

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Disapproved Resolutions

See Page 3

# FEILY CHARGES ROCHESTER SELL-OUT TO UNION; SAYS MOVE PLANNED FOR MONTHS

## Broad Revisions In Title Sought For Cottage Aides

ALBANY, Oct. 29—The Civil Service Employees Association has called for a broad, six-point upward reallocation and reclassification of positions and titles in the State Social Welfare Department's Cottage Program Series. The requests are contained in a lengthy supporting statement prepared by CSEA's research department which was submitted last week to the Social Welfare Department for transmittal to the Division of Classification and Compensation.

The following reallocations have been requested by the Employees Association:

1. Assistant Children's Supervisor, Grade five to Grade seven;
2. Children's Supervisor, Grade seven to Grade nine;
3. Senior Children's Supervisor at New Hampton and the New Hampton Annex, Grade eleven to Grade twelve;
4. Principal Children's Super-

visor, Grade twelve to Grade thirteen;

5. Head Children's Supervisor, Grade fourteen to Grade fifteen.

### Other Changes

CSEA also asks for a change in title for Senior Children's Supervisor at Highland, Troy and Hudson to Principal Children's Supervisor.

The CSEA request was prompt- (Continued on Page 16)

## Adequate Parking, Dining Facilities Set For State Office Bldg. In Buffalo

ALBANY, Oct. 29—The State Office of General Services has advised the Civil Service Employees Association that adequate parking space and cafeteria facilities will be provided for state employees in the new State Office Building under construction in downtown Buffalo.

CSEA has been informed that approximately 175 parking spaces will be available at the site of the new building and that arrangements have been made with the Thruway Authority for the use of at least two lots adjacent to the building which would provide another 175 spaces.

Some of these spaces will be available to the public doing business with state agencies housed in the building. It is expected that this parking area will be adequate. However, the State Office for General Services has (Continued on Page 16)

## City Chapter Sets Meeting

There will be a meeting of the New York City Chapter, CSEA on Thursday, Nov. 1, at Gasner's Restaurant, 76 Duane St.

Report on the convention meeting in Buffalo will be on the agenda.



### TOASTMASTER :

Lieut. Governor Malcolm Wilson was toastmaster and honorary chairman, for the fourth consecutive year, of the annual Communion Breakfast of the Dongan Guild, composed of Catholic state employees. The event was held in New York City's Americana Hotel.

## Demands Basis For Determining Union Represents Majority Of Aides Without Secret Ballot

(Special to The Leader)

ALBANY, Oct. 29—Joseph F. Feily, president of the Civil Service Employees Association charged today that the City of Rochester through its manager, Porter W. Homer, had sold out City employees by its "blatant and arbitrary recognition" of the American Federation of State, County and Municipal Employees (AFSCME) as bargaining agent for all city employees.

The Employees Association's president demanded immediate rescission of Homer's action and called for a secret ballot in each City department for the determination of who shall be the collective bargaining agent in the City of Rochester in appropriate units. Feily also demanded to know upon what evidence the City Manager made the determination, in the absence of such a secret ballot, that the union represented the majority of City employees.

Feily said that the city's recognition of the union last Thursday, which came one half hour after the Appellate Division's affirmation of a low court ruling, which vacated an order staying the city manager from acting under a disputed city ordinance, was irrefutable proof of CSEA's prediction that Homer, for months, had intended to grant the union— (Continued on Page 3)

and only the union—bargaining rights for city employees.

### Shocked Membership

Feily said the entire CSEA membership of more than 6,000 in the Rochester area was shocked at Homer's contrived haste in granting recognition to the union, especially in view of the fact that (Continued on Page 3)

### EDITORIAL

## No Free Choice In Rochester

THE City of Rochester has been charged by the Civil Service Employees Association with delivering all city employees into the hands of a particular union on the basis of what appears to be a pre-election promise to so "deliver the goods."

While thwarting CSEA efforts to solicit membership among Rochester City employees, officials gave full encouragement to one union and then announced it would recognize this union as the sole bargaining agent for ALL city employees, this despite the fact that the union is largely organized in one department.

It is curious to note that the department involved in Rochester is Public Works—which has the highest number of provisionals in city employment. Furthermore, the CSEA has alleged that one technique used by the union in organizing in this department was the promise of job security. We had always believed that the best job security was obtained through membership in the Merit System.

What is equally outrageous, is that the more than 600 city workers who have joined the Employees Association freely are now threatened with a type of representation they do not want. When were they given the free choice, through secret ballot, to determine what employee organization would represent them?

The actions in Rochester are neither good for local government there nor for the employees. The CSEA is seeking a review on the Rochester action in the Court of Appeals. Protection of the basic right of free choice demands they win.

*Don't Repeat This!*

## Crisis Dims Politics As U.S. Closes Ranks Behind President

IN the past few months, this column has surveyed the political movement and attacks of Republican and Democratic candidates seeking office or re-election on both the national and local levels. We've quoted some tough words by these candidates about their opposition. And the names involved range from President Kennedy to Governor Rockefeller to Richard Nixon to local legislators seeking office.

This week the old American drama of political battling leaves little to report on in terms of the knocking of President Kennedy, Governor Rockefeller or any other candidate by any opposition because a new theme has dispelled the desire to let other peoples around the world think Americans are a divided people because of election time. This theme—an America that stands united behind its President and his firm stand against aggression—was created by the stupidity of Khrushchev and Castro, who misinterpreted the fine old game of American politics (Continued on Page 2)

# DON'T REPEAT THIS

(Continued from Page 1)  
as a period of national bitterness and disunity, a time to split Americans and challenge them on grounds of lack of courage.

## GOP Men Back President

That they couldn't have been more wrong was proved by the immediate and massive support President Kennedy received for his strong and courageous stand on Cuba. Not only did his own party back this bold thrust against Russian aggression but also GOP leaders such as former President Eisenhower, Governor Rockefeller and Senator Javits immediately let it be known that they stood behind the President. The latter still intend to campaign to put Republicans in office next month, but they are not going to use the Cuban crisis to do it because they are good Americans first and party men second.

Rockefeller, for instance, broke off his campaign in order to conduct a meeting on civil defense. Javits has curtailed his whistle stop trip around the state in order to stand by for a return to the nation's capitol, should it become necessary. The President, whose help was called for by Democrats in Pennsylvania, New York, Ohio and California, has cancelled all engagements and is devoting all his time to Cuban crisis.

Throughout the country, congressmen and senators, governors and legislators are not only laying aside extensive campaign plans but also are eager and anxious to lend a hand to the President to show the world that America means business when it comes to protecting the Western hemisphere.

## Khrushchev Repeats History

Many political experts feel that Khrushchev followed an historical pattern in misjudging American response to Soviet chicanery in Cuba. As one political writer noted, Europeans from George III to Adolf Hitler have always misunderstood the American willingness to compromise to avoid war—up to a point. What Khrushchev guessed wrong on, of course, was the basic courage and willingness to fight when it was revealed that missiles had been planted in Cuba, missiles that could easily hit the American mainland. It seems impossible that the Soviets would not realize that nothing would so unite the country as the discovery of the missile threat. But the fact that they did fail to recognize it is now history.

As a result, the ineptness of Soviet maneuverings have

placed the American people behind Kennedy as no local action on the President's part could have done. Kennedy learned a good lesson from the abortive Cuban invasion and the Russians gave him the means of showing that he is a strong and forceful leader of his people. The President, most experts agree, will emerge from the Cuban crisis a stronger and more popular leader than ever before.

## Side Effects

Strangely enough, there will be some side effects to this that could not have been predicted only a week ago. Out in California, for instance, the Cuban crisis is reported to have given a new lift to Nixon's campaign. The reason: he has lifted his campaigning to the level of foreign affairs and is citing his past experience in this area as a reason for restoring him to leadership through the office of governor. And while President Kennedy may gain in prestige from his handling of the Cuban crisis, the fact that he cannot campaign for fellow Democrats throughout the country may hurt him in Congress.

The one area where everybody gains, however, is the

sight of an aroused and united America, standing solidly behind its President in time of danger. We Americans love our politics. But we love our country more.

Let us hope that the lesson makes a deep impression on Khrushchev and Castro. Americans may fight strongly on the ballot sheets. But it's a family fight. And like all family fights, the quarrel is forgotten when an outsider tries to push us around.

## Addenda

During campaign days, incumbents are conceded a considerable advantage over the opposition trying to unseat them. But while the incumbents have the prestige they also have the work. Attorney General Louis J. Lefkowitz, for instance, has to put in a full day's work before getting around to campaign speeches. Comptroller Arthur Levitt still has to supervise and execute, among other things, the enormous task of issuing state funds for innumerable purposes. The double-duty of campaigning and work resulted in one observer hearing Lefkowitz comment: "I can feel this campaign in every bone of my body."



## YOU AND THE ARMED SERVICES

### Draft Reserves Not Affected By New Cuba Tensions

The new climate of tension will not mean an increase in draft quotas, for the present at least. That is the opinion of Selective Service officials in New York. The city quota for November is 209, about the level that has prevailed for some months.

In the meantime, almost 200 enlistments a day are being processed among New York Spanish speaking residents, principally Cubans who may now enter the armed services under special regulations, without giving up their Cuban citizenship.

Although the President has the power to call Reserve Units to active duty, there has been no indication that such a call is imminent.

### Army Men In Reserves?

Integration of Army officers into the Reserve Units to add a professional flavor and derive better coordination is being studied by the Army. Reserve leaders oppose such action because they see friction and "animosity" resulting.

### 40 To 50 Day Notice For Oversea Assignments

Enlisted men who are to be shipped overseas will now receive at least 40 days notice, 50 if they have dependents, in place of 22 now allowed, according to a timetable issued last week. The new schedule is designed to give per-

sonnel more time to make arrangements and provide for more orderly reassignments.

### Enlisted Men Get Right To Study While In Service

A bootstrap study program to enable enlisted men and warrant officers to take college courses for credit at college—a sort of learn while you earn—has been approved. A similar program has been in effect for officers since 1956. The program is essentially for men seeking a bachelor degree, but provisions have also been made "for a limited number of personnel working toward completion of required research and theses for graduate degree."

### Preller To Lead Panel On Ideas For CS Measures

Proposals for new legislation in the field of civil service will be the subject of a panel discussion led by Assemblyman Fred W. Preller at the Queens Reformed Church, 94-31 217th St., Queens Village on Nov. 19 at 8 p.m. The discussion will be a part of a series called "Citizens Legislative Hearings" which was initiated by Mr. Preller, the chairman of the Ways and Means committee of the State Assembly.

The series, started last June, was designed to inform the members of Assemblyman Preller's district of the processes of the Legislature and to stimulate thinking about legislative problems.

## Your Public Relations IQ

By LEO J. MARGOLIN



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

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

## A Program Worth Copying

THE N.Y. STATE Supreme Court in Kings County has pioneered a public relations program which deserves the honor of being copied in toto by every court in the state, as well as in the county.

DURING THE three-and-a-half years of the program's operation more than 20,000 visitors, including thousands of school children, have been given an opportunity to gain insight and understanding of the operations of our judicial system.

THE TWO basic objectives of the program are:

- To give the courts the image

of a benevolent protector of the people in order;

- To develop a respect for law and order.

JAMES V. Managano, administrative director and general clerk of the Kings County Supreme Court, has made the public relations program an integral part of the court's operations. Not only does it include tours of the courts in action—and even a mock trial for school children—but also talks to new jurors.

WHAT IS EVEN more laudable is that the program is being implemented by Managano and

(Continued on Page 15)



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# Information Given On Rejected Resolutions

This week, The Leader lists the resolutions which were disapproved for incorporation into the 1963 program of the Civil Service Employees Association. Some were turned down in favor of other, similar resolutions and others were rejected for what was considered lack of merit or impracticability. The list reads:

## SALARIES

**D-1—TIME AND ONE-HALF FOR OVERTIME:** Resolved, that the state pay at the end of fiscal year at time and one-half rates for overtime credit accumulated. (Disapproved in favor of A-2)

**D-2—OVERTIME AFTER 8 HOURS:** Resolved, to establish for annual salaried state employees a 40-hour, five-day work week with any time in excess of eight hours each day to be considered overtime, with cash payment for such overtime. (Disapproved in favor of A-2)

**D-3—PROVIDE TERMINAL SICK LEAVE PAY:** Resolved, that the Association sponsor and support the necessary legislation that would provide for terminal sick leave pay. (Disapproved in favor of A-3)

**D-4—PREMIUM PAY FOR EXTRA WORK:** Resolved, that the Association sponsor and support legislation to provide for additional pay for night work, weekends and holidays—percentage wise. (Disapproved in favor of A-2)

**D-5—TIME AND ONE-HALF FOR OVERTIME DURING THE WEEK AND DOUBLE TIME ON SUNDAYS:** Resolved, that the Association sponsor and support legislation to provide for time and one-half pay for overtime during the week and double time for Sundays. (Disapproved in favor of A-2)

## RETIREMENT

**D-6—GUARANTEED HALF PAY AFTER 15 YEARS OF SERVICE:** Resolved, that the Association sponsor and support the necessary legislation to provide guaranteed half pay retirement after 15 years' service. (Disapproved by Committee)

**D-7—HALF PAY RETIREMENT AFTER 30 YEARS:** Resolved, that the Association sponsor and support the necessary legislation to provide for retirement at half pay after 30 years of service, with the state making up the employee's deficiency. (Disapproved in favor of A-20)

**D-8—OPTIONAL RETIREMENT AFTER 25 YEARS' SERVICE AT HALF PAY FOR CORRECTION OFFICERS:** Resolved, that the Association sponsor and support the necessary legislation to provide optional retirement at guaranteed half pay for all correction officers after 25 years of service. (Disapproved in favor of A-21)

**D-9—GUARANTEED HALF PAY AFTER 25 YEARS' SERVICE:** Resolved, that the Association sponsor and support the necessary legislation to provide for guaranteed one-half pay after 25 years' service for all state employees. (Disapproved in favor of A-20)

**D-10—HALF PAY RETIREMENT AFTER 25 YEARS FOR ARMORY EMPLOYEES:** Resolved, that the CSEA institute the necessary procedure to procure for state armory employees a plan for retirement after 25 years' service at a minimum of one-half annual salary and minimum age of 55 years (same as State Police). (Disapproved in favor of A-20)

**D-11—25 YEAR RETIREMENT FOR LONG ISLAND STATE PARK POLICE:** Resolved, that the Association take the necessary steps to amend the retirement law to provide that when members of the Long Island State Park Police retire after 25 years' service, they would receive half pay based upon their five highest consecutive annual salaries (a full half pay). (Disapproved in favor of A-22)

**D-12—25 YEAR RETIREMENT WITH MINIMUM OF \$1,800:** Resolved, that the Association sponsor and support legislation for a 25-year pension at guaranteed half pay with a minimum of \$1,800 for all state employees. (Disapproved in favor of A-20)

**D-13—PAY 25% CASH VALUE OF SICK LEAVE ON RETIRE-**

**MENT:** Resolved, that the Association sponsor and support the necessary legislation to provide that upon retirement an employee be paid one-fourth cash value of accrued sick leave. (Disapproved in favor of A-3)

**D-14—INSURE PENSION LOANS FROM FIRST DAY OF ISSUE:** Resolved, that the Association sponsor and support legislation to insure pension loans from the first day of issue regardless of member's age. (Disapproved by Committee)

**D-15—25 YEAR RETIREMENT AT HALF PAY FOR REGIONAL PARK EMPLOYEES:** Resolved, that the Association sponsor and support the necessary legislation to provide for 25-year retirement at guaranteed half pay for all Regional State Park employees. (Disapproved in favor of A-20)

**D-16—PROVIDE \$5,000 LIFE INSURANCE:** Resolved, that the State of New York provide life insurance for the face value of \$5,000 for each state employee. (Disapproved in favor of A-24)

**D-17—RETIREMENT AT HALF PAY AFTER 25 YEARS' SERVICE:** Resolved, that the CSEA introduce necessary legislation to assure retirement of state employees at half pay after 25 years' service. (Disapproved in favor of A-20)

**D-18—EXPRESS APPRECIATION FOR FAITHFUL SERVICE:** Resolved, that the State of New York shall show its appreciation to all of its faithful employees at the time of their retirement by awarding said employees a cash bonus of \$10.00 for each allowable year of service. (Disapproved by Committee)

**D-19—PROVIDE 25-YEAR RETIREMENT FOR MENTAL HYGIENE EMPLOYEES:** Resolved, that the Association seek ways and means of gaining a 25-year retirement plan for Mental Hygiene employees. (Disapproved in favor of A-20)

## NON-WAGE BENEFITS

**D-20—DEPARTMENT TO PURCHASE AND MAINTAIN UNIFORMS FOR CUSTODIAL CORRECTION PERSONNEL:** Resolved, that the Association sponsor and support the necessary legislation to provide that the department purchase and maintain all uniforms for custodial correction officer in the same manner as the

Division of State Police. (Disapproved in favor of A-42)

**D-21—PROVIDE LUMP SUM SICK LEAVE PAYMENT AT RETIREMENT:** Resolved, that the Association sponsor legislation or take necessary steps to arrange for a lump sum payment, not to exceed 75 days, for the accumulated unused sick leave credits at time of retirement; separation from service; or upon death to the beneficiary. (Continued on Page 14)

# CSEA President Hits At "Contrived Haste" In Rochester

(Continued from Page 1)

The Association had advised Homer in writing that evidence of city employee membership in CSEA would be furnished to him as soon as the questions raised in the court action were settled.

As a result of Homer's recognition of the union, Felly on Friday, sent a telegram at once to the Rochester City manager demanding suspension of his action and asking the basis for determining

the union as sole bargaining agent. Felly said that although the Appellate Division made no comment in upholding the lower court decision, it was brought out during oral arguments before the court, earlier last week, that the court felt the CSEA suit was premature because, as of that time, the Association had not been "injured" by the city ordinance.

## Says CSEA Now Injured

Felly said Friday he felt it was evident that CSEA and all of Rochester's employees had now been "injured." He said that Homer's unilateral and dictatorial action was indicative that the city administration had promised AFSCME some time ago that Rochester's employees would be delivered to them. "It is a clear and simple case of a sellout by the city administration," he said.

## False Promises

Felly said that CSEA has established, without doubt, that representatives of AFSCME had signed up the majority of its members in Rochester by means of false promises of job security. He said that this had been reported to Homer weeks ago but he apparently chose to not to make any statements, publicly or otherwise, correctly advising employees of the union's inability to produce on these promises.

## Job Loss Feared

In addition, Felly said, "many city employees who have signed union membership cards, and who now wish to withdraw them, have advised CSEA representatives that they fear the loss of their jobs if they do."

# Broome County CSEA Elects Robert Moore

(From Leader Correspondent)

BINGHAMTON, Oct. 29 — Robert B. Moore is the new president of the Broome County Chapter, Civil Service Employees Association. He is deputy county real estate agent.

Moore succeeds Dr. Anthony LaRusso, physician for the Broome County Home.

The new president and other officers were installed recently at the chapter's annual dinner meeting in Johnson City.

## Other Officers

The other officers are: First vice-president, Mrs. Thelma Ruland, assistant to the clerk of Surrogate Court; second vice-president, Philip Bell, senior tabulating machine operator; secretary, Miss Ida Gialanella, senior account clerk in the Office of the County Treasurer, and treasurer, Mrs. Alfreda Stump, tax map draftsman.

Elected directors for two years were: Mrs. Hazel Delaney, Mrs. Marie Mazar, Curtis Nickerson, James Burrows and Mrs. Margaret Sullivan.

## Ferrell Reappointed

ALBANY, Oct. 29—Thomas E. Farrell has been reappointed a member of the Port of Oswego Authority for a term ending Sept. 1, 1966.

# Executive Chapter Is 36th To Join Capital Conference

ALBANY, Oct. 29—The Executive chapter of the Civil Service Employees Association has become the 36th CSEA chapter to join the Capital District Conference, Deloras Fussell, conference president,

May M. DeSeve, president of the chapter, informed the conference that members had voted approval of the affiliation at a meeting, October 16.

Mrs. DeSeve told the conference that "Our membership has

been particularly impressed by the kindness and patience of the Conference representatives who have so graciously called upon us and who have endured our many questions. The members who have had the pleasure of attending our meetings have been favorably impressed by the friendliness and the courtesy extended them by the officers and members of the Conference. After some consideration, we have come to the conclusion that the Conference has much to offer our fledgling chapter through the educational forums you conduct through the year and the instructive, entertaining programs prepared by your excellent program committee."

## Membership Area

The Executive chapter presently has members from the following branches: The Office for Local Government, Division of Veteran Affairs, Office of Civil Defense, Division of Military and Naval Affairs, Temporary State Commission on the Capital City, and the Division of Budget.

# Niagara CSEA Wins Pay Hike

LOCKPORT, Oct. 29—A request by the Niagara County Chapter, CSEA, for a pay raise for County employees has been granted by the Niagara County Board of Supervisors.

About 710 civil service workers will get a 3% pay hike next Jan. 1. The Board also added a step between the five and 20-year levels of the increment plan. It will mean \$125 to \$500 more a year for 248 employees.

Cost of both items is about \$145,000. In asking for the raise, Viola Demorest, president of the Chapter, noted that Niagara County workers have stayed at the same salary level for three years.



**TWICE HONORED:** Sen. Elisha T. (June) Barrett, of Suffolk County, left, was doubly honored at a recent dinner dance of the Central Islip State Hospital. He was given a life membership in the hospital Quarter Century Club and a citation of merit from Central Islip chapter, Civil Service Employees Assn., for his efforts in improving salary and pension conditions for public employees over the years. Harry W. Albright, Jr., center, CSEA counsel, presents the citation as Thomas Purtell, chapter president beams approval.

### Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M. Closed Saturdays except to answer inquiries from 9 to 12 a.m. Telephone COrtland 7-888C

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

Completed application forms which are filed by mail must be sent to the Personnel Department with the specified filing fee in the form of a check or money order, and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are out a few blocks from the Personnel Department.

**STATE** — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and Room 100 at 155 West Main Street, Rochester (Wednesdays only).

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

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

**FEDERAL** — Second U.S. Civil Service Region Office, News Building, 226 East 42nd Street (at 2nd Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

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

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

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## U.S. Service News Items

By MARY ANN BANKS

### Govt. Agencies Face Stricter Rules On Vacancy Procedure

The new Federal pay raise law contains much stricter cost-absorption provisions than previous pay raise legislation.

Agency requests for additional or supplemental appropriations to cover pay raise costs will now have to be accompanied by a certification from the Budget Bureau. The certification will determine the necessity of the amounts requested for continued operation of essential functions of the agency involved.

In the past, Congress merely provided general instructions to agencies to absorb as much of the pay raise costs as possible. Although the dismissal of employees is not expected, the agencies have been instructed to carefully review each job vacancy caused by resignation, retirement, or death to determine whether the job can be distributed among other employees or can be abolished completely.

The job reduction policy will be very important to all agencies since all agencies will have to submit appropriation requests early next year. The agencies' behavior must meet the approval of both the Budget Bureau and the Congress in order to receive the additional funds.

### Minimum Age For Entry Into Civil Service Is Altered

Federal agencies have been informed of a change in minimum age requirements for civil service applicants.

Providing there is conformance with Federal, State, and local laws relating to minors and to the Fair Standards Act, high-school graduates of sixteen or above may enter the competitive civil service. The previous minimum age requirement was set at 18 years of age.

The Civil Service Commission may establish a minimum age other than the foregoing if it and the agency concerned agree that the age change meets the needs of sound administration. The maximum age requirement remains unrestricted.

### Kennedy Expected To Sign Retiree Bill

Retired Federal employees may see some action soon on the bill to raise the retirement credit income from \$1,200 to \$1,524 a year. The bill, which will provide a tax savings of about \$65 a year, has been approved by Congress and is awaiting President Kennedy's signature.

### New PPA Booklet Discusses Employee Training Problems

The Public Personnel Association, in cooperation with the Council of State Government, has recently issued a booklet which pulls together basic information on the extent and kind of training now going on at the state level. The report also gives information on training budgets and staffs.

This report was written for the Public Personnel Association by Earl G. Planty, Professor of Management, College of Commerce and Business Administration, University of Illinois, and George Kanawaty, a graduate student at the same institution, who is working toward a Doctor of Philosophy

degree in business.

Those desiring further information on this booklet may write to the Public Personnel Association, 1313 East 60th Street, Chicago 37, Illinois.

### Two Government Employee Bills Fail To Get Action

Although the eagerly sought pay raise bill was successfully signed into law this year, two other Government employee bills failed to pass the proper channels.

One of the bills seeking approval would have provided that government employees be permitted to retire on full annuities after 30 years of service regardless of age.

The other bill which was submitted this year sought to increase Government employee life insurance policies. This is the second time that this bill failed to be approved.

It is felt that both of these measures will be presented again next year.

### First Contract Period Of Benefit Program Yields New Coverage

During the first contract period, (July 1, 1960-October 31, 1961) the 36 plans participating in the Federal Employees Health Benefits program have reported that almost \$338,000,000 of covered hospital and medical expenses were incurred by Federal

employees and their dependents.

Of the total expenses, the two Government-wide plans reported about \$269,400,000, the 13 employee organization plans \$45,000,000, the 13 group-practice plans \$16,900,000, and the eight individual-practice plans \$6,700,000.

Employees have contributed about 62 percent and the Government has contributed the remaining 38 percent of the \$412,200,000 in premiums paid to the plans, during the first contract period.

### Federal Grants Of Over \$54 Million Awarded To State

Public assistance programs in New York State have been awarded Federal grants totaling \$54,465,234.11 for the three months beginning October 1. This quarter's amount represents an increase of \$9,038,390 over the same period one year ago.

These grants will cover programs of old-age assistance, medical assistance for the aged, aid to families with dependent children, aid to the blind, and aid

to the permanently and totally disabled.

These public assistance programs are administered in all states through plans which meet the purposes and requirements of the Social Security Act under which the programs were established. The payments from Federal funds are based upon formula related to each state's per capita income. The Federal share of total expenditures ranges from 41 to 78 percent, with the remaining funds supplied from state and local revenues.

### Public Health Trainees; Jobs Throughout U.S.

Quarantine inspector trainees are needed in many locations throughout the country with the U.S. Public Health Service.

Applicants must have had appropriate experience or a combination of pertinent college study and experience.

See announcement No. 279 B, which is available from the U.S. Civil Service Commission, Washington 25, D.C.

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# Radar Experts

There is an immediate need at the Griffiss Air Force Base for radio and radar repairmen at a starting hourly salary of \$2.41 per hour.

No special length of service is required for these positions but applicants must have had experience the duties of the position at the level for which they are applying.

Information and applications for these positions may be obtained by contacting the Executive Secretary, Board of U.S. Civil Service Examiners, Griffiss Air Base, Rome, N.Y.



**PRESENTATION** — State Senator Edward Speno, left, presents an inscribed silver plate to Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Association on behalf of chapter members during the 13th annual installation dinner dance at Carl Hoppl's Restaurant recently.

## Visual Training

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### LEGAL NOTICE

**BELL, JACKSON W. — CITATION.** — File No. P2850, 1962.—The People of the State of New York, By the Grace of God Free and Independent, to MARTHA TRUDKEL, RICHARD TAIT, SOPHIE ZELINKA, SAMUEL HUGHES, MARGARET WILSON HILL, MARTHA JANE KING, ELIZABETH DAVISON, ALEXANDER D. HUGHES, PRESCOTT H. HUGHES, JAMES HIGGINS, MARGARET RITTER, REGINA RITTER (SISTER MARY HYACINTH O.P.), Children of brothers and sisters of Jackson Bell, paternal grandfather of decedent, if any, or if any died after decedent, their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, Children of brothers and sisters of John Watkins, maternal grandfather of decedent, if any, or if any died after decedent, their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, and to all other heirs at law, next of kin and distributees of JACKSON W. BELL, the decedent herein, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence.

**YOU ARE HEREBY CITED TO SHOW CAUSE** before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 29, 1962, at 10:00 A.M., why a certain writing dated May 15, 1959, which has been offered for probate by WILLIAM M. WINANS, residing at 167 Leachmont Avenue, Leachmont, New York, should not be probated as the last Will and Testament, relating to real and personal property, of JACKSON W. BELL, Deceased, who was at the time of his death a resident of 1497 Lexington Avenue, Borough of Manhattan, in the County of New York, New York.

Dated, Attested and Sealed, October 4, 1962.

HON. S. SAMUEL DIFALCO, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

**FILE No. P3319, 1962.—CITATION.—** THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, to CONSUELO VILAR MASEDA, residing at Carana de Arriba No. 7, Betanzos, Coruna, Spain; FRANCISCO VILAR MASEDA, if living and if dead to his heirs at law, next of kin, distributees, whose names and places of residence are unknown and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of MANUEL VILAR, also known as MANUEL VILAR MASEDA, MANUEL MASEDA VILAR MANUEL VILAR Y MASEDA, MANUEL M. VILAR, and M. M. VILAR, the decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry, be ascertained.

**YOU ARE HEREBY CITED TO SHOW CAUSE** before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 8, 1962, at 10 A.M., why a certain writing dated December 10th, 1960, which has been offered for probate by MANUEL VILAR, residing at 600 Hudson Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of MANUEL VILAR, a/k/a MANUEL VILAR MASEDA, MANUEL MASEDA VILAR, MANUEL VILAR Y MASEDA, MANUEL M. VILAR, and M. M. VILAR, Deceased, who was at the time of his death a resident of 340 West 11th Street, in the County of New York, New York.

Dated, Attested and Sealed, September 28, 1962.

HON. S. SAMUEL DI FALCO, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

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The Veterans Administration and the Federal Aviation Agency have openings for positions in this country and abroad.

Aviation safety officers are needed at \$5,540 to \$9,495 a year, and airplane pilots at \$6,675 to \$11,150, for duty with the FAA. The jobs involve considerable travel in the U.S. and overseas.

### No Test

No written test is required. Applicants must have had progressively responsible experience in aviation activities pertinent to the optional area for which they apply. See announcement No. 271 B.

Hospital recreation specialists are also needed, at \$4,345 to \$7,560

a year, with the VA throughout the U. S. and in Puerto Rico.

No written test is required. Applicants must have completed a full four-year college course including major study in one of the specializations covered by the examination. See announcement No. 272 B.

Information and applications for the above positions may be obtained from your local post office, or from the U. S. Civil Service Commission's Information and Examining Office, 800 E St. N.W., Washington 25, D.C.

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**REFRIGERATION OPERATOR** — Class THURS. at 7 P.M.

**STATIONARY ENGINEER** — Starts Mon., NOV. 5 at 7 P.M.

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Mary Ann Banks, Assistant Editor

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TUESDAY, OCTOBER 30, 1962 31

## Only Pickets Withdrawn

FIRE and police groups have withdrawn their pickets from City Hall. They have not, however, withdrawn their demands and the issues they present still have to be settled by Mayor Wagner.

To date, any plans for dealing out a fair settlement to these two hazardous occupation groups have been limited to a "take it or leave it" basis. As we have said time and time again in these columns, a longer range, more detailed approach to the whole problem of fire and police pay is needed—not stopgap, all or nothing propositions.

Let's get his settled—and in the right and just way.

## Vote

NEXT week, millions of American voters will go to the polls. And they go in a time of crisis.

It is in these very times of danger, however, that the strength and value of the private ballot is so forcefully brought to mind. To exercise the right of free choice is one of the major liberties our country is preparing to defend at this very writing.

Civil servants are granted time off to vote. We urge every one of them to use the privilege next week.

## Civil Service Reform Assn. To Honor H. Eliot Kaplan At Anniversary Luncheon

The Civil Service Reform Association will honor H. Eliot Kaplan, President of the New York Civil Service Commission, for his 50 years of devotion to better civil service in government at the 85th anniversary on Nov. 7, at the New York University Club, 123 West 43 St.

In 1912, Kaplan joined the staff of the association. He achieved a law degree at the New York University and in 1928 became the executive director for the association and the National Civil Service League. As an attorney and reformer, he contributed much to the clean-up of New York City in the early '30's, the association pointed out.

Kaplan is an authority on civil service law in the United States. His book, "The Law of Civil Service," published by the National Civil Service League, stands as a landmark for public officials.

Combining a C.P.A. achievement with his proficiency in law, he became a leader in many aspects of personnel, including the retirement field. Under appointment from President Truman and renewed by President Eisenhower, he served from 1952 to 1954 as chairman of the Kaplan Committee on Retirement Policy for Federal Personnel.

After leaving the association in 1948, he served until 1952 as Deputy Comptroller of the State of New York, and in 1959 accepted Governor Rockefeller's invitation to head the State personnel setup, as President of the New York State Civil Service Commission.

For many years Kaplan has served as adjunct professor in the N.Y.U. Graduate School of Public Administration. He has been advisor to presidents, governors, judges



H. ELIOT KAPLAN

and other public officials throughout the United States, as well as Puerto Rico.

Friends and Admirers of Mr. Kaplan are invited to the luncheon. For information inquire of the Civil Service Reform Association, 315 Fifth Ave., NYC—Tel. MU 9-3544.

## LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

### Asks For Better Protection When Upgrading Occurs

Editor, The Leader:

Why not protect Civil Service workers with 20 years or more service who, when salary ranges are upgraded, are placed at lower rate of new range and must attain highest level through yearly increments the same as the newest appointee?

Should not workers with 20-25 years of service receive upper bracket salary at once in recognition of tenure in service.

Typical is the worker salary set up in Criminal Court.

Thank you for your attention to this matter.

ELIZABETH MANNING  
Brooklyn, N.Y.

### This Week's Civil Service Telecast List

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

Channel 31 can only be received on television sets equipped to receive the ultra-high television signals. Most sets can be equipped to accept the high range signals by the addition of an inexpensive tuner which can be purchased at many electronics dealers in the metropolitan area.

For information on the location of these dealers, write: In-Service-Training: Civil Service Leader, 97 Duane St., N.Y.C. 7, N.Y.

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

#### Tuesday, October 30

2:30 p.m.—Around the Clock—Police Department program, Commissioner Murphy presents special instructions to the department.

3:00 p.m.—Americans at Work—"Our School Teachers."

#### Wednesday, October 31

2:30 p.m.—Your Lions Share—Public Library program featuring librarians of the Youth Services Division.

3:30 p.m.—Nutrition and You—Department of Health program.

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

#### Thursday, November 1

2:30 p.m.—Around the Clock—Police Department training program.

4:00 p.m.—Face of Empire & Farm and Forest—Films produced by the New York State Department of Commerce.

5:00 p.m.—WYNC-TV Dedication Ceremonies—Direct from Gracie Mansion with Mayor Wagner.

6:15 p.m.—Daily Miracle—Film feature of the New York City Transit System.

7:00 p.m.—The Big Picture—U.S. Army film feature.

7:30 p.m.—On the Job—Fire Department Training course.

9:00—Face of Empire & Farm and Forest—Films by the New York State Department of Commerce.

#### Friday, November 2

2:30 p.m.—Training of Auxili-



## Civil Service LAW & YOU

By HAROLD L. HERZSTEIN

Mr. Herzstein is a member of the New York bar (The views expressed in this column are those of the writer and not necessarily constitute the views of this newspaper or of any organization.)

## Excuse Me, Please

### PART TWO

WHEN ANKNER v. LANG, 33 Misc. 2d 341, 1962, New York County, came to Court, the attorneys for the employees argued that it was practical to hold promotional examinations every two years and that sufficient persons would qualify and pass the examinations to meet present or anticipated vacancies, without any need for the use of an open, competitive test or list.

THEY FURTHER stated that such promotional examinations have been held every two years successfully, and that there was no substantial grounds for a change in the custom or a change from a lawful to an unlawful manner of filling civil service vacancies.

NOW, LET US examine the reason of the Court for disapproving that contention. At page 343 in the report on the case, the Court wrote, as follows:

Those persons in the lower grade who are eligible for promotion and who pass the examination will have priority of appointment over those qualifying in the open competitive examination and no person in the open competitive list will be appointed until the promotion list has expired or been exhausted. Those persons in the lower grade and not eligible for promotion but who may have necessary qualifications to participate in the open competitive examination will have an opportunity not otherwise afforded at this time."

### What's Wrong With It

NOW, THERE is something very wrong with that system.

IN THE FIRST place, if the competitive system is correct, there should be no difficulty getting competent men from the larger group just below the position to be filled, in order to fill the position. Of course, less men are needed, as a rule, the higher you go. Why is the group below, held adequate for promotion for the last fifty or sixty years, now in need of outside competition?

IN THE SECOND place, two lists cause a spread in the selection. It is not too serious to the appointing officer if he rules men off the first list because he still has a new list to go. This hurts the chances of the men who should be receiving all the consideration.

IN THE THIRD place, there is nothing in the civil service law or system which justifies this method. Even if there is not adequate selection from the men on the job below (something which I believe hardly ever occurs), how about a second examination rather than a rush for a new list? The important thing is the men in succession for the vacancy.

IN THE FOURTH place, the slight occasional gain by this method, assuming that there is any, offsets much larger and greater civil service principles and is beginning to have a bad effect which, if not stopped immediately, will increase in time.

### Conclusion

STOP THE smartness in civil service. If there is a vacancy, give a promotional test and give the job to the men who are looking for promotions, not jobs.

ary Personnel — Department of Hospitals Course of Nursing Home Staffs.

3:30 p.m.—Nutrition and You—Department of Health program.

5:30 p.m.—City Close-up—Interview with City officials.

6:30 p.m.—Nutrition and You—Department of Health program.

7:00 p.m.—Your Lions Share—New York Public Library program.

8:00 p.m.—Driver Education.

#### Saturday, November 3

3:15 p.m.—Around the Clock—Police Department program.

4:15 p.m.—Around the Clock—Police Department program.

6:00 p.m.—The Big Picture—United States Army film service.

#### Saturday, November 3

6:30 p.m.—Driver Education.

7:00 p.m.—Parents Ask About Schools—National Education Association film series.

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

### Fourteen From Manhattan State Attending Classes

A six-session course on grievance handling is being given by Cornell University, New York State School of Labor Relations in cooperation with Civil Service Employees Association, Manhattan State Hospital Chapter. The instructor of this course is Dr. Julius Manson of Cornell University. Fourteen members from this chapter are participating in the course.

**U.S. Civil Service  
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Investigators, investigator trainees, and investigator aides are

needed by the U. S. Civil Service Commission for positions paying from \$4,565 to \$7,560 per year. Filing is continuous for these open-competitive positions.

Minimum requirements for these titles are a four year college

degree or three years experience in the field.

Write to Loretta Fiorello, Investigations Division, New York Region Federal Civil Service Commission News Building, 220 E. 42 St., New York 17, N.Y., for

further information or applications.

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

**Applications Received**

There were 19 applications received for the positions of air pollution inspector by the Department of Personnel during the filing period from Sept. 5 to Sept. 25.

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analyst. The salary for this Grade 10 title is \$7,290.

Further information and application forms may be obtained by calling GEdney 9-5400 extensions 5136 or 5134.

### Maintenance Man

There is an opening for a maintenance laborer, at a starting salary of \$3,120 per year, in the Village of North Tarrytown. Filing will remain open until Nov. 12. Interested persons may obtain additional information by writing to the Department of Civil Service, 1220 Washington Ave., Albany.

### Chemist Needed

There is a provisional job open for an assistant chemist with the Bureau of Laboratory of the New York City Department of Air Pollution Control with a starting salary of from \$5,450 to \$6,890.

### Monroe County Needs Steno Supervisor

There is an immediate opening for a supervisor of records and stenographic pool in the Family Court for Monroe County with a salary range of from \$5,023 to \$6,115 per year. Applications for this open-competitive examination are being accepted now.

Applicants should have seven (7) years experience in the steno-

graphic field and at least three (3) years of supervisory experience. For further information write to the Civil Service Commission, 39 Exchange St., Rochester 14, or call LOcust 2-4282.

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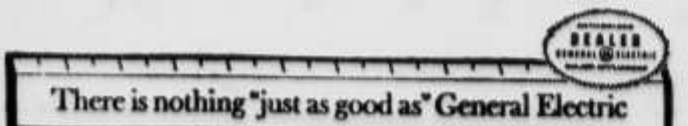
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### ME an Expert?



Yes, Mrs. Homemaker, you're one of the best. We'll bet no Wall Street wizard is more expert on money matters — on family money matters, that is. Yours is a challenging job—and your problems challenge us, too. You keep our meat people hustling to give you money-saving buys day in, day out. We

seek your expert nod by buying only the best (at quantity prices)—then cutting our margins way, way down. Matter of fact, this is true all over our stores. Have you checked our well-stocked shelves lately—our fresh, crisp fruit and vegetables—our prices? Everything for happy, thrifty living—everything for your expert approval.

### ALBANY PUBLIC MARKETS

THREE CONVENIENT LOCATIONS  
ALBANY • DELMAR • RENNELAER  
Westgate Delaware Avenue Columbia Street





POLITICAL ADVERTISEMENT

**MANHATTAN East Deserves the Best**



- FOR a fair share of State aid for New York City...
- FOR effective grievance procedures in State and Municipal Civil Service.

**ELECT RICHARD SCHUMACHER**  
 State Assemblyman  
 8th District  
 DEMOCRATIC-LIBERAL CANDIDATE

Endorsed by N.Y. City Central Labor Council, AFL-CIO and Transport Workers Union, Local 100

**Naval Base Needs Stenographers and Typists; To \$3,820**

The U.S. Civil Service Board of Examiners is accepting applications for permanent and temporary positions as clerk-stenographers and clerk-typists at an annual salary of \$3,820. The positions are open at the U.S. Naval Training Device Center, Port Washington.

Interested persons should contact the Executive Secretary, Board of U.S. Civil Service Examiners, U.S. Naval Training Device Center, Port Washington for application and/or appointments.

**Mechanic Wanted**

A vacancy exists in the Greenburgh Housing Authority for a maintenance mechanic at a starting salary of \$4,500 per year. Applications for this position will be accepted until Nov. 12 and the examination will be given Dec. 15. For further information write to Department of Civil Service, 1220 Washington Ave., Albany.

**Open Continuously**

Thirty-six applications have been received to date for the typist examination. Filing will remain open on continuous basis until June 28, 1963 for this position.

**Petroleum Quality Control Positions Open With Navy**

The executive secretary, Board of U.S. Civil Service Examiners, has announced an examination for petroleum products quality control representatives, grades GS-9 and GS-11, at \$6,435 and \$7,560 per year.

Announcement No. NY-10-2 (1962) which lists the places where the written test will be conducted, may be obtained from the Executive Secretary, Board of U.S. Civil Service Examiners, Supervising Inspector of Naval Material, Eastern District, 207 West 24 Street, New York 11, New York.

TO BUY, RENT OR  
 SELL A HOME — PAGE 11

**LOANS \$25-\$800**

Regardless of Present Debts  
 DIAL "GIVE MEE"  
 (GI 8-3633)  
 For Money

**Freedom Finance Co.**

**Re-Elect State Senator THOMAS J. MACKELL**

9th Dist. Queens  
 (Astoria, Long Island City,  
 Sunnyside, Elmhurst,  
 Maspeth, Rego Park)



CU Says: Senator Mackell is an experienced, energetic, popular Legislator who is well informed on legislative issues.

**IN THE OPINION OF THE CITIZENS UNION HE HAS SOMETIMES GONE OVERBOARD IN HIS ZEAL TO GRANT BENEFITS TO PUBLIC EMPLOYEES.**

Former Power Maintainer in the Transit Authority and Patrolman in the City's Police Department. Sponsor of more than 100 bills to aid civil service employees, including salary increases and better retirement benefits. Also sponsor of numerous P.B.A., U.F.A. and Transit Police program bills.

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

**CHAMPION OF CIVIL SERVANTS MICHAEL G. RICE**  
 6th ASSEMBLY DISTRICT, QUEENS

"I commend to you Assemblyman Michael G. Rice, Democrat, 6th Assembly District, Queens, who sponsored legislation in the 1962 Legislature making it mandatory that the City of New York pay these accumulated monies to deceased fire fighters families. Unanimously passed by both houses of the Legislature, it was vetoed on the basis of a strong letter of opposition from the City of New York.

"Assemblyman Rice has pledged to fight to secure passage of this vitally needed bill in the 1963 Legislature."

HAROLD I. GOLD,  
 Battalion Chief, New York Fire Department

**VOTE FOR MICHAEL G. RICE ASSEMBLYMAN**

★ 6th ASSEMBLY DISTRICT, QUEENS ★

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

**Promises Are Easy... Performance Counts**

RE-ELECT

**MacNEIL MITCHELL**

Your State Senator



MacNEIL MITCHELL

- Vote for Senator Mitchell because he has pioneered in providing retirement benefits for State, County and Municipal employees.
- Vote for Senator Mitchell because he has fought for a fairer system of veterans preference and point credits for veterans.
- Vote for Senator Mitchell because he has worked to provide increased promotion opportunities in the City's civil service.

**VOTE ROW 'A' TO RE-ELECT "New York City's Most Influential Legislator," says Citizens Union**

**RE-ELECT ARTHUR LEVITT STATE COMPTROLLER**



**Champion of Progressive Pension Benefits For Public Employees**

Arthur Levitt, as head of the New York State Retirement System, has pioneered these substantial gains for its 238,000 members:

Deficits of many years have been wiped out.

Interest rates paid on employees contributions have been increased by 25 per cent during his term in office.

The Death Gamble still prevalent for City employees, has been eliminated.

Ordinary death benefits have been increased.

Employee contributions have been reduced by 5% of gross salary.

The record reveals that Comptroller Levitt has broken sharply with the "hold-the-line" traditions which kept pensions down and employee contributions up.

The re-election of Arthur Levitt as State Comptroller will bring the goal of a non-contribution system for all employees, one step closer to reality.

The re-election of Arthur Levitt means that public employees will continue to have a zealous fighter in their corner.

Vote for Pension Progress

★ **Re-Elect LEVITT** ★

State Comptroller

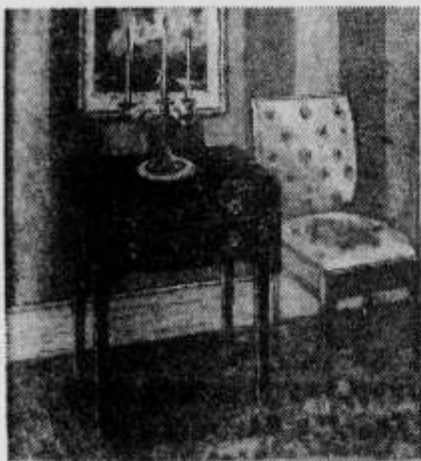
Independent Citizens Committee for the Re-election of Levitt—4 East 42nd Street

LIMITED TIME OFFER IN  
**TOWLE STERLING**

VERSATILE TABLE SILVER CHEST

NOW FOR  
**\$10<sup>98</sup>**

WITH YOUR  
PURCHASE OF  
**8 PLACE SETTINGS**  
IN ANY  
**TOWLE PATTERN**



Limited Time

*Chest may also be bought  
separately at \$50<sup>00</sup>*

*Gracious serving with the Towle Touch! This beautifully finished table also serves as a convenient chest for your treasured silver, with tarnish-proof lining. Has enough space to store a silver service for 12, plus serving pieces. Its lid and drop-leaves close to form a decorator's dream table. Can't you just see it in your home?*

*Table Silver Chest  
and Towle Sterling Silver  
Service for 8*

... Why wait? Here's one of those rare opportunities to own the kind of sterling service you have always wanted... and a wonderful place to keep it! Come in today and choose any one of the exquisite designs from our large collection of Towle patterns. You're sure to find the one you love!

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LONG ISLAND

LONG ISLAND

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**4 OFFICES READY TO SERVE YOU!**  
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**MODERN RANCH**  
\$10,990

BEAUTIFUL 7 year old home on 72x100 landscaped plot, ultra modern throughout, cabinet lined kitchen, tiled bath, garage and breezeway. \$86.54 monthly pays all.

NO CASH DOWN

17 South Franklin St.  
HEMPSTEAD  
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HEMPSTEAD

**7 ROOMS — DETACHED**  
FANTASTIC opportunity to own this gorgeous, 3 bedroom home, finished basement, 2 car garage, oversized plot. Just \$200 on contract. Civilian or G.I. Full price . . .

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ROOSEVELT

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ALL 4 OFFICES OPEN 7 DAYS A WEEK

FROM 9:30 A.M. TO 8:30 P.M.

**NO CASH TO ALL**  
SO. OZONE PARK  
\$13,000

DETACHED, 1-family, 5 rooms, modern kitchen and bath, full basement, automatic heat. Only \$400 closing fees.

HURRY!

135-19 ROCKAWAY BLVD  
SO. OZONE PARK  
JA 9-4400

**9 ROOMS & BATH**

HUGE, detached, ideal location, nr. subway, schools and shopping. Perfect for large family. No cash down needed. Full price \$12,500.

ACT FAST

JA 3-3377

159-12 HILLSIDE AVE.  
JAMAICA

INTEGRATED

**\$90 TOTAL CASH TO ALL TAKES IT**

INCLUDING ALL CLOSING FEES  
VACANT . . . MOVE RIGHT-IN

**\$69.84** A MONTH  
PAYS THE  
MORTGAGE

Picture book colonial in Freeport. Spacious living rm, king size dining rm & modern kitchen, 3 cross ventilated airy bedrms, 4500 sq. ft. of central park grounds. Comes equip with refrig, washing mach, range & venetians. This week only at the low, low price of . . . . . \$11,750

**CHESTER REALTY, IV 3-1805**

382 SO. FRANKLIN ST., HEMPSTEAD

Approx. 15 Blocks So. of Hempstead Tpge. Front St.) Hempstead  
500 OTHER HOMES TO CHOOSE FROM HEMPSTEAD — FREEPORT —  
ROOSEVELT — NEW CASSELL — UNIONDALE — LAKEVIEW

INTEGRATED

**3 CONVENIENT OFFICES AT**



HEMPSTEAD & VICINITY

**G.I. NO CASH**

**BEAUTIFUL HOME TOP AREA!**

BUNGALOW on huge 75x140 plot, 6 large rooms, full basement, oil unit, 3 car garage, near everything, extras. Must see. Top area. Hurry.

HEMPSTEAD & VIC.

**G.I. SPECIAL GOOD BUY!**

BUNGALOW, 5 rooms, semi-finished basement, oil heat, garage, 40x100 plot. Extras. Good condition. Good buy!

ROOSEVELT

**CORNER PLOT G.I. or FHA**

RANCH style, 5 large rooms, garage, 50x100 corner plot, oil heat, finished attic, full basement, patio, porch. Good home, newly decorated.

ROOSEVELT

**MOTHER-DAUGHTER 2 APTS.**

COLONIAL, 7 rooms plus enclosed porch, 2 car garage, full basement, stairway to attic. Good for Mother and Daughter. Walk to everything. Good buy! Won't last. Top area.

HEMPSTEAD

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OPEN 7 DAYS A WEEK

14 SOUTH FRANKLIN STREET, HEMPSTEAD, L. I.  
IV 9-8814 - 8815

Directions: Take Southern State Parkway Ext. 10, Peninsula Boulevard under the bridge to South Franklin Street.

135-30 ROCKAWAY BLVD., SO. OZONE PARK  
JA 9-5100

160-13 HILLSIDE AVE., JAMAICA

OL 7-3838

OL 7-1034

NEWSPAPERMAN, 3 children needs 3 bedroom apartment in Westchester, Rockland Counties. To \$150. BE 3-6148.

SULLIVAN COUNTY — New York State Dairy-Poultry farms, taverns, Boarding Houses, Hotels, Dwellings, Hunting & Building Acreage. TRIGLER, INC., JEFFERSONVILLE, NEW YORK.

Farms & Acreages - Ulster Co. ACCESSIBLE wooded acreage, joins 40,000 acre, state owned forest. Hunting & fishing area. Terms. Howard Terwilliger, Ketchikan, N.Y.

Farms & Acreages - N.Y. State FREE LIST, COUNTRY PROPERTIES. All kinds. Please state wants. MORT WIMPLE, REALTOR, Sloaneville, N.Y.

Farms & Acreages - N. Y. 40 ACRES of good hunting land. Handy to everything. Schenckmeyer & Amber, Rt. 82, Juncosville Junction, N.Y. Dial 914 CA 4-7409.

Hempstead \$18,500

**NEW! 6 ROOM RANCH**

IMMEDIATE OCCUPANCY! Quiet Residential Community. Free! Convenient to everything! Other locations in Hempstead. from \$17,500

FOR INFORMATION PHONE

**EDLU**

CUSTOM BUILDERS, INC.  
PR 5-4892 PI 1-5280

INTEGRATED

LET ESSEX SOLVE YOUR HOUSING PROBLEM!!!  
Baisley Park \$9,990

**NO CASH GI MOVE IN TODAY!**

- VA APPRAISED
- 6 ROOMS
- 3 BEDROOMS
- GARAGE
- FULL BASEMENT
- OIL HEAT

**\$67.39 PAYS BANK**

MANY OTHER HOUSES TO CHOOSE FROM

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

143-01 HILLSIDE AVE.  
JAMAICA

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

AX 7-7900

LEGAL NOTICE

LEGAL NOTICE

CITATION—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent—TO: ANDREAS KULENKAMPFF and GABRIELA KULENKAMPFF, infants under 14 years of age, and MARIA ROSA GUILDEMEISTER DE FERREYROS, as Guardian of the Person and Property of Andreas Kulenkampff and Gabriela Kulenkampff; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of AREND KULENKAMPFF, deceased, who at the time of his death was a resident of Lima, in the Republic of Peru, SEND GREETING: Upon the petition of FIDUCIARY TRUST COMPANY OF NEW YORK, a corporation duly organized and existing under the laws of the State of New York, having its principal office at No. 1 Wall Street, City, County and State of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 20th day of November, 1962, at ten o'clock in the forenoon of that day, why the Account of Proceedings of Fiduciary Trust Company of New York as Ancillary Administrator of the Estate of Arend Kulenkampff, deceased, should not be judicially settled and allowed, why the personal claim of Fiduciary Trust Company of New York in the amount of \$97.13, for investment management services should not be allowed, why Fiduciary Trust Company of New York should not be directed to distribute the balance of the estate remaining in its hands to Maria Rosa Guildemeister de Ferreyros as Guardian of the Person and Property of Andreas Kulenkampff and Gabriela Kulenkampff, infants, subject to withholding therefrom of a reserve equal to 30% of the income collected and to be collected and the capital gains realized and to be realized subsequent to December 31, 1961, and interest thereon pending the final determination of the Federal Tax liability thereon. 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, HONOR-

ABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 11th day of October, in the year of our Lord one thousand nine hundred and sixty-two, Philip A. Donahue, Clerk of the Surrogate's Court. (L.S.)

**OZONE PARK FORECLOSURE!**

DETACHED CAPE COD Large rooms, modern kitchen, new automatic heat, sumptuous basement, 4,000 sq. ft. landscaped plot. Only \$500 cash needed.

Ask for Mr. Yale  
**LONG ISLAND HOMES**  
168-12 Hillside Ave.  
RE 9-1300

Farms & Acreage - N.Y. State COUNTRY vacation, retirement homes, \$2,000 up, Churches, schools, shopping, come now, E. Bloodgood, Realtor, 40 West Main, Cobleskill, N.Y.

**Unfurnished Apartments**

22nd ST. WEST, near work, Newly renov. Sunlit 1 1/2's, walk-in kitchen, tiled baths, hardwood flrs, lgo closets. \$109-\$110. CH 3-4223, even or see supt. Mrs. Sullivan, 440 W. 22 St.

**Exam Study Books**

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.

**LAST STOP!!**

(If You Are Hard to Please)

We do not have:

- Run down houses
- No down payment
- Phony ads
- High pressure salesmen

We have Capes, Ranches, Colonials, Tudors, 2F's, 3 F's, real-options, etc.

WHAT WE DON'T HAVE, WE WILL FIND

An example:  
Queens Village \$700 Cash Less GI

7 rm single, 1 car garage, 1 1/2 baths, oil heat, full basement, oil heat, clean as a whistle.

ASKING \$16,990  
\$102 MONTHLY

SINCERELY YOURS,

**Homefinders, Ltd.**

Fieldstone 1-1950  
192-05 LINDEN BLVD.  
ST. ALBANS

Belford D. Harty, Jr., Broker

**2 GOOD BUYS**

**NEW! NEW!**  
**SPRINGFIELD GDNS.**

1-FAMILY, detached, 6 rooms, brick and frame, economical gas heat, driveway, very modern. Call to see this beauty; only

\$ 2 1 , 0 0 0

**HOLLIS**

1-FAMILY, detached, brick and stucco, 5 rooms and full bath on main floor, 2 rooms and 1/2 bath on 2nd floor, oil heat, wood burning greplace, 45x100 plot, 2 car garage, many extras, including air-condition.

\$ 2 1 , 0 0 0

Other 1 & 2 Family Homes

**HAZEL B. GRAY**  
168-33 LIBERTY AVE.  
JAMAICA  
AX 1-5858 - 9

RIVERSIDE DRIVE, 1 1/2 & 2 1/2 private apartments interracial. Furnished. Telephone 7-4118

Farms & Acreages - Ulster Co. LARGE VARIETY of hunting land from \$100 per acre. M. Lavin, Shandaken, N.Y. Tel. Overland 4-4944.

# Shoppers Service Guide

**Appliance Services**  
Sales & Service record. Refrigs, Stoves, Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—CY. 2-5900  
240 E 149 St. & 1204 Castle Hills Av. Bx TRACY SERVICING CORP.

**Typewriter Bargains**  
Smith \$17.50. Underwood \$22.50; others Pearl Bros., 470 Smith, Bkn, TR 5-3024

**CHRYSLER - FOR SALE**  
1958 CHRYSLER, limousine, custom GHIA body; was chauffeur driven, 30,000 miles. Excellent condition Bargain. Murray Hill 6-5320.

**Help Wanted ACCOUNTANTS**  
CPA FIRM specializing in bars and audits seeks several accountants on a part-time basis all year round. Write details, Box 1121, c/o The Leader, 97 Duane St., New York 7, N.Y.

**MOTELS**  
NEW YORK STATE vouchers accepted year round. Best accommodations—Continental breakfast. SOUTHSORE MOTOR LODGE, INC., Dunkirk, N.Y.

**Instruction**  
STENOTYPE MACHINE, rapid, individual instruction. Beginners preferred. Experienced Court reporter. PR 1-7353, evenings.

**Air Force Needs Atty.-Advisor Pay To \$8,955**

There is an opening for an attorney-advisor with the New York Air Force Contact Management District, 111 East 16 Street, New York, which has an annual starting salary of \$8,995.

Applicants must be members of the bar of a state or territory of the United States or the District of Columbia and must have had at least three years of professional legal experience obtained subsequent to admission to the bar.

Information and applications may be obtained from the above-mentioned address or by contacting the Recruitment Office at SPring 7-4200, extension 580.

**Key Called Final**  
There were no changes in the tentative key in the examination No. 8898 given Sept. 15 to candidates for the position of license inspector.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT, TO: A. EDWARD FEENEY as Executor of the last Will and Testament and Codicil thereto of Grace I. Thomas, Dec'd; A. EDWARD FEENEY as Trustee of the trusts for Sarah Hosmer Wiley and Victoria Brahe Wiley, infants, under the last Will and Testament and Codicil thereto of Annie Thomas Day Dec'd; SARAH HOSMER WILEY, an infant over fourteen years of age; VICTORIA BRAHE WILEY, an infant over fourteen years of age; THE PEOPLES NATIONAL BANK OF CHARLOTTEVILLE, Guardian of the Estate of Sarah Hosmer Wiley and Victoria Brahe Wiley, infants, JOSEPHINE THOMAS BEEVE, JENIFER J. WINN, JOSEPHINE R. VOEVODSKY, PHILIP L. SPALDING, SARAH HAMLIN STERN, DAVID HAMLIN, GEORGE WRIGHT HAMLIN; being the persons interested as creditors, legatees, devisees, beneficiaries, remaindermen, distributees or otherwise in the Estate of Annie Thomas Day, deceased, who at the time of her death was a resident of the City, County and State of New York and whose will was admitted to probate by the Surrogate's Court of the County of New York, SEND GREETING:

Upon the petition of A. Edward Feeny residing at 1701 Albermarle Road, Borough of Brooklyn, County of Kings, State of New York, as Executor of the last Will and Testament and Codicil thereto of Annie Thomas Day, deceased,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in said County of New York on the 20th day of November, 1962, at ten o'clock in the forenoon of that day, why the account of proceedings of your petitioner as Executor should not be judicially settled and allowed; why an award of statutory commission on principal and income should not be made to your petitioner; why your petitioner as executor should not be permitted to reserve out of the balance of principal in his hand the sum of \$1,800. to pay any possible claims for federal and state income taxes that may be found due on returns filed and not yet audited; and why a decree should not be entered directing the distribution of the balance of principal and income in the hands of your petitioner to the persons entitled thereto and why such other and further relief as the Court may deem just and proper should not be granted.

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

WITNESS, HONORABLE S. SAMUEL DI PALCO, a Surrogate of our said County at the County of New York, on the 27th day of September, in the year of our Lord, one thousand nine hundred and sixty-two.  
Philip A. Donahue,  
Clerk of the Surrogate's Court

**Bakers Wanted**  
GOOD EXPERIENCED all around baker and baker's helper for small retail shop. Opportunity to buy, population 19,000. Write: BOREL'S BAKERY, 59 BRIDGE ST., CORNF9, N.Y.



**Adding Machines Typewriters Mimeographs Addressing Machines** \$25  
Guaranteed. Also Remvs, Repairs  
ALL LANGVA JES TYPEWRITER CO.  
Chelsea 3-8086  
119 W. 23rd ST., NEW YORK 1, N. Y.

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

FOR THE BEST IN ALL SECTIONS — PAGE 11

**Men's Fine Clothes**



**Factory To Wearer**

30TH ANNIVERSARY TOPCOAT - OVERCOAT SPECIALS — NOW

**KELLY CLOTHES, Inc.**

621 RIVER STREET TROY

2 blocks No. of Hoosick St.

**A-1**

INSPECTED • RECONDITIONED ROAD TESTED • WARRENTEED

**USED CARS**

'61 FORD 4-dr. SEDAN	\$1795
'61 CHEVY 4-dr. BELAIRS	1895
'60 FORD "500" SEDAN	1295
'60 FORD STA. WAGON	1495
'60 VOLKSWAGEN VAN	895

**Condon** MOTORS INC.  
"One of Brooklyn's Oldest Ford Dealers"  
59th ST. & 13th AVE. UL 3-3000

**SPECIAL PURCHASE PLAN**

to all City, State & Federal Employees on 1963

**RAMBLERS**  
Unbelievable Savings

Remember A Good Deal Starts with a Good Dealer

**SAFE RAMBLER Corp.**  
88 Remsen Ave., Bklyn PR 8-1600

## Operating Engineer Needed At Fort Jay

A position is available at Fort Jay, Governors Island, for an operating engineer (utilities) at a starting salary of \$7,072 per year.

Applications will have to meet Civil Service requirements.

Interested applicants should write or visit the Civilian Personnel Office, Headquarters Fort Jay, Building 400, Section D, Governors Island, for interview.

**Applications Accepted**  
There were 138 applications for the position of announcer during the filing period of Sept. 5 through Sept. 25 received by the Department of Personnel.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: AVIS C. THOMAS, LORRAINE TURCK DISERENS, W. HARRY STROMENGER, as Administrator of the Estate of Katherine T. Condict, deceased; Infants under 14 Years of Age: ALDEN C. THOMAS, ANTHONY R. THOMAS, ANDREW P. THOMAS, CRAIG W. DISERENS, STEPHEN E. DISERENS, LISA L. DISERENS, FENTON B. TURCK III and NANCY L. TURCK, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the trusts under the Last Will and Testament of Avis Paine Turck, deceased, who at the time of her death was a resident of the County and State of New York.

SEND GREETING: Upon the petition of FENTON B. TURCK, residing at 79 East 79th Street, New York, New York YOU and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 16th day of November, 1962, at ten o'clock in the forenoon of that day, why Fenton B. Turck should not be permitted to resign as Trustee of the trusts under the Last Will and

Testament of Avis Paine Turck, deceased, why The Chase Manhattan Bank should not be appointed substituted Trustee of said trusts, why the account of proceedings of Fenton B. Turck, as said Trustee, should not be judicially settled, why he should not be discharged of all accountability, as such Trustee and individually, as to all matters embraced in said accounts and why the fee of Petitioner's attorneys herein should not be fixed and allowed in the sum of \$1,500, together with their necessary disbursements.

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

(Seal) WITNESS, Honorable S. SAMUEL DI PALCO, a Surrogate of our said County at the County of New York, the 2nd day of October in the year of our Lord one thousand nine hundred and sixty-two.

Philip A. Donahue  
Clerk of the Surrogate's Court  
WINTHROP, STIMSON, PUTNAM & ROBERTS  
Attorneys for Petitioner  
40 Wall Street  
New York 5, N.Y.

TO BUY, RENT OR SELL A HOME — PAGE 11

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

# JOHN P. LOMENZO

## Republican Candidate for State Comptroller



JUDGE LOMENZO

"There are serious problems facing State and other public employees, which will be given my careful attention, if I am elected."—Civil Service Leader, Oct. 16, 1962, quoting Judge Lomenzo.

Judge Lomenzo, a member of the Monroe County Chapter of the Civil Service Employees Association, has pledged:

- 1—Dedication to the safe investment of retirement funds in order to obtain the maximum benefit...
- 2—Immediate study of problems related to State travel to expedite payment of expense accounts and, if possible, to arrange for the advance of travel funds...
- 3—An examination of problems relating to overtime pay for State employees...
- 4—Establishment of counseling services in all major centers of State employment so that members of the retirement system can get questions answered promptly...

"New York State will remain number one in the nation because of the devotion of the family that is Civil Service in this State."—Civil Service Leader, Oct. 16, 1962, quoting Judge Lomenzo.

Help Elect

# JOHN P. LOMENZO

## COMPTROLLER OF THE STATE OF NEW YORK

—Sponsored by the Citizens Committee for Lomenzo

# Cattaraugus Launches New Member Drive

A combined membership kick-off dinner and Board of Directors meeting of the Cattaraugus County chapter Civil Service Employees Assn. was held at Paul's Steak House in Olean with Mrs. Mary Cawley, membership chairman, in

charge. Kits were distributed to workers, and all present were instructed in methods of obtaining new members.

### Dinner Planned

The Board meeting was conducted by David Bishop, president. Plans were completed for a gen-

eral meeting to be held at Myers Hotel, Salamanca, on Monday, November 5, at 6:45 p.m. Dinner reservations should be made with either Mrs. Malcolm Beck, 42 Carlton Ave., Salamanca, or Mrs. Gordon Kinney, 1046 Delaware Ave., Olean. Charles Sandler, for the State Association, will speak on the legal assistance available through membership in CSEA. Members and guests are invited.

### To Aid C of C

It was decided at this meeting that the chapter would cooperate with the New York State Depart-

ment of Commerce and the Olean Merchants Bureau, a division of the Olean Area Chamber of Commerce, in getting the facts so the merchants of Olean can serve customers better. This will be accomplished by members filling out questionnaires in regard to the "Shopper Habits Survey." This will give our chapter an opportunity to serve the community.

### Carpenter Filing

The Department of Personnel has received 1,587 applications for the positions of carpenters during the filing period from Sept. 5 to Sept. 25.

## Quality Control Jobs Available With Navy Salary To \$7,560

The executive secretary, Board of U.S. Civil Service Examiners, has announced an examination for quality control representatives.

Announcement No. NY-10-1 (1962) which lists the places where the written test will be conducted, may be obtained from the executive secretary, Board of U.S. Civil Service Examiners, supervising inspector of Naval Material, Eastern District, 207 West 24 Street, New York 11.

POLITICAL ADVT

POLITICAL ADVT

MARY-JEAN — JOSEPH A.  
PATTY-ANN — MARGE KELLY FUSCO



**VOTE FOR  
ASSEMBLYMAN  
JOSEPH A.  
FUSCO**

He Will Support and Help Governor Rockefeller's Program for Civil Service Employees

JOSEPH A. FUSCO, YOUNG • ACTIVE • VIGOROUS • DEDICATED Republican candidate to truly represent the citizens of the 11th Assembly District (North-East Bronx).

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*Elect FUSCO on the Rockefeller Team*

Choice of Boro President JOSEPH F. PERICONI  
Congressman PAUL A. FINO

VOTE ROW A

VOTE ROW A

PAID POLITICAL ADVERTISEMENT

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# MORE PROGRESS FOR CIVIL SERVANTS WITH ROCKEFELLER

**GOVERNOR NELSON A. ROCKEFELLER** firmly believes good government depends on good civil servants. To attract and keep high calibre civil employees he achieved, in his first term, these major advances for you:

### SALARIES

- Achieved three general salary increases for State employees—an average gain of 27% since 1958.
- Adopted the 1960 "5 point plan" increasing take-home pay approximately 7% for most State employees.
- Ended salary inequities for institutional employees.
- Permitted localities to increase employees' take-home pay.
- Increased minimum teacher salaries.

### RETIREMENT

- Granted vesting privileges so employees leaving State service before retirement but after 15 years of service could keep retirement rights.
- Increased supplemental pensions in 1960 and 1962.
- Disability pensioners eligible for supplemental benefits regardless of age.
- Gave State police half-pay retirement benefits after 25 years' service.
- Liberalized retirement systems' investment policy; increased interest on State retirement system.
- Increased retirement benefits for municipal police and firemen.
- Lowered employee, increased State contributions to retirement fund.
- Increased teacher pensions.

### CAREERS

- New program to train employees towards more responsible positions.
- Provided advance training for public servants through graduate school of public affairs in the State University.
- Increased competitive class positions 10%; decreased exempt class 32%.
- Broadened interdepartmental promotion opportunities.

### BENEFITS

- Provided appropriations to achieve an eight-hour day for State police.
- Established salary protection for workers affected by automation, modernization.
- Eliminated "death gamble" for employees remaining in service after retirement age.
- Provided survivor benefits of \$2,000 to \$10,000 for families of all State employees.
- Permitted New York City police and firemen to reside outside the city.
- Provided moving expenses for employees sent to other areas of the State.
- Broadened employees' grievance procedure rights.
- Guaranteed municipal salary continuation and medical payments for policemen injured or becoming ill in line of duty.

# RE-ELECT ROCKEFELLER A PROVEN FRIEND OF CIVIL SERVICE

Citizens For Rockefeller—Javits

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

# RE-ELECT CONGRESSMAN PAUL A. FINO

CIVIL SERVICE FORUM: "We Thank Congressman Fino for his support of our program and recommend him for continued service to the people."

## VOTE SEYMOUR HALPERN

Republican Candidate  
for  
United States Congress  
4th Congressional District,  
Queens



"Mr. Civil Service"

Sponsor of more than 90 bills to aid civil service employees, while serving in the New York State Senate.

**HALPERN for  
CONGRESS COMMITTEE**





### PLANNING PUBLIC RELATIONS:

was the theme of an address given by Gary Perkinson, standing, public relations director for the Civil Service Employees Assn., at a luncheon

meeting of delegates from political subdivisions attending the recent annual meeting of CSEA in Buffalo. Also at the dais, from left, were Alexander Burke, Ruth Heacox, Vernon A. Tapper, Margaret Carlson and Claude E. Rowell.

## PR Works Best When Everybody Works, Perkinson Tells Local Delegates At County Luncheon

Public relations works best for local chapters of the Civil Service Employees Association when every chapter member is involved, Gary Perkinson, public relations director of the CSEA, told a luncheon meeting of county delegates attending the recent CSEA annual meeting in Buffalo.

"As each county and local chapter deals with its own jurisdiction, so it follows that its public relations needs are local, too," Perkinson said. "Ideas, legislation, increased benefits, better working conditions—all must be sold on a local basis," he declared, "and the more people selling, the better chance the program at hand has of being sold."

#### Five Percent Plan

The CSEA official demonstrated his point by showing that the five-per-cent plan was launched for local employees through the State Legislature but was not mandated for political subdivisions. Local chapters had to "sell" the idea to their governing body—and it took a good deal of public relations, backed by active local membership, to put

the idea across in some communities.

#### No Overall Plan

Perkinson pointed out that it was impossible to devise a separate public relations program for each individual local chapter but, he told his listeners, "we are ready to help you from the headquarters level in any way we can." In the meantime, he declared, local chapters must begin to plan public relations on a day-to-day scale. "Good public relations, by necessity, must be preceded by good planning," he said.

Paul Kyer, editor of The Leader, also spoke briefly.

Chairman of the event was Ruth Heacox, assisted by Margaret Carlson. Dais guests included Alexander T. Burke, president of Erie chapter, who acted

as toastmaster; Vernon A. Tapper, CSEA third vice president and chairman of the County Executive Committee, and Claude E. Rowell, CSEA, fifth vice president.

### Nassau Glee Club Needs More Voices

The Nassau County Civil Service Employees Association in cooperation with the County of Nassau is now sponsoring a Nassau County Employees Glee Club. More male and female voices are necessary to complete this choral group. Anyone wishing to become a member, can call Mrs. Carinl, Ext. 328 and make arrangements with her.

The Glee Club meets every Monday night at the Salisbury Club House, Nassau County Park at 8:00 p.m.

# Resolutions Disapproved

(Continued from Page 3)

ficiary of the employee, including political subdivisions. Disapproved in favor of A-3 and A-34)

**D-22 — PROVIDE 10 DAYS' PERSONAL LEAVE:** Resolved that the Metropolitan Public Service Chapter go on record favoring the accumulation of personal leave to a maximum of 10 days or that there be an increase in the number of days allocated to personal leave from 5 to 6 days. (Disapproved in favor of A-39)

**D-23 — PROVIDE HALF PAY SICK LEAVE FOR ENTIRE EMPLOYEE'S SERVICE:** Resolved, that the CSEA take the necessary action or have legislation introduced to the effect that there be no restrictions placed on the amount of sick time permitted at the rate of one-half a day per pay period during the entire employment of an employee and upon retirement or separation of service the employee be paid in cash for one-half of all accumulated sick time on credit to the employee. (Disapproved in favor of A-34)

### MISCELLANEOUS

**D-24 — PAY STATE EMPLOYEES WEEKLY:** Resolved, that the Association sponsor the necessary legislation to have the state pay employees weekly. (Disapproved by Committee)

**D-25 — OFFICE OF DIRECTOR OF CLASSIFICATION AND COMPENSATION BE COMPRISED OF THREE:** Resolved, that the Office of Director of Classification and Compensation be comprised of a body of three: A director—one state civil service employee—one impartial member appointed by the Governor. (Disapproved by Committee)

**D-26 — ONE GRIEVANCE BOARD MEMBER TO BE ELECTED BY EMPLOYEES:** Resolved, that legislation be enacted directing that one of the three members of the New York State Grievance Board shall be elected by the civil service employees themselves. (Disapproved in favor of A-78 as amended)

**D-27 — PROVIDE APPOINTMENT ON PROMOTION IN NUMERICAL ORDER:** Resolved, that the Civil Service Employees Association endeavor to have legislation enacted to abolish the pernicious practice of the one out of three rule and that it be mandatory that appointments be made from promotion lists in their numerical order with the provision, however, that the appointing officer may deviate from this procedure only if he forwards a memorandum to the Governor for approval, with copies to those employees whose names have been passed on the list. This memorandum shall contain the explicit reason or reasons why such action was taken. (Disapproved by Committee)

**D-28 — AMEND RULE ON APPOINTMENT FROM THREE TO TWO:** Resolved, that the Association use all of the power at its command to reduce the discretion of appointing authorities in making appointments from an eligible list, from one out of the top two names. (Disapproved by

Committee)

**D-29 — CONSIDER FOR PROMOTION AN EMPLOYEE WHO HAS PASSED TWO OR MORE TESTS:** Resolved, that the Association take the necessary steps to provide that a Public Works employee who has reached his longevity and has passed two or more tests should be considered for a title instead of being passed over on account of political pull. (Disapproved by Committee)

**D-30 — PROVIDE PROTECTION AGAINST REMOVAL FOR PER DIEM, NON-COMPETITIVE AND LABOR CLASS EMPLOYEES:** Resolved, that the Association sponsor or support legislation to extend the application of Section 75 of the State Civil Service Law to provide protection against removal for per diem, non-competitive and labor class employees after completion of 10 years' continuous service. (Disapproved in favor of A-77)

**D-31 — REQUIRE RESIDENCY FOR PROMOTION:** Resolved, that all institution employees be required to show evidence of 12 consecutive calendar months residency in New York State before becoming eligible for temporary, provisional, permanent, non-competitive and unclassified status. (Disapproved by Committee)

**D-32 — PROVIDE PAYROLL DEDUCTIONS FOR SAVINGS AND LOAN PAYMENTS:** Resolved, that the CSEA take such steps as are necessary to promote payroll deductions to facilitate employees' savings or loan payments. (Disapproved by Committee)

**D-33 — PROVIDE TENURE TO LABOR AND NON-COMPETITIVE CLASSES:** Resolved, that the Association sponsor legislation to extend the labor and non-competitive positions the same protection as that of the classified positions after three years of job tenure. (Disapproved in favor of A-74 and A-77)

**D-34 — PERMIT EMPLOYMENT RACE TRACKS:** Resolved, that the Association take the necessary steps to see that the bill about public employees being permitted employment at race tracks be changed to read the same as bill introduced by Mr. Capanegro, Print 1567, Intro. 1567 which is an Act to amend the pari-mutuel law, in relation to the prohibition of certain public employees from pari-mutuel racing activities, Section 1. Section sixty three of chapter two hundred fifty-four of the laws of nineteen hundred forty, constituting the pari-mutuel revenue law, is hereby amended by adding thereto a new subdivision, to be subdivision eight, to read as follows: "8. The provisions of paragraphs (a) and (c) of subdivision one of this section shall not bar any public employee other than a paid member of a police department, sheriff's or district attorney's office, from employment by any licensee of the state harness racing commission, if such public employee had been employed by a harness racing association or concessionaire on or prior to April sixth, nineteen hundred fifty-four..." (Disapproved in favor of A-64)

**D-35 — PROVIDE PREFERENTIAL HOUSING TO STATE EMPLOYEES:** Resolved, that the Metropolitan Conference go on record as favoring the setting aside of half of the housing to be allocated to state employees without restriction as to title of job or salary level, final renting to the public only after state employees have rented their half and adequate publicity being given so that they may be properly informed. (Disapproved by Committee)

### Manhattan State Chapter Sets Dance

The Manhattan State chapter of the Civil Service Employees Association is presenting their pre-election dance at the auditorium on Ward's Island, Saturday, Nov. 3, from 9 p.m. to 2 a.m., featuring Ohaldo Williams and his orchestra. Refreshments and tables will be free.

The dance committee consists of Doris Roberts, chairman; Jenny Allen Shields, Thelma Jones, Leon Candmann, Alexander Shaw, and Sophie Slutz. Members: Cleo Ransom, Floyd Hawkins, Amos Royals. For special reservations at \$2.50 call—EN 9-0500, Ext. 289 or 449.

### Named to Board

ALBANY, Oct. 29 — Stuart A. Allen of Waterville has been named a member of the Board of Visitors for Utica State Hospital. He succeeds Jerome B. Harrison of Utica, whose term expired.



**INSTALLATION** — Speaker of the Assembly Joseph Carlino poses with the newly installed officers of the Nassau chapter of the Civil Service Employees Association following the chapter's annual dinner and installation of officers. Pictured are, left to right, Frank Olkuski, fourth vice-president; Charles Samansky, third

vice-president; Edward Perrott, first vice-president; James Keating, treasurer; Blanche Rueth, secretary; Carlino; Irving Flaumenbaum, president; Frank Diviney, second vice-president; Russell Collings, financial secretary; Charles Kirsner, fifth vice-president and Dorothy Jennings corresponding secretary.

### P.R. I.Q.

(Continued from Page 2)

Charles Solodkin, a 30-year civil service veteran, neither of whom is a public relations professional. **ALL MESSRS.** Mangano and Solodkin had was an idea, a desire to perform an important service in the public interest, imagination, ingenuity, and a curiosity for finding the methods of making the program work.

**THEY CALL** their program "A New Adventure and Concept in Civic Education—Democracy in Action." Actually, they are doing a public relations job for the American judicial system generally, and the N.Y. State Supreme Court specifically.

**PARTICULARLY** impressive

in this program is the effect it is having on school children, instilling in them a feeling that the courts are protectors, rather than persecutors or a means of TV entertainment. This could be public relations that will pay off ten-fold two decades from now.

**WE AGREE** with the Chief Judge of the Court of Appeals, Charles S. Desmond, that Mangano is performing an outstanding public service.

**THE BROOKLYN** program is being accomplished without any budget whatsoever. And we suspect that Messrs. Mangano and Solodkin are digging down into their own pockets to pay for public relations materials to assure the program's success.

**MOST IMPORTANT** is that

Research and programming specialists are needed with the U.S. Office of Education, Washington, D.C. These positions pay on an annual basis from \$6,675 to \$14,565, for these educational jobs.

Appropriate education and experience in a professional educational capacity are required. Graduate study may be substituted for the professional experience for positions paying \$6,435 and \$7,560 and in part for the

this is living proof of what dedicated public servants can and are doing simply because they feel that it's a job worth doing.

## Research Specialists

higher paying positions. Details about the duties and requirements are contained in Announcement No. 284B.

Announcements and application forms may be obtained from the Executive Secretary, Board of U.S. Civil Service Examiners, General Post Office, Room 413, 271 Washington Street, Brooklyn or from the U.S. Civil Service Commission, Washington 25, D.C.

### CIVIL SERVICE COACHING

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FOR THE BEST IN ALL SECTIONS — PAGE 11

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SPECIAL ANNOUNCEMENT—IBM THANKSGIVING OFFER—\$35.00—Complete 6-Week IBM Key Punch Course on all IBM Key Punch Machines. Saturdays from 1-5 P.M. Course begins Sat., Oct. 29, ends Nov. 24.—College Typing & Spelling Inclusive. Tuition \$35.00—Registration \$5.00—Supplies \$5.00. ENROLL NOW, send \$2.00 for Class Reservation, COMBINATION BUSINESS SCHOOL, 139 West 125th Street, Phone UN 4-3170.

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### POLITICAL ADVERTISEMENT

## RE-ELECT

## SENATOR

# JAVITS

- Senator Javits has consistently fought for legislation to pay Civil Service and Postal employees a wage equivalent to private business and to encourage continuing Government service.
- Senator Javits co-sponsored the law under which retired government employees can participate in government aided health insurance.
- Senator Javits authored the 1962 law increasing from 18 to 21 the age of children eligible to receive the Civil Service Survivors' Benefits while they attend school.

## VOTE ROW A



Independent Voters for Javits, 33 East 48th Street—L. M. Felt, Chairman

## Elect A Good, Loyal Friend of Civil Service Employees



KEEP HIM IN OFFICE

# LOUIS J. LEFKOWITZ

YOUR HARD WORKING  
ATTORNEY GENERAL

"It is essential that government be aware of its obligations to its professional employees by setting a pattern of a model employer through concrete recognition of the invaluable contributions of those who serve it," Louis J. Lefkowitz quoted in The Leader.

Joseph F. Feily, President of the Civil Service Employees Association, commenting on this statement in an article published in The Leader said, "The public workers are grateful for the tribute and the support of their position which such a knowledgeable person about governmental affairs as Mr. Lefkowitz has given them."

USE YOUR VOTE TO  
KEEP LEFKOWITZ IN OFFICE

**Pull Down Lever 3A and Leave It Down**

Independent Citizens Committee for the Election of Louis J. Lefkowitz, 122 East 42nd St.  
John W. McGrath, Chairman

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# Jefferson Chapter Hears Meacham Discuss State Health Insurance Plan

WATERTOWN, Oct. 29 — Officials and members of the Jefferson chapter, Civil Service Employees Assn., heard a detailed explanation of benefits provided for governmental workers under the state health insurance program at the chapter's annual membership meeting at Johnnie's Inn, Deferiet.

Seventy-five attended the dinner meeting where Edward D. Meacham, director of personnel services of the New York State Civil Service Employees Association was the main speaker.

Meacham introduced by Mayor William G. Lachenauer of Watertown, executive secretary of the Jefferson County Civil Service Association, discussed the State health program in detail, answering questions after concluding his address.

The county chapter, headed by Mrs. Fannie W. Smith of Watertown, is now pressing for county approval of the state health program which Watertown recently adopted for its employees.

Meacham said that St. Lawrence County is in the State program, along with three of that county's subdivisions—the towns of Poitsdam and Canton and the village of Canton.

### 590 Local Units Join

He said that by the end of September, 590 local subdivisions were in the program with 43 more approved for participation but not yet under way.

Continuing, Meacham pointed out that in the 590 present participating agencies, a total of 77,471 employees are enrolled in the State health plan.

Meacham, with officials of the county chapter, discussed the program later with county officials and members of the board of supervisors.

Mrs. Smith opened the meeting, presenting Mrs. Irene Best, program chairman for the state health program, who presided. It was announced that present county chapter membership is 250 with the goal set for 500.

Members of the membership drive committee for the Jefferson chapter are: Mrs. Florence Shepherd and Leonard Varno, co-chairmen; Mrs. Clara Cousineau, Mrs. Doris Clark, James Haley and Clarence C. Evans.

## E. Hudson Pkwy. Aides Win Same Longevity Step

ALBANY, Oct. 29 — Employees of the East Hudson Parkway Authority will receive the same longevity increments as state employees beginning November 1, it was announced last week.

The new Parkway employee benefits were granted by the Authority as the result of a request by the Civil Service Employees Association.

Prior to the Authority's action, it was not recognizing service to the County of Westchester or the State of New York completed by their employees in determining eligibility for the longevity increment provided after five years' service at the top of the salary grade and the additional increment after 10 years' service at the maximum of the salary grade.

### 252 Affected

Employees who have had their work titles changed, but have remained in the same grade, will not be affected by the title change insofar as eligibility for longevity increments is concerned.

Some 252 employees, a majority of the Authority's personnel, are members of the Employees Association.

Joseph F. Feily, CSEA President, wrote directly to members of the Authority Board early this month requesting the establishment of the longevity increments. Because of their favorable action, he wrote again last week to the Board expressing the appreciation of CSEA.

## Walkill Catholics Hold Breakfast

The Catholic employees of Walkill Prison held their sixteenth annual Communion breakfast on Sunday, Oct. 28 at the Walkill American Legion Hall. The breakfast prepared and served by the Legion auxiliary followed Mass in the Our Lady of Refuge Chapel celebrated by the Rev. John Meade, Catholic chaplain at the institution.

Deputy Warden Lloyn Whipple and Mrs. Whipple were guests at the annual affair. The principal speaker was Bernard O'Shea of Monticello, a noted Catholic layman and a former St. John's University basketball star.

Serving on the arrangements committee were: Peter Sowa, Lawrence Prisco, James Hogan, Frank Repke, William Ahearn, John Napolitano and George Coffey.

## Revisions For Cottage Aides

(Continued from Page 1)

ed by a 1961 determination of certain positions in the cottage series by the Director of Classification. CSEA has termed various changes contained in the 1961 report as "inadequate." At that time horizontal reclassifications were made at various position levels at training schools at Warwick, Otisville and Industry.

In making its request, CSEA plans to cite evidence of the vital role of these positions in our social and economic structure especially in the problems of juvenile delinquency with which the Cottage Program Series is concerned.

CSEA also contends that salaries in the Cottage Program Series are inadequate for the work required by incumbents in these positions. In support of this, the statement said "The reshaping of individuals life . . . is no trivial task."



**MHEA CONFERENCE:** These officials of the Mental Hygiene Employees Assn., which held its annual meeting in Buffalo the day before the annual meeting of the Civil Service Employees Assn. started, are seen as they conferred in the lobby of the Statler-Hilton Hotel. Seated, from left, are Emil M. R. Bollman; Dorris Blust, Mrs. Anne Bessette and Irving Fisher. Standing, from left, are William Rossiter, John O'Brien, MHEA president, and Babette Slazenger.

## MHEA Sets Its Goals In 1962-63 Program

John O'Brien, president of the Mental Hygiene Employees Assn., officers Irving Fisher, Arnold Moses, and Babette Slazenger, together with the Executive Board of MHEA, submitted a 1962-1963 program for MHEA. High on the list of demands of the association was a substantial pay increase this year. It was pointed out that last year's increase brought little relief to the rank and file of employees in the institutions of the Department of Mental Hygiene. The bulk of these workers are in Grades R4 and R5. In order that these employees may keep pace with cost of living and the salaries for comparable position in industry, an increase is urgent, they declared.

The agenda also included, payment for unused sick time upon retirement or separation from service payment for sick time in excess of 150 days; longevity increments; time and one-half for overtime; premium pay for night shift; and noncontributory health insurance.

Much interest was expressed concerning retirement benefits—especially, the non-contributory pension, vesting of rights for employees in the 55-year plan, and constructive retirement. Sam Cipolla, chairman of the committee covering this subject, outlined the Association's past achievements, as well as the program for the coming year.

### Urges 'New Look'

The MHEA on record as supporting the Special Committee's plan for promotional opportunities for attendants. Other titles designed for recognition include the laundry workers, barbers, food service personnel, house fathers in state schools, clerical workers, and nurses. Many are career workers and it is highly important that adequate salaries and promotional opportunities be provided. Fisher, first vice president, urged a "new look" at the problems of the clerical worker, and recommended an improved office pattern which would provide realistic remuneration for responsible duties, with accordant titles, and promotional opportunities.

## Dining, Parking Places Assured

(Continued from Page 1)

made arrangements to provide more parking facilities should they be required in the future.

### Excellent Cafeteria Promised

CSEA has also been assured that an excellent cafeteria, operated by a qualified food management concern, will be housed in the building.

The Employees Association appealed to the Office of General Services for more adequate parking facilities when that agency took over the responsibility for the new building, at which time arrangements were being made for parking space to handle only 170 cars.

At first, no cafeteria was being planned for the building. Later, consideration was given to a vending machine type arrangement. The Office of General Services investigated and determined that regular cafeteria facilities were needed at the site.

Joseph F. Feily, president of the Employees Association, said CSEA is more than satisfied with the attention given to the matter by the Office of General Services.

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



## MEMBERSHIP MEETING

Attending the Jefferson Chapter, CSEA 1962 membership drive kick-off, were, left to right: Attorney Norman F. Ward, executive secretary of the Watertown Civil Service Commission; Mrs. Betty Constance, chapter vice-president; Edward

D. Meacham, personnel director, Civil Service Department; Assemblyman Orin S. Wilcox, chairman of the Assembly's Civil Service Committee; Mrs. Fannie W. Smith, Jefferson chapter president, and Mayor William G. Lachenauer of Watertown, executive director of the Jefferson County Civil Service Commission.