWN & APPROXIMATELY
\$89

Per Mo. Princ., Int. & Taxes

- CITY WATER
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- FORMICA VANITY
- BIRCH CABINETS
- WALL OVEN

DUSES, R.R., SCHOOLS, SHOPPING
Take N.Y. Thruway to Harri-
man Exit 16, then Route 17 to
Monroe Exit, turn right to
Route 208, go 1 1/2 miles tow-
ards Washingtonville.
From Geo. Washington Bridge,
Route 4, then Route 17 to Monroe
Exit. From Lincoln Tunnel Route
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Worley Heights, Inc.
RTE 208, MONROE, N. Y.

MANHATTAN - APTS.

Modern Apartments
New Alternations

1 1/2, 2 1/2, 3 1/2 Rooms

2 elevators, Incinerator, colored tile
bathrooms. Immediate occupancy. Two
professional apts available near all
transportation.

3617 BROADWAY AU 6-0650
Call bet. 11 A.M. - 7 P.M.

Yuletide Greetings

INVEST YOUR
CHRISTMAS BONUS
IN A HOME

ST. ALBANS — 4 bedrooms,
colonial brick, 2 car garage,
50x100.

\$17,900

\$990 Cash

HOLLIS — 2 family brick,
5 & 4, 2 car garage, finished
basement with bar, gas heat,
h/wood kitchen & bath.

\$18,490

\$1,200 Cash

ST. ALBANS — Colonial
Brick & Stucco, 9 rooms, 4
bedrooms, 2 1/2 baths, 2 car
garage, 50x100.

\$19,900

\$1,800 Cash

Belford D. Harty Jr.

180-23 Linden Blvd.
Fieldstone 1-1950

Furnished Apts.
Brooklyn

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

LEGAL NOTICE

File No. P 3758, 1959.—CITATION.—
THE PEOPLE OF THE STATE OF NEW
YORK By the Grace of God Free and
Independent. TO: Galina N. Shulakoff,
Anatoly N. Shulakoff, Irina V. Shulakoff,
Anna N. Smirnova, Anna N. Shilov,
Helen N. Shupin, Anna N. Smirnova, et
behalf of Irina V. Shulakoff.

YOU ARE HEREBY CITED TO SHOW
CAUSE before the Surrogate's Court,
New York County, at Room 504 in the
Hall of Records in the County of New
York, New York, on January 11, 1960,
at 10:30 A.M., why a certain writing
dated March 31, 1959 which has been
offered for probate by Andrew I. Bochm
residing at Tynon Road, Caseville, N. J.,
should not be probated as the last will
and Testament, relating to real and per-
sonal property of Constantine Stephano-
vich Shulakoff, deceased, who was at the
time of his death a resident of 33 East
22nd St., New York City, in the County
of New York, New York.

Dated, Attested and Sealed, Nov. 23, 1959.
HON. S. SAMUEL DI PALCO
L.S. Surrogate, New York County
PHILIP A. DONABUE
Clerk.

"Say You Saw It in
The Leader"

RIVERSIDE DRIVE, 1 1/2 & 3 1/2 private
apartments interracial. Furnished. The
Tanager 7-4115

Trainee Jobs at \$4,446 Open With State Labor Dept.

Trainee positions as employment interviewers and unemployment claims examiners, paying \$4,446 for the first year's training period and increasing to a maxi-

mum of \$5,512 under permanent employment, are now open with the State Department of Labor's Division of Employment.

To apply, contact the Information Office, 500 Eighth Ave., New York 18, N. Y.; LI 3-7660. Applications will be accepted until Jan. 4.

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Sweden's Quality Aircraft Car

MEZEY MOTORS

Authorized Dealer For
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COME IN, SEE

THE REMARKABLE

1960 DODGE DART

AND THE FABULOUS

1960 DODGE LINE

AND THE WONDERFUL

1960 SIMCA

Also Available, Brand New
1959 DODGES & PLYMOUTH
LEFTOVERS, SAC. PRICES

BRIDGE MOTORS

Jerome Av (175th St. Bx) CY 4-1909
also Gr Concourse (183-4 St) CY 5-4343

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A COMPACT CORVAIR FOR XMAS

YOU'LL ALWAYS DO
BETTER AT BATES

GRAND CONCOURSE at
144th STREET, BRONX

Newest, Most Sensational 1960 Automatic Washer!

General Electric FILTER-FLO®

Solves Bleaching Problems Automatically!



New, Exclusive G-E BLEACH DISPENSER

Automatically Performs ALL These Services!

- Stores a Month's Supply of Bleach!
- Measures the Right Amount for Wash-Load after Wash-Load!
- Injects it at the Right Moment!
- Dilutes it to the Right Strength!

Plus Famous, Exclusive G-E
Non-Clogging, Moving Filter

Lint, sand and soap scum are automatically removed as clothes are washed. The filter also serves as a handy detergent dispenser.

Plus 5 Automatic Cycles
Assure Just Right Care for ANY
Type of Washable

Plus Many Other Important
Conveniences!

**SPECIAL
PRICES
TO ALL
CIVIL
SERVICE
EMPLOYEES**

YOU'RE WORRY-FREE WHEN YOU BUY G-E!

DAVE ADELMAN

139 LAWRENCE STREET BROOKLYN, N. Y.

UL 5-5900

City Offers Free Sheet Metal Class

The New York City Board of Education is expanding its free evening classes in sheet metal layout and drafting at Queens Vocational High School, 37th St. and 47th Ave., Long Island City. Classes are from 7 to 9 P.M.

The course is designed to help candidates pass the New York City civil service examination for sheet metal worker. The course is being conducted by Fred Koepfen and Charles McGraw. Registration opened Dec. 10 and those interested should apply immediately.

'59 MERCURYS

TERRIFIC DISPLAY—ALL
MODELS & COLORS in STOCK

Also Used Car Closouts

'54 BUICK Cpe Automatic

'53 FORD Sedan Fordomatic

'53 OLDS Sedan Hydramatic

and many others

MEZEY MOTORS

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WANT

A CHEVROLET FOR XMAS at the RIGHT PRICE

PAY NEXT YEAR

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Grand Concourse at 144 St., Bx.

LEGAL NOTICE

GOLDBERG, MORRIS S.—File No. P 1974, 1959. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO: Edwin D. Staub; Barbara Hanna Staub; Janet Frances Staub; A. Jay Staub; Sarah Sue Pollis; Marjorie Jane Pollis; Amy Louise Pollis; Milton Hant; Robert Allen Hant; David Ira Hant; Paul Lawrence Hant; Elias David Hant; Robert Hant; Barbara Jean Madonna; Ruth Ann Hant; Dorothy Elizabeth Hant; Shirley Cohen; being the persons interested as creditors, legatees, beneficiaries, distributees, or otherwise, in the estate of Morris S. Goldberg, deceased, who at the time of his death was a resident of No. 33 Riverside Drive, New York, N. Y., SEND GREETING:

Upon the petition of Leona A. Goldberg, residing at 33 Riverside Drive, New York, N.Y., Arthur Cohen, residing at 240 Pond Crossing, Lawrence, New York, and Hannah G. Goldberg, residing at Spencer Arms Hotel, 69th Street and Broadway, New York, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 15th day of January, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Leona A. Goldberg, Arthur Cohen and Hannah G. Goldberg as Executors of the Last Will and Testament of Morris S. Goldberg, deceased, should not be judicially settled.

In testimony whereof, we have caused the seal of the Surrogate's Court of New York County to be hereunto affixed. Witness, Honorable S. Samuel Di Falco, a Surrogate of our said county, at the County of New York, the 18th day of November in the year of our Lord One thousand nine hundred and fifty-nine.

PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.

SUMMONS ACTION FOR A SEPARATION SUPREME COURT OF THE STATE OF NEW YORK, County of New York.

BLANCA EDITH HARDEN, Plaintiff against ERIK A. HARDEN, Defendant.

Plaintiff designates New York County as the place of trial.

Plaintiff resides in New York County.

To the above named Defendant:

YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, New York, December 16, 1959
ARNOLD A. SECUNDA
Attorney for Plaintiff
Office and Post Office Address
92 Liberty Street
Borough of Manhattan
City of New York

NOTICE PURSUANT TO RULE 53 OF THE RULES OF CIVIL PRACTICE SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.

BLANCA EDITH HARDEN, Plaintiff,

against ERIK A. HARDEN, Defendant.

TO: ERIK A. HARDEN

The foregoing summons is served upon you pursuant to an Order of the Honorable WILLIAM C. HECHT, JR., Justice of the Supreme Court of the State of New York dated the 6th day of November, 1959, and filed with the complaint in the office of the Clerk of the County of New York, 60 Centre Street, Borough of Manhattan, City and State of New York.

DATED: New York, New York
November 9th 1959.

ARNOLD A. SECUNDA
Attorney for Plaintiff

60 Broad Street
New York 4, New York

LEGAL NOTICE

CITATION

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; The City of New York, Department of Hospitals; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Beatrice Rose, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Beatrice Rose, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Beatrice Rose, deceased, who at the time of her death was a resident of 542 East 79th Street, New York, N. Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 18th day of January, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 30th day of November in the year of our Lord one thousand nine hundred and fifty-nine.

Philip A. Donahue
Clerk of the Surrogate's Court.

File No. P3580, 1959.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: THE PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK; MARGUERITE ISABELLE DE GARDIES; PIERRE DE SIBERT; EDOUARD FREDERIC KREITMANN; LUCIE MARGUERITE SERVILLE; KEMIS HUNNEWELL; ISABELLA KEMP; HARRY COORE CUSHING IV; FREDERIC W. NEILSON; ISABELLE NEILSON; ODETTE K. CUNOD; SIMONE K. BOREL; JEAN ANDRE KREITMANN; BEATRICE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ELIANE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ISABELLE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; GEORGEY TRONCHIN-JAMES, an infant over fourteen years of age; CHRISTOPHER TRONCHIN-JAMES, an infant over fourteen years of age; THE DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GERHARD GOURGAUD, DECEASED, OTHER THAN THE PERSONS ABOVE NAMED, IF ANY THERE BE, THEIR DISTRIBUTUTES, HEIRS AT LAW, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, DEVISEES, LEGATEES, ASSIGNEES AND SUCCESSORS IN INTEREST, THE NAMES, RESIDENCES AND POST OFFICE ADDRESSES OF ALL OF WHOM, IF ANY THERE BE, ARE UNKNOWN TO THE PETITIONERS HEREIN, AFTER NAMED AND CANNOT BE ASCERTAINED BY THEM AFTER DILIGENT INQUIRY, SAID UNKNOWN DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GERHARD GOURGAUD, DECEASED, IF ANY THERE BE, BEING RELATIVES OF THE BLOOD OF THE LATE WILLIAM H. GERHARD WHO DIED ON OR ABOUT MAY 24, 1905, OR THE LATE CORA GERHARD (BORN WILKINSON) WHO DIED ON OR ABOUT JULY 31, 1925, AND THE PERSONS WHO WOULD HAVE BEEN THE HEIRS AT LAW, NEXT OF KIN AND DISTRIBUTUTES OF WILLIAM H. GERHARD, DECEASED (WHO DIED ON OR ABOUT MAY 24, 1905 AND WHO WAS THE FATHER OF SAID EVA B. GERHARD GOURGAUD, DECEASED), IF SAID WILLIAM H. GERHARD HAD SURVIVED SAID EVA B. GERHARD GOURGAUD, SAID EVA B. GERHARD GOURGAUD, IF ANY THERE BE, BEING RELATIVES OF THE BLOOD OF THE LATE FREDERICK GERHARD (WHO DIED ON OR ABOUT FEBRUARY 9, 1842), FATHER OF SAID WILLIAM H. GERHARD.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on December 22, 1959, at 10:30 A.M., why a certain writing dated June 5th, 1959, which has been offered for probate by the petitioners, FRANK H. SINCEREAUX, residing at No. 43 Greenway Terrace, Forest Hills, New York, ROBERT A. SINCEREAUX, residing at No. 15 Mantview Avenue, Short Hills, New Jersey, and ROBERT S. TYSON, residing at No. 539 DuBois Avenue, Valley Stream, New York, should not be probated as the Last Will and Testament, of late to real and personal property, of EVA B. GERHARD GOURGAUD, deceased, who was at the time of her death a resident of No. 14 Fifth Avenue, Borough of Manhattan, in the County of New York, New York.

Dated, Attested and Sealed,
November 4, 1959.
New York 1
Surrogate
(L.S.)
Seal

HON. S. SAMUEL DI FALCO
Surrogate, New York County
Philip A. Donahue
Clerk

Scholarships For City Employees Offered

A limited number of scholarships for courses under the New York University Municipal Personnel Program will be awarded to City employees by the Municipal Personnel Society for the spring term.

it has been announced.

The New York University program covers such subjects as human relations and administration for supervisors, personnel management, law for inspectors, in-

vestigators and law enforcement officers, public housing management, and courses for architects in building construction and architectural design and site planning. Classes will be held in the City Hall area, beginning the week of January 11.

Scholarship applications, which are available from the Training Division, New York City Department of Personnel, 299 Broadway, New York 7 (CO-7-8880, ext. 231), must be submitted before December 21.

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

HOUSE HUNTING
See Page 11

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MENTAL HYGIENE MEMO

By A. J. COCCARO

A Christmas Letter

A short time ago this writer sent a letter to the Governor of New York explaining his views on the pay equalization problem as expressed in a recent Mental Hygiene Memo. He would like to share this letter with you.

Dear Governor:

Enclosed you will find a suggestion in handling the State employees pay equalization problem.

Working close to the employees I have had the opportunity to discuss this matter with workers in many divisions of our State service.

I hope that you will review the content and consider its advantages. I wish that I were able to give you a real true picture of the feelings these employees have in subsidizing the State programs by accepting substandard salaries. When an employee of the great State of New York has to wait until pay day to buy orange juice for his children then things are more serious than they may appear.

I wish to take this opportunity to wish you and your family a Very Happy Holiday Season.

Postscript: My best wishes for a Merry Christmas and a better New Year to all our employees throughout the State.

ACTIVITIES OF EMPLOYEES IN STATE

New York City

The December 22 meeting of the New York City Chapter of the Civil Service Employees Association reflected a number of the problems of direct interest to members, ranging from the handling of grievances to the effort to secure a reasonable salary increase from the Legislature.

Sol Bendet, chairman of the grievance committee, reported on grievances in the State University, The New York State Racing Commission, and the Workmen's Compensation Board. Grievances in the Workmen's Compensation Board centered on the wording and intent of a directive on gratuities from the Chairman of the W.S.B., Solomon C. Senior, to employees of the Board. A good deal of interest and discussion was occasioned by differing positions taken by Mr. Bendet, State Insurance Fund, Mike Poses, Division of Housing and Henry Shemin, Bureau of Unemployment Insurance. A vote later in the evening resulted in delegate approval for the proposal that a grievance committee meet with Mr. Senior and report back to the Executive Board. This committee will consist of Mr. Bendet, Mr. Shemin, Harold Herzstein, CSEA regional attorney and James Casey, CSEA field representative. The latter two would serve in an advisory capacity.

President Max Lieberman announced that the Association's legislative program for the coming year would be highlighted by the push for a 10 per cent across-the-board salary increase, with a minimum increase of \$400 a year.

James Casey, field representative of the CSEA, addressed the delegates on the Association's current membership drive. As of September 30, 1959, membership in the New York City Chapter was 4,836. Mr. Casey urged a continual effort to secure new members. Vice-President Sam Emmett suggested that delegates arrange for Mr. Casey to meet with groups of prospective members. Further information on membership can be secured from Mr. Casey at the CSEA New York City office, WO 2-3090. Mr. Casey also announced that 30-cent refunds would be made on members' dues for the past year. Mr. Casey received the congratulations of the assembled delegates on the birth of a girl, the third child for Mr. and Mrs. Casey.

Seymour Shapiro, it was announced by President Max Lieberman, would be a member of the State-wide CSEA public relations committee. Mr. Shapiro, of the State Insurance Fund, spoke on the necessity of a stepped-up publicity program. In connection with this, President Lieberman complimented Mr. Poses on the Bulletin prepared for Division of Housing members.

President Lieberman announced that the New York City Chapter would be one of the participating State employee organizations in the Annual Brotherhood Dinner, to be held this coming year on February 25, 1960 at the Grand

Street Boys Ballroom. Commissioner Elmer Carter of the State Commission Against Discrimination will be the honored exempt State employee. A State civil service employee is yet to be chosen. Members may make suggestions by writing the Nominations Chairman for the Brotherhood Award, Miss Gladys Snyder, Department of Taxation and Finance, Room 732, 80 Center Street, New York City. The Chapter approved a proposal that five delegates represent the Chapter on the Brotherhood Committee.

Other reports were made by Treasurer Ed Azarigian and by the audit and budget committee. The audit and budget committee, which reported on the effort to increase the return on the Chapter's reserves and to refine Chapter fiscal practices, received a vote of commendation from the delegates. The Chairman of the audit and budget committee is Harold Miller, Division of Housing. Members are Mark Jackson, Division of Cemeteries; Sidney Sachs, Temporary State Rent Control Commission; and Morris Kantrowitz, Taxation and Finance. The Chapter also approved a proposal by Mr. Kantrowitz that a strong protest be made on the wording of the new public accountant's certificate, which is considered derogatory and unwarranted in including a statement that the certificate does not permit accountants to practice as S.P.A.'s. This concluded a long, busy and vigorous session for the hard-working delegates.

The New York City Chapter extends Holiday Greetings to one and all members, relatives, friends and well-wishers.

Willard State

We welcome the following new employees and invite them to become members of the association: Ruth Larsen, Warren Nugent, Virginia Williams, Michael Grady, Lawrence Jennings, Gerald Dahl and Helen Williamson.

The following have resigned and we wish them well in their new employment: Karl Kisne, A. Eugene Conkling, Briab Bardeen and James Thorp.

Viola Fortune has returned to her duties after an extended illness. Marie Morganti has returned after her accident. Edward Limner has returned to work after his recent illness.

Congratulations to Ruby Van Fleet and Merle Nye on their recent marriage.

Brooke Johnson, Francis Stevenson and Ray Preston have been transferred to the Safety Department. Burton Dunn has been transferred to the Maples. George Hefferson has been promoted to Staff Attendant.

Congratulations to Paul and Marcia Dildine on the birth of a son; to Henry and Nellie Brown on the birth of a daughter; to Howard and Lorraine Boyce on the birth of a daughter and to Mr. & Mrs. Adrian Steen on the birth of a daughter.

The next Chapter meeting will

STATE FUND CAROLEERS SING FOR PUBLIC



Shown above are the State Insurance Fund Caroleers, who will sing Christmas carols at noon in the lobby of 199 Church St., Manhattan, Wednesday, Dec. 23. The group's director is William E. Dillon, extreme right, former first vice president of the State Fund Chapter of the Civil Service Employees Association and director of Safety Service in The State Insurance Fund. He is a graduate of Chicago Musical College and spent many years in New York theatre and radio.

be January 18 in the Studio Room of the North Home at which time legislation affecting the employees will be discussed. An invitation is extended to all members and if each member will bring a non member we should have a very successful meeting.

The membership drive is now on and if each member will try and get a new member our goal of 100 per cent will be achieved. Our membership now is 850 members.

At this time our Chapter would like to extend wishes for a very happy holiday season to all our patients, employees and staff and to our many friends in the community.

One again we ask the people who furnished us news for the Seneca Echo to continue as correspondents and send news to any of the Chapter Officers by Saturday of each week.

Get well wishes are extended to all of our sick employees.

Taconic

At a meeting held with the commission on Dec. 9, at the request of the executive council of Chapter 57, which is also the grievance committee, several items were discussed to the satisfaction of all concerned.

One of our young park workers of Lake Taghkanic, Paul C. Weaver, is taking a bride, Dolores Joy Slater of Elizaville, in the near future.

A well-known mechanic, Al Adams of Clinton Corners, has taken the matrimonial plunge for the second time. Good luck Al.

We certainly want to go on record as being squarely in back of Mr. Joseph F. Felly, President of Civil Service Employees Association, in his statement to the Governor not to economize at the expense of the state workers.

The next meeting of the Chap-

ter will be held at Millwood, date to be announced later.

One more of our members is very happy with results of the efforts of C. S. E. A. in his behalf in regard to an overlooked increment.

Newark State

John Thomas, Institution Education Supervisor, spoke on November 16 before the junior-senior high school faculty at the Wayne Central School in Ontario on "The Whys and Wherefores of Special Education." On November 18, Mr. Thomas addressed the Golden Age Club of Sodas, New York, giving them a "Thumbail Sketch of Newark State School—Its History and Functions."

According to an announcement received from Dr. Paul H. Hoch, Commissioner, State Department of Mental Hygiene, John Thomas has been designated as a member of the Technical Committee on Education for state school. Mr. Thomas will succeed Mrs. Geraldine Collins, Institution Education Director, who served on the committee for the past three years and whose term of service has now expired.

Deepest sympathy is extended to Eber Morask and his family in the recent death of his stepfather, Edward Davis, of Newark.

James Severson and Thomas Cooley have returned to their duties at Newark State School following their vacations.

The following employees are enjoying vacations: Mrs. Hazel Welcher, Clifford Barclay, Edwin Cook, Jerry Briggs, and Mrs. Lillian Brown.

Marguerite Voelker and Mrs. Bertha Haak of the Social Service Department spent the Thanksgiving weekend visiting Miss Elaine Haak of Cleveland, Ohio. Miss Haak is employed as a case worker for the Department of Welfare in Cleveland.

Westchester

(Continued from Page 3)

receive. Many are forced to find second jobs.

All permanently employed employees must join the New York State Retirement System and must contribute between 4% to 10% of their gross pay into the system.

The large turnover of employees in the lower pay grades and the difficulty in recruiting suitable personnel for these positions prove that salaries are inadequate.

Private industry gives employees many fully paid fringe benefits that our employees no not receive.

Reasons For 10% Boost

In order to adjust the salaries of Westchester County employees to comparable scales paid in local private industry, we recommend that a 10% across the board salary adjustment be granted to the employees, as of January 1, 1960.

If the "inadequate sum" of \$450,000 is the only allocation for salary adjustments, we feel that only the lower grade pay scales should be adjusted. We believe that this sum should be used strictly for adjustments in the under \$10,000 yearly salary bracket.

We further advocate the continuation of an annual unbiased salary comparison study similar to the "Community Trend Line Salary Study".

BINGHAMTON CONSERVATION AIDE GETS AWARD



State Conservation Commissioner Harold G. Wilm (right), is shown presenting a Certificate of Merit and a \$25 cash award to Mrs. Dorothy DePersis, a stenographer in the Binghamton district office of the Conservation Department's Division of Fish and Game, Bureau of Law Enforcement. Looking on is William J. Goodman, chief of Law Enforcement Bureau. Mrs. DePersis' award from the New York State Merit Award Board was in recognition of her suggested procedure for mailing license stubs to the Albany office of the Conservation Department.



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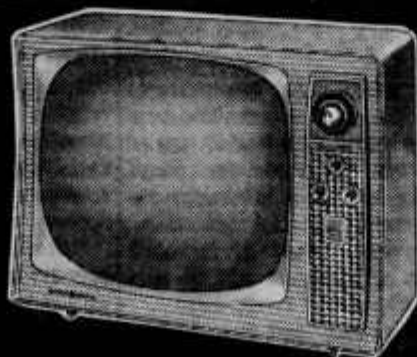
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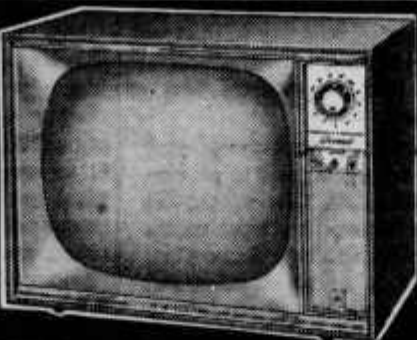
Model 17T3304
 17" Overall Diagonal Measurement, 155 sq. in. Picture
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NEW 21" Table Model that Performs Like a Console!

Slim Silhouette Styling, New High Power Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound.

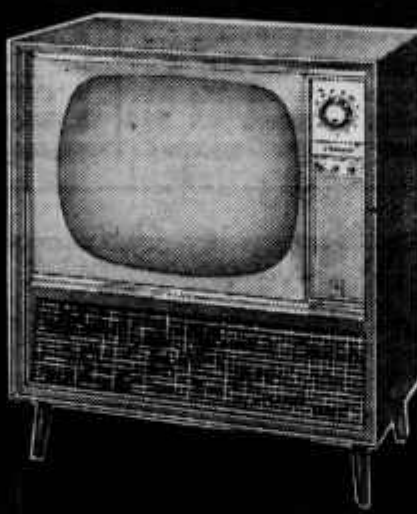
Model 21T3437
 Ultra-Vision 21" Overall Diagonal Measurement, 262 sq. in. Picture
\$178⁷⁷



NEW Low Price for a 21" Ultra-Vision Console!

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The announcement, No. 2-55-2 (1959), and applications may be obtained from the Civil Service Examiner, Internal Revenue Service, Room 1116, 90 Church St., Manhattan.

LEGAL NOTICE

File No. P2178, 1959 — CITATION — The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin or distributees of Charles Newman, deceased, if living, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and if any of the foregoing be dead, their heirs at law, next of kin, distributees, executors, administrators, legatees and successors in interest, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and to all other persons, if any there be, who have, or claim to have, an interest in the proceeding of the proving of the Last Will and Testament of Charles Newman, deceased.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504, in the Hall of Records in the County of New York, New York, on January 6, 1960, at 10:30 A.M., why a certain writing dated July 27, 1959, which has been offered for probate by Gladys Kadish residing at 1162 Sheridan Avenue, Bronx, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Charles Newman, deceased, who was at the time of his death a resident of 25 South Street, in the County of New York, New York.

Dated, Attested and Sealed November 23, 1959.
 HON. SAMUEL DI FALCO (L.S.) Surrogate, New York County
 PHILIP A. DONAHUE Clerk.

Fireman's Court Decision May Set New Precedent

A New York City Fireman, dismissed at the end of his probationary period, has so far won a partial victory in his fight for reinstatement. The fireman, Frank J. Marrero, was dismissed by Commissioner Cavanaugh in December, 1958.

Reasons stated for the dismissal were Mr. Marrero's record of four courts martial while in the Army, around 1947, and a disorderly conduct arrest several years later. Also cited was an arrest recently for which he was acquitted.

Mr. Marrero's attorney, Samuel Resnicoff, contended that his client's conduct prior to certification by the Civil Service Department as a qualified fireman eligible, was none of the Fire Department's business. The Civil Service Department, in certifying him, was presumably aware of Mr. Marrero's war record.

In his opinion, Supreme Court Justice Owen McGovern agreed that the Fire Commissioner was precluded from using pre-certification bad conduct against Mr. Marrero.

Justice McGovern said the Fire Commissioner could, however, consider the 1958 arrest. Justice McGovern annulled the dismissal and remanded the reinstatement proceeding back to the fire Commissioner for reconsideration.

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HOUSE HUNTING
 See Page 11

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Association Rejects Delays On Trooper Attendance Rules

(Continued from Page 1)

We want your assurance that the proposed Attendance Rules, before adoption, be submitted to our Association for study and recommendation, which will furnish the views of our 1200 members employed by your Division, before final rules are adopted.

We wish to voice the thorough dissatisfaction of our 1200 members employed by your Division over the delay in the establishment of Attendance Rules.

Early in 1957 we urged the adoption of Attendance Rules, for State Police, and in our letter to you dated November 7 our Association called attention to the fact the rules and regulations of your Division, which were then being republished, did not cover the matters normally covered by Attendance Rules.

Cites "No Delay" Promises

In your letter of December 9, 1958 to us you stated:

"This classification survey, of course, has had priority over the other matters under consideration and when a final decision is reached, then, of course, the Attendance Rules, as well as the rules and regulations concerning competitive examinations for civilian positions, will be formulated without any delay."

The classification survey was all completed and civilian employees assigned classified titles before April 1, 1959, but the assurance in your letter that the Attendance Rules would be formulated without any delay was not carried out because on December 8, 1959, eight months after the classification problem was concluded, and more than two years after an urgent request for establishment of Attendance Rules was made, you advise us:

"The Attendance Rules are now being studied."

If there has been no further delay, we assume you are now in position to furnish us with proposed rules for the State Police for our comment and recommendation, and we ask your advice as to whether you can now furnish us with proposed Attendance Rules.

Wants Written Assurance

We would also appreciate receipt of proposed rules and regulations covering the procedures for appointment or promotion to civilian positions in the Division which are now in

the competitive civil service class for our study and consideration.

I take this opportunity to cover another matter in this letter. It is our contention that civilian employees of your Division, who have been assigned titles which are the same as those which are found in the competitive class of the civil service, have all the protection and rights of employees of the competitive civil service class. In other words, they have the same protection against removal—the same seniority rules apply to them—they have the same rights and privileges as to promotions, leaves of absence, reinstatement, etc.

We would like your written assurance in this matter, as we are informed that responsible officials of your Division have advised the civilian employees to the contrary.

Thruway Gains

(Continued from Page 1)

first aid kits in motorized equipment.

6. Safety Officers now selected in practically every section.

7. Adherence to Thruway Safety Manual—Supervisors will again be urged by Thruway to insist upon adherence to Thruway Safety Manual and several minor changes in the manual are being considered to improve highway safety.

Additional Gains

8. First aid training will be arranged for Section Maintenance Supervisors, Section Maintenance Foremen, Construction Equipment Operators (Heavy), and Motor Equipment Repairmen.

9. Shielding of welding operations. Asbestos screen will be provided at all maintenance buildings for use in welding operations.

10. Reporting of occupational accidents and prompt care of injured employees—Thruway is sending proper instructions to Supervisors on this matter.

11. Clarification of requirement of doctor's certificate re sick leave—cared for by memorandum to Supervisors.

Sessions To Continue

An Association spokesman said several other matters also were under negotiation between the CSEA and Thruway officials.

They include out-of-title work, minimum overtime pay on emergency work, monthly notice on accrued leave credits, and general working problems.

CSEA Group Life Refund Checks Going Out Now

Refund checks are now under way to all members of the Civil Service Employees Association group life insurance plan.

The checks amount to three week's premium of each insured member, minimum refund being \$1.50.

CSEA headquarters announced that all the checks addressed to the 45,000 members insured under the plan will be in the mail in a few days. The refund is based on satisfactory loss experience under the plan, resulting from continued expansion of the plan.

Under the CSEA group life plan, a member 29 years or younger, can get \$1500 life insurance for 13 cents bi-weekly.

Levitt Makes Changes In Institutional Pay Dates

ALBANY, Dec. 21—State Comptroller Arthur Levitt has announced a change in payroll dates for State institutional employees. At present institutional employees are paid on the Friday following the Wednesday payday for all other State employees. Starting in February, institutional employees will be paid on the Friday of the week following the Wednesday payday for all other State employees. The first such payday will be February 5, 1960.

In order to accomplish a smooth transition and avoid any delay in payment of salaries to institutional employees, there will be a special seven-day payroll period with check to be distributed on February 5th. Institutional employees will then be paid on February 19th, March 4th, and every two weeks thereafter.

For the seven-day payroll period, one half deductions will be taken for CSEA and union dues, insurance, court orders, retirement contributions, social security and withholding taxes. There will be no deductions during this period for loans, arrears, bonds and health insurance.

"It is possible for my office to prepare this special transition payroll only through extended use of our modern electronic equipment, providing us with a minimum disruption in our normal operations. Some overtime work by the staff of Audit and Control will be necessary however," Levitt said.

"This change will result in a more efficient operation by eliminating extreme workload peaks, thus assuring no delay in the handlings of payrolls," Levitt concluded. Here is the complete text of the order:

In order to eliminate extreme workload peaks, and to provide a more even flow of payroll forms through the Departments of Audit and Control and Civil Service, a system of staggered payroll periods and paydays is to be established.

Institutional payrolls are to be paid on Friday in the subsequent week in which they are now being paid. The first payday on this new schedule for institution employees will be February 19. So that employees

affected will continue to be paid on a current basis, a special 7-day transition payroll will be prepared in this office for the period January 28-February 3.

It is suggested that your employees be notified of this change immediately to enable them to plan their personal finances accordingly. Explanatory slips will be provided for distribution with the special one-week paychecks.

The institution payrolls were selected for this change because they present fewer technical problems in the conversion process. During the processing of the regular payrolls for the January 14-27 period this office will prepare the special 7-day payroll, and it is expected that the checks will be released in time for the institutions to distribute them.

Nassau Chapter Gets Christmas Present; 282 Members Signed

The membership committee of the Nassau County chapter, Civil Service Employees Association, has delivered last week 282 signed membership cards, Irving Flaumenbaum, chapter president, reported.

"This is the kind of Christmas present our chapter likes to get," said Mr. Flaumenbaum, "and it was the result of our fine membership committee by William Olitsky and James Treuchtlinger."

Mr. Flaumenbaum said the chapter would start off the new year by carrying the Nassau County chapter's record of accomplishments and future goals to all county employees and political sub-division workers by means of Leader stories, pamphlets and in person.

Among the chapter's program items for 1960 are:

1. Pay raises.
2. Vacation schedules similar to those in the State.
3. Pay roll deduction of CSEA dues.
4. Uniform attendance rules.
5. Effective and official grievance machinery.

February 5. Most of the burden of preparing this special payroll will rest with the Comptroller's office. Specific instructions for institution action will be prepared and sent to you in the near future.

The gross salary on the one-week payroll will be computed by applying a 7-day factor (.019125) to the annual salary shown on the January 14-27, 1960 payroll.

The following deductions will be omitted:

1. Retirement arrears
 2. Retirement loans
 3. Bonds
 4. Health adjustments
- Deductions for the following will be reduced to one-half:

1. C.S.E.A. dues
2. C.S.E.A. insurance
3. All other dues and insurance.

4. Domestic Court orders
5. Maintenance

6. State Health Insurance. Percentage deductions including garnishees will be computed on the basis of the 7-day gross salary.

We believe that this change will improve and expedite the processing of the state's payrolls and checks to the mutual benefit of all concerned.

EMPLOYEES ACTIVITIES

Homer Folks

Hospital employees enjoyed an informal coffee in honor of Dr. Frederick Beck newly appointed director of the Homer Folks Hospital, and his family, which was held in the Out-Patient Reception Room at the hospital on Dec. 15.

Red poinsettias and a gaily trimmed tree carried out the Christmas theme while the table was attractive with a green cloth, red and white poinsettias and the silver service.

Mrs. Jane Costa, Mrs. Erma Chamberlin, Mary Macaulay and Joyce Peckham poured while Betty Moore assisted in introducing Dr. Doctor and Mrs. Beck and their daughters, Gretchen and Ann.

Party arrangements were under the direction of Dr. Elfred L. Leech, Lucille Brooks and Margaret Frantz. The poinsettias for decoration were supplied by the Homer Folks greenhouse.



*Christmas is known for so many nice customs
And some of the nicest to do --
Are making good wishes and sending them out
To mighty fine folks such as you!*

Have a Happy New Year

FROM

Officers and Executive Council
WESTERN NEW YORK CONFERENCE

New Suffolk Police Jobs At \$4,850

Examinations will be announced soon for patrolmen in the new Suffolk County Police District. The jobs will pay \$4,800 a year to start, and with annual increments will increase to a maximum of \$6,200 after four years.

Opportunities for promotion through the ranks of sergeant, lieutenant and captain, at proportionately higher salaries, will occur occasionally. All the new jobs will be covered by full civil service benefits including pension at half-pay and social security after 25 years in the Department.