

Civil Service LEADER

America's Largest Weekly for Public Employees

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Elig

ALBANY, N.Y. - NOV. 11 - PUBLIC EMPLOYEES ASSN. ICE HELD CIVIL SERV. CONF. - PERKINSON - DIR.

See Page 14

New Rule

Health Plan Members May Change Options At Own Discretion

ALBANY, Nov. 11—With some exceptions and limitations, State and local government employees participating in government-sponsored health plans may now transfer from one health plan to another, if such a choice is available, at their own discretion.

Robert Quinn, Director of Health Insurance, said the discretionary transfer was effective November 1. Prior to this new policy, transfers could be effected only at certain pre-established periods.

Here is the official announcement of the new rule:

Eligibility

- Transfers will be permitted for the following categories of enrollees:
 - Enrollees currently on payroll;
 - Enrollees on leave without pay, on preferred list status or on any other "direct-pay" status.
- The transfer privilege will not be available to retired employees.
- Dependent students whose parents change enrollment options will be required to change to the type of coverage elected by their parents. In such cases, the Health Insurance Section will process

the change in coverage for the student and will notify the employee of any necessary adjustment in payments.

Note: Establishment of this new transfer policy does not in any way change the eligibility requirements for either initial enrollment or continuation of coverage in retirement.

Limitations

- No more than two such transfers will be permitted any enrollee after November 1, 1963.
- The employee must have been

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Budget And CSEA Meet Over Weekend On Pay Proposals For Aides

ALBANY, Nov. 11—Representatives of the Civil Service Employees Assn. and members of the State Division of the Budget were meeting in another round of negotiations on the CSEA arguments for a 1964 State employee pay increase as The Leader was going to press last week (Saturday).

The CSEA team entered the negotiations with the full backing of its 115,000 members as the result of a delegate vote approving the proposals prepared on salaries by the CSEA Salary Committee, headed by Solomon Bendet. The proposals were first presented to Budget Director T. Norman Hurd after gaining approval of the CSEA board of directors. Some 800 delegates attending their annual meeting in New York City last month gave final authority to the committee's salary resolution.

Other Action

At the same time, the delegates voted to study the feasibility of removing the half-century old "no-strike" pledge in the CSEA constitution and called for repeal of the Condon Wadlin Law, which forbids strikes by public employees.

(Continued on Page 3)

Mary Goode Krone, State's 'Travelingest' Woman, Is New Commission President

APPOINTMENT of the "travelingest" woman in State service to the presidency of the State Civil Service Commission is going to save a lot of wear and tear on the people who, ordinarily, would be busy for a few weeks answering the question "Who's she?"

Mary Goode Krone, who last week was named to the post fol-



MARY GOODE KRONE

lowing the retirement of H. Eliot Kaplan, is probably an authority on the quality of banquet beef and chicken anywhere in the State you can name, from the Canadian border to the tip of Long Island. During her years as a member of the Civil Service Commission, Miss Krone has been one of the most sought after members of the Administration when an important government figure is wanted to grace the dias of a local dinner meeting.

Miss Krone does not travel (Continued on Page 3)

Kaplan's 50-Year Career Had Its Colorful Side

THE 50-year career of H. Eliot Kaplan, retiring president of the State Civil Service Commission, is filled with anecdotes involving famous people, bizarre court actions and just plain people.

Early in his career — the year was 1925 — Tammany Hall placed 150 ward heelers on New York City's payroll as "rat catchers", but the move was stymied by the then young attorney for the Civil Service Reform Association in a court action.

The politicians had cooked up a bubonic plague scare, claiming: "Rats are swarming over the city. We need inspectors to cover the water front."

Armed with reports from the U.S. Public Health Service, which refuted the scare talk, Kaplan hustled into court, fought the appointments as illegal and won. No more was heard about a bubonic plague.

Chorus Girls

Incidentally, the Kaplan investigation of the "rat catchers" disclosed that the city had 20 "cos-

metic inspectors" on its payroll, most of whom were chorus girls who didn't even know they were city employees.

The story is told how Kaplan, in 1944, killed a bill that would have removed all federal jobs paying \$4,500 or more from the merit system and made subject to Senate approval.

Lobbying for the merit system, he told Congressmen that if the (Continued on Page 3)

Arlington To Meet

POUGHKEEPSIE, Nov. 11—Members of the Arlington unit, Civil Service Employees Association, will conduct their annual dinner meeting November 16 at 7:30 p.m. at the Pleasant Valley Hotel. Edward Ruger is chairman in charge of arrangements.

Notice To Members Of CSEA Accident And Health Plan

Increased benefits are being offered to members of the Civil Service Employees Assn. Accident and Health Plan under a new program announced last week by Ter Bush & Powell, Inc., agents for the Plan.

Basic purpose of the proposals is to allow participants in the plan to increase income by 50 percent, while hospitalized, through purchase of a rider to present contracts. This rider would be available to persons under 50 without a physical examination.

As an example, a person who has purchased benefit that guarantees an income of \$150 a month while hospitalized would receive \$225.

A table of premiums and an application form for the additional benefit are contained in an advertisement on Page 4 of this issue

AGE Chooses J. D. Lochner As President

ALBANY, Nov. 11 — Joseph D. Lochner, executive director of the Civil Service Employees Association, has been elected



JOSEPH D. LOCHNER

president of the Assembly of Government Employees, a nation-wide organization of independent public employee associations.

Lochner, who had served as national secretary of the Assem- (Continued on Page 3)

Don't Repeat This!
Lewey's Influence Behind-the-Scenes Said To Be Growing

ROCKEFELLER, Goldwater, Nixon, ex-President Eisenhower — these are the big names in the news today when speculation occurs on who will gain next year's GOP nomination and who will influence that party's election. One name that is out of the spotlight but is growing in influence behind the scenes is former Gov. Thomas E. Dewey.

By his own choice, Dewey has stayed in the background giving the majority of attention to his private law practice. Without any fanfare, however, his advice and support is constantly sought by a large number of major figures in the Republican Party.

One of the top GOP leaders in the State discussed Dewey's position and importance in the Party with this writer last week. The (Continued on Page 3)

Part-Time Athlete, Full-Time Fireman

By JAMES T. LAWLESS

A New York City fireman who is an athlete in his spare time is about as unusual as a fireman who plays checkers in the firehouse. But a fireman who is enough of a part-time athlete to go to Ireland to play athletics is quite unusual.

Thomas Feighery, a fireman third grade in the New York City Fire Department, is that part-time athlete. Feighery is a center fielder who plays Gaelic football instead of baseball like all other center fielders.

His team, Offaly, played and lost to Irish champions, Kerry Club in the National League Cup in Dublin two weeks ago. The team which represented the United States in the game is a member of the Gaelic Athletic Association, the American Gaelic football league.

Playing Since 13

Feighery's Gaelic football experience dates back to the time when most children in the U.S. are still trying to perfect a curve ball or to throw a spiral pass. Feighery was 13 when his father introduced him to the game and has been playing, in the minor or senior leagues, since. This is about the only way an American child can learn the game since Gaelic football is about as native to this country as Gaelic is. At 28, he can look forward to only two or three more years as a Gaelic football player. By the time the third decade comes for these athletes, most of them have slowed down too much to maintain the vigorous pace of the sport.

The six-foot three-inch center fielder, in describing the game, said it is as unorganized as hockey or basketball. Feighery, who has the flat lean look of a college basketball forward said there are no organized plays with which a team scores. When the opportunity to score comes "you can just sense it."

Gaelic football is played on a field 100 yards wide by 180 yards long with 15 players on a side. The uninitiated, when first observing the game, might think that some aboriginal Indian had observed many sports of the United States and Europe for about three hours and then had taken back to his native country all of the aspects of each game that he could remember.

Gaelic football has an American football goal post, the net of a hockey game, the dribble of a basketball game, the foot dribble of a soccer game, the free-swinging aspect of a lacrosse game, the uniform protection of a soccer game (none) and the physical demands of all of them, together.

The game has two 30 minute halves, with no time-outs allowed. Only three substitutes are permitted during the game and after these are used the team must continue to play with only those 15 men regardless of injuries.

100 On A Side

Gremlins and Irish folklore aside, the game apparently started sometime in the sixteenth century in Dublin. It was played between villages with teams ranging in size from 25 up to more than 100, on a side. There was some attempt to make the sides relatively equal but sometimes

the disproportion ranged up to 30. No timid souls these.

Penalties in the game today are called for various infractions such as picking the ball up with the hands, striking a player in front or from the back or any flagrant offense with intent to do harm. A player is allowed to block from the side and may flail at the ball in attempt to gain possession. The ball may be kicked or "fisted" (hit with the fist) but cannot be thrown. Scores are accomplished by kicking the ball above the goal posts for one "point" or by kicking the ball under the goal posts into the net and past the goalie for three points and a goal.

Offaly, one of more than 20 teams in the Gaelic Athletic Association league in America which fields teams in Cleveland, Boston and San Francisco, is the New York City team.

Feighery has played practically all sports, including basketball, football and soccer. He played high school and service ball. As a center fielder, his primary responsibility is to keep the ball in the opposition's area of the field and to try to point the offensive play for the team.

Feighery is married and has one child. He has been in Civil Service since 1961 and was a correction officer until he was appointed as a fireman.

Civil servants are involved in many unusual activities but who could image an Irish fireman going back to Ireland to capture the pot o' gold by playing football.

Salary, Reclassification Appeals Taken To Kelly And Preller By Attorneys

The New York State Civil Service Attorneys Association has made preliminary steps toward obtaining salary increases for all State attorneys and reclassification for junior attorneys.

The association met recently with Fred Preller, chairman of the State Assembly's Ways and Means Committee and later with J. Earl Kelly, director of the Reclassification and Compensation Board of the Civil Service Commission.

A committee representing the association met with both and exhibited comparative salary survey charts illustrating the relationship between the State attorneys and attorneys in 31 other states, New York City, New York State and Federal service.

M. J. Silver, chairman of the committee, reported that both Kelly and Preller indicated favorable impressions with the salary and reclassification appeal and indicated that there would

be further communication between the committee and these two men.

In conjunction with these appeals, William Besmanoff, president of the Attorney's Assn., recently sent a letter to T. Norman Hurd, State budget director, expressing his concern about the relatively low State attorney's salaries. He urged favorable State action in relationship to the appeal.

Further explanation of the progress of these appeals will be discussed at the next meeting of the association November 21 at 5:30 p.m. in the State Office Building at 270 Broadway, room 1512, New York City. All State attorneys are invited.

The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

The death of MARGARET E. MCDONNELL, was a shock to her fellow employees in the NYC Dept. of Welfare. She was known for her great warmth and interest in her position as Placement Supervisor in the Bureau of Personnel Administration.

In the words of Welfare Commissioner James R. Dumpson, "unstinting efforts . . . recruiting and assignments of staff and handling many matters of vital concern to our employees . . . were a constant source of satisfaction."

MISS MCDONNELL joined the Welfare staff in 1935 and had served in the Bureau of Personnel Administration since 1946.

A recent addition to the civil service ranks has long been associated with Government and its operation. NANCY KEFAUVER, widow of Senator Estes Kefauver (D-Tenn), is serving as a part-time consultant to the U.S. Department of State. Her new job is to choose American painting and other art objects to be hung on the walls of U.S. embassies.

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Suffolk Forms New CSEA Unit

A new unit of the Civil Service Employees Association Suffolk County chapter has been formed to represent the non-teaching employees of the Brentwood School District. James Byrne of Brentwood has been elected temporary president of the chapter.

About 50 of the district's 200 nonteaching workers attended the unit's second meeting. The last meeting was held Thurs., Nov. 7 at 8 p.m. at the Brentwood High School. John J. Corcoran Jr. of Sayville, field representative for the CSEA in Suffolk re-

ported that school board president Edward Sonderling, had told him he did not object to the formation of the unit.

Advisory Board Set

ALBANY, Nov. 11—Ralph C. Gross, Port Washington, will represent employers and Frank W. Sager, Binghamton, will represent employees of the State Apprenticeship Council, an advisory body in the State Law Department. The appointments were made by Governor Rockefeller.

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15% Pay Boost Heads Erie CSEA Program For All County Employees

(From Leader Correspondent)

BUFFALO, Nov. 11—The Erie County chapter of the Civil Service Employees Association has submitted a comprehensive employee benefit program—headed by a request for a 15 per cent across-the-board salary increase—to the County Board of Supervisors, Alexander T. Burke, chapter president, has announced.

In addition to the salary hike, the program includes requests for:

1. Re-evaluation of positions in various departments, due to a shortage of trained personnel and large turnover of staff.

2. Amendment of county personnel rules to include five days personal leave, non-cumulative.

Pay Hospital Plan

3. Assumption by the county of full cost of employee hospitalization plan.

4. Longevity after ten years of service.

5. Shift differential for second and third shift employees.

6. Mileage allowance for employees using personal automobiles on county business.

7. Increase in allowable sick leave accumulation from 150 to 300 days.

8. Payment in cash upon retirement for all unused sick leave.

9. Adjustment of present reimbursement for automobile insurance differential for employees who use their cars for official county business.

The chapter backed-up each request with substantial arguments relating to similar benefits in state and federal government service as well as private industry. In a letter of transmittal, the chapter said "the requests are consistent with providing necessary efficient service at a reasonable cost to the taxpayer."

Parkway Police Re-elect Aversano

Sidney Siben of Bay Shore, Counsel to the Long Island State Parkway Police Benevolent Association, will install the organization's 1963-64 slate of officers at a buffet dinner-dance, November 12 at 8 p.m. in the Bethpage State Park Clubhouse.

The officers to be inducted are: Ptl. Barney Aversano, president; Ptl. George Koch and Ptl. James Hallinan, vice presidents; Ptl. Philip Ferrato, secretary; Ptl. Richard Borchers, treasurer, and Ptl. Theodoe Hanker, director for a four year term.

Kaplan Career

(Continued from Page 1)
bill passed, then they would have to go hat in hand to their senator for favors. He then told various governors if the bill passed few would be able to run for the Senate since the present officeholder would use federal postage to build up a personal political machine. Congressmen and governors grasped the point. The bill was killed.

"Scourge of Spoilsmen"

His tireless work for extension of the civil service in State and Federal Government led Samuel H. Ordway Jr., former U.S. Civil Service Commissioner, to declare: "The personnel picture in the government today would be a sorry one, without his extraordinary ability and devotion."

Once called the "scourge of the spoilsmen," Kaplan was born in 1897 in a tenement on the East Side of New York. He was ready for college at the age of 15 and he worked his way through New York University's night school.

One of his first successes occurred in 1924, when he was a young crusader for the National Civil Service Reform League. There had been a series of drownings at Coney Island that summer. He investigated, finding that the lifeguards appeared all tanned but some showed a reluctance to get wet. He obtained a court order to require life guards to take a test.

Savings For Taxpayers

Faced with the examination, half of the lifeguards did not dare to appear for their swimming test and, of the remainder, half could not swim.

Over the years of his career, it has been estimated that his court actions have saved the general taxpayer many millions of dollars. P.K.

Trooper Commended

ALBANY, Nov. 11—When a State Trooper gave a helping hand to a New York City patrolman, who had run out of gas, on the State Thruway, the New Yorker, Rocco Panetta, sent a letter to the authority, commending its troopers for their courtesy and efficiency. The Trooper was E. C. Hooper.

Constantine Named

ALBANY, Nov. 11—Dr. Water E. Constantine of Buffalo has been reappointed to the Board of Visitors of the State School for the Blind.

Roy Lee Installed As President At West Seneca Dinner

The second annual installation dinner-dance of the West Seneca State chapter of the Civil Service Employees Association was held recently at the Leonard Post, VFW, in Cheektowaga.

Roy Lee was installed as president of the chapter by Claude Rowell, CSEA fourth vice president, serving as installing officer.

Other officers installed were: Maryann Mahoney, vice president; Marie Trawinski, corresponding secretary; Dora Lindemuth, recording secretary; Matt Hranitz, treasurer; Ervin Albrecht, delegate; Ted Golombek, alternate delegate; William Lindemuth, Lawrence Barning, Helen Lee, Bette Santomauro, William McGowan, Leonard Mikulski, Mary Bailey, and Ardis Hakes, Board of Directors.

Lawrence Barning served as master of ceremonies. Honored guests at the dinner-dance in-

cluded George DeLong, president of the Western Conference; Jack Hennessy, CSEA treasurer; Joseph Kenney, president of the Connecticut Armory, and Arthur Roets, president of the Buffalo State Hospital chapter. Over 200 members of the chapter attended the dinner-dance.

Lochner Elected

(Continued from Page 1)
bly, was elected to the presidency at the organization's annual meeting in Philadelphia in October.

He succeeds James Daniels, executive secretary of the Oregon State Employees Association.

Feily A Vice President

Joseph F. Feily, president of the Civil Service Employees Association was re-elected eastern regional vice president.

AGE, which is made up of 22 member states, was created principally to foster effective interrelationships between independent public employees groups in the continental United States and to act as an interchange for issues and programs affecting the welfare of all public employees.

The membership of just two AGE members, the California and New York associations, exceeds the entire international membership of the largest competing union.

Retiree Honored

BUFFALO, Nov. 11—Ellen C. Brady, Buffalo, who retired Sept. 1 after 30 years service in the Erie County Probation Department, was honored this week at a testimonial dinner in Chestnut Lodge, 3036 Seneca St.

Miss Brady, a casework supervisor when she retired, is a longtime member of Erie County chapter, Civil Service Employees Assn.

Pass your copy of the Leader To a Non-Member

CSEA, State Hold Pay Talks

(Continued from Page 1)

The salary resolution calls for a 12½ percent, across-the-board salary boost for all State workers; asks for a non-contributory retirement system at 1-60th final average salary; seeks a non-contributory health insurance plan and asks funds to allow payment for accumulated sick leave credits.

Failure of the State Legislature this year to vote any salary increase at all for State workers has pushed these employees further behind their counterparts in private industry, the CSEA is arguing. Also supporting CSEA arguments are comparative pay scales in public employment in the states of California and Michigan, the Federal Government and New

York City, as well as the State's own figures on equitable salary adjustments.

Statements Recalled

Employees Association leaders are also mindful of public statements by Governor Rockefeller and leaders of the Legislature that public employees must not be allowed to lag in wage benefits behind their counterparts in private industry.

On the CSEA negotiating team, in addition to Bendet, were Joseph F. Feily, CSEA president; Joseph D. Lochner, CSEA executive director, and Harry W. Albright, Jr., CSEA counsel.

At press time, no comment was available on the discussion with the Budget Division.

Mary Goode Krone

(Continued from Page 1)

merely to dine, however. An authority in her field, she is one of the most articulate speakers in behalf of the Merit System and the means by which the Civil Service Commission serves the system. Her participation in seminars, panel discussions, conferences, etc., displays an easy grace, a good sense of humor and the knack for speaking on what is topical are among the many assets she brings to her new assignment. She also has made numerous appearances as a speaker before organizations outside of government, thus giving taxpayers an "inside" view of what happens to their money. The results, it is said, have been most happy.

Background

Mary Goode Krone, born in Gainesville, Fla., is a daughter of Charles F. and Nancy G. Krone of Seven Bridges, Chappaqua, New York. She was educated in Florida and New York public schools, Sweet Briar College, the evening division of Russell Sage College in Albany, and is a special student at Albany Law School.

After serving since 1936 in various posts of the Town of New Castle, Westchester County, Miss

Krone was appointed Director of the Commodities Tax Bureau, Department of Taxation and Finance, in June 1943. She was appointed Director of the Miscellaneous Tax Bureau in October 1943. By appointment of Governor Dewey, she was the Chairman of the New York State Personnel Council from the date of its creation in 1945 until December 1954.

Dewey Appointment

Miss Krone was initially appointed to the State Civil Service Commission in March 1954 by Governor Thomas E. Dewey and was reappointed by Governor Rockefeller in 1959 and 1961.

She served for two years as general chairman of Women's Day at the New York State Exposition and is currently serving as a member of the Women's Committee for the New York State Exposition. Among her civic activities, she serves as a member of the Budget Committee of the Albany Community Chest; she is also a member of the Advisory Committee for the Correction Administration Curriculum of Westchester Community College at Valhalla and is a guest lecturer for the NYS School of Advanced Studies in Real Property Acquisition at Saratoga Springs.

Who's Who—Twice

As president of the State Civil Service Commission, Miss Krone will receive an annual salary of \$28,875. The designation is subject to confirmation by the Senate.

She is a member of the Albany Zonta Club, Albany Business and Professional Women's Club, Public Personnel Association, Sweet Briar Alumni Association, Russell Sage College Alumni Association. She is also a member of the Chappaqua Chapter of the DAR and is listed in Who's Who of American Women and "Who's Who in the East."

P.K.

Lab & Research Chap. Holds Dinner-Dance

The annual Fall dinner-dance of the Division of Laboratories and Research chapter, Civil Service Employees Association, was held recently at the Polish Community Center. The dinner-dance served a dual purpose this year as the chapter also honored employees retired during the past year. Irving Brandow, who is retiring November 1, was honored with a farewell gift commemorating his work on the staff since 1921.



NEWLY ELECTED — Officers of the Gouverneur Hospital chapter of the Civil Service Employees Association are shown following their recent induction at the hospital. The newly formed chapter elected its first slate of officers at the ceremonies. The new officers are shown with Ben Sherman, (far left) New York City field supervisor and installing officer. They are (from left) Leon Wallace, president; Lola Bonner, vice president; George Kelly, secretary.

Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

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

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

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

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

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

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

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

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

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

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U.S. Service News Items

By MARY ANN BANKS

Inter-Agency Transfers Possible In U. S. Service

"I'm stymied where I am—how can I get a job in another agency?"

"Does the Civil Service Commission keep a list of vacancies in Federal agencies?"

"Do I have to take another civil service examination and get on a register in order to transfer to another agency?"

The Civil Service Commission often receives such questions from Federal employees. The frequency of these inquiries by no means indicates that great numbers of Federal workers are dissatisfied with their present situations. But it does reflect the fact that there are times and situations in which a change of agencies may be in order. Unfortunately, employees do sometimes find themselves in dead-end jobs and must look to other agencies for advancement opportunities. And there are various other situations where, for one reason or another, things just have not worked out to an employee's satisfaction.

While the Commission feels that employees normally will find it advantageous to seek advancement within their agencies, when circumstances indicate a change of agencies is desirable there are several avenues open to career and career-conditional employees.

Find a Vacancy

The best method, of course, is the old tried-and-true one of finding a vacancy for which you are qualified and selling yourself to the employing officer of the agency. Career or career-conditional employees (after 90 days of service) can be given noncompetitive appointment in another agency.

They need not take an open-competitive examination and come within reach on a list of eligibles. However, for some jobs, agencies do require the passing of a written test. But these are non-competitive examinations in which only a passing mark is necessary.

In this "shop and sell" approach the employee relies completely on his own efforts to find an appropriate opening and to convince the hiring officer that he is the right person for the job.

Before looking for greener grass elsewhere, however, the employee should make certain he isn't overlooking better prospects in his own backyard. When he finds himself at a dead end or feels that he should broaden his experience, the employee's first step should be to discuss the problem with his superiors and representatives of his agency's personnel office.

Need Talented People

There is anything but an over-supply of talented people with potential for more responsible work, so agencies have the common objective of seeking the best use of personnel. Most agencies also conduct programs to identify and develop promising employees for more challenging assignments.

Those who decide to make the big switch often look to CSC as a clearinghouse of information on opportunities elsewhere in Government. But the Commission does not maintain lists of agency vacancies. The job of maintaining such lists on a current basis would

(Continued on Page 9)

McCormick Member

ALBANY, Nov. 11—Wilbur M. McCormick of Brockport is the latest member to be named to the

Council of the State University College at Brockport. He succeeds Edgar H. Benedict, whose term expired.

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IMPORTANT ANNOUNCEMENT FOR CSEA Policyholders

If you are not over age 59 and are enrolled in the CSEA Accident and Sickness Plan, you can now add a Hospital Indemnity Rider to your policy without completing a health questionnaire.

This new low cost benefit is designed to give you greater financial assistance in the event you become hospitalized. It provides a 50% increase in whatever monthly indemnity for total disability (due to either accident or sickness) is payable under your present policy when you are hospitalized in a legally constituted hospital, as defined in the rider. Example: If you were entitled to receive \$180 a month under your present policy, with the addition of the rider, you would receive \$90 a month more, or a total of \$270 a month while hospitalized.

Hospital confinement due to pregnancy, childbirth or miscarriage is not covered under the rider and benefits do not apply to pre-existing conditions. Other than this, the terms and conditions of the policy to which the Rider is attached apply.

Note the following schedule of low premium rates for this additional benefit.

When attached to a policy providing a basic Monthly Indemnity of	Bi-weekly Premiums				Semi-monthly Premiums			
	Plan 1		Plan 2		Plan 1		Plan 2	
	Males	Females	Males	Females	Males	Females	Males	Females
\$ 75	.10	.14	.14	.18	.11	.15	.15	.20
100	.13	.18	.18	.24	.14	.20	.19	.26
125	.17	.23	.23	.30	.18	.25	.24	.33
150	.20	.27	.27	.36	.21	.30	.29	.39

Steps to follow to secure a Hospital Indemnity Rider:

1. Tear out the following form.
2. Write your Name, Address, Place of Employment, and Employee Item Number in the spaces provided.
3. Mail the form to: Ter Bush & Powell, Inc. Civil Service Department 148 Clinton Street Schenectady 1, New York

Your rider will be issued as soon as arrangements can be made for the necessary additional deduction from your pay.



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Please amend my Civil Service Employees Association Accident and Sickness Policy to include Hospital Indemnity Rider Form HI (2) at the applicable additional premium rate.

Name _____

Home Address _____

Place Of Employment _____

Employee Item No. _____

Begin Study Now For Fireman Test

Filing is expected to open during the December filing period for the fireman examination which is tentatively set for Spring.

As an assist to readers, The Leader will publish past examinations and answers so that applicants can see whether or not they are adequately prepared for the examination.

The first group of questions are taken from the last examination in November, 1962. The answers will appear in next week's edition.

24. The firemen are advised to avoid wearing rings on their fingers. The main reason for this advice is that the rings have a tendency to:

- (A) be damaged during operations at fires;
- (B) scratch persons receiving first aid treatment;
- (C) catch on objects and injure wearer;
- (D) scratch furniture and/or other valuable objects.

25. Suppose that you are a fireman on housewatch duty when a civilian enters the fire house. He introduces himself as a British fireman visiting the country to study American fire fighting methods. He asks you for permission to ride on the fire apparatus when it responds to alarms in order to observe operations at first hand. You know that it is against departmental policy to permit civilians to ride apparatus without written permission from headquarters. In this situation you should

- (A) refuse the request but suggest that he follow the apparatus in his own car when it responds to an alarm;
- (B) call headquarters and request permission to permit the visitor to ride the apparatus;
- (C) re-

fuse the request and suggest that he apply to headquarters for permission;
- (D) refuse the request and suggest that he should return the next time that the fire department holds open house.

26. "The cause of the emergency was a defective gas flue." As used in this sentence, flue means most nearly

- (A) burner;
- (B) duct;
- (C) jet;
- (D) supply.

27. "The crux of the matter is finding the right man for the job." As used in this sentence, crux means most nearly

- (A) obvious solution;
- (B) neglected consideration;
- (C) final step;
- (D) decisive point.

28. "His assistance in this project was invaluable." As used in this sentence, invaluable means most nearly

- (A) worthless;
- (B) priceless;
- (C) inconspicuous;
- (D) difficult to evaluate.

29. "There are many facets to this problem." As used in this sentence, the word facets means most nearly

- (A) alternatives;
- (B) aspects;
- (C) difficulties;
- (D) solutions.

30. "The map clearly indicated the contour of the lake." As used in this sentence, the word

contour means most nearly

- (A) composition;
- (B) location;
- (C) outline;
- (D) source.

31. "The hot weather made him lethargic." As used in this sentence, lethargic means most nearly

- (A) drowsy;
- (B) perspire;
- (C) tense;
- (D) thirsty.

32. "The arrangements for the meeting were haphazard." As used in this sentence, the word haphazard means most nearly

- (A) according to a plan;
- (B) determined by mere chance;
- (C) overly detailed;
- (D) disregarded.

33. "The committee could not agree on an agenda for the conference." As used in this sentence, the word agenda means most nearly

- (A) rules of procedure;
- (B) meeting place;
- (C) qualifications of delegates;
- (D) things to be done.

(To Be Continued)

Foster Elected

ALBANY, Sept. 30—Charles H. Foster, vice-president and controller of the State University has been elected a member of the Council for the School of Industrial and Labor Relations at Cornell.

Bus Driver Questions

An analysis of the key answers as they were given for the surface line operator test in last week's issue of The Leader will now be applied to the exam as it was given. 23,425 persons took the exam ten days ago, 11,702 in the morning period and 11,713 in the afternoon session. There were ten sabbatical observers. Protests for these tests will be allowed to be submitted until midnight, November 22 along with evidence of substantiation. The analysis of the first 2 questions in the morning session follow below. The questions will continue in the next issue of The Leader.

5. To stop a motor vehicle on an icy street with the least chance of skidding, the operator should:

- (A) apply the brakes normally.
- (B) step on the accelerator lightly after releasing it.
- (C) make a number of light foot-brake applications.
- (D) apply the hand brake only. (Wheels have more than one chance to grip.)

6. The well-known building at Columbus Circle in Manhattan is the:

- (A) Coliseum.
- (B) Manhattan

(Continued on Page 9)

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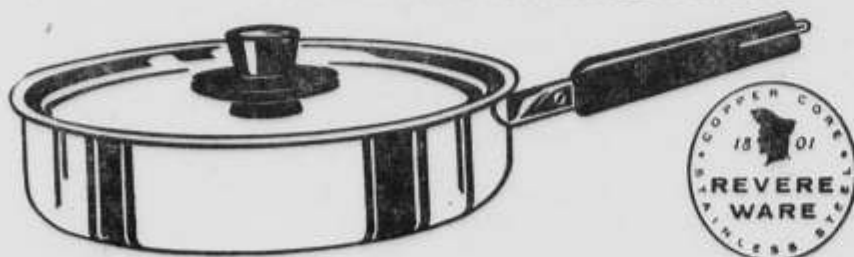
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NOVEMBER 12, 1963



A Stern Warning

THE Segal Company, retirement system analysts, has issued a stern warning to executives of pensions systems for public employees. Soon, all employees will be demanding retirement benefits based on the cost of living.

This is only fair. What good does a pension received today do for a man who retired 10 or more years ago? His benefits are measured on wages and costs when he retired—with few exceptions.

A year ago, Congress enacted an automatic cost-of-living adjustment for pensioners covered by the Federal Civil Service Employees Retirement System. This provides that any increase amounting to three percent or more in the Federal Consumer Price Index will be reflected in commensurately increased benefit payments to retired employees.

Too often, we receive letters to the editor which plead for assistance in obtaining increases in pension payments for civil service employees. These local employees served government for years before they retired to what they hoped would be some relaxation in their twilight days.

Unfortunately they find their medical, food, drug, shelter and, yes, even tobacco, costs soaring while their pensions, never too generous at best, lose buying power each day.

Free hospitalization plans and pensions based on current prices are needed—and now.

Other Issues

WITH less than two months to go before the 1964 session of the State Legislature begins, pre-legislative activity by employee organizations is in full swing. Most of the publicity to date has been on measures designed to boost salaries and improve fringe benefits.

These are important proposals and, naturally, should receive a good deal of attention. Not every goal desired by employees has to be legislated, however. State employees are deeply concerned in several areas concerning working conditions.

First of all, the problem of overtime compensation has not yet been settled to the satisfaction of thousands of employees. There is a good deal of evidence that many employees are being excluded from overtime compensation on economic grounds rather than on reasons of merit. Legislation could correct this situation, but it could be accomplished more simply by Administration action.

Another severe problem—and a great morale destroyer—is the use of oral examinations for certain promotions. As long as so many employees feel this examination technique is being used more to exclude them rather than as an aid in making appointments, the technique is faulty. The Civil Service Employees Assn. has presented some solid and workable proposals on this issue. Original ideas have been lacking from the management side, however.

These and other work problems are in need of solution in order that public employment advance in terms of a happy career as well as a career that is financially rewarding. This is not to say that no action is forthcoming. There are several areas where real improvements have been made. But when it comes to improvement there is always room for more.

Lindenhurst Unit Installs Livingston

F. Livingston Jr., re-elected president of the Lindenhurst unit of the Suffolk County chapter for his second term, was installed at a recent meeting of the chapter at the Sheet 4 Firehouse in Lindenhurst.

Other officers installed at the meeting by Lester Kahan, Lind-

enhurst Mayor, were: Arthur Pastore, vice president; Brian Coats, treasurer; Joseph Dunlop, secretary, and George Hamel, sergeant-at-arms.

Other guests at the installation included L. DiGangi, J. Lipman and William Bielstein. The unit has 100 percent membership in CSEA.

LEADER BOX 101

Letters To The Editor

Uniform Allowance

With reference to the letter written by Richard J. Roberts, Dannemora State Hospital, regarding uniform allowances for office personnel, we would like to make the suggestion that all office employees, male and female, be supplied with uniforms or allowances for them.

We work in a field office where the male employees are supplied with many articles of clothing including uniforms for the office, field and temporary help. Why not the women! Help!!

TWO STENOS

This Week's Civil Service Television List

Tuesday, Nov. 12

- 9:30 a.m.—Career Development—Police Dept. promotional course.
- 4:00 p.m.—Around the Clock—Police Dept. training course.
- 4:30 p.m.—The Big Picture—U.S. Army film series.
- 5:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.
- 5:30 p.m.—Air Force Story—U.S. Air Force film series.
- 8:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.
- 8:30 p.m.—Army Special—Army film series.
- 10:30 p.m.—Operation Alphabet—Department of Labor series promoting literacy.

Wednesday, Nov. 13

- 2:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care.
- 4:00 p.m.—Around the Clock—Police Department training course, "Traffic Safety."
- 5:00 p.m.—Nutrition and You—Nutrition Bureau program, with Iva Bennett and guest.
- 6:30 p.m.—Air Force Story—U.S. Air Force film series.
- 7:30 p.m.—On the Job—Fire Dept. training course.
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Thursday, Nov. 14

- 4:00 p.m.—Around the Clock—Police Dept. training course.
- 6:30 p.m.—Air Force Story—U.S. Air Force film series.
- 7:30 p.m.—On the Job—Fire Department training course.
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Friday, Nov. 15

- 1:30 p.m.—Nursing Today—Dept. of Hospitals series on nursing care.
- 4:00 p.m.—Around the Clock—Police Department training program.
- 5:00 p.m.—Nutrition and You—Nutrition Bureau program with Iva Bennett and guest.

- 6:00 p.m.—The Big Picture—U.S. Army film series.
- 10:30 p.m.—Operation Alphabet—Dept. of Labor series promoting literacy.

Saturday, Nov. 16

- 3:30 p.m.—Where in the World—New York State Education Department series.
- 7:30 p.m.—On the Job—Fire Department training course.
- 9:00 p.m.—The Big Picture—

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

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

"The Relations Explosion"

ALERT GOVERNMENT people who want to be ahead of the pack are urged to take a close look at public relations through the keen eyes of William L. Safire, a successful PR professional, who has authored a fascinating book on the subject.

THERE IS UNUSUAL volatility in his well-written "The Relations Explosion" (Macmillan: \$4.50). So intense is the light on public relations, it had better be read with sun glasses. Add asbestos gloves, too, for the heat generates.

HIS CHAPTER ON politics is "must" reading for everyone in government. Government is everywhere, although Mr. Safire insists his book is "about a company's relations with its various publics and how these relations are likely to change."

BUT IN HIS chapter on politics he states categorically: "As customer, labor arbitrator and omni-present enforcer of its 'take,' the Government is a constant partner of business." He could have added that laws, as well as rules and regulations by government affect almost everything in business.

THUS, WHATEVER relations explode in business has a chain-reaction effect on government. And what about "the relations explosion" within government itself?

MR. SAFIRE TURNS back the pages of history to recall one of America's most successful government public relations practitioners—Abraham Lincoln.

"AN AWARENESS OF public opinion, an ability to understand it, mold it, even manipulate it—the practice of which we now call 'public relations'—permeated Lincoln's career," writes Mr. Safire.

THE MAN WHO said in 1859, "Public opinion in this country is everything," also used his own methods for reading the public mind. Author Safire reports that Lincoln regularly took a "public opinion bath."

LINCOLN SPENT several hours a week seeing everybody, no matter how urgent his presidential duties. From these contacts, he surveyed and ascertained public opinion on any given issue. Then, writes Mr. Safire, "Lincoln set about what he called 'molding' of public opinion."

WHAT LINCOLN did is precisely what anyone in government should do, if a successful public relations result is to be achieved. If you don't know what the problem is, where and among whom it exists, public relations techniques can't help you.

MR. SAFIRE says that "the words 'communications' and 'relations,' as used here, mean information that has behind it a force designed to bring about a desired result."

TODAY, REVEALS Mr. Safire, the total job is done by a "publiccombine"—a word he coins to describe "an amalgam of relations services that can act in a unified manner to define and accomplish corporate missions."

IT SEEMS TO ME that one can't do an effective job in government without reading the chapter on "The Word on Word of Mouth." The problem of "who influences whom" is basic to government.

WE THOUGHT THE glossary enlightening. For examples, PBDA is a "public-be-damned attitude," while the opposite is PICON, "public interest, convenience and necessity."

EVERY INTELLIGENT person in government should gain immeasurably from a studied reading of "The Relations Explosion." After all, government's "relations" far outnumber anyone's "relations."

- 4:00 p.m.—Around the Clock—Police Department training program.
- 5:30 p.m.—Career Development—Police Dept. promotional course.
- 6:30 p.m.—Air Force Story—Film series on the U.S. Air Force.
- 7:30 p.m.—On the Job—Fire Dept. training course.
- 8:30 p.m.—Career Development—Police Department promotional course.
- 10:30 p.m.—Operation Alphabet—Labor Department series promoting literacy.

Eligibles On City Lists

Alphabetic Key Punch Operator (IBM)

1. Mary D. Ross; 2. Margaret A. Parks; 3. Alma J. Goethie; 4. Albert R. Noel; 5. Mary V. Francis; 6. Josephine Candiano; 7. Josephine Walluck; 8. Stephanie Teck; 9. Sonia L. Rodriguez; 10. Margaret E. Prescod; 11. Elizabeth Bizzarri; 12. Rita Harmatz; 13. Miriam Stutz; 14. Jessie Laurel; 15. Frances A. Goins; 16. Shirley D. Mordecai; 17. Zaida E. Garcia; 18. Naomi K. Powell; 19. Martha C. Clarke; 20. Sarah E. Brown; 21. Joyce G. Bonnet; 23. Ruby Zilberzweig; 23. Rose Florito; 24. Evelyn M. Tramalogoni; 25. Leah Robinson.

26. Verlene E. Henry; 27. Margaret M. Blynn; 28. Cecilia Wurmfeld; 29. Beatrice E. Weitz; 30. Edwina H. Glasco; 31. Ida Montague; 32. Gertrude G. Marshall; 33. Charlotte Turner; 34. Alversia C. Alexander; 35. Helen E. Footman; 36. Helen M. Burnette; 37. Frankie Simmons; 38. Irene E. Hewitt; 39. Irma M. Reyes; 40. Inez I. Logan; 41. Loretta M. Honigman; 42. Mildred Kamph; 43. Muriel P. Frasier; 44. Sallie M. Wilson; 45. Antonia Nieves; 46. Marie A. Satriano; 47. Janet P. Haynes; 48. Martha Minton; 49. Betty Arkin; 50. Margaret M. Vorbok.

51. Elaine M. Wright; 52. Elaine G. Huggs; 53. Sylvia B. DeGeorge; 54. Ruth M. Kennedy; 55. Kathleen T. Griffin; 56. Rita C. Lissowski; 57. Joyce A. Leandro; 58. Phyllis A. Miller; 59. Oretta Cauty; 60. Sue K. Lee; 61. Marilyn C. McDaniel; 62. Betty J. Christensen; 63. Theresa V. Brown; 64. Edith B. Wilkinson; 65. Edith T. Stridiron; 66. Pauline T. Trabold; 67. Nancy M. Mitchell; 68. Margaret M. Crawford; 69. Darlie R. Duke; 70. Linda T. Benanti;

71. Nancy J. Wright; 72. Marguerite Winter; 73. Pauline H. Stan-kiewicz; 74. Anne Page; 75. Anna A. Vitolo.

76. Florence Jackson; 77. Annie R. Brown; 78. Arline Fishman; 79. Vivian I. King; 80. Ruthel Laurie; 81. Pedro R. Thillet, Jr.; 82. Jean I. Duncan; 83. Lydia F. Manney; 84. Florence Fischer; 85. Shirley L. Gardner; 86. James W. Oliver; 87. Edith L. Daughtry; 88. John Villada; 89. Barbara D. Sperber; 90. Vivian Dozier; 91. Al-bertha B. Wilkinson; 92. Rita A. Starace; 93. Virginia Coleman; 94. Ruth M. White; 95. Barbara L. Peterson; 96. Natalie Zwerman;

97. Dotty Yaeger; 98. Lisbeth Lischner; 99. Thelma Goodson; 100. Fredericka Nelson.

101. Gloria Payne; 102. Mary G. Piccione; 103. Helen E. Walker; 104. Marie F. Branda; 105. Barbara A. Bruce; 106. Lanita L. Hall; 107. Thelma S. Carter; 108. Mildred L. Harrell; 109. John Pel-letieri; 110. Milnerith Lynn; 111. Marie E. Brown; 112. Doris E. Chanesman; 113. Eunice Scott; 114. Reva Brown; 115. Katherine Mason; 116. Lillian Isler; 117. Phyllis M. Antioico; 118. Roberta Picot; 119. Ellen M. Shannon; 120. Sylvia J. Kennedy; 121. Judith L. Atwell; 122. Yvonne Greene; 123.

Helen E. Newkirk; 124. Gertrude A. McCartney; 125. Carmen L. Salgado.

126. Lucille L. Radow; 127. Fred-da S. Weinstein; 128. Carmen M. Walters; 129. David Posner; 130.

Geneva E. Storrs; 131. Florence E. Richardson; 132. Taide Reyes; 133. Bertha Moore; 134. Rebecca Chase; 135. Norma J. Kirton; 136. Johanne M. Wilcken; 137. Jean Davidoff; 138. Ray F. Spitalnik.

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DON'T REPEAT THIS

(Continued from Page 1)
 conversation started with speculation on Rockefeller's chance in the New Hampshire, California and Oregon Presidential primaries but quickly switched to Dewey. Said this GOP pro: "Keep your eye on Dewey. I don't mean he's going to seek the nomination again but his influence seems to be greater than ever."

Enthusiastic Audiences

Dewey, he noted, has lately been drawing more enthusiastic applause at fund-raising dinners than the would-be candidates he

introduces. "Dewey has really grown in stature and authority," he said. "He was always a great campaigner and he has become an even greater speaker. Dewey says he won't run for anything and I think it's a shame. He'd be a

Craig Colony Dinner Was Big Success

The Rev. Lester J. Wilcox, president of the Craig Colony and Hospital chapter of the Civil Service Employees Association reports a very successful dinner meeting was held at the Brae Burn Recreation Center last week.

Approximately 161 chapter members and their spouses were in attendance to hear reports given by Ben Hoagland, Mental Hygiene Employees' Association delegate, and Sam J. Cipolla, Civil Service Employees' Association delegate, on CSEA delegate action at the general Association meeting in New York City recently.

Among the announcements made that evening was that the next chapter function would be the Valentine's Ball with Freddy Beck's orchestra from Rochester on February 15, 1964 at Shanahan Hall. Although tickets are not yet on sale, the president indicated that the committee headed by Past President Samuel M. Seltzer was busy at work making arrangements for another successful event.

top candidate for anything and I include the Presidency."

As for his current influence, it was pointed out that Nixon sought out his support not only in the East but also asked his help in California in 1960 and Dewey did make speeches there for Nixon.

Concerning 1964, our GOP pro said that "Dewey is for Rockefeller and when the race gets down to the wire this is going to be important. If Rockefeller doesn't get the nomination, he and Dewey could sway many delegates to the man they would like to see head the Republican ticket."

Most Influential In East

There is little doubt, he said, that Dewey is the most influential Republican in the East "and I have to include Nixon in the count of influential Republicans." As for the rest of the country, Dewey only has to re-appear and the old enthusiasm for him comes back, he declared.

How will Dewey exercise this prestige? Mainly to help nominate the man he thinks is best suited to head the Republican ticket and, at the same time, keep down the war between the liberal and right wing elements.

"Dewey doesn't seek the role of king-maker," said the GOP leader, "but this doesn't mean he rejects his role in the Republican Party. He helps when he is called on."

The Future

The man we were speaking to, by the way, is the same Republican "pro" who told us to watch Sen. Kenneth Keating in terms of a compromise candidate should the GOP convention become deadlocked between Rockefeller and Goldwater. He suggested that

Keating was the kind of candidate Dewey would feel he could support.

What about 1968? "That depends on who is nominated in 1964 and how he runs against Kennedy," said the party leader. "But I will say this — it wouldn't surprise me a bit to hear some kind of pitch to nominate Dewey in 1964 and I'm positive he will loom big in 1968, no matter what he says about not running for President again."

The conversation closed with this comment: "Just remember — Dewey may not be seen on the front pages these days but he is certainly a powerful man behind the scenes. If national GOP leadership gets too tangled up, he may be right back on those front pages."

The general impression gained from this interview was that the "pros" still love and respect Dewey.

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Bus Driver Test Questions

(Continued from Page 5)

Center, (C) Madison Square Garden, (D) Cloisters.

7. Transit employees are urged to be courteous to passengers mainly to:

(A) assure safety, (B) maintain bus schedule, (C) win prizes, (D) maintain good public relations. (Golden Rule — and they will be courteous to you.)

8. Improper use of the horn of a motor vehicle is not permitted. It would be clearly improper for a bus operator to sound:

(A) several short blasts to warn pedestrian stragglers in front of his bus at an intersection, (B) several short blasts to warn a motorist about to pull away from the curb in front of a moving bus, (C) three short blasts as a warning before he backs up, (D) two short blasts as he is passing another bus going in the opposite direction. (Other answers could prevent an accident)

9. A recognized principle in good urban transportation is that the interval between buses at any particular time of day should be uniform. The most likely consequence of an unusually long time gap between buses resulting from traffic conditions is:

(A) heavy riding on some buses, (B) confusion of passengers, (C) crossing accidents, (D) loss of regular patronage. (Crowded buses aren't fun.)

10. The world's longest suspension bridge is now being built across the:

(A) Hudson River, (B) Harlem River, (C) Narrows, (D) East River. (Between Manhattan and Staten Island)

11. It is an indication of a safe driver if the operator:

(A) seldom yields the right-of-way, (B) seldom runs ahead of schedule, (C) frequently yields the right-of-way, (D) frequently runs behind schedule. (Courtesy pays)

12. A person who has been a rider on buses in New York City can reason that the failure which would least likely be the cause for a bus being taken out of service is a:

(A) rear door stuck closed, (B) front door stuck closed, (C) rear door stuck open, (D) front door stuck open. (Tokens can still be collected and passengers can still get on and off without danger of falling out)

13. The vehicular tunnel that can be operated so as to have

Inter-Agency Transfers

(Continued from Page 4)

be too big for its limited staff.

In the Washington area alone, there are more than 250,000 Federal employees, about 10 percent of Government's total. With an annual turnover throughout Government in the neighborhood of 20 percent, the Commission cannot keep abreast of the changing job-vacancy picture.

The Commission, however, does facilitate some inter-agency movement of personnel in the Washington, D.C. area through the Inter-departmental Placement Committee. The Committee, composed of representatives of the placement offices of major agencies, meets weekly at the Commission in Washington to bring the needs of individual agencies together with known available qualified person-

nel already on the Federal rolls.

Broaden Opportunities

Finally, there are times when the answer may be to file for a new competitive civil-service examination and get on a list of eligibles. The Commission sometimes recommends this step as a means of expanding an employee's placement opportunities. It also suggests this action when an employee has the qualifications for higher-grade positions but might be barred from consideration by time-in-grade or other restrictions of the Whitten Amendment.

This law generally requires a year in grade for promotion and limits advancement to one grade at a time, except where the grade pattern is two grades. But there is no restriction when the employee qualifies in an open-competitive examination and can be reached for certification in the order of his rank.

Federal employees may take any competitive examination for which they meet the entrance require-

ments. The fact that they are already employed in Government has no bearing on their standing on a list of eligibles or on their chances for appointment from the list.

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Officers to be installed are Lt. Jack M. Weisel, president; Ptl. Nat Latman, vice president; Ptl. Arthur Cohen, secretary; Ptl. Lawrence Gailband, treasurer; Ptl. Morton Stern, sergeant-at-arms; and Sgt. Elliot Beckerman, Ptl. Phil Paplan and Ptl. Robert Hirshenson as trustees.

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Herman Schafer, supervisor of Operations and Maintenance sent his congratulations from Albany and joined the over 100 friends present extending best wishes.



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LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To HERBERT WILLNER and KARL STRAUSS.

Send GREETING: Upon the petition of IRMGARD STRAUSS, who resides at 715 Park Avenue, Borough of Manhattan, City and State of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 17th day of December, 1963, at ten o'clock in the forenoon of that day, why the petitioner should not be adjudged to the owner and an titled to the possession of the securities referred to in Exhibit "B" annexed to the petition or the proceeds of the investment, retention and of any change or sale of said securities including all income received thereon and the sum of \$50,000.00 plus all income and increment on said sum from the executor of the estate of ALFRED H. STRAUSS who, at the time of his death, resided at 140 Riverside Drive, Borough of Manhattan, City and County of New York.

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

WITNESS, Hon. S. SAMUEL Di FALCO, a Surrogate of our county, at the County of New York, the 1st day of November, in the year of our Lord one thousand nine hundred and sixty-three.
Philip A. Donahue,
Clerk of the Surrogate's Court

WEDLER, GUSTAV.—CITATION.—FILE NO. P 103/1960.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO ANNA WEDLER, HENRY C. FREITAG, OTTO KAISER, OTTO FREITAG, ELSIE GEDAT-ELSBIE B. ROOS, LOUIS VOGEL, ANDRE L. NAGY, Esq., The unknown executors, administrators, distributees and assigns of ELFREIDA VON LOWENSTEIN deceased, who resided at Romersberg, Ober Boken, Bz Hessel, Germany, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of GUSTAV WEDLER, deceased, who at the time of his death was a resident of New York City, New York. Send Greeting:

Upon the petition of HENRY C. FREITAG residing at 24 West Johnston Street, Washington, New Jersey.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 10th day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceeding of HENRY C. FREITAG as Executor should not be judicially settled, and why attorneys' fees should not be fixed in the sum of \$7,000, of which \$3,500, was paid on account.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness Hon. S. SAMUEL Di FALCO, a Surrogate of our said county, at the County of New York, the 7th day of October in the year of our Lord one thousand nine hundred and sixty-three.

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

TO BUY, RENT OR REAL ESTATE — PAGE 11

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CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: BESSIE V. SHOEMAKER, LUCILLE GLOVER, ROGER W. SHOEMAKER, RICHARD AVERY SHOEMAKER, JAMES ROBERT GLOVER, GALE VIVIAN GLOVER, an infant over the age of 14 years; DAVID CLYDE GLOVER, an infant under the age of 14 years; RICHARD SHOEMAKER, an infant under the age of 14 years; DAVID SHOEMAKER, an infant under the age of 14 years; CAROL ANN CORREIA, an infant over the age of 14 years; LINDA SHOEMAKER BRYNER, an infant over the age of 14 years, and all persons and parties interested in the estate of Clyde Henry Shoemaker, deceased, late of the Borough of Manhattan, City, County and State of New York, as creditors, legatees, devisees, beneficiaries, trustees, next of kin, distributees or otherwise.

SEND GREETINGS: Upon the petition of Manufacturers Hanover Trust Company, a banking corporation organized and existing under the laws of the State of New York, having its principal office at No. 49 Wall Street, in the Borough of Manhattan, City, County and State of New York, as executor of the last will and testament of Clyde Henry Shoemaker, deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 3rd day of December, 1963, at ten o'clock in the forenoon of that day, why the first and final account of the proceedings of Manufacturers Hanover Trust Company, as executor of the last will and testament of Clyde Henry Shoemaker, deceased, for the period from November 2, 1958 to and including October 25, 1962, should not be judicially settled and allowed; why said Manufacturers Hanover Trust Company should not be permitted to abandon as worthless the securities listed in Schedule B-1 of the account; why said Manufacturers Hanover Trust Company should not be allowed the commissions to which it is entitled upon said accounting; why said Manufacturers Hanover Trust Company should not be directed to transfer, pay over and distribute the balance of funds and assets of the estate remaining in its hands in such manner, to such persons or parties and subject to such conditions as may be decreed by this Court; why such decree should not be made and why such other and further relief as to this Court may seem just and proper should not be granted.

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

(Seal) WITNESS: HON. S. SAMUEL DiFALCO, a Surrogate of our said County at the County of New York, the 23rd day of October, 1963.

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

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LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Catherine Tamul, also known as Catherine Tamul and Catherine Tamul, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Catherine Tamul, Catherine Tamul and Catherine Tamul, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Catherine Tamul, also known as Catherine Tamul and Catherine Tamul, deceased, who at the time of her death was a resident of 314 West 26th Street, New York, N.Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 18th day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. S. SAMUEL DiFALCO, a Surrogate of our said County, at the County of New York, the 30th day of October, in the year of our Lord one thousand nine hundred and sixty-three.

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

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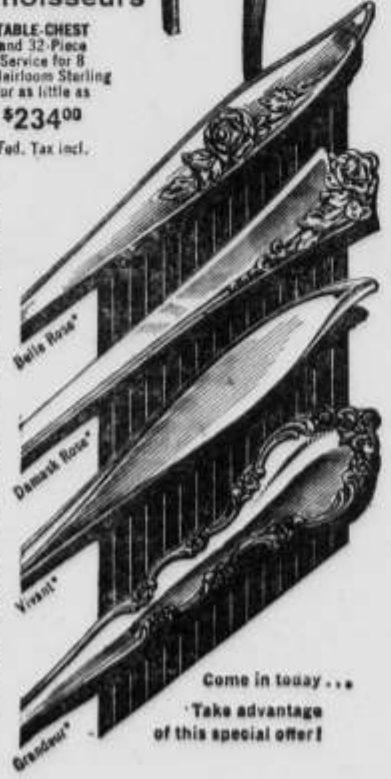
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Parking Meter Attendant Queries Prepare Readers

The New York City Department of Personnel recently concluded filing in October for the examination for the position of parking meter attendant (women). The examination is one of the most popular that the City offers and in an effort to aid its readers in preparation for this test, The Leader is publishing the last examination which was given in these titles. The exam and the key answers which correlate with the questions will be published in part this week and is concluded this week.

Sample Questions

101. It is a good idea to have parking meter attendants wear uniforms mainly because uniforms would (A) build morale, especially in a new group of employees; (B) identify parking meter attendants on duty to the public; (C) insure proper clothing for outdoor work; (D) show the importance of the parking meter attendants.

102. If a passerby asks you how many parking tickets the City issued last year, you should (A) advise him that such information cannot be made public; (B) ask him why he wants this information; (C) refer him to the main office of the Traffic Department; (D) tell him how many tickets you issued last month.

103. Just after you have ticketed a car for a parking violation the driver shows up and becomes very angry. Of the following, the best thing for you to do is to (A) listen until he calms down and then politely explain why you ticketed his car; (B) walk away immediately before he uses bad language; (C) warn him that an angry motorist is more likely to get into an accident; (D) whistle for a policeman to arrest him.

104. If a parking meter attendant on duty becomes too sick to continue working she should first (A) advise her supervisor; (B) go home; (C) have a cup of coffee in the nearest restaurant; (D) patrol her area more slowly to see if she'll feel better.

105. A City employee who is driving a City-owned vehicle (A) does not have to observe certain driving regulations; (B) does not have to observe the City's parking regulations; (C) should observe every driving and parking regulation; (D) should observe every driving regulation but not all parking regulations.

105. A City employee who is the parking meter attendants, in her section to try out a new system for making out daily reports. Suppose that you do not think

the new system is necessary. You should (A) use the new system even though you don't think the change is necessary; (B) go on using the old system; (C) make out no reports until the supervisor decides on a final system; (D) write a complaint to the department head that the new system is unnecessary.

107. If a passerby criticizes you for ticketing a car and asks for your name and number, you should (A) give him your name and number; (B) give him your supervisor's name; (C) pay no attention to him and report the incident to your supervisor; (D) tell him it is not his job but yours.

108. Suppose that during patrol of your post you come upon an old man with blood on his face, seated on the sidewalk leaning against the tire of a parked car. Of the following, the best action for you to take first is to (A) ask the man for identification; (B) call a policeman to move him from his dangerous position; (C) examine him to see what first aid help you can give; (D) look up and down the block to find a witness to the accident.

109. An attempt to prevent an enforcement agent from performing her duty is best defined as (A) blackmail; (B) compounding a felony; (C) conspiracy; (D) obstructing justice.

110. If Unit R was established before Unit K, and Unit K was established before Unit T, then it would be most correct to say that (A) Unit K was established before Unit R; (B) Unit T was established before Unit R; (C) Unit K was established after Unit T; (D) Unit T was established after Unit R.

In questions 111 to 120 there are five pairs of numbers or letters and numbers. Compare each pair and decide how many pairs are exactly alike. On your answer sheet blacken the space lettered (A) if only pair is exactly

- alike;
- (B) if only two pairs are exactly alike;
- (C) if only three pairs are exactly alike;
- (D) if only four pairs are exactly alike;
- (E) if all five pairs are exactly alike.

111. 73-F-F-73; FF-73-FF-73; F-7373-F-7373; 373-FF-337-FF; F-733-337-F.

112. 3NY-56-3NY-65; 5NY-356-3NY-356; 6NY-3566-3NY-3566; 5NY-6536-5NY-6536; 3NY-5663-5NY-3663.

113. 0-17158-0-17158; 0-715-18-0-71518; 0-11758-0-11758; 0-15817-0-15817; 0-51178-0-51178.

114. COB-065-COB-065; BCL-506-BCL-506; LBC-650-LBC-650; DLB-560-DLB560; CDB-056-COB-065.

115. 1A-7908-1A-7908; 7A-8901-7A-8091; 7A-891-7A-981; 1A-9078-1A-9708; 9A-7018-9A-7081.

116. 4KQ-9130-4KQ-9130; 4-KQ-9310-4KQ-9130; 4KQ-9031-4KQ-9031; 4KQ-9301-4KQ-9301; 4KQ-9013-4KQ-9013.

117. 2V-6426-2V-6246; 2N-62-46-2N-6246; 2V-6426-2N-6426; 2N-6624-2N-6246; 2V-6426.

118. MK-89-MK-98; 98-MK-89-MK; MSK-998-MSK-998; MOSK-MOKS; SMK-899-SMK-899.

119. 8MD-2104-8MD-2014; 2-MD-8140-2MD-8140; 814-MD-

Reallocation Of Attendant Titles Will Be Sought

ALBANY, Nov. 11 — The State Division of Classification and Compensation will conduct a hearing November 13 on the appeal by the Civil Service Employees Association for the reallocation of attendant positions in Mental Hygiene Department Institutions.

The CSEA appeal has the support of the Department of Mental Hygiene and it is expected that additional departmental support will be presented at the hearing.

The appeal asks for reallocation of all classes of positions in the attendant series and the reclassification of some attendant positions to a new class title of senior attendant.

4MD-8201-4MD-8201; MD-281-MD-481.

120. 161-035-161-035; 150-316-50-36; 315-160-315-160; 131-650-131-650; 165-301-165-301.

KEY ANSWERS

This is the completion of the key answers for the examination for parking meter attendant (women) which The Leader has been carrying for the past few weeks. The questions are also completed this week. These questions and answers were given to candidates at the time the last examination (No. 8759) was given for this title. The key answers are:

- 101, B; 102, C; 103, A; 104, A;
- 105, C; 106, A; 107, A; 108, C;
- 109, D; 110, D; 111, B; 112, A;
- 113, E; 114, D; 115, A; 116, D;
- 117, C; 118, B; 119, C; 120, E.

Lee Keyes Retires From St. Lawrence

OGDENSBURG, Nov. 11— Former Mayor Lee W. Keyes, first president of the St. Lawrence State Hospital chapter, Civil Service Employees Association, retired recently as a hospital employee after 47 years of service.

Keyes, now chairman of the Ogdensburg Bridge and Port Authority, started work at the hospital April 2, 1916, as an attendant but later served in the principal stores section. He was instrumental in organizing the CSEA chapter at the hospital which was chartered in 1943.

Keyes was presented with his retirement certificate by Dr. J. Rothery Haight, hospital director. At a reception marking the retirement, he received a Civil Service certificate of merit from John E. Graveline, president of the local chapter.

Keyes served two terms as mayor of Ogdensburg. He is a World War I veteran and is chairman of the local draft board.

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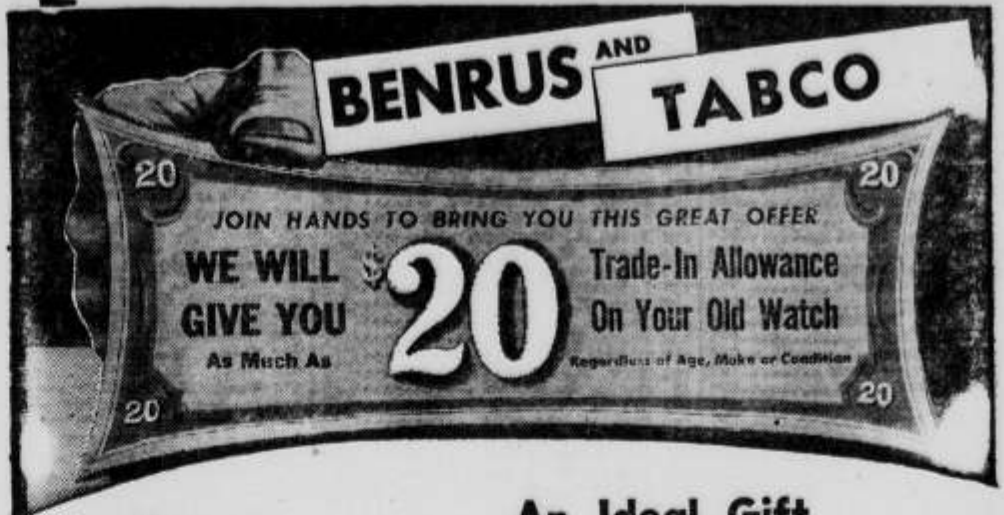
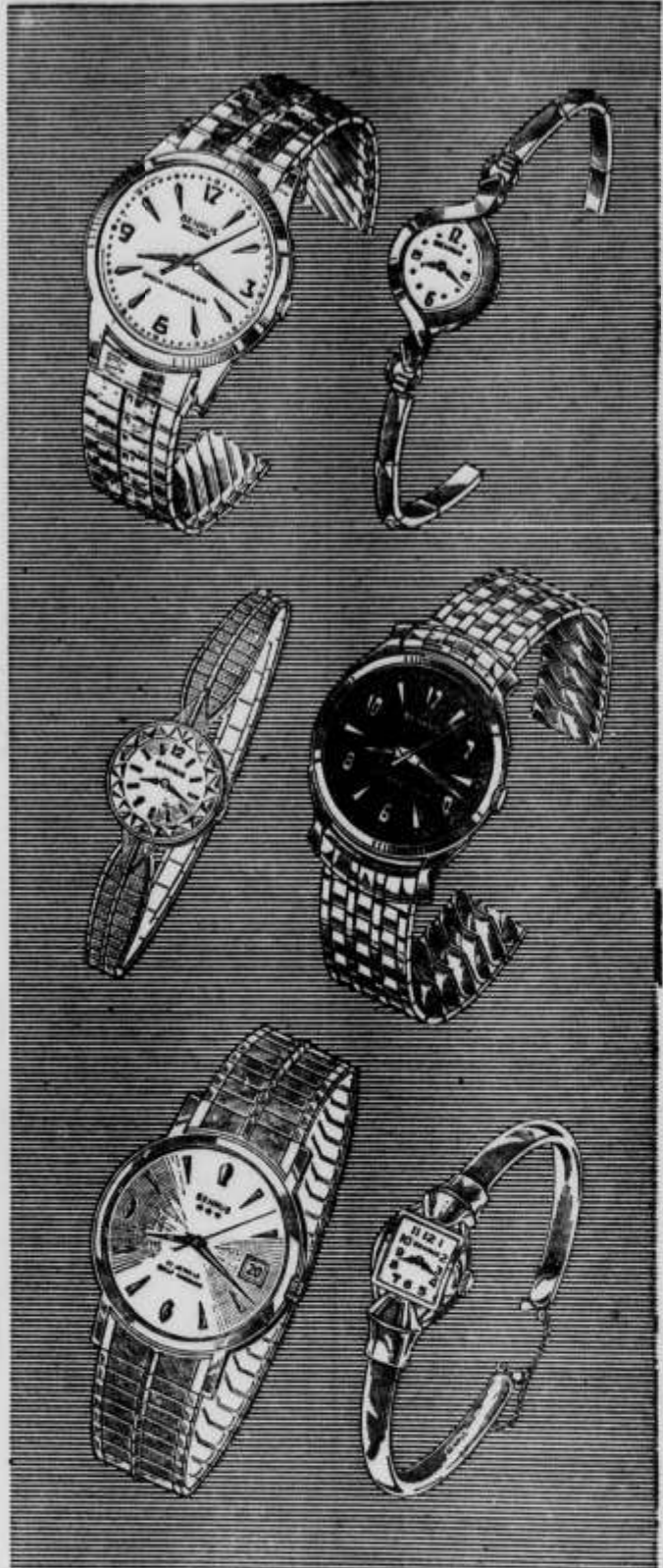
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103 Lewis, L., Cohoes	845	266 Fuhrer, D., Brooklyn	791
104 Flynn, A., Troy	844	267 Lombino, J., Jamaica	791
105 Katz, G., Flushing	842	268 Dora, M., Schenectady	791
106 Mills, F., Troy	842	269 Stilla, C., Albany	790
107 Malcolm, M., Albany	842	270 McKeon, M., Troy	790
108 Henry, P., Loudonville	841	271 DeLitch, M., Kennera	790
109 Coney, C., Amsterdam	841	272 Donohue, H., Albany	790
110 Dorso, J., Albany	841	273 Giano, N., Brooklyn	790
111 Leonard, D., Snyder	841	274 Otero, L., NYC	790
112 Stien, H., Irvington	841	275 Martin, A., Albany	790
113 Hammond, M., Albany	840	276 Desnoyers, J., Troy	790
114 Gonyea, A., Albany	840	277 Rodriguez, G., Bronx	789
115 Rolando, M., Delmar	839	278 Scarsella, V., Schenectady	789
116 Booth, C., Albany	839	279 Stevens, R., Brooklyn	788
117 Candler, L., Loudonville	838	280 Brennan, E., Albany	788
118 Murphy, M., Brooklyn	838	281 Clifford, J., NYC	788
119 Perreault, V., Waterford	837	282 Kasowitz, S., Far Rockaway	787
120 Seminary, E., Albany	837	283 Vincent, M., Watervliet	787
121 Graham, J., Middle Vlg.	837	284 Sampa, F., Schenectady	787
122 Fells, D., Rensselaer	837	285 Smetzer, H., Buffalo	787
123 Watrobeki, H., Troy	837	286 White, S., Latham	787
124 Everett, D., Binghamton	836	287 Trasher, H., Seneca	786
125 Phillips, T., Albany	836	288 Prangan, M., Queens Village	786
126 Cimersi, B., Albany	836	289 Faela, A., Albany	786
127 Moxley, L., Albany	836	290 Frans, M., Seneca	785
128 Greenberg, L., L.I. City	835	291 Coecheer, E., E. Greenbus	785
129 Cummings, S., Mt. Vernon	835	292 Poshan, H., Albany	785
130 Kaplan, E., Brooklyn	834	293 Fisher, M., Albany	785
131 Griffiss, C., Albany	834	294 Fischer, D., Babylon	785
132 Adams, J., Apalachin	833	295 Castro, G., Buffalo	785
133 Albert, R., Albany	833	296 Schellbach, J., Schenectady	785
134 Price, H., St. Albans	833	297 Brown, S., NYC	785
135 Landon, A., Brockport	833	298 Alexander, N., Albany	785
136 Major, R., Hicksville	832	299 Reizer, R., Newtonville	785
137 Tish, S., Bronx	832	300 DeLuz, T., Albany	785
138 Peer, K., Troy	832	301 Conroy, M., Cohoes	785
139 Laurenzo, J., Scotia	831	302 Conroy, A., Staten Island	784
140 Sherman, J., Glenmont	831	303 Bauley, E., Voorheesv.	783
141 Holmes, R., Far Rockaway	831	304 Gabbys, G., Bronx	783
142 O'Leary, J., Cohoes	831	305 Connelly, L., Schenectady	783
143 Muir, A., Albany	831	306 Wuester, C., Buffalo	783
144 Goodside, A., Watertown	830	307 Vohndsen, E., Albany	783
145 Hank, M., Astoria	830	308 Tumbly, V., NYC	783
146 Wakefield, M., Brooklyn	829	309 Warchak, B., Troy	783
147 Peiras, L., NYC	829	310 Evers, E., NYC	783
148 Paxter, G., Albany	829	311 Walsh, C., Buffalo	783
149 William, M., Albany	829	312 Stevens, H., NYC	783
150 Collins, L., Albany	828	313 Diamond, P., Albany	783
151 Casimily, M., Brooklyn	827	314 Booth, M., Albany	783
152 Fairburn, E., Brooklyn	827	315 Jordon, S., Brooklyn	777
153 Slade, R., Jamaica	826		
154 Baker, P., Albany	826		
155 Haler, R., NYC	826		
156 Goodington, L., Staten Isl.	826		
157 Geller, C., Albany	826		
158 Meenan, F., Amsterdam	824		
159 Friedman, S., Brooklyn	825		
160 Wagner, L., Troy	825		
161 Cohen, E., Brooklyn	825		
162 Flanagan, A., Ridgewood	823		
163 D'Arzo, H., NYC	823		

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Broome County Rejects Pay Boost Plan; Sick Leave Rule Liberalized

(From Leader Correspondent)

BINGHAMTON, Nov. 11—A request for a 10 percent pay increase for all Broome County employees has been rejected by the Board of Supervisors.

The request was made by the Broome County chapter, Civil Service Employees Association.

The CSEA group, however, was partially successful in its attempt to gain a more liberal proof-of-illness stipulation in connection with sick leave.

CSEA Arguments

Robert Moore, deputy county real estate agent and CSEA chapter president, argued that the general 10 percent pay increase was needed to keep pace with the cost of living and pay levels in other counties.

Supervisor Earle D. Ridley,

chairman of the board's County Employees Committee, said the county kept up with living cost and salary trends by means of increments built into the salary schedule.

Most county employees will receive regular increments of less than 10 percent next year.

Typical increments are \$140,

LEGAL NOTICE

Near Hofstra College
CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To: Attorney General of the State of New York; Alette Martine Kvistedal; Hans Kvistedal; John Selmer Kvistedal; John Wasland; Sanna Tobin Wasland; Katherine Spottland; Consul General of Norway; Riverside Memorial Chapel, Inc.; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Thora Johnsen, also known as Thora K. Johnsen and Thora Johnson, deceased, if living and if dead, to the executors, administrators, distributees and assigns of John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Thora Johnsen, also known as Thora K. Johnsen and Thora Johnson, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Thora Johnsen, also known as Thora K. Johnsen and Thora Johnson, deceased, who at the time of her death was a resident of 507 West 113th Street, New York, N.Y. Send GREETING;

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 300, Borough of Manhattan, City and County of New York, administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 10th day of November, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 8th day of October, in the year of our Lord one thousand nine hundred and sixty-three.

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

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, To: Frederick F. Emert; George G. Frelinghuysen; Peter H. B. Frelinghuysen; Henry O. H. Frelinghuysen, individually and as Ancillary Executor of the Will of Adaline H. Frelinghuysen, deceased; Richard H. Carleton; Peter F. Carleton; Peter Frelinghuysen; First National City Bank, as Trustee of trust for benefit of George G. Frelinghuysen, and others, created under Will of Adaline H. Frelinghuysen, deceased; Chemical Bank of New York; Trust Company, as Trustee of trust for benefit of Henry O. H. Frelinghuysen, and others, created under Will of Adaline H. Frelinghuysen, deceased; Infants ever fourteen years of age; James T. Emert, Jr.; Beatrice S. Frelinghuysen; Rodney P. Frelinghuysen; Infants under fourteen years of age; Adaline H. Frelinghuysen, 2nd; Frederick Frelinghuysen; George L. K. Frelinghuysen and Catherine Blair Carleton being the persons interested as beneficiaries or otherwise in the trust for the benefit of Adaline H. Frelinghuysen under the Will of HENRY O. HAVEMEYER, deceased, who at the time of her death was a resident of New York County.

SEND GREETING: Upon the petition of BANKERS TRUST COMPANY, having an office at 280 Park Avenue, New York, New York,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 3rd day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of Bankers Trust Company, as sole substitute Trustee of the trust created for the benefit of Adaline H. Frelinghuysen under the Will of HENRY O. HAVEMEYER, deceased, for the period from March 15, 1955 to May 20, 1963, should not be judicially settled; why the fee of petitioner's attorneys herein should not be fixed and allowed in the sum of \$45,000; and why petitioner should not have such other and further relief as the Court may deem just and proper.

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

(Seal) WITNESS, HON. S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 16th day of October, in the year of our Lord one thousand nine hundred and sixty-three.

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

\$150, \$180 and \$250, for jobs calling for ranges of \$3,830-\$4,530 to \$7,290-\$8,540.

Sick Leave Ruling

Ridley's committee agreed to recommend adding three single days each year to the occasions when an employee can receive sick leave without certification of his illness by a physician.

At present, this privilege is granted for only two periods of two days each.

The CSEA chapter had proposed that no physician's certificate be required unless an employee is out sick for three consecutive work days.

The county grants sick leave credit, at the rate of one day a month, and allows this credit to accumulate to a maximum of 120 days. No change was requested in this arrangement.

Major Winner

ALBANY, Nov. 11— Ed Major, a senior mechanical store clerk, has received a State Thruway Authority Certificate of Merit as a winner in the agency's employee suggestion program.

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LOOK AT PAGE 11 FOR LISTINGS**

Nassau Chap. Meet
The regular monthly meeting of the Nassau County chapter, Civil Service Employees Association will be held November 20, at 8 p.m. at the Salisbury Club House, Salisbury Park.
An interesting film on Cancer Prevention will be shown after the business meeting. Members and their friends are invited.

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CORRECTION CORNER

By CHARLES LAMB

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

News and Notes

IN THE RECENT examination for New York City Correction Officers, 3,476 competed for male and 594 for the female Correction Officer positions. Also in the works for City Correction is the creation of new Sergeant titles.

COMPROLLER Abraham D. Beame of the City of New York predicted that the City would not need new taxes to balance the 1964-1965 budget—even with improvements in service—if it "gets reasonable adjustments in State aid."

A REPORT from London, England, announced that the Treasury has approved pay increases of 15 to 18 percent to its employees retroactive to August 1. Increases in the lower grades range from \$700 to \$3,500.

SUPPLEMENTAL back pay checks totaling over two million dollars were distributed to New York City employees on October 25th with their regular check. This money resulted from upgrading of salaries effective July 1, 1963. A previous reallocation in July covered back pay for about 30,000 employees from January 1, 1963.

WE NEVER hear of back payments of salary upon re-allocation in New York State service. It generally has an effective date in the future, even if the reallocation procedure takes two or three years to effectuate, at which time these same employees are generally in need of another reallocation. It appears that State employees had better do something about this serious situation in the present set up of reallocations.

IN WASHINGTON, the "House" voted its members more money for stationary, postage and telephone calls. This allowance was upped from \$1,800 to \$2,400. Not much money, but many hard-pressed state employees would be happy to receive this amount just for plain everyday necessities for their families.

THIS WRITER has never seen the CSEA delegates at their convention so militant as this year. When a proposal was made to appoint a committee to study the removal of the "no strike" pledge from the CSEA Constitution, one delegate proposed to table the resolution and the immediate reaction of some 800 delegates was a noisy demonstration in opposition of his proposal. Adoption of this resolution after this demonstration was almost unanimous. The hostile attitude of the delegates apparently stemmed from the treatment they had been receiving from the Administration by being "Good Guys," sitting around a Conference table with Administration officials and trying to understand their problems and working sincerely with them, even to the extent of waiting for a badly needed salary increase, till next year, only to find out the following year, that same old cry comes out, no funds.

THE 1963 STATE Legislature was very tight in its approval of legislation beneficial to State employees, even failing to grant a badly needed salary increase. However, enough money was found to create some 75 committees and commissions with appropriations ranging from \$5,000 to over a half million dollars each with a grand total of some ten million. Some of these committees are essential, others just old fashioned pork barrels for legislators, who could not find funds for even a modest increase for their dedicated State employees.



SUGGESTIONS — Certificates of Merit, from the Dept. of Mental Hygiene Merit Award Board, were presented to three Rockland State Hospital employees for suggestions made toward the improvement and added efficiency of their positions at the hospital. The awards were made by Dr. Alfred M. Stanley (right), hospital director, to, left to right, Mrs. Catherine J. Slusarenko, senior stenographer; Michael Yurch, R.N., supervising nurse and Mrs. Ida Edsall, senior clerk.



CAREERIST AWARD — Commissioner George H. Fowler, second from left, Chairman of the New York State Commission for Human Rights, received the Careerist Society's Good Government Award, which was presented to him by Judge Hub-

ert T. Delaney. Also shown above are, Wilfred S. Lewin (right) president of the Careerists Society, who was also cited for his leadership in Civil Service employee organizations. Shown (left) is C. Julian Parrish, first vice-president of the Society and Mrs. Fowler.

Health Plan Transfers

(Continued from Page 1) enrolled in the plan or option from which he wishes to transfer for a period of not less than one year. (Applications for transfer may be filed prior to the expiration of the one year period.)

- No application for transfer can become effective until the expiration of a 26-week waiting period following the date of the application.
- No enrollee may transfer enrollment options after reaching age 55. In addition, enrollees who are members of a pension plan which provides for retirement at age 55 may not transfer options after reaching age 50. The only exception to these limitations is that employees whose initial enrollment takes place after attainment of age 50 will be permitted one transfer during the duration of their employment.

Regardless of the above limitations, an employee who has been a resident of an area not served by HIP, may upon becoming a resident of an area served by HIP transfer to the HIP Option. In such cases, the above waiting periods do not apply and the transfer will not count toward the maximum number permitted.

All requests for transfers of coverage are to be handled in accordance with the following procedures:

Application

Applications for transfers between enrollment options may be accepted at any time after November 1, 1963. Form PS-405 will be used as the application form. Block 13 of this form should be completed by the employee to indicate the new coverage elected. The effective date of the new coverage should be determined by the employing agency in accordance with the instructions listed below and entered in block 17. The form PS-405 should be retained by the employing agency until deductions are changed and should be for-

warded to the Health Insurance Section with the PS-410.1 which reports the first deduction at the new rate.

Payroll Deductions, Effective Dates

The new coverage will become effective on the first day of the 14th payroll period following the payroll period in which the application is filed. The employee must have two consecutive payroll deductions at the new rate prior to this date. No special payments may be taken and no refunds will be made. It is, therefore, incumbent on all payroll offices to insure that deductions are changed two pay periods in advance of the effective date.

Under this procedure, the advance payments for the former coverage will be exhausted during the two pay periods when the advance payments are being collected for the new coverage.

In the case of employees changing to HIP coverage, HIP will accept the effective date established by the employing agency, although

HIP will continue to determine the effective date of coverage for new employees electing this option.

HIP should be notified of the effective date established by means of the regular HIP enrollment procedure. The following notation should be made on the Form 683 which transmits the enrollment form 670 D:

"Option change. Request _____ as the effective date of change."

The notice should be forwarded to HIP at least two weeks prior to the first deduction at the new rate.

Reporting

Each transfer is to be reported as an "OCG" transaction on the PS-410.1 for the pay period during which deductions are started at the new rate. In all cases, the PS-405 must be forwarded with the PS-410.1. In the case of transfers to the HIP Option, the approved HIP form 683 should be attached to the PS-405.

Benefits

On the effective date of the employee's new coverage, his eligibility for benefits under the new coverage will be the same as that of the new non-charter enrollee under that coverage i.e., the enrollee will be subject to the usual waiting periods in case of a pregnancy existing on that date or confinement in the home or in a hospital on that date.

His status under his former coverage will be that of an employee who has terminated his coverage, i.e., he will be eligible for any benefits that coverage would ordinarily provide "after cessation of coverage."

In order to avoid any possible loss of benefits, each employee who requests a change of coverage should be advised of any restrictions on benefits available under the coverage requested as well as under his present coverage.

Inquiries on this new rule should be sent to the appropriate person in an employee's agency or to Quinn, Health Insurance Division, State Civil Service Dept., Campus Site, Albany, N.Y.

Memorial Services For Abe Wagman

Memorial services will be held for Abe Wagman, former New York State Assistant Attorney General, on November 18, at 3:45 p.m., at the Civil Center Synagogue, 81 Duane Street, New York City.

Speakers at the services will include Attorney General Louis J. Lefkowitz, Senator Jacob J. Javits, Dr. William J. Ronan, Secretary to Governor Rockefeller, and former Attorney General Nathaniel L. Goldstein.

Mr. Wagman died suddenly of a heart attack on October 13, 1963.

He was with the Department of Law since 1943.

Cranney Appointed

ALBANY, Nov. 11—Peter B. Cranney of Illion has been appointed a member of the Board of Commissioners of the Herkimer Home.