

Civil Service LEADER

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Candidate

F HENRY GALPIN
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Top Candidates For Office Express Their Viewpoints

Because of the importance of the top office in the Civil Service Employees Association, that of the presidency, the two candidates for that office are presenting their viewpoints to the membership in the columns below.

BY JOHN F. POWERS
CSEA President

THE PRESIDENCY of the Civil Service Employees Association is not a prize to be won.

The Presidency of the Civil Service Employees Association is not a sweet-lasting dish for an individual or group that seeks power.

The Presidency of the Civil Service Employees Association is not a plush job, where a man sits at a fancy desk smoking a big cigar and giving out orders.

Shall I tell you what the Presidency of the Association really is like?

It is a difficult, wearying, thankless job that requires of a man his time, his energy, and all the capacities of which he is capable. Churchill once spoke of "blood, sweat and tears." He might have been speaking of the Presidency of this organization.

And for all that a man puts into his job, what is recompense? Not money. Not even thanks. Only the satisfaction that he has done honestly, with the help of God, what needed to be done for the employees.

So why am I running for re-election?

A Job to Be Finished

You are my fellow-employees. This is a fair question, and you are entitled to a straight answer.

I am running for re-election because I started something which must be finished.

I started a campaign to make this the largest civil service organization of its kind.

I started a campaign to build up our resources so that we would have the strength to meet the grave problems that face us.

I started a campaign to gain salaries that would place the employees of New York State and all its counties and towns at the top.

I started a campaign to build for the employees a labor relations program that would give real security and dignity to our jobs.

I am running for re-election because I believe in my heart these are important objectives, and I can't drop them in the middle.

Now let me become specific. I want you to know how I work and think.

First, I consider my job to be following the directives laid down by your representatives. These representatives serve on the Board of Directors. They are elected by you. They are a cross-section of the employees, State and County. Every matter concerning public employee welfare comes before this Board. Their decisions are not arrived at lightly. When those decisions are made, I consider it my duty to carry them out. This is the same as the duty imposed upon the President of the United States to carry out the laws enacted by Congress. Often, the de-

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BY THOMAS H. CONKLING
Candidate for President

BEFORE I start telling you why I feel I am qualified to seek the office of president of the Civil Service Employees Association I feel I should tell you why I am even in the race in the first place.

A few weeks ago I had no idea I would be running for office. I did not seek it. But I was asked to run by your Nominating Committee who must, after all, have felt that I was a fully qualified candidate who could hold the office and serve the Association in a competent and able manner should I get elected.

Therefore, I have been running to win. Not only because I was asked to run but also because I have felt that I definitely had something to offer as a candidate.

Political office in the Association is not new to me. I have served as chairman of the Metropolitan New York Conference of the CSEA which introduced me to the broader problems of the Association. At present I am serving as president of my own chapter at Willowbrook State School and as president of the State-wide Safety Officers Association.

Conkling's Program

In a way it is difficult for me to suggest that I have an unusual program to offer because basically all of us in the Association have the same goals. I think I can honestly state, however, that the method of obtaining these goals is not, nor should it be, always the same.

Speaking for an over-all Association program I will say first of all that I believe there has been a definite lack of imagination shown in making our Association legislative programs too general. I feel strongly that any program of ours should first be based on the needs of individual departments.

Something that is very good for the Mental Hygiene Department may not suit the needs of employees in the Tax and Finance Department at all. The problems of the personnel in the Correction Department have little to do with those in the Civil Service Department.

A program is needed for every unit of Civil Service in the State and its political subdivisions. From these departmentalized programs the Association should weld its overall program. And if I am elected president of this organization that is the method by which I shall seek to operate.

I think at this time that I should make some particular mention of my own department—Mental Hygiene. It has been said that a candidate from Mental Hygiene would be only a president to members of that department.

I can think of no more unfair

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Agreements For Social Security Signed By State

Social Security coverage for State employees became a reality with the signing of the State contract with the Federal Social Security Agency at a ceremony last week in the office of Governor Averell Harriman.

The signing followed shortly after State employees had overwhelmingly elected to come under the Federal program in a referendum held on September 19th. At the ceremony Governor Har-

riman signed an official certification of the results of the referendum which was a pre-requisite for the signing of the contracts. The actual contracts were signed by Comptroller Arthur Levitt, the head of the State Social Security Agency.

It is expected that Federal officials will act upon the contracts before September 30th so that State employees will be assured of full retroactive coverage. The effective date of Social Security

coverage for most State employees will then be March 16th, 1956, or the date upon which they entered State service, whichever is later.

All employees who are not members of a retirement system will automatically be covered under Social Security along with members of the New York State Employees' Retirement System who elected such coverage in the initial canvass.

Present during the signing ceremony was John F. Powers, president of the Civil Service Employees Association. It was the Association which led the fight to obtain Social Security coverage for public workers in the State and for Mr. Powers the signing marked a tremendous victory on behalf of the civil servant by the Civil Service Employees Association.

After assuring such coverage for most employees, Mr. Powers and the Association also were foremost among those who sought to include police, firemen and certain interstate workers under Social Security.

Employees will gain Social Security on an implementation basis, as was the goal of the CSEA.

Problems, Duties of Civil Servants Told At Western Conference Fall Meeting

Problems of the Civil Service system as compared to those of Americans in all walks of life was the theme of an address by State Sen. Walter J. Mahoney before a recent meeting of the Western Conference of the Civil Service Employees Association, held at the Erie County Home and Infirmary, Aiden, N. Y.

Senator Mahoney spoke at the

early session of the meeting and later that evening the speaker was William B. Lawless, president of the Common Council of Buffalo.

Mr. Lawless described the duties of the civil servant in terms of service to the public and policy making.

He said, first of all, that the civil servant could not serve two masters and do justice to either.

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FINAL STEPS FOR SOCIAL SECURITY



Governor Harriman is seen affixing his signature to one of the final documents necessary to effectuate Social Security coverage for public employees in New York State. Looking on during this ceremony, held in the Executive Chambers in Albany last week, are Comptroller Arthur J. Levitt and John F. Powers, President of the CSEA.

Schechter Tells How Decisions Are Made On Jobs, Pay, Hours

MONTREAL, Canada, Sept. 30 —The important part played by the Mayor's cabinet of commissioners and other aides, and his

management cabinet, in deciding the personnel practices of New York City was described by Joseph Schechter, the City's Personnel Director, in an address to the international conference of the Public Personnel Administration at the Sheraton Mt. Royal Hotel.

The management cabinet consists of Deputy Mayor John J. Tribald, City Administrator Charles F. Preusse, Budget Director Abraham D. Beame, Mr. Schechter, Corporation Counsel Peter Campbell Brown, Labor Commissioner Harold A. Felix, Chairman James Felt of the City Planning Commission, and the Mayor's executive assistants.

The Cabinet's Work

"At the Mayor's cabinet meetings," said Mr. Schechter, who is also Chairman of the City Civil Service Commission, "an assessment is made of the impact of proposed personnel programs on the overall management of the City. Some items discussed at these meetings have been: placement of laborers in the competitive class, establishment and com-

More NYC Employees Joining HIP

Opportunity for New York City employees to enroll as members of the Health Insurance Plan remains open until Friday, October 11. The employees may also obtain Blue Cross coverage as part of the same opportunity.

Enrollment is proving brisk.

HIP provides fully prepaid medical surgical and specialist care through 32 medical groups consisting of family physicians and specialists. This service is given at subscribers' homes, physicians' offices, at HIP medical group centers and in hospitals. The City shares the cost of HIP coverage.

Blue Cross (Associated Hospital Service) provides prepaid hospital care (bed and board, use of operating room, etc.).

Wide Opportunity

Reopening campaigns are being conducted in all City departments and in the Board of Education and Board of Higher Education. No physical examination is required. The Blue Cross waiting period is waived for those who enroll within the prescribed period.

Coverage will start on or about December 28 for new enrollees in City departments and on December 1 for Board of Education and Board of Higher Education.

HIP-Blue Cross is also open to State employees and their families. Enrollment in State departments and agencies will continue until October 21. The State shares the cost of coverage.

Dr. Barr Now President

Dr. David P. Barr began his new duties as president and medical director of HIP, succeeding Dr. George Baehr, a founder of HIP, who continues as a special medical consultant.

Dr. Barr, who has just returned from a trip through the Far East, retired recently as physician-in-chief at New York Hospital and as professor and chairman of the Department of Medicine at Cornell University Medical College.

Dr. Barr is a former president of the American College of Physicians and associate editor of the Annals of Internal Medicine and of the American Journal of Medicine. He is a member of the American Medical Association, New York Academy of Medicine, Association of American Physicians, Society for Experimental Biology and Medicine, Society of Clinical Investigation, Harvey Society, New York Medical and Surgical Society and Practitioner Society of New York.

Dr. Barr is the author of numerous articles on diseases of internal secretion and respiratory physiology and more recently on atherosclerosis.



JOSEPH SCHECHTER

position of classification appeals boards, and repeal of residence restrictions for City employment. The Personnel Director is thus guided in developing and implementing the City's personnel programs.

"Typical items taken up at cabinet meetings are: staggered work hours to relieve subway congestion; meal charges for hospital employees; utilization of school crossing guards; and eradication of tuberculosis.

"The Personnel Department contributed to the City's program for eradicating tuberculosis by requiring a chest x-ray examination for all passing candidates (for civil service jobs) as a regular part of the medical examination.

(Continued on Page 12)

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

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BUSINESS-CIVIC GROUP HONORS THE LEADER



The United States Business and Civic Planning Council cited The Leader for contributing to good government. The citation states that The Leader induced many qualified persons to apply for jobs, did much to win gains for public employees, and gives full coverage to news about them and of official actions that affect their interests. City Court Justice J. Irwin Shapiro of Queens (right), on behalf of the Council, presents the citation. H. J. Bernard, executive editor, accepts it for The Leader. Justice Shapiro, as State Commissioner of Investigation, himself made many suggestions for improving the lot of civil service employees.

Teachers Favor Social Security

ALBANY, Sept. 30—Comptroller Arthur Levitt reported that a canvass of the members of the New York State Teachers' Retirement System shows a substantial majority favor Social Security coverage. Approximately 90 per cent of the teachers whose votes have been tabulated desire such coverage.

As a result of this canvass, which is required by law, the Comptroller announced that a formal referendum will be conducted in December. The 90-day waiting period is also required by law.

The formal referendum would not be conducted if the majority of the teachers in the canvass had not voted for coverage. Only those who voted in favor of Social Security in the canvass will be eligible to vote in this referendum.

If a majority of the total eligible members vote approval in the referendum, then all the members who participate in the referendum will be covered.

If the eligible teachers obtain Social Security as a result of the referendum, those who rejected coverage in the canvass will be excluded but all future members of the New York State Teachers' Retirement System will automatically be covered by Social Security.

A similar canvass and referendum was held among State em-

ployees who are members of the New York State Employees' Retirement System. It is expected that contracts with the Federal government for this group will be signed before September 30th.

CLASSES ARE NOW MEETING FOR 3 POPULAR POLICE EXAMS • PATROLMAN

• TRANSIT PATROLMAN • HOUSING OFFICER

The requirements for all three of these exams are much the same except that Transit Patrolman and Housing Officer candidates need not be residents of New York City and the age requirement is more liberal. Patrolman Applications Have Closed But May Be Re-Opened. APPLICATIONS FOR TRANSIT PATROLMAN AND HOUSING OFFICER WILL OPEN THURS. OCT. 3rd

TOLL COLLECTOR - (Bridge & Tunnel Officer)

This exam offers an excellent opportunity for men who do not meet the height requirement for the other Police exams, or who wear glasses, to secure a well-paying position with full Civil Service benefits. New York City residence is not required. INQUIRE FOR CLASS SCHEDULE—EXAM TO BE HELD SOON

CORRECTION OFFICER - Men & Women

(N. Y. CITY DEPT. OF CORRECTION)

Classes Now Starting — Exam in Jan. — Application Soon

SENIOR & SUPERVISING CLERK

Candidates for Supervising Clerk now have the benefit of 4 different lectures weekly, and Senior Clerk candidates, 3 lectures a week. One lecture in the borough of residence and the others in Manhattan including a special class in ACADEMIC SUBJECTS which meets on Saturdays at 10:30 A.M. or 1 P.M.

Candidates for STATE SENIOR CLERK

You are invited to enroll for our classes for N. Y. City Senior Clerk which afford excellent preparation for the State Senior Clerk Exam scheduled to be held Nov. 16, 1957.

Preparation for next N. Y. City Exam for MASTER PLUMBER'S LICENSE

Be Our Guest at a Class TUES. or FRIDAY at 7 P.M.

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We prepare you in a 5 week intensive course for the exam for a High School Equivalency Diploma which is the legal equivalent of a formal 4 year high school course. Ask for special booklet.

NOTE: Patrolman Candidates have until time of appointment to fulfill the High School requirement.

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CANDIDATES IN CSEA'S ELECTION FOR DEPARTMENT REPRESENTATIVE

The following biographical sketches and photographs have been submitted by candidates for election as departmental representatives in the State Division, Civil Service Employees Association. They are listed in the order of appearance on the official ballot. Where photographs or biographical sketches do not appear, they have not been submitted.

Biographies and photos received from the remaining candidates for representatives are being published in this week's Leader.

FRANCIS C. MAHER
Candidate for Representative,
Department of Law

Francis C. Maher was born at Cortland. He was graduated from Cortland Central High School, St. Jerome's College, Canada, and Syracuse University College of Law.

He joined the Army in 1917, went to France, and served 22 months overseas. On return from France he became a member of the export sales staff of Oneida Community, Ltd., manufacturers of silverware.

He is presently in his 33rd year of State service. He was appointed in April, 1921, as director, Personnel Bureau, State Department of Agriculture and Markets, and became assistant director of the Traffic Bureau of the department when that bureau was created by the Legislature. He served as assistant director and acting director of the bureau until 1929 when he was appointed deputy claims agent in the Department of Law from a competitive eligible list. He received provisional appointment as chief investigator, Department of Law, passed a promotion exam and in 1946 was permanently appointed to that position, which he holds now.

He is keenly interested in all competitive sports, particularly golf, baseball, football and basketball. He played baseball and basketball at both St. Jerome's College and Syracuse University. He is interested in music, particularly opera and choral music.

He is married and lives in Albany.

He has the longest tenure on the present board of directors of the Civil Service Employees Association, having continuously represented the Department of Law since 1930.

VITO FERRO
Candidate for Representative,
Mental Hygiene Department

Mr. Ferro is 41 years of age. He attended North Collins High School, and entered state service as an Attendant at the Gowanda State Homeopathic Hospital in 1936. In 1945, he was promoted to the position of Staff Attendant and has been serving in this capacity to the present time.

In 1940, he married Marion Randall and they now have three children. He has been a member of the CSEA since 1937. In 1945, he was elected as delegate and is still serving in that capacity. In 1950, he was elected President of this Chapter and has been re-elected each year since.

For the past several years, he has been serving on the State Wide Membership Committee of the CSEA and currently is serving as Co-Chairman of this committee. He has also served on the Nominating Committee and other state committees. On the Conference level—he is serving his second term as first vice-president of the N. Y. Western Conference and served two years as second vice-president.

From the beginning of the Western Conference, he has served on many committees, such as Social, Constitution & By-Laws, Resolution, Insurance, Budget, and many other important committees. At various times, he has represented the present and past Conference Chairman as a proxy at the Board of Directors Meeting of the CSEA. He also had the opportunity to serve as a proxy for Mr. John Graveline, our present Mental Hygiene Representative. He has been given the opportunity to conduct two annual meetings for Mr. Graveline.

Mr. Ferro is active in other organizations which he belongs to. At present, he is serving as vice-president of the Gowanda State Hospital Federal Credit Union. He has served on various committees since 1944, and has been a member of the Credit Union since 1937. He is also a member and past Chief of the Helmuth Volunteer Fire Department. He is a member of the Holy Name Society and attends St. Joseph's Catholic Church in Gowanda, N. Y.

Mr. Ferro is well known for his fight for a shorter work week and increased wages and higher grades. Among his greater interests are better retirement advantages for Civil Service workers, better and more complete insurance coverage and better promotional opportunities.

WILLIAM J. ROSSITER
Candidate for Representative,
Mental Hygiene Department

Bill Rossiter, now serving his third year as president of the Rochester State Hospital Chapter and previously vice-president for two years, is interested in all Association activities and specifically the mental hygiene employee.

In the Western New York Conference Bill has served on such committees as chairman, Education Committee; chairman, Nominating Committee; and a member of the Social Committee. He is now serving as co-chairman of the Legislative Committee.

Statewide, for the past two years he has served on the State Salary Committee, and has served on the Revision of the Civil Service Law Committee, as well as on the Special Attendants Committee.

He is President of the Nurses' Alumni Association of the Rochester State Hospital, and is in charge of the Hospital's Male Reception Service. Working for a B.S. degree, he has attended evening courses at the University of Rochester for the past three years.

Bill has written articles in the Rochester newspapers and in the Civil Service Leader regarding salaries, recruitment, shorter work week, working conditions, retirement, etc.

Entering State Service in 1931, he received his R.N. in 1934. In addition to service at Rochester State Hospital, he worked at New York State Psychiatric Institute for one and one-half years and at Brooklyn State Hospital for eight and one-half years.

Bill's twenty-six years of service in the Department of Mental Hygiene, coupled with his proven interest and ability in recognizing and coping with employee matters, qualifies him as a valuable representative for the mental hygiene group.

MARGARET MAHONEY
Candidate for Representative,
Public Service Department

Miss Mahoney, a career employee, is a Senior Accountant in the Albany Office, Bureau of Utilities Accounting of the Public Service Commission. Long interested in the Association and her fellow employees, she was one of



FRANCIS C. MAHER
Law



VITO FERRO
Mental Hygiene



WILLIAM ROSSITER
Mental Hygiene



MARGARET MAHONEY
Public Service



HERBERT KAMPF
Public Service



CHARLES J. HALL
Public Works



WILLIAM HICKEY
Social Welfare



EDWARD GILCHRIST
State



GEORGE HAYES
Tax and Finance

the organizers of the Public Service-Albany Chapter, of which she was Secretary for two years and Vice President for two years. At present Margaret is the Department's Representative on the Association's Board of Directors, serving as such for the last five years.

Miss Mahoney was also one of the organizers of the Capital District Conference of which she was Treasurer for over six years. She has served on many special committees, including Art, Rating, Conference, Employees and Insurance Committees.

Margaret is a firm believer in the Merit System and in the purposes and aims of the Civil Service Employees Association. Merit and fitness for the job are of primary importance to all. Over and above that there should be teamwork that is possible when employer and employee realize the rights as well as the obligations of each other.

HERBERT KAMPF
Candidate for Representative,
Public Service Commission

Vice president of the New York City Chapter Public Service Com-

mission; married; attended elementary and high schools in Brooklyn; graduate of New York University with B. A. degree; majored in psychology and was chairman of the Psychology Club there; graduate of Brooklyn Law School with LL.B. degree; admitted to practice law in New York State; has had long experience in state service and is now employed as Supervising Motor Carrier Investigator in charge of 13 Investigators; frequently called upon to speak at various organizations; was a guest lecturer for a special course given at New York University.

CHARLES J. HALL
Candidate for Representative,
Department of Public Works
Charles J. Hall is present State Public Works representative. He has been employed in the Public Works Department for 28 years, plus about four years' previous service. Charlie is a past vice president of the Highway Engineers' board of directors. He is also an active member of the Latham Kiwanis Club.

He is married and has two sons in the State Public Works De-

partment. Everett is an assistant soils engineer at Lathams, and Kenneth is an assistant civil engineer in District No. 1.

Charlie hopes to continue a program designed to be helpful to all employees in his department.

ETHEL CHAPMAN
Public Works Department
Candidate for Representative,
No biographical sketch submitted.

WILLIAM J. HICKEY
Candidate for Representative,
Department of Social Welfare
William J. Hickey became a State Employee in 1954 at Gowanda State Hospital. He transferred to the State Agricultural and Industrial School at Industry, New York.

Mr. Hickey has been President of the Industry Chapter for the past three years. As a staunch supporter of the CSEA, Mr. Hickey has steadily worked to raise the membership within his chapter to the present 90%. He has been very active as proxy for Charles Davis, the present Rep-

(Continued on Page 14)

A THREE PART PROGRAM FOR YOU AND YOUR DEPENDENTS

Yes—the new Statewide Plan . . . Blue Cross, Blue Shield and Major Medical . . . offers the New York State Employee and his dependents protection against the costs of medical care—at home—in the hospital—in the doctor's office.

The Statewide Plan will become effective December 5, 1957. This means that you and your dependents can benefit from the finest program available to any public employee—anywhere!

Blue Cross . . . Paid-In-Full Services

In any legally constituted hospital, Blue Cross covers room and board in full for 120 days when you are a semi-private, nonmaternity patient. In a private room, Blue Cross provides an allowance equal to the most common semi-private room charge of the hospital where care is rendered. And, Blue Cross covers the extras you need to get well . . . extras like operating room, oxygen, laboratory examinations, X-rays, drugs and medicines. These and other services that can run into hundreds, even thousands of dollars, are paid in full by Blue Cross.

Blue Shield Provides Full Service Benefits

You receive full coverage for surgical care, anesthesia, in-hospital medical care and radiation therapy when you use the services of a Participating Physician and have:

Family membership—total annual income \$6,000 or less.

Individual membership—total annual income \$4,000 or less.

There are more than 23,000 participating physicians in New York State. Of course, Blue Shield payments will be made for services provided by any licensed physician . . . anywhere.

However, if the income exceeds the amounts stated above, the doctor may charge the difference, if any, between the Blue Shield allowances and his usual fee. If such charge occurs, benefits are provided under Major-Medical.

Blue Shield Provides Generous Allowances

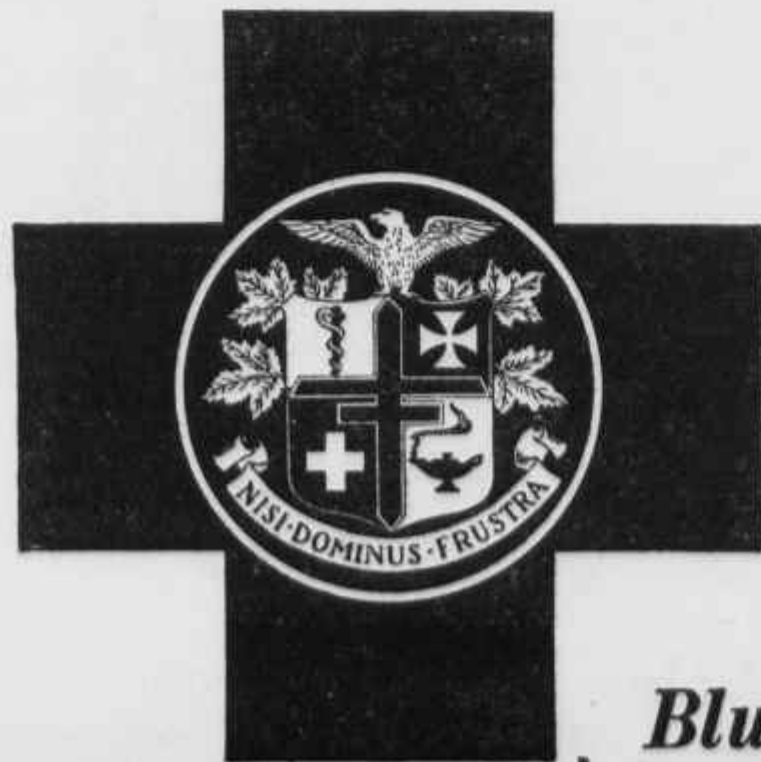
Surgical Benefits—covering surgical procedures, including the treatment of fractures and dislocations, according to the Schedule of Allowances. Also including surgical care rendered by a duly licensed podiatrist or a duly licensed dentist.

In-Hospital Medical Care—During each hospital confinement, payment for doctor's visits for non-surgical, nonmaternity care according to the Schedule of Allowances.

Anesthesiology—payments made according to the Schedule of Allowances.

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Maternity—a maximum basic allowance is provided for: Routine Delivery, Caesarean Section, Ectopic Pregnancy and Miscarriage.



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CHAUTAUQUA REGION HOSPITAL SERV. CORP., Jamestown, N.Y.
ASSOCIATED HOSPITAL SERVICE OF NEW YORK, New York, N.Y.
ROCHESTER HOSPITAL SERVICE CORPORATION, Rochester, N.Y.
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HOSPITAL SERV. CORP. OF JEFFERSON COUNTY, Watertown, N.Y.

Blue Cross—For Hospital Bills

THE STATEWIDE PLAN INCLUDES BOTH BLUE SHIELD AND MAJOR MEDICAL

Blue Shield Provides Free Choice of Physician

It's important to be able to call **your own** doctor when you need care. Under the Statewide Plan (Blue Cross, Blue Shield and Major Medical), you can select **any** physician—anywhere. We firmly believe this offers an extra advantage, because doctors **know** Blue Shield and they know how it works. In New York State alone, Medical Society sponsored Blue Shield protects over 6,000,000 people.

Blue Shield Provides Continued Protection

If coverage in the Statewide Plan ceases because of termination of employment, you may convert your Blue Cross and Blue Shield to the local Plan's direct payment contracts.

When a spouse or a child ceases to be a dependent under the Statewide Plan, he or she may convert to the local Blue Cross and Blue Shield Plans.

In the event of the death of an employee with dependents, under the Statewide Plan the dependents may convert to their local Blue Cross and Blue Shield Plans.

Neither Blue Cross nor Blue Shield has ever canceled a subscriber because of old age or the number of times he had to use his protection.

Major Medical Protection

In addition to expenses for medical services incurred at home or elsewhere, Major Medical provides that added protection against very severe and prolonged illness. For example, if you should spend more than 120 consecutive days in a hospital or receive services from a non-participating physician whose fee is higher than the Blue Shield allowance, these charges may be included under the Major Medical Benefits.

For Full Information . . .

Read the "Health Insurance for New York State Employees" booklet carefully . . . find out what is covered . . . what is not covered . . . ask questions of the proper person . . . understand the Statewide Plan thoroughly. **Remember! The Statewide Plan includes BOTH Blue Shield and Major Medical.**

Blue Shield Plans

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CENTRAL NEW YORK MEDICAL PLAN, INC., Syracuse, N. Y.
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GENESEE VALLEY MEDICAL CARE, INC., Rochester, N. Y.
MEDICAL & SURGICAL CARE, INC., Utica, N. Y.



Blue Shield—For Doctor Bills



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TUESDAY, OCTOBER 1, 1957

Deserved a Better Hand

THE TRANSIT police ran off with the honors in the vote taken through the declarations of intention regarding Social Security, as 96 percent voted Yes, the highest figure in the City. Second came the non-uniformed City employees, with 90; tied for third were the police and fire forces with 62 percent each.

Those were the percentages in favor of Social Security, compared to the negative votes.

It was the personal side of the test voting. Next comes the referendum, which will determine whether a pension group as a whole shall be eligible, but with the former negative voters excluded.

There is no reason to suppose that the affirmative result in the first instance will not be repeated in the second, especially as the only ones who will vote the in the second will be those who previously declared in favor of Social Security. There is every reason to believe that percentages should increase sharply, and in the right direction.

The direction is right because Social Security benefits are important

Change of Heart

The police and fire forces undoubtedly took a rather dim view of the situation largely because of the lump-sum payment required for retroactive coverage. There can be no coverage for any State or local government employee without such payment, under the law; any expectation that opposition would relieve anybody of the requirement was futile. Some firemen may be covered under Social Security already because of outside jobs.

The poor showing made by the police and fire forces, while not representing the viewpoint of the leadership, probably arose largely from pressing financial circumstances, though some men must have figured that if they voted Yes, to require additional payment on their part, that might weaken their argument for a pay increase. A sounder view would have been that the argument for a higher salary was reinforced, as the employees are put to extra expense.

Coverage carries definite and valuable guarantees to those who attain age 65 (62 for women), and provides survivorship benefits for minor children, widows, and surviving aged parents, besides assuring a lump-sum payment that helps defray funeral expenses. That attainment is now easier for oldsters than it ever was, in fact for some will be windfall, while youngsters also share certain other improved benefits, or lessened requirement for achieving them. Not to be ignored is disability pension, at the same level as normal pension, for those age 50 or over.

Not a Thoughtful Act

Whatever the reason for such a strong negative vote as 38 percent, to cite the extreme example of the two forces, it cannot be a thoughtful one. The police and fire forces formerly held out strongly against Social Security, so strongly that a provision was inserted in the Federal law to exclude them. These groups finally saw the light, and got Congress to amend the law so that they could qualify for Social Security, a change that required considerable effort, and in the closing days of the session. This was the voice of enlightened union leadership courageously showing the way. But the rank and file did not back up that leadership in the recent voting to anything like the deserved degree.



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CHARLES H. TENNEY

LETTERS TO THE EDITOR

PATROLMAN WANTS LYONS LAW TO STAND

Editor, The Leader:

That was a good editorial you printed last week about the need of a raise for New York City police, but what good will it do if it isn't followed up with some concrete action?

You made a good point in saying that if the City wants the best men it has to pay for the best. Instead it is lowering the requirements for getting on the force so the new men won't meet the standards that we always had before this.

I notice that some people are saying that the City should do away with the Lyons Law, which requires at least three years' continuous New York City residence before appointment, and continued residence thereafter. The idea seems to be that the City will induce so many men to apply for the job that the City can be choosy in their selection.

What kind of men is the City going to get that way? Only a bunch of carpetbaggers who think that this is a chance to get in on a good thing. If the best qualified men in the City don't want the job, what makes any one think that the best men from other places are going to come here? What kind of a police force would the City have with a bunch of out-of-towners enforcing the law?

The only way for the City to have a good force is to do what you suggested, raise the pay to what it should be, and then we will again have 30,000 of the best men in the City applying when exams are opened.

SERGEANT ELIGIBLE

CLEANERS WANT THOSE BACK-PAY CHECKS NOW

Editor, The Leader:

Cleaners employed by New York City won a case for back pay for the period from 1954 to 1956. When are they going to get the money? The cleaners could use it to pay the retroactive Social Security tax.

THEODORE TODARO

CLERKS PRAYING THEY WIN RECLASSIFICATION APPEAL

Editor, The Leader:

The New York City Classification Appeals Board meets on Thursday, October 3 to consider an appeal of the senior clerks to be given the title of assistant supervising clerk.

This reclassification is right, proper and just because the senior clerks were incorrectly slotted by the Career and Salary Plan. Senior clerks perform supervisory duties in most City offices. They serve as assistant unit heads, as heads of payroll units.

(Continued on Page 11)

Mr. Investigator Finds City Employees Decent And Law-Abiding

BY H. J. BERNARD

THE COMMISSIONER OF INVESTIGATION makes more studies than investigations, yet sometimes when news is published about his activities, the stories may take on an unintentionally alarming slant. "Kenney Probes City Employees" a headline may read, though a study, not an investigation, may be under way. Also, through careless gossip or comment by others, the public may be getting the idea that New York City employees don't quite measure up to the standards of the run of people. Commissioner Charles H. Kenney has been investigating City employees for nearly four years and has a high opinion of them. Of course there are some wayward ones, but Commissioner Kenney would be the first to know that, and who they are.

Out of the whole list of City employees, now exceeding 200,000, Commissioner Kenney submitted security reports, dealing with Communist background, about fewer than 100. He finds that security is no problem in the City government. In other respects City employees have proved to his satisfaction that they are fully representative of the municipal population at large.

Knows His City Employee

"A few may not measure up," he said, "but nearly all are decent, law-abiding people, no different than the employees of private industry."

Much of Commissioner Kenney's studies deals with improving efficiency in the City government. He examines experts from the department concerned, also rank and file employees. He has amassed a wider knowledge of the competence and faithfulness of City employees than probably anybody else. His high opinion of them is the result. So next time you read or hear about Commissioner Kenney inquiring into the activities of City employees, be careful to note whether only administrative matters are being sifted, subjects as innocent as methods and procedures.

Misconstruction about what he is actually undertaking is one of the hazards of the course. The conclusion-jumpers have a field day over it. The hazard has had a continuous run since the earliest days when the Commissioner of Accounts office was a branch of the Mayor's office, the Mayor's eye; now it's a separate department all by itself, and the name is now Department of Investigation (no "s"). The auditing work is now done by Budget Director Abraham Beame.

Yes, the hazard existed, way back to the exciting days of Commissioners Raymond B. Fosdick, John Parroy Mitchell or Leonard M. Wallstein. Incidentally, Mr. Fosdick dropped in to see Mr. Tenney for some information the other day, which gave rise to the report that Mr. Fosdick is at work on his memoirs.

Teamwork with Preusse

Mr. Tenney does considerable investigating. Some of his efforts result in evidence of criminality. He refers such cases to the District Attorney of the appropriate county. But whatever he's doing, whether conducting a study or an investigation, it is either at the instance of Mayor Robert F. Wagner, the usual case, or the Council, or on his own initiative.

The work-load is heavy, and there are only 95 employees. Although primarily he functions as

ARMSTRONG PROMOTED BY ANGELA PARISI

Angela R. Parisi, Chairman of the Workmen's Compensation Board, promoted James R. Armstrong of Albany County from assistant counsel to referee, effective October 1.

administrator of the department, he pitches in occasionally to question witnesses. This has been true of his study of operations of the New York City Housing Authority, which has been going on for two years, and concerning which he has submitted 24 reports, with the 25th about to be sent to the Mayor. In this project as in many others, he is cooperating with City Administrator Charles F. Preusse, but close cooperation from City departments is hardly the rule.

Personality Traits

Commissioner Tenney is a tall, husky Yale graduate with a high sense of civic responsibility, and no grudge against anybody, even Harvard men. He leans toward perfectionism, speaks with careful slowness lest he say something he may regret, and can face the most exciting problems with calm self-possession. Hardly the hall fellow the Mayor is, the Commissioner nevertheless has many personality traits in common with His Honor. Maybe that's because they were roommates at Yale, where Fob Wagner was captain of the Varsity baseball team, and Charley Tenney pulled a strong oar on the crew. A classmate was Foster Furcolo, now Governor of Massachusetts.

"What kind of a student was the Mayor?" Mr. Tenney was asked.

"A good student," was the reply. A politician would have said, "a very good student," but Mr. Tenney is no politician, rather the philosopher. "He was often studying when others were devoting vacation time to recreation. He studied in Switzerland one whole summer."

A Couple of Boatmen

The two see more of each other than other members of the class of '33 or the Yale Law School class of '36 or '37. With law study went an optional course in business administration. Bob Wagner took the extra course, so got out in '37; Charley did not, so got out a year earlier.

One thing the pair did not learn at Yale was how to operate a power boat. Tenney gained half a sea leg in the shell; Wagner was strictly a landlubber. But now the Mayor operates his own power cabin cruiser on Great South Bay, and Commissioner Tenney does likewise with his own similar 35-foot craft, thus proving that passing up a course in business administration is not necessary fatal, although taking it might help one to be elected Mayor, provided he has men like Carmine DeSapio in his corner.

Messrs. Wagner and Tenney often cruise together, each the admiral of his own one-ship navy, and drop anchor alongside. They have summer places on Long Island a mile apart.

COURT ORDERS CAULKER'S DRIVER LICENSE REINSTATED

William Cohen, a pipe caulker, won back his license to drive an automobile. In January 1957, Mr. Cohen skidded on a patch of ice, causing a collision. His license was revoked by the Commissioner of Motor Vehicles.

Represented by Attorney Sam Resnicoff, Mr. Cohen brought suit, claiming the determination was erroneous. Justice Conroy in Supreme Court, Queens County, directed the Commissioner to reinstate the license.

I PASS KEEPER TEST

ALBANY, Sept. 30—Three Erie County residents have passed a Civil Service examination for keeper at the Erie County Penitentiary. They are: John G. Grygo, Joseph A. Iarocci and Fay A. Shelley.

NYC Opens Exam Series

New York City opens a new series of examinations on Oct. 3 covering a wide range of duties and salaries. The examinations total 44. Following are lists of requirements, and other data. The opening and closing dates appear at the end of each notice.

OPEN-COMPETITIVE

7790. TRANSIT PATROLMAN. \$4,000-\$5,581. Various vacancies in Transit Authority. Fee \$3. Requirements: Graduation from a four year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests but must possess the diploma prior to appointment.

Proof of good character will be an absolute prerequisite to appointment. Candidates must be males not less than 5 feet 7 1/2 inches (bare feet) in height, must approximate normal weight for height, must have 20/30 vision in each eye separately, without eyeglasses, and normal hearing in each ear without hearing aid. Test date, December 14. (October 3-23).

8105. HOUSING OFFICER. \$3,750-\$4,830. Various vacancies in Housing Authority. Fee \$3. Candidates must be not less than 5 feet 7 inches in height (bare feet), and must approximate normal weight for height, have 20/30 vision in each eye separately without glasses, and normal hearing in each ear without hearing aid.

No person may file an application for this position who has not reached his 20th birthday on the last date for the receipt of applications. No person may file an application who has passed his 35th birthday on the first date for the receipt of applications. This position requires extraordinary physical effort. This requirement does not apply to disabled or non-disabled veterans who elect to receive additional credits as disabled or non-disabled veterans. In addition, all other persons who were engaged in military duty may deduct the length of time they spent in such military duty from their actual age in determining their eligibility.

At the time of investigation, applicants will be required to pre-

sent proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful misstatement will be cause for disqualification. Requirements: Graduation from a four year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests but must possess the diploma prior to appointment. Proof of good character will be an absolute prerequisite to appointment.

No person may file an application for this position who has passed his 32nd birthday on the first date for the receipt of applications; no person may file an application who has not reached his 20th birthday on the last date for the receipt of applications. This position requires extraordinary physical effort. This requirement does not apply to disabled or non-disabled veteran who elect to receive additional credits as disabled or non-disabled veterans. In addition, all other persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time they spent in such military duty from their actual age in determining their eligibility.

Test date, December 14. (October 3-23).

8206. SOCIAL INVESTIGATOR. \$4,000-\$5,080. 279 vacancies in Dept. of Welfare. Fee \$3. Candidates must have a baccalaureate degree issued after completion of a four-year course in an accredited college or university. Candidates who expect to receive their degree by June, 1958, will be ad-

(Continued on Page 10)

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**ALL CSEA MEMBERS!
IMPORTANT!
PLEASE READ!**

Watch for your CSEA Election Ballot. It will be put in mail addressed to you on September 27, 1957. USE IT PROMPTLY. It is YOUR responsibility to choose YOUR representatives.

If you don't get your ballot, or lose it—get the necessary form to request a replacement ballot from your chapter, or from any of the sources listed below. DON'T DELAY—complete the form and return it to any of the sources listed below and a replacement ballot will be sent to you promptly.

DON'T DELAY—Election ballots must reach the Board of Canvassers at Albany Headquarters by 6 P.M., October 14, 1957. ACT ACCORDINGLY.

**WATCH FOR YOUR ELECTION BALLOT
USE IT PROMPTLY UPON RECEIPT**

CSEA HEADQUARTERS, 8 Elk Street, Albany, N. Y.

or

For Metropolitan NYC Area and Long Island—CSEA Branch Office, 61 Duane St., New York City.

For Western NY Area—Field Representative Jack Kurtzman, 267 Maple Avenue, Hamburg, N. Y.

For Central NY Area—Field Representative Ben J. Roberts, 329 South Titus Avenue, Ithaca, N. Y.

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WANT TO PASS A CIVIL SERVICE TEST?

During the next 12 months there will be many appointments to U.S. Government jobs in the greater New York area and throughout the country. They are available to men and women between 18 and 55.

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

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

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

To get full information free of charge on the Government job fill out, stick to postcard and mail the coupon at once, TODAY. Or, call at office open daily 9:00 to 5:00 including Saturday. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

Franklin Institute, Dept. P-66
130 W. 42nd St., N.Y. 36, N. Y.

Rush to me, entirely free of charge: (1) full description of U.S. Civil Service jobs (2) free copy of illustrated 36-page book with (3) list of many U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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helps her pay
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If you should be stricken with an accident or illness, you too would want money to help meet your regular living expenses while you were out of work. That's why it pays to enroll in the CSEA Plan of Accident and Sickness Benefits. This needed protection is not included in the new State Health Plan.

Get in touch with one of these experienced insurance counselors who work in our Civil Service Department.

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| Robert N. Boyd | General Service Manager | 148 Clinton St., Schenectady, New York |
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| Fred'k A. Busse | Field Supervisor | 23 Old Dock Road, Kings Park, New York |
| Thomas Farley | Field Supervisor | 110 Trinity Place, Syracuse, New York |
| Charles McCreedy | Field Supervisor | 20 Briarwood Road, Loudonville, New York |
| George Wachob | Field Supervisor | 3562 Chapin, Niagara Falls, New York |
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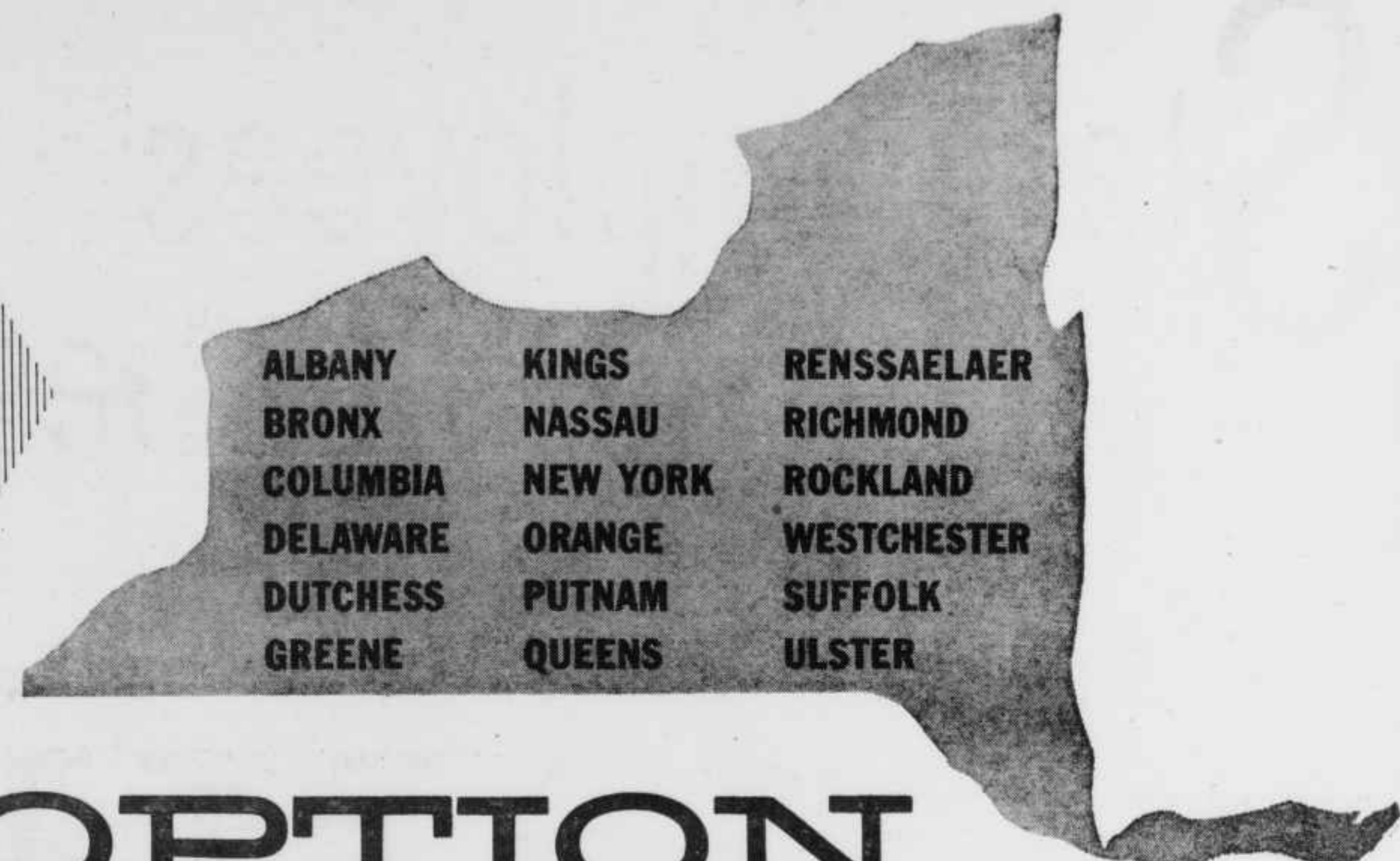
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Coverage From The First Visit...
Free Choice of Doctor... Broad Benefits...
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BREAK THE "COST BARRIER"... between you and the doctor of your choice! The G.H.I. Option pays benefits in the most frequent types of illness, beginning with the very first visit to your doctor. You need pay nothing, in addition to your share of the premium, before the G.H.I. FAMILY DOCTOR PLAN begins to pay benefits for these services.

Fear of expense makes most people hesitate to consult a doctor. Yet, prompt treatment at the first sign of illness can often stop a disease from becoming serious. In addition, medical advice, when you are well, can often prevent sickness before it gets started. The G.H.I. FAMILY DOCTOR PLAN encourages you to get prompt diagnosis and early treatment and also pays for such preventive services as annual check ups, immunizations and out-of-hospital well-baby care.

THE FIRST DOLLAR... The G.H.I. FAMILY DOCTOR PLAN reimburses for the first dollar of covered doctor bills. Once you have paid your share of the premium, you are eligible for immediate benefits. If you follow the simple procedures explained on the facing page, almost all your doctor bills can be paid in full, REGARDLESS OF YOUR INCOME.

CHOOSE ANY DOCTOR... Under the FAMILY DOCTOR PLAN, you are free to continue to use your own doctor or choose any doctor you wish, any where in the world (including dentists, osteopaths, and podiatrists in appropriate cases). Bills can be PAID IN FULL when you use the services of a "Participating Physician" or a "Participating Family Doctor" (doctors who have agreed to accept the G.H.I. allowances as their full fees - see facing page). More than ten thousand physicians and surgeons participate.

Even if you choose a non-participating doctor, you receive the G.H.I. allowances as cash benefits.

BROAD COVERAGE

- **Complete coverage for hospital expense** for 120 days through the BLUE CROSS PLAN. This hospital bill coverage is the same in all of the choices offered you under the State program.
- **General Medical Care, including:**
An unlimited number of visits to your Doctor's Office,* An unlimited number of visits by your Doctor to your home,* Diagnostic X-rays,* Diagnostic Laboratory Tests,* Specialist Consultations (\$15 payment for one consultation in each specialty field in an illness),* Physio-Therapy Treatments (including Osteopathic manipulations) up to four treatments in an illness or injury,* Allergy Treatments (up to \$50 per person per calendar year).*
- **Maternity Care, including:**
Pre-Natal care of expectant mother,* Normal Delivery,* Post-Partum care of mother and child,* Miscarriage,* Ectopic Pregnancy,* Caesarian Section,* Maternity benefits are provided only if husband and wife were insured at time of conception.
- **Preventive Medical Care, including:**
Annual Physical Examination, including X-rays and laboratory tests,* Immunizations (excluding cost of drugs),* Well-Baby care (monthly visits to doctor during first year, semi-annual visits during next six years).*
- **Surgical-Medical Care, including:**
Surgery performed in the hospital, including aftercare, and including the treatment of fractures and dislocations.* Surgery performed in the doctor's office or at home, including the treatment of fractures and dislocations.* Medical care in the hospital - up to a maximum of 201 days in non-surgical, non-maternity cases, (maximum cash payment of \$655, made to any doctor).* Specialist Consultation in the hospital - (\$15 payment for one consultation by an accredited specialist in each period of hospitalization when requested by the attending physician).* Radiation therapy—unlimited number of out-of-hospital, superficial X-ray treatments, and up to 20 deep X-ray treatments per person per calendar year.*
- **Nursing Care:**
Visiting nurse service, when ordered by the attending physician.*

*Bills for all of the listed benefits starred above ("Service" Benefits) can be PAID IN FULL—provided the simple procedures described on the facing page are followed. Note that specialist consultations, in or out of the hospital, are cash payments. These payments are in addition to benefits for covered diagnostic X-ray and laboratory tests.

BILLS PAID IN FULL — "SERVICE" BENEFITS

Most of the services covered by the G.H.I. FAMILY DOCTOR PLAN—and that means almost all the doctor services you and your family will need—will be PAID IN FULL by the PLAN if you use a "Participating Family Doctor" or a "Participating Physician" and, in hospitalized cases, apply for and use semi-private or ward accommodations.

These PAID IN FULL features ("Service" Benefits) APPLY WITHOUT REGARD TO YOUR INCOME OR THAT OF YOUR FAMILY! Thousands of "Participating Physicians" have agreed to accept the G.H.I. allowances as full payment for medical or surgical care rendered in a hospital to insured patients who apply for and use semi-private accommodations. More thousands of Participating Family Doctors have agreed to accept G.H.I. allowances as full payment for services rendered in their offices or in your home. (Note: "Participating Family Doctors" may make an additional charge of \$2 for home calls between 6 and 10 PM and of \$5 for calls between 10 PM and 8 AM.)

Directories of "Participating Physicians" and "Participating Family Doctors" will be available to you at your place of employment. There are varying numbers in different counties. The directories are issued periodically in order to keep up-to-date lists available to you. Be sure to consult these directories to see if your doctor is a Participant. If not, ASK YOUR DOCTOR TO JOIN. IT COSTS HIM NOTHING.

Non-Participating Doctors have not entered into any agreement with G.H.I. The same G.H.I. fees are paid for their services, but they are free to charge subscribers additional amounts. The patient is responsible for the difference, if any, between the G.H.I. payment and the total charge.

THE G.H.I. OPTION IS AVAILABLE IN THESE COUNTIES

- ALBANY DELAWARE KINGS ORANGE •• RENSSAELER WESTCHESTER
- BRONX DUTCHESS NASSAU ORANGE PUTNAM RICHMOND SUFFOLK
- COLUMBIA GREENE NEW YORK QUEENS ROCKLAND ULSTER

••G.H.I. has recently initiated a campaign to enroll "Participating Physicians" and "Participating Family Doctors" in starred counties. These starred counties do not at the present time have a substantial number of "Participating Physicians" and "Participating Family Doctors" whereas the other counties listed do have a substantial number of such doctors. (See G.H.I. directories at your place of employment.) Even if you use a non-participating doctor, you receive the G.H.I. allowances as cash benefits.

LIMITATIONS AND EXCLUSIONS: The G.H.I. FAMILY DOCTOR PLAN applies, during any single period of hospitalization, to only one type of care. That type of care shall be the one giving the greatest benefits to the insured. The PLAN covers up to 9 antrum punctures in a calendar year; 10 varicose vein injections in one leg or 15 in two legs in a calendar year; and suturing of 9 lacerated tendons in one accident.

THE G.H.I. FAMILY DOCTOR PLAN does not apply to: services not required in accordance with accepted standards of medical practice; injection therapy except for the injection of a specific, other than hormones, for a particular disease; cutting or other treatment of corns, bunions, callouses or nails of the feet (except for the removal of an entire nail) or the diagnosis or care of fallen arches or of weak feet; care of functional mental or nervous disorders, drug addiction and chronic alcoholism, except for out-of-hospital consultations; circumcisions performed within 30 days of birth and well-baby care in the hospital; care of pulmonary tuberculosis after diagnosis as such, except for surgical care given in any such case; aftercare rendered by any person other than the operating surgeon; medications or drugs, except allergens; administration of anesthesia; general dental care, except for the correction of damage received in an accident while covered under the PLAN; expenses for eyeglasses or hearing aids; cosmetic surgery; workman's or veteran's compensation cases; services needed as the result of war; and services for which the employee incurs no charge or which are covered under any other employee group plan.

These limitations and exclusions have been set forth in detail so that there can be no misunderstanding of the G.H.I. option. All of the insurance plans under the State program have similar but not identical limitations. BE SURE TO UNDERSTAND THE LIMITATIONS AS WELL AS THE BENEFITS THAT YOU WILL RECEIVE FROM EACH PLAN. PLEASE CHOOSE CAREFULLY.

A FEW WORDS ABOUT G.H.I. Group Health Insurance, Inc. is the oldest non-profit medical insurance plan in the northeastern United States, insuring more than 400,000 people. G.H.I. has pioneered in developing new and increasingly comprehensive forms of medical insurance plans. The G.H.I. FAMILY DOCTOR PLAN was formulated out of years of experience and research - and constitutes, we firmly believe, the health insurance program that best satisfies your family's needs.

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GHI MAIL THIS COUPON for additional information, including a list of G.H.I. fees. Or, if you prefer, telephone New York City, 5 Spring 7-6000, Ext. 88.

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The G.H.I. Option Gives Help Immediately...

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NYC Jobs

(Continued from Page 7)

mitted to the examination. Such candidates should state this fact in their experience papers. However, they will not be appointed unless they present evidence to the Investigation Division that they had received the degree by June, 1958. Open only to persons who shall not have passed their 55th birthday on the first date for the filing of applications. This position requires extraordinary physical effort. Test date, March 1. (October 3-23)

8025. SUPERVISING HOUSING GROUNDSMAN. \$4,550-\$5,990. 25 vacancies in Housing Authority. Fee \$4. Requirements: Either graduation from a senior high school plus three year of satisfactory, full-time, paid, gardening experience, at least one year of which shall have been in a supervisory capacity involving the direct supervision of not less than three subordinate employees; or completion of eight years of elementary school education plus five years of satisfactory, full-time, paid, gardening experience, at least one year of which shall have been in a supervisory capacity involving the direct supervision of not less than three subordinate employees; or a satisfactory equivalent combination of education and experience. Test date, February 1. (October 3-23).

8202. SPEECH AND HOUSING THERAPIST. \$3,750-\$4,830. Four vacancies in Dept. of Hospitals. Fee \$3. Requirements: Candidates must have each of the following or a satisfactory equivalent: a baccalaureate degree, with a major in speech, issued after completion of a four year course in an accredited college or university; speech correction courses, such as speech pathology, speech therapy, anatomy and physiology of speech, audiology; and 150 hours of supervised clinical experience in speech and hearing therapy, including experience in the field of aphasia. Test date December 2. (October 3-23)

8226. SCHOOL LUNCH MANAGER. \$3,750-\$4,830. Various vacancies. Fee \$3. Requirements: Candidates must have the following or its equivalent: a baccalaureate degree, with major studies in foods, nutrition, institutional management, hotel administration or restaurant management, issued after completion of a four year course in an accredited college or university. For this examination persons who expect to

be graduated by June, 1958, will be admitted to the examination but must present evidence to the Bureau of Investigation that they have complied with the foregoing requirements. Test date, March 8. (October 3-23)

8185. SENIOR BUILDING CUSTODIAN. \$4,850-\$6,290. One vacancy in Dept. of Health. Fee \$4. Requirements: Graduation from a senior high school and six years of experience in the cleaning and maintaining of a large building, having more than 100,000 sq. ft. of floor area, two years of which shall have been in a supervisory capacity; or satisfactory equivalent combination of education and experience. Test date, January 17. (October 3-23)

7735. PROGRAM MANAGER. \$7,7100-\$8,900. Two vacancies in Municipal Broadcasting System. Fee \$5. Requirements: A baccalaureate degree with a major in radio broadcasting issued after completion of a four year course in accredited college or university and five years of experience in radio broadcasting, two years of which shall have been in a supervisory capacity. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of baccalaureate degree. Test date, January 15. (October 3-23)

7698. RADIO OPERATOR. \$4,850-\$6,290. 11 vacancies. Fee \$4. Candidates must possess a valid Radio Telephone Operator's License, First Class, issued by the Federal Communications Commission. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Requirements: One year of recent satisfactory experience as a Radio Operator of a nature to qualify for the duties and responsibilities of the position. Test date January 7. (October 3-23)

8205. RECREATION LEADER. \$4,000-\$5,080. 325 vacancies in various departments. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university, including or supplemented by 18 credits in recreation, physical education, or group work; or a baccalaureate degree so accredited and six months of satisfactory paid leadership experience in organized recreational programs; or a satisfactory equivalent combination of education and experience, but all candidates must be college graduates. Persons who expect to be graduated by June, 1958, will be admitted to the examination. Such candidates should state this fact in their experience papers.

However, they will not be appointed unless they present evidence to the Investigation Division that they had received the degree by June, 1958. Test date, February 15. (October 3-November 21)

7896. HORSESHOER. \$17.44 daily. One vacancy in Police Department. Fee \$50. Requirements: Five years of satisfactory experience as a journeyman horseshoer; or a satisfactory equivalent. The maximum period of time for which credit may be given for experience gained solely as a provisional employee or for duties performed outside the scope of title is an emergency may in no case exceed nine months. Test date, January 21. (October 3-23)

8192. DENTIST. \$7,100-\$8,900. In addition, there are per session vacancies at salaries ranging from \$15 to \$20 per session. There are approximately 300 or more sessions a year, each session lasting from 3 to 4 hours. Eligibles who accept appointment in full time positions will be removed from this list and will not be certified for appointment to part time positions. Vacancies occur from time to time. Fee \$5. Requirements: Graduation from an approved school of dentistry and a currently registered New York State license to practice dentistry. In addition, candidates must have had one year's experience in the practice of dentistry. Test date, January 18. (October 3-23)

8134. COLLEGE SECRETARIAL ASSISTANT. A. \$3,250-\$4,450. Various vacancies. Fee \$3. Applicants who meet the minimum requirements listed below may apply for a test appointment in person or by mail. Applicants who wish to apply in person for a test appointment should report directly to the Commercial Office of the N. Y. State Employment Service, 1 East 19th Street, Manhattan, from October 7, 1957 to October 25, 1957, from 1 p. m. to 4 p. m. on weekdays, except Saturdays and legal holidays, where arrangements will be made for them to be interviewed and scheduled for the required written and performance tests. These tests will be given as soon as possible after applicants report to the Commercial Office of the N. Y. State Employment Service. Applicants who wish to apply by mail should write to the N. Y. State Employment Service, Unit 322H, 1 East 19th Street, New York 3, N. Y. for a test appointment. Applicants reporting to the Commercial Office of the N. Y. State Employment Service after 4 P. M., October 25, 1957 will not be permitted to take this examination. Requests made by mail will be accepted if they are post-marked not later than 12 midnight, October 25, 1957 and if they are received by the N. Y. State Employment Service not later than five business days thereafter. Applicants must be high school graduates and in addition, must have (a) four years of college education equivalent to at least 120 credits at a college or university recognized by the University of the State of New York; or (b) four years of experience in general office work; or (c) an acceptable equivalent combination of the above education and experience; except that in all cases applicants must be high school graduates. Applicants who will meet the educational requirements by June 30, 1958 will be admitted to this examination. Such applicants should indicate this fact on their experience form. (October 7-26)

8209. ASSISTANT STATISTICIAN. \$4,000-\$5,080. 24 vacancies in various departments. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics and statistics including at least three credits in statistics; or a satisfactory equivalent. Satisfactory full-time paid professional experience in statistical work will be accepted in lieu of college education on a year for year basis. Persons who will be graduated by June 1958, will be admitted to this examination; such candidates should state this fact on their application form. Test date, January 29. (October 3-November 21)

8036. ASSISTANT PHYSICIST. \$4,850-\$6,290. Various vacancies. Fee \$4. Requirements: A baccalaureate degree with a major in physics issued after completion of a four year course in an ac-

Thousands of CSEA Members Collect Insurance Claims

A total of 17,518 accident and sickness insurance claims have been paid to members of the New York Civil Service Employees Association through Ter Bush & Powell, Inc., 148 Clinton St., Schenectady. It was announced by Harrison S. Henry, vice president of the firm. The agency also maintains offices in Buffalo and New York City.

Mr. Henry, whose firm represents The Travelers Insurance Company, added that this total did not include several hundred other claims on which payments have been made but which are still open in cases of prolonged illness or continued disability caused by

accidents. Total claims paid Association members enrolled in the plan during its first policy-year, ending July 1954, amounted to \$755,147; for the year ending July 1955, \$847,877; and for the year ending July 1956, \$876,823, a grand total of \$2,481,847. Final tabulations for the current year are not yet available.

Continuing payments are still being made to 34 claimants who have been disabled one year or longer, to an additional six claimants who have been disabled more than two years and to one claimant who has been disabled for more than three years.

credited college or university plus three years of satisfactory experience in physics, of which at least one year must have been technological experience in nuclear physics. Graduate training in nuclear physics may be substituted for the required experience on a year-for-year basis. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of a baccalaureate degree. Test date, December 21. (October 3-23)

8199. JUNIOR PHYSICIST. \$4,000-\$5,080. Various vacancies. Fee \$3. Requirements: A baccalaureate degree with a major in physics issued after completion of a four year course in an accredited college or university. Applicants with a major in chemistry, biology, chemical engineering or electrical engineering who have completed at least 15 credits in physics or one year of satisfactory experience with radioisotopes will be admitted to this examination. Test date, January 8. (October 3-November 21)

8059. ASSISTANT CHEMIST. \$4,850-\$6,290. Various vacancies. Fee \$4. Requirements: A baccalaureate degree with a major in chemistry issued after completion of a four year course in an accredited college or university plus three years of satisfactory chemical experience. Graduate training in chemistry may be substituted for the required experience on a year-for-year basis. An equivalent combination of education and experience will be accepted but all applicants must possess a

minimum of a baccalaureate degree. Test date, December 21. (October 3-23)

8208. ASSISTANT ACCOUNTING. \$4,000-\$5,080. Various vacancies. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics; or a satisfactory equivalent. Satisfactory full-time paid professional experience in actuarial work will be accepted in lieu of college education on a year for year basis. Persons who will be graduated by June, 1958, will be admitted to this examination; such candidates should state this fact on their application form. Test date, January 29. (October 3-November 21)

8207. ASSISTANT ACCOUNTANT. \$4,000-\$5,080. 59 vacancies in various departments. Fee \$3. Requirements: a baccalaureate degree issued after completion of a four year course in an accredited college or university, including or supplemented by 16 credits in courses in accounting of college and four years of satisfactory grade; or high school graduation full-time paid accounting experience; or a satisfactory equivalent combination of education and experience. Candidates who will meet the educational requirements by June, 1958 will be admitted to this examination. Such candidates should indicate this fact on their (Continued on Page 12)

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NYC Jobs

(Continued from Page 10)

experience form. Test date, February 15, (October 3-November 21).

7961. FIRE MARSHAL. \$4.-250-\$5,330. One vacancy in Fire

Schechter Tells Of NYC Methods

(Continued from Page 1)

"Another item considered by the Mayor's cabinet was the proposal to combat juvenile delinquency in the City of New York by expanding the staffs of our Youth Board and Police Department. This item had significant personnel implications. Such questions were raised as: Does the Department of Personnel have adequate lists to supply this manpower need? If not, how fast can it recruit such needed personnel? Will these agencies have need for assistance in training new employees? These are typical of the management problems that are taken up at the cabinet and which call for personnel action."

Personnel Council Praised

The speaker praised the work of the City's Personnel Council, composed of top departmental and administrative experts. Members have raised such questions in the Personnel Council as: What procedures should we follow when conducting disciplinary proceedings? How shall we handle employees who are incapable of performing their duties because of mental or physical handicaps? How shall a department deal with situations in which an employee is charged with committing a crime or offense while performing his official duties? These are some of the problems which flow from the personnel officers to the Personnel Council and the Department of Personnel for solution.

Mr. Schechter told of the close cooperation of his office with that of Budget Director Beame's. The two men are the joint architects and overall administrators of the Career and Salary Plan.

Sees Great Strides Made

"As I look back over the past three years of my incumbency as City Personnel Director," Mr. Schechter continued, "I can see the great strides made by the City of New York in integrating personnel management with overall management. The Personnel Council has proved itself to be an essential and valuable channel of communication between line management and the central personnel agency. The new service units in the Department of Personnel have contributed significantly to the integration process."

"The close working relationship that has been established between personnel management and overall management in the City of New York exists today only because of the tone of administration in the City of New York and the attitude of top level officials fostered such a relationship. This cooperative relationship stems directly from the leadership of Mayor Wagner and has been facilitated by the continuous and wholehearted cooperation of the Board of Estimate, the Comptroller, the City Administrator, the Budget Director, and the Mayor's Management Cabinet."

Arnold de Mille, director of public relations, New York City Civil Service Commission, discussed local participation in the 75th anniversary of civil service, to be celebrated next year.

Department. Fee \$4. Requirements: Seven years of satisfactory, full-time, paid experience as an investigator in a fire insurance company, government agency, or law office; or graduation from a senior high school or possession of an equivalency diploma and five years of the experience stated immediately above; or a baccalaureate degree issued upon completion of a four year course in an accredited college or university and one (1) year experience as stated immediately above, or in chemical engineering work, or in accounting; or a satisfactory equivalent. Test date, January 22, (October 3-23).

8051. PSYCHOLOGIST. \$5,150-\$6,590. 67 vacancies in various departments. Fee \$5. Requirements: Completion of two full years of graduate work in psychology at an approved college or university plus two years of internship or satisfactory supervised experience in clinical psychology in a recognized hospital, penal institution, social agency, clinic, court, school, or other similar agency or institution; or a doctorate in psychology from an approved university plus one year of internship or satisfactory supervised experience in clinical psychology in a recognized hospital, penal institution, social agency, clinic, court, school, or other similar agency or institution. Test date, January 11, (October 3-23).

8181. JUNIOR CIVIL ENGINEER. \$4,550-\$5,990. 422 vacancies in various departments. Fee \$4. Requirements: A baccalaureate degree in civil engineering issued upon completion of a course of study registered by the University of the State of New York; or Graduation from a senior high school and four years of satisfactory practical experience in civil engineering work; or a satisfactory equivalent combination of education and experience. The qualifying written test will be given on any week day, Monday to Friday, inclusive, from 9:00 A. M. to 12:00 noon, when requested by a candidate who does not have the required degree, providing he has not failed a previous test in the title in the preceding two months period or failed a second test in the title within a period of six months preceding the date of application. (October 1 until further notice)

8113. YOUTH GUIDANCE TECHNICIAN. \$4,550-\$5,990. 25 vacancies in Youth Board. Fee \$4. Requirements: A baccalaureate degree issued upon completion of a four-year course in an accredited college or university, and graduation from an approved school of social work as evidenced

by a certificate or master's degree. Test date, January 10 (October 3-23).

7958. CABLE SPLICER'S HELPER. \$14.48 a day. Various vacancies. Fee \$50. Requirements: Three years in the last twelve years of satisfactory full time paid experience as a cable splicer's helper; or not less than one and one-half years in the last six years of such experience plus sufficient additional related educational training in an approved trade or vocational school to make a total of three years of acceptable experience. Six months of acceptable experience will be credited for each twelve months of acceptable related educational training. Test date, January 27, (October 3-23).

8184. MECHANICAL ENGINEERING DRAFTSMAN. \$7,100-\$8,900. Four vacancies. Fee \$4. Requirements: A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four (4) years of satisfactory practical experience in drafting work in a mechanical engineering office, firm, plant or laboratory; or a satisfactory equivalent combination of education and experience.

An Associate in Applied Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of study pertinent to the duties of the position will be accepted as equivalent to two years of satisfactory practical experience in drafting work.

Persons who expect to receive the baccalaureate degree in mechanical engineering by September 30, 1958, will be admitted to the examination but must present evidence at the time of investigation that they have obtained it. Test date, June 2, (October 17 until further notice).

8180. ELECTRICAL ENGINEERING DRAFTSMAN. \$4,550-\$5,990. Various vacancies. Fee \$4. Requirements: A baccalaureate degree in electrical engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four years of satisfactory practical experience in drafting work in an electrical engineering office, firm, plant or laboratory; or a satisfactory equivalent combination of education and experience.

An associate in Applied Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of study pertinent to the duties of the position

will be accepted as equivalent to two years of satisfactory practical experience in drafting work.

Persons who expect to receive the baccalaureate degree in electrical engineering by September 30, 1958, will be admitted to the examination but must present evidence at the time of investigation that they have obtained it. Test date, May 23, (October 17 until further notice).

8153. CIVIL ENGINEERING DRAFTSMAN. \$4,550-\$5,990. Various vacancies. Fee \$4. Requirements: A baccalaureate degree in civil engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four years of satisfactory practical experience in drafting work; or a satisfactory equivalent combination of education and experience.

An Associate in Applied Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of study pertinent to the duties of the position will be accepted as equivalent to two years of satisfactory practical experience in drafting work.

Persons who expect to receive the baccalaureate degree in civil engineering by September 30, will be admitted to the examination but must present evidence at the time of investigation that they have obtained it. Test date, May 28, (October 17 until further notice)

8037. ATTORNEY (EXCISE TAXES). \$8,100-\$8,900. Four vacancies. Fee \$5. Requirements: 16 credits in courses in accounting of college grade in an institution approved by the University of the State of New York; five years of satisfactory legal experience after admission to the Bar, at least three of which must have been in tax litigation before administrative bodies, in the courts, or as presiding officer at quasi-judicial tax hearings; or a satisfactory equivalent combination of education and experience.

Experience as presiding officer at appropriate formal quasi-judicial hearings or other than tax

matters, involving determinations and written reports on complex points of fact and law, may be substituted for tax litigation experience on a year for year basis to a maximum of two years. Test date, January 13, (October 3-23)

8006. LABORATORY HELPER (WOMEN). Labor Class. \$2,500-\$3,400. 14 vacancies in Department of Health. Fee \$2. Requirements: Graduation from elementary school; or six months of satisfactory experience in a scientific laboratory; or a satisfactory equivalent combination of education and experience. Applications will be issued and received from 9 a. m. to 1 p. m. on Oct. 28, 29, 30, 1957 at 96 Duane Street, Manhattan.

PROMOTION

8056. SENIOR PSYCHOLOGIST. (Prom.) \$6,200-\$8,200. Five vacancies. Fee \$5. Requirements: Open to each employee of the departments named above who on the date of test: is permanently employed in the title of Psychologist; has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. However, certification shall be limited to permanent employees who have served permanently in the eligible title for not less than two years, except that when open competitive and promotion lists co-exist for the same title, the period of required service may be reduced from two years to one year. A valid Certificate as Psychologist issued by the New York State Department of Education must be presented to the Investigation Division prior to appointment and to the appointment officer at the time of appointment. Test date, January 11, (October 3-23).

7938. POWER CABLE MAINTAINER. (Prom.) \$2,13-\$2,37 an hour. Various vacancies. Fee \$4. Requirements: Open to each employee of the New York City Transit Authority who on the first date of the performance test: is

(Continued on Page 15)

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Dated: September 24, 1957

Candidates and Workshop Top Metro Units Agenda

The Metropolitan New York Conference of the CSEA held its fall meeting recently at Manhattan State Hospital, Wards Island, N. Y.

The heavily-attended meeting drew guests from many parts of the State.

Among the guests were Charles E. Lamb, candidate for vice president in the forthcoming Statewide CSEA election; Claude E. Rowell, candidate for fourth vice president; Albert C. Killian, candidate for fifth vice president; Herbert Kampf, candidate as representative of the Public Service Commission; Jack DeLisi, candidate for representative of the Executive

Department, and Irwin Schlossberg, candidate for representative, Labor Department.

Thomas H. Conkling, candidate for President was present as well.

Other guests present were: Dr. Layton of Pilgrim State Hospital, Brentwood, L. I., Dr. John Cottle, President of Pilgrim State Hospital Chapter and who has now joined the Metropolitan New York Conference; Frank Wallace, President of the Armory Employees Chapter, New York City, who has now joined the Metropolitan New York Conference; Solomon Bendet, as President of New York City Chapter who has voted to rejoin the Conference; Sam Emmett, third vice president of the New York City Chapter and a member of the state-wide Membership Committee of the CSEA, and Max Lieberman, first vice president of the New York City Chapter.

Mrs. Jennie Allen Shields, President of the host chapter, introduced Dr. John M. Travis, Director of Manhattan State Hospital to the delegates and guests present at the meeting.

Praise from Dr. Travis

Dr. Travis addressed the Conference, welcoming them on behalf of the patients and personnel of Manhattan State Hospital. He expressed the hope that the meeting would be a fruitful and constructive one and that much good would come out of it. He also declared that he was delighted and proud to be a member of the Civil Service Employees Association and that from his contact with representatives of the CSEA in his hospital, that the patients' lot has been much improved. Dr. Travis also stated that through the years many improvements have taken place for which the CSEA and his Association can be thanked for and he hoped that the delegates will keep on working in that direction.

Dr. Travis closed his address with the hope that the Conference would have a fine meeting and that he was very glad to have had the opportunity to address them.

Among the many topics discussed were the resolutions to be presented at the annual meeting

of the Association.

The announcement of the chapters who have voted to rejoin the Metropolitan New York Conference, i.e. Armory Employees, Pilgrim State Hospital and New York City Chapter.

The Conference's Spring Workshop was also brought up for discussion and it was voted to have one next spring at the Concord Hotel. The Chairman announced that Irwin Schlossberg would serve as chairman of that committee.

Other Conferences in the State will be invited to take part in the workshop which was considered to be very successful last Spring. The topic of the State Health Insurance Plan was also discussed at this meeting with John Power of the Group Health Insurance representative, answering all inquiries, and James Casey, CSEA representative.

The Conference Chairman, Angelo Coccaro, outlined the State health insurance plan and had charts depicting the three plans and the areas covered. Considerable discussion took place on this very important subject.

There was a recess at 3:30 so that the delegates and guests could partake of the very delicious turkey dinner prepared for them by the host chapter and it was the consensus that the table decorations and the food served were a sight to behold. Mrs. Shields, president of the chapter, was lauded for this wonderful hospitality extended to the Conference and a vote of thanks was expressed both to her and the members of the chapter who assisted her.

Candidates Speak

The meeting reconvened and Chairman introduced the various candidates for office in the CSEA individually, who spoke briefly on their qualifications and platforms in the coming CSEA election.

The various departmental representatives to the Board of Directors also spoke and outlined their platforms.

The Metropolitan New York Conference delegates then voted to recommend the support of its two past chairmen, namely, Thomas H. Conkling for President of the CSEA and Henry

Shemin for 5th Vice President of the CSEA. Also recommended was the support of the various departmental representatives in the Metropolitan New York Conference, namely: Solomon Bendet, State Insurance Dept.; Herbert Kampf, candidate for election from the State Public Service

Commission; Jack DeLisi, candidate for re-election from the Executive Dept., and Irwin Schlossberg, candidate for election from the Labor Dept.

The Chairman announced that the next meeting of the Conference will be held some time in November at Creedmoor State Hospital.

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UNCLE WETHBEE'S COLUMN

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To help future fathers pass through their experience with a minimum of confusion, I'm thinking of marketing an Expectant Father's Kit.



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1. A siren to clear traffic off the road in the last mad dash to the hospital.
2. A book entitled: "100 Calming Thoughts," for father while pacing up and down.
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I would also include a combination washer-dryer to help mother wash the diapers and little clothes that a "blessed event" always brings. Of course, you don't have to be an expectant mother or father to enjoy the wonders of an automatic washer-dryer. Rain or shine, clothes come out sunshine-fresh, and there's nothing to do but load the machine and set a few dials.

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Top Candidates Speak

Powers

(Continued from Page 1)

isions made by the Board are not those which I recommend. But we are a democratic organization. And whatever the decisions, I carry them out with all the vigor at my command. I will never impose my will over the united will of the employees as expressed by their representatives.

Leadership With a Conscience

Second, I believe that a man in the position of President must at the same time exercise leadership. It is very easy to talk, to condemn, to berate. It is a different thing to sit on the "hot seat" and to do what in good conscience you know has to be done.

Let us take the Social Security issue as an instance. When the Association first began to insist not only on Social Security for public employees in New York State but for Social Security on an implementation basis we were told high and low that there was little likelihood of either coming into being.

We also were told that any Social Security measure could not be extended to employees of political subdivisions because of cost.

What actually happened is now history for during this very week contracts between the State and Federal Social Security Agencies were signed giving Social Security coverage on an implementation basis to any member of a public retirement system in the State that wished to avail himself of such coverage. In addition, the Association lent its strength and support to cover two groups of employees who previously had been excluded from such coverage — the police and firemen.

So I say, if the man sitting in the President's chair is not capable of taking the bit in his teeth and plunging ahead despite all opposition and the prophets of gloom he will never be capable of serving the trust placed in him as president.

Let me illustrate another example. As we all know, the beginning of 1957 looked very dark in the area of employee gains. The Governor had announced that there was to be no salary increase in employee schedules and no further cut in the work week of institutions. Despite this ominous statement, the final results were far happier than any of us could have dreamed possible.

The Association did win raises for its members and it did get the institutional work week reduced by another two hours.

I cannot help but take pride in this accomplishment. Unlike labor unions, we have very few tools to promote employee welfare. We cannot strike, we cannot boycott — but we can persuade and we can bring employee opinion to bear on the legislators and this we did with every means at our command.

The Health Insurance Plan

Finally, there is the State Health Insurance Plan. Your Association and no one else is responsible for this low-priced plan that ranks among the finest, if not THE finest, in the country. It was your Association that proposed the plan and your Association that fought for the inclusion of the many fine features it contains.

Still, there are several goals to be attained and that is why I seek re-election to office as President of the Civil Service Employees Association. During my first

term of office I set some major goals for myself — the accomplishment of a true 40-hour week in institutions; truly adequate salaries for all employees and an increase in the strength of the merit system. I do not like to leave a job undone. I want to finish that program and to finish it with your help. The gains that we have won to date didn't just happen. They were won, if I may use the phrase again, by blood, sweat and tears — not sneers.

I am not going to make vast promises. I am not going to say "Re-elect John Powers and you'll get the moon." With Al Smith I say only this: "Look at the record." The only promise I give you is that I will work for you with all the energy at my command, work to bring to a successful conclusion the program I undertook when you first elected me to office.

Conkling

(Continued from Page 1)

or unjust statement than that. Of course I will be vitally interested in the welfare of employees in that department. Of course I want to see them get some cash added to their paychecks. And of course I want to see these employees gain working conditions that will include promotional opportunities for attendants and a decent living standard for all Mental Hygiene employees.

But this does not mean in any way that my program stops there.

Who will deny that institutional people are among those who need a break more than almost any other departments?

No one, I'm sure.

But no department is my favorite one. I am interested in the plight of every State employee. I do not believe that any department in State service is offering its employees the kind of career in security or economics that they deserve. This is why I advocate a program based on the needs of each individual department.

Return to Order

Another important phase of my

platform is the returning of the operation of the Association to its rightful sphere — the CSEA Board of Directors.

I do not believe the President or any other officer of the Association should set policies without the approval of that board. But it has been done and I feel done without proper authorization. I feel that no officer of the Association should take it upon himself to advise people on what is best for them. That is what our Board of Directors is created for. They are the people we elect to speak for us. We elect no one particular person to do this. And if I am elected my voice will reflect only the desires of our governing body — the Board of Directors.

I do not accuse any one person. I point out only that the situation described above has proved there is a tendency for operation in that manner — a tendency which I believe should be stunted in its growth at once.

Membership Make Gains Possible

I am not going to burden you readers with a long-winded speech about Tom Conkling. I want you to vote and I want you to vote for the man you think best for the office of President — but vote.

I do ask you to remember this — the accomplishments of the Association never have been and never will be the result of the efforts of one person. It is the membership itself that has made us the great civil service organization we are today.

I sincerely feel that I am qualified to serve that membership in the capacity of president. It is a tough and thankless job with only a sincere belief in doing a job right as the reward.

Of course I hope you will vote for me and I want you to vote for me. I cannot promise that I will bring riches to everybody upon my election. But I can promise that I will work for you with all the strength that is in me to promote the civil servant out of second class citizenship and into his proper place in the sun.

Western Meet

(Continued from Page 1)

The civil servant, he declared, must take cognizance of his duty to government and realize from good performance of this duty his worth to the public.

"The best qualified people to seek public office are career public servants," Mr. Lawless said.

He quoted: "The great and the meaningful decisions of the next 20 years will be made, not in the market places nor in the banks but, in the halls of government."

Two Honored

Celeste Rosenkranz, Conference president, announced that two Citations for Merit had been presented. One to Senator Mahoney and the other to Jack Kurtzman, CSEA field representative. The awards were given for outstanding service to the Conference area, the Association and the civil servant.

Miss Rosenkranz presided over a full meeting that encompassed Conference problems, the new State health insurance plan and the introduction of candidates for office in the forthcoming State wide CSEA election. These included Joseph Feily, candidate for first vice president; Vernon Tapper, candidate for third vice president; Claude Rowell, candidate for fourth vice president, and Albert Killian candidate for fifth vice president.

Miss Rosenkranz also welcomed two members of the newly-formed Niagara Air National Guard Technicians chapter to the Conference meeting. They were President Lalley and Vice President Higby.

A County workshop, to discuss problems of county workers, was held in conjunction with the meeting.

Delegates were reported particularly pleased with the dinner event in the evening, sponsored by the host chapter, Erie County, of which William DeMarco is president. John P. Quinn was master of ceremonies for the dinner.

Harold Petrie, director of the Erie County Home and Infirmary, acted as host in his home and his hospitality was greatly appreciated by all.

Departmental Candidates

(Continued from Page 3)

representative of Social Welfare. Mr. Hickey has been very concerned about the inadequate wages that exist within the Dept. of Social Welfare and has worked for three years to improve this grave situation.

Some success has come about through his efforts and he believes a good living wage will become a reality through the combined efforts of the Dept. of Social Welfare, CSEA Headquarters, and Conference areas. He has worked for up-grading and more harmonious relationships between employee and employer within the department.

Mr. Hickey assures the employees in the Dept. of Social Welfare he will continue to serve the CSEA and his fellow employees to the best of his ability.

EDWARD L. GILCHRIST Candidate for Representative, Department of State

Edward L. Gilchrist is head of the Certification Bureau, Department of State. Organized and served as first president of department chapter. Elected to act as delegate to annual meeting of State Association for several years. Elected by members of chapter to Board of Directors, CSEA, representing his department and is seeking re-election for a fourth term. During service on Board was elected to special charter committee, appointed to special committee to study travel expenses and, this year, was chairman of the nominating committee, State Association.

Other employee activities include election as chairman, departmental committee, Merit Award Board; appointment as safety administrator for his department, and is member of the Ground Observer Corps, U. S. Air Force.

GEORGE W. HAYES Candidate for Representative, Department of Tax and Finance

George W. Hayes, head printer, Department of Tax and Finance, veteran state employee with many years experience in Civil Service matters. George founded the Tax Department Civil Service Chapter, one of the largest in the State, served two terms as its president and one as treasurer, and has been a delegate for some years. He has served on many civil service committees, notably the Board of Canvassers, which conducts the Civil Service elections. His council and aid to many religious, civil and fraternal organizations has won him many admirers and friends throughout the State. He also has been active in Cub Scout affairs.

He attended Cathedral Academy, grade and High School. He is married, has two sons ages seven and twelve and is a member of St. James Church, Albany.

His only election statement is that "He will serve both the Tax and Motor Vehicles Employees on an equal basis to the best of his ability and will keep them well informed on all civil service matters."

WILLIAM F. SULLIVAN Candidate for Representative, Judiciary

No biographical sketch submitted.

WILLIAM S. KING Candidate for Representative, Legislative

No biographical sketch submitted.

Correction

GRACE NULTY Candidate for Representative, Labor Department

The biography of Grace Nulty, candidate for re-election as Labor Department representative, as reported in last week's Leader was not up to date.

Miss Nulty now is manager of the Portchester office of the Division of Employment.

Also, in addition to her duties as the present Labor Dept. representative, Miss Nulty is chairman of the CSEA's Special Election Procedures Committee.

A HEARTY WELCOME FROM MR. BUTERO



Numerous guests were in attendance at a recent meeting of the Psychiatric Institute chapter of the CSEA and President Salvatore Butero, second from left, greeted them with a welcome and a smile. Seen here with him are, from left, Joseph Feily, first vice president of the Association, seeking re-election to that office; Mr. Butero, James Anderson, from Sing Sing chapter; Thomas Conkling, president of Willowbrook State School chapter, candidate for Association president, and Charles E. Lamb, CSEA fifth vice president who now seeks the post of first vice president.

NYC CHAPTER MEETING DRAWS MANY GUESTS



A recent meeting of the New York City chapter of the Civil Service Employees Association, held in Manhattan, drew a large number of guests. Seen here, from left, are Irwin Schlossberg, president of the State Insurance Fund chapter and a candidate for Labor Dept. representative; Robert Soper, CSEA second vice president seeking re-election; Henry Shemin, candidate for fifth vice president; Thomas H. Conkling, candidate for president; J. Earl Kelly, State Director of Compensation and Classification who installed new officers of the chapter; Sol Bendet, chapter president; James Casey, New York City CSEA office manager; Harold Herzstein, CSEA regional attorney, and Charles E. Lamb, CSEA fifth vice president, a candidate for the first vice presidency. All of the candidates spoke briefly at the meeting.

Where To Apply For Public Jobs

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

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BRa clay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to

exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite, the LEADER office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

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

Big Assn. Vote Asked For By Southern Unit

Delegates to the Southern Conference of the Civil Service Employees Association met recently at Newburgh to discuss problems and resolutions to be debated at the forthcoming annual CSEA meeting in Albany.

Mrs. Nellie Davis, Conference president, presided over the event and introduced several candidates for office in the statewide election of the Association.

Thomas H. Conkling, candidate for president, told the delegates he planned to develop an Association program along departmental lines should he be elected to office.

Lamb Urges Action

Mr. Conkling also declared he hoped the delegates would get out the vote from their chapters "not for my sake but to show the Legislature that our members are interested in their own affairs."

Charles E. Lamb, a candidate for first vice president, also urged a large vote. "It is time for us to get wise in the affairs of politics," Mr. Lamb told the delegates. "We have a fine political potential and we are not using it. It's time we showed our political muscles," he said.

Other Speakers Heard

Robert Soper, who seeks re-election as second vice president, spoke briefly as did Claude Rowell, candidate for fourth vice president. Mr. Rowell supported the arguments for getting a big Association vote in the election "to keep the CSEA from falling asleep over its own affairs."

A guest from Buffalo was Albert Killian, a candidate for fifth vice president. Mr. Killian outlined his reasons for seeking office and declared "my primary reason is to do a good Association job—that's where my interest lies."

Another candidate heard from was Frank Leonard, nominated for the office of treasurer.

Other guests included Harold Hertzstein, CSEA regional attorney; Sen. Hatfield and Paul Kyer, editor of The Leader.

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Rules for Looking at the Movies

A few basic rules apply both to motion picture and television viewing. Eye specialists tell you not to try to see the whole screen equally well, and not to try to hold any detail. Keep the eyes and attention constantly on the move. Take the opportunities offered by boring scenes to rest the eyes by closing them for a few seconds and relaxing.

If your eyes are constantly suffering from strain or irritation you should have them examined to insure that permanent damage does not follow as a result of such a condition.

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NYC Jobs

(Continued from Page 12)

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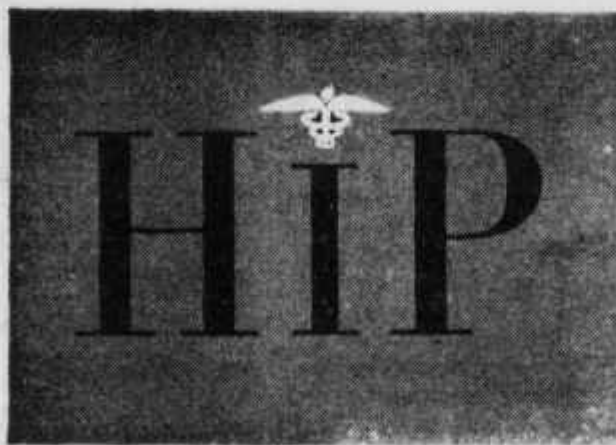
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