

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXI, No. 13 Tuesday, December 8, 1959 Price 10 Cents

Feily O

N. Y. STATE

See Page 3

'NO ECONOMIES IN STATE AT EMPLOYEE EXPENSE' — CSEA

White Plains Unit Seeking 12½ Per cent Pay Increase

A 12½ per cent, across-the-board increase for all city employees in the coming year has been requested by the White Plains unit of the Civil Service Employees Association.

The unit's executive committee voted to ask for the rise last week and immediately submitted their request to Mayor Richard S. Hendey and John M. Gapco, personnel director.

The 12½ per cent is based on surveys made by the State Civil Service Dept. and further studies made by the local group. It was explained by Howard A. Griffen Jr., CSEA unit president. Thomas Lupoello and Jerry Rogers, field representatives of the State Civil Service Employees Association, met with the committee.

\$250,000 Cost

The requested increase would total about \$250,000 for the fiscal year, according to City Hall esti-

mates. Police and firemen are asking a \$500 increase, which would amount to another \$150,000, or a total salary hike of \$400,000.

The effect on the tax rate will not be known until the new assessment roll is completed.

The requested salary boost is in addition to an Association move to scrap the merit raise system and substitute longevity increments every five years. The Association also is asking four weeks' vacation after ten years, and collection of Association dues through payroll deductions.

The annual city payroll is now a little above \$3,500,000, the Finance Dept. reported. The uniformed forces draw about half of that amount.

Newburgh Aides Win \$250 Raise

Newburgh city employees have won a \$250 raise, due to the persistent efforts of the Newburgh chapter of the Civil Service Employees Association.

The drive for the raise was led by the chapter's president, Mrs. Charlotte English.

The chapter's arguments to the Newburgh City Council were presented by their counsel, Henry Hirschberg.

To avoid increasing the city's real estate taxes, the Council had earlier voted a three per cent utilities tax to provide funds for the salary boost. Mrs. English reported. Vote by the Council on the increase was unanimous, she said.

Mrs. English declared that the chapter would now bend its activities to the area of improved working conditions and fringe benefits for the time being.

Assn. Quotes Governor's Own Words On Public Pay In Letter on Salary Issue

ALBANY, Dec. 7 — Gov. Nelson A. Rockefeller's push for budget reductions in the operation of the state, accompanied by persistent reports of an expected surplus in tax revenues, has caused the Civil Service Employees Association to caution Mr. Rockefeller against any efficiency program that would be at the public employees' expense.

Citing the "ominous implications" in the Governor's lack of clarification on the effect on state salaries in putting the state on a pay-as-you-go basis, the Association reminded the chief executive of his own philosophy on the need to raise the calibre of the public service through increased income and increased opportunity.

The Association has already presented its arguments for a 10 per cent, \$400 minimum raise for state workers to the Administration and intends to push this legislation to the limit.

Cite Rockefeller Statements

In writing to the Governor on this issue, the Association quoted Mr. Rockefeller's own words to him.

Here is the CSEA stand, as written to the Governor:

Recently the daily press has been carrying items indicating that tax revenues for this fiscal year will definitely be on the plus side. The latest story was one emanating from the majority leaders of the Senate and Assembly.

In the press conference which you held just prior to Thanksgiving, you also intimated the probable existence of surplus. However you coupled your intimation with a statement that the forthcoming budget of 1960-61 must be reduced below the present operating one and that any surplus must be used to place the State government on a pay-as-you-go basis.

Your Thanksgiving statement without any clarification as to its meaning in reference to State salaries could have ominous implications.

We commend your desire to establish the State government as an efficient machine operating in accordance with sound economical fiscal principles. But we strongly feel that such a desired goal should not be achieved at the expense of the State's workers — the

(Continued on Page 3)

Little Hoover Unit Proposes Savings Through Staff Cuts Where Service is Duplicated

Feily Deplores Lack Of Plan for Employees Facing Loss of Jobs

The State Commission on Coordination of State Activities (the so-called Little Hoover Commission) has suggested a plan for a possible \$1,134,455 reduction in appropriations for State operations as the first result of its search for economies that, they say, will not impair State services.

Senator Austin W. Erwin of Geneseo, chairman of the Commission, said all of the proposals could be reflected in the 1960-61 executive budget now in preparation.

CSEA President Comments

Upon receiving a copy of the Commission's report, Joseph F. Feily, president of the Civil Service Employees Association, said he was immediately struck by the lack of any recommendation on the future of employees whose jobs could be erased as a result of the survey.

"As supporters of both good government and the Merit System, the Employees Association will always be concerned with the elimi-

nation of inefficiency, waste and duplication of services," said Mr. Feily.

"At the same time," he continued, "we are vitally concerned with the future of any employee who devotes years of his life to the State and is suddenly faced with the loss of his position through no fault of his own."

"Serious Omission"

"We find it a serious omission that the Commission has apparently not included plans to transfer to similar titles of personnel whose positions they suggest eliminating. Are these people to be placed in other positions? Will they be forced out of State service?" Mr. Feily inquired.

"The Employees Association will insist on the formation of a plan to care for any employee displaced through economy," stated Mr. Feily.

The CSEA president said that there are sufficient services in the

(Continued on Page 16)

Action Sought On Barge Canal Lost Vacation

ALBANY, Dec. 7 — The Civil Service Employees Association has asked Dr. T. Norman Hurd, State Budget Director, to complete action on the matter of compensation to Barge Canal employees for lost vacation periods.

In a letter to Dr. Hurd, the Association said:

"On July 7, 1959, we appealed to you on behalf of our members employed on the Barge Canal, many of whom were denied vacations. We urge that the situation be corrected and that the employees involved be properly compensated for their lost vacation periods. We again appealed on this matter on October 1, and on Oct. 8 you advised us that your staff had made considerable progress in connection with this problem, and that you hoped to have a definite answer very soon and would advise us.

Your letter of Oct. 8 gave us hope of a solution to this problem at an early date and we are again bringing this to your attention. Will you please advise us if a decision has been made so that we may in turn furnish such information to the barge canal employees who are members of our Association."

CSEA DIGEST

1. Feily talks on state pay raise. See Page 3.
2. CSEA says "No economies at expense of State's employees." See Page 1.
3. Savings for state through staff reductions proposed. See Page 1.
4. Mental Hygiene Memo, chapter news and eligible lists. See Page 14.
5. Correction Corner. See Page 16.

Health Plan Is Urged To Lower Income Eligibility To Give More Aides Coverage

ALBANY, Dec. 7 — In behalf of political subdivision employees unable to gain coverage under the State Health Insurance Program because of low income, the Civil Service Employees Association has taken action to gain relief for these workers.

In letters to Robert L. Eckelbarger and other members of the Insurance board, the Association

again urged the lowering of the income eligibility requirement.

CSEA's Appeal

Writing to members of the Board the Association said:

Our County Executive Committee, which represents the members of our Association who are employed by political subdivisions through-

(Continued on Page 16)

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Today's a Holiday, if.

If you observe "religious duties on the Feast of the Immaculate Conception" today, your boss is authorized to grant you a leave of absence with pay. The Board of Estimate approved the holiday last Thursday.

Vacancies Spur Relief For Probation and Parole Officers

Continuing vacancies in probation and parole jobs in the face of mounting delinquency and crime statistics have brought officials a meeting with employee groups which have been crying for alleviation of grievances for several years.

On November 23, 1959, a meeting was held at City Hall with Sean P. Keating, Assistant to the Mayor, by the President and members of the Executive Committee of the Probation and Parole Officers Association of Greater New York. Representing employees were Max Pawl, president of the Association, Lloyd V. Thomson, former President, and Executive Committee members Benjamin Malcolm, William Chudd and Sanford Zinn.

It was made clear that critical situations existed in all the Courts served by Association members, including, Family and Childrens Court sections of the Domestic Relations Court, the Court of Special Sessions, and in Magistrates' Courts, with insufficient staff, staff turnover, double normal work loads, etc. being all too common. It was pointed out that Probation Officers were entirely displeased at exercising functions every bit as important as those of Probation Officers in County Courts, Attendance Teachers, State Parole Officers at annual salaries that were thousands of dollars lower.

Magistrates' Court with 67 probation officers on staff, has 28 vacancies, although four positions have been filled from the current list, after some 100 names had been submitted, four resignations were filed in the same period. Probation Officers are awaiting early appointment as Attendance Teachers, an easier and better paying job. Magistrates' Court find it hardest to recruit staff because prospective employees do not want to forego uniform leave regulations which they are not yet receiving. The Department of Personnel now permits them to decline appointment to this Court on grounds that they are not receiving the benefits of these regulations.

Special Sessions Court has 9 vacancies with its officers hav-

ing workloads 50-100 percent in excess of reasonable requirements recommended by the State.

Domestic Relations Court has 18 probation officer vacancies. In its Family Court, clients have to wait as much as ten weeks to receive a hearing in support matters and frequently have to seek aid from the Department of Welfare to tide them over. There is a double normal workload both in this Court and in Children's Court.

Going, Going

In 1948, 38 per cent of nursing jobs in city hospitals were filled by professional nurses; in 1958, 24.3 per cent. Of the 13,396 authorized nursing positions, 3,468 are professional nurses, 2,618 practical nurses and 8,152 nurses aids. In addition, 1,923 students help out.

Catch a Patrolman, Become Detectives

Patrolmen Thomas W. Farrell and Harry Mason have been promoted to the Detective Division with the rank of Detectives, 3rd Grade, for their "prompt and intelligent police work" which led to the arrest of a Patrolman for extortion.

Commissioner Kennedy, in a brief ceremony in his office, said: "The people are entitled to and have the right to expect the protection of police officers — not abuses or shakedowns by them. Therefore, I am advancing these patrolmen to the rank of Detectives for their alertness and devotion to the true concepts of the police profession for effecting the arrest of suspended Patrolman Daniel Blumberg."

The Patrolmen who were advanced were riding in a Radio Motor Patrol car in the 87th Precinct, Brooklyn, at 8:30 p.m. on July 21st when they were informed by a citizen that two men, one of them displaying a police shield, had taken him into an automobile and had taken \$63 from him. The policemen searched the neighborhood, observed the car and pursued it through the Brooklyn area and halted it. One of the men escaped but the other was identified as a member of the force. He was suspended and is awaiting trial.

Detective Farrell — 35, has been a member of the force since November 1st, 1950 and lives in Brooklyn. Detective Mason — 40, also joined the Police Department on November 1st, 1950 and lives in Queens. They have been assigned to detective work in Brooklyn East.

Lefkowitz Steps Into Dental Service Dispute

State Attorney General Louis J. Lefkowitz has stepped into a dispute between the 10th District New York State Dental Society and the Dental Services Association.

In a letter to the president of the society, Charles Amsterdam, D.D.S., Attorney General Lefkowitz stated that he has received telegrams and correspondence from various organizations concerning a meeting of the society where disciplinary action against dentists who participate in the dental service associations would be considered.

The Attorney General pointed out that many civil service employees, as well as members of labor unions, avail themselves of

the Dental Services Association which operates a dental referral service for low and middle income families.

Attorney General Lefkowitz asked Dr. Amsterdam to withhold any action to consider disciplinary proceedings until a conference has been arranged with representatives of the dental society to discuss the entire problem.

The dispute has been argued in the Supreme Court of Queens County on several occasions and involves the dental service association's claim of a right to have

patients treated without interference by the dental society.

The 10th District Dental Society has claimed that dentists participating in the association plan are acting unethically and at one time the association sought an injunction to restrain the dental society from disciplining dentists participating in the program.

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READ THE LEADER every week for Job Opportunities

Another Fireman Gives His Life For His Job

No one noticed it, but the Fire Department Orders of the day carried the story:

"With regret, the death of Lieutenant Orestes Hantjiles, Engine Co. 313 which occurred on November 28, 1959, as a result of injuries sustained at Box 6995, Queens, is hereby announced to the department."

Responding to a call from a restaurant fire, Lt. Hantjiles entered a three story building at 219-20 Northern Boulevard, Bayside. He never came out alive. Aged 43, he leaves behind a wife, no children.

The funeral was held from Leo F. Kearns Funeral Home in Rego Park last Monday.

Sadie Brown Says:

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CALENDAR

- ANCHOR CLUB**, Branch 39, Knights of Clumbus, meeting, Dec. 8, Tues., 428 Broadway, Man.
- ASSOCIATION OF CLASSIFIED EMPLOYEES**, 444, meeting, Dec. 9, Wed., 121 Leonard St., Man.
- AUTO ENGINEMEN**, Local 1010, meeting Dec. 11, 23 Second Ave., Man.
- CATHOLIC TEACHERS ASSOCIATION**, Rockville Center, Annual Christmas Charity Tea, Dec. 10, Thurs., 4:30 p.m., Garden City Hotel.
- COLUMBIA ASSN.**, Sanitation, meeting of delegates, Dec. 10, Thurs.
- EMETH SOCIETY**, Law, meeting, Dec. 8, Tues., 5 p.m., Municipal Bldg., Man., Room 1600.
- INTERNATIONAL ASSN. OF MACHINISTS**, Lodge 432, Executive Board Meeting, Dec. 15, Tues., 7:30 p.m., 7 East 15th St., Man.
- PULASKI ASSN.**, Sanitation, meeting, Dec. 10, Thurs., 428 Broadway, Man.
- ST. GEORGE ASSN.**, Fire Dept., meeting at St. John's Lutheran Church, 83 Christopher St., Manh., on Tuesday, Dec. 15.



\$100 a month helps keep him out of the red

\$100 a month may not sound like a lot of money, but it means a lot to a State Hospital employee who is recovering from a hip injury. This is the amount of the disability check this man has received every month for the past 33 months. He uses it to help pay some important bills... to help keep him out of the red financially. Because an accident and sickness can strike anybody, even you, you too need the protection offered under the C.S.E.A. Plan of Accident and Sickness.

For full details, get in touch with one of these experienced insurance counsellors who work in our Civil Service Department.

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THE PUBLIC EMPLOYEE

By JOSEPH FEILY
President,
Civil Service Employees Association

Economy Problem Is Where—When?

Governor Rockefeller has stated to the press his desire to put the government of the State on a pay-as-you-go basis. He plans to implement his program by calling for a budget appropriation lower for the year 1960-61 than it was for 1959-60—and also requiring an immediate reduction of five per cent in all State departmental expenditures.

The aims of the Governor are worthy. They fit on a larger level within the concepts of every head of a house who faces the daily expenses of living. However, both the Governor on his State level, and the householder on his, must face the real problem of where and how to save.

Public Workers Uneasy

The State civil servants are uneasy lest the Governor's desires are accomplished at their expense. They see promotions, necessary raises to keep pace with the cost of living, necessary to place State employees on a par with industry, all going out of the window. They see the praises for their efficiency and loyalty as workers, the often expressed need for better public salaries to spur their morale, as empty and meaningless statements continuously made by State officials, civic leaders, etc. They see the abstract concept of a fiscal policy being achieved by lowering the economic and prestige values of the flesh and blood workers in the public service. They know that when a vacancy—as in the understaffed mental hospitals—is not filled, a regular worker has to assume added duties and responsibilities to fill the gap. They realize that when the State police force is not up to standard strength but, by the attrition of vacancies, is actually reduced, the problems of crime and accident prevention become more complicated and dangerous to the State's communal security.

The Spectre of Sacrifice

The State workers are loyal. They are efficient and able but they are haunted by the spectre that every time a budget saving is necessary, they loom up large as sacrificial lambs. They believe, in all seriousness, that a bookkeeping balance becomes very sterile if it is made at the expense of the living needs and morale of workers.

We have just written to Governor Rockefeller spelling out in detail the dilemma of the State worker. We are herewith alerting the State workers and our members that the Civil Service Employees Association needs support to protect the State employees' basic right to be considered as living workers—the same as those employees in industry.

Buying Plan Still Grows: Latest New Additions

The Public Employees Buying Plan, a non-profit corporation, provides rebates on purchases made from a group of approximately 1,000 merchant members for civil service employees who qualify. All members of the Civil Service Employees Association are automatically members of the Plan.

Members who send in sales slips from purchases made from Merchant Members of the Plan receive a rebate of 7-1/2 per cent of the purchase, except in cases of specified houses where the rebate is 3-3/4 per cent. A label from the Leader or other identification as a member of the Association must accompany the sales slips. The Plan's offices are at 97 Duane Street, New York 7, New York.

Recent changes in the official list of Merchant Members are reported below:

Withdrawal

Vic's TV Service
2712 Fifth Ave., Troy, N. Y.

Additions

Bridal & Bridesmaid Gowns
Gordon Bridal Distributing Co., Inc.
1432 Broadway, New York, N. Y.
Formal Dresses
Gordon Bridal Distributing Co., Inc.
1431 Broadway, New York, N. Y.
Men's Health Belts
Magic Mold, Inc.
1140 Broadway, New York 1, N. Y.
Sewing Machines & Parts
Wilbar Sewing Machine Co., Inc.

169 W. 26th St., New York, N. Y.
Women's Girdles
Magic Mold, Inc.
1140 Broadway, New York, N. Y.
A complete list of Merchant Members who participate in the Plan will appear in the January 5th issue of the Leader.

Onondaga Officer Congratulated On His Deputy Appointment

The Onondaga Chapter of the Civil Service Employees Association sent congratulations to Edward C. Stevens, second Vice-President, on his appointment to Deputy Director of the Onondaga County Veterans Service Agency. Mr. Stevens was formerly Assistant Director of the Onondaga County Civil Defense Staff. He had been a member of the Civil Defense Staff since January 1958.

Mr. Stevens also has long been active in veterans circles through his American Legion and Veterans of Foreign Wars affiliations. In the Legion he has held many posts including: Commander, Syracuse Post 41; Commander, Onondaga County American Legion; Onondaga County Veterans Council, and is a Chef de Gare Passe, Onondaga County Forty and Eight Societe. He is presently Grand Correspondant of the Grande Vulture de New York, Forty and Eight State Organization.

CSEA Presses Pay Issue In Letter to Governor

(Continued from Page 1)
civil servants. We feel that just as important as any fiscal theory is the necessity of maintaining a high calibre of worker in the public service whose morale and efficiency will not be affected by constant threats to his economic security.

You have, both as candidate for Governor, and as Governor, expressed your praise of the State's public workers and you have consistently emphasized that their salaries should be commensurate with those paid in private industry. Before our annual meeting in October, 1958, you said on this subject "I have already stated my conviction that State salaries should be raised to a level commensurate with those in private industry."

Quoted on Salaries

Recently at a conclave held at the Arden House under the auspices of the National Manpower Council, one of the conclusions on the subject of Public Policies and Public Personnel supported

this often expressed thesis. As reported in the World-Telegram, the conclusion was that "in neither the fields of public service, scientific research or education are prestige or salaries high enough as measured by our current desires to attract in sufficient numbers the talented and equipped personnel so badly needed."

Last year the lack of salary parity between New York State and competing employers was pointed out by independent surveys made by one of your official State agencies and by our own research bureau. The figures at that time showed at least a 10 per cent lag and nearer 12 to 14 per cent. In last year's budget you moved towards implementing your conviction that these salary levels should be on a par by recommending an increase in State salaries. However, because your recommendation fell somewhat short of the two surveys' indicated level, you, in a sense, apologized for the shortcoming by stating at our annual dinner in March when you announced the five per cent increase, "I know you are not going to dance in the streets — just the same for this year. I think it is just about the best we could do."

Parity Need Greater Now

The need for parity is greater this year than it was last. Since last April the cost of living has risen continuously. The rise last month reached an "all time high" as described by the press. Thus the public workers who were behind their industrial counterparts in April, 1959, are further behind in December, 1959. Unless the picture changes rapidly and radically it can be safely as-

sumed their lot is not going to be bettered during the next few months.

Aides Status Rigid

The State worker has no leverage with which to combat inflationary trends. He cannot accumulate profits and his savings outside of his pension fund are small. (Parenthetically, it is evident that even his pension on retirement is becoming more and more inadequate to meet his living needs.) State salaries are rigidly fixed. They cannot be changed for a year at a time. Life Magazine in recent editorial (November 9, 1959), cogently pointed this out. In commenting in the rising cost of living it said "— the latest rise in the HCL means an automatic wage boost up to three cents per hour. But this won't be much of a solace to civil servants whose incomes are fixed to a shrinking dollar."

The 87,000 member Civil Service Employees Association has expressed its salary program for a ten per cent increase with a \$400 minimum. We have already filed this resolution with you. We sincerely hope that in the 1960-61 budget you give vitality to your conviction of the abso-industrial and governmental lute need for parity between salaries by recommending raises sufficient to achieve this desired goal.

Thomas Farley and Lennea Swanson Wed

The former Lennea Swanson of Rome, N. Y., and Thomas E. Farley of Syracuse were wed Oct. 23 in St. John's Lutheran Church, Rome.

The bride is colony supervisor at Rome State School and treasurer of the Fort Stanwix Chapter of the Civil Service Employees Association.

Mr. Farley, a graduate of Syracuse University, is field supervisor of Civil Service Group Insurance for Ter Bush & Powell, Inc. of Schenectady.

After a two-week trip to Bermuda, the Farleys now reside at 225 Croyden Road, Syracuse.

Ronan Heads PA Training Program

ALBANY, Dec. 7— Dr. William J. Ronan, secretary to the Governor, has been designated to serve as chairman of the Sponsoring Committee for the New York State Public Administration Training Program.

The appointment was announced by Governor Rockefeller, along with the names of the other ten members of the committee.

The program, which was started in 1947 and reconstituted in 1955, is designed to improve the administration of the public service by offering special educational and training opportunities to state workers and by attracting students of public administration to state service.

A 3-Part Program

Supervised by the 11-member committee, the program consists of three parts: The Albany Graduate Program in Public Administration, internships in the various state departments for graduate students specializing in public administration and similar fields and in-service training in administration for supervisory and administrative employees of the state.

The Graduate Program is conducted by New York University and Syracuse University in cooperation with the State University.

On Committee

Members of the committee, in addition to Dr. Ronan, are: Dr. James E. Allen, commissioner; Dr. Harlan Cleveland, dean of the Maxwell School of Citizenship and Public Affairs; Dr. Thomas Hale Hamilton, president of the State University; Dr. T. Norman Hurd, state budget director; H. Elliot Kaplan, Civil Service Commission president; Comptroller Arthur Levitt; Keith S. McHugh, commissioner of commerce; Joseph H. Murphy, commissioner of taxation and finance and Dr. Sterling D. Spero, dean of the Graduate School of Public Administration and Social Service at New York University.

Members of the committee serve without compensation.

A & M XMAS PARTY SET

ALBANY, Dec. 7 — The Civil Service Employees Association chapter in the State Department of Agriculture and Markets will hold its annual Christmas party Dec. 10 at the Aurania Club.

EDUCATION GUARD CITED



John Makowske, left, a guard in the State Education Department in Albany, is shown as he received a Merit Award from Ewald B. Nyquist, right, Deputy Commissioner of Education. Looking on is Richard Davis, building superintendent.

U.S. Service News Items

By GARY STEWART

Federal Life Insurance Liberalization Studied

Further liberalization of the Federal employee life insurance system is under consideration by the Civil Service Commission in a plan that it is hoped will halt the steep decline in face value of the insurance policies to 25 percent after age 65 or retirement.

The House Post office and Civil Service Committee suggested the study be made, but the Senate CS Committee also is interested. The Civil Service Commission expects to make recommendations to both committees by February.

A possible solution already suggested is to allow policies to drop to 50 percent of face value within a year after employees reach 65 or retire after that age. At present, the policies drop in value at a rate of 2 percent per month until they reach 25 percent of face value.

'Army Supply Agency Gives Cash Awards

Cash awards for Sustained Superior Performance have been presented to the following employees of Headquarters, New York Region, Military Subsistence Supply Agency, Brooklyn, N.Y.: Michael Keller, William Horne, Clarence Hudson, Phoebe Pintel, Fanny Rosenthal, Daniel Rubano, Elizabeth Vardy, Roy Faber and John J. Hill.

Colonel Ralph S. Hardiman, commanding officer of the installation, in announcing the awards, said they are a part of the Department of the Army Incentive Awards Program designed to recognize those civilian employees who "perform their assigned tasks in a manner that exceeds the established standards of performance for their jobs."

Employee Groups Urged To Promote Safe Work

Organizations of Government employees have been urged to volunteer their help in the promotion of safe working habits.

The legislative director of one such group told a meeting of Federal safety officials in Chicago recently that the employee organizations should be given representation on the Federal Safety Council and on the Field Councils located throughout the country.

It was said that participation in the work of the safety councils, both on a national and local level, would allow Federal employee groups to make their maximum contribution to safer working.

Federal Employees' News Digest Out

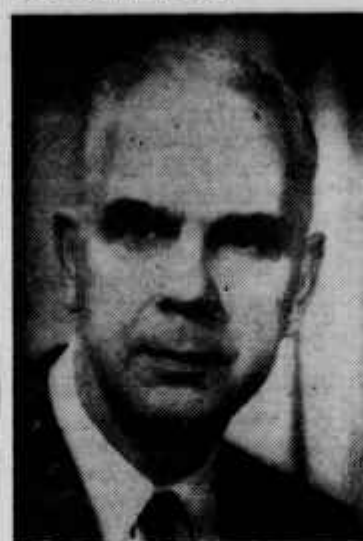
The 1960 edition of the Washington Evening Star's Federal Employees' Almanac has just been published with a record number of pages containing up-to-date information about Federal employee benefits and job rights. It is the most comprehensive edition yet.

Comprehensive coverage and explanation of the employee health insurance law, summary of separation and re-employment rights, travel allowances, revised take-home pay tables, new liberalized retirement features, annual and sick leave benefits.

Veterans preference, promotion and training programs, reductions-in-force procedures, unemployment compensation benefits and many other items of interest to Government workers.

Mail \$1, preferably a money order, to the Federal Employees' News Digest, P.O. Box 689, Washington 4, D.C.

U.S. CIVIL SERVICE HEAD TO SPEAK



Roger W. Jones, above, Chairman of the U.S. Civil Service Commission, will address the New York Metropolitan Chapter of the American Society for Public Administration on Thursday, Dec. 10, at Rosoff's Restaurant, 147 W. 43rd Street, at 6:30 P.M.

Mr. Jones' subject will be "What's Happening to Administration." Mr. Jones, a career civil servant, was deputy director of the U. S. Budget before joining the Civil Service Commission.

Engineering Aide Filings Open Now

Qualified candidates have until Dec. 23 to apply for the \$3,250 to \$4,330 a year job as engineering aide with the City of New York. The requirements are a high school diploma, or equivalent, and one year of practical engineering experience.

Two years of college study for a degree in engineering or architecture, or an Associate in Applied Science degree may be substituted for the experience requirement.

The written test is tentatively scheduled for March 14, and will include questions on mathematics, elementary engineering, aptitude and judgment.

Engineering aides will assist in research, investigations and studies; do lettering, perform calculations, and assist in preparing estimates.

Apply to the Application Section of the City Department of Personnel, 96 Duane St., New York 7, N.Y., two blocks north of City Hall.

Jobs in Therapy Offered At \$3,750

Occupational therapists are needed by the City of New York at \$4,750 a year. Graduation from an approved school or registration with the American Occupational Therapy Association are required.

Applications are available from the Department of Personnel, Application Section, 96 Duane St., New York 7, N. Y.

RESEARCH JOBS IN FOUR FIELDS OPEN IN D. C.

Jobs in research are now open for chemists, mathematicians, metallurgists and physicists with the U.S. Government in the Washington, D. C., area at \$4,490 to \$12,770.

Announcement 209 B for positions paying \$6,285 to \$12,770; Announcement 210 B for jobs paying \$4,490 to \$5,430. See "Where to Apply for Public Jobs" column in this week's Leader.

Over \$70 a Week For Typists & Stenos With U. S. and City Agencies

There are many jobs open at present for stenographers and typists, some paying over \$70 a week, with the U. S. Government and the City of New York, in various agencies and locations.

For the City jobs, the Application Section of the Department of Personnel, 96 Duane St., Manhattan, has the information on \$3,000 to \$3,900 a year jobs, requiring a typing speed of 40 words a minute and dictation of 80 words a minute. Applications will be accepted until further notice.

Also open in the City are provisional jobs with the Board of Education, paying \$3,000 and offering sick leave and vacation privileges. Apply for these to the Personnel Division, Room 102, 110 Livingston St., Brooklyn.

With the U.-S.

On the U.S. Government's Announcement No. 215, jobs are offered in pay grades GS-2 and GS-3, paying \$62.80 and \$67.60 a week, for typists; and in pay grades GS-3 and GS-4, paying to \$72.40 a week, for stenographers.

Apply to the Second U.S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., and mention Supplement No. 2-10 (1959) to Announcement 215.

Also with the Federal Government, on Supplement No. 2-6-3 (1959), to No. 215, are jobs in the same pay grades in Port Washington, Long Island.

To apply, contact the Executive Secretary, Board of U.S. Civil Service Examiners, U.S. Naval Training Device Center, Sands Point, Port Washington, N. Y.

More U. S. Jobs

Contact the Board of U.S. Civil Service Examiners, Fort Totten 59, N. Y., for \$62 and \$67 a week jobs for typists and \$67 and \$72 a week jobs for stenographers

ELECTRICAL ENGINEERS NEEDED AT \$4,850 A YEAR

Applications will be accepted until March 23, 1960 for the New York City position of electrical engineering draftsman, paying \$4,850 to \$6,290 a year. Required are an engineering degree or four years experience. See The Leader's "Where to Apply for Public Jobs" column.

at Fort Slocum, New Rochelle, N. Y. Applications will be accepted until further notice.

Apply under supplement No. 2-46-91(1959), to No. 215, for jobs at Mitchel Air Force Base, paying the same as the above jobs. Obtain forms from the Executive Secretary, Board of U. S. Civil Service Examiners, Mitchel Air Force Base, N. Y.

There is also a job open at \$3,495 in year, with the U.S. Army, in Manhattan. For further information on this job, call SP 7-4200, Ext. 350.

Apply By Jan. 10 For U. S. Coast Guard Academy

Jan. 10 is the last date for applying to the U.S. Coast Guard Academy.

Applicants must be between 17 and 22 years of age, in perfect physical condition, and between 64 and 78 inches in height, with proportionate weight.

Previously, perfect eyesight had been a requirement for admittance. Now men with 20/30 vision, correctable to 20/20, may apply.

An information booklet and application forms for entering the Academy may be obtained from the Commandant (PTP-2), U.S. Coast Guard, Washington, D. C.

"SMALL CARS SAFER," SAYS INSURER: LOWERS RATES

Government Employees Insurance Company, a major insurer of automobiles, has issued a statement that may gladden the hearts of small car owners. The company says it has filed in 28 states for a full 10 percent reduction in the GEICO premium for liability and collision insurance on compact-type automobiles.

Although GEICO premiums, according to company officials, are already as much as 30 percent below the bureau rates on standard size vehicles, GEICO states that this additional reduction is warranted because statistical evidence indicates that the compact-type automobile may be expected to be involved in less severe accidents and should have lower repair costs.

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MEN (Civil Service) part time. Collect established home debts. Positively no selling. We train. UL 5-6450.

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1st LESSON FREE WITH THIS AD

New Correction Officer Exam Set For March

March, 1960 is the tentative date for opening of a new filing period for correction officer (male), the City Personnel Department has announced.

The salary range for the title, effective Jan. 1, 1960, will be \$4,622 to \$6,008, based on a 42-hour work week. There is also a \$95 uniform allowance.

Candidates for the last City correction officer examination were required to be between 20 and 31 years old (with certain exceptions for veterans); at least 5 feet 7½ inches tall; 20/30 vision in each eye, separately, without glasses, and have high school diplomas or equivalency certificates at time of actual appointment.

MONDELL SCHOOL GIVES FREE BLUEPRINT COURSE

A free course in blueprint reading is being offered now to members of Electrical Workers Union, Local 3, at the Mondell Institute, a private technical school.

The course is sponsored by the Joint Industry Board, representing manufacturers of illumination products. Evening classes are held twice weekly at the Institute's main school, 154 West 14th St., Manh.

Parks Prom. Exam Open

Parks Department employees in any of 12 titles with at least six months' experience may file now for the coming park foreman promotion test. The 12 titles are: Foreman of gardeners, gardener, climber and pruner, assistant gardener, laborer, motor vehicle operator, swimming pool operator, water plant operator, senior attendant, attendant, watchman and ticket agent.

Salary range for park foremen

is \$4,550 to \$5,990 a year. Filings close Dec. 23, with the written test scheduled for March 5.

Park foremen supervise the maintenance and operation of park areas in the city and perform related work.

Applications and information are available from the Application section of the Department of Personnel, 96 Duane St., New York 7, N. Y., two blocks north of City Hall, across from The Leader.

SANITATIONMEN WIN AWARDS



Deputy Sanitation Commissioner Michael J. Fusco, left, is shown congratulating sanitationman Michael F. Fitzpatrick on winning a \$100 New York City Suggestion Program award. Looking on are sanitationman Michael D'Auria, second from right, winner of a \$50 award; and machinist John Venios who received a \$25 award. Each man's suggestion involved revision of Sanitation Department equipment.

IMMEDIATE OPENINGS FOR NURSES AT \$17.28 A DAY

Licensed registered nurses with over one year hospital experience in the last three years can get immediate permanent, per-day, and part-time jobs paying \$17.28 a day. Graduate students or nurses with less than the year's experience may start at \$15.60 a day.

Apply for these jobs to the Personnel Officer (DE 2-1001, Ext. 852), U.S. Public Health Service Hospital, Manhattan Beach, Brooklyn 35, N.Y.

19 Appointed From State Clerk Pool

19 State clerk and file clerk eligibles have received appointments through the Manhattan clerical pool.

15 clerk appointments were made, and the last number reached was 1,849. 4 file clerks were appointed, the last number being 676.

The next pool will be held Dec. 30.

ADVT.

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ALSO CLASSES STARTING IN JANUARY FOR

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Exams for Above Have Been Officially Ordered. Applications Dates Will Be Announced Shortly. Men 20 Yrs. & Over Eligible. No Age Limit for Veterans.

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• **PAINTER (Union Scale) 250 Days a Yr. Guar.**

Please Inquire for Full Information Regarding Any of These Courses

Attention All Candidates for Exams for:

**ELECTRICIAN & ELECTRICAL INSPECTOR,
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Our courses for these exams will continue until the tests are held. You may still enroll and should benefit greatly by attendance at remaining classes of the course that interest you. Be our guest at a class session and convince yourself. Inquire for schedule of classes.

Applications Now Open for Promotional Exams for

• **PARK FOREMAN**

Class TUES. at 7:30 P.M. at 115 EAST 15 ST.

• **ADMINISTRATIVE ASSISTANT**

Classes MON. & THURS. at 6 P.M. at 126 EAST 13 ST.

City of New York Exam Has Been Ordered for

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Classes Meeting for N.Y. City LICENSE EXAMS for

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• **STATIONARY ENGINEER — TUES. & FRI., 7:30 P.M.**

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TUESDAY, DECEMBER 8, 1959 31

Appeals Board Holds Hopes of 18,000 Clericals

ON DECEMBER 11, decisions will be made by the New York City Career and Salary Plan's Salary Appeals Board on upgrading pleas by representatives of 18,000 clerical employees of the City who have had no upward pay re-allocations since 1954, when the Career and Salary Plan went into effect to "insure equal pay for equal work."

Some say the Plan has done its job well, others say not, but somewhere along the line, the clerical workers completely lost out. It is estimated by nationally recognized economists and statisticians that the Country's economy expands 3 percent each year and that living costs rise 6 percent. That means that pay increases averaging three percent should be granted each year, but that the actual wage raises average 6 percent.

If these figures are accurate, they mean that in the five and one half years the City's clerical employees have gone without pay raises their average buying power has dropped tremendously. It works out to around 30 percent.

Recommendation by the Appeals Board for the salary upgradings would not necessarily mean they would be granted, of course, but it is the first step. Any titles that do not get upgrading recommendations from the Board must wait another year before they can appeal again, according to the Board's rules, and then still must have the upgradings approved by the Board of Estimate.

It should be obvious to the Appeals Board, and we hope and trust it is, that now is the time for affirmative action on these too-long delayed upgradings.

Tax Cuts, Lower Budgets & Pay Rise

THERE ARE two types of thinking going on in Albany these days that are unrelated to each other but extremely important to the State's public workers.

Gov. Nelson A. Rockefeller has ordered all State departments and agencies to submit reduced operation budgets for 1960.

Majority leaders in the Legislature see a surplus of tax revenues coming and want a reduction in the income tax.

By unrelated thinking we mean that the two schools of "cutting" aren't getting together on the effect that one proposal is going to have on the other.

The Governor wants to put the State on a pay-as-you-go basis by reducing the Budget. Is there any reason that he can't use possible expected surplus tax revenues to aid in this purpose?

The Legislature chiefs obviously want to remove the onus of voting for the income tax increase by following it with a reduction. Isn't it more important that they use any extra funds to increase the efficiency of State government?

Workers' Needs Come First

Finally, is the civil service employee being forced to serve both schools of thinking by not being informed of the relation of tax and budget to their salary needs?

Putting first things first, both sides — legislative and administrative — have no right to bypass the salary needs of the State's workers to accomplish political or economic goals.

The State's workers are out for a justly deserved pay raise and they mean to get it. The 87,000-member State Civil Service Employees Association means to get it for them.

Both schools of thought owe it to civil servants to relate their programs to the salary needs of the public worker and state so publicly.

For all public workers the slogan this year is "We are for economy — but not at the expense of the working man."

LETTERS TO THE EDITOR

CHARGES CITY PRESS "MAKES IT UP"

Editor, The Leader:

I read your editorial last week with the headline "Isn't it a 'shame?'" and I certainly agree that its about time some of these scoffers get told off. Civil servants are mostly people who got their government jobs during the depression, and at that time, only the very best could get any competitive civil service jobs.

No one was more respected, at that time, than civil servants. All through the war, civil service kept the country going smoothly, through times of enormous pressure and change. It is these people who now are holding the top jobs in civil service and, generally speaking, they're the best.

Since the war, inflation has caused buying power of civil servants to drop tremendously as their salary increases didn't keep up with private industry. Now city, state and Federal government agencies have trouble hiring the best people because of these low salaries, but its not these newcomers, in starting jobs, that get criticized, its the oldtimers who have worked their way up and are now on top.

I guess the City newspapers don't think its news when someone does a good job for forty years or so, only when someone does a bad job. And if they can't find out about someone doing a bad job, they make it up.

A U.S. SENIOR AUDITOR
NEW YORK, N. Y.

SAYS PAY RAISE HAD BETTER COME "OR ELSE"

Editor, The Leader:

According to an article in last week's Leader, the City will decide Dec. 11 whether or not to give pay raises to 18,000 clerical and administrative City employees. If the raises are not granted this December, there will be no other opportunity until June, 1960.

Pay raises have been granted many groups of City employees in the past years, but the large and notoriously underpaid group of clerical and administrative employees has not had a change in salary in five years.

There can be no question that in this time the cost of living has risen and salaries in private industry have gone up proportionately, as well as Federal and State salaries.

Because the City has no trouble filling clerical jobs, they have let the salary for these jobs fall below par, but if they are not careful the quality of work may fall too and I, for one, will start looking at the want ads.

A CITY CLERK
NEW YORK, N. Y.

Social Security Answers

I am not ready to retire but my wife has a social security number. Does she have to wait until I retire to draw her benefits?

If she doesn't have enough social security credits to draw benefits on her own earnings account, she would have to wait until you were eligible to receive benefits. If, however, she has sufficient coverage, and has reached retirement age, she could become eligible to payments based on her own earnings before you retire. She should, in any case, inquire. We will secure her earnings record and inform her whether or not she qualifies for benefits on her own account.

Mental Hospital Schools Of Nursing Facing Crisis

(The following editorial from the New York State "Mental Hygiene News" is reprinted here as a matter of public interest and at the request of the New York State Civil Service Employees Association.—The Editor).

The recent report on mental health manpower trends published by the Joint Commission on Mental Illness and Health reveals that of all professional therapeutic personnel needed in mental hospitals the greatest current shortage exists in nursing. This is but one aspect of a serious general shortage of nurses that has been termed a "threat to public health and public welfare." The manpower report estimates that some 30,000 additional nurses will be needed in mental hospitals to meet A.P.A. minimum standards. Even without reference to standards of adequacy, existing quotas (inevitably contingent upon availability of personnel) are only 70 per cent filled throughout the country. The report further points out that fewer than five per cent of all professional nurses are attracted to psychiatric nursing.

In the face of this critical shortage there has been a great deal of pressure exerted in recent years to abolish the most fruitful recruitment source in the psychiatric field—the mental hospital school of nursing. This pressure emanates from a movement begun in the 1940's to do away with all schools of nursing in specialized hospitals. The success of these efforts is evident in the fact that mental hospital schools of nursing have closed in state after state throughout the country. At present New York and New Hampshire are the only states operating such programs.

Old Prejudice

The original campaign against the mental hospital schools was linked to the fact that at the time, their programs were generally inferior to those of general hospital schools of nursing but as New York and other progressive states improved their programs over the years, this difference ceased to exist. New Hampshire's single school and New York's 18 can now compare with the finest in the country and their graduates hold their own with graduates of other schools in the standard examinations for registration. Some of the schools now out of existence were of unquestionably high caliber. When St. Elizabeth's School finally succumbed to the mounting pressure and closed its doors in 1952 the nation lost one of its most eminent educational resources for psychiatric nursing.

The war against the mental hospital schools of nursing is being conducted quite openly by the National League for Nursing, an unofficial organization of professional nurses and lay members. This single organization is acquiring sole control of national accreditation of nursing schools and has made it quite plain that it has no intention of accrediting any school of nursing in a public psychiatric hospital.

A Good Program

New York State's schools of nursing offer a three-year basic course consisting of a one-year college scholarship in required biological and social sciences and skills of communication; one year of affiliation in a recognized general hospital; and a third year in the home hospital devoted to required specialties including psychiatric nursing. During the freshman and senior years the student is in regular contact with patients in a supervised program which emphasizes the emotional needs of the patient and interpersonal relationships. The three-year course is accepted by all affiliating colleges and universities for credit toward a baccalaureate degree in nursing. In addition the state schools provide a 12-week affiliation in psychiatric nursing to 80 per cent of all the registered schools of nursing in the state. The department schools are officially registered by the New York State Department of Education, which sets the official standards for all nursing education in the State of New York. Our graduates are eligible for the state examination for registration (an examination prepared by the National League for Nursing). Their achievement in this examination is above average.

Second to None

The quality of New York State's nursing schools is beyond question. The competence of their graduates in every aspect of nursing care has been demonstrated over the years in actual performance in the department's own hospitals and elsewhere. As Deputy Commissioner Brill observed this month to the New York State Nurses Association, we have found that these nurses, educated in a psychiatric setting, are superior psychiatric nurses. The mental hospital schools of nursing, he maintained, are the best possible source for the training of psychiatric nurses.

For all practical purposes they are the only resource today. The university graduate program supported by federal funds provides a highly desirable form of education. It has produced only a small number of psychiatric nurses, however, and only rarely do they function at the level of direct patient care. Furthermore, these nurses are not entering public mental hospitals, which handle the bulk of psychiatric problems. Special training facilities in community psychiatric centers are few in number and so far offer only limited opportunities. But New York State's 18 schools are turning out hundreds of graduates well qualified to enter psychiatric nursing in any mental hospital in the country as well as general hospital and private nursing.

The crucial element in this situation is the fact that 75 per cent of the registered nurses in New York State's mental hospitals are recruited from the department's own schools. Right now 73 per cent of the graduates are entering state service each year. Forty per cent remain more than five years. Contrast this with the five percent mentioned above and the importance of mental hospital schools in recruitment becomes sharply apparent. The proportion of the nursing staff recruited from other sources is in no way limited by the preponderance of personnel from our own schools. New York

(Continued on Page 15)

State Exam For Beginning Office Worker Set For Jan.-From \$2,950 to \$3,810

The State of New York has set early January for the opening of its biggest clerical exam of the year, that for beginning office worker.

There is no minimum of education or experience, and applicants can be between the ages of 18 and 70.

The register resulting from the test will fill posts as clerk, file clerk, and account and statistics clerk. The written test is scheduled for March. Fillings will probably close in mid-February.

Clerks and file clerks start at \$2,950 and increase to \$3,450 a year

through five years. Account and statistic clerk salaries range from \$3,050 to \$3,850.

Further information and application blanks will be available when filings open from the New York State Civil Service Commission, 270 Broadway, New York 7, N.Y., or State Office Building, Albany 1, N.Y.

Watch The Leader for further details as they develop.

Nurses Needed in Bronx at \$3,495

Applications will be accepted until further notice for \$3,495 a year career-conditional jobs as licensed practical nurses in the Veteran's Hospital, Bronx. Requirements are the completion of a course in practical nursing and a license to practice in a state or territory of the U.S.

Apply, stating Announcement No. 2-66-1 (1959), to the Board of U.S. Civil Service Examiners, Veteran's Administration Hospital, 130 West Kingsbridge Road, Bronx 68, N.Y., or the Director, Second U.S. Civil Service Region, Federal Building, Christopher St., N.Y.

Entrance Exam For U. S. Service Set For Jan. 9

People interested in careers with the U.S. Government have until Dec. 24 to file for the next Federal Service Entrance Exam, scheduled for Jan. 9.

There are jobs in more than 60 fields for college graduates or those with at least three years' specialized work experience. Also open is the student trainee program, offering on-the-job training in science and engineering.

Detailed information and the application card, Form 5000-AB, for both the FSEE and student-trainee programs are available from college placement officers, many post offices, the U.S. Board of Civil Service Examiners, Second Civil Service Region, Federal Building, Christopher St., New York 14, N.Y., or the U.S. Civil Service Commission, Washington 25, D.C.

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2. GEICO insures only persons in its eligible "preferred risk" groups—that is, careful drivers who are entitled to preferred rates.
3. The low GEICO premium is the full cost of your insurance—there are no membership fees, no assessments or other sales charges of any kind.



HERE IS THE PROTECTION YOU GET

You get EXACTLY THE SAME STANDARD FAMILY AUTOMOBILE POLICY used by most leading insurance companies, and you are fully protected wherever you drive in the United States and its possessions. A GEICO automobile insurance policy can comply with the Financial Responsibility Laws of all states, including the compulsory insurance requirements of New York and North Carolina.

GEICO is one of the largest insurers of automobiles in the nation. GEICO is rated A+ (Excellent) by Best's Insurance Reports, the industry's authority on insurance company reliability.

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Yr.	Make	Model (Dir., etc.)	Cyl.	Body Style	Purchase date	<input type="checkbox"/> New
					Mo. Yr.	<input type="checkbox"/> Used

Days per week car driven to work? _____ One way distance is _____ miles.
Is car used in business other than to and from work? Yes No
Is car principally kept and used on a farm or ranch? Yes No
Additional male operators under age 25 in household at present time: _____

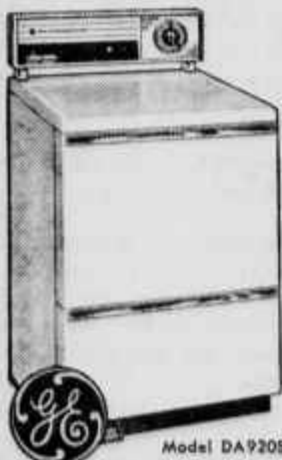
Age	Relation	Married or Single	% of Use



Government Employees INSURANCE COMPANY

(A Capital Stock Company not affiliated with U. S. Government)
150 Nassau St., New York 38, N. Y. • Phone WORTH 2-4400
Home Office, Washington, D. C.

Dries all Washables Perfectly With One Dial Setting



Model DA9205

HIGH-SPEED DRYER Only Pennies Per Week

- after small down payment
- Synthetic De-Wrinkler—Removes wrinkles from synthetic fabrics.
 - Automatic Sprinkler—Dampens dry clothes just right for ironing.
 - Air Freshener—Gives clothes a fresh, breezy day smell.

American Home Center inc.
618 THIRD AVE. AT 40th ST.
Call MO 3-3616
For Your Low, Low Price!

Bond's CLOTHES

\$5.00 FREE

\$5.00 Bond Gift Certificate FREE with purchases throughout the store totaling \$50 and made in any one shopping day NOW UNTIL CHRISTMAS



America's Biggest Clothier

NYC EXAMS THIS WEEK

Dec. 8. License for portable engineer (steam), practical set for 2 candidates at 9:30 A.M. at the Brooklyn Asphalt Plant, 14th St. & Hamilton Ave., Bklyn.

Dec. 9. Clerk, medical in Room 20 at 241 Church St., Manh. at 8 A.M. for 321 candidates.

Dec. 9. Burroughs No. 7200 Operator (3d filing period), practical at Burroughs School, 4th floor, 219 Fourth Ave. (near 18th St.), Manh., at 8:45 A.M. for 19 candidates.

Dec. 9. License for stationary engineer, practical at the power plant of Fordham Hospital, Southern Blvd. & Crotona Ave., Bronx, at 8:45 A.M. for 8 candidates.

Dec. 9. Physical therapist (3d filing period), written test in Room 202, 241 Church St., Manh., at 8:45 A.M. for 48 candidates.

Dec. 10. License for stationary engineer, practical test at same address as above for this title, 8:45 A.M. for 8 candidates.

Dec. 11. License for refrigerating machine operator, practical test at the power plant, Bronx Terminal Market, 151st Street & Exterior St., Bronx, at 12:01 P.M. for 10 candidates.

Dec. 11. Economist, medical in Room 200, 241 Church St., Manh., at 11:20 A.M. for 5 candidates.

Dec. 11. Supervisor of motor transport, medical test in Room 200, 241 Church St., Manh., at 11:20 A.M. for 19 candidates.

Dec. 11. Assistant bridge opera-

tor, medical in room 200, 241 Church St., Manh., at 8 A.M. for 97 candidates.

Dec. 11. Housing fireman, medical in Room 200, 241 Church St., Manh., at 9:20 A.M. for 96 candidates.

Dec. 11. Promotion to assistant supervisor (cars and shops), written test in Room 202, 41 Church St., Manh., at 8:45 A.M. for 40 candidates.

Dec. 11. Landscape architect, medical in Room 200, 241 Church St., Manh., at 11:45 A.M. for 7 candidates.

Dec. 11. Senior consultant (mental health standards and services), technical oral test in Room 705, 299 Broadway, Manh., at 11:15 A.M. for 3 candidates.

Dec. 11. Consultant (mental health standards and services), technical oral test in Room 705, 299 Broadway, Manh., at 11:15 A.M. for 3 candidates.

Dec. 12. License for refrigerating machine operator, practical at same address as listed above for

this title, 12:01 P.M. for 10 candidates.

Dec. 12. Promotion to rammer, written test in Julia Richman High School, 317 E. 67 St., Manh., at 9:30 A.M. for 74 candidates.

Dec. 12. Stationary fireman, written test in Julia Richman High School, 317 E. 67 St., Manh., at 9:30 A.M. for 282 candidates.

Dec. 12. Patrolman, Police Department, written tests at 9:30 for the following numbers of candidates at the following City public high schools: Seward Park High School, 1,388; Charles Evans Hughes, 882; Wm. Howard Taft, 1,165; Theo. Roosevelt, 1,166; Bryant, 1,327; Franklin K. Lane, 1,318; Abr. Lincoln, 2,000, and James Madison, 1,977. Total schedule to take exam: 11,223.

Dec. 12. Policewoman, Police Department, written at George Washington High School at 9:30 for 1,590.

For Christmas & New Year's parties. Special attention to State Employees.

BARTKE'S LIQUORS

146 State (Corner of Eagle) Albany, N.Y. 6-8992
Harry Scarlate

Cenci's

234 Washington Ave.

— Ideal for —

- ★ Banquets
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- ★ Business Meetings
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Accommodations From 25 to 100
Phone 3-9066

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IS CONVENIENT FOR BUSINESS OR PLEASURE

Close to the glamorous theatre-and-nightlife, shops and landmarks.

Express-subway at our door takes you to any part of the city within a few minutes. That's convenience!

A handy New York subway map is yours FREE, for the writing.

IMMEDIATE CONFIRMED RESERVATIONS

In New York: Circle 7-3900
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Singles from \$6.50
Doubles from \$10.00
C. L. O'Connor, Manager

7th Ave. at 55th St., New York

BANQUETS WEDDINGS

SEE
PETIT PARIS
1060 MADISON 2-7864

For Real Estate Buys See Page 11

Select your Christmas Presents from the largest Camera Store in Eastern New York. — And you receive important Extras at Berns:

- 1) Expert Advice and Assistance with Each Purchase
- 2) All Service Work done expertly, quickly in our shop
- 3) Low-Low Prices on famous brand merchandise
- 4) Special Prices to State Employees.

BERNS CAMERA STORE

in Albany: 84 North Pearl St.
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Before You Book, Check Our Prices WE SERVE THE BEST FOOD AT PRICES YOU CAN AFFORD TO PAY.

Group Banquets From **\$2** Per Person

PHIL'S RESTAURANT & STEAK HOUSE

326 Central Ave. (Cor. Quail)

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BOOK YOUR CHRISTMAS PARTIES NOW

TOWPATH INN

582 BROADWAY
MENANDS

ENTERTAINMENT NIGHTLY :-
5-9040

John Pauls' CARRIAGE HOUSE

LATHAM, N. Y.

1/2 mi. N. OF LATHAM CORNERS

PENNSYLVANIA DUTCH DECOR BANQUETS & MEMORABLE OCCASIONS

Reservations Phone 5Tate 5-8980

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STATE RATE ON ROOMS

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INDOOR POOL OPENS ABOUT JAN. 1st, 1960

DINING ROOM COFFEE SHOP COCKTAIL LOUNGE

ERIE BLVD. EAST SYRACUSE, N. Y.

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Mail & Phone Orders Filled

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In Time of Need, Call M. W. Tebbutt's Sons

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CAPITOL AREA COUNCIL OF CHURCHES

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of all publishers
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MAYFLOWER - ROYAL COURT APARTMENTS -- Furnished, Unfurnished, and Rooms Phone 4-1944 (Albany).

Allens

Homemade CHOCOLATES & BON BONS

Homemade HARD CANDIES

21 Central Ave. HE 4-7020
ALBANY, N. Y.



planning a Party?

Even a small gathering becomes the social event of the season against the lovely background of the magnificent THRUWAY MOTEL. Air conditioned private rooms, including the elegant new CROWN ROOM, accommodate parties up to 75 people. Choice of menus to suit every occasion. Ample free parking. For information and reservations, call

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Just Off Exit 24, N. Y. Thruway
American Express Co. Cards Honored

SLEASMAN'S HOFBRAU

Watervliet, Shaker Road NEAR ALBANY AIRPORT

The Perfect Spot for

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 - ★ and Parties
- Call ST 5-8841 For Estimates

Try Our Delicious

★ Daily and Sunday Dinners

★ Music and Dancing Every Saturday Night

— with the —
★ CHUCK TERRY TRIO!!

"Let's Join the Fun"



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Your Choice 9 for 99c

- IONA TOMATOES 1 lb. cans
- A&P SAUERKRAUT 1 lb. cans
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- A&P APPLESAUCE 4 lb. Cans 49c
- JIFFY BISCUIT MIX 2 lb., 8 oz. Pkg. 35c
- ANN PAGE MAYONNAISE qt. 49c

Prices shown in this advertisement are subject to change without notice. Effective in Albany Area.

Promotion to Administrative Asst. is Open

Supervisors in City departments can apply now, and until Dec. 23, for the big promotion to administrative assistant exam.

The job pays from \$5,450 to \$6,980 a year, and is open to supervising clerks, supervising typists and supervising stenographers who

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

have been at their present jobs for at least six months.

Separate eligible lists will be established for each department and, in addition, there will be a general list. The period for the filing of applications will close Dec. 23.

The written test, scheduled for March 12, will have questions on administrative and supervising techniques and practices, office management and public administration.

Applications and information are available from the Department of Personnel, Application Section, 96 Duane St., New York 7, N. Y., two blocks north of City Hall and just west of Broadway.

City Test for Police Lieutenant Is Open

Police sergeants can apply for the next few weeks, from Dec. 8 to 23, for the big promotion to lieutenant in the Police Department exam.

The examination is open only to police sergeants who have served at least six months, and actual

appointment only to those who have served a year prior to the date of appointment.

Apply to the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y., across the street from the offices of The Leader.

FOR SALE
4 band Radio with 2 short wave bands, local, police, ship, airplanes, 9 tubes, AC National brand with phono connection. Can send and receive on amateur bands. Excellent condition. Reasonable price. Gets Europe, Asia, So. America, Africa, Israel, etc. Call BE. 3-6010.

TRAIN TOWN HUGE DISCOUNTS

New York's Newest Hobby Shop
Invites you to see its huge new operating train layout, 10 to 6 Monday to Saturday. All gauges of trains bought, sold, traded, repaired. A complete H.O. Train set power pack and track for less than \$15. We have them, 103 Duane St. (Off Bway) DI 9-0844

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AT HOME IN SPARE TIME
If you are 17 or over and have left school, you can earn a High School diploma. Write for free High School booklet—tells how.

AMERICAN SCHOOL, Dept. 9 AP-17
120 W. 42nd St., New York 36, N. Y. Phone BRyant 9-3604
Send me your free 55-page High School Booklet.
Name _____ Age _____
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OUR 62nd YEAR

SPECIAL PRICE TO CIVIL SERVICE EMPLOYEES

Now! AT AMERICAN LOW, LOW PRICES ON LATEST 1959 General Electric DISHWASHERS

LIMITED TIME OFFER! Good Only During

GE DISHWASHER DAYS

ROLL DISHWASHING DRUDGERY

OUT OF YOUR LIFE!

The NEW 1959 G-E MOBILETTE "Rolls-on-Wheels" DISHWASHER

Low, Low Priced at Only

\$219⁹⁵
G-E MODEL SP-305



New! Exclusive **FLUSHAWAY DRAIN!**
NO Hand Scraping!
NO Hand Rinsing!

As Little As **\$175 A WEEK** After Small Down Payment
up to **3 YEARS TO PAY!**

Buy Only at this Sign of Value!



DON'T SETTLE FOR LESS than These General Electric Quality Features:

- Completely Automatic—does entire dishwashing job—pre-rinses, power scrubs, sanitizes and dries dishes!
- Sanitizes dishes to protect family's health!
- Big capacity—holds service for 10!
- New "Sparkling Rinse"—assures sparkling clean dishes!
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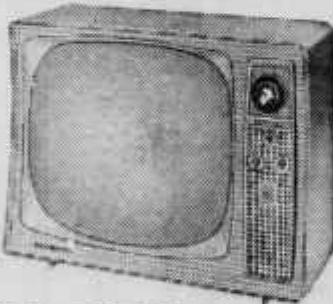
NEW Just out! 1960 GE TV

NEW LOW PRICES that Set NEW VALUE STANDARDS!

New Low Priced "Designer" TV!

Full-Power Transformer, High Power Chassis, Front Speaker Sound for Balanced Fidelity, Width Control, Lightweight Concealed Hand-Grips for Easy Carrying, Set-and-Forget Volume Control.
Model 173304
17" Overall Diag. Meas., 15 1/2 sq. in. Picture

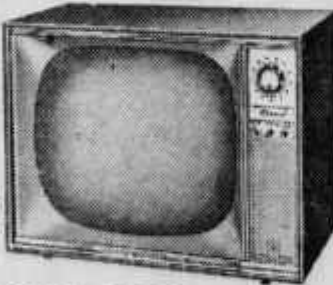
\$158



New 21" Table Model that Performs Like a Console!

Slim-Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound.
Model 21T3417
Ultra-Vision 21" Overall Diag. Meas., 26 1/2 sq. in. Picture

\$178⁷⁷



New Low Price for a 21" Ultra-Vision Console!

Slim-Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound, Built-in Antenna.
Model 21C3439
Ultra-Vision 21" Overall Diag. Meas., 26 1/2 sq. in. Picture

\$198⁷⁷



FREE 90-DAY TV SERVICE

by G-E Factory-Trained Experts at G-E Service Depots on all 1960 Portables and Table Models (when purchased from your authorized G-E TV dealer). Slight charge for 90-Day "In-home" service on Consoles.

You're Worry-Free When You Buy G-E! **EASY TERMS!**

Buy Only at this Sign of Value.



American Home Center, Inc.

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AMERICAN HOME CENTER, INC.

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From \$4,040 For Internal Revenue Agents With U. S.

The U.S. Government is accepting applications now for \$4,040 to \$4,980 a year jobs as internal revenue agent trainees, located in New York State. The job consists of a six month course of in-

struction and professional training. Required are a college degree in accounting or three years of experience. For the \$4,980 jobs, an additional year of study or

experience will be required.

Application forms and a copy of Recruiting Circular No. 1 may be obtained from the Second U. S. Civil Service Region, Federal Building, Christopher Street, New

York 14, N.Y.; and the Board of U.S. Civil Service Examiners, Internal Revenue Service, U. S. Treasury Department, Room 1116, 90 Church Street, New York, N.Y.

Pass your copy of The Leader On to a Non-Member

LIST REALTY FOR HOMES
It will pay you to get acquainted with List Realty. Who is List Realty? Well they sell homes, houses and lots and have been doing so for years and years. With two large offices conveniently located at 160-13 Hillside Ave., Jamaica and at 135-30 Rockaway Boulevard, South Ozone Park. List really live up to their name. You can view their long list of choice properties located in every decent, responsible community of Queens and make your selection.

Many a buyer will be surprised to see some of the unbelievable, sound values you can get at List. One family home can be secured for as little as \$9,500 with real, legal, 2 family homes for as low as \$12,500! The slogan here at List is "Why pay Rent, when for a small down payment you can become a proud home owner," and for a fraction more you can own a regular 2 family and at least pay off your mortgage much faster by renting out and apt. It is as easy as this Get over to List. See the many homes on display, pick yours and start on the road to owning your own home. Call JAMAICA 9-5100 or OLINVILLE 7-3838 and ask to make an appointment.

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WARWICK VIC. WRITE YOUR NEEDS
Free Gen'l or Farm Cat'g
ALSO Brochure on Warwick, N. Y.
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LOOK! \$10 DOWN, \$10 monthly, buys lease plots at \$3000 in beautiful Berkshires. A Farrere, Hillsdale, N. Y. Fairview 3-4387.

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50-ft. Rancher, screened porch: \$11,000
One-Third Acre Lots \$800
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RETIREMENT HOMES
Many to choose from
\$2250 up
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I have fine small homes, country and village. Send for free brochure with listings.
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Farms - Acreage - Businesses
N. B. GROSS, 2 John, Kingston, N.Y.

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11 acres homesites: good road, \$2,500.
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LUXOW, Rily, Margaretville, N.Y. 2251

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N.B. GROSS, 2 John, Kingston, N.Y.

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Business Opportunity
GREENE COUNTY
BAR & RESTAURANT incl. 4 cabins & 8 bedrooms all equip. \$25,000. V. G. Sheridan, Agt. R.D. 2, Catskill.

HOUSEES — GREENE COUNTY

2 STORY FRAME, heat, 2 baths, good condition in village \$8,500. V. G. Sheridan, Agt. R.D. 2, Catskill.
14 acres, edge of village, 2 family, 10 rms & 2 baths, sep. entrance, hot water heat, 2 car garage, barn and fully equip. poultry house, 5000 broilers, scenic view, \$11,500.
FRITZ GERLACH, REALTOR
Prattville, N. Y. AX 9-5334

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\$4,000 buys—4 rms. bungalow, edge of city, cellar, furnace, elect., city water, extra lot, only 1/4 cash Others, E. Fryer, 29 Hanford, Middletown, NY DI 3-5720.

NEW! Just Out! 1960 GE TV

at LOW PRICES that Set NEW VALUE STANDARDS!

SEE

...these Important NEW Features in the NEW 1960 G-E Models!

- NEW — FULL-POWER TRANSFORMER
- NEW — SET & FORGET VOLUME CONTROL
- NEW — INCREASED SENSITIVITY
- NEW — "NEW YORKER" CHASSIS
- NEW — PRECISION-ETCHED CIRCUITRY
- NEW — DAY-BLUE 110° ALUMINIZED TUBE
- NEW — DRAMATIC STYLING

FREE 90-DAY TVSERVICE

by G-E Factory-Trained Experts at G-E service depots on all 1960 Portables and Table Models (when purchased from your authorized G-E TV dealer). Slight charge for 90-Day "in-home" service on Consoles.

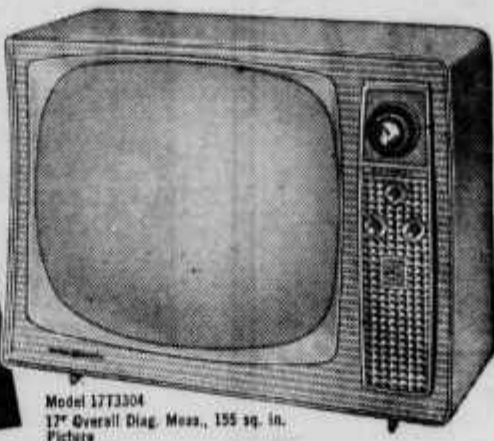
EASY TERMS!



NEW Low Priced "Designer" TV!

Full-Power Transformer, High Power Chassis, Front Speaker Sound for Balanced Fidelity, Width Control, Lightweight Concealed Hand-Grips for Easy Carrying, Set-&-Forget Volume Control.

\$158



Model 1773304
17" Overall Diag. Meas., 155 sq. in. Picture

NEW 21" Table Model that Performs Like a Console!

Slim Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound.

\$178⁷⁷

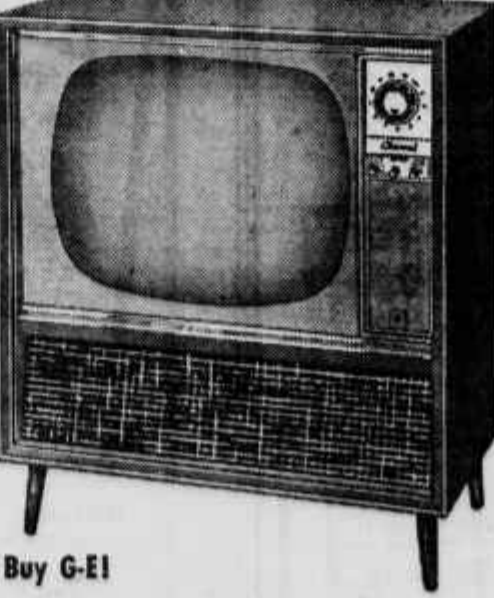


Model 21T3427 Ultra-Vision 21"
Overall Diag. Meas., 262 sq. in. Picture

NEW Low Price for a 21" Ultra-Vision Console!

Slim Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound, Built-in Antenna.

\$198⁷⁷



Model 21C3439 Ultra-Vision
21" Overall Diag. Meas., 262 sq. in. Picture

You're Worry-Free When You Buy G-E!

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New Branch Office for Civil Service Leader
FOR A FREE COPY of the Civil Service Leader or information in reference to advertising, etc. for Hudson Valley call or write:
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Pass your copy of The Leader On to a Non-Member

REAL



ESTATE VALUES

HOMES CALL BE 3-6010

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INTEGRATED

CALL NOW!

NO CASH DOWN G.I. \$300 CASH CIVILIAN

Jamaica \$10,500
Stucco, detached 40x100, 7 room, 4 bedrooms, full basement, oil unit, garage, extras included. Nr. shopping and transportation. Only \$68.77 a month.

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SEE US For a HOME of... YOUR OWN

HEMPSTEAD & VICINITY Ranch \$8,990
\$270 Down
Large pre-war rambling home in beautiful country setting, efficiency planned kitchen, spacious living room, modern bath, large cross ventilated bedrooms, landscaped plot in most desirable neighborhood.

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2 FAMILY \$12,500
Detached, legal 2 family, 2 separate entrances, full basement, oil unit, expansion attic for additional rooms when ready. Extras included. Hurry!

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Only 4 years old custom built sacrifice, features picture window, large living room, scientifically designed kitchen, Hollywood bath, 4 tremendous bedrooms on beautiful landscaped suburban plot.

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JA 3-3377

REALTY
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MAKE IT A REAL THANKSGIVING

BAISLEY PARK \$9,500
1 family. Features comfortable rooms, automatic gas heat, modern kitchen, many extras. Excellent location.

Only \$300 Down

MOTHER & DAUGHTER 2 FAMILY DETACHED
5 rooms and bath, 3 rooms and bath, oil heat, a large plot of ground, terrific buy at \$14,000 with only \$500 Cash on contract.

170-03 Hillside Ave.
Next to Sears, Rockwood "E" or "F" train to 169th St. Sta.
AX 1-5262

BEAUTIFUL FREEPORT TERRACE
1 family down stairs. Beautiful 3 room, includes dining room, living room, kitchen and enclosed porch. Upstairs 2 bedrooms and bath. Garage, sacrifice \$9,990 only. \$300 Down, buys this waiting beauty. Better hurry! Will be grabbed up.

Make it your business to consult with us regarding exclusive homes in this beautiful area. Make This a Real Christmas in a Home of Your Own.

ASK TO SEE THE MANY OTHER BEAUTIFUL HOMES.

327 Nassau Rd. Roosevelt, L. I.
Southern State Parkway, Exit 21
FR 8-4750

7 DAYS A WEEK UNTIL 8 P.M.

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SPRINGFIELD GARDENS INTEGRATED

2 Family Detached 40x100 Plots

First Floor	\$24,500
• 3 Bedrooms	\$4,500 Down
• Oversized eat-in Kitchen	
• Fully tiled bath	ONLY \$40
• Large Dining Room	
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• Full Basement	Monthly Carries All

1 Family Ranch Only \$17,500 Down \$1,300 P.M.A. 30 Yr. MORTGAGE

WESTMOUNT HOMES
137-30 Bedell St. LA 8-9696

Directions to model: Belt Parkway to Farmers Blvd north 7 blocks to Bedell St. Right to model. LIRR to Hight St. 2 blocks to model. Bus Q5A from 165 St. Jamaica Terminal to Bedell St. Open Daily to 6, Sun 11 AM to 6 PM

INTEGRATED

S. OZONE PARK — \$13,990

NO CASH DOWN FOR GIs

\$490 CASH ALL OTHERS

DETACHED BRICK SHINGLED COLONIAL

5 1/2 Rooms — Finished Basement
New Gas Steam Heating, Oversize Garage
All Extras Including Alum/Scrns & Strms B-195

E-S-S-E-X 143-01 HILLSIDE AVE. JAMAICA
AX 7-7900

EASIER TERMS! AT LIST

LOWEST DOWN PAYMENTS
"HOMES TO FIT YOUR POCKET"
SOME AS LOW AS \$300 TO ALL
\$10 HOLDS ANY HOME

Springfield Gdns, So. Ozone Park, Richmond Hill, Jamaica & Vic.

SPRINGFIELD GARDENS

2 FAMILY \$13,000

7 rooms, detached, 40x100, oil heat, separate to upstairs apt. beautiful area. Nr. everything. Bring small deposit.

LIVE RENT FREE

1 FAM. \$61.70 Mo. \$9,500
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BUNG. \$78.18 Mo. \$11,900

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Van Wyck Expressway and Rockaway Blvd. FREE PICK-UP CAR SERVICE. AT SUBWAY. FREE PARKING.

SO. OZONE PARK \$8,700

5 large rooms, Hollywood kitchen, playroom basement. Many extras.

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1 FAM. \$16 wkly \$ 9,900
BUNG. \$19 wkly \$12,000
1 FAM. \$20 wkly \$12,100
2 FAM. \$20 wkly \$12,400
BUNG. \$20 wkly \$12,400
1 FAM. \$21 wkly \$12,750
1 FAM. \$23 wkly \$14,400
2 FAM. \$25 wkly \$15,200

Also Many Unadvertised Specials
OL 7-3838 OL 7-1034
160-13 HILLSIDE AVE. JAMAICA
E or F Train to Parsons Blvd.

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OPEN 7 DAYS A WEEK

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RENT \$150 MONTH

WITH OPTION TO BUY

SOLID BRICK ALL AROUND — Fully Detached

- 6 SPACIOUS ROOMS
- MODERN KITCHEN
- 3 IDEAL BEDROOMS
- 2 BATHS — Many Extras
- FIN. BASEMENT

NATIONAL REAL ESTATE CO.
168-20 Hillside Ave. Jamaica, N. Y.
OL 7-6600

INTEGRATED

BAYSIDE \$16,900

SEVEN YEAR OLD BUNGALOW
5 enjoyable rooms, plus finished basement with kitchen and bath and a lovely cocktail bar, storm screens, Venetian blinds and many extras. All this and garage on a lovely landscaped plot. Conveniently located to schools, transportation and shopping.

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Many listings in Flushing-Bayside area

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LET US SHOW YOU SOME REAL GOOD BUYS!
INVEST YOUR CHRISTMAS BONUS IN A HOME

ST. ALBANS — 4 bedrooms, colonial brick, 2 car garage, 50x100.

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HOLLIS — 2 family brick, 5 & 4, 2 car garage, finished basement with bar, gas heat, h/wood kitchen & bath.

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ST. ALBANS — Colonial Brick & Stucco, 9 rooms, 4 bedrooms, 2 1/2 baths, 2 car garage, 50x100.

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Large corner plot 45x100 in an exclusive neighborhood with all utilities and sidewalk, 1 block to convenient bus, near schools, etc.

Builder to close out, will sell or build custom home to suit this A1 area. Will give 30 year mortgage. Reasonable, with terms.

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EXCEPTIONAL BUY! BRAND NEW!

Detached, New Cape Cod, oversized landscaped plot, expansion attic, full basement, oil heat, near business stores, schools, etc. at Huntington Sta. 84th St. Ave. **OWNER BUILDER!** Compare this low price only \$13,990 with easy terms. FHA approved. Call WA 2-0122.

Furnished Apts. Brooklyn

87 Herkimer Street, between Bedford & Nostrand Ave., beautifully furnished one and two room apts., kitchenette, gas, electric free. Elevator. Near 5th Ave. Subway. Adults. Seen daily.

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Large 40 x 100 plot, residential, all utilities. Terms call OL 2-9708.

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FLORAL PARK SOLID BRICK

Detached on huge 50x87 plot. Ranch, 3 bedrooms, 2 rooms in finished basement, oil heat, 1 car garage, extras. A FINE RESIDENCE.

\$19,000

HOLLIS

Legal 2 family home, 40x100 plot, new aluminum siding, knotty pine finished basement, 9 rooms, beautiful landscaped. High mortgage. Many extras. LIVE RENT FREE.

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LEGAL NOTICE

File No. P2178, 1959 — CITATION — The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin or distributees of Charles Newman, deceased, if living, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and if any of the foregoing be dead, their heirs at law, next of kin, distributees, executors, administrators, legatees and successors in interest, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and to all other persons, if any there be, who have, or claim to have, an interest in the proceeding of the proving of the Last Will and Testament of Charles Newman, deceased.

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 January 6, 1960, at 10:30 A.M., why a certain writing dated July 27, 1959 which has been offered for probate by Gladys Kadish residing at 1142 Sheridan Avenue, Bronx, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Charles Newman, deceased, who was at the time of his death a resident of 26 South Street, in the County of New York, New York.

Dated, Attested and Sealed November 23, 1959.

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

Pass your copy of The Leader On to a Non-Member

"Say You Saw It in The Leader"

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).

Hours are 9 A.M. to 4 P.M., closed Saturdays except to answer inquiries from 9 to 12 A.M.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing 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.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArcley 7-1616; State Office Building, State Campus, Albany, Room 212; Room 400 at 155 West Main St., Rochester; hours at these offices are 8:30 A.M. to 5 P.M., closed Saturdays.

Wednesday only, from 9 to 5, 221 Washington St., Binghamton. Any of these addresses may be used in applying for county jobs or for jobs with the State.

Applications for State jobs may also be made, in person or by representative only, to local offices of the State Employment Service.

U.S. — Second U.S. Civil Service Region Office, 641 Washington St. (at Christopher St.), New York 14, N.Y. This is in the south-west corner of Greenwich Village, just above Houston St.

Hours are 8:30 A.M. to 5 P.M., Monday through Friday. Telephone WAtkins 4-1000.

Applications are also obtainable at main post offices, except the New York Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

"Say You Saw It In The Leader"

State Exams: Over 30 of Them — Janitor, Draftsman, Etc., From \$3,680 to \$9,408

Open now with the State of New York is a long and impressive list of job titles paying from \$3,680 to \$9,408 a year.

On some, the filing of applications will close Dec. 14, and on others the closing date is not until Jan. 4. Among those closing Dec. 14 are identification officer, land and claims technician and engineering materials technician, on which stories appear elsewhere in the leader.

The jobs follow, listed by number, title and salary. The ones with asterisks before the numbers do not require New York State residence. All other do.

Closing Dec. 14

- 2173. Senior building electrical engineer, \$7,818 to \$9,408. 2174. Senior building structural engineer, \$7,818 to \$9,408. 2175. Assistant building structural engineer, \$6,510 to \$7,760. 2177. Junior land and claims adjuster, \$5,246 to \$6,376. 2179. Title searcher, \$4,988 to \$6,078. 2180. Estate tax examiner, \$4,988 to \$6,078. 2182. Senior identification officer, \$4,070 to \$5,010. 2183. Poultry marketing specialist, \$5,246 to \$6,376. *2184. Senior librarian (medicine), \$6,872 to \$7,318. *2185. Senior medical records librarian, \$5,642 to \$6,078. *2186. Senior dietitian, \$4,740 to \$5,790. (This job does not require U.S. citizenship). 2187. Senior X-ray technician \$4,280 to \$5,250. 2188. Senior social worker, \$5,246 to \$6,376.

Jan. 4 Closing

Included in the list of jobs closing Jan. 4 are supervising janitor, draftsman and engineering technician, and there are separate stories on them elsewhere. They all pay from \$3,680 to \$5,560 a year. The complete list follows: *2189. Director of psychiatric

social work training, \$6,732 to \$8,142.

- *2190. Supervising psychiatric social worker, \$6,410 to \$7,760. *2192. Bank examiner aide I, appointments at \$4,600. 2193. Assistant director of nursing, \$5,246 to \$6,376. 2194. Pharmacy inspector-narcotics investigator, \$5,796 to \$7,026. 2195. Senior local assessment examiner (metropolitan), \$6,732 to \$8,142. 2196. Associate local assessment examiner (metropolitan), \$7,818 to \$9,408. 2197. Supervising janitor, \$3,680 to \$4,560. 2198. Senior library clerk, Eighth Judicial District, \$3,050. 2199. Senior civil engineer (design), \$7,818 to \$9,408. 2200. Draftsman, \$3,680 to \$4,560. 221. Engineering technician, \$3,680 to \$4,560. 2202. Supervising forest appraiser, \$6,732 to \$8,142. 2203. Senior meteorologist, \$6,098 to \$7,388. *2587. Case worker, city and county welfare departments, salaries vary. 2595. Sanitary engineer, Westchester County, \$6,230 to \$7,990.

LEGAL NOTICE

SUMMONS ACTION FOR A SEPARATION SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. BLANCA EDITH HARDEN, Plaintiff against ERIC A. HARDEN, Defendant. Plaintiff designates New York County as the place of trial. Plaintiff resides in New York County. To the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, New York, December 16, 1958 ARNOLD A. SECUNDA Attorney for Plaintiff Office and Post Office Address 92 Liberty Street Borough of Manhattan City of New York

NOTICE PURSUANT TO RULE 52 OF THE RULES OF CIVIL PRACTICE SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. BLANCA EDITH HARDEN, Plaintiff, against ERIC A. HARDEN, Defendant. TO: ERIC A. HARDEN The foregoing summons is served upon you pursuant to an Order of the Honorable WILLIAM C. HECHT, JR. Justice of the Supreme Court of the State of New York dated the 6th day of November, 1959, and filed with the complaint in the office of the Clerk of the County of New York, 60 Centre Street, Borough of Manhattan, City and State of New York. DATED: New York, New York November 9th 1959. ARNOLD A. SECUNDA Attorney for Plaintiff 60 Broad Street New York 4, New York

GOLDBERG, MORRIS S.—File No. P 1974, 1955. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO: Edwita D. Staub; Barbara Hanna Staub; Janet Frances Staub; A. Jay Staub; Sarah Sue Polla; Marjorie Jane Polla; Amy Louise Polla; Milton Haut; Robert Allen Haut; David Ira Haut; Paul Lawrence Haut; Elias David Haut; Robert Haut; Barbara Jean Madonnas; Ruth Ann Haut; Dorothy Elizabeth Haut; Shirley Cohen; being the persons interested as creditors, legatees, beneficiaries, distributees, or otherwise, in the estate of Morris S. Goldberg, deceased, who at the time of his death was a resident of No. 33 Riverside Drive, New York, N. Y., SEND GREETING:

Upon the petition of Leona A. Goldberg, residing at 33 Riverside Drive, New York, N.Y., Arthur Cohen, residing at 240 Pond Crossing, Lawrence, New York, and Hannah G. Goldberg, residing at Spencer Arms Hotel, 69th Street and Broadway, 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 15th day of January, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Leona A. Goldberg, Arthur Cohen and Hannah G. Goldberg as Executors of the Last Will and Testament of Morris S. Goldberg, deceased, should not be judicially settled.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable S. Samuel Di Falco, a Surrogate of our said county, at the County of New York, the 16th day of November in the year of our Lord One thousand nine hundred and fifty-nine. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

*172. Social work scholarships, and internships, paying full tuition and expenses.

Information and applications are available from the State Civil Service office, 270 Broadway, Manhattan; or the information desk in the lobby of the State Office Building, Albany, N.Y.

LEGAL NOTICE

File No. P 3788, 1959.—CITATION.— THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, TO: Galina N. Shulakoff, Anatoly N. Shulakoff, Irina V. Shulakoff, Anna N. Smirnova, Anna N. Shilov, Helen N. Shepin, Anna N. Smirnova, on behalf of Irina V. Shulakoff.

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 January 11, 1960, at 10:30 A.M., why a certain writing dated March 31, 1959 which has been offered for probate by Andrew I. Boehm residing at Trenton Road, Cassville, N. J., should not be probated as the last will and Testament, relating to real and personal property of Constantine Stephano-vich Shulakoff, also known as Constantine Shulakoff Deceased, who was at the time of his death a resident of 83 East 22nd St., New York City, in the County of New York, New York. Dated, Attested and Sealed, Nov. 23, 1959. HON. S. SAMUEL DI FALCO Surrogate, New York County PHILIP A. DONAHUE Clerk.

SALICHS, FRANCISCO GASPAR (also known as F. G. SALICHS) — File No. P 2643, 1959. — CITATION. — The People of the State of New York, By the Grace of God Free and Independent, TO: Carlos F. Mariastay, Frank J. Salichs, Florence S. Ferrs, Jose Eustaquio Salichs, Francisco Gaspar Salichs, Maria Mercedes Salichs de Colon, Jose Gaspar Salichs, Maria Mercedes Salichs de Cintron, Maria del Carmen Salichs de Rivera, Maria Josefa Salichs de Galvani, Gaspar F. Salichs, Jose Jaime Salichs, Maria de Los Angeles Salichs de Pou, Maria Margarita Salichs, The Hanover Bank as Trustee.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 22, 1959, at 10:30 A.M., why a certain writing dated December 17, 1957, which has been offered for probate by The Hanover Bank, having its principal office at 70 Broadway, New York, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of Francisco Gaspar Salichs (also known as F. G. Salichs) deceased, who was at the time of his death a resident of the City of Havana, Republic of Cuba. Dated, Attested and Sealed, November 13, 1959. HON. S. SAMUEL DI FALCO, Surrogate, New York County, (New York Surrogate's Seal) PHILIP A. DONAHUE, Clerk.

WAGNER, OSCAR. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God, Free and Independent, TO: William Cole, as Executor of the Last Will and Testament of Adela E. Wagner; The Hanover Bank, as Executor of the Last Will and Testament of Adela E. Wagner; George A. Lewis, as Executor of the Last Will and Testament of Mildred W. Lewis; The Hanover Bank, as Executor of the Last Will and Testament of Mildred W. Lewis; William L. Wagner; George A. Lewis; Marton Jordan; Peter B. O. Wagner; Benjamin Avery Wagner; Ann Linden Wagner; Theodore Oscar Hendrickson and Tamain Adelle Melver, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Oscar Wagner, deceased, who at the time of his death was a resident of No. 239 Central Park West, New York 23, New York. SEND GREETING:

Upon the petition of (1) William L. Wagner, residing at Applecrest Farm, Hampton Falls, New Hampshire, an executor of the Last Will and Testament of Oscar Wagner, deceased; and of (2) The Hanover Bank, having its principal office at No. 70 Broadway, New York 15, New York, an Executor of the Last Will and Testament of Oscar Wagner and an Executor of the Last Will and Testament of Mildred W. Lewis (deceased) Executrix under the Last Will and Testament of Oscar Wagner) and (3) George A. Lewis, whose address is No. 580 Madison Avenue, New York 17, New York, an Executor of the Last Will and Testament of Mildred W. Lewis (deceased) Executrix under the Last Will and Testament of Oscar Wagner).

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 15th day of December, 1959, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Hanover Bank, William L. Wagner and Will and Testament of Oscar Wagner, de-Mildred W. Lewis, as Executors of the Last Will and Testament of Oscar Wagner, deceased, from and after November 8, 1958 (the date of death of said Executrix Mildred W. Lewis) should not be judicially settled.

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE (Seal) S. Samuel Di Falco, a Surrogate of our said County, at the County of New York, the 6th day of November in the year of our Lord One thousand nine hundred and fifty-nine. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

LEGAL NOTICE

CITATION, THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent TO: Attorney General of the State of New York; Samuel A. Schneidman; and to Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Sascha Frieberg, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein;

and to the distributees of Sascha Frieberg, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Sascha Frieberg, deceased, who at the time of his death was a resident of 122 West 91st Street, New York, N. Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 22nd day of December 1959, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HONORABLE S. Samuel Di Falco a Surrogate of our said County, at the County of New York, the 10th day of November (Seal) in the year of our Lord one thousand nine hundred and fifty nine.

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

File No. P3580, 1959.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: THE PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK; MARGUERITE ISABELLE DE GARDES; PIERRE DE SIBERT; EDOUARD FREDERIC KREITMANN; LUCIE MARGUERITE SERVIERE; HOLLIS HUNNEWELL; ISABELLA KEMP; HARRY COOKE CUSHING IV; FREDERIC W. NELSON; ISABELLE NELSON; ODETTE K. CUENOD; SIMONE K. BOREL; JEAN ANDRE KREITMANN; BEATRICE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ELIANE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ISABELLE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; CHRISTOPHER TRONCHIN-JAMES, an infant over fourteen years of age; THE DISTRICTERS, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GEBHARD GOURGAUD, DECEASED, OTHER THAN THE PERSONS ABOVE NAMED, IF ANY THERE BE, THEIR DISTRIBUTUTES, HEIRS AT LAW, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, DEVISEES, LEGATEES, ASSIGNEES AND SUCCESSORS IN INTEREST, THE NAMES, RESIDENCES AND POST OFFICE ADDRESSES OF ALL OF WHOM, IF ANY THERE BE, ARE UNKNOWN TO THE PETITIONERS HEREINAFTER NAMED AND CANNOT BE ASCERTAINED BY THEM AFTER DILIGENT INQUIRY, SAID UNKNOWN DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GEBHARD GOURGAUD, DECEASED, IF ANY THERE BE, BEING RELATIVES OF THE BLOOD OF THE LATE WILLIAM H. GEBHARD, WHO DIED ON OR ABOUT MAY 24, 1905, OR THE late CORA GEBHARD (BORN WILKINSON) WHO DIED ON OR ABOUT JULY 31, 1925, AND THE PERSONS WHO WOULD HAVE BEEN THE DISTRIBUTUTES OF WILLIAM H. GEBHARD, DECEASED (WHO DIED ON OR ABOUT MAY 24, 1905 AND WHO WAS THE FATHER OF SAID EVA B. GEBHARD GOURGAUD, DECEASED), IF SAID WILLIAM H. GEBHARD HAD SURVIVED SAID EVA B. GEBHARD GOURGAUD, (WHO DIED ON OR ABOUT JULY 14, 1959) AND DIED INTESTATE, OTHER THAN THE PERSONS ABOVE NAMED, IF ANY THERE BE, THEIR DISTRIBUTUTES, HEIRS AT LAW, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, DEVISEES, LEGATEES, ASSIGNEES AND SUCCESSORS IN INTEREST, THE NAMES, RESIDENCES AND POST OFFICE ADDRESSES, ALL OF WHOM, IF ANY THERE BE, ARE UNKNOWN TO THE PETITIONERS HEREINAFTER NAMED AND CANNOT BE ASCERTAINED BY THEM AFTER DILIGENT INQUIRY, SAID PERSONS WHO WOULD HAVE BEEN THE DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID WILLIAM H. GEBHARD, IF HE HAD SURVIVED SAID EVA B. GEBHARD GOURGAUD, IF ANY THERE BE, BEING FREDERICK GEBHARD (WHO DIED ON OR ABOUT FEBRUARY 9, 1843), OR FATHER OF SAID WILLIAM H. GEBHARD.

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, on December 22, 1959, at 10:30 A.M., why a certain writing, dated June 5th, 1959, which has been offered for probate by the petitioners, FRANK H. SINCERBEAUX, residing at No. 43 Greenway Terrace, Forest Hills, New York, ROBERT A. SINCERBEAUX, residing at No. 15 Montview Avenue, Short Hill, New Jersey, and ROBERT S. TYSON, residing at No. 850 DuBois Avenue, Valley Stream, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of EVA B. GEBHARD GOURGAUD, DECEASED, who was at the time of her death a resident of No. 14 Fifth Avenue, Borough of Manhattan, in the County of New York, New York. Dated, Attested and Sealed, November 4, 1959. New York 1 Surrogate (L.S.) Seal

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

MEZEY MOTORS advertisement featuring '59 and '93 models with 7 new big features.

MEZEY MOTORS advertisement for Dodge Dart and Dodge Line models.

MEZEY MOTORS advertisement for Mercury models.

MEZEY MOTORS advertisement for Dodge and Plymouth models.

2nd Pre-Retirement Seminar Completed

ALBANY, Dec. 7 — The New York State Department of Civil Service has completed the second of two interdepartmental seminars on pre-retirement counseling.

These meetings were conducted on an interdepartmental basis so that the content of the program might be made known as quickly as possible to the administrative and personnel officers of the various State agencies.

Twenty-five agencies participated

in the meetings; seven sent representatives to both the Albany and New York City series.

Members of both groups concerned themselves with the major facets of retirement, such as how to maintain good physical and psychological health, budget re-

irement income and obtain a satisfactory return on leisure time spent in retirement.

They also considered the problems involved in counseling individual and the administrative questions which must be resolved in order to introduce and sustain a

pre-retirement counseling program within an agency.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Willard State Hospital

Congratulations to Mary Lynch and Willis Frantz on their recent marriage.

We welcome the following new employees and invite them to join the association: Elsie Saunders, Chester Saunders, Betty Jacklin, James Shepard, Noland Tucker, George A. VanCleaf, Patricia Van Cleef, Raymond Austin, Susan Boyes, Donald Chamberlain, Clara Rotunda, Olive Lilla, Julia Lohr, Ronald Thompson, Helen Waddell, James Morrow and Judy Westervelt.

George E. McGuire retired November 4 after 38 years of faithful service to the hospital. Our best wishes for a long and happy retirement.

Our congratulations to Elmer and Martha Black and to Ronald and Patricia Eva on the birth of sons, and to Dennis and Clara McGadey on the birth of a daughter.

Congratulations to Viola McGrath on her recent promotion. We have a person interest in Viola as we gave her her start in State service. Congratulations to Phillip and Helen Hull on the birth of a son.

Dr. Jack Hammond recently was promoted to assistant director at Rome State School. Our very best wishes to Dr. Hammond and family.

As the publishing of the "Seneca Echo" has been terminated, only temporarily we hope, we will send news to the Civil Service Leader if the correspondents will get the news to any of the Chapter officers by Saturday of each week.

The following have recently become members of the association and we extend to them a hearty welcome: Loretta Bates, Nolan Tucker, Clar. Rotunda, Mary A. Harding, Betty Potter, Yolande Goltry, Catherine McCann, Elizabeth Trickler, Marlene McCann and Clifford Bastian. Now that you have become members we invite you to attend the meetings and take an active part in your Association. We also would appreciate your inviting your fellow workers who are not now members to join and in that way we can achieve a 100 per cent membership. We would then be able to approach our legislators and say that we represent every employee in Willard State Hospital rather than about 75 percent of them.

Don't forget to get your news items to one of the Chapter officers by Saturday of each week.

Public Works, Dist. 4

Harry Coniff was quite surprised on his arrival at the Rochester airport Friday to find so many of his long time associates waiting to see him off on his flight after a luncheon in his honor and last goodbyes, he was on his way to join his family in San Mateo, California. After forty years of service with the State, he is retiring. We will all miss you and your pipe, Harry. Happy landings.

Jack Barrett is another of our men who is leaving in December. He was with the Special Permit Department and is retiring because of ill health. A speedy recovery and best of luck Jack.

The gang in the Bureau of Rights of Ways & Claims gave tribute to Bob Fanson at a luncheon at the Maplewood Inn last week. A very good time was had by all.

Last week when the temperature took a real drop, one of the boys in the drafting room spotted a dog desperately swimming in the ice cold water of the Genesee River. There is a drop in the bank along the river and the dog was unable to get ashore. A rescue was attempted successfully by Paul Sauve, assisted by Al D'Annunzio and Doc Vall. The Dalmation was in poor condition after its long immersion and was taken to a veterinarian for treatment. Good work boys.

Lois Chambers, who had quite a long run of illness, came back

to work wearing a very beautiful diamond ring on that "certain" finger. We heard that cupid and his bow and arrows was around the hospital, where the romance started. Congratulations and best wishes Lois.

We have had a report that Bill Gilbert who has been on the Lima job is in the Hospital. Hope that it is nothing serious. All the many friends of Fred Kimball will be glad to know he is home again and feeling fine.

Congratulations on promotions of Robert P. Rotondi, Richard J. Habes, Jr., Edward K. Gregor, Phillip M. Lane Jr., and Lois May Chambers.

Willowbrook

On November 19, your grievance committee sat in conference with the administration of Willowbrook State School. The following items were discussed and the decisions rendered as herein shown:

QUES. Can the application of the attendance rules with reference to calling in 2 hours prior to the time required to be on duty be modified?

ANS. "As you and your colleagues were informed during the meeting, this was a measure to which I was driven by the increasing number of sick days being taken by our employees. I have no objection to an employee taking legitimate time off to cover sickness. However, when this time off becomes associated with pass days, pay days and vacation time to lengthen out these periods, then it is questionable whether they are true sick days." "In accordance with yesterday's meeting, we decided as follows: That discretion be returned to the supervisor with the provision that she can recommend to the administration, those employees worthy of favorable consideration who are unable to call in 2 hours before. It may take sometime to put this into effect because of the fact that there may have to be a supervisors meeting for the ward service to be informed."

QUES. Request for installation of telephones/telephone booths.

ANS. "For your information, I might state that it is our plan to install phones in the areas of the one story buildings as follows: one at the corner of 3rd Ave. and A St. (B-11) and one at the corner of 2nd Ave. and C St. (B-25).

QUES. A request for an internal bus system.

ANS. "The question of the internal bus system is being referred to the Department."

QUES. A request for a Bus Shelter.

ANS. "A bus shelter will be erected at the location of the junction of A Street and 1st Avenue."

QUES. Receiving checks in the buildings.

ANS. "The question of the supervisors in the patient buildings issuing the checks to the people in the building is being given consideration. A decision will be reached and you shall be notified."

QUES. Request for time to be given to cash checks.

ANS. "There is no provision whereby I can grant 15 minutes on pay day to every employee in order for him to cash his check. If sufficient people are interested, I shall talk to the bank to see if they will remain open on pay days. There are, however, banks open at night even now."

QUES. A request for drinking fountains.

ANS. "This is to be included in our next budget. I am not optimistic because of the amount of money involved. There may be a few fountains allowed each year but for the over-all, this will take a long time."

Members who pay their dues on a cash basis are requested to contact Mrs. I. Kempe, B No. 13.

Psychiatric Institute

The Psychiatric Institute Chapter of the Civil Service Employees Association is planning to hold a very important membership meeting the second week of January. We urge everyone to attend. There will be more details regarding this meeting in our next article.

A group of 14 girls from the Housekeeping Department went to see "Music Man" and had a very enjoyable time.

Belated congratulations on the arrival of another son to Mr. and Mrs. Frank Cervo. Mr. Cervo is our pharmacist. Also to Mr. and Mrs. Joseph Garofoli (Mrs. Garofoli was our former treasurer). Congratulations to Dr. and Mrs. Donald Dillon on the birth of their baby boy. Congratulations also to Mr. and Mrs. Charles Hagesmeir (from laundry and housekeeping departments.) on the birth of their sweet little grand-daughter, Ann Elizabeth.

Congratulations to Mr. James Shanks on his promotion to senior laundered.

Get well wishes are extended to the great number of employees who have been out sick.

Welcome to our new members Margaret Mulligan, Jose A. Bassas and William Rodriguez.

On November 14 a cocktail party was held at P.I. in honor of Mrs. Annette Chase Saunders, who was supervisor of social work at the Manhattan After Care Clinic and who has been promoted to assistant director of social work in Albany. We all wish her the best of luck in her new endeavor.

On November 14th the Metropolitan Conference of the C.S.E.A. held a meeting at Manhattan State Hospital, at which Salvatore Butero, Mr. and Mrs. James Shanks, Ronald Corsetti, Cora Mae Sheets and Nina Allison represented the employees of P.I.

Our Chapter is planning to have its annual Christmas party on Thursday, December 17th, from 2 to 5 P.M., in the 10th Floor gym.

Everyone is strongly urged to join the Mental Hygiene Employees Association as they also play a very important part in our activities.

Rochester

The annual dinner-meeting of the executive and membership committee was held recently at Reiter's Charcoal Pit. There were about 50 members present. Among the guest present were Dr. and Mrs. B. Pollack, Mr. and Mrs. P. J. McCormack, Mrs. R. Warren, Miss R. Lewis, Jack Kurtzman and George Wachob. All present enjoyed a delicious dinner and good time.

Among those lucky employees vacationing are Mr. and Mrs. Archie Graham, who are hunting in the Southern Tier; Mr. and Mrs. Pellicella, hunting in Canada; Roger Bally, who drove his brother, Bill, to Florida; Mr. and Mrs. Howard Rappleye, who also spent some time in Florida.

Christine MacKay is greatly missed in the Library, as she has been ill on the Westside, as has Mrs. Lillian Middlemast. Mrs. Edith Pyrtle is recovering nicely from surgery and Sarah Boyle is returning to duty following a lengthy illness and surgery. Marty Attridge is still off duty, ill. Dave Marshall has returned to duty and back in his former stride in good bowing. Mrs. Clara D'Imperio is also still ill. Lawrence Culligan has returned to duty following an extended stay at Mt. Morris Sanatorium.

Mrs. Alice Albro is retiring in the near future. Mr. Robert York has resigned to take a position in New York.

Miss Thomas and Mr. Meesinger are with us again, from the Department of Health, doing the periodic chest survey of employees and patients.

Wedding bells rang out for Roy Scott and Lucille O'Neil in October, and they are now residing in Home 5. Mary Whitney and Eva Johnson also made the trip down the aisle. Mary is now Mrs. Stubbings and Eva is Mrs. Dougherty. Congratulations to Don and Betty Watson, on the birth of a son, Nov. 25.

Our sympathies to Mrs. Glover and Joanne Benham in their recent loss of Frank. He will be greatly missed about the hospital. Also our sympathies to Bob Jack-

MENTAL HYGIENE MEMO

By A. J. COCCARO

Pay Equalization Problem

More employees have asked me to discuss the pay equalization problem than any other subject this year. Frankly, I hesitated to write on such a complicated matter as any possible solution would be unpopular with thousands of our employees. The New York State Officials, and the legislators, must give this problem their close attention as it effects all State employees.

As new employees enter State service in some institutional titles they soon become aware that they cannot under the present salary structure earn what other with guaranteed adjustments are being paid in the same title. These employees rightfully want "Equal pay for equal work." Some of our employees feel that a greater injustice is the lack of "Equal pay for equal grades." Typical examples of this complaint are as follows:

Table with 3 columns: Job Title, Grade, Salary. Includes Telephone Operator (G4, \$4209.00), Stenographer (G4, 3962.00), Staff Attendant (G7, 4850.00), O. T. Instructor (G7, 4520.00), Cook (G8, 5137.00), Senior Account Clerk (G8, 4736.00), Supv. Nurse Psych. (G14, 6878.00), Principal Account Clerk (G14, 6796.00).

All salaries listed are actual salaries of employees in these titles at their extra step maximum salary.

Where Do You Fit In?

Our State employees can be listed into four general categories: (1) all employees above their salary schedule, (2) all employees on their salary schedule and in the same title as those above their schedule, (3) employees in different titles but in the same grade as any of those above their salary schedules, and (4) all other state employees.

An employee in the first category at his extra step maximum and in Grade 4 earns \$4,209 annually, whereas, an employee in the third category in Grade 5, one grade higher, and also in his extra step maximum earns only \$4,138.

Some solutions offered include: (1) leave the schedule as is and it will eventually adjust itself when the older employees leave State service, (2) all future cash raises made by adjusting new maximums to all state titles (this would deny some State employees any raise in take home pay), (3) reallocation of all titles where a difference in maximum exists, and (4) a compromise where all state employees would get some raise in take home pay even if they are above their salary schedule, be it 20 percent, 40 percent, or 50 percent of the general raise for all employees.

Partial Reallocation No Answer

You cannot solve the problem completely by re-allocating only some positions in the institutional series. That would leave categories 3 and 4 behind the other groups and institutional employees are in these groups also. Solution one continues the problem for a good number of years.

The compromise solution would not satisfy all employees but would be the most palatable of the four solutions offered so far. It would guarantee all employees some raise in take home pay and at the same time cut down the difference between the present inequities.

The problem does not have a one year solution. With the State employees already 10 percent behind private industry in pay, it is most important that Governor Rockefeller include in his 1960 budget funds for the above purposes.

son in the death of his brother, Bill.

The hospital will not be the same without Elmer Sperry, who passed away suddenly on Sunday, Nov. 22, following his wife in just two weeks.

The Knab-Troutman Post held a testimonial dinner for their commander, Bill Bailey, who has been ill and has retired to spend some time in Florida. Purses were presented to Bill from the howard building employees, outside employees and the post. Herb Parkes was elected to succeed Bill as commander of the post.

Members of the American Legion Auxiliary would like to call the attention of all their friends and fellow employees to the fact that the Auxiliary collects coupons of all kinds. The "Red Scissors" coupons are turned in for money and all others are turned in by the department of New York of the auxiliary for merchandise with which to furnish the American Legion mountain camp and infirmary at Tupper Lake. Josephine Coons of the Monroe building is president and Mrs. Alverta Robbins of the laundry is coupon chairman. All coupons may be sent to either of them.

Bowlers from the hospital entertained employees from Craig Colony, Nov. 21. Final scores were Sonyea—9 points, Rochester—7 points, Rochester bowlers will be host to Gowanda bowlers on Dec. 12, with the girls bowling at the hospital and the men at the Bowl-A-Roll lanes in Jefferson Road.

ELIGIBLES

- RENT EXAMINER, TEMPORARY STATE HOUSING RENT COMMISSION. 1. Patton, Chester, Yonkers... 9505, 2. Kissel, Walter, Rochester... 8090, 3. Costello, H., Bronx... 8520, 4. Bennett, Pearl, Bklyn... 8505, 5. Laver, John, Bklyn... 8350, 6. Rosenberger, Sarah, Bklyn... 8300, 7. Joseph, Bertha, Hempstead... 8250, 8. Youmans, Violet, Hastings... 8220, 9. Panizza, Mary, Pt. Chester... 8220, 10. Smith, Lilybell, NYC... 8220, 11. Brown, Marie, NYC... 8190, 12. Gabor, Lillian, Bklyn... 8155, 13. Mercer, Lita, NYC... 8120, 14. Cash, Gloria, Bklyn... 8005, 15. McGuire, Patrick, NYC... 7995, 16. Kertzman, Marie, Ridgewood... 7990, 17. Crowell, Mary, NYC... 7950, 18. Sullivan, Minnie, Bronx... 7905

ASSISTANT SANITARY ENGINEER (DESIGN), DEPARTMENT OF PUBLIC WORKS

- 1. Karataun, John, Albany... 8515

SENIOR TYPIST, METROPOLITAN AREA, TEMPORARY STATE HOUSING RENT COMMISSION

- 1. Bronsoid, Molly, Bronx... 8405, 2. Griffiths, Ruby, NYC... 8295

ASSOCIATE PERSONNEL ADMINISTRATOR, DEPARTMENT OF MENTAL HYGIENE

- 1. Robinson, Norman, Spring Vly 6045, 2. Ford, James, Schady... 8450

COURT CLERK, GRADE G, COUNTY COURT, KINGS COUNTY

- 1. Brodwin, Jacob, Bklyn... 911, 2. Gross, Isidore, Bklyn... 875, 3. Sant, Leon, Bklyn... 839, 4. Rosenber, Arnold, Bklyn... 793, 5. Rosen, Max, Bklyn... 779

SENIOR SPECIAL TAX INVESTIGATOR, DEPARTMENT OF TAXATION AND FINANCE

- 1. Youasa, Salvatore, Schady... 949, 2. Newman, Lawrence, Bklyn... 899, 3. Diamond, Abraham, Bayside... 885, 4. Korn, Marvin, NYC... 855, 5. Lieberman, Sol, Bklyn... 833, 6. Norstman, David, Bklyn... 823, 7. Zimmerman, Solomon, Albany... 823, 8. Wang, Jack, NYC... 796

ON BRIDGE COMMISSION

ALBANY, Dec. 7 — Charles P. Stevenson of Buffalo has been named to the Iagara Falls Bridge Commission. He succeeds the late Albert T. O'Neill of Kenmore. The appointment was announced by Governor Rockefeller.

SCHOOLS OF NURSING AT STATE MENTAL HOSPITALS FACE CRISIS

(Continued from Page 16)

now has over 2,000 filled positions but at the present moment there are 789 vacancies.

A Good Example

The experience of Willard State Hospital between 1942 and 1947 demonstrated clearly the plight of the state hospital without its own source of nursing personnel. In 1942 Willard was persuaded to suspend its three-year school in favor of an all collegiate program which would admit nursing students from five area colleges for a 12-week affiliation in psychiatric nursing. At the end of a four year period more than 400 affiliate students had completed this course. Of this group only one graduate nurse returned to work at the hospital and stayed but a few months. In 1947, with serious deficiencies developing in its nursing staff, Willard reopened its three-year basic school of nursing and has been successfully recruiting nurses from among these graduates ever since.

The National League for Nursing is an organization of high professional standing and its influence is widespread. Its devotion to the achievement of ever-rising standards in nursing education is admirable. Its prime interest, however, is not in the mentally ill or their needs. Those of us who do have this responsibility are faced with the desperate realities of existing personnel shortages and the discouraging prospect of increasing discrepancies between supply and demand.

Task Needs Nurses

There are 700,000 patients in mental institutions in this country. New York State alone is charged with the care of 113,000. These sick human beings must be cared for and their medical needs must be attended to. This gigantic task requires qualified nurses—in large numbers. Moreover, this requirement has been vastly increased in recent years in New York State hospitals by a whole new system of somatic treatment in psychiatry such as the new drug therapy, which now carries 43,000 patients continuously. To abolish the source of this essential personnel before other programs have been established to provide dependable alternative sources of recruitment would constitute a destructive blow to existing programs of patient care and the development of treatment.

Fight For Existence

It is significant that the reasons advanced today for closing these schools deal with technicalities of administration and do not concern the substance of the program or the quality of the finished product.

The New York State Department of Mental Hygiene has been resisting this movement for more than a decade. It has not engaged in battle but has gone quietly about its program of continuous improvement in the nursing schools, keeping abreast of modern developments in nursing education and producing qualified nurses to meet its own needs. The influence of opposing forces, however, is beginning to be felt in many quarters.

At this point the New York State schools of nursing are fight-

ing for their very existence. Inasmuch as three quarters of the nurses in our state hospitals are supplied by these schools, it is only logical to expect that if they are closed and the department must depend on other sources for recruitment, our professional nursing force will dwindle to a fraction of its present size. The disastrous implications of such a contingency lie in the fact that the entire administration of patient care is in the hands of the nurse. The functioning of the hospital as a medical organization depends upon a supply of qualified nurses. Unless forceful action is taken to save our schools New York State will ultimately be faced as many states now are, with a serious crisis in the nursing care of the mentally ill.

Exterminator Jobs at \$3,500 Open With City

There are many openings now with the City of New York as exterminators, a job paying from \$3,500 to \$4,580 a year. Most of the jobs are with the City Housing Authority.

Official announcements may be obtained from the Application Section, City Department of Personnel, 96 Duane St., New York 7, N.Y., either in person or by mail. Filings close Dec. 23, with testing scheduled for March 12.

Requirements are either a certificate of completion of an appropriate course of training conducted by the Department of Health or an exterminator permit issued by that department.

Exterminators in City employ inspect infested areas, use rodenticides, insecticides, baits and traps. They also make reports on their exterminating operations.

The test will be objective—multiple-choice—and will include questions on pest control agents, general entomology, pest identification and terminology, rodent and insect control practices and pertinent arithmetic problems.

U. S. ELECTRONICS JOBS IN ALASKA

Electronic technicians for jobs paying \$4,980 plus cost-of-living differential are sought by the Federal Government to work in Alaska. Announcement 11-101-4 (59). See "Where to Apply for Public Jobs" column in this week's Leader.

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Little Hoover Proposals May Bring Staff Cuts As Money-Saving Device

(Continued from Page 1)

State that call for increased personnel to take care of any worker who needs new position.

"Employees in the competitive class deserve the first consideration in view of their loyalty and service to the State," Mr. Feily declared.

Three Agencies Studied

The Commission's recommendations to Governor Rockefeller and the Division of the Budget are based on a study begun in July and which to date has centered in the Department of Taxation and Finance, the Surplus Food Section of the Division of Standards and Purchase and in the Division of Safety. Survey of safety activities has been completed but inquiry is continuing in the areas of taxation and purchase and is being extended to the Department of Public Works.

"Our immediate proposals represent the first results of a study which we expect will develop periodic recommendations for sound economies," Senator Erwin said. "We are making a careful appraisal of functional performance in the various units of State government with a view to eliminating unnecessary duplications of effort, improving procedures where possible, and otherwise developing savings without impairment of State services. We are confident instead that, in some instances, such services can be strengthened.

"The commission, in seeking these objectives, has had the complete cooperation of the Division of the Budget and other units of the executive department, including officials and general personnel of the departments and bureaus under study."

Other legislative members of the Commission are Senator Ernest L. Hatfield of Poughkeepsie, and Assemblyman Joseph R. Younglove, Johnstown, vice chairman; Joseph R. Corso, Brooklyn, secretary, and A. Bruce Manley, Fredonia. The Governor's appointees are William J. Ronan, secretary to the Governor; T. Norman Hurd, director

of the budget, and Robert MacCrate, counsel to the Governor.

"Because the Commission's study is designed, beyond the primary objective of searching out immediate sound economies, to develop basic and long-range information that will aid the Legislature in discharging its responsibilities in relation to the State budget, costs are being shared by the Commission, the Senate Finance Committee, and the Assembly Committee on Ways and Means," said Mr. Erwin.

The Commission has retained the management engineering firm of Stevenson, Jordan and Harrison, of New York City, to direct the study.

First Recommendations

Findings and recommendations of the Commission to date are, briefly, as follows:

- Department of Taxation and Finance—Miscellaneous Tax Bureau—recommendation: Conversion to a considerable extent of the present semi-annual field auditing of commodity tax returns to an annual basis, with more concentration upon taxpayers who, experience shows, constitute the greatest potential area for recoveries. Such conversion would eliminate the need for 27 field auditors.

Estimated savings, including salaries, travel allowances and direct fringe benefits of these 27 auditors—\$202,253.

CITIES MAY NOT GIVE FUNDS FOR AIDES' STUDY

ALBANY, Dec. 7—A recent opinion issued by Comptroller Arthur Levitt holds that a municipality may not use public funds to pay for an employee's education.

The ruling states that special training of an employee to qualify him for a higher position "is fundamentally a benefit which inures to the individual."

- Corporation tax bureau—recommendation for substitution of data processing machinery in several areas for present manual operation in the clerical and accounting fields.

Estimated savings, beyond the cost of machinery rentals—\$249,921.

- Division of Standards and Purchase, Surplus Foods Section—recommendation for transfer of responsibility for the distribution of surplus food to needy families from the State to local welfare agencies. This would eliminate present duplication of clerical effort and reduce trucking costs, mainly through the use of local equipment and labor.

Estimated savings—\$471,106.

- Division of Safety—present responsibilities of the Division of Safety cover three fields, administered by the bureaus of fire mobilization and control, safety and accident prevention, and police and traffic safety.

The Commission's study indicated the present and growing importance of the Division's activities in the training of firemen, the major responsibility of the bureau of fire mobilization and control. However, the study also disclosed that from one to four other public and private agencies are also performing services provided by the bureau of safety and accident prevention. Similarly, from three to six public and private agencies are duplicating services performed by the bureau of police and traffic safety.

Recommendation: a greater concentration upon the fire training program of the Division and, because of duplication of their services by other agencies, elimination of the bureau of safety and accident prevention and the bureau of police and traffic safety.

Estimated savings—\$211,175

Grand total of estimated savings—\$1,134,453.

CORRECTION CORNER

By JACK SOLOD

The Troubles of Retiring

I have yet to meet one correction officer, who retired with a regular retirement at age 55. Some have retired with a disability, others with a medical, must get-out, but none that I know of could afford to say "I've had it" on their 55th birthday. A few I am sure can reach this "promised land" but I have not met them. In order to retire at somewhere near half-pay at 55 back payments running as high as \$7,000 must be made to the retirement system by Correction Officers. Consequently in the interest of self-preservation and the desire to keep on eating, officers must continue to work into the so-called twilight years.

Because the present pension system is inadequate, insufficient and insufferable, many officers continue on the job well past 60 years of age. Every State Prison has its share of these senior citizens.

Longer Disability Age Needed

These men continue to do their job day in day out with not protection in case of on the job disability. If trouble should break out and an officer past 60 years old is physically incapacitated for life, performing his duty, the state of New York refuses to accept the responsibility it would assume if he were under 60 years of age. The law plainly prohibits any disability retirement for state employees past 60 years old. This is cruel, inhumane treatment for many years of faithful service.

The Civil Service Employees Association for many years has introduced legislation making possible disability retirement to age 70.

In the interest of fair play, decency and a sense of obligation this law should be quickly enacted at the next legislative session.

Addenda

Nice people: Ike Hungerford and Max Weinstein of the Retirement system. Courteous, willing and always ready to help and advise members of the system as to their rights, etc.

Crime Marches on: New cell block going up at Comstock. This January a new cell block starts at Woodbourne. Camp facilities at Pharsalia and Monterey are being expanded. A third camp will certainly be in the new budget for 1960-61. Some "experts" claim that increased State population explains the need for additional correctional facilities. What do you think?

Lower Income Tax Health Plan

(Continued from Page 1)

out the State, has urged our Association to again appeal to the State Health Insurance Board for amendment to the salary eligibility provision of the State Health Plan.

You will recall that in the past, our Association has requested that the eligibility participation in the plan be reduced from the present requirement of annual salary

of \$2000 to an annual salary of \$1,200. The representatives of our political subdivision members advise that very many political subdivisions are being deprived of the valuable protection of the State Health Insurance plan because of the current salary requirement.

We understand that this question will be considered at the meeting of the State Health Insurance Board on December 8, or so, and we urge your favorable action on this change so that a greater number of political subdivision employees and their dependents can secure the valuable protection of the State Health Insurance Plan.

JOINT INSTALLATION AT MITCHEL FIELD



John F. Powers, far left, is seen as he swore in the newly installed officers of the Long Island State Parkway chapter of the Civil Service Employees Association at a recent ceremony at Mitchel Field. From left are Dominic Rozzi, chapter president who was also installed at the same time as president of the L. I. State Park Patrolmen's Benevolent Association; Arthur Moeller, first vice president; Richard Borches, treasurer, and Michael Capasso, second vice president. Mr. Powers is immediate past president of the CSEA.

PA Society Panel Discussion Dec. 15; Open To The Public

The American Society for Public Administration will meet Dec. 15 at 8 p.m. in the Holland auditorium of the State Department of Health, Holland Ave., Albany.

A panel discussion on "The Authority of the New York State Executive" will highlight the meeting.

Serving on the panel will be Dr. Arthur Pence, Deputy Commissioner of the Department of Mental Hygiene; and Dr. John O. Amstutz, Deputy Commissioner of Commerce. Moderator will be Albert Marshall, of the Public Service Commission.

The meeting will be open to the public.

NYC CHAP. MEETS DEC. 15

All delegates of the New York City chapter of the Civil Service Employees Association are reminded and urged to attend the regularly monthly meeting to be held Dec. 15 at 8 p.m. in Gassner's Restaurant, Duane St.

Commerce Initiates Own House Organ

The first issue of a new Commerce Department house organ edited by Commerce Chapter members was delivered to all department personnel last week.

Under the title, "Commerce Cues", the four-page monthly publication is prepared by an editorial board representing all department divisions: Alfred Basch, Diana Hendler, Neal Moylan, Stanley Freedgood, Gordon Stedman, Darwin Benedict, with assistance from Joe Lavenia, Stanley Lenoir, Ann Mahoney, Herbert Writer and Fred Voelbel.

Besides department news, the first issue featured a profile of Al Bennekin of the mail room, to begin a series called "One of Us . . ."

Part of PR Program

"Commerce Cues" originated with the Chapter as part of its 1959 program concerned with bettering internal and public relations.

The title, "Commerce Cues", was selected after a department-wide contest. The winning entry by Richard Burns won a cash prize offered by Commerce Chapter.