

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVIII — No. 43 Tuesday, July 3, 1956 Price Ten Cents

Resolution

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A GIFT OF GOLD: Irving Flaumenbaum, right, President of Nassau Chapter, CSEA, represented his fellow members in presenting a gold watch to Charles Culyer, Association field representative, for his "great service" to the chapter.

Nassau Shows Culyer Esteem; Freir Speaks on Job Survey

HEMPSTEAD, July 2—Charles Culyer, field representative for the Civil Service Employees Association, was singled out for special honors when the Nassau Chapter of the Association held its Eighth Annual Dinner Dance here June 23.

Irving Flaumenbaum, chapter president, presented Mr. Culyer with a solid gold watch on behalf of the membership of the chapter.

In presenting the gift, Mr. Flaumenbaum referred to Mr. Culyer as "Father of Nassau Chapter" and declared the field representative's nine years of faithful service helped greatly in bringing about the "tremendous growth of Association membership in Nassau County."

More than 200 chapter members and county officials attended the event, which included an induction of officers by First Deputy County Executive George Freir.

Mr. Freir spoke on the reclassification survey now under way in

Nassau County. He stated that County employees had "nothing to fear in regard to their jobs as there would be no loss to them." He also declared that title reclassification would be done on a fair basis to all concerned.

Among the guests attending the event were Mrs. Freir; Assemblywoman Genestra Strong; Howard G. Wilson, chairman of the Nassau County Civil Service Commission; George D. Smith and John R. Neisley, Commission members; Assemblyman John J. Burns and his wife; Charles M. Curtis, supervisor of maintenance of Uniondale Schools; Vernon A. Tapper, CSEA fourth vice president, and Harold Miller, president of Suffolk Chapter, CSEA.

ALBANY, July 2—Top-ranking Republican legislative leaders have urged the State Commission on Pensions to conduct an informal poll of state workers to determine if they desire Social Security coverage.

The Civil Service Association questioned the need for such a poll, however.

The GOP leaders, Walter J. Mahoney, temporary president of the Senate, and Oswald D. Heck, speaker of the Assembly, have asked Reinhard A. Hohaus, chairman of the commission, to report to the Legislature recommendations of the commission resulting from the poll in order that action may be taken at the 1957 session of the Legislature to extend the coverage to members of the State Employees Retirement system.

GOP Suggestions

The request, made in a letter to Chairman Hohaus, follows:

"In the belief that the Legislature should take action at the 1957 session to extend OASI Social Security coverage to members of (the) State Employees System, we respectfully offer these suggestions to the Commission on Pensions:

1. That the Commission take immediate steps to inform each employee member of the State Employees Retirement System of the benefits of Social Security and the cost to the employee—in various age groups and under a representative variety of circumstances.

2. After individual employees have had an opportunity to study this information, a series of regional meetings be held with full opportunity for questions and further explanation.

3. The Commission poll individual employees to ascertain their

preference with respect to such proposals as the Commission and representatives of employees deem practical and desirable.

4. Based on the results of this poll, the Commission, if possible, make definite recommendations to the Legislature.

5. That the foregoing be carried on in close cooperation with the Joint Legislative Committee on the State Employees Retirement System, taking into account any proposals which this Committee may be preparing to make.

6. That all of the studies and recommendations take into account adaptability thereof to other public employees' groups.

Powers Expresses CSEA Views

John F. Powers, president of the Civil Service Employees Association, commenting on the proposals contained in the letter of the Republican legislative leaders to the State Commission on Pensions, concerning the subject of Social Security benefits for members of the Employees Retirement System, said as follows:

"The Association welcomes the endorsement by the legislative leaders of the principle of Social Security benefits for members of the Employees Retirement System. It agrees with the leaders' concept of the importance of the problem, and heartily commends their recommendation that a maximum of information be disseminated on the subject and that discussions and meetings be held to enhance a better understanding of the benefits of Social Security for members of the System.

Need Questioned

"The Association, however, questions both the necessity and advisability of an informal individual poll to ascertain the preference of

employees with respect to the various methods by which Social Security coverage might be accomplished.

The bi-partisan bill sponsored in the last Legislature by Senator Harry Gittleton, New York City Democrat, and Assemblyman Elisha T. Barrett, Suffolk Republican, embodies the proposals of this Association under the now familiar concept of complete supplementation of retirement system benefits with Social Security. The "B" plan of the State Commission on Pensions as recommended in its 1956 report to the Legislature, is identical in substance to the Gittleton-Barrett bill proposals. So also is the plan recently announced by State Comptroller Arthur Levitt a complete endorsement of the supplementation concept.

Bill Unanimously Supported

The Gittleton-Barrett bill on March 1 of this year received the unanimous, enthusiastic support by resolution of the over 500 delegates to our Association's annual meeting, representing over 62,000 state and local employees, who are paid members of our Association and members of the Employees Retirement System. Informal polls already taken of the membership in many of our 180 chapters throughout the state, again show the unanimity of employee support for the complete supplementation plan.

Moreover, any plan short of supplementation would either detract from retirement benefits or dilute the combined retirement and Social Security benefits and have

(Continued on Page 14)

Bragalini Orders Saturday Closing For Tax Offices

ALBANY, July 2—Central and district offices of the State Department of Taxation and Finance, including the Bureau of Motor Vehicles, will be closed on Saturdays, starting in July, under a new law enacted by the 1956 Legislature. In the past, offices have operated Saturday mornings with a "skeleton" staff.

Taxation and Finance Commissioner George M. Bragalini said today that in "rush periods", plans will be made to serve the public on Saturdays whenever needed.

In a directive to all bureau heads and district offices of the department, Commissioner Bragalini said that "for the convenience of the public, special arrangements will be made to provide services on Saturday mornings during the income tax and motor vehicle rush periods.

Closing of State offices on Saturdays was won for employees by the Civil Service Employees Association during the last session of the State Legislature.



GOODRIDGE PASSES ON THE GAVEL OF OFFICE: As Thomas Steckel, left, Supervisor of the Town of Chili, and Vernon Tapper, CSEA fourth vice president, looked on, Ray Goodridge, retiring president of Monroe County Chapter, turned over the president's gavel to the chapter's new head, Mrs. Ruth McFee. Mrs. McFee and the other new officers were installed by Mr. Tapper during the chapter meeting at Willow Point Park in Webster. Mr. Steckel was one of the many guests.

CSEA Digest

1. State GOP leaders ask for poll on Social Security. Association questions need and cites evidence of worker choice. See Page 1.

2. Western Conference meets at Brockport. See Page 16.

3. Resolutions due Aug. 20. Association urges prompt consideration of resolutions. See Page 16.

4. Nassau Chapter honors Charles Culyer, CSEA field representative. See Page 1.

Engineering And Marine Jobs Offered

The U. S. has opened an examination to fill marine positions in 8 titles and 10 grades on board seagoing hopper dredges, tugs, lighters and derrick-boats operating in the vicinity of New York harbor and elsewhere on the Atlantic coast. Most positions are under the New York District, Corps of Engineers, U. S. Army.

The examination is No. 2-25-3-(56).

The positions are 3rd Mate, hopper dredge; assistant engineer (steam-electric); assistant engineer (diesel); drag tender; marine oiler (diesel); marine oiler (steam); marine fireman (oil) and quartermaster.

Salaries and grades range from \$1.72 to \$3.18 per hour, depending on the title and grade.

Wide Range of Duties

Appointees will perform technical duties ranging from those of mate and assistant engineer to general marine duties performed by firemen, oilers, drag tenders and quartermasters.

Three to six months' experience are required for the drag tender position, six months' experience for those of marine oiler and marine fireman, and one year's experience for that of quartermaster. A license is needed for the positions of mate and assistant engineer.

Apply until further notice to the Second Civil Service Commission, 641 Washington Street, New York 14, N. Y., or the Civil Service Examiners, Corps of Engineers, 111 East 16th Street, New York, N. Y.

Appointees will be entitled to employee benefits including paid vacations, sick leave with pay, and an excellent retirement plan. They will also be eligible for low-cost group life insurance.

Correction Captains Ask Job Title Changes

Captains in the New York City Correction Department, in a brief filed by their attorney, Samuel Resnicoff, with the Uniformed Forces Salary Appeals Board, are seeking to eliminate the proposed title of assistant deputy warden, and have the position of sergeant created instead.

The captains maintain they are required to supervise correction officers. Since assistant deputy wardens would also be supervisors, duplication is feared. The brief further alleges that the creation of the post of sergeant would eliminate the situation whereby correction officers supervise other correction officers.

POSTAL RAISE NEXT YEAR IS DOHERTY'S HOPE

WASHINGTON, July 3—Commenting on the inadequate salaries of AFL's 100,000 letter carriers, William C. Doherty, president of their union, said the carriers could not expect a raise this year, but he believes one can be had in 1957 if members get behind congressional candidates.



State Correction Commissioner Thomas J. McHugh holds semi-annual conference with employees. From left, outer rim: Jack Solod, Woodbourne; Mary Houghton, Albion; Robert Haight, Matteawan; Harold Corcoran, Clinton; Harry Joyce, Attica; Cornelius Rush, Greenhaven, secretary-treasurer of the Correction Conference; Edward Lalor, West Coxsackie; Albert Foster, Conference president, Dannemora; William Flanagan, administrative assistant to the Commis-

sioner; Peter Walsh, Conference vice president, Walkill; J. Daniel Gillen, Westfield; Charles E. Lamb, and James Anderson, Sing Sing; John Davidson, Great Meadow; Gerald Kennedy, Dannemora. Inner, Joseph Grable, Napanoch; Edward O'Leary, Elmira, and Harry Dillon, Auburn. Present at the meeting, but not when the photograph was taken, was James L. Adams, Sing Sing, Correction Department representative on the board of directors, Civil Service Employees Association.

Idea Brings \$25 at First, \$625 Later

ALBANY, July 2—State employees have received more than \$5,000 this year for suggestions which have proved beneficial to State department operations. This amount, the largest ever granted for a half year period since the State Employees' Suggestion Program was inaugurated 10 years ago, was pushed over the \$5,000 mark by a \$625 award won by Louis Ovedovitz, of Little Neck. Employed as a senior statistician in the Department of Labor's Division of Employment, he received an initial award of \$25, supplemented recently with the \$600 award. A study of the savings that would result from the adoption of his idea resulted in the windfall.

Industrial Commissioner Isador Lubin presented Mr. Ovedovitz with a check before a group of co-workers at a ceremony in the Division's New York Office.

Other Winners

Dr. Frank L. Tolman, chairman of the Merit Award Board, has announced the names of six other State workers recognized for their constructive work efforts. The awards:

\$50. Jonas Lacks, Albany, a senior income tax examiner in the Department of Taxation and Finance, for suggesting a photostating of certain letters and documents of the Income Tax Bureau.

\$25 each to Sylvia Buell, a staff nurse at Marcy State Hospital, for a proposal adopted in geriatric wards, Frank Greene, Brooklyn, a senior unemployment insurance claims examiner in the Department of Labor's Division of Employment, Brooklyn Office, for a proposal that aids seamen in reporting to the Maritime Office; David Hurwitz, Manhattan, a senior unemployment insurance claims examiner in the Department of Labor's Division of Employment, New York Office, for his proposed form revision that will be adopted in future printings.

\$25 jointly—R. Christine Baillirgeon, Cohoes, and Mae Murray, Albany, for their proposed revision of a form used in the corporation tax bureau.

All-award winners also received certificates signed by Governor Averell Harriman.

QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the Editor,

Queries Answered On Annual Leave Regulations of NYC

THE LEAVE regulations adopted by New York City under the Career and Salary Plan provide a staggered basis of grants, depending on length of service. Does the time start for all only with the effective date of the regulations, July 1, 1956, or do present employees get retroactive credit?

C. F.

Present employees are fully protected as are even reinstated or rehired employees. Employees on staff prior to the effective date get 27 work days (five weeks and two days) total annual leave allowance, accruable at the rate of 2 1/2 days a month, and are not subject to the "staggering." This is the combination grant for personal business, religious, holiday, and vacation. The staggered basis applies to those appointed after and possibly on, the effective date. Then 15 years of service are required to gain the maximum grant detailed above; eight years entitles one to 25 days, with the monthly accrual 2 days, and, at the end of the vacation year, one additional day. All other covered employees get 2 days total (four weeks), the monthly accrual rate being 1 2/3 days. Your fears are unfounded.

WHAT HAPPENS to a New York City employee who is injured on the job, and receives workmen's compensation? Does the time out during receipt of compensation count? Compensation benefits are much smaller than salary. Does the employee have to suffer a double penalty? C. V. E.

The first six months of absence while an employee is receiving workmen's compensation count as if were City service in a permanent position. Also the employee may receive one week's paid leave.

ON WHAT BASIS are annual leave credits counted? J. J.

On the basis of a vacation year starting May 1 and ending the next April 30. Unused leave may be carried over to only the next vacation year and only if the agency head approves. The excess thereafter is added to sick leave credits.

HOW MUCH discretion does an agency head have, regarding term-

inal vacation and sick leave?

J. C. O'B.

As to terminal leave, since some agencies have rules more liberal than that score than the citywide rules just adopted, the agency may compute the benefits under both plans and grant the more liberal allowance. This applies particularly to agencies that add unused sick leave to paid terminal leave. The excess must not exceed that existing on July 1, 1956. Also, agency heads have discretion about deduction from credits because of tardiness and for observance of religious holidays. Also if circumstances fully warrant, an agency head may grant anticipatory vacations before they are fully earned, but not for more than two weeks. There are other areas of discretion, too.

HOW MANY regular holidays are allowed? C. E.

Eleven—New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day and Christmas Day.

HOW FINE is the leave credit? E. L.

If you mean what is the minimum basis of calculation, it is half a day, known as the normal unit of charge.

WHO DECIDES when a vacation is to be taken? C. C.

The agency for which one works.

DO THE NEW leave rules apply to all New York City employees? P. C.

No. They apply, in general, to permanent employees covered by the Career and Salary Plan. They do not apply to those agencies not

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CIO GROUP TO VOTE

STATE-COUNTY MERGER

The Government Workers Union, CIO, meets in New York City July 28 and 29 at the Hotel Statler. Convention business includes voting a merger with the American Federation of State, County and Municipal Workers.

Auto Mechanic Tops 34 Who Win Awards

Joseph Ceraso, auto mechanic employed by the New York City Department of Sanitation, won \$150, the highest of 34 awards granted by the City on suggestions. His idea concerned salvaging and reusing truck clutch pressure plates.

Winners of more than one award were Alexander W. Meyerson, junior civil engineer, Marine & Aviation, three \$50 prizes; Louis M. Chonoles, fingerprint technician, Personnel, \$25, \$10, and two certificates of merit; and Jesnette Kaplan, supervising stenographer, Law, two \$10 awards.

Others Whose Ideas Won

Sanitation: Richard Cozzolino and Carl Schreiner, auto machinists, \$75 each; and Hyman H. Dien, machinist, \$25.

Tax: Herbert A. Siegel, assistant assessor, \$50.

Comptroller: Arthur C. Huber, supervising clerk, \$35.

Health: Ruth Hodges and Florence D. Johnson, Public Health nurses, \$25 each; Morris Rothman, health inspector, Grade 3, \$25 and William Stone, senior clerk, merit certificate.

Public Works: John A. Edwards, assistant architect, \$25.

Traffic: Claire T. Gorman, senior clerk, \$25.

Law: Rose Palmer, supervising clerk, \$25.

Water Supply, Gas and Electricity: Pasquale M. Chiavone, foreman, \$25.

Personnel: Samuel Mittleman, supervising clerk, \$20.

Police: Detective Clara I. Johnston, \$15; Patrolman Robert R. Dempsey and Lt. Alfred J. Chappel, \$10 each.

Fire: Harold L. Johnson, pilot, \$15.

Air Pollution Control: Helen L. Cuoghi, clerk, \$10.

Real Estate Bureau: Theodore D. Johnson, property manager, \$10.

Welfare: Thomas Artale, messenger, \$10.

Municipal Court: Emil Friedman, deputy clerk, \$10.

Hospitals: Thomas J. Terrill, watchman, and RN Regina Fisch, er, \$10 each; Jacob Jackman, maintenance man, merit certificate.

Transit Authority: Richard W. Engnath and Anthony R. Cancemi, bus maintainers, \$75 each for an idea which previously netted them \$150 each; and Edward H. Ehlinger, turnstile maintainer, \$10.

POSTAL DIRECTOR BILL APPROVED BY COMMITTEE

WASHINGTON, July 3—A bill providing Presidential appointment, with Senate confirmation, of Post Office regional and district office directors, has been recommended to the Senate by its Post Office and Civil Service committee.

CIVIL SERVICE LEADER
American Leading News-magazine
for Public Employees

LEADER PUBLICATIONS, INC.
87 Duane St., New York 7, N. Y.
Telephone: BEckman 3-0010

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$2.50 Per Year
Individual copies, 10c

Probation Officer, Welder, Investigator And Other Good Jobs

New York City has ordered an examination held for probation officer. That is the first step. Next comes the issuance of the requirements.

The present pay scale is \$4,250, rising to \$5,330 through annual increments.

When the examination was last advertised, last year, the requirements were as follows, and are expected to be about the same this time:

"Candidates must have a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York. In addition, candidates must have the following or its equivalent: (a) successful completion of one year in an accredited school of social work which year must have included supervised field placement, or (b) 18 months of satisfactory paid experience in a recognized social

agency of a character to qualify the duties of the position, or (c) a master's degree with major study in psychology, sociology, or criminology and 6 months of satisfactory paid experience in a recognized social agency of a character to qualify for the duties of the position."

The State will open a test for Narcotics investigator, \$4,650 to \$5,760, on July 16 and close applications on August 24. The written test date is Saturday, September 22.

New York City will receive applications for welder jobs, beginning on July 5. The rate is \$5,950. There are 44 vacancies in the Housing Authority.

Housing fireman is another City test that opens on the same day. Also opened then is the City test for stationary fireman, \$5,200, with 193 vacancies in various departments.

Beame Recommends Policy on Promotions

New York City made 564 promotions, effective July 1.

Budget Director Abraham D. Beame, in his report recommending that the Board of Estimate authorize the promotions, gave intimate details of a proposed policy on promotions.

His remarks were prompted by the fact that there are 1,657 eligibles on promotion lists.

What Beame Recommends

"It is my belief," he wrote, "that in the best interests of the City, we should endeavor to attain the basic objective of the Career and Salary Plan, while at the same time granting equitable treatment for those employees still on promotion lists during this transition period. I am certain that the resulting increased employee morale will far outweigh any disadvantage that may be incurred."

"In order that provision be made for a prompt realization of the objectives of the Career and



ABRAHAM D. BEAME
NYC Budget Director

Salary Plan I would suggest that the following promotional policy

be adopted:

"1. That the existing promotional policies be maintained for all existing promotion lists.

"2. No future promotion examinations be scheduled unless the job survey indicates a shortage in the title. Future vacancies within an agency showing an excess should be eliminated until the excess is worked off. Added vacancies, if warranted, should be filled by transfer of excess personnel in other agencies."

Columbia Group Holds Basket Party

A large turn-out marked the first annual basket party of the Columbia Association of State Employees, at Semler's Midland Park, Grant City, Staten Island, on Sunday, July 29.



New York City Housing Authority employees win suggestion awards. From left, sitting, Joseph Vincent Spero, \$50; Joseph E. Wise, \$25; Harold Klorfein, secretary of the Authority; Noel W. Greenridge, \$150; Eugene F. Jayson, \$25, and John M. Lloyd, \$25. Standing, Arthur L. Ferrin, Sam Sabin, Albert Lasis and Anthony Bendici, honorable mention.

Officers Still Sore Over 2 Promotion Tests

The police lieutenants who found the written test for promotion to captain so exasperating and battalion chiefs who had a similar reaction to the deputy fire chief examination continue to voice their grievances, despite assurances that the effective pass mark will be lowered, if necessary, to produce enough eligibles.

While those who passed, on the basis of the tentative key answers, constituted only a meager percentage, the possibility of considerable enlargement, by scaling down the wrong-answer penalties, did not encourage the disappointed men. They say the tests were out of the line with reality, not sufficiently related to the duties of the titles, or the rules and conditions in New York City, and that too many questions had an out-of-town flavor, as if some outsider had prepared them.

The complaint is that a relaxation of the requirements for passing is no substitute for a sound and solid examination.

Those who figure they passed had no complaint.

The Personnel Department considers the tests given were good, and that one did not have to be a genius to pass them.

What Lieutenants Say

The police lieutenants voiced their objections at a meeting.

The lieutenants' meeting at Werdermann's Hall produced a large and heated turnout. The Police Lieutenants Benevolent Association conducted it, kept excited individuals under control. Three committees were appointed, to report on whether the test was fair.

Part I of the police captain exam contained also questions on Rules and Regulations of the Police Department, as well as ones dealing with the contents of various reports of crime-prevention and crime-detecting agencies, and on rehabilitation of offenders. The candidates felt that a prospective police captain is not expected to be such a college student of all current events and reports in the crime and rehabilitation fields as to be able to say, off hand, what some one group recommended as the possible remedy for increase in crime. Many questions were of the judgment type, some candidates complained, to which the answer is a matter of opinion,

whereas police captain, in their daily work, deal little with opinion, much with fact.

New Exam Requested

The upshot of the complaints was the voicing of a demand that another examination be given, one that would be a fair test, and that the one held recently be admitted to have been a dud.

Association judgment is being reserved, pending the report of the committees of impartial experts.

The candidates had done a lot of studying. Some had attended the Baruch School of Administration, at City College, the Police Academy and Delehanty Institute, and quite a few reported they'd been studying for the test for two years. Captain is the highest competitive mark in the department. Higher ranks are filled by appointment of captains, in the discretionary voice of the Police Commissioner. So the men felt that if they were not given an ample opportunity in a fair examination, many could remain lieutenants all their lives," a sad penalty for a lieutenant", as one man put it, "who had hoped to rise high in the ranks of the department."

Besides asking questions that were far outside the range of knowledge to be expected of a policeman, candidates said that the City put too much stress on the theoretical part of the police job, whereas the job itself is 100 percent a practical one.

Another objection was against the big words, long, clumsy, involved sentences, and opinionated ideas that permeated the questions.

Schechter States Views

Saying he didn't find the captain exam too formidable, Personnel Director Joseph Schechter expected a sizeable list. He said the exam questions were taken from texts and study material used at the Police Academy and the Baruch School of Public Administration, City College.

Despite the protests of candidates, Mr. Schechter upheld the examiner who prepared the questions.

If there are too many failures after the papers are rated, Mr. Schechter said, a conversion formula would be used, in effect lowering the pass mark and increasing the number of eligibles.

Welfare Dept. Posts Work Hours

The New York City Department of Welfare posted on its bulletin board the following notice from Commissioner Henry L. McCarthy to bureau and division directors, administration offices and staff.

"The summer weekday work-hour schedule, as outlined in the Time and Leave Rules, will go into effect this year on Monday, July 2, 1956, and terminate on Friday, August 31, 1956.

"All per annum employees shall be required to work between 4 and 5 P. M. on one day each week during July and August. If, in the event of absence this is not possible, they shall be required to work until 5 P. M. on an additional day during the following week. Employees scheduled to work from 4 to 5 P. M. on Wednesdays shall work until 5 P. M. on another day during the week beginning Monday, July 2, 1956 because of the Independence Day holiday.

"Only when employees are absent for a full week shall they be excused from serving until 5 P. M. during the week."

STAFFORD IS APPOINTED PUBLICITY CHAIRMAN

Jack B. Treble's, chairman, Coordinating Committee Third Grade Clerical Employees, has appointed Bart Lanier Stafford III as director of publicity.

Mr. Stafford, medical audit senior clerk in the New York City, Welfare Department, has been active in the committee's campaign for upward salary reallocation.

The committee has protested to members of the Board of Estimate the refusal of the Salary Appeals Board to grant senior clerical employees slot 2.

Physicists and Chemists Needed by U. S.

Applications are now being accepted by the Board of U. S. Civil Service Examiners, Picatinny Arsenal, Dover, N. J., for the following positions:

Physicist, GS-9 through 15, \$5,440 to \$11,610 a year, in New York and New Jersey. Bachelor's degree, 24 credit hours of physics in an accredited college or university, or an equivalent combination of education and experience. (No closing date).

Chemist, GS-9 through 15, for positions in New York and New Jersey, \$5,440 to \$11,610. Bachelor's degree, 30 semester hours in chemistry in an accredited college or university, or an equivalent combination of education and experience. (No closing date).

Electronic scientist, GS-9 through 12, for work at Picatinny Arsenal and various other Federal agencies in New Jersey, \$5,440 to \$7,570 a year. Bachelor's degree, four years' experience in a field of physical science, mathematics or engineering, or any time-equivalent combination of education and experience. (No closing date).

600 NEW U. S. JOBS AT \$10,000 TO \$15,000

WASHINGTON, June 21—More than 600 new Federal jobs that could pay between \$10,000 and \$15,000 may be created through a bill the House approved and sent to the Senate.

SOCIAL SECURITY for public employees. Follow the news on this important subject in **The LEADER** weekly.

Merchant Marine Enrollees Sue to Get Their Status Settled

An action has been instituted in the U. S. Federal District Court to adjudicate the status of all uniformed teacher and administrative enrollees assigned to the United States Merchant Marine Academy at Kings Point.

The Academy was established to train citizens to become officers in the Merchant Marine. For several years, there have been differences of opinion as to the status of its personnel. The U. S. Civil Service Commission, the Attorney General's office and the Department of Commerce have expressed different opinions as to whether the enrollees are subject to civil service or are exempt from those laws and regulations.

Represented by Attorney Samuel Resnicoff, employees started suit after officers were reduced in rank and compensation without charges being preferred and without any hearing being granted.

July 4 Ruling Issued On Mulrain

Sanitation Commissioner Andrew W. Mulrain announced that there will be no refuse collections on July 4. The department will not tow vehicles from alternate-side parking streets on that day. Motorists whose cars have been impounded will not be able to redeem them from department yards until Thursday.

Most of the department's 14,000 employees will observe the holiday, but a skeleton staff will guard City property and work on parade routes, at sites of patriotic ceremonies, cemeteries, beach resorts, and along thoroughfares requiring special attention.

He promised that all possible men and equipment will be in service immediately after the holiday to restore schedules.

Pay of Sanitation Supervisors Raised; Correction Officers, Pilots, Marine Engineers Lose

The Uniformed Forces Salary Appeals Board decided unanimously to recommend to the Board of Estimate the following changes in salary allocation of titles in the Sanitation Service:

- Assistant foreman, \$4,935-\$5,285, raised to \$5,385-\$5,635.
- Foreman, \$5,340-\$5,690, raised to \$5,790-\$6,040.
- District superintendent, \$7,000-\$7,600, raised to \$7,450-\$7,950.
- Senior superintendent, \$8,100-\$8,200, raised to \$8,550 (flat rate).
- Supervising superintendent, \$8,900-\$9,000, raised to \$9,350 (flat rate).
- Principal superintendent, \$9,-

750-\$9,850, raised to \$10,200 (flat rate).

City superintendent, \$10,750-\$10,850, raised to \$11,200 (flat rate).

The Board of Estimate later approved the changes.

Three Appeals Denied

The Salary Board denied appeals for reallocations of pilots and marine engineers in the Fire Service, and of correction officers. This decision was approved by Chairman Nelson Seitel, Budget Director Abraham D Beame and Personnel Director Joseph Schechter, but the employee members of the Board dissented. They are Howard P. Barry, president, Uniformed Firemen's Association, and John E. Carton, president, Patrolmen's Benevolent Association.

Decision On Fireman Pay Later

The salary allocation of fireman was held over.

State Opens 15 More Tests

The following New York State examinations are open for receipt of applications. Closing date is Friday, August 24. Examinations are scheduled for Saturday, September 22. Unless otherwise indicated, candidates must be United States citizens and legal residents of New York State for one year immediately preceding the examination date. Pay at start and at top of grade is given.

OPEN-COMPETITIVE

- 4087. SENIOR CHEMICAL ENGINEER. \$6,890 to \$8,370. (Open to any qualified U. S. citizen).
- 4095. ASSISTANT ARCHITECTURAL ESTIMATOR. \$5,660 to \$6,940.
- 4096. HIGHWAY GENERAL MAINTENANCE FOREMAN. \$4,220 to \$5,250.
- 4097. JUNIOR ARCHITECTURAL ESTIMATOR. \$4,650 to \$5,760.
- 4098. SENIOR DRAFTSMAN (STRUCTURAL). \$3,840 to \$4,700.
- 4092. HEARING OFFICER (unemployment insurance referee, motor vehicle referee, etc.). \$6,890 to \$8,370.
- 4102. SENIOR CLERK (SURROGATE). \$3,170 to \$4,000. (Legal resident in Richmond County for four months preceding examination date required).
- 4103. DEPUTY STATE REPORT. Approximately \$5,200.
- 4104. NARCOTICS INVESTIGATOR. \$4,850 to \$5,760.
- 4093. PERSONNEL TECHNICIAN. (Examinations). \$4,430 to \$5,500. (Open to any qualified U. S. citizen).
- 4094. SENIOR PERSONNEL TECHNICIAN (Examinations). \$5,390 to \$6,620. (Open to any qualified U. S. citizen).
- 4511. INTERPRETER (Italian and Spanish), New York County. \$5,000. (Legal residents of New York County for four months immediately preceding examination date.)
- 4497. ASSISTANT CIVIL ENGINEER, Westchester County. \$5,380 to \$6,900. (Open to any qualified U. S. citizen.)
- 4509. JUNIOR CIVIL ENGINEER, Westchester County. \$3,980 to \$5,100 (appointment expected at \$4,540; examination open to any qualified U. S. citizen.)
- 4509. JUNIOR CIVIL ENGINEER, Westchester County. \$3,980 to \$5,100 (appointment expected at \$4,540; examination open to any qualified U. S. citizen.)
- 4522. ASSISTANT DIRECTOR (administrative) hospital, Westchester County. \$6,700 to \$8,560.

N. Y. County Legion Elects Naftalison

Louis J. Naftalison, World War I veteran, was elected New York County Commander of the American Legion. He succeeds William E. Vincent.

Mr. Naftalison is supervising unemployment insurance referee in the State Department of Labor.

A former past vice commander, judge advocate, and executive committee member of the County Legion, Mr. Naftalison also served as commander of the Duffy-Fay Post.

He lectures on the law of workmen's compensation and unemployment insurance at New York University Law School, is a member of the industrial disputes panel, American Arbitration Association, a trustee of the Educational Alliance, chairman of the Stuyvesant Jewish Community Center Committee, treasurer of the Metropolitan Section of the Jewish Welfare Board, and counsel to the National Federation of Settlements and Neighborhood House.



L. J. Naftalison

Members Thank CSEA Chapter for Overtime Victory

Twenty-four employees of the transcription division, State Insurance Fund, New York City, wrote Alex Greenberg, president of the CSEA chapter, expressing thanks for obtaining paid overtime credits for them, including supper money. They had worked overtime on IBM window-cleaning renewal endorsements.

"This is the first time that our division has ever been paid for overtime," they wrote. "It is indeed gratifying to know that the Association chapter has a president willing to go to bat for the employees."

The letter was signed by Irene W. Sealy, head stenographer, and countersigned by Mildred Burton, Sally Vrakapedes, Rachel Varsano, Eleanor Meresca, John A. Schwarg, Helen L. Avarin, Sarah Pickens, Edna McDownell, Janette Demby, Leotta Prescott, Elsie M. Wheeler, Nettie Lewis, Evelyn Rosen, Dorothy Simmons, Bernard D. Quinn, Thelma Murphy, Frances Williams, Alice Marken, Ann Townes, Esther Levitin, Gladys E. Washington, Iris Richards and Estella Callender.

Key Answers

MAINTAINER'S HELPER, GROUP A GROUP C

Open Competitive and Promotion, Transit Authority.

Tentative Key Answers for Written Test Held June 23, 1956.

- 1. A; 2. C; 3. B; 4. B; 5. D; 6. B; 7. C; 8. A; 9. C; 10. B; 11. C; 12. A; 13. B; 14. B; 15. D; 16. B; 17. D; 18. A; 19. B; 20. B; 21. B; 22. D; 23. C; 24. C; 25. A; 26. C; 27. A; 28. D; 29. G; 30. C; 31. L; 32. P; 33. S; 34. Y; 35. M; 36. T; 37. C; 38. B; 39. J; 40. D; 41. A; 42. H; 43. K; 44. V; 45. S; 46. J; 47. S; 48. A; 49. W; 50. B; 51. E; 52. D; 53. C; 54. C; 55. D; 56. C; 57. A; 58. D; 59. C; 60. C; 61. A; 62. B; 63. D; 64. A; 65. C; 66. A; 67. B; 68. C; 69. D; 70. A; 71. C; 72. A; 73. B; 74. B; 75. D; 76. B; 77. D; 78. A; 79. B; 80. A; 81. D; 82. D; 83. C; 84. A; 85. A; 86. C; 87. C; 88. D; 89. C; 90. C; 91. C; 92. A; 93. D; 94. A; 95. B; 96. D; 97. D; 98. C; 99. A; 100. D.

Next day to protest to Personnel Department, 299 Broadway, New York 7, N. Y., is Friday, July 13.

LABORER'S IDEA REWARDED

John A. Reed, manager of the New York Office of the Division of Retired Securities, Savings Bond Audit Branch, Bureau of the Public Debt, 201 Varick Street, presented a cash award of \$35 to Leon Lawrence, laborer for an idea that is expected to save \$605.

Falk Reverses Mahomet Deed To Get Stenos

ALBANY, July 2—The State government has just about licked the stenographer and typist shortage—for the time being, at least.

"We did it by taking the mountain to Mahomet," Alexander A. Falk, President of the State Civil Service Commission, said today.

This week more than 300 bright young faces will appear in Albany and New York State departments. They are June graduates of high schools and business schools. All have qualified for permanent appointments through civil service tests.

Mr. Falk said that in the past three years the Department of Civil Service had brought the testing program for stenographers and typists right into the classrooms. The results were so satisfactory that this year the program was expanded to include 49 schools in the Albany area and New York City.

Tests were given to 2,154 pupils who expected to be graduated in June, and 1,071 qualified.

"Candidates weren't coming to us—at least not in sufficient numbers," he said, "so we took the initiative and went to them. This was not a simple plan to carry out but we feel it has paid off very well."

The highest ranking candidates were called to appointment "pools" in Albany and New York to meet representatives of State departments, and 344 jobs were filled on the spot.

DECISION WILL BE LATE ON U. S. MEDICAL PLAN

WASHINGTON, July 2—The House resumed hearings on President Eisenhower's major medical plan.

Federal employees will have to wait until the end of this Congressional session for the final decision.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

EDITORIAL

State Should Issue Key Answers in Tests

The Court of Appeals recently made a landmark in civil service law. It held unanimously that the State Civil Service Commission's key answers in an examination were wrong and the candidates' answers were right. Up to that time it was believed by many that the State Commission's word on key answers was necessarily final. The Court ordered the Commission to pass six Nassau County patrolmen who had received failure notices, and add their names to the sergeants' eligible list.

The examination was so poorly drawn that it could not be called a genuine competitive examination. Under the State Constitution examinations must be competitive unless there is sound reason to the contrary.

Harold L. Herzstein is attorney for the successful petitioners, who benefitted from the firm grasp of the inner workings of government which he acquired as counsel to the Majority Leader of the State Senate and as legal to the Mayor

of New York. Besides, he has a good knowledge of civil service law, acquired through years of employee representation.

The State Commission lost on two questions of three challenged in one examination which contained a hundred questions. But it conducts hundreds of examinations a year, so it is obvious that the comparative loss is small. Some error, however minor, is bound to be made occasionally, when so many examinations are held. The State Commission is overruled by the Courts less than almost any other agency of government. Mr. Herzstein's case in no way reflects the general quality of the State tests.

The Commission should learn from the case it lost. The policy of concealing questions and key answers should be abandoned. Prompt publication of tentative key answers, with ample time for competitors to protest answers, with candidates being allowed to keep the question booklet, would be a major forward step.

Sanitationman's Widow Sues for a Pension

A pension proceeding was instituted in the New York County Supreme Court by Mrs. Bertha Hirsch, widow of Max Hirsch, a Sanitation Department driver.

Mrs. Hirsch was married in 1947. Mr. Hirsch died in 1950. Commissioner Andrew W. Mulrain has refused her a pension on the ground that Mr. Hirsch was already receiving a pension when she married him.

Represented by attorney Sam-

uel Resnicoff, the widow claims the Commissioner is disregarding the law as determined by the courts in similar cases.

Argument will be heard on July 10.

TRAVEL ALLOWANCES UP

WASHINGTON, July 2—Travel allowances for Internal Revenue employees were raised to \$11 and \$12 a day.

Bond's America's

Largest Clothier with America's greatest buys in superbly tailored

2-TROUSER TROPICALS

- ★ Crisp, wrinkle-chasing rayon/acetate/dacron **42.50**
- ★ Humidity-defying, shape-holding dacron- & -rayon **47.50**
- ★ Pure Wool Tropicals
- ★ 50% Dacron 50% Worsted
- ★ Cool Mohair-and-Wool **57.50**

Charge it! **6 MONTHS TO PAY** with no down payment

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Variable Annuity in Insurance

IN THE FINANCIAL PAGES of our newspapers during the recent weeks there has been discussion of a new insurance concept—the variable annuity. The discussion is presently high-lighted by a legislative hearing on the subject in New Jersey and by a test case in a Federal District Court brought by the Securities Exchange Commission against the Variable Annuity Life Insurance Company of America.

The variable annuity refers to a life insurance policy where the payments are made not in a fixed number of dollars as in the usual annuity policy but vary in accordance with the earnings of the common stocks in which the premiums of the company are invested. The theory behind the concept is that during periods of inflationary dollar rises, the annuitant would get increased dollar payments.

Subject Worth Attention

While this column at the moment does not have any definite opinion as to the validity or lack of validity of this concept, it is felt that it is definitely worth while for the Civil Service Employees Association to interest itself in the discussions and closely follow the proceedings. The subject may have some applicability to our own pension system.

One of the things which has distressed untold numbers of public workers has been their retirement during inflationary periods. They suddenly suffer a rude awakening as to the inadequacy of their retirement allowance. The dollars that they paid into their annuity account for years came back, with interest, exactly as promised, but they were dollars that now had a much-reduced purchasing power, as did the dollars of the employer-paid pension. Employees who expected to be able to live in reasonable comfort and security during retirement now found themselves unable to do so. Many were forced to accept the indignities of public assistance. The Legislature tried to alleviate the situation by creating a pension minimum to be paid out of a special fund. This minimum has been raised since first established in 1951.

Inflationary periods seem to be inherent in our economic system. The public worker suffers seriously during the upward spirals of prices and wages in industry, and should not be condemned to suffer doubly by being forced to retire on deflated dollars.

The whole problem of the retirement of the public employee should be carefully reviewed. It might be possible that if the concept of the variable annuity proves sound it could be adapted to our Retirement System.

Raises for 2,500 Result from Audit of Jobs

The Career and Salary Plan asked audits conducted by Personnel Director Joseph Schechter resulted in higher titles and pay for some 2,500 City employees.

The largest groups include staff nurses, school lunch helpers, and laundry workers. Based on job studies, certain employees will be raised to head nurse, senior school lunch helper and other titles, and senior laundry worker.

The first phase of the survey covered about 15,400 positions, of which approximately 13,000 were in city departments—employees with either unlimited salary under the old classification, or two or more alternate titles to which they could go under the new tables of equivalencies.

The survey's second phase, slated to be finished by the fiscal year's end, June 30, 1957, will cover employees of cultural institutions and county agencies.

Tentative Answers STATISTICIAN

Promotion, Various Departments, PART 1

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

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 1, N. Y., is Wednesday, July 18.

U. S. Exams Now Open

The following is an occupational listing of Federal examinations now open. Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, in person, by representative, or by mail. If by mail, do not enclose return postage. Mention both the title and the announcement number. Each item ends with that number. Send filled-out form to the office mentioned in the announcement you will receive.

AGRICULTURAL

Agricultural Economist, \$4,525 to \$11,610. 53 (B).

Agricultural Extension Specialist (Program Leadership, Educational Research and Training), \$7,570, to \$11,610; **Subject-Matter Specialization, Educational Media**, \$7,570 to \$10,320.—Jobs are in Washington, D. C., area. Extensive travel required. 4 (B)

Agricultural Market Reporter, \$4,525 to \$6,390. (B)

Agricultural Marketing Specialist, \$4,525 to \$10,320. (B)

Agricultural Research Scientist, \$4,525 to \$10,320. 109.

Agriculturist, \$4,525 to \$11,610.—Announcement 202 amended.

Cotton Technologist, \$4,525 to \$7,570.—Jobs are in Washington, D. C., and the South and Southwest. 2230.

Warehouse Examiner (Grain, Cotton, Miscellaneous Products — Dry Storage, Miscellaneous Products — Cold Storage), \$5,440.—Jobs are with the Department of Agriculture. (B)

BUSINESS AND ECONOMICS
Accountant and Auditor, \$3,670. 51.

Accountant (Comprehensive Audits), \$4,525 to \$11,610.—Jobs are in the General Accounting Office which desires men for these positions. 344.

Actuary, \$3,670 to \$11,610.—Jobs are in various agencies in the Washington, D. C., area and in the Railroad Retirement Board in Chicago, Ill. 42.

Auditor, \$4,525 to \$11,610.—Jobs are with the Department of the Army. (B)

Bank Examiner (Trainee Assistant and Assistant), \$4,080 and \$4,525.—For duty with the Federal Deposit Insurance Corporation. 401 (B)

Commodity-Industry Analyst (Minerals), \$5,440 to \$7,570.—255.

Economist, \$5,440 to \$11,610.—Jobs are in the Washington, D. C., area. 37.

Farm Credit Examiner, \$4,525 and \$5,440. 398.

Field Representative (Telephone Operations and Loans), \$4,525 to \$7,570.—Jobs are with the Rural Electrification Administration. 442.

Internal Auditor, \$4,525 to \$10,320.—Jobs are with the Post Office Department. 9 (B).

Savings and Loan Examiner, \$4,525 and \$5,440.—34 (B).

Visual Training

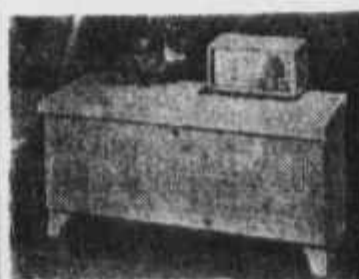
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FIREMEN
POLICEWOMEN**

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- c. Save big money — up to 25%
- d. Free decorating counsel
- e. All furniture uncrated — delivered for use

f. Sincerity — The customer is always right

Systems Accountant (General, Cost, Property), \$7,570 to \$11,610.—For duty in the Washing-

ton, D. C., area; occasional travel required. Jobs are with the (Continued on Page 8)

CLOSED All Day Wednesday, July 4—Independence Day

PATROLMAN PHYSICAL EXAM

4,170 applicants for PATROLMAN are being called for the medical exam between June 27 and July 11. Experience has shown that about 30% of those so notified either fail to appear or are rejected by the physicians.

Thus about 3,000 men it is estimated, will pass the medical exam on the above dates and will be called for the Physical Tests which begin July 16.

A MISTAKE MADE BY MANY

They believe that the Physical Test is easy, inasmuch as it is only a qualifying one. THIS IS A SERIOUS MISTAKE. Few men can do the following stunts without instruction and some physical training.

THE STUNTS

1. Press a 50 lb. dumbbell from each shoulder over the head.
2. From a supine position, assume a sitting position with a 40 lb. dumbbell behind the neck.
3. Pectoral Lift: While in a supine position, lift a 25 lb. ball with one hand and a 30 lb. ball with the other vertically from the floor.
4. Broad Jump: Jump forward 6' 10" from a standing position.
5. Agility: Starting from supine position, rise and scale 6 ft. wall, run through maze of obstacles, duct walk through a tunnel, scale 8 ft. wall, scale 4 1/2 ft. vaulting box, and do a 40 yard sprint, all to be completed in 38 seconds.

THE FIREMAN PHYSICAL EXAM

The stunts in the FIREMAN Physical Exam are the same as for Patrolman. However, doing the stunts as given above will get an applicant only a bare passing mark of 70%, which will mean a low place on the eligible list.

IN THE FIREMAN EXAM THE PHYSICAL TEST COUNTS JUST AS MUCH AS THE WRITTEN TEST — Each Having a Weight of 50%.
Every candidate should strive for a physical rating of 90% or better.

600 FIREMAN VACANCIES

There should be over 600 vacancies when the eligible list is established. The ambition of every applicant should be to be appointed in these first 600. This can be done only with a high physical rating and that requires competent and experienced instruction coupled with thorough training.

BEGIN TRAINING AT ONCE AS THE TEST IS EXPECTED TO BE HELD NOT LATER THAN AUGUST

Advance Your Career This Summer! Study in our AIR CONDITIONED CLASSROOMS

THE NEXT PATROLMAN EXAM

19,865 applicants who competed in the last 3 exams for Patrolman FAILED TO PASS THE WRITTEN TESTS!

REASON: These exams are not easy. The applicant is required to exercise judgment in technical police situations, correctly interpret involved reading matter, have a knowledge of first aid, be well informed on current events and governmental functions, and be alert in the use of words and grammar.

Few applicants can score a high percentage in such a test without some SPECIALIZED TRAINING.

Our Classes Meet Day and Eve, in Manhattan and Jamaica

New Examination Will Be Ordered Soon for

SANITATION MAN — N. Y. C. SANITATION DEPT.
STARTING SALARY \$3,950 A YEAR (\$76 a Week)

Increases During 3 Yrs to \$4,850 YEAR (\$93 a Wk.)

FULL CIVIL SERVICE BENEFITS INCLUDING PENSION AT AGE 55

AGE: 18 to 40 (Older if a Veteran) * MIN. HEIGHT: 5 Ft. 4 In.

Weight in proportion to Vision: 20/40 Each Eye Eye-Glasses Permitted

Our Course Fully Prepares for Written & Physical Tests

Be Our Guest at a Class Session in Manhattan or Jamaica

IN MANHATTAN: Monday at 1:15, 5:45 or 7:45 P.M.

IN JAMAICA: Thursday at 7:30 P.M.

START PREPARING NOW — APPLICATIONS OPEN IN SEPT.

SURFACE LINE OPERATOR — CONDUCTOR

(N. Y. CITY TRANSIT AUTHORITY)

Salary \$1.86 - \$2.10 an Hour Plus Overtime

Appointments to either position are made from same list.

Many Worthwhile Opportunities for Promotion

AGES up to 50 Yrs — N. Y. City Residence NOT Required

Min. Hgt. 5' 4" for OPERATOR — 5' 6" for CONDUCTOR

Be Our Guest at OPENING CLASS in MANHATTAN ONLY

on WEDNESDAY, JULY 11 at 7:30 P. M.

Exam to Be Held Soon — Thousands of Appointments Expected

OPEN ONLY TO RESIDENTS OF BROOKLYN

POST OFFICE CLERK-CARRIER

\$1.82 AN HOUR TO START with Increases to \$2.19 an Hr.

18 Years and up — No Minimum Height

No Educational or Experience Requirements

Our Course Fully Prepares for Official Exam

Classes Meet on Thursdays at 1:15 and 7:30 P.M.

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Civil Service LEADER

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York 7 N. Y.

8Eekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

10c Per Copy. Subscription Price \$1.82½ to members of the Civil Service Employees Association. \$3.50 to non-members.

TUESDAY, JULY 3, 1956

Notarizing Applications Is a Needless Nuisance

GOVERNMENT sets up barriers to recruitment no matter how hard it is to fill jobs, and the requirement of notarization is one of those obstacles.

One by one these barriers may be expected to be eliminated. The notarization requirement should be the next to go.

When a candidate applies to compete in an examination, and must fill out a blank on which are questions about his training and experience, his record generally, and his honors or offenses, if any, naturally he must not answer lightly or indifferently, nor without possible consequences of false statements. But why does he have to go before a notary or commissioner of deeds, and pay the fee demanded for administering the oath? The returns under the Federal and State income tax laws are not sworn to before a notary, and yet the taxpayer is as much responsible as if they were, because the same sanctity applies as when one takes an oath or affirmation applies. False statements on material matters, if made deliberately, constitute perjury, because law requires statements to be made under the sanctity of an oath. Examination candidates could be equally bound by the enactment of an equal law. The Preller Commission recommended such a law.

Prospect Brightens

With 125,000 candidates paying 25 cents apiece, a tax of \$31,000 a year is imposed on them by the State and New York City. It is not only a needless tax but a futile one, because the government does not, as a rule, get the notary fee, and when it does, supplies the service at less than cost.

The LEADER has been in the forefront of the effort to have notarial requirements eliminated. At first resistance to the idea was persistent. Now, after three years of earnest effort, The LEADER is informed that New York City officials are seriously considering not requiring a candidate to appear before a notary or commissioner of deeds if a covering law can be enacted.

The Federal government has always recognized not only the futility of putting candidates to such unnecessary trouble and expense, but also has never charged any application fee.

A letter from Walter P. White, published in the June 19 issue of The LEADER, protested the fee charged for competing, but if civil service commissions cannot be induced to give up this income source completely, at least a fee should be charged only on appointment. That is the practice of private employment agencies.

Application Fee Another Barrier

A law enacted by the last session of the New York State Legislature provides that after September 1, 1956, candidates in promotion tests held by the State, or by a local government whose tests are administered by the State, will not have to pay a fee. That leaves New York City employees as fee-payers in promotion tests, unless the City sees fit to grant its own employees the same consideration that State and other local government employees get. The Legislative intent as to cancellation of fees is plain. The City ought to take the tip.

The law requiring payment of fees in open-competitive examinations—the tests in which the public, as contrasted with present public employees, compete—remains unchanged. The fee stands. Mr. White's protest letter covered both cases, and so did the accolade it received in

LETTERS TO THE EDITOR

WORDS OF THANKS FROM SENIOR CLERKS Editor, The LEADER:

The Committee of Third Grade Clerical Employees thanks The LEADER for the stand it has taken in support of their fight for upward salary adjustment.

The New York City Administration has discriminated against this group of clerical employees who have served this City for 10 to 20 years. Our minimum salaries have been reduced by \$56. City officials may claim that this is not true, that no employee has lost a penny; but what they do not point out is that this will be deducted from our increment.

We cannot support an Administration that deprives faithful employees of a fully-justified salary reallocation. We ask no more than has been granted to other employees; what we ask is that the age-old differential between grades be maintained, and that justice be done.

JACK B. TREBICH

Chairman, Co-Ordinating Committee Senior Clerical Employees

WANTS LOCAL EMPLOYEES PAID EVERY TWO WEEKS

Editor, The LEADER

When the state pay days were changed from the 5th and the 20th of each month, to every two weeks, why were not we town employees included? When we try to get the cooperation of the local officials, they simply say they can do nothing.

STRUGGLING WIFE

VOICE OF MINORITY HEARD ON SOCIAL SECURITY

I thought that H. J. Bernard's Looking Inside column on the bad, as well as the good, points of Social Security was excellent.

1. A married woman whose husband is covered by Social Security is already entitled, at 65, to one-half herself. The difference she would receive by joining the Social Security System could be too small to offset the amount of her payments, especially since the rate will be steadily increasing.

2. Some married women find it necessary to work for a short time, to supplement their husbands' wages. They would be making contributions to Social Security, as well as to the Retirement Fund, at a time when their need is greatest. Eventually their payments to the Retirement Fund would pay dividends, but they would have no benefit from Social Security payments.

3. A person who is 48 or 49 years of age now would have to be covered for 10 years in Social Security to receive a pension at 65. Assuming this person had planned

(Continued on Page 7)

the letter from Jefferson Paul Johns, published in the June 26 issue of The LEADER.

Need for More Candidates Must Be Met

Why notary fees at all? Why application fees? Why such stubborn adherence to an unpopular and self-defeating policy? Still, the ice has been broken, to a degree, on the application fee, is starting to crack in the notarial area. It will be a fortunate day when the whole frigid crust melts away. Then there will be ever so many more candidates.

Commissions show by every move and every word that they need more candidates. It is important that they lose no more time in adopting policies that will attract all the candidates they need.

Let elimination of the notary fee be the first of the new reforms.

MODERN PUBLIC ADMINISTRATION

Police Take Driver Education Course

The New York City Police Department has enrolled seven policemen in the Brooklyn College summer course in driver education.

The main purpose of the course is to provide high school teachers with the thorough training required for state certification as teachers of driver education. Allstate Foundation of Chicago has contributed funds to establish tuition-free grants-in-aid for the course.

"Though specially designed for high school teachers," Professor Edwin H. Spengler said, "we feel that the course will be enriched by having the police officers attend. Whenever persons concerned with practical realities are in the same class with teachers whose jobs it is to train youngsters, the class discussions become more varied and meaningful."

The aim of the course is to study the scientific basis of safe driving. Psycho-physical equipment and dual-control automobiles are used. The course begins on July 2 and will continue through July 31.

Queer Titles No Civil Service Monopoly

Whenever a dictionary of job titles is compiled, it is bound to create an occasional laugh. Civil service titles may sound a little wacky at times but private industry is far ahead on queer titles.

The Canadian National Employment Service and the U. S. Department of Labor have separately compiled such dictionaries. Here are four interesting titles: strong liquor man, anti-squeak man, bag holder, and neck cutter. What do they do? The first pumps strong chemicals through a pipe to a processing department, the second brushes molten paraffin on shoe soles, the third does not face the consequences when things others did go wrong, but actually holds a bag into which potatoes and the like are put, while the last performs the final operation, not on a human being but on a cloth cut from a pattern.

Tot Town Makes Hit With Mothers

Mothers at Woodhill Homes, Cleveland, O., Housing Authority project, are fond of a special feature of the authority's recreation program, "Tot Town."

According to the National Association of Housing and Redevelopment Officials, "Tot Town" is a place where mothers may leave their children for two hours—10 A.M. to noon—on Mondays, Wednesdays, and Fridays. Mothers are thus free to keep doctor appointments, do their shopping, and run other errands. They take turns helping the city employee, who organized the "town." The fee is 25 cents a session. Juice and crackers are served for refreshments.

In February and June, "graduation" exercises are held to honor those children who have outgrown the "tot" age.

Accent on the Integrity of Youth

Modesto, Calif., conducted a contest to find a name to offset "juvenile delinquent" and emphasize the fact that 98 per cent of today's youth are assets to a community, the International City Managers' Association reports. Among the prize-winning names were: Hi-Fi's, Goal-Getters, Keen Teens, Digniteens, and T.N.T.'s (Today's Needed Teenagers).

Hi-Fi's won. Its originator said that the "Hi" referred to the age level of junior high and high school students and the "Fi" referred to "fidelity or faithful devotion to one's obligations." The letters themselves stand for honesty, integrity, faith, and industry.

Build Rapid Transit System Included in Expressway

Chicago is the first city in the country—and so far the only one—to include a rapid transit system in a new expressway, says the American Society of Planning Officials. Detroit, Cincinnati, Cleveland, and Los Angeles are among the cities considering the same plan.

Chicago's Congress Street Expressway, which will eventually extend 15 miles west from the Loop, has tracks in the middle for 75-mile-an-hour lightweight trains to be operated by the Chicago Transit Authority.

Similar rapid transit service will be provided on Chicago's Northwest Expressway, now under construction. It will carry high-speed trains as far as the City's new airport.

Transit Police At Record 906

One hundred six New York City Transit Authority patrolmen were graduated at War Memorial Building, Brooklyn, bringing the transit force to a record strength of 906 men. The increase was necessitated by the addition of the new Rockaway Division.

Mayor Robert M. Wagner called the transit force a body of "humane, intelligent and educated men."

Top academic honors went to Nathaniel Cooper, while Emanuel Starr took first place in pistol efficiency.

Workshop Gets Advice From Kyer on Publicity

The County Workshop met jointly with Western Conference of CSEA at Brockport State Teachers College June 23. Paul Kyer, editor of The LEADER, was speaker at the afternoon session. He pointed out that counties are individual groups that have much to offer one another and urged that all possible media be used to state facts concerning county problems and to draw attention to them.

Mr. Kyer suggested three fundamentals to use The LEADER more effectively:

1. Report activities regarding legislative and political problems.
2. Include county gatherings and service given in community.
3. Be persistent in planning follow-up chapter publicity followed, through illustrated "How to Tell" and "How to Use" material.

Meiba Binn of Western Conference reported on resolutions favored by the Conference. It was urged that this information be presented to the individual chapters and that action be taken to support:

1. Supplementation for Social Security benefits.
2. Pensions at half pay after 25 years.
3. Increased death benefit from 6 to 12 months.
4. Abolishing 20-day waiting

Letters

(Continued from Page 6)

to retire at 55, he would have only six or seven years' coverage and would therefore be ineligible for a full pension at 65 after making contributions all that time, unless he continued to work the additional years.

The above examples would affect the minority, so would not be controlling when it comes to a vote on Social Security, since majority rules. However the welfare of the minority should not be entirely ignored. These people should be given a choice; it should not be compulsory for them to join Social Security. Instead of the bill stating all or none, why couldn't there be room for choice under certain circumstances?

LORETTA M. HORAN

period for retirement benefits.

The suggestion was made that resolutions be channeled through John Quinn, chairman, resolution committee for the Workshop to be presented in proper form to the County Executive Committee for further action.

Joanna Drumond of E. J. Meyer Memorial Hospital was appointed social chairman and Ruth Heacox of Niagara chapter, corresponding secretary for the Workshop.

The County Workshop expressed appreciation to Dr. Tower, president of Brooklyn State Teachers College, and the Monroe chapter for their hospitality. Appreciation was also expressed to Claude Rowell, retiring president of the Conference, for his support to the Workshop program; and congratulations to Western Conference on election of Celeste Rosencrantz as new president. We feel the Workshop will continue to grow in interest and purpose under her leadership.

PUBLIC ADMINISTRATION CHAPTER PICKS COMMITTEES

Chairmen and committee members of the New York Metropolitan chapter of the American Society for Public Administration were announced by Dr. Martin B. Dworkin, associate professor of Business Administration at New York University and recently elected chapter president. The appointees are as follows:

Max S. Saslow, chairman of publications, Norman D. Nocak, chairman of awards, James A. Mulcahy, Helen C. Drummond, Maurice Kosztra, and Lester Rosner, awards committee members; William E. McCarthy, chairman of study groups; Norman Blanche, chairman of membership, Max Fiks, Dr. Martin Landau, James M. Cunneen and William J. McLaughlin, membership; Mary R. Lewis, chairman of reception; Matthias E. Lukens, chairman of nominations; Dr. Wallace Sayre, Dr. Theodore H. Lang, Lawrence H. Baer and Dr. H. J. Van Mook, nominations committee members.

COUNTY OPEN

499. PHARMACIST, Department of Public Welfare, Nassau County, \$4,270 to \$5,236. Two vacancies. New York pharmacy license, graduation from approved pharmacy school and one year of satisfactory experience as licensed pharmacist. Application to Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola. Fee \$4 (Friday, June 23).

NEW YORK STATE JOB OPENINGS

(Applications are now being accepted for the following New York State open-competitive examinations. Closing date, Friday, August 10.)

4084. DIRECTOR, Cerebral Palsy Unit, West Haverstraw Rehabilitation Hospital, \$5,390 to \$6,620. One vacancy. Graduation from approved physical therapy or occupational therapy school or college graduation with major in social work or psychology, and four years' experience as practicing physical therapist. Fee \$5.

4078. SENIOR PUBLIC HEALTH NUTRITIONIST, Albany, \$5,390 to \$6,620. Two vacancies. Bachelor's degree and 30 hours' graduate study, one year's public health or community nutrition experience, and either an additional year's experience in the

above or two more years' experience as a therapeutic or teaching dietitian, extension specialist or foods and nutrition teacher, or an equivalent combination. Fee \$5.

4080. HEAD COOK, Westfield State Farm, \$3,840 to \$4,790. One vacancy, for woman. Five years' cluded supervisory work at an institution. Two years must have in-institution. Fee \$3.

4085. PHOTOFLUOROGRAPHER, Health Department, \$3,020 to \$3,820. One vacancy. High school graduation or equivalent, and either two years' x-ray or photo-fluorographic experience, completion of one-year training course or equivalent combination. Fee \$3.

4088. ASSISTANT HARDWARE SPECIFICATIONS WRITER, Albany, \$5,660 to \$6,940. Two vacancies. One year's experience in preparing hardware specifications, and either an associate degree in applied science, plus three years' experience in hardware design, manufacture or installation, a two-year engineering or architecture course, high school graduation or equivalent combination. Fee \$5.

4496. ELECTRIC UTILITY SUPERINTENDENT, Groton, Tompkins County, \$92,40 weekly. Five years' experience as a journeyman level ltheman on power distribution systems and high school graduation, or an equivalent combination of training and experience. Fee \$4.

4089. ASSISTANT FOREST SURVEYOR, Northville, \$3,660 to \$4,580. One vacancy. One year's full-time experience in forest land survey work, and either three more years' experience in the above, or graduation from a ranger school plus one more year's experience, or three years' study in forestry or engineering, or an equivalent combination. Fee \$3.

4090. DRAFTSMAN, \$3,320 to \$4,180. Several vacancies. High school graduation and either an associate degree in engineering technology, two years' engineering or architecture study, two years' drafting experience or an equivalent combination. Fee \$3.

4081. VETERINARIAN, Western New York State and the Southern Tier, \$5,390 to \$6,620. Two vacancies. New York State veterinarian's license, graduation from a recognized veterinary school, and one year's practice as veterinarian. Fee \$5.

4083. PRINCIPAL LABORATORY ANIMAL CARETAKER, Roswell Memorial Park Institute, \$3,840 to \$4,790. One vacancy. One year's supervisory experience in breeding and care of laboratory test animals and either three more years' experience as above or equivalent combination of training and experience. Fee \$3.



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U. S. GOVT. POSITIONS NOW OPEN

(Continued from Page 5)

Department of Defense which desires men for these positions. 433 (B) amended. Securities Investigator, \$5,440 and \$6,390. — Jobs are with the Securities and Exchange Commission, 21 (B).

ENGINEERING AND SCIENTIFIC

Aeronautical Engineer, \$4,9230 to \$7,570. — Jobs are in Massachusetts, 1-1-3 (53). **Aeronautical Engineer, Naval Architect, Marine Engineer, Welding Engineer**, \$4,345 to \$11,610. — Jobs are in the Washington, D. C., area, 386. **Aeronautical Research Intern**, \$4,345: **Aeronautical Research Scientist**, \$4,930 to \$11,610. — 2313 and 314. **Airway Operation Specialist**, (Communications), \$3,670 plus cost-of-living differential. — Jobs are with the Civil Aeronautics Administration in Alaska, 9-67-1 (523). **Astronomer**, \$4,345 to \$8,990. — 422 (B). **Bacteriologist—Seriologist**, \$4,525 to \$8,990; **Biochemist**, \$4,930 to \$8,990. — Positions are with Veterans Administration. (B) amended. **Biologist**, \$5,440 to \$10,320; **Biochemist, Physicist**, \$4,930 to \$10,320 (In the field of Radio-

isotopes). — Positions are with the Veterans Administration, 441 (B). **Cartographer**, \$3,670 to \$11,610; **Cartographic Aid**, \$2,960 to \$6,390; and **Cartographic Draftsman**, \$2,960 to \$4,525. — Jobs are in the Washington, D. C., area, 4-3-3 (53) and 4-23-2 (53). **Cartographic Survey Aid**, \$2,699 to \$4,525. — Jobs are with the U. S. Coast and Geodetic Survey which desires men for these positions, 13 (B). **Chemist—Physicist—Metallurgist—Mathematician—Electronic Scientist**, \$4,345 to \$11,610. — Jobs are in the Washington, D. C., area, 46 (B). **Chemist—Physicist**, \$5,440 to \$11,610; **Meteorologist**, \$4,525 to \$11,610. — Jobs are in Cambridge, Mass., 1-12-1 (52). **Electronic Engineer (Wire Communications)**, \$4,930 to \$7,570; **Telephone Specialist**, \$4,525. — 442 (B). **Electronic Scientist—Electric Engineers—Physicist** \$5,440 to \$10,320. — Jobs are in Mass. and Conn., 1-7-1 (53). **Engineer (Various branches)**, \$4,345 to \$11,610. — Jobs are with The Army Ballistic Missiles Agency and Redstone Arsenal, Huntsville, Ala., 5-235-18 (56). **Engineer (Various branches)**, \$4,345 to \$11,610. — Most jobs are 383. **Engineer**, \$4,3245 and \$5,440. — Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska, 10-1-2 (55). **Engineer (Various branches)**, \$4,345 and \$4,930. — Jobs are at McClellan Air Force Base, McClellan, Calif., 12-10-28 (55). **Engineer, Chemist, Mathematician, Metallurgist, Physicist, Electronic Scientist**, \$4,345 to \$11,610 a year. — Most jobs are in field establishments of the

Potomac River Naval Command in Washington, D. C., and vicinity and in the Engineering Center at Fort Belvoir, Ma., 398 (B). **Engineer, Aeronautical Electrical, Electronics and Mechanical—Physicist**, \$5,440 to \$6,390. — Jobs are at the Naval Air Development Center, Johnsville, Pa., 3-39-1 (195). **Engineer, Physicist, Electronic Scientist, Mathematician**, \$5,440 to \$11,610. — Jobs are in U. S. Naval Laboratories in California, 12-14-1 (55). **Engineering Draftsman**, \$2,960 to \$6,390. — Jobs are in the Washington, D. C., area, 30. **Geologist**, \$5,440 to \$8,990. — 232 (B). **Geophysicist (Earth Physics, Geomagnetism, Seismology)**, \$4,345 to \$11,610. — 52 (B). **Highway Engineer—Highway Bridge Engineer**, \$4,930 to \$6,390. — 323. **Laboratory Electronic Mechanic**, \$3,175 to \$6,390. — Jobs are in the Washington, D. C. area. — 10 (B). **Meteorological Aid**, \$3,175 to 3,670. — Jobs are country-wide and in Alaska, Puerto Rico, the Virgin Islands, Hawaiian Islands and other Pacific Islands, and in foreign countries, 399. **Meteorologist**, \$4,2345 and \$4,525, 298. **Mining Engineer**, \$4,345 to \$11,610. — 357. **Navigation Specialist (Marine)**, \$4,525 and \$5,440. — 408 (B). **Oceanographer**, \$3,670 to \$11,610, 34-2 (53). **Patent Adviser**, \$3,670 and \$6,390. — Jobs are in Washington, D. C., area, 416 (B). **Patent Adviser (Electronics)**, \$3,670 to \$7,570. — Jobs are in Fort Monmouth, N. J., 2-21-3 (55).

Patent Examiner, \$4,345 to \$5,440. — Jobs are in Washington, D. C., area, 331. **Physical Science Aid—Engineering Aid**, \$2,690 to \$4,525. — Jobs are in the Washington, D. C., area, 289 and 347. **Radar Instructor**, \$4,525; **Radar Instructor (Trainee)**, \$3,670. — Jobs are at the Keesler Air Force Base, Biloxi, Miss., 5-118-11 (55). **Research and Development Meteorologist**, \$5,440 to \$7,570, 297. **Rural Electrification Engineer (Distribution and Transmission, Electric Power Generation)**, \$5,440 to \$6,390. — Jobs are with the U. S. Department of Agriculture, 4-69-1 (1950). **Scientific Aid (Cotton)**, \$2,960 to \$3,670. — Jobs are in the Washington, D. C., area, 419 (B). **Statistical Draftsman**, \$2,960 to \$4,525. — Jobs are in the Washington, D. C., area, 31. **Student Trainee (In Engineering and the Physical Sciences)**, \$2,690 to \$3,415. — Jobs are in the Washington, D. C., area Closing date: April 18, 1956, 223 (B). **Technologist**, \$4,525 to \$11,610. — Jobs are in the Washington, D. C., area, 402.

and in the U. S. Public Health Service throughout the United States and Alaska, 41. **Medical Biology Technician**, \$2,960 to \$4,525. — Jobs are in the Washington, D. C., area, 36. **Medical Officer**, \$7,465 and \$8,965. — 415 amended. **Medical Officer**, \$9,331 to \$12,561. — Jobs are with the Panama Canal Company—Canal Zone Government Organization in the Panama Canal Zone, 414 (B) amended. **Medical Officer**, \$7,465 to \$12,690. — Positions are the principally in the Indian Health Program in Western States and in Alaska, 360. **Medical Officer—Rotating Intern**, \$2,800; **Psychiatric Resident**, \$3,400 to \$4,200; **Neurologist Resident**, \$3,400 to \$4,200. — Jobs are in St. Elizabeths Hospital in Washington, D. C., 429 (B). **Medical Technician, Medical X-Ray Technician**, \$2,960 to \$4,525. Jobs are in the Washington, D. C., area, 39.

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Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 441 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. Watkins 4-1000 Applications also obtainable at post offices except the New York, N. Y. post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. Barclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

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

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow:
State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curbed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date. NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states. The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

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ACTIVITIES OF EMPLOYEES IN STATE

State Insurance Fund

The nominating committee of the State Insurance Fund Chapter has submitted the following names for the election of executive board officers for 1956-57: for president, Alex Greenberg, Underwriting; for first vice president, Edmund J. Borek, Claims; for second vice president, Victor Fiddler, Legal; for third vice president, Cornelius O'Shea, Policyholder Service; for fourth vice president, Robert Rollison, Safety Service; for fifth vice president, Randolph Jacobs, IBM-Underwriting; for treasurer, Moe Brown, Underwriting-Filing; for financial secretary, William Joyce, Payroll Audit; for corresponding secretary, Reverlea Mann, Underwriting; for recording secretary, Getrude Murphy, Claims, and for sergeant-at-arms, Vincent Rubano, Legal.

Nominated independently by petition were Robert Griffin, for fourth vice president, and Kenneth Boyce, for sergeant-at-arms. Both nominees are from Underwriting.

William Dillon is chairman of the nominating committee; other members are Joe Albert and Sam Mahler.

The State Fund chapter came through again by getting overtime pay for the transcription department and IBM-Underwriting.

Rosemary Majecko, who is doing a fine job with the publicity committee, is now vacationing in California.

The chapter mourns the passing of Rebecca Krusac of the addressograph department.

Monroe Chapter

Monroe chapter held its sixth annual picnic and installation of officers at Willow Point Park, Webster, on June 19. Retiring president Ray L. Goodridge acted as toastmaster for the dinner and welcomed the new officers.

Alma Muhs, Ruth McFee and Marie Leschander headed the Social Committee; Carl Fiorino ably ran the program of sports and games, Ann Singleton, chairman of the prize committee, and her assistants did a marvelous job, providing, through the generosity of local merchants, many varied and valuable articles of merchandise as game and door prizes. In his usual capable manner, Andy Hoffman saw that everybody got his proper share of the right kind of refreshments. Orchestration consisted of the team of past president William Hudson and City Comptroller Emmett Norton.

The chapter's guests were Geo. Conroy, Under Sheriff of Monroe County; Thomas Steckel, Supervisor of the Town of Child; Emmett Norton, Comptroller, City of Rochester, and Claude Rowell, retiring president of the CSEA Western Conference Area.

The oath of office was administered by Vernon Tapper, fourth vice president of the Association, to the following: Ruth McFee, County-Welfare, president; Remington Ellis, City-Engineering, first vice president; Isaac Johnson, City-Department of Public Works, second vice president; Victor Glum, City-Parks, third vice president; Gerard Pesa, City-Assessments, secretary; Wilhelmine Renshaw, County-Iola, treasurer; Andrew Hoffman, City-Department of Public Works, sergeant-at-arms; Ray L. Goodridge, County-Welfare, delegate, and Alma Muhs, City-Comptroller's alternate delegate.

City directors are Stanley White, Jean Lipssett, Dorothy C. Knapp, Mary Crill, May Cohen, Edward Moore and Fred Bode. County directors: Jean Pasquale, Irene Steo, John Parks, Florence Clark, Ray L. Goodridge, Esther Wahl, Wilbur Snider and Jacob Gruber.

Monroe chapter mourns the loss of two of its members during June and to their families it offers heartfelt condolences. Charles Quinn, an attendant in the Small Claims Court for many years, and H. Remington Kohler of the City Engineering office, will be sorely missed from chapter ranks.

The new president, Ruth McFee, hopes to have a busy schedule started in August. By that time chairman of the various committees will have been appointed. All members are urged to work and plan with the new president to help make the chapter a vital influence in the community and truly representative of city and county workers.

Fort Stanwix

Kitchen birthday club entertained Marguerite Nestle at Dibles this month and presented her with matching bag and glove.

The following members of Fort Stanwix Chapter attended the Central Conference meeting in Alexandria Bay:

Frank French, chapter president Lennea Sevanson, treasurer, and Robert Wilbur, delegate, Mrs. Irma German was elected Conference treasurer.

A surprise party was held at the home of Mr. and Mrs. Tom Barrett in honor of their 25th wedding anniversary. Some 35 friends and relatives attending they even brought lovely gifts.

Mr. Barrett is employed in the power house and Mrs. Barrett in the Sewing Room.

Mr. and Mrs. Paul Patterson are the proud parents of a boy as are Mr. and Mrs. Jerry Mandryck.

SOCIAL SECURITY for public employees. Follow the news on this important subject in **THE LEADER** weekly.

NYC Jobs

(The following New York City examinations open on Friday, July 6. Closing date, if any, is at the end of each notice.)

OPEN-COMPETITIVE

7511. WELDER. \$5,950. Five vacancies. Five years' experience as a welder, of which two years must have been in oxy-acetylene welding. Must hold valid Structural Welder's license issued by New York City. Fee \$5. (Friday, July 27).

7854. ASSISTANT ARCHITECT, GRADE 14. \$5,750 to \$7,190. 53 vacancies. Baccalaureate degree in architecture and three years' experience or satisfactory equivalent. Fee \$5. (No closing date).

7833. STATIONARY FIREMAN. \$5,200. 195 vacancies. Two years' full time paid experience on high pressure boilers. Fee \$5. (Friday, July 27).

PROMOTION

7515. SENIOR STATIONARY ENGINEER, departments of Correction, Sanitation, Hospitals, Public Works, Welfare and Hunter College, \$6,540. Six months' permanent employment in title of stationary engineer. Fee \$5. (Friday, July 27).

7552. ACCOUNTANT, departments of Health, Fire, Hospitals, Marine & Aviation, Police, Traffic, TA, Office of Civil Defense, Office of the Comptroller, Office of the President, Borough of Manhattan; Office of the City Sheriff and the months' permanent employment.

ELIGIBLES

SENIOR CLERK
(Prom.) Interdepartmental, State

(Concluded from previous week)

- 441. Falasano, Janet Latham
- 442. Watson, Alfred Normanville
- 443. Butler, Jack Albany
- 444. Silverstein, E. Jackson Bgt
- 445. Linn, Marjorie Cobos
- 446. Lewiston, J. Great Neck
- 447. Kohn, Frances Albany
- 448. Challice, Gertrude Bklyn
- 449. Cannon, Mary Buffalo
- 450. Dawson, Myrtle Albany
- 451. Clough, Marion Albany
- 452. Hainowitz, Anna Bklyn
- 453. Staats, Anna Roseland
- 454. Campbell, Evelyn Albany
- 455. Seidman, Harvey Bklyn
- 456. O'Connor, Mary J Albany
- 457. Hayes, Ellen Troy
- 458. Pitta, Helen Jamaica
- 459. Hunt, Edna Albany
- 460. Hunt, Helen Troy
- 461. Chesbro, G Albany
- 462. Wheeler, Adele Cobos
- 463. Bowman, James Troy
- 464. Walsh, Marguerite Albany
- 465. Butler, Eileen
- 466. Hill, Mildred Bronx
- 467. Cox, Elsie Modena
- 468. Duffy, Edna Albany
- 469. Manell, Thomas Whitehall
- 470. Warren, Ida Catskill
- 471. Kerr, Dorothy Bronx
- 472. Ruff, Ottilie Staten Isl
- 473. Johnson, Mary Albany
- 474. Trausa, Rose Bklyn
- 475. Acker, Harriet Roseland
- 476. Richards, Evelyn Bronx
- 477. Gibbs, Dixie Albany
- 478. Reedy, Helen Albany
- 479. Over, Hugh Syracuse
- 480. Thompson, S. LIC
- 481. Avellino, Teresa Albany
- 482. Fay, Donald Roseland
- 483. Hayes, Patricia Albany
- 484. Schermerhorn, M. Cobos
- 485. Tarsia, Matilda Albany
- 486. Hagan, Florence Troy
- 487. Peiss, Julius Bronx
- 488. Butcher, Elvina Bklyn
- 489. Erosland, Elvera Bronx
- 490. Harof, Janet Syracuse
- 491. Francis, Herbert Bklyn
- 492. Beckel, Robert Buffalo
- 493. Brown, Janet Bklyn
- 494. Martin, Olga Bronx
- 495. Olaszka, Joann Buffalo
- 496. Walter, Marguerite Cro Brce
- 497. Fidler, Dorothy Albany
- 498. Brown, James Bklyn
- 499. Mavey, Mary Middletown
- 500. Burns, Helen Binghamton
- 501. Murray, Irma Bklyn
- 502. Kelly, M. R. Coxsack
- 503. Egan, John Troy
- 504. Atmeier, Kathryn Avdarsville
- 505. Luciano, Helen Albany
- 506. Morrell, Vincent Albany
- 507. Turner, William Albany
- 508. Frazier, Nadine NYC
- 509. Kielman, Lillian Bklyn
- 510. Mooney, Catherine W Albany
- 511. Bronsick, Herman Bklyn
- 512. Cerra, Francis Onondaga
- 513. Gerson, Anne NYC
- 514. Goldress, Herbert Albany
- 515. Kurland, Gertrude Schily
- 516. Foxe, Bertha Cobos
- 517. Eldridge, Albee E Aurora
- 518. Cors, Lillian Claverack
- 519. Reiss, Lillian Richmond H
- 520. Reno, Ruth Albany
- 521. Whitner, Douglas Albany
- 522. Jackson, Reginald Bronx
- 523. Salerno, Charles Troy
- 524. Grossman, Rose Albany
- 525. Rahming, Charlotte Bklyn
- 526. Barnaby, Rome Roseland
- 527. Ashlitzner, Phylla Bklyn
- 528. Brown, Nancy Albany
- 529. Muller, Louise Lindhurst
- 530. Murphy, Margaret Athens

CASE SUPERVISOR

(Prom.) (Public Assistance), Grade B, Department of Welfare, Orleans County

1. Lyman, Laura Albion

COUNTY ELIGIBLES

PROBATION OFFICER
Nassau County

1. O'Keefe, John P. Island Park

2. Schneider, Ernest H. Floral Park

3. Heyn, Margaret T. Glen Cove

4. McClure, John B. Hempstead

Board of Higher Education, \$4,850 to \$6,290. 125 vacancies. Six in title of assistant account (old title, junior accountant) or senior bookkeeper. Fee \$4. (Thursday, July 12).

7633. TRANSIT LIEUTENANT, NYC Transit Authority, \$6,465 to \$5,815. Vacancies from time to time. One year's permanent employment in title of transit sergeant. Fee \$5. (Thursday, July 12).

These tests now open. Last day to apply is at end of each notice.

7755. JUNIOR ELECTRICAL ENGINEER, various City departments, \$4,550 to \$5,990. 121 vacancies. College degree in engineering or a high school diploma and four years' experience, or a satisfactory combination of education and experience. Fee \$4. No closing date. Applications will not be accepted during August.

7756. JUNIOR MECHANICAL ENGINEER, various City departments, \$4,550 to \$5,990. 18 vacancies. College degree in engineering or a high school diploma and four years' experience, or a satisfactory combination of experience and education. Fee \$4. No closing date. Applications will not be accepted during August.

7757. CIVIL ENGINEERING DRAFTSMAN, various City departments, \$4,550 to \$5,990. 60 vacancies. High school diploma and four years' experience, or a college degree in engineering. Experience while in the U. S. armed forces is acceptable. Fee \$4. No closing date. Applications will not be accepted in August.

7758. JUNIOR CIVIL ENGINEER, various City departments, \$4,550 to \$5,990. 353 vacancies. A college degree in engineering or a high school diploma and four years' experience; or a satisfactory equivalent combination. Fee \$4. No closing date. Applications will not be accepted in August.

7759. ALPHABETIC KEY PUNCH OPERATOR (IBM), Personnel Department, \$2,750 to \$3,650. 30 vacancies. Sufficient training or experience to operate type 024, IBM Alphabetic key punch machine. Fee \$2. (Friday, July 27).

7760. TABULATOR OPERATOR (IBM), various City departments, \$2,750 to \$3,650. 48 vacancies. Sufficient training and experience to operate an IBM alphabetic accounting machine. Fee \$2. (Friday, July 27).

7564. DENTAL HYGIENIST, various city departments, \$3,250 to 4,330. Four vacancies. Current registration certificate of New York State, dental hygienist's license. Fee \$3. (No closing date).

7562. STENOGRAPHER, var-

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ious city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

7755. JUNIOR ELECTRICAL ENGINEER, \$4,550 to \$5,990. Fee \$4. (1) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York; or (2) high school graduation and four years of appropriate experience; or (3) a satisfactory equivalent of education and experience. For this examination, persons who expect to be graduated by February, 1957, will be admitted to the examination. (No closing date)

7810. ASSISTANT MECHANICAL ENGINEER, \$5,750. Fee \$5. (1) A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York and three years of satisfactory practical mechanical engineering experience in the type of work outlined under duties; or (2) graduation from senior high school and seven years of satisfactory mechanical engineering experience; or (3) a satisfactory equivalent of education and experience. (No closing date.)

7811. ELECTRICAL ENGINEERING DRAFTSMAN, \$4,550 to \$5,990. Fee \$4. Graduation from a senior high school and: (1) four years' practical experience of a nature to qualify for the duties of the position; or (2) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York (persons who expect to receive their engineering degree by February 28, 1957 will be admitted to the examination but must present evidence at the time of investigation that they have obtained it); or (3) a satisfactory equivalent of education and experience. (No closing date).

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For State jobs, apply in person to the New York State Employment Service, 1 East 19th Street, New York City.

For New York City jobs also apply in person to the NYSES at the 19th Street address.

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ELIGIBLES

- STATE FROM SENIOR STENOGRAPHER Interdepartmental
1. Randolph, Norman Syracuse ... 100559
2. Jendrych, Helen Albany ... 100589

- 83. Pastoral, Amelia Bklyn ... 80000
84. Shelton, Parthina NYC ... 80030
85. Padgett, Ruth Waterloo ... 80000

- 171. Moskowitz, Clara NYC ... 80850
172. Walsh, Patricia Glendale ... 80850
173. Weston, Margery Albany ... 80850

- 201. Galat, Lorraine Bklyn ... 80300
202. Gardner, Olive Saratoga Lk ... 80300
203. Hatton, Cynthia Troy ... 80350

- 304. Gans, Stella Binghamton ... 80000
305. Raff, Ottilie Staten Isl ... 80000
306. Dowd, Helen Cohoes ... 80900

(Concluded Next Week)

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175. Cannon, Mary Buffalo ... 80800
176. Flynn, Josephine Babylon ... 80800

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Mental Hygiene Opens Center For Day Care

ALBANY, July 2—The first of two day hospital centers to be organized by the New York State Department of Mental Hygiene opens at Hudson River State Hospital, Poughkeepsie, on July 2, Dr. Paul T. Hoch, Commissioner of Mental Hygiene, announced.

The day hospital is one of the Mental Hygiene Department's pilot projects to determine the value of psychiatric and supportive therapy for suitable mental patients in a hospital setting during the day-time hours. Patients at the new center will receive psychiatric care on a voluntary outpatient basis, during the day, remaining for the rest of time at their homes or continuing insofar as possible with their family and community activities.

The second day hospital is expected to open in the near future in connection with the Brooklyn Aftercare Clinic, 105 Schermerhorn St., Dr. Hoch revealed.

Occupancy Distribution

The Hudson River day center will occupy one ground floor wing of the new Cheney Memorial Building. This wing has a separate front entrance and forms a self-contained unit entirely independent from the hospital and the rest of the Cheney building. It consists of sixteen rooms with ample physical facilities for all types of therapies, offices, and reception services.

The treatment area will consist of treatment unit with ten beds, an occupational therapy studio and a rehabilitation area including a library and recreation room. Dining facilities also will be available.

The day hospital has been designed for the care of adults eighteen years or older and will operate on a five-day a week schedule from 8:30 a. m. to 4 p. m. All of the standard psychiatric and somatic therapies, including drugs, electric shock, and insulin will be given.

Referral of Patients

Patients will be referred to the day hospital primarily by community physicians and social agencies and on a volunteer basis, according to Commissioner Hoch. Cases also may be accepted after provisional release from the state hospital to complete the patients' course of treatment or for social and vocational readaption as a means of helping to "tide them over" in making an adjustment from the hospital to the community.

In both cases, Dr. Hoch said, much stress will be laid on the closest possible cooperation with the community, the patients' families, employers or friends.

No rigid rules have been set up to govern admissions, but each case will be evaluated on its individual merits depending on the type and degree of resocialization expected.

Staff of Fourteen

A staff of fourteen will administer the day hospital, headed by Dr. O. Arnold Kilpatrick, director of the Hudson River State Hospital. Dr. Marion Axel will be the psychiatrist in charge of the center. The staff will also include a psychiatrist, two nurses, a social worker, occupational therapist, recreational worker, two male and four female psychiatric aides, and a secretary-receptionist.

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BEING SQUEEZED INTO CHILD'S SEAT IS CALLED STATE EXAM 'TORTURE'

The State Civil Service Commission has a habit of holding examinations in elementary schools, where the tot-sized seats don't prove comfortable at all to adults. In fact, some candidates in booth open-competitive and promotion tests have commented that competitors should bring along some soothing ointment, to reduce the after-effects.

Now the Taxation and Finance Department chapter of The Civil Service Employees Association is making a study of seating accommodations—the word "accommodations" is used out of politeness—and hopes that a remedy other than ointment will be forth coming.

LEGAL NOTICE

NOTICE OF CERTIFICATE OF LIMITED PARTNERSHIP OF BUCKNER & CO.

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows: 1. The name of the partnership is BUCKNER & CO. 2. The character of the business is a general brokerage business in securities and commodities and the business of underwriting and distributing securities. 3. The location of the principal place of business until July 1, 1956 is 120 Broadway, Borough of Manhattan, City, County and State of New York. After July 1, 1956 the location of the principal place of business will be 125 East 42nd Street, Borough of Manhattan, City, County and State of New York. 4. General Partners Walker G. Buckner, 90 Rockledge Road, Bronxville, N. Y.; George W. Knight, 114 East 84th Street, New York, N. Y.; Limited Partner Helen W. Buckner, 90 Rockledge Road, Bronxville, N. Y. 5. The term for which the partnership is to exist is until the close of business on May 31, 1960; until sixty (60) days following the death, incompetency or retirement of Walker G. Buckner unless the remaining partners determine within said (60) days to continue the partnership; until its dissolution or termination by written agreement of all the partners; or until a general partner or partners who has or have, as the case may be, contributed more than forty per cent (40%) of the capital of the firm directs its dissolution or termination by giving written notice to all of the other partners at least forty-five (45) days prior to the date fixed to such notice upon which such dissolution shall take effect; whichever of such above alternatives occurs first. 6. The amount of cash contributed by the limited partner is none; the other property contributed by her consists of securities of the agreed value of Two Hundred Thousand Dollars (\$200,000). 7. No additional contributions have been agreed to be made by the limited partner. 8. The time when the contribution of the limited partner is to be returned is following the end of the term of the partnership as provided in Article 5 above, or within ninety (90) days after the expiration of twelve (12) months following the giving of written notice to the partnership of her determination to retire at the end of said twelve (12) months, or within ninety (90) days following the effective date of her retirement from the partnership which may be compelled by thirty (30) days' written notice to her by a general partner or partners who has or have contributed more than forty per cent (40%) of the capital of the partnership. 9. The contribution of each partner to the capital of the partnership may at any time or from time to time consist of or be invested or reinvested in such securities as he or she shall designate, and any securities constituting such partner's contribution may be withdrawn upon the substitution of cash in an amount equal to the value of the withdrawn securities at the time of substitution or by delivery to the partnership of other securities satisfactory to the partnership having a value at least equal to the then value of the securities to be withdrawn. 10. The shares of the profits or the other compensation by way of income which the limited partner shall receive by reason of her contribution is thirty per cent (30%) of the net profits of the partnership and interest on fifty per cent (50%) of her capital contribution at the rate of two per cent (2%) per annum. 11. The limited partner has no right to substitute an assignee or contributor in his place except with the approval of the partnership. 12. The partners by agreement may admit additional limited partners; if there is any difference or want of unanimity among the partners Walker G. Buckner has the right to decide and his decision shall be binding on the other partners. 13. The remaining partners have the right to continue the business of the partnership on the death, retirement or incompetency of a general partner, except that if said general partner is Walker G. Buckner, the remaining partners must decide to continue the business of the partnership within sixty (60) days following his death, retirement or incompetency, otherwise the partnership terminates at the expiration of said sixty (60) days. 14. Other than as provided in Article 5 above, the limited partner has no right to demand and receive property other than cash in return for her contribution. IN WITNESS WHEREOF, the parties hereto set their hands and seals as of the day, month and year first above written. The foregoing Certificate of Limited Partnership, signed by all the partners with their signatures acknowledged, was filed in the office of the County Clerk of New York County on June 1, 1956.

The chapter published this comment:

"On July 7, income tax examiners of all grades will be competing in promotion examinations. The examination strain is bad enough, but the greatest difficulty will be the place and conditions. Albany High School will be the locale for those from the Albany area.

"More times than we care to remember, we have suffered through several hours of medieval-like tortures in trying to relax in those children's seats. "We cannot help but remember the only time we enjoyed taking an examination. It was during income tax collection period and we were assigned to Buffalo district office. The test was held in Erie County Building—long individual tables, comfortable chairs, smoking privileges. Why can not examinations can not be held in our own offices, while we sit at our desks. It is possible?"

Questions Answered On Leave Rules

(Continued from Page 2)

mandatorily under the Career and Salary Plan, but who volunteered to be bound by it. These agencies must submit by January 1, 1957, a set of regulations of their own to the Personnel Department, or become bound by the general regulations.

ARE PROVISIONAL and temporary employees protected under the new leave regulations of New York City? C. C. W.

Yes, but with the proviso that the Civil Service Law must not be violated. For instance, when an eligible list exists, and a provisional employee must be displaced by an eligible, because certification has been made for filling the job, the new appointment could cancel out the otherwise allowable vacation. Annual leave may be used by provisionals and temporaries only for religious holidays, until they have worked at least four months.

IS SICK LEAVE separate from annual leave? E. L. J.

Yes, ann at the rate of one day on each month's City service. It may be used only for personal illness, Permanent, provisional, and temporary employees all get the same sick leave benefit. The maximum accumulation is 180 work days, except for restored credits. The normal computation unit is one-half day.

WHAT'S THE RULE on unexcused lateness? P. C.

Penalties for unexcused tardiness may be imposed by the head of each agency in conformation with established rules of the agency. As a minimum, however, all unexcused tardiness both in the morning and upon return from lunch shall be charged to the annual leave allowance.

IS IT CORRECT to assume that agencies have no discretion, but must follow the new rules, unless discretion is authorized specifically under the rules? J. E.

Yes. Examples of discretion, additional to ones already excused, are: permanent, provisional and temporary employees shall be excusable in the discretion of the agency head without charge to sick leave or annual leave balances, on proof, satisfactory to the agency head, for not more than four work days, in the case of death in the immediate family. Family means spouse, foster or step parent, child, brother or sister, or any relative residing in the household. Jury duty is in the same category, but if paid leave is granted, the jury duty check must be endorsed over to the City Court attendance is marked by similar discretion, as well as attendance at national conventions of veterans and volunteer firemen's organizations. Attendance at union conventions is not included.

HA EMPLOYEES AID RED CROSS BLOOD BANK

Seven hundred and fifty employees of the New York City Housing Authority's central office and project staff signed up to contribute to the New York Regional Red Cross Blood Program.

POSTAL SUBSTITUTES GET LEAVE BENEFITS

WASHINGTON, July 2—A law was passed giving substitute postal employees military leave of absence with pay.

STOP SAYING . . . "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

author, "Where to Retire on a Small Income," "How to Earn an Income While Retired," "Norman Ford's Florida," founder of the Globetrotters Club

IF THERE is anything I have found out in traveling up and down this country it is that it costs less to retire than you may think it does—provided you know where to retire.

As founder of the Globetrotter's Club, I made it my business to discover low cost beauty spots all over the world. And I also learned that right here in the U.S. there are hundreds of undiscovered towns, islands, and bigger communities which are just right for the man or woman who wants to retire now and has only a small amount of money. Here are just a few of them.

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to out your vacation costs in the town you chose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a Little Theatre, art galleries, etc? In which Southwestern town does the sun actually shine 85% of all daylight hours? Which is the best town in Texas if you want plenty to do and cool summers? Can you find low, low prices anywhere in Arizona or New Mexico?

or America's Pacific Coast?

Which is the most beautiful town in all California? Nothing has been allowed to detract from the beauty of this landscaped hillside community with its Old World appearances. Prices high, but better bargains available nearby.

Where you can find the most healthful climate in the world? University experts name a town in Washington State. It lies in a unique dry belt, where there are green fields most of the year. Army, Navy, and seafaring men have found it already and retire here on a small pension. Golf, tennis, bowling, fishing, hunting, boating, TV. Many part time jobs.

Of course, these are only a handful of the hundreds of beauty spots, hideaways, and larger communities in the U. S., where you can retire now on little money and enjoy yourself completely. The best of them are described in *Where to Retire on a Small Income*. And while this book has a chapter on Florida, if you're thinking of Florida, get *Norman Ford's Florida* as well. It's a big complete guide to everything you seek in this big state. Both books are described below and in the column to the left.

Do You Know Where to Find These Best Retirement Values in the U. S.?

If You Like an Island

Which is the New England find of the year? That wonderful Maine island which is not only a retirement center because living costs are so low they attract many who otherwise could not afford to retire but a real find in New England towns, for it's 10-15 degrees warmer here in winter than on the mainland (and 10-15 degrees cooler in summer)?

Which is the town for the lucky few? "You sent me to the perfect island," a woman wrote me. "This island is so perfect, take it out of your book and let's keep it for the lucky few." Plenty of seafood here for the picking. Vegetables grown all year round. Warm winters due to nearby Gulf Stream. Low building costs; you can erect your 3-5 room cottage for \$3500-\$5000.

Do You Prefer the Theatre and Music?

Which town do people call the most "cultural" small town in all America? It's a friendly town in North Carolina with a cosmopolitan retired population. Cool summers (1500 feet high), warm winters. Little Theatre, art and music club, library, TV. Or consider that wonderful mountain health spa, farther west, completely surrounded by a national park. A grand recreation centre for every type of sport and pastime, where there's something to do every single day of the year.

What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

WHERE WILL YOU GO IN FLORIDA?

FLORIDA needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want, it's Norman Ford, founder of the world-famous Globetrotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, *Norman Ford's Florida*, tells you first of all, road by road, mile by mile, everything you'll find in Florida whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Through his experienced advice you learn exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you take life easy now.

If you're going to Florida for a job with a future or a business of your own, his talks with hundreds of business men and state officials, etc., lets him pinpoint the towns you want to know about. If you've ever wanted to run a tourist court or own an orange grove, he tells you today's inside story of these popular investments.

Yes, no matter what you seek in Florida, this big book (with well over 100,000 words and plenty of maps) gives you the facts you want. Price—only \$2, only a fraction of the money you'd spend needlessly if you went to Florida blind. Use coupon to order.

HOW TO EARN AN INCOME WHILE RETIRED

IN this new handbook of easy and profitable retirement ideas, you'll find many that will really excite you and give you the income you need for early retirement.

Few people know all their rights under Social Security and how much they are entitled to receive. One big section of *How to Earn an Income While Retired* details how you can guarantee receiving the largest possible income.

Thus, every plan in this big book considers your own special circumstances; whether you want a job or a small part-time business of your own, whether you want to earn an income from a hobby, if you have a social security income, etc. Price, only \$1.50.

Mail to LEADER BOOK STORE 97 Duane St., N.Y. 7, N.Y.

I have enclosed \$ (cash, check, money order). Please send me the books I checked below. You will refund my money if I am not satisfied.

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How to Earn an Income While Retired, \$1.50.

..Special offer: all 3 books above for \$4.

Print name

Address

City & State

WHERE TO RETIRE ON A SMALL INCOME

THIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only those places where living costs are less, where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact that some people must get part-time or seasonal work to pad out their incomes. It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawaii, Puerto Rico, and the American Virgin Islands. Some people spend hundreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore. Where to Retire on a Small Income saves you from that danger. The 1956 edition costs only \$1.

Wide Range of Sporting, Musical and Festive Events Scheduled by State

ALBANY, July 2—A summer ski jump, the state women's golf championships, music festivals, concerts and water sports contests are foremost among over 100 outstanding July events in New York State. State Commerce Commissioner Edward T. Dickson reported.

Music Festival at Ellenville
Golf-wise the senior women's state title will be decided at Cortland, July 9 and 10. The women's amateur golf championship is scheduled for July 10 to 13 on the same links. Other golfing events include tournaments at Thendara and Inlet, July 8 to 14; Buffalo, July 11 to 14; Green Lakes State Park, July 23 to 27; and the Junior Chamber of Commerce state championship for boys, July 29 to 31, at Rochester.

Saranac Lake, on July 3 and 4, will present its second Fiercracker Fiesta, a two-day holiday featuring band concerts and a parade.

Ellenville will raise the curtain on the second annual Empire State Music Festival, July 4. The festival will bring music lovers from all over the nation. Concerts are scheduled for Wednesday, Thursday, Friday and Saturday evenings and Sunday afternoon. The series ends on July 29.

Activities in New York City
New York City's summer festival will feature a series of outdoor concerts during July. Recorded noontime concerts will be heard at Bryant Park, Monday to Friday; serious and light music concerts at Lewisohn Stadium on Mondays, Tuesdays, Wednesdays, Thursdays and Saturdays and concerts at Battery Park every Tuesday noon. Guggenheim memorial concerts will be held every evening except Thursday and Saturday at Central Park Mall. On these days, also, the Guggenheim concerts are scheduled for Prospect Park, Brooklyn.

Rochester's Opera Under the

Stars will offer "The Magic Flute," sung in English by students of the Eastman School of Music, July 18 and 21. On Long Island, Jones Beach Marine Theater will continue its musical extravaganza, "Show Boat," throughout July.

The 272nd Army band will give a concert on July 8 at Sackets Harbor.

County Fairs
New York State's run of county fairs will begin on July 18 with the Yates County Fair at Penn Yan, which will conclude on July 21. Other fairs will include Tioga County, Owego, July 22 to 29; Broome County, Whitney Point, July 29 to August 4; Boonville, July 30 to August 4 and Ontario County, Canandaigua, July 31 to August 4.

Motorboat races will be held July 1 on Black Lake, July 4 at Clayton, July 7 and 8 at Geneva, July 15 on Schroon Lake, and July 29 at Chestertown (Loon Lake). The Larchmont race week regatta is scheduled July 14 to 21 and Westport's annual summer regatta on Lake Champlain, July 29.

Lake Placid will hold the annual Fourth of July ski jump July 4. Highland's third annual "Round Up Time" will be a July 4-7 event.

A full schedule of events, as well as handsomely illustrated text on recreation areas, appears in the free booklet, "Vacation Guide." Write for it to State Department of Commerce, 112 State Street, Albany, N. Y.

Seitel Elected Chairman of Assembly Chapter

Nelson Seitel, Commissioner of Labor of New York City, was elected chairman of New York Metropolitan chapter of the Civil Service Assembly. He succeeds James E. Rossell, retired regional director of the U. S. Civil Service Commission.

Also elected were John Foster, personnel director of the Port of New York Authority, vice chairman; Hollis Bach, administrative assistant to the regional director, U. S. Civil Service Commission, secretary; and James Cunneen, district supervisor, State Department of Civil Service, as treasurer.

Newly-elected members of the board of directors include, besides the officers, Professor Martin B. Dworkin, assistant dean of the Graduate School of Public Administration and Social Service, NYU, and president, New York Metropolitan chapter, American Society for Public Administration; Alexander A. Falk, chairman of the State Civil Service Commission; James P. Googe, regional director, U. S. Civil Service Commission; Meyer Kailo, management analyst, New York City Administrator's Office and president, Municipal Personnel Society; James Mulcahy, district personnel officer, U. S. Maritime Administration, and past president, New York chapter, Society for Personnel Administration; Joseph Schechter, Chairman of the New York City Civil Service Commission, and James R. Watson, executive director, National Civil Service League.

Chairman Seitel designated Joseph Rechetnik, personnel officer of the New York City Housing Authority, as chairman of the chapter's program committee, and Lawrence H. Baer, deputy regional director, U. S. Civil Service Commission, as chairman of the membership committee.

Induction will take place in September.

ENGLISH COURSE FOR FOREIGNERS
Registration for a special course in English for foreigners will be held July 2, 3, and 5 from 9 to 11 A. M. and 1 to 3 P. M. at Hunter College, 695 Park Avenue.

Deckhands, Engineers, Cooks, Appraisers Sought

The New York District, Corps of Engineers, U. S. Army, has vacancies in nine titles. The jobs and requirements:

Construction engineer, \$4,390 a year, for work in New York City. Engineering degree or four years of experience, or education and experience giving a technical knowledge comparable to that which would have been acquired through successful completion of a full four-year college course, plus six months' engineering experience in the construction field, including preparation of specifications and estimate.

Construction inspector (waterways-dredging), \$3,175 or \$3,415 to start. High school education plus 2 or 2 2/3 years' general experience as workman on waterways and general construction, such as piers, jetties, dams, locks, etc., or hydrographic survey experience. Two or three years' study above high school in applied engineering science or in engineering may be substituted for the required general experience.

Appraiser Jobs, Too
Appraiser, \$5,915; jobs in New York City. Total 5 1/2 years' experience of which no less than 2 1/2 years should be specialized experience in the handling of various phases of real estate appraisals on piers, commercial, industrial and residential property; farms, seashore, river and lake areas; cemeteries, power transportation and telephone facilities; hotels and office and warehouse buildings, airplane hangars and airfields. Prepare appraisal reports.

Third assistant engineer (diesel), \$2.58 an hour. Minimum license requirements, plus six months' experience on vessels or tugs.

Deckhand, \$1.72 an hour. Six months' experience, plus an A. B. Coast Guard certificate.

Drag tender, \$1.95 an hour. Three months' experience as drag tender on a seagoing hopper dredge, or six months' experience as an operator of cargo hoisting wincher on a seagoing vessel.

Cook, butcher and baker, \$1.78 to \$1.95 an hour. Six months' to one year's experience aboard a seagoing vessel.

Jobs Aboard Dredge
The marine positions are aboard the U. S. Dredge Harding, New York area. The tour of duty during a two-week period is from Monday noon for 10 days through the following Thursday noon, with four days off. Appointees will be provided with quarters and subsistence. Salary is based on a standard Federal work-week of 40 hours.

Apply to Mr. Pagliaro, Corps of

TABULATION PROJECT JOB OPEN IN BROOKLYN

The Civilian Personnel Division of the Brooklyn Army terminal seeks a tabulation project planner, grade GS-7, at \$4,526 to \$5,325. Applicants need three years' experience—two years in the operation of manual card-punch machines, sorting machines and wired tabulating devices, and one year of experience in developing procedures for mechanical and clerical operations.

Apply at the Brooklyn Army Terminal, First Avenue and 58th Street, Brooklyn, Civilian Personnel Division, Room 210, Building "C," between 8:30 A.M. and 12:30 P. M., through Friday.

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Key Answers

ASSISTANT FOREMAN (Department of Sanitation)

- 1. C; 8. A; 3. C; 4. B; 5. B; 6. D; 7. C; 8. A; 9. A; 10. H; 11. J; 12. C; 13. P; 14. B; 15. N; 16. K; 17. A; 18. F; 19. M; 20. B; 21. A; 22. C; 23. D; 24. A; 25. A; 26. C; 27. A; 28. B; 29. B; 30. B; 31. B; 32. A; 33. D; 34. A; 35. C; 36. D; 37. D; 38. D; 39. A; 40. C; 41. A; 42. D; 43. C; 44. A; 45. A; 46. A; 47. B; 48. A; 49. D; 50. B; 51. B; 52. A; 53. B; 54. C; 55. C; 56. B; 57. C; 58. A; 59. D; 60. D; 61. A; 62. D; 63. A; 64. B; 65. A; 66. A; 67. C; 68. D; 69. B; 70. C; 71. D; 72. A; 73. D; 74. A; 75. D; 76. B; 77. E; 78. G; 79. L; 80. D; 81. M; 82. R; 83. F; 84. M; 85. A; 86. B; 87. C; 88. C; 89. C; 90. A; 91. C; 92. B; 93. D; 94. D; 95. B; 96. D; 97. C; 98. A; 99. D; 100. B.

Last day to protest to Personnel Department, 299 Broadway, New York 7, N. Y., is Friday, July 13.

FOREMAN (Department of Sanitation)

- 1. C; 2. A; 3. C; 4. B; 5. B; 6. D; 7. C; 8. A; 9. A; 10. H; 11. J; 12. C; 13. P; 14. B; 15. N; 16. K; 17. A; 18. F; 19. M; 20. B; 21. A; 22. C; 23. D; 24. A; 25. A; 26. C; 27. A; 28. B; 29. B; 30. B; 31. B; 32. A; 33. D; 34. A; 35. G; 36. D; 37. D; 38. D; 39. A; 40. C; 41. A; 42. D; 43. C; 44. A; 45. A; 46. A; 47. B; 48. A; 49. D; 50. B; 51. B; 52. A; 53. B; 54. C; 55. C; 56. B; 57. C; 58. A; 59. D; 60. D; 61. A; 62. D; 63. A; 64. B; 65. A; 66. A; 67. B; 68. A; 69. C; 70. C; 71. C; 72. B; 73. C; 74. D; 75. B; 76. B; 77. C; 78. A; 79. D; 80. C; 81. C; 82. C; 83. B; 84. B; 85. A; 86. C; 87. B; 88. D; 89. D; 90. C; 91. E; 92. H; 93. C; 94. G; 95. D; 96. C; 97. C; 98. C; 99. A; 100. B.

Last day to protest to Personnel Department, 299 Broadway, New York 7, N. Y., is Friday, July 13.

RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

26 vs. 24 Pay Days for State Employees

With the onset of the new State fiscal year we suspect that some or many State employees may have been befuddled and bewildered when they sat down to figure out their pay checks, what with checks getting smaller on account of more frequent pay days or larger because of the \$300 general increase. Or perhaps the institutional employees, with reduced hours of work per week (or temporary lack of it at some institutions) and applications of the "no less in take-home pay provision" may be even harder put to figure out why and how their checks are different. When these changes are piled on top of promotions or increments the pay situation can get quite snarled.

Part of the explanation of these changes lies in the change of frequency of pay day. Some detail on this may be helpful:

Assume an employee makes \$5,200 per year as of April 1, 1956.
 $\$5,200 \div 365 \text{ days} = \$14.24658 \text{ per day.}$ (For you mathematicians the daily rate factor is .0027396 and the bi-weekly factor is .038356.)

Employees were paid for the first 11 days of this fiscal year and bi-weekly thereafter.

$\$14.24658 \text{ per day} \times 11 \text{ days equals } \$156.71.$ The Gross amount of pay for 1st pay period.

$\$14.24658 \text{ per day} \times 14 \text{ days in a regular pay period} = \$199.45.$ Amount of regular bi-weekly check.

$\$4,986.25$ For 25 pay days
 156.71 Pay for 1st 11 days

$\$5,142.96$ Total amount received through last pay day of this fiscal year (3/27/57)

If employees were to be paid on a fiscal year basis on March 31, 4 more days pay would be due.

$\$14.25 \times 4 \text{ days} = \56.99

$\$5,142.96$ Total amount received to 3/27/57
 56.99 Pay for 4 days

$\$5,199.95$ or $\$5,200$ - His annual rate.

If he had been in fact paid on a fiscal year basis the State and the employee would have been "all square" on April 1, 1957.

As we said the total cash he received up to and including 3/27/57, his last pay day in the fiscal year, was \$5,142.96. His regular pay check which will be received 4/10/57 is \$199.45.

$\$5,142.96$
 199.45

$\$5,342.41$ Total amount received through 1st pay day of the following fiscal year.

$\$4,200.00$ Annual rate
 142.47 Amount of pay for 1st 10 days following fiscal year

$\$5,342.47$ Total amount due for pay for one fiscal year plus the number of days worked the following year.

This checks (within pennies).

Thus the State has paid him all he is entitled to up to and including the 1st pay day of the following fiscal year. The same principle would apply for every year and every pay day. The difference is that in each succeeding fiscal year one more work day will fall in that fiscal year and one less in the next succeeding until pay day falls on March 31. This will occur in 1965, when there will be 27 pay days. (Fiscal 1964-65)

It is imperative to bear in mind that on any one pay day the State and the employee are square.

The concept of the fiscal year basis of wage payment and the pay day each two weeks basis of wage payment are separate and distinct.

CORRECTION CORNER

BY JACK SOLOD

Some Findings on Morale and Productivity

Two psychologists from Kansas State University have concluded that there is no really significant relationship between job satisfaction and the level of production. Professor Arthur Brayfield, Chairman of the Psychology Department at Kansas State, and Professor Walter Crockett made a study of attitude surveys in a wide range of businesses and industries. Their conclusions were that although management should not abandon efforts to make employees feel good about their work, it should know that high production does not necessarily follow from a happy work force. Their study found even that many workers who received promotions were those who had expressed dissatisfaction with their jobs in an earlier attitude survey.

The professors believe that an area of research more significant than determining job satisfaction is to investigate what factors actually get people to produce on the job.

Rumors spread like wildfire in prisons. The latest, uniformed personnel will all be on 40 hours with 40-hour pay this year. The way I get it, one of the team giving physicals at the various prisons to establish the new list passed along this inside information. Nothing to it — just the personal opinion of one man, Gov. Harriman is on record as contemplating no such action. That's good enough for me.

Tension in prison is contributing to heart trouble, killing off many guards. Last month Terry Baker of Greenhaven, 43, Woody Woodruff of Clinton, 50, died. A suprisingly large number of guards are afflicted. These men were all 100 percent when they went on the job. Could be prison guards need a heart bill similar to the one that the New York City firemen are so energetically striving to get enacted.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Buffalo State

The Chapter's annual meeting was held on June 20 following a buffet supper at the Buffalo Turn Verein.

President Albert C. Killian was in charge. Mr. Killian outlined the accomplishments of the Association during the past year, explained the payroll deduction plan for the coming year and urged Executive members to embark on a vigorous expansion program for 1956-57.

A report was submitted on the Spring dance at Troop I, American Legion, on May 25. Sherry Bellissimo, of the State Insurance Fund, Arlene Bias and Helen Kunek of the Tax Department were co-chairmen with a committee from the various departments sponsoring the affair. The chapter reported a large attendance at the dance, where Arlene Bias was chosen Queen.

The Bowling League has had another very successful year. Jerry Cahill of the Tax Department is chairman, and about 18 teams are in play weekly at the Strand Alleys. Membership in the Association is required of participants.

Nelson Chapman, chairman of the nominating committee, announced the results of balloting for election of officers for 1956-57. The nominating committee consisted of Mary McBride, Joy Abel, Elmer Schottin, Henry Russert, Jerry Cahill, Geraldine Miller and Ruth Cross.

The newly elected officers: Jeannette M. Finn, president; Ethel B. Drew, first vice president; Arlene Holzer, second vice president; Adeline McCormack, corresponding secretary; Mary Connell, recording secretary and Frances Rahn.

New York City

The New York City Bureau of Motor Vehicle employees held its second annual picnic at Indian Point June 12. The group traveled up the Hudson River by boat.

Some 400 workers and guests met for lunch, athletics, fun races and plain fun. Highlight of the picnic was a softball game between Bernie Mannes' "Marauders" and Eddie Azarigian's "Assassins." The game was won by the Marauders, 7 to 10, and was called at seven innings by mutual agreement—old age.

Another event was the tug-of-war for supervisors. Participating were Nat Rogers, Larry Epstein, Reubin Shriro and Eddie Azarigian. Larry won. Other events were potato races, 3-legged races, balloon blowing contests, etc., in which both adults and youngsters took part.

Thanks to Al Silverman for supplying the wonderful toys that were given to the winners of the children's events.

Special Thanks go to the picnic committee for their efforts in making the outing such a success. Members were Robert Lewis, chairman; Rita Carrara, treasurer, Reubin Shriro, Sam Cohen, and Edward Azarigian.

June Birthday greetings to Helen Goodman, Faith Bradley Claude Allicks, Sophie Goldman, Anthony Pisani, Willa Batten, Helen Way, and John Rifkin. Your reporter, Ed Azarigian, now takes off for two weeks vacation in Miami Beach with his wife and daughter.

Creedmoor

Capping and emblem exercises were held by the Creedmoor School of Nursing. Pins were presented to Eleanor Arnau, Caroline Cooke, Marlene Iazzetta, Marion Lamb, Rose Lyn Sincher, Mary Ann Neu, Margaret Woods and Edgar Ross.

World War I and II veterans and 62 student nurses paraded at the hospital's Memorial Day ceremony. Bill Bailey acted as sergeant and gave the commands.

Oscar Langhorne has lined up a good team and challenges other hospital teams to a softball game. He also wants more employees to turn out for tryouts for the softball and tennis leagues.

Get-well quickly greetings are extended to George Nadeau, Phillip Posch, Kenneth Fink, Joe Butler, Mike Kendrick and Medalia Zephyr.

Sheldon Fiedler married Helen Cohen and Jack DeAlluame married Thelma Johnson on the

same day. Thomas Fitzgerald married Marion Burtis on June 9.

Mrs. Jane Stravino and Mrs. J. Viola, Creedmoor occupational therapists have started their leaves. They expect the stork soon.

Rita Ferguson thanks Ann Weber, Betty Youngleaf, Leona Keddy and the mesdames Fisher, Burwell, Kushay, Dallanger and Roland for the nice gifts they sent when her daughter, Jane, was christened recently.

Condolences are extended to Joe Kelly upon the death of his mother on May 30.

French Muellier now spends his Tuesday evenings bowling with the champion team at the Jamaica alleys. Other members of the team are Carl Lust, Kay Lust, Harold Davis, Gladys Donohue and Freddie Rose.

Genesee Valley Armory

Installation of chapter officers and annual dinner was held at the Cottage Hotel, Fairport, June 21.

Brig. Gen. Alfred H. Doud, Comd. Gen. of the 105th AAA Brigade was the principal speaker and his remarks were very kind towards the Army Employees.

Major Jos. B. McManus, Officer in Charge and Control, Main St. E. Armory Rochester, N. Y. installed the following Officers: Michael Hogan, President, Culver Road Armory, Paul Rainer, Vice President, Genesee Armory, Charles H. Young, Secretary, E. Main St. Armory and August Schicker, Treasurer, Summerville Armory.

Outgoing President Charles Taylor had a very fine year in office and he thanked all his Officers and Committees who did such a splendid job for him.

President Hogan urged all Chapter members to attend regularly and get behind the extensive program we have before us and hope we achieve some of the goals we are shooting at.

Besides Gen. Doud and Major McManus the following OIC&C's were present at the dinner: Col. Thompson, Culver Road, Cdr Merriam, Washington Square, Lt. Parks, Batavia and Lt. Elam, Genesee.

Madison Chapter

Madison Chapter, CSEA, held its annual dinner meeting June 13th at the New Canteen Restaurant in Chittanooga with about sixty members and guests present.

Newly elected officers installed by Vice President Vernon Tapper were: President, Albert Merrell; First Vice President Michael Carnevale; 2nd Vice President; Maude Harrington; 3rd Vice President Dominick Carnevale; Secretary, Richard Anthony; Treasurer, Seymour Clark; Chapter Representative, William Brophy.

State Senator Wheeler Milmo spoke to the gathering on "History of Civil Service as it relates to the Legislative Bodies."

Assemblyman Harold Tyler outlined the Legislative Program as it relates to Madison Chapter and its sub-divisions.

Vernon Tapper, Benjamin Roberts and Samuel Borely also spoke on the proposed Social Security bill for government employees and Civil Service Health Insurance.

Cortland County

James McFarlane was elected president of the Cortland County chapter. The other officers are Harold Avery, first vice president; Helen Rafferty, second vice president; Carlene Hemrick, recording secretary; Winona Jones, corresponding secretary, and Eloise Sheldon, treasurer.

Congratulations go to Winona Jones of the Health Department on her engagement to Ralph Dedrick.

The chapter regrets to announce that Sydney E. Stoddard, Deputy Sheriff, died June 11. He had been a member of the Sheriff's Department for over a year.

District 10-PW Chapter

Carl Hamann was elected president of District 10-Public Works chapter at its annual meeting.

Other officers chosen were Stanley Karpinski, first vice president; C. M. Pearsall, second vice presi-

dent; Leo Johnson, third vice president; Alice Longwell, secretary; Helen Roberts, treasurer; William Greenauer, Herbert Landwehr and Frank Bohlander delegates.

Elected to the executive council: Frank Bohlander, George Haag and Richard Hitchcock, engineering; C. M. Pearsall, clerical; Henry Kipybida and Charles Bernard, labor.

The chapter's next meeting will be held in September at the Hicksville storehouse.

Motor Vehicle Chapter

Dominic A. Tate was elected president of the Motor Vehicle chapter at the group's recent annual meeting in Albany. Other officers elected were Jeannette Roberts, 1st vice president; Anna Preska, 2nd vice president; Frances Kavanaugh, secretary; Mary Briggs, treasurer. The delegates are Bernice LaRosa, John Condon, Monroe Walsh, and Richard Barrell. Committee members: Mary Briggs, Leah Kleper, Robert Stein, Abe Kaminsky, Paul Powers, Alfred Castellano, Matthew Fitzgerald, Ann Gavin, Helen H. McEneny, and Margaret Briggs.

Plans are now being made for the chapter's annual clambake.

Tompkins

President Allan Marshall attended the Board of Directors' meeting in Albany June 14.

A speedy recovery is wished Thomas Donnelly, an employee of County Hospital who was operated on recently.

Kenneth Herrmann of the Board of Education has returned to work after being hospitalized.

Sophie Michael, payroll clerk of County Hospital, has returned from a vacation in Harrisburg, Pa., and Detroit, Mich.

Harriet Chaffee of County Hospital attended the County Workshop and dinner at the Crossmon Hotel, Alexandria Bay.

Erie

The Erie chapter will hold its first annual outing Wednesday, July 11 at 4 P. M. on the A. Nowicki estate, 50 Wildy Chocowaga. Tickets are \$2.00 per person and can be obtained through Mr. DiMarco, Erie chapter president, or through presidents of individual units.

There will be swimming, dancing, games and prizes, and with lunch, soda pop, beer or coffee.

Westfield

The Westfield chapter, CSEA, had its final meeting of the season and an unusual picnic supper at the home of Elizabeth Towey, social chairman. Fine weather and gay spirits made it a most successful affair.

Social Security

(Continued from Page 1)

been rejected by the members of the Association as completely unsatisfactory, as well as raising grave constitutional questions concerning the sanctity of the retirement contract.

Moreover an informal poll would cause unnecessary duplication. Under Federal law, Social Security benefits cannot be effectuated for members of a public retirement system unless a formal referendum is held of the individual members, with a majority voting in favor of the proposed plan. The Association strongly urges and recommends that the legislative leaders and the Administration arrange that the formal referendum be conducted during the balance of this year on the concept of complete supplementation. The result of such referendum, confident as we are that it will be overwhelmingly in favor of the plan, then may be used as the basis of the certificate to the Federal government to initiate Social Security coverage, as soon as enabling legislation can be passed at the 1957 session of the Legislature."

10 Get Awards from League

WASHINGTON, July 2—The National Civil Service League announced the names of the 10 recipients of its second Annual Career Service Awards.

Recipients will be honored at a dinner at the Sheraton-Park Hotel on Monday, July 2. Governor Robert B. Mayner of New Jersey and Senator Frank Carlson (R., Kan.), will speak.

Those to be honored are John C. Niedhermair, technical director, preliminary ship design, U. S. Navy; Ezra Kotcher, technical director, Wright Air Development Center, U. S. Air Force, Dayton, Ohio; Richard T. Colton, entomologist, Department of Agriculture; James E. Dodson, administrative assistant, Secretary of Labor; Helen K. MacKintosh, Chief Elementary School Section, Department of Health, Education and Welfare; Dennis A. Fitzgerald, Deputy Director for Operations, International Cooperation Administration; William T. Heffelfinger, Fiscal Assistant Secretary of the Treasury; Leon L. Wheelless, Director, Civilian Personnel Policy, Office of Assistant Secretary of Defense; William F. McCandless, Assistant Director for Budget Review, Bureau of Budget, and Clifford W. Seibel, Assistant Di-

rector Hellum, Department of Interior, Amarillo, Texas.

The presentation also marks the seventy-fifth anniversary of the league. On July 2, 1881, President James A. Garfield was assassinated by a disappointed office seeker, and the league was formed in the interests of a protective merit system.

POST OFFICE STATUS BILL OPPOSED BY COMMISSION

WASHINGTON, July 2—The Civil Service Commission opposes the bill, sponsored by the Post Office Department, that would give competitive status to indefinite substitute postal employees appointed from the Commission's competitive register, but the Commission may be forced to accept it.

LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent, To HARRIET MONTGOMERY, MARY MONTGOMERY AND WILLIAM MONTGOMERY, the names "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," being fictitious; the true names of said persons and each of them being unknown to your petitioner, being a daughter and a son of the decedent, above named, if living, and if dead, her and his Executors, Administrators, and all Distributees, Legatees, Devisees of said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," and each of them, and all persons, who by purchase or inheritance, or otherwise, have, or claim to have, an interest in the above entitled matter, derived through said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," or either of them, or her or his Executors, Administrators, Legatees, Distributees, Devisees, or through any of them, which heirs, Executors, Administrators, Legatees, Devisees, and next of kin and other persons, if any there be, and their names and present addresses are unknown to your petitioner, and also all persons, who are or make any claim whatsoever as Executor, or Administrator, or any persons who may be deceased, and who would if living, have any interest in the above entitled matter derived through any, or all of the above named people, or their Distributees, Devisees, Legatees, which person, if these be, their names and addresses, are unknown to your petitioner.

Whereas, Sabatina Manganiello, who resides at 529 Broome Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 29, 1956 relating to both real and personal property, duly proved as the last will and testament of Giuseppe Manganiello, deceased, who was at the time of his death a resident of 529 Broome Street, Borough of Manhattan, the County of New York. Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 17th day of July, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler Surrogate of our said County of New York, at said county, the 8th day of June in the year of our Lord one thousand nine hundred and fifty-six.

PHILIP A. DONAHUE Clerk of the Surrogate's Court

REAL ESTATE

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LEGAL NOTICE

JENKS, KIRKLAND, GRUBBS & KEIR — Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere and have filed a certificate in the Clerk's office of the County of New York, of which the substance is as follows: The names of the limited partners are JENKS, KIRKLAND, GRUBBS & KEIR. The character of the business is a general investment brokerage and advisory business. The location of the place of business in the State of New York is 26 Broad Street, Borough of Manhattan, City of New York. The name and place of residence of each member is as follows: Morton Jenks, Philadelphia, Pa.; Samuel N. Kirkland, Bryn Mawr, Pa.; Merton M. Grubbs, Ben Avon, Pittsburgh, Pa.; Harold M. Keir, Bellevue, Pa.; Lawrence A. Brown, Haverford, Pa.; Herbert S. Whitman, Wilton, Conn.; Harold H. Beebe, Pittman, N. J.; all of whom are general partners; and Gilbert Megargue, Haverford, Pa.; Cummins Catherwood, Haverford, Pa., who are limited partners. The partnership term continues without limit as to time provided however, that the general partners, then entitled to more than 65% of the net profits of the partnership, may dissolve the partnership upon sixty days notice or may terminate the partnership at the end of the calendar year upon ninety days notice. The remaining partners may elect to dissolve upon withdrawal of a general partner.

The cash contributed by Gilbert Megargue is \$50,000 and by Cummins Catherwood, \$55,000. There are no agreements for further contributions by the limited partners. The capital contributions of the limited partners, subject to diminution resulting from losses suffered by the partnership, are to be returned to them upon dissolution of the partnership or upon earlier withdrawal from the partnership at any time upon ninety days notice. The limited partners are entitled to receive interest upon their capital contributions at the rate of 5% per annum. The limited partners are further entitled to receive the following: Gilbert Megargue, 11% and Cummins Catherwood, 8% of the remaining net profits. No right is given the limited partners to substitute an assignee as contributor in their stead. The partners entitled to 65% of the net profits in aggregate have the right to admit additional partners. No right of priority is given a limited partner over any other limited partner as to contributions or as to compensation by way of income. The limited partner have no right to demand or receive property other than cash in return for their contributions.

The death or withdrawal of any partner shall not be construed to affect the dissolution of the partnership. Upon the death or withdrawal of any partner (except Whitman, whose contribution of a membership in the New York Stock Exchange is subject to control by the rules of said Exchange and by specific provisions more fully set forth in the Articles of Agreement), the remaining partners shall have the privilege of purchasing the share of such deceased or withdrawing partner at any time within a period of six months after the death or withdrawal of the partner upon payment of the amount of his then share of the capital as shown by the partnership books with interest accrued to the date of settlement at the rate of 5% per annum and payment of his share of undistributed profits.

The certificate referred to above has been signed, sworn to and acknowledged by all of the general limited partners. Dated: June 1, 1956.

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LEGAL NOTICE

STATE ARMORY - REHABILITATE WINDOW SASH, ETC. 2868 FIFTH AVENUE NEW YORK CITY

NOTICE TO BIDDERS Sealed proposals for Rehabilitation of Window Sash and Frames, State Armory, 2868 Fifth Ave., New York City, in accordance with Specification No. 12778-C and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Executive Department, Division of Military and Naval Affairs, until 2:00 o'clock P. M., Advanced Standard Time, which is 1:00 o'clock P. M., Eastern Standard Time, on Thursday July 26, 1956, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check payable to the State of New York, Commission on Taxation and Finance, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the nomenclature of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawing and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
- State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 109 N. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 20 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Foughersville, N. Y.
- District Engineer, 7 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.
- State Armory, 2868 Fifth Ave., New York City.

Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts (Revenue Unit), Department of Public Works, 14th Floor, The Governor Alfred E. Smith Office Building, Albany, N. Y., or at the State Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00, or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard will be furnished without charge. The State Architect's Standard Construction Specification are required for this project and may be purchased from the Bureau of Contracts and Accounts for the sum of \$3.00 each. Dated: 5-26-56

DANIELS, Joseph E.—In pursuance of an order of Honorable George Frankenthaler a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers therefor, to the subscriber at his place of transacting business at the office of Melones & Gamble his attorneys at 551 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956. Dated: New York, January 8, 1956.

RAYMOND K. MICHELSON Executor. McINNES & GAMBLE, Attorneys for Executor. 601 Fifth Avenue, New York 17, N.Y.



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LEGAL NOTICE

WINTER, EDWIN A. P 1754 - 1956. CITATION - THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: Lydia Bern, Alice Randolph, Wesley M. Winter, Ella May Bowley, Henry R. Winter, William W. Winter, Harriet W. Collins, Milton W. Winter, Stella Armour, Theodore Fink, Louis Fichtl, Muriel Chrony, Robert Fink, Lucy Zahrt, Arne Henriksson, Keston Winter, Jr., Edith M. Winter, and Virginia Winter and Edwin Winter, if living, and if dead, to their heirs-at-law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; all of the foregoing being the next of kin and heirs-at-law of Edwin A. Winter, deceased, and greeting:

WHEREAS, FLORENCE M. MEYER, who resides at 81-07 Woodhaven Boulevard, Glendale, Queens, New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing date January 16, 1946, relating to personal property, duly proved as the last will and testament of EDWIN A. WINTER, deceased, who was at the time of his death a resident of 243 East 57th Street, New York City, in the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 11th day of July one thousand nine hundred and fifty-six at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable GEORGE FRANKENTHALER, Surrogate of our said County of New York at said county the 11th day of June, 1956.

PHILIP A. DONAHUE Clerk of the Surrogate's Court (Red)

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Resolutions Due Aug. 20, Kerwin Heads Committee

ALBANY, July 2—Resolutions relating to the affairs of The Civil Service Employees Association must be submitted to the CSEA Resolutions Committee by August 20, John F. Powers, Association president, announced today.

Mr. Powers also announced the appointment of Lawrence Kerwin, past president of the Central District Conference of the CSEA, as chairman of the Resolutions Committee.

The CSEA head asked that all Association chapters and Conferences give full consideration and careful preparation to any proposals they wish to submit and to remit them to the Committee as early as possible.

Association by-laws provide that "all resolutions submitted for consideration at an annual meeting shall first be submitted in writing to the Resolutions Committee. All

resolutions submitted on or before the twentieth day of August shall be reviewed, edited and consolidated by the Committee, which shall, on or before the tenth day of September, report to all chapters of the Association the disposition of such resolutions."

All resolutions should be sent to CSEA headquarters, 8 Elk St., Albany, marked to the attention of the Resolutions Committee.

"Introduction of resolutions marks one of the most important phases of the year for the Association," Mr. Powers declared. "The goals, the program, the hopes of the entire membership will be reflected in the resolutions submitted to our Headquarters.

"It is the duty of all members,

as well as chapter and conference heads, to give their most serious attention to these resolutions," Mr. Powers added.

In his letter of appointment to Mr. Kerwin, Mr. Powers said "I am confident that your leadership of this committee will do much to assure its success."

Mr. Powers also reminded Association members that the Annual Meeting, at which all resolutions passed by the Committee will be considered for action by delegates, has been set for Oct. 3 and 4, instead of Oct. 10 and 11 as previously announced.

The new date will assure adequate facilities, which could not be obtained in Albany at the Oct. 10 and 11 date, Mr. Powers said.

Celeste Rosenkranz New Head of CSEA Western Conference



WESTERN CONFERENCE'S NEW OFFICERS: Claude Rowell, left, retiring president of the CSEA Western Conference, welcomed the new officers at the Conference meeting in Brockport Teachers College. Continuing left are Celeste Rosenkranz, new president; Vito Ferro, first vice president; Mrs. Pauline Fitchpatrick, secretary and Mrs. Melba Binn, treasurer. The new second vice president, Irene Lavery, was not present when the photo was taken.

Hoch Cited As 'Man of Year'

ALBANY, July 2—A State department commissioner has been selected as the "Man of the Year" by an international fraternal organization.

Mental Hygiene Commissioner Dr. Paul H. Hoch, a nationally known research psychiatrist, received the award from the International Rho Phi Pharmaceutical Fraternity for his outstanding leadership in the research and treatment of mental illness, and his dedication to the welfare of its victims.

The award was presented to Commissioner Hoch at a special ceremony during the group's 32nd annual convention at Grossinger's last Thursday. (June 29)

In paying tribute to Dr. Hoch, the organization cited his work in his former post of principal experimental psychiatrist at the New York State Psychiatric Institute, and gave recognition to the far-sighted direction he has given to the treatment of institutionalized patients in New York State, setting the pace for the entire nation.

Under his leadership, the organization said, New York State mental hospitals have intensified their research and treatment programs, and the state has led in developing community mental health programs.

PUBLIC ADMINISTRATOR CONFERENCE SET FOR OCT.

The New York Metropolitan chapter will be host to the first regional conference of the American Society for Public Administration on October 19 and 20 at the Fifth Avenue Hotel, New York City. Delegates of 20 chapters in the northeastern United States and Puerto Rico are expected to attend.

TAXATION AND FINANCE

The retirement of two employees has been announced by the State Department of Taxation and Finance. They are Bernadette Kelly, a clerk in the Albany Treasurer unit, effective July 1, and Laura E. Tice, a senior typist with the Albany Motor Vehicle unit, effective July 4.

Nine Albany Motor Vehicle Bureau employees were recently promoted to senior file clerk at the Albany office. William Cohen, Beulah Gebauer, Jeanette W. Mullin, Helen Govel, Mariha J. Ouder Kirk, Abraham Vandercar, Elizabeth Weiss, Mary Jane Carroll and Grace Towey.

Promoted to principal file clerk at the Albany MVB was Mildred G. Craft.

Promoted to new posts in New York City offices were Helen C. Karlson, senior clerk, Helen C. Whitebread, principal stenographer, and Theresa Wade, senior clerk.

Twenty-six appointments to posts in Albany offices of the department have also been announced. Appointees include: Dorothy F. Shields, Frances Smith, Elizabeth M. Breen, Genevieve C. Layman, John B. Lodge, Luella K. Kogler, Dorothy E. Zindie, Hazel J. Robinson, Anna R. Green, Rita F. Donnelly, Douglas J. Gallias, and Barbara Ann McFee.

Also: Robert J. Lynch, Joan E. Bucci, Thelma F. Mosher, Lillian B. Doran, Florence I. Strohmaier, Helen A. Danko, Eve F. Sweeney, and George J. McLoughlin.

Other new appointments to Albany offices include Katherine L. Macri, Sandra J. Stein, William F. Scherer, Jr., Eimer M. Roos, Florence Cole, and Jo Ann C. Lane.

Two new appointments have also been made to the New York City Motor Vehicle Bureau: Vincent M. Clendinen, and Rosalind Hill.

QUESTIONS of general interest are answered in the interesting Question Please column of THE LEADER. Address the editor.

Western Conference Elects And Votes on Resolutions; County Hears Publicity Talk

BROCKPORT, July 2—Celeste Rosenkranz of Buffalo was elected president of the Western Conference of the Civil Service Employees Association at the Conference meeting here in Brockport State Teachers College.

Appointed to office with Miss Rosenkranz were Vito Ferro, first vice president; Irene Lavery, second vice president; Pauline Fitchpatrick, secretary, and Melba Binn, treasurer.

The oath of office was administered by Association President John F. Powers, following a dinner at the American Legion Post. Mr. Powers welcomed the new officers and assured them of the fullest cooperation from the Association and himself in establishing the goals of their program.

Jesse McFarland, CSEA, Senior administrative officer, was guest speaker and gave a well-received talk on the Association's accomplishments for public workers.

During the business session of the Conference, delegates passed on resolutions for the coming year. These are reported below.

Claude Rowell, retiring Conference president, welcomed the following guests to the meeting:

Dr. Tower, president of Brockport State Teachers College, and Mrs. Tower; Harry Fox, CSEA treasurer, and Mrs. Fox; Virginia

Leatham, CSEA Social Committee Chairman; Paul Kyer, editor of THE LEADER; Mr. Power and Mr. McFarland.

Donnelly Tells Oneonta Group Of CSEA's Work

Ambrose J. Donnelly, field representative for the Civil Service Employees Association, was guest speaker at Oneonta chapter's monthly meeting, held June 20 at the New York State Health Department Offices in Oneonta.

Mr. Donnelly spoke on the functions of a Civil Service organization and itemized some of the association's accomplishments during the past year—medical and surgical hospital plan, payroll deductions for Civil Service dues, reopening of the 55-year retirement plan and elimination of promotional examination fees. He said that new attendance rules would be forthcoming in the near future. It was announced that Mr. Donnelly will speak to the group this fall on further progress in the above matters.

Marion Wakin, president, directed the meeting.

It was announced that the annual chicken barbecue will be held on Sunday, August 12 at Angelotti's Grove, Oneonta. Griffin Brooks of Stamford will again barbecue the chicken. Appointed to a committee for the affair were Rosalia Kompore, general chairman; Margaret Woods and Rosalie Simmons, tickets; Tommy Natoli, entertainment; Agnes Williams and Marguerite Waters, table arrangements; John Brophy, refreshments and Hilda Mercun, publicity.

The next monthly chapter meeting will be held on Wednesday, September 19.

EXPENSE CUT WOULD BENEFIT EMPLOYEES

WASHINGTON, July 3—Internal Revenue proposed a 10 per cent cut in administrative expenses. Savings would be used to increase employee grades and hire additional help where needed.

Tribute to Williams, Prize-Winning Fire Control Expert

ALBANY, July 3—On June 18, 1956 the State Conservation Department lost one of its outstanding members with the untimely death of Kinne F. Williams, assistant director of the Division of Lands and Forests, whose service with the department covered 39 years.

Mr. Williams was graduated from the New York State College of Forestry at Syracuse University in 1927 and got a job with the department. His first assignment was on surveys of state lands in the Adirondacks. Later he was placed in charge of the state tree nursery at Lowville.

In 1927 he was transferred to Albany to head the bureau of forest fire control when the control program was rapidly expanding. Under his leadership the forest fire control organization became highly developed and was generally recognized as one of the best of its kind in the nation.

Wins Promotion

Mr. Williams was recognized as a pioneer in the development of specialized forest fire-fighting trucks and in the use of aircraft and two-way radio communication equipment in fire detection and suppression.

He was promoted assistant director of the division of lands and forests in 1952. In 1946 he received a Harold J. Fisher Memorial Award, sponsored by THE LEADER, for services above and beyond normal responsibilities rendered in 1944-1945 while serving as acting director.

The Ranger chapter, Civil Service Employees Association, appreciated the untiring efforts and interest of Mr. Williams in his promoting of better working and pay conditions of its members. His warm personality and willingness to listen to many types of grievances were a source of inspiration to this group. The Ranger chapter has lost a real friend and supporter, and his loss will be keenly felt.

Correction Staff Named For Delinquency Institute

ALBANY, July 2—Seven members of the staff of the State Department of Correction and New York State Commission of Correction have been named to the faculty of the 1956 Frederick A. Moran Memorial Institute of Delinquency.

Representing the Commission at the Institute, to be held at St. Lawrence University, Canton, July 29 to Aug. 4, will be Paul D. McGinnis of Delmar, secretary of the Commission, and George F. Venter, Jr., of Rensselaer, senior in-

spector.

Named to the faculty from the Department of Correction are Herbert L. Bryan of Albany, director of research; Price Chenault of Glenmont, director of education and Francis J. Murati of Wyantskill, associate probation examiner.

Also: Joseph F. David, Jr., of Troy, public information officer, and Edward J. Taylor of Slingerlands, director of probation.

More than 500 workers, representing all areas of the correctional field, are expected to participate in the institute.

Onward March of Government

Cities Take in More Territory

Cities made more annexations in 1955 than ever before, the Municipal Year Book reports.

The Year Book recorded 526 cities of more than 5,000 population as annexing territory, as compared to 410 in 1954 and the previous high of 434 in 1953.

The largest annexation was reported by El Paso, Tex. The City took 34.5 square miles into its borders and gained 40,000 more population.

Retired Association Members Can Get LEADER at Special Rate

Members of the Civil Service Employees Association who retire may continue to receive the Civil Service Leader at the special Association rate. This is \$1.83 compared with the regular rate of \$3.50 for other subscribers.

Subscriptions from retired employees should be sent through the Civil Service Employees Association, 8 Elk Street, Albany, N. Y.