

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## South Conf. Legislative Dinner

See Page 3



**MADAME PRESIDENT:** Mary Goode Krone, left, is seen as she was sworn in as president of the State Civil Service Commission. Giving the oath at right is John P. Lomenzo, secretary of State. Looking on in the background are Gov. Nelson A. Rockefeller, left, and Attorney General Louis J. Lefkowitz. The ceremony took place in Albany.

### CSEA Chapter President's Statement

## Niagara County Political Shift No Danger To Most Aides, Says Mrs. Heacox

(Special To The Leader)

LOCKPORT, Nov. 25—"Niagara County employees have become unnecessarily alarmed and concerned that their jobs are in jeopardy because of the shift in political power as a result of our recent elections", said Mrs. Ruth Heacox, president of the Niagara County chapter of the 116,000 member State Civil Service Employees Association, here last week.

"The fact of the matter is," she asserted, "that the vast percentage of all county employees are permanent employees who were appointed to competitive positions after having successfully passed written examinations. Many others are permanent em-

ployees who are veterans or exempt volunteer firemen that were appointed to various non-competitive and labor class positions throughout Niagara County."

"While it is true that there are some employees who were hired on a seasonal, or per diem, or temporary or provisional basis and while it is also probably true that there are some non-competitive and labor class employees who are neither veterans nor exempt volunteer firemen, such total number is very small.

#### CSEA Concern

"However small such a group may be," she continued, "the Niagara County chapter is very concerned that they should not be subjected to dismissal from their jobs merely because of their political affiliation.

"The CSEA has for many years attempted to have legislation passed which would guarantee to this category of permanent employees on non-competitive and labor class positions the same protection against arbitrary dismissal or discipline that the Civil Service Law gives to permanent employees on competitive positions and to those who are veterans or exempt firemen.

"Last year our efforts to extend this job protection resulted in a bill which passed both houses of our Legislature only to be vetoed by the Governor because of a legal technicality. We have every reason, however, to believe that similar legislation will become a law during the forth-

coming legislative session.

#### Summary of the Law

"So that all may know where they stand with respect to the law which is pertinent to this subject," continued Mrs. Heacox, "I would like to summarize exactly the job protection that is provided by Section 75 of the Civil Service Law.

"It provides that employees who are permanent employees appointed to competitive positions and employees who are permanent employees and are either ex-

(Continued on Page 3)

### Feily At Hearing

## Attendants Upgrading Is 'Absolutely Necessary'

ALBANY, Nov. 25—Joseph F. Feily, president of the Civil Service Employees Association, was the opening speaker at a hearing in Albany recently before the Division of Classification and Compensation at which CSEA's appeal for a broad salary reallocation of the State's 23,000 Department of Mental Hygiene attendants was heard.

The hearing was on an appeal filed earlier this year with the Division of Classification and Compensation through the Department of Mental Hygiene.

Feily, who led a delegation of Association members and staff

personnel, said "We feel that an upward adjustment in the salaries for all classes of attendant positions is long overdue and absolutely necessary."

The CSEA appeal calls for the

following reallocations: attendant, grade 5 to grade 7; staff attendant, grade 7 to grade 11; supervising attendant, grade 11 to grade 14; head attendant, grade 14 to grade 16; chief supervising attendant, grade 17 to grade 19. The Employee's Association is also seeking the reclassification of some attendant positions to

(Continued on Page 16)

## CSEA Hits Proposal On Probation In Promotion

(Special to The Leader)

ALBANY, Nov. 25—The Civil Service Employees Association "wholeheartedly opposes probationary periods for employees accepting promotions," the State Civil Service Department was informed last week.

Joseph F. Feily, CSEA president, last week told the department's coordinator of Recruitment, Stanley Kollin, that CSEA feels "appointing authorities already have sufficient discretion as to who shall be promoted."

**CSEA Board Against Move**  
The matter arose Oct. 31 at a meeting of CSEA's Board of Directors at which a member brought attention to a proposed rule relating to probationary terms for certain positions in the Division of Employment.

After discussing the proposed rule, the board indicated strong opposition to such a procedure.

In his letter transmitting the board's disapproval, Feily pointed out that several changes in promotion procedures in the past few years had given appointing authorities more than sufficient say as to who shall be promoted.

Among the points he mentioned were the increased use of oral examinations and the appointing agency's participation

in them; the appointing authority's discretion of choosing one of three from promotion lists; the fact that the appointing authority usually is consulted in advance as to content of ex-

(Continued on Page 16)

## CSEA Gives Pay Proposals To Utica Mayor

A 24-grade, five-step salary schedule for employees of the City of Utica has been presented to Mayor Dulan by the Civil Service Employees Association. Complete details, including the proposed salary schedule, will appear in next week's issue of The Leader.

*Don't*  
**Repeat This!**

### Gordon Howe Said To Be Choice For Civil Service Comm.

**H.**ELIOT Kaplan's retirement from the presidency of the State Civil Service Commission some three weeks ago has caused that favorite political game—speculation on filling a vacancy—to go into full swing.

As was reported in this newspaper earlier, Mary Goode Krone has moved from a commissionership to the presidency and her post is now open. It will go to a Republican, of course, since the

(Continued on Page 2)

### Feily Asks Prayers For President, His Family, The Nation

Joseph F. Feily, president of the Civil Service Employees Assn., has asked all members of the Association to join him in prayers for the late President, John F. Kennedy, for members of his family in "this time of terrible grief" and for the nation.

Feily said that "in this time of crisis we are all of one faith and one belief—the welfare of our country."

The CSEA president said also "we must lend our prayers to President Lyndon Johnson as he assumes the grave responsibility of leading our nation through this terrible tragedy."

## Special Election Set For Tax Representative

ALBANY, Nov. 25—A special election for Executive Committee representative of the Department of Taxation and Finance has been authorized by the Board of Directors of the Civil Service Employees Association, Mrs. Mildred Meskil, chairman of CSEA's Board of Canvassers, has announced.

Candidates are Samuel Emmett of New York City and Bernard Schmahl of Albany.

Ballots for the special election will be mailed on Nov. 26th from CSEA Headquarters. They must be returned to the Board of Canvassers at Headquarters, 8 Elk Street, Albany, or to Post Office Box 7121, Capitol Station, Albany, by 6 p.m., Dec. 16.

Ballots received after this time and date will not be counted.



# Pre-Filed Bills Before Legislature; Half Affect Civil Service Employees

(Special To The Leader)

ALBANY, Nov. 25—Of the first 70 bills prefiled for consideration by the 1964 Legislature, half are civil service measures affecting state and local employees or public school teachers.

The pre-filing opening date was Nov. 15th and within a week 70 proposed laws had been placed in the legislative hopper, with a significant proportion dealing with government employees.

The interest shown by individual legislators, who have taken the effort to prefile bills, has been heavily on the civil service side.

The No. 11 bill in the Senate seeks liberalization of the New York City Teachers' Retirement program.

Sponsored by Senator John Marchi, the measure would permit members of this retirement system, on application, to be granted a leave of absence with full pay for the period of accumulated unused sick leave, instead of the one-half provision, now in effect.

Another bill, sponsored by Senator D. Clindon Dominick, provides that any competitive class employee who resigned and was reinstated within the years be-

tween Apr. 1, 1956 and Apr. 1, 1958 shall be deemed to have continuous service, with all rights and benefits.

Another Dominick bill affects new and old State Correction Department uniformed employees, providing for retirement after 25 years of service or at age 60 with pension and annuity.

A second Marchi measure would allow a civil service employee up to \$500 in attorney fees, if restored to his position by a Supreme Court order.

Senator William Condon has prefiled a measure liberalizing the state's vested pension law, while another by Senator William Conklin amends the New York City administrative code, providing for

(Continued on Page 15)

## Don't Repeat This

(Continued from Page 1)

Democratic slot on the board is filled by Alexander Falk.

At this writing, rumor has it that Monroe County Manager Gordon Howe has the inside track on the \$20,475 job. Howe is well known and well liked by GOP county leaders and was a popular contender for the Comptroller slot at the last Republican gubernatorial convention. (The place on the ballot went to a fellow Monroe County resident, Judge John P. Lomenzo, whom Rockefeller recently named Secretary of State to succeed Caroline Simon, appointed to the bench.)

### Wilcox In Race

Said to be a close favorite behind Howe is another upstater, Assemblyman Orin Wilcox of Jefferson County. Wilcox is a popular legislator with public employees; he has introduced a good number of important bills for the 115,000-member Civil Service Employees Assn.; he is highly respected in the Assembly.

Robert H. Miller, Chautauque County treasurer who also sought the Comptroller slot in the 1962 race, was one of the first names mentioned for the post and he is, by all means, very much in the picture.

Still another upstater, Grant Daniels of Loudenville, is also being talked of for the commission. Daniels is a former Assemblyman, deputy budget director and State Liquor Authority member. At present he is an area administrator for the Workmen's Compensation Board in Albany. One of his qualifications is the personnel work he once did for ALCOA.

### Other Possibilities

There had been some reports that a prominent Harlem attorney would get the job but no specific name has been heard to date.

Should the Governor bypass a political appointment and name a career employee to the post, word has it that J. Earl Kelly, Director of the State Division of Compensation and Classification would be the leading nominee.

Note: The Administration has let it be known privately that any candidate for the post must be, in the main, acceptable to the Civil Service Employees Assn., which represents the vast majority of State employees and 32,000 local employees.

## 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.

## Ethics Are Not Reserved For Civil Service Aides

WE POSE THIS very serious public relations problem: Who threw the dirty overalls into Mrs. Murphy's chowder?

THE QUERY can be put in still another way: Isn't the non-existence or flexibility of ethical standards among a handful of legislators—both Federal and State, unfairly generating bad public relations for civil servants by causing a general disrespect for government?

THE OVERWHELMING majority of civil servants maintain the highest standards of ethical conduct. Some of these standards are formally decreed by law or by strict administrative rule. More often, these standards are prompted by common decency and high morality.

THE REASON why some of the dirt stirred up by a few legislators is rubbing off on civil servants is simple enough: Most people do not differentiate between one branch of government and another.

TO UNTHINKING people "government is government" and they would prefer to think the worst, regardless of who in which branch of government slipped on the ethics' banana peel and is the subject of their contempt.

CIVIL SERVANTS, who have made important contributions to the good public relations of government, have done

(Continued on Page 6)

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TO BUY, RENT OR  
REAL ESTATE — PAGE 11

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## The Women's Angle

# Steno & High School Spanish—Passport To 20 Yrs. Of Adventure

By MARY ANN BANKS

Most people take a vacation when they want to travel; Adele Lee took a job. As a matter of fact, her traveling started in 1944 when a casual remark at a cocktail party caused her to trade the lease on her Los Angeles apartment for a set of luggage and a State Department application blank.

It so happened that after a hectic day as a secretary in the Southern California Gas Company offices, Miss Lee was up-ending champagne glasses at a bon voyage party for a girl who was entering the foreign service. The departing guest casually reminded the group that being a secretary in Stockholm is no more difficult than being a secretary in Los Angeles.

In addition to that bit of casual insight, Miss Lee felt the prevailing war time spirit but couldn't imagine herself answering the call to arms at a WAC camp. And so, high school Spanish and shorthand paved the way for a twenty-year career that has been both stimulating and exciting.

### Mummy-digging

Since 1944, Miss Lee has served tours in eight different countries. In most cases, she has served as a secretary in the local office of the American consulate or embassy. Each of the eight tours has had a special significance such as mummy-digging in Lima, Peru.

According to Miss Lee, Lima offered a wealth of fun on weekends when side-trips could be taken. Often, an embassy group would take off on a Sunday afternoon, via the ancient Peruvian roads, bound for the old Indian burial grounds. The grounds could only be located by driving along until the car clunked and scrunched up against "something." The "something" was usually an old mummy from "God-only-knows" what ancient civilization.

During another tour in far-off Moscow, Byzantine towers, marble-walled subways, and ankle-deep mud became familiar sites. Miss Lee felt particularly lucky when she discovered that her Russian maid was an ex-member of the Bolshoi until she learned that most Russian maids claim to be former prima donnas or, at least, attribute their gracefulness to Bolshoi training.

And so, steno pad in hand, Adele Lee has worked in Guatemala, Vienna, Stockholm and more recently, Managua, Nicaragua. Managua was listed as a hardship post but the happy wanderer loved it. Her air-conditioned quarters on the shore of a volcanic lake helped.

### Trades Swim Suit

Her next move resulted in trading her bathing suits for a muffler, warm gloves, and an apartment in a 400-year old carriage house in Bern, Switzerland. By

this time, she could speak excellent Spanish and, what the Department calls "kitchen" Russian, French and German.

(Continued on Page 8)



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## Proposed Amendments For Work Performance Rules Are Criticized By CSEA

ALBANY, Nov. 25 — The Civil Service Employees Association has voiced criticism of certain proposed amendments to the work performance rules as developed recently by the staff of the Civil Service Department. At the same time the Association submitted a list of preliminary recommendations to modify the Department's proposals.

CSEA's recommendations were contained in a letter from Joseph F. Feily, CSEA president, to Edward D. Meacham, director of Personnel Services for the Civil Service Department, following a meeting last month to discuss the proposed amendments.

The Association said in the letter that the departmental proposal suggests a separate evaluation system for each of the following major purposes: eligibility for increments and promotion; improved work performance, and added credits on promotion examinations.

In filing its recommendations, CSEA made the following points:

1. With respect to eligibility for increments and promotion, discretion should not be left to agencies to establish rating sys-

tems of their own design.

2. If employees are not rated "unsatisfactory," they should be considered "satisfactory."

3. Concerning a separate rating system to improve work performance, prescribed forms should be made available to give uniformity.

4. Regarding added credits on promotion examinations, the rating should be submitted to the examination division for approval before use in the examination.

5. Candidates should have the right to appeal to an Agency Appeal's Committee.

Feily said that the first stated objective of this promotion rating program is "to give the individual agency a greater voice in determining who will be promoted in the agency." He criticized this goal, saying that it would encourage "biased and subjective ratings of the employees whom the appointing authority desires to promote." He said "We do not believe that the appointing authority should be given any greater voice than he already has in determining who will be promoted in the agency."

Feily said he was appointing a CSEA committee on Work Performance Rating to study the proposal further.

# Niagara CSEA Head Warns Against Promises Of Job Protection In County

(Continued from Page 1)

empt volunteer firemen or honorably discharged veterans shall not be terminated from employment or be given disciplinary penalty unless they are found guilty of stated written charges during the course of a prescribed disciplinary hearing."

"It has been brought to my attention," asserted Mrs. Heacox, "that spokesmen for a group seeking to proselytize Niagara County Employees into joining their organization have stated they can absolutely guarantee that no one who joins their group

will lose his job under any condition."

"Phony Propaganda"

"When asked how this was to be accomplished, they reportedly said that they will bring pressure on the Democratic supervisors directly and through their affiliated units throughout the county area."

"Such statements are, of course, just plain phony propa-

ganda," she said.

"In the first place, the only absolute guarantee against arbitrary dismissal is Section 75 of the Civil Service Law; and, in the second place, knowing the calibre and character of our elected county officials, I am certain that any attempt to 'pressure' them will be immediately and unequivocally rejected.

"The Niagara County chapter will continue to exercise the same kind of responsible, mature, rational, sensible and effective representation and assistance with regard to this situation that it has to all other matters during the past years."

The Record

"After all," Mrs. Heacox concluded, "the CSEA is now in its 53rd year of service to all civil servants throughout the state of New York. Our membership of over 116,000 State and county employees powerfully testifies to the effectiveness of our aims, policies, objectives and our many past accomplishments. There is no other organization of civil service employees any where in New York State which can truthfully say this of itself."

## Asensio Named

ALBANY, Nov. 25—Lt. Gen. Manuel J. Asensio, U.S. Air Force Retired, is the new State director of civil defense. He succeeds Lt. General Francis W. Farrell, who resigned.

General Asensio is a graduate of the U.S. Military Academy and until recently was manager for Latin America for the Stauffer Chemical Company. His salary will be \$25,200 a year.

## Dr. Wm. Haddon Earns \$500 Award

ALBANY, Nov. 25—The National Safety Council has given its \$500 award of merit to Dr. William Haddon Jr., acting assistant commissioner for public health research in the State Health Department.

The award was made in recognition of a study of skiing injuries, which found a high rate of injury among female skiers and novices.

Assisting Dr. Haddon in the study were Dr. Robert E. Carroll, department resident in epidemiology and Dr. Arthur E. Ellison of Williams College.

## Four Members Honored

# Syracuse State Chapter Holds 22nd Annual Dinner

SYRACUSE, Nov. 25—The 22nd annual dinner-dance of the Syracuse State School chapter of the Civil Service Employees Association was held on November 16, in the grand ballroom of the Onondaga Hotel in Syracuse.

Lloyd E. Watts, assistant director of the Syracuse State School, acted as toastmaster and presented 25-year pins to: William J. Cunningham, Industrial Shop worker, S. Leslie Macomber, principal stationary engineer and Maria Naples-Sarno, M.D., supervising psychiatrist. John E. McDonald, attendant, was presented with a Certificate of Merit and a key case from the New York State Civil Service Commission, State Employee Suggestion Program. The 1963 Syracuse State School retirees were also guests of the chapter.

John H. Terry, State assemblyman from Onondaga County, served as the principal speaker.

The president of the Syracuse State School chapter, Charles J. Ecker, who was recently elected as one of the CSEA mental hygiene representatives was surprised with gifts from Marcy State Hospital chapter as well as his own chapter.

Honored guests at the dinner-dance included Raymond G. Castle, CSEA first vice president; Vernon Tapper, CSEA second vice president; Claude Rowell, CSEA fourth vice president; Tom Ranger, president of Central Conference; and S. Samuel Borrelly, chairman of the County Workshop.

Co-chairman for the affair were Howard T. Gray, Clarence M. Laufer, Jr., and Margaret L. Whitmore. Other members of the committee were Vera H. Adams, Carolyn A. Bell, Jean M. Billado, Charles T. Bosworth, Joyce Branca, Jane Dankow, Charles

J. Ecker, Ellen V. Griffith, Kathleen M. McCann, Rosalie M. Nave, Neal H. Sheedy, Fred Thoma and Evelyn Tierman.

## CSEA Urged

# 4 New Guard Towers Built At Sing Sing

ALBANY, Nov. 25 — The State Correction Commission reports that four new guard towers have been erected at Sing Sing Prison to replace "the four outmoded and inadequate ones now in use."

The new towers had been sought by the Civil Service Employees Association.

In an inspection report on the prison, the commission said the new towers would be placed in regular use as soon as they had been approved by the department.

The towers are provided with electric heating units, and combination aluminum sanitary fixtures with drinking fonts, and the commission added "are a commendable improvement over the old towers, which were devoid of water or sanitary fixtures of any kind."

The new towers were constructed higher than the old ones and afford greater visibility.

The commission recommended that a new kitchen, dining room and bakery be provided at the prison.

# Malcolm Wilson, State Legislators Invited To Southern Conference Legislative Dinner, December 3

The Southern Conference, Civil Service Employees Association, has scheduled its annual legislative dinner at the Colonial Terrace Peekskill for December 3.

Invitations for the dinner have been sent to Lieut. Gov. Malcolm Wilson, and to important legislators in the Southern Conference area. State Senators Hunter Meighan, E. Ogden Bush, George W. Cornell, William F. Condon, Ernest I. Hatfield and D. Clinton Dominick III are among the invited guests.

Assemblymen R. Watson Po-

meroy, Daniel Becker, Wilson C. VanDuzer, Willis H. Stephens, Joseph F. X. Nowiski, Hyman E. Mintz, Kenneth L. Wilson, Christian H. Armbruster, P. Boice Esser, George E. Van Cott, Anthony B. Gioffre, John J. S. Mead and Bernard G. Gordon have also been extended invitations.

The purpose of the meeting will be to give the legislators the opportunity to hear the CSEA legislative program this year and to stress the importance of specific measures. CSEA representatives include Joseph F. Feily, president; Harry W. Albright, counsel; Solomon Bendet, chairman of the Salary Committee and Grace Nulty, chairman of the Legislative Committee.

The program for the dinner has been handled by Merton Gamble and Peter Garamone, co-chairman, Robert Budd, Lyman Connors, Felice Amodio, William Forsbach, George Halbig, James Lennon, Emil Bollman and Vincent Maybe, members.

# Onondaga Chapter Honors 5 Retirees

SYRACUSE, Nov. 25—A past president, an officer and three members of the board of directors of Onondaga County chapter, Civil Service Employees Association, were honored at a retirement dinner in Yates Hotel here recently.

Guests of honor include, David Rogers, past president of the chapter; Eleanor Rosbach, treasurer for several years, and Winifred Johnson, Edith Schroeder and Hector MacBean, all board members.

Honored

MacBean was formerly Onondaga County comptroller. Miss Johnson and Miss Rosbach were employed in Syracuse City Hall departments. Miss Schroeder was an employee of the Public Library and Rogers was in the county Welfare Department.

Chairman for the dinner was Robert Clift. He was assisted by Arthur Kasson, chapter president, and the following members, John Bachman, Rae Scharfeld, Leona Appel, Marion Klotz, Mildred McElroy, Lee Crowley, Ray Schumacher, Florence Barnes, John Riley and Genevieve Paul.

# CSEA Asks Review Of Steno Examination

ALBANY, Nov. 25 — The Civil Service Employees Association has protested to the State Civil Service Commission a promotion examination given earlier this year which resulted in as few as 12 percent passing the test for principal clerk.

The protest is contained in a letter from Joseph F. Feily, CSEA president, to Mary Goode Krone, president of the Civil Service Commission. It refers to examination 9108 given on May 4, for principal clerk with various options, including principal stenographer and other titles.

In his letters, Feily said the Association has been receiving

complaints from members who took the test. He asked the Civil Service Department to review the examination and its policy with respect to the relationship of the total who took the examination and total who qualified.

Feily pointed out that of the 1,773 who took the principal clerk exam (option A), only 214 or 12 percent passed. He said that of 747 who were examined for principal stenographer (option F), 178 or 24 percent qualified.

He pointed out that from a morale standpoint, for 80 percent of the participants to fail "certainly is not conducive to their wanting to participate in examinations."

(Continued on Page 16)



## 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

### No Action On Pay Raise Until Rules Committee "Rules"

With only about four weeks left before the Christmas recess, Congress has not taken any steps to step up enactment of the Federal employee pay raise bill. Before any House action can be taken, the Rules Committee will have to take a stand.

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

Civil rights legislation, however, is the big topic on the Rules Committee agenda. Heading the Rules Committee is Representative Smith (D-Va.) who, it is rumored, is opposed to both the civil rights legislation and the civil service salary increase.

The Rules Committee report on the issue, including Congressional raises, is expected soon. After the release of the report, Smith will issue a hearing date. Until then, there is little to report.

### More Appeals Ruled In Employee's Favor

In the not too recent past, only one Federal Government employee out of 88 was winning appeals on agency firings and suspensions. Latest reports revealed, however, that one out of five appeals have been ruled in favor of the employee.

The change is attributed, to a great degree, to Commission action. The three Commissioners, John Macy, Robert Hampton, and Lud Andolsek have recently reversed a number of decisions made by the CSC's pro-agency board of appeals. It was learned that Andolsek was the man to start the ball rolling in this direction.

### Two Postal Unions Delay Dues Deduction

Although the Civil Service Commission has authorized enactment of the Federal union payroll dues check-off system for January 1, the Post Office can not be ready to handle the additional accounting by that time.

As a result, the National Association of Postal Supervisors has decided to defer its deductions until July of next year and the National Association of Letter Carriers will wait until January, 1965.

The Post Office predicts that everything will be in operating order by February 15 in most areas.



*SAFETY GLASS is plate glass so tempered that when broken, it crumbles into small rounded pieces. Laminated glass, invented in 1909 by the Frenchman Benedictus, is made of two sheets of glass cemented together by a plastic that prevents the pieces from scattering when the glass is broken. Both inventions have saved thousands of motorists from mishaps which otherwise would have killed or maimed them.*

## Pioneers in Protection

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# Bus Driver Questions

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

24. At terminals in residential areas where a bus remains for more than three (3) minutes, operators are required to turn off their engines. The least important reason for stopping the engines is to:

- (A) reduce noise. (B) conserve fuel. (C) reduce air pollution. (D) minimize engine wear. (The others could have serious side effects. Engine wear would be infinitesimal.)

25. Statistics show that automobile accidents occur most frequently:

- (A) in the morning rush hours. (B) around noon. (C) soon after sunset. (D) near midnight. (Visibility is poorest at dusk.)

26. A bus operator is liable under the law to receive a traffic ticket for:

- (A) double standing when a bus stop is occupied by a car. (B) not taking on all people waiting at a stop. (C) passing a preceding bus on a grade. (D) discharging a passenger at other than a bus stop. (Others drivers are accustomed to buses stopping at the designated interval and spots. Stops other than these are quite likely to cause accidents.)

27. A bus operator approaching a green light sees a pedestrian crossing his path against the light. If the pedestrian is two or three lengths' away, the operator:

- (A) is required to make a complete stop. (B) should swing his bus closer to the curb. (C) is required to report the pedestrian to the nearest police officer. (D) should reduce his speed and blow his horn. (Common sense here. Both actions should help to eliminate the chance of hitting the passenger.)

28. One New York State vehicular rule that drivers in New York City are exempt from following is the requirement:

- (A) to stop when a school bus is receiving or discharging school children. (B) not to make a right turn on a red light. (C) to make a complete stop at a stop-sign. (D) not to cross a double-solid line marked on the road. (School children must be protected.)

29. The power to revoke a license to drive a motor vehicle is in the hands of the:

- (A) Police Commissioner. (B) Traffic Commissioner. (C) Commissioner of Motor Vehicles. (D) Mayor. (A matter of jurisdiction.)

# 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.

Questions numbered 43 to 45 inclusive contain words, one of which is misspelled. Fill in the space on your answer sheet, in the row having the same number as the question number, the letter corresponding to the misspelled word.

- 43. (A) calendar. (B) desirable. (C) familiar (D) vacuum.
- 44. (A) deteriorate. (B) eligible. (C) liable (D) missile.
- 45. (A) amateur. (B) competent. (C) mischeivous. (D) occasion.

Questions numbered 46 and 47

consist of four sentences lettered A, B, C and D. One of the sentences in each group contains an error in grammar or punctuation. Fill in the space on your answer sheet, in the row having the same number as the question number, the letter corresponding to the incorrect sentence of that group.

- 46. (A) Give the message to whoever is on duty. (B) The teacher who's pupil won first prize presented the award. (C) Between you and me, I don't expect the program to succeed. (D) His run-

ning to catch the bus caused the accident.

## Fireman Answers

These are the official key answers for the questions which The Leader has been running during the past few weeks for the last test which was given by the New York City Department of Personnel to candidates for the position of fireman. The answers are:

- 1,D; 2,A; 3,D; 4,B; 5,D; 6,C; 7,C; 8,C; 9,B; 10,C; 11,A; 12,C; 13,B; 14,D; 15,B; 16,B; 17,C; 18,B; 19,C; 20,B; 21,D; 22,D; 23,D; 24,C; 25,C; 26,B; 27,D; 28,B; 29,B; 30,C; 31,A; 32,B; 33,D; 34,C; 35,C; 36,A; 37,A; 38,D; 39,B; 40,C; 41,D; 42,C.

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TUESDAY, NOVEMBER 26, 1963

## This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

### Tuesday, Nov. 26

9:30 p.m.—Career Development—Police Dept. promotional course. "Witnesses, Subpoenas, and Cond. Exams."

\*3:30 p.m.—Army Special—U.S. Army film series.

4:00 p.m.—Around the Clock—Police Dept. training course. "Auto Larceny."

4:30 p.m.—The Big Picture—Army film series.

\*5:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.

6:30 p.m.—Air Force Story—Films on the Air Force.

8:00 p.m.—Nutrition and You—Nutrition Bureau series.

8:30 p.m.—Army film series.

10:30 p.m.—Operation Alphabet—Labor Department series promoting literacy.

### Wednesday, Nov. 27

2:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care. "The Patient Requiring a Pace Maker."

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."

\*5:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.

6:30 p.m.—Air Force Story—U.S. Air Force.

7:30 p.m.—On the Job—Fire Dept training course.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

### Thursday, Nov. 28

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."

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 Department series.

### Friday, Nov. 29

1:30 p.m.—Nursing Today—New York Department of Hospitals series on nursing care. "The Patient Requiring a Pace Maker."

4:00 p.m.—Around the Clock—Police Department training program. "Traffic Safety."

\*5:00 p.m.—Nutrition and You—Iva Bennett, Nutrition Bureau and guest.

6:00 p.m.—The Big Picture—U.S. Army film series.

10:30 p.m.—Operation Alphabet—Labor Dept series promoting literacy.

### Saturday, Nov. 30

7:30 p.m.—On the Job—Fire Department training course. "Rescue Breathing."

8:00 p.m.—Citizenship Education—Film lectures in civic studies.

### Sunday, Dec. 1

4:00 p.m.—Citizenship Education—Film lectures on civic studies produced by the N.Y. State Education Department.

6:30 p.m.—Air Force Story—Film series on the U.S. Air Force.

7:00 p.m.—The Big Picture—Army film series.

8:30 p.m.—City Close-up—Seymour N. Siegel interviews Julius C.C. Edelstein, executive assistant to Mayor Robert F. Wagner.

### Monday, Dec. 2

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."



## Civil Service LAW & YOU

By Stanley Mailman

Mr. Mailman is a member of the New York bar. (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.)

IN ACCEPTING THE invitation to write this column, a space so ably filled for many years by the late Harold L. Herzstein, I was struck by the challenge involved. The stimulating effect of Mr. Herzstein's column, the interest with which it was read and the importance of his role in developing and expounding the law of civil service are well known.

THAT STANDARD aside, the writing of a periodic legal column for civil service employees would still present an implicit challenge to any lawyer who attempts being informative to an extremely well informed group. Many of our readers, themselves involved in the application of law on their jobs, approach civil service problems not only with interest but a good deal of background and knowledge.

THE SUBJECT-MATTER of civil service law, as well as the litigation dealing with it, has over the years, expanded in quantity and variety. This results naturally from our growth of population, governmental functions and public employee rolls. It is also related to the enactment and application of legislation to attract the best people to public service and to protect them in their employment. How beneficially those laws work depends in large measure on the alertness of civil service employees themselves.

THIS COLUMN WILL try to call attention to matters of civil service law which are of interest or importance to many readers. Comment, criticism and suggestion are not only welcome but expected from a knowledgeable readership. The scope of discussion will include federal, state, and local jurisdictions. Coming up from time to time will be problems in pension and retirement, disciplinary actions, grievance procedures, performance ratings, job classifications, and examinations.

FOR A FIRST topic, I believe that the subject of oral examinations continues to be important and controversial. The necessity for such examinations, together with inevitable lack of perfect objectivity in their administration, present some of the real problems of civil service law under the merit system. Illustrating the conflict are two statements appearing in the basic case of *Fink vs. Finegan* (270 N.Y. 356) decided by the New York Court of Appeals in 1936.

One is:

*The keynote of civil service is merit and fitness, comprising not only efficiency but character and loyalty to duty. This must be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive. (page 361)*

The other is:

*Some positions in the civil service may require that the person who fills them have certain qualities which cannot be measured by existing objective tests. (page 362)*

THE DETERMINATION against oral examination in the *Fink* case has often been misunderstood.

THE ACTUAL holding of the case, its application in recent decisions and the significance to public employees will be discussed in the next column.

## Six Scouts Attend Genesee Training

Six scouts from Troop 83 attended the Junior Leader Training Course conducted recently by the Genesee Council, Boy Scouts of America. Troop 83 is sponsored by Craig Colony and Hospital and is composed of male patients who are interested in the Scouting program. James V. Grillo, assistant cook, is Scoutmaster and accompanied the junior leaders for the training session. The entire troop recently participated in the Nunda-Waga District Camporee and during the summer the unit also attended a week of summer camp at Camp Sam Wood, Pike.

## New York City Chap. To Meet December 12

The New York City chapter, Civil Service Employees Assn., will hold its next chapter meeting on Thursday, Dec. 12, at 8 p.m. at Gasner's Restaurant at 76 Duane St., New York City, according to Seymour Shapiro, chapter president.

## 'A Last Full Measure Of Devotion...'

ALTHOUGH he belonged to all America and even to the whole world, President Kennedy held a special place in the heart of the civil service community.

Not only was he Number One Boss of two million public employees, but he was, in a real sense, the First Civil Servant of the land. And it was in that capacity that he gave his life for the American people.

Like Lincoln a century before, President Kennedy made the supreme sacrifice as a full measure of his devotion to duty—fighting for the principles of the American way of life in the fullest meaning of public service.

The hazards of the Presidency are, of course, unique in every way—in the relentless pressures and public exposure, in the creation of overzealous friendships and vitriolic enmities.

All of us share a little of the shame that our nation could have produced a fanatic capable of this highest of all treasons. In our sorrow, we can only dedicate ourselves anew to the service of progress toward freedom and equal opportunity for all—the American way of life which John Fitzgerald Kennedy sought for our nation to the last ounce of his strength.

We ask our readers to say a prayer — for the late President, John F. Kennedy, for his gallant family and for the nation.

## P. R. Column

(Continued from Page 2)

so laboriously and painfully. It was and still is an uphill battle, because people are always suspicious of something like government, which exerts such tremendous influence in their daily lives.

THUS DEDICATED, hardworking civil servants have had to be twice as dedicated and work doubly hard to achieve even a modest measure of good public relations.

THESE CIVIL servants have every right to be deeply resentful when some free-wheeling-dealing legislator, devoid even of spelling knowledge of e-t-h-i-c-s, comes along to louse up the good public relations of government.

IN FACT, the civil servants of the nation—on both a national and on a state-by-state basis—could be a powerful force in putting an end to some of this astigmatism in legislator ethics.

THERE ARE 9.5 million civil servants in the United States on the Federal, state, county and municipal rolls. That's a lot of political muscle and an enormous power for good.

THEY WILL have the active support of the nation's press, as for example the highly respected "Providence Journal", which said: "Isn't it about time that it (Congress) measured its own standards of conduct against the standards it insists upon for the other branches of government."

CIVIL SERVANTS have banked enough good public relations to be able to look straight into an errant legislator's eyes and say:

STOP THIS nonsense! And while you're at it, take those dirty overall's out of "Mrs. Murphy's chowder."



## What's Doing In City Departments

Employees in the Traffic Department have a big Christmas project planned . . . they are trying to save the lives of some of the 60 New York pedestrians who will be killed in jaywalking accidents during the holiday shopping season, according to historic statistics.

They plan to save these lives by passing some of these helpful hints to fellow citizens: Don't cross on a red light; obey the police officers; don't cross in the middle of the block.

Aqua, H-2-O, or water . . . Mayor Wagner's ten guides for water conservation have been

printed in both English and Spanish by the Housing Authority in an effort to reach 125,000 Housing Authority tenants. HA Chairman William Reid and Water Supply, Gas and Electricity Commissioner Armand D'Angelo made special visits to several tenants last week as part of the educa-

tional water-saving campaign.

The ten guides are: Report any leaking faucet; limit use of water to essential purposes; do not wash dishes under an open faucet; do not leave faucets or showers open when not in use; do not run water continuously while shaving; do not heat or cool baby's bottle under

a running faucet; do not use toilets for disposal of cigarettes, ashes, etc; use automatic washing machines at rated capacity; place container of water in refrigerator for cool drink; do not

over-rinse if using a non-automatic washing machine or wash-tub.

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## H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. *With the exception of home calls*, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where their medical group can take care of them. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

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# Steno & High School Spanish—Passport To Adventure

(Continued from Page 2)

Twenty years and thousands of adventures later, Adele Lee is assigned to our own New York as a recruiting officer for the Department of State. She is a natural for the job because she really can't stop selling the State Department.

She finds her work interesting; the people, delightful; and the travel, fascinating. Right now, she is looking forward to her next foreign secretarial assignment

which (fingers-crossed) may be London.

### Atop a Mountain

Someday, from a mountain-top home in California, Adele Lee will take a long view of an exciting life and possibly write her memoirs. In fact, the thought of memoirs have played an important part in Adele Lee's life. Even though the feeling occurs infrequently, whenever she becomes a little homesick or depressed, she simply inquires of herself, "How would giving up this wonderful

life sound in those memoirs?"

Next question: How would her wonderful life sound in your memoirs? All you have to do is ask: Adele Lee, State Department Recruitment Officer, U.S. Civil Service Commission, Daily News Building, New York City, YU 6-2626.

But, please, know how to type.

### Filing Reopened

The New York City Department of Personnel has announced that the position of fingerprint technician has been reopened for filing. The filing will remain open until Friday, Nov. 29. Applicants who have filed during the previous two months filing period need not file again.

### LEGAL NOTICE

SECOND SUPPLEMENTAL — CITATION — FILE No. P2935, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Olga Booth Caines, and the unknown heirs at law, next of kin of Mary A. Caines, deceased, the names of whom are unknown, and if any of them be dead, to their respective heirs at law, next of kin, surviving spouses, personal representatives, devisees, legatees, and successors in interest, all of whom and whose names are unknown and cannot be ascertained after diligent inquiry. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 30th, 1963, at 10:00 A.M., why a certain writing dated March 3rd, 1956 which has been offered for probate by John Caines, residing at 286 Convent Avenue, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Mary A. Caines, Deceased, who was at the time of her death a resident of 455 West 144th Street, in the County of New York, New York. Dated, Attested and Sealed, November 22nd, 1963. HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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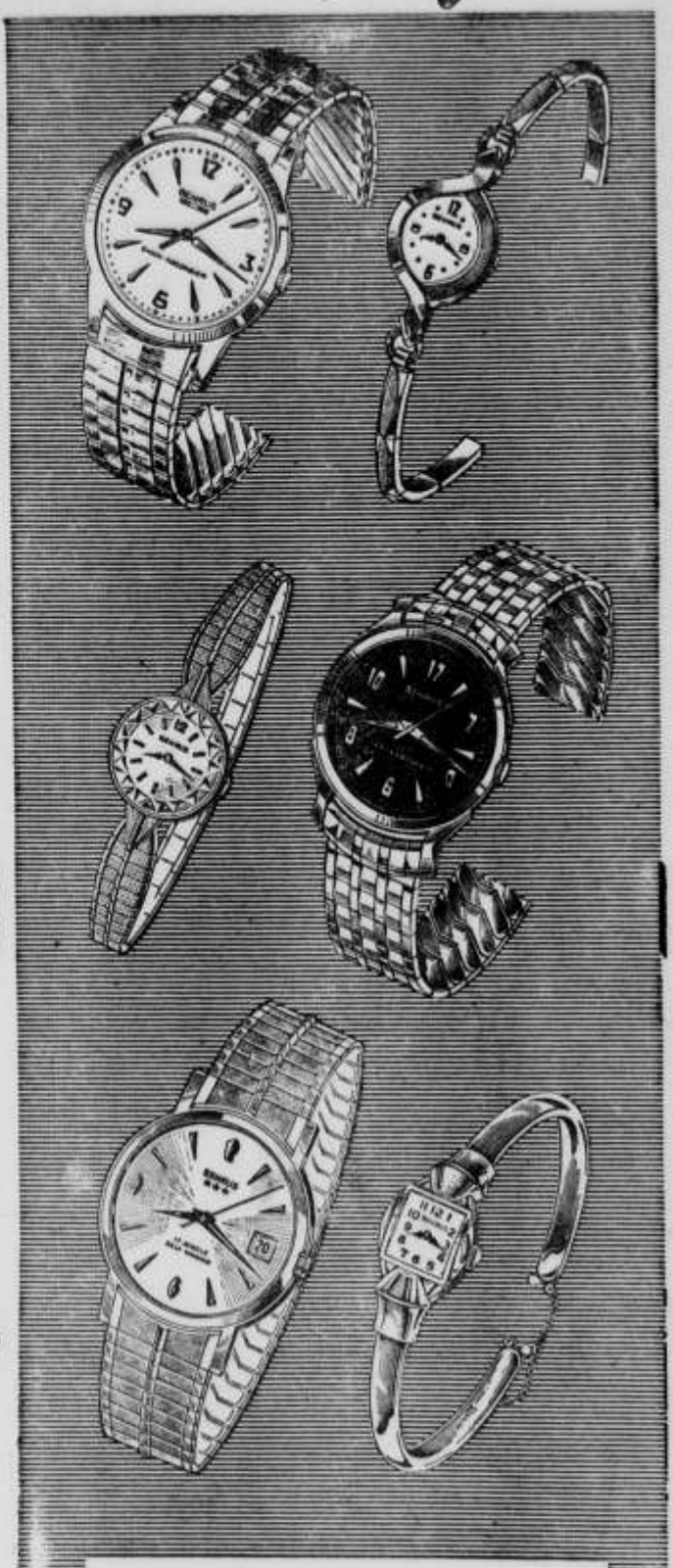
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**DISCOVER** the basic principles of living contentment! Order the new 33 1/3 RPM spoken lesson record to learn. Send \$6.50 and this ad to the Institute of Oxford, P.O. Box 1813, Cleveland 6, Ohio. Full refund if not completely satisfied. Dealers sought.

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**EXECUTIVE apartment,** new building, off Washington Ave., near Campus, 2 bedrooms, large living room, modern kitchen-dining room, tiled bath, garbage disposal, large jalousie porch, laundry hook-up in kitchen, large storage room on level. Near 3 buses. Available Dec. 1st. \$145. Call 459-4087.

### 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 Catharine Tamul and Cathrine 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, Catharine Tamul and Cathrine 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 Catharine Tamul and Cathrine 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; 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 13th 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 26th 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: 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. 40 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, 1963, 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

# REAL ESTATE

**St. Albans \$14,990** OWNER RETIRING Detached 6 room Ranch, all rooms on one floor, 3 bedrooms, formal dining room, garage, open patio, large landscaped grounds, finished basement. Many extras.

**Springfld Gdns \$18,990** TO SETTLE ESTATE Detached brick & stone Cape Cod, only 9 years old, plaster walls, 4 large bedrooms, modern throughout, wall to wall carpeting, all appliances. Call for appt.

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MANY 1 & 2 FAMILY HOMES AVAILABLE G.I. NO CASH DOWN FHA \$690 DOWN QUEENS HOME SALES 170-13 Hillside Ave. — Jamaica OL 8-7510 CALL FOR APPT. OPEN EVERY DAY

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169-12 HILLSIDE AVENUE, JAMAICA

**CAMBRIA HTS \$24,000** MOTHER & DAUGHTER Detached brick English Tudor, 4 huge rms plus 3 1/2 rm apt. 2 kitchens, 2 baths, 2 patios. Many extras! Convenient terms arranged.

**LONG ISLAND HOMES** 168-12 Hillside Ave. RE 9-7300

**Suffolk County, L.I., N.Y.** CENTRAL ISLIP, 4 family, \$31,900 (150x275), apt. for owner. Income \$4,680, cash down \$4,000 (Broker's Protected). McLAUGHLIN REALTY, 22 First Ave., Brentwood, \$16 BR 3-8415.

**Priced For Quick Sale** DEER PARK, Long Island, 3 bedroom Ranch, full basement, attached garage, lot 90 by 170, oil and hot water heat, city-water, with storm screens and blinds; close to Dix Hill School, low taxes. Newly decorated. Please call TU 8-7997 after 5:00 p.m. or weekends.

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Amount	10 yrs.	15 yrs.	20 yrs.
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\$2,000	22.21	16.88	14.33
\$3,000	33.31	25.32	21.50
\$5,000	55.52	42.21	35.83

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For gracious living or investment, located in a beautiful neighborhood, 3 bedrooms, 2 baths, concrete, brick and stucco, fully furnished plus additional room for extra bedroom or study. Carport you can make additional room 14x24, beautifully landscaped, awnings and sprinkler. Good transportation. Asking \$24,000. Terms. Call CO 4-9120.

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**Suffolk County, L.I., N.Y.** BRENTWOOD — Foreclosure, \$200 down, ranch, 3 bedrooms, \$8,500. Many others. McLaughlin Realty, 22 First Ave. (open Sundays), \$16 BR 3-8415.

**Farms & Acreage Orange County** 5 stimulating acs. 4 rm. \$9,900. 8 rm village home. 1 rch. \$5,500. Chet Dunn, Bkr., Wablen, NY. PR 2-5084

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VACANT for quick possession by quick handy buyer. Owner sacrificing at only \$15,000 full price. Only \$450 down needed. GI No Cash Down. LIVE RENT FREE

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MOVE RIGHT IN  
LIVE RENT FREE**

TWO FAMILY detached, 2 apts. each, 5 rooms, 1 apt. now vacant for quick possession. Owner pressed for cash. Must sell at once. Full down payment only \$1,000 civilian.

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LEGAL 2-FAMILY**

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SPACIOUS ROOMS  
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**CAMBRIA HEIGHTS — \$900**  
I AM forced to sell 6 room house: wall-to-wall carpet, part tin base, garage. \$17,990.  
HOME FINDERS FI 1-1950

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BRICK, 2 family, finished base, 2-car garage, wall-to-wall carpet. \$900 cash.  
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SPECIAL 2-FAMILY**

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Two large 6 room apts, plus 3 room studio apt. in bsmt, detached with garage. Walk to subway and shopping. Call now. This won't last.

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Magnificent bungalow, features 30x100 plot, garage, cyclone fence, 2 rooms in fn. bsmt, with kitchen and bath, refrigerator plus all extras. A steal at \$16,990.  
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6 rooms, detached, 3 bedrooms, landscaped, 40x100 plot, 2 rooms in fn. nite club bsmt, oil heat. Located in Baisley Park, nr. all schools and shopping. Low cash and terms arranged for all.

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**FHA SPECIAL  
\$250 FULL DN. PAYMENT**  
50. OZONE PARK, 1-family shingle, garage, gas heat, 5 1/2 rooms, plus full bath. Many extras, such as stove, refrigerator, washing machine, etc. Call to-day, vacant, \$13,500.  
MOVE IN 3 WEEKS

EXTRA GOOD BUY

1-FAMILY, brick, attached garage, 3 bedrooms, oil heat, low mortgage payments, clean and immaculate, beautiful landscaped enclosed back gard. GI \$100 down, FHA \$750 full down payment.

**THANKSGIVING  
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JAMAICA

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HEMPSTEAD

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JAMAICA

**\$16,150  
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4 BEDROOMS  
LARGE LIVING ROOM,  
DINING ROOM, AND KITCHEN  
NO CASH GI  
FHA \$500  
DOWN

BAISLEY PARK

**\$14,990  
2 STORY DETACHED  
COLONIAL**

EXTRA LARGE ROOMS,  
GAS HEAT  
GARAGE  
NO CASH GI

TAKE OVER EXISTING MORTGAGE

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Open 7 Days a Week 9 A.M. to 9 P.M.  
Plenty of Parking Space

**JA 3-4521**

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TO GIs**

**HOLLIS  
7 1/2 ROOMS**

2 Baths — 20' Living Room —  
4 Bedrooms, Landscaped.

**\$89.00**

MONTHLY TO BANK!

**SPRINGFIELD GARDENS  
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5 & 5 Room Apartments Available on Title — 50x100 Grounds — Garage — Oil Heating System.

SMALL DOWN PAYMENT  
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168-25 Hillside Ave.  
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Parking Facilities Available — Open 7 Days a Week

For Rent

CAMBRIA HEIGHTS

INTEGRATED, St. Albans, 3-5 room apts from \$92-\$125.

HOME FINDERS FI 1-1950

4 ROOMS down, 3 up, stucco, oil heat. \$17,990. \$800 cash.  
HOME FINDERS FI 1-1950

**E-S-S-E-X**

143-01 HILLSIDE AVE.  
JAMAICA

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

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**TOASTS ANYTHING!**  
Bakes like an Oven Too!



**NEW**  
**GE Deluxe** MODEL T93  
**TOAST-R-OVEN\*** \$

\* Trademark of General Electric Company

Toasts bread, muffins or rolls —  
any shape or thickness — bakes too!

- **Fully Automatic Toasting** — Place bread in and start — when done, door opens and toast slides out automatically.
- **Bakes Like an Oven** — Perfect for Brown N' Serve rolls, frozen meat pies, dessert pastries, baked potatoes, melted cheese sandwiches.
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- **New Safety Heating Elements** — Heating coils are completely enclosed in glass tubes. Eliminates shock hazard.
- **Revolutionary Design** — There's plenty of room so extra thick slices of bread or muffins will not jam inside.
- **Automatic Toast Shade Control** — Sensing device gives same shade of toast each time whether bread is fresh or stale.

**NEW STAINLESS STEEL  
COFFEEMAKER COUNTS  
THE CUPS**



Model P33

**Delicious Coffee Flavor Everytime!**

- ① **It's Stainless Steel**—Body, spout, lid, pump and basket are stainless for perfect coffee flavor everytime—easier cleaning too.
- ② **It Counts The Cups**—Built-in gauge tells you how many cups are left or how much water to put in.
- ③ **New Modern Danish Styling.**
- ④ **Automatic Brew Control**—When coffee's done it stops perking and stays hot automatically.
- ⑤ **Automatic Signal Light** — Tells you when coffee's ready.
- ⑥ **Makes 3 to 10 Cups.**

**SHOP EARLY** for the **BEST** selection!

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THE THRIFTY  
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SAVE and STILL

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IF HE SHOPS  
AT**

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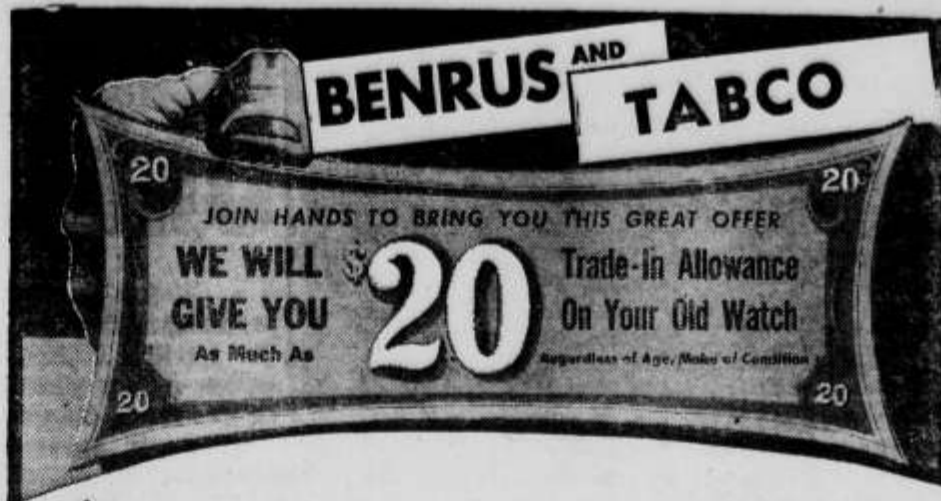
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# 11 Promotion Exams Offered By State Until December 9

Eleven promotional examinations have been announced by the New York State Department of Civil Service for the filing period between now and December 9. The position, the relating department, the exam no. and the salary is listed below. For further information and application forms contact the Department at 270 Broadway, New York City; or The State Campus, Albany.

Toll traffic supervisor, East Hudson Parkway Authority, exam no. 1120, \$5,910 to \$7,205.

Senior toll audit clerk, East Hudson Parkway Authority, exam no. 1121, \$4,450 to \$5,510.

Senior tax valuation engineer, Office for Local Government, exam no. 1119, \$9,480 to \$11,385.

Assistant valuation engineer, Public Service, exam no. 1052, \$7,740 to \$9,355.

Assistant sanitary engineer (Design) Public Works, exam no. 1117, \$7,740 to \$9,355.

Senior sanitary engineer (Design), Public Works, exam no. 1118, \$9,480 to \$11,385.

Supervising stenographer, District Attorney's Office (Kings County), exam no. 1128, \$5,450 to \$6,890.

Supervising hearing reporter, District Attorney's Office (Kings County), exam no. 1129, \$7,250 to \$9,250.

Supervising clerk, County Clerk's Office (New York County), exam no. 1130, \$5,150 to \$6,590.

Supervising stenographer, District Attorney's Office (Queens County), exam no. 1131, \$5,450 to \$6,890.

These positions are open only in the department or promotional unit that is indicated.

## Oneonta Chapter Christmas Party

The annual Christmas party of the Oneonta County, chapter of Civil Service Employees Assn. will be held on Saturday, December 14 at the Elks Club in Oneonta at 6:30 p.m. The evening will consist of dinner of prime ribs of beef, followed by dancing.

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



**FLAG PRESENTATION** — New 50-star U.S. flag was presented recently to County Executive Edwin G. Michaelian by the Police Benevolent Association of the Westchester County Parkway Police. Shown (left to right), are Chief Marvin Ericson of the Parkway Police; Parkway Patrolman William DeBrocky, PBA secretary; Parkway Patrolman Albert Bolwell, president of the Association who presented the colors on behalf of the entire PBA; Michaelian; and Parkway Patrolman Edward Berletic of Ardsley, PBA treasure.

## Two-Point Victory Won By Hudson Pkwy. Employees

ALBANY, Nov. 25—The East Hudson Parkway Authority chapter of the Civil Service Employees Association has achieved a two-point triumph in its continuing drive for benefits and improved conditions for its members.

The Board of the East Hudson Parkway Authority, responding to a request from the CSEA chapter, has adopted a grievance procedure

for its employees and at the same time agreed to provide travel and moving expenses for employees promoted or transferred.

Other benefits won by CSEA for employees of the Parkway Authority in the past year include unemployment insurance coverage and semi-annual posting of accrued vacation, sick leave and personnel leave credits.

A spokesman for the Employees' Association said efforts are continuing to achieve additional employment rights and safeguards for employees of the Authority. Among the items being sought are a survivors death benefit, discontinuance of out-of-title work, vacation schedules for maintenance personnel, job specifications, work clothing and foul weather gear, adequate overtime pay meal allowances and improved coverage for employees injured in the line of duty.

## Sheeder Named

ALBANY, Nov. 25—Thomas Sheeder, associate dean at the State University College at Fredonia, has been named chairman of the College Division of the Western New York Personnel and Guidance Association for 1964.

## Newark State Plans For Christmas Party

Final plans have been completed for the annual Christmas party for the Newark State School chapter, Civil Service Employees Assn., according to Albert Gallant, general chairman. The party which will be held December 12 at the Elks Club will begin with the dinner at 7 p.m.

A gift exchange is planned to include the dinner and dancing will follow from 9 p.m. to 1 a.m. Dex Morrison's orchestra will provide the music for the evening.

Marie Donaldson and Harry Cabat are the ticket chairmen. They announced that the final day to purchase the tickets is December 9. Rose Pettrone, publicity chairman, announced that Harriet Sitek will handle the decorating again for the chapter.



**PROBATION INSTALLATION** — Shown at the recent installation luncheon are the new officers of the Probation Department unit, Suffolk County chapter of the Civil Service Employees Assn. The installation was held at the Indian Head restaurant in Commack. From left to right, the officers are: installing officer Ronald J. Edeen,

(left), director of Probation, are: Herman Grackin, president; George Proferes, first vice president; Elizabeth Walsh, second vice president; Catherine Wulf, recording secretary; Rose Shain, corresponding secretary; Eleanor Marshall, executive representative, and Joseph H. ... treasurer. Not shown is George Wahl, executive representative.

## 250 Attend ROMIC Annual Dinner-Dance

Over 250 members and friends of the Rockland Organization for Mentally Ill Children (ROMIC) gathered recently at the Lamplighters Hall in New City, for the organization's annual dinner-dance.

Dr. Paul Lindenberg of New City served as toastmaster. The Very Rev. Msgr. James F. Cox, Catholic chaplain at Rockland State Hospital and a director of ROMIC, gave the invocation. Mrs. Adam E. Skrzec, president of ROMIC, welcomed the guests.

During the dinner, Fred Leiper, past president of ROMIC, presented Dr. E. R. Clardy with a plaque in recognition of his services to ROMIC. Dr. Clardy, a member of the Advisory Board, volunteered his services to screen children for the first two pilot summer programs of the ROMIC program. Dr. Clardy, a native of Tennessee, is associated with Rockland State Hospital as supervising psychiatrist of the Children's Unit.

Dr. Paul H. Hoch, New York State commissioner of Mental Hygiene, was honorary chairman for the dinner-dance, at which a souvenir journal was distributed which included future plans for the ROMIC Day Training Center.

## Perkinson Speaks At Manhattan State

Gary Perkinson, public relations director for the Civil Service Employees Assn., was the guest speaker at a recent chapter meeting of the Manhattan State Hospital chapter. Perkinson also conducted a question and answer session concerning public relations of the Assn. following his address.

Charles Loochs, of the chapter, announced at the meeting that the chapter had set plans for a March dinner-dance. He also mentioned that a land mark at the hospital on Ward's Island was being torn down. In addition, he mentioned that the construction for the new staff house and nurse's home was well underway.

Ben Sherman, New York City field representative, urged members at the meeting to start correspondence with their respective State legislators to support the CSEA salary increase proposal.

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

## Last Call Nears

## Gala Christmas Cruise; Prices Start At \$185

Last call is near for a gala Christmas cruise to Bermuda and Nassau. It is open to members of the Civil Service Employees Assn. and bookings should be made at once. Prices start at \$185.

The seven-day cruise, sponsored by Knickerbocker Travel Service in cooperation with the Civil Service Travel Club, will be aboard the air-conditioned, stabilized, one-class pleasure ship S.S. Olympia of the Greek Line fleet.

CSEA members will receive land tours free (these must be paid for by others taking the cruise) and a full program of activities. Appropriate religious services will be held on board ship on Christmas day.

The Olympia will leave New York City on December 19 and return there on December 26. Participants will have full run of the ship, including its three swimming pools, card rooms, bars, dance floors and game rooms.

Early reservations are urged as this is one of the most popular cruises of the season and space is limited.

In the Metropolitan New York area, bookings may be had by applying to Mrs. Adrienne Rich, Knickerbocker Travel Service, Time & Life Bldg., New York 20, N.Y., or by calling her at PLaza 7-5400.

## In Albany Area

In the Albany area, contact Miss Hazel Abrams, 478 Madison Ave., Albany.

Note: Miss Abrams, in the near future, will also announce plans for a Mediterranean cruise.

## Celeste Rosenkranz Wins Recruiting Prize

BUFFALO, Nov. 25—Celeste Rosenkranz, a senior interviewer in the Buffalo office of the State Division of Employment, won first prize in an achievement award contest for her work in recruiting employees for a new shopping mall that opened this year in suburban Amherst.

Harvey Shaver, an employment interviewer, won a cash award and an achievement certificate for his work in the high school drop-out program.

Miss Rosenkranz and Shaver are members of Buffalo chapter, Civil Service Employees Assn.





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# Pre-Filed Bills Before Legislature

(Continued from Page 2)  
additional interest to annuity savings accounts.

On the Assembly side, Assemblyman Anthony Barbiero has proposed, in the fourth bill to be prefiled that state employees be granted free health insurance, with no employee contributions. The measure also would authorize local government units to take over the full cost of such programs.

Assemblyman Louis DeSalvio is seeking passage of a bill to provide

that after June 30, 1964 that regular interest on pension funds of the New York City retirement system shall be pegged at four percent a year, compounded annually for all members, instead of three percent, now in effect for some.

A measure by Assemblyman Robert Kelly has been prefiled to allow civil service employees a third additional increment after completion of 15 years of service in the same salary grade.

Senator Fred Rath has introduced a bill to permit a salary raise for grand jury stenographers in Onondaga County. Senator Simon Liebowitz wants the New York City Administrative Code amended to increase death benefits for city employees.

In another bill, Senator William Rosenblatt asks that the final retirement allowance for New York City employees and policemen be based on highest three, instead of five years service.

Finally, Senator Jack Bronston has proposed extension of the present law permitting retired members of state, New York City retirement systems to be employed as substitute teachers in public schools and college without suspension or loss of pension rights. The present law expires in June, 1964.

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### LEGAL NOTICE

SUPPLEMENTAL — CITATION — File No. P3158, 1963 — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent, To Mrs. Patsy Harring, Mrs. Carlotta Rozar and Mrs. Martha Grant, if living, and if any or all of them be dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown and if she died subsequent to the decedent herein, to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Ina Sigrid Lindman, also known as Ina S. Lindman, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 304 in the Hall of Records in the County of New York, New York, on December 27, 1963, at 10:00 A.M., why a certain writing dated August 17th, 1961, which has been offered for probate by Mito Miloradovich, residing at 335 East 73rd Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of INA SIGRID LINDMAN, also known as INA S. LINDMAN, deceased, who was at the time of her death a resident of 52 Grammercy Park North, in the County of New York, New York, Dated, Attested and Sealed, November 20th, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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; Elisabeth Britt; Consul General of the German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Fred Mar, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Fred Mar, 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 Fred Mar, deceased, who at the time of his death was a resident of 361 East 92nd 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 304, 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 20th 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, and why the testamentary instrument dated November 10, 1961, filed in this Court under File No. F 2027-1962 on June 8, 1963 should not be denied probate.

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. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 4th 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

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 304, 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 17th 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

### 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 B. 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 DIFALCO, 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

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; Elizabeth Gray, also known as Mrs. Gray and Reverend Gray; Martha Lyle; City of New York, Department of Welfare; Marie Boston; Iole Small, also known as Mrs. Small; Henry Small; Iole Brown; Rev. T.J. Jordan; Louise B. Hart Funeral Home; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Nelson S. Hill, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Nelson S. Hill, 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 Nelson S. Hill, deceased, who at the time of his death was a resident of 108 Bradhurst Avenue, 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 304, 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 20th 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, and why the testamentary instrument dated November 10, 1961, filed in this Court under File No. F 2027-1962 on June 8, 1963 should not be denied probate.

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WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 4th 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

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# Acting Watertown Mayor Raps Slow Action In Creating Eligible Lists

(From Leader Correspondent)

WATERTOWN, Nov. 25—A city councilman has told the Watertown Council that if the secretary of the Municipal Civil Service Commission is "asleep at the switch", he should be replaced.

Councilman Charles W. Hayes, acting mayor in the absence of Mayor William G. Lachenauer, told the council last week that he has noticed "the same trouble for 15 years" in getting eligible lists for municipal civil service appointments. He referred specifically to two members of the fire department holding jobs under provisional appointment for a year.

## "Get on the Ball"

Hayes told City Manager Ronald G. Forbes to call the civil service secretary "and get him on the ball."

Forbes said there is an eligible list with two names. One of those eligible, he said, has declined appointment. The other is in the military service.

"I presume we need a new list," the city manager commented.

Forbes said he will be "glad to again ask the secretary for a list, not only for this but others."

"I am in accord with Hayes. I too would like eligible lists."

## Futures In Jeopardy

Meanwhile, the president of the Watertown Firefighters, Joseph Corbett, told the council he feels men so long in provisional appointments "are being denied their rights and are having their futures placed in jeopardy."

Corbett said the long-time provisional appointees should have their annual clothing allowances and City Manager Forbes said if the council wants to change its policy "for provisional appointees in the fire and police departments," he will prepare a resolution to establish such a policy.

The city manager said he can not "be assured" the provisional appointees "will pass the civil service test."

## Charges Discrimination

Corbett charged that under the circumstances "they are being discriminated against. The city manager said that tests are prepared by the state civil service commission and are held "about once a year." In the past it has taken months to get test results and set up eligible lists.

The local civil service commission is headed by Starr V. Stitt. Members are: Attorney Donald A. Wiltse and Supervisor Hugh E. Hamilton. The commission, by law, hires its secretary whose main functions are to prepare and hold civil service examinations, enforce regulations and certify to the cor-

rectness of municipal payrolls where civil service personnel is involved.

During the regular weekly city council session both Mayor Lachenauer and Councilman David A. Marshall were absent. Councilman Hayes was chosen to preside.



**SAFETY LESSONS** — Fire prevention lessons are given to Peggy Geer, student nurse at Rockland State Hospital, by George Fuller, a member of the fire department at the hospital, during safety demonstrations at the hospital. In the rear is William Herman, instructor of the fire safety classes, patrolman Cornelius Burkert and other student nurses from the hospital.

# CSEA Takes Stand On Attendant Reallocation

(Continued from Page 1)

a new class title of senior attendant, grade 9.

The following is Felly's statement:

"It is with great pleasure that I welcome this opportunity to make representation to you on behalf of the State's nearly 23,000 Mental Hospital attendants," he said.

Continuing his remarks Felly said, "We of New York State can pride ourselves in the advancements made in the care treatment of Mental patients within our State Mental Institutions. Many forms of therapy which were not even dreamed of a few short years ago are in use today. Procedures such as the "open door" policy of our State Mental Hospi-

tals would have been considered quite radical and virtually impossible a little more than a decade ago. These advancements including many new concepts in the treatment of many positions in our State Mental Institutions including the position of attendant." In addition he said, "The position of attendant at all levels has evolved from positions of a custodial nature to positions which play an active role in the administration of therapeutic procedures in the treatment and rehabilitation of the mentally ill. The evolution of these positions from their former concept has been given little recognition especially in the area of annual compensation. The State of New York can well be proud of the new role played by

its Mental Hospital attendants in the care and treatment of its mentally ill citizens."

"There can be little doubt that the duties and responsibilities accepted and undertaken by the attendant today bear little resemblance to his former role. Thus it becomes vitally important for the State of New York to provide a salary for each of these positions which gives recognition to the increased duties and responsibilities performed by attendants" he said.

"We feel that an upward adjustment in the salaries for all classes of attendant positions is long overdue and absolutely necessary. A continued lack of recognition of the new role played by the attendants would only magnify an existing inequity," Felly stressed.

"A denial of the request for the upward reallocation and reclassification of positions in the Attendant Series purely on the basis that the vast number of positions involved or affected would have insurmountable fiscal implications for the State of New York would be most inappropriate," he said.

"It is important to remember that our Mental Institutions, including all personnel necessary for the operation of these Institutions, provide a necessary service to the citizens of this State under a social mandate. Under such a mandate it behooves the State of New York to provide the best possible care for its citizens who are admitted to its State Mental Institutions. We believe that the continuance of all programs aimed at providing the best possible care for the mentally ill necessitates a more active role on the part of the attendants and the further imposition of additional duties and responsibilities on these positions."

Concluding his presentation Felly said, "With this new concept of the attendants' positions in mind, I urge that a favorable determination be made by the Division of Classification and Compensation on these request."

## Nelson To Represent

ALBANY, Nov. 25—Dr. Eino Nelson of the State University at Buffalo will represent the American Association of Colleges of Pharmacy on the Council of the American Association for the Advancement of Science.

# No News, Some News, What News?: Topic At ASPA Meeting

ALBANY, Nov. 25—The efforts of government agencies to manage news will be the topic of a panel discussion at next month's meeting of the Capital District Chapter of the American Society for Public Administration. Panel members will express opinions on what the public should not be told about government operations.

The panel will be composed of David H. Beetle, special correspondent, Gannett News Service; Dr. James A. Riedel, professor of Government, State University Graduate School of Public Affairs; and Ernest Gross, public relations consultant, New York State Department of Labor.

The meeting should be of special interest to citizen groups, government administrators and public information personnel. It will be held at the Health Department Auditorium, 84 Holland Ave., Albany, Tuesday, December 10, at 8 p.m. and will be open to the public.

# Kathleen Marshall Named 'Employee Of The Year'

BUFFALO, Nov. 25 — Kathleen M. Marshall, a member of Meyer Memorial Hospital Unit, Erie county chapter, Civil Service Employees Assn., has been named "Erie County Employee of the Year" by the G-E-X Corp., an employee cooperative.

Miss Marshall, who received a \$100 savings bond and a plaque, is acting director of the Meyer Memorial Hospital School of Nursing.

A 22-year-career employee, the citation noted that Miss Marshall

# Buffalo Unit Fetes 25-Year Members

BUFFALO, Nov. 25—The State Insurance Fund unit of Buffalo chapter, Civil Service Employees Assn., gave a 25-year anniversary party in the Park Lane recently for Sherry Bellissimo, a claims representative, and Michael Spry, a safety service representative. Both have worked for the State for a quarter century and are active in CSEA affairs.

gave "unstintingly of her time beyond her hours of duty."

She was nominated for the award by Michael Faust, president, and Angelica Phelps, first vice president, of the chapter.

## Review Steno Exam

(Continued from Page 3)

Felly also took issue with the composition of the exam saying that according to his reports "the participants were expected to have a depth of knowledge in the field of statistics not in keeping with their specialized occupations."

## Private Business

He explained that county government pay should be compared with comparable work in private business.

"If the differences between county and the salary survey lines warrant, an appropriate adjustment in the salary structure should be considered," he said.

The salary committee's recent recommendations to the board of supervisors was rebuffed by the whole board in what Mrs. Fannie W. Smith, president of the Jefferson County chapter, Civil Service Employees Association, called "political expediency."

Supervisor Denison's new plan would be used for future salary adjustments if the board accepts it.

# Jefferson Supervisor Calls For Periodical Comparative Pay Study

WATERTOWN, Nov. 25—The chairman of the salary committee of the Jefferson county board of supervisors has come up with a suggestion which, if adopted, might avoid periodic employee drives for higher pay.

Supervisor William A. Denison, Adams, has reported to his colleagues that: "a comparative salary survey should be made annually or more often when substantial changes in the economic situation warrant."

# Work Ratings Hit As To Propriety

(Continued from Page 1)

aminations; proposed changes in rules governing work performance ratings, and the not uncommon practice of an appointing authority persuading employees on promotion eligible lists to waive their positions to enable the agency to reach someone of its choice further down the list.

## Propriety Questioned

Felly also questioned the propriety of alleged statements by various personnel officers that oral examinations would not be necessary if probationary periods on promotion were allowed. He said these alleged statements indicate "that oral examinations are being used as a threat . . ."

Felly asked that the Association be heard by the Civil Service Commission "if there is any inclination to approve probationary periods upon promotion . . ."