

Civil Service LEADER

America's Largest Weekly for Public Employees

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CSEA Life Local Group

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY N Y

See Page 10

MHEA Election To Be July 16; Installation Will Be In October

Election of officers for the Mental Hygiene Employees Association will be held at 1 P. M. Monday, July 16, at the Hotel Wellington, Albany.

The nominating committee, composed of A. J. Coccaro, Rebelia Eufemio, Helen Peterson and Arthur Cole, have submitted the following candidates:

For president, F. J. Krumman and Emil Impresa; for first vice president, John O'Brien and William Rossiter; for second vice president, Jesse Daive and Bernard Silberman; for third vice president, Sam Cipolla or Charles Ecker.

An election committee will be announced at this meeting.

Representatives to serve as the

executive committee will be elected in each unit at a later date and officers will be officially installed at the annual dinner in October to be held in Albany.

The MHEA thanks Joyce Morrison, Wassaic State School, for canvassing the laundry personnel of each institution to obtain information and cooperation in making a further appeal for a higher grade. A grade of R5 appears satisfactory in view of the promotion series set up for attendants. Further plans in behalf of this group of employees will be heard at the next meeting.

Delegates are requested to prepare their resolutions to be submitted for consideration and comment for the benefit of Mental Hygiene employees.

Falk Is Appointed Chairman Of Health Insurance Board; Employees' Views Asked on Plans

ALBANY, June 25—Alexander A. Falk, President of the State Civil Service Commission, has been elected chairman of the Temporary Health Insurance Board.

The Board was created by recent legislation to plan a group health insurance program for State employees.

The program was proposed by Governor Averell Harriman as one of his principal efforts this year to improve conditions of employment in the State civil service. The cost of coverage will be shared by the State and the employees participating.

Reinhard A. Hohaus of Bronxville, vice president and chief actuary of the Metropolitan Life Insurance Company, and Chairman of the New York State Commission on Pensions, will serve as vice chairman of the Board.

Dr. Norman Moore of Ithaca will be secretary. Dr. Moore is clinical director, students' health services, Cornell University.

The Board is empowered to establish regulations relating to the eligibility of both active and retired employees and their dependents to participate in the program, the terms and conditions of the insurance contract, and the administration of the plan.

It will meet on July 16 to consider policy questions, and review statistical material being compiled.



ALEXANDER A. FALK, appointed chairman of Temporary Health Insurance Board.

by the State Department of Civil Service.

President Falk plans to confer with representatives of employee groups before the July meeting.

Mr. Hohaus, a Bronxville resident, will serve as vice-chairman of the board, and Dr. Moore, who resides in Utica, will be secretary.

Board To Set Regulations
The Temporary Health Insurance Board is empowered to establish regulations relating to the eligibility of both active and retired employees and their dependents to participate in the pro-

posed new health insurance program, the terms and conditions of the insurance contract and the administration of the plan.

At the direction of the board, the State Civil Service Department has asked State employees for their ideas on coverage within the bounds of the law which was enacted this year with the strong support of the Association.

The law provides for a comprehensive health insurance plan on a shared-cost basis, with voluntary participation by all interested State workers, both active and retired, and their dependents.

Meacham on Board

Working with the board on the plan is Edward Meacham, director of personnel services for the State Civil Service Department.

Mr. Meacham has told Association members that the cost of the plan will be determined by the type of coverage selected and that the employees should therefore make known the type of coverage desired.

The Department hopes to determine the type of coverage to be offered shortly, Mr. Meacham indicated.

J. A. Cox Named To Run New Building

ALBANY, June 25—John W. Johnson, State Superintendent of Public Works, appointed John A. Cox of Albany as head building maintenance supervisor for the new Department of Health State Office Building at \$5,390 a year.

The building, on Holland Avenue, is scheduled for occupancy in early September; Mr. Cox's duties begin at once.

He is a member of the Knights of Columbus, the American Legion and has been treasurer of the Electrical Workers Union, Local 724, for 36 years.

STATE HIRES 13 CLERKS

Five clerk and eight file clerk jobs were filled at a hiring pool held by the State Civil Service in New York City.

Annual Meeting Now Set For Oct. 3 and 4

ALBANY, June 25—The annual meeting of the Civil Service Employees Association has been changed from Oct. 10 and 11 to Oct. 3 and 4.

John F. Powers, CSEA president, said sufficient space would not be available in Albany during the dates first selected for the meeting.

Details of the forthcoming meeting will be announced in future issues of The LEADER.

Different 55-year Plans Due to Time of Enrollment

Because of the confusion over the terms "old" and "new" 55-year Retirement Plan, The LEADER requested the State Retirement System to explain the differences in the two plans.

Their statement follows:

Under the only 55-year retirement plan in effect prior to April 18, 1950, members of the Retirement System could elect to provide for retirement at age 55 by con-

tributing the entire additional cost resulting from the choice of 55 year retirement. This is called the "old" 55-year plan.

Under the "new" 55-year plan effective April 18, 1950, the State contributes one-half the additional cost of providing for retirement at age 55.

Members of the Retirement System who had elected the "old" 55-year plan were permitted to withdraw from that plan and join the new plan or they were permitted to continue under the old plan.

Members electing 55 year retirement after the new plan became effective contribute to their retirement under the terms of the new plan.

Mrs. Yetts Dead

BINGHAMTON, June 25—Mrs. Georgia D. Yetts, 68, treasurer and charter member of the Broome County chapter of CSEA, recently died.

Mrs. Yetts was for 15 years a matron in the Juvenile Detention Quarters of the Broome County Office Building.

She is survived by a daughter, Mrs. Norma Jean Hill; a grandson, Douglas L. Hill; a granddaughter, Bonnie Sue Hill, all of Ithaca; a brother, E. Jack Douglas of Binghamton; a sister, Mrs. Paul Shores of West Endicott; and several nieces and nephews.

CSEA Digest

Falk is appointed chairman of Health Insurance Board. Page 1.

Mental Hygiene Employees Association election. Page 1.

Difference in pension rules explained. Page 1.

CSEA sets new dates for annual meeting—October 3 and 4. Page 1.

CSEA group life insurance rules for local government employees. Page 10.

Thomas Indian School installs officers. Page 5.

Health insurance meetings and information. Pages 14 and 16.

John F. Powers' column. Page 4.

CSEA arguments in favor of raises for clerks. Page 18.



Industrial Commissioner Isador Lubin (right) hands a \$600 check, the largest merit award ever won by an employee of the State Labor Department, to Louis Ovedovitz of Little Neck, a senior statistician in the Division of Employment's Bureau of Research and Statistics. The winner suggested a system for computing wage data that is three and one-half times more efficient. Richard C. Brookway, executive director of the DE, extreme left, and Frederick Hughes, secretary of the Merit Award Board, extreme right.



THEY'RE TOPS IN TAXES: Ann Henderson, left, was chosen the most outstanding employee of the year by the Civil Service Employees Association's Tax chapter, both for her work in the department and her civic activities. The other chapter award went to Mary Ellen Garret, (right), selected the most beautiful girl in the Tax Department. With the winners are George Hayes, left, chapter president, and Tax Commissioner George M. Bragalini.

Radiation Employees Fear Their Work Endangers Own Lives and Posterity's

Reports of the dangers of radiation, which appeared in newspapers following a recent survey made by the Academy of Science, are having repercussions in the New York City Health and Hospitals Departments. Although X-ray and radiation technicians wear monitor badges that register the amount of radiation to which they are exposed, and are given frequent blood counts, they are worried over the possibility that constant exposure to gamma rays may be shortening their lives and affecting them in other ways.

Hospital and Health employees who have to spend much working time in the lead-lined X-ray rooms are referring to their work locations as "sterility chambers." They also are joking about the two-headed babies their children and grandchildren may have as a result of their hazardous work.

Safety Standards Questioned
They are especially concerned about the report of scientists that present standards by which "safe" exposure is judged may be inadequate, and that the employees are constantly being over-exposed to radiation.

The situation is being brought to the attention of the City as an additional reason why the salary appeals of such employees, now pending before the Salary Appeals Board, should receive favorable action.

At present, under the Career and Salary Plan, the technicians are slotted in Grade 5 (\$3,250-\$4,330) for technicians; Grade 7, (\$3,750-\$4,830) for senior technicians, and Grade 10, for supervising technicians.

They are seeking Grade 7, nine (\$4,250-\$5,330), and 14 (\$6,050-\$7,490) respectively for the three grades of X-ray and radiation workers.

Louis De Vito, chairman of the committee of radiation and X-ray technicians, says that the new scientific report on radiation haz-

ards lends new urgency to their demands for upgrading and will increase tremendously the city's recruiting problem and the entrance of more young people into this type of work.

Eugene R. Canudo, former secretary to the Hospitals Department, is counsel to the committee.

Hiring of Handicapped Is Stepped Up by U. S.

WASHINGTON, June 25—The Federal Government is aiding the handicapped on a large scale, and is getting ready to step up those activities, said John W. Macy Jr., executive director, U. S. Civil Service Commission.

He addressed the Disabled American Veterans at their Convention at the Hamilton Hotel.

"Hiring of the physically handicapped is based on their abilities and not their disabilities," he said. "When the Commission certifies any physically handicapped person it is expressing its belief that the person can do the full job."

"This belief," he continued, "is based upon the information that is continually being gathered by our medical officers in their on-the-spot checking of thousands of Federal jobs in Government industrial establishments. Our doctors have climbed around on ships, gone into carpentry shops, visited slaughterhouses and made on-the-spot investigations in hundreds of other employment areas to search out those jobs that can be handled by the physically handicapped."

Mr. Macy pointed out that Commission medical personnel have already studied and tabulated about 10,000 positions. While the jobs studied are mainly of the industrial type, the Commission intends to cover all occupational fields eventually.

He also said that the Commission is studying possible rehabili-

tation training programs for the physically handicapped, to be established in Federal agencies. He noted that private industry already has gone far in this field.

Wagner Presents Safety Awards

The sixth annual safety award ceremony was held in the Board of Estimate Chambers. Mayor Robert F. Wagner presented awards for outstanding safety performance to Andrew W. Mulrain, commissioner, Department of Sanitation; Bernard J. Gilroy, Department of Buildings commissioner; and Dr. Buell G. Gallagher, president of City College.

Mayor Wagner presented certificates of merit to the departments of Water Supply, Gas and Electricity; Welfare, Marine and Aviation; Correction, Purchase, and to the Board of Water Supply, Brooklyn College and Borough Presidents of Manhattan, Bronx and Queens.

23 NOT QUALIFIED FOR INSPECTOR TEST

Twenty-one candidates have been ruled qualified for the purchase inspector (fields) exam by the Department of Personnel. Of the 44 candidates, 23 were ruled not qualified and eliminated from the exam.

Teaching and Other Jobs In NYC Education Board

The New York City Board of Education is receiving applications for the following jobs until the date given at the end of each notice. See where to apply on page 8.

SCHOOL SOCIAL WORKER. \$4,750 to \$8,000. Baccalaureate degree and graduation from an approved school of social work and two years' supervised experience in social case work or five years' experience as a Bureau of Child social worker. Fee \$5 (October 19, 1956).

7592. INDUSTRIAL ARTS TEACHER, day high schools. \$4,000. Completion of an approved four-year industrial arts teacher training course, graduation from a junior high school or equivalent preparation. Fee \$3 (October 5, 1956).

5296. SUBSTITUTE LABORATORY ASSISTANT, biology and general science, day high school. \$18 per diem. Baccalaureate degree or equivalent preparation plus 18 semester hours in graduate or undergraduate work. Fee \$3. (October 11.)

6589. SUBSTITUTE LABORATORY ASSISTANT, physical sciences and general science, day high school. \$18 per diem. Baccalaureate degree or equivalent preparation plus 18 semester hours in graduate or undergraduate work. Fee \$3. (October 11.)

5268. LABORATORY ASSISTANT, biology and general science, day high school. \$3,950 to \$5,750. Baccalaureate degree or equivalent preparation, plus certain other graduate and undergraduate work. Fee \$5. (October 11.)

6588. LABORATORY ASSISTANT, physical sciences and general science. \$3,950. Baccalaureate degree or equivalent preparation, plus certain other graduate and undergraduate work. Fee \$5. (October 11.)

5010. CHAIRMAN OF DEPARTMENT, accounting and business practice, day high schools. \$8,375 to \$9,175. Baccalaureate degree or equivalent preparation and 30 semester hours in approved courses. Fee \$10. (November 2).

5980. CHAIRMAN OF DEPARTMENT, home economics, day high schools. \$8,375 to \$9,175. Baccalaureate degree or equivalent preparation and 30 semester hours in approved courses. Fee \$10. (November 2).

5982. TEACHER, home economics, day high schools. \$4,000 to \$7,600. Baccalaureate degree or equivalent preparation and 30 semester hours in approved courses. Fee \$5 (September 19).

5892. GENERAL SHOP TEACHER, day high school. \$4,000 to \$7,600. Completion of a four-year approved industrial arts teacher training course, equivalent preparation or graduation from a junior high school. Fee \$5 (October 5).

7593. SUBSTITUTE TEACHER, industrial arts, junior high schools. \$4,000. Baccalaureate degree or equivalent preparation. Fee \$3. (October 5).

5030. CHAIRMAN OF DEPARTMENT, agriculture, day high schools. \$9,212 to \$10,092. Completion of approved, appropriate four-year technical curriculum of college grade or equivalent preparation. Fee \$10. (September 19, 1956).

4983. SUBSTITUTE TEACHER, home economics, day high schools. \$4,000. Baccalaureate degree or equivalent preparation. Fee \$3. (September 19).

6933. SUBSTITUTE SPEECH TEACHER, day high schools. \$4,000. Baccalaureate degree or equivalent preparation. Fee \$3. (October 5).

6932. SPEECH TEACHER, day high schools. \$4,000 to \$7,600. Baccalaureate degree or equivalent preparation and 30 semester hours of courses. Fee \$5. (October 5).

5851. CHAIRMAN OF DEPARTMENT, foreign languages, day high schools. \$8,75 to \$9,175. Baccalaureate degree or equivalent preparation and 30 semester hours of approved graduate courses. Fee \$10. (October 5).

Name 2 Psychiatrists

ALBANY, June 25—Two New York City psychiatrists have been named as consultants to the State Department of Mental Hygiene by Dr. Paul H. Hoch, Mental Hygiene Commissioner.

They are Dr. M. Ralph Kaufman, chief of psychiatry at Mount Sinai Hospital, and Dr. Millet, who is affiliated with Presbyterian Hospital.

FLORENCE M. HAMILTON HEADS TEAMSTER CHAPTER

Florence M. Hamilton has been elected chairman of Local 231, Teamsters Union, representing employees of the New York City Comptroller's Office. Others elected include: Monroe Weiss, vice-chairman; Sally Baker, secretary-treasurer; Pauline Schlossberg, recording secretary. Sally Baker was chosen chapter delegate and Irwin Moskowitz, alternate.

AWARD TO CLERK

Sustained superior performance has earned clerk-steno Olga M. Acclavati of Staten Island a \$200 award, the New York Air Procurement District announced. Now working with the Production Division, Miss Acclavati has been with the district office since 1951.

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Sanitation Commissioner Andrew W. Mulrain looks on as Mayor Robert F. Wagner congratulates Francesco J. Bondi on promotion to district superintendent. In ceremonies at City Hall 219 Sanitation officers were promoted, the largest number in the department's history, and ending out-of-title work.

Sanitation Sets Promotion Record As 219 Move Up

Mayor Robert F. Wagner and Commissioner Andrew W. Mulrain participated in promotion ceremonies for 219 Sanitation Department officers at City Hall. This is the largest group upgrading in the department's history.

The mass promotion involved 26 district superintendents, 114 foremen, and 79 assistant foreman. The promotions become effective July.

An immediate effective of the upgrading will be the elimination of out-of-title responsibility assumed by officers, and the establishment of a firm supervisory organization throughout the department. The promotions will also provide officers needed in the expanding alternate-side parking program, and in other phases of the Department's many-sided jobs.

Dr. Blackman Wins Achievement Award

ALBANY, June 25—Dr. George C. Blackman, cancer research specialist and surgeon on the staff of the Roswell Park Memorial Institute, has been awarded the Urban League's Professional Achievement Award.

The citation was made for "outstanding achievement in community affairs."

The award was one of two national honors presented by the League this year.

Dr. Blackman received the award for his work in surgery and research at the Buffalo institution.

The presentation was made at the league's annual dinner.

PENSION INCREASE BILLS GET HEARING

WASHINGTON, June 25—Bills to increase to \$300, from \$100, the annuities of civil service retirees, and to raise survivor benefits were the subject of a hearing before a subcommittee headed by Senator Kerr Scott (D., N.C.).

ALBANY, June 25—The State Health Department has announced the closing of its central, regional and district offices on Saturdays, effective July 1.

The closings were ordered by department officials under the provisions of the recently amended Public Office law.

Compromise Leave Rules Take Effect on July 1

About 90,000 New York City employees will receive a 27-day leave allowance beginning July 1, representing a two-day increase over the 25 previously proposed.

The new basis, computed on a monthly accrual of two-and-a-quarter days, includes combined vacation, personal business and religious holiday leave.

On a monthly accrual of one-and-two-thirds days, the allowance

will be 20 work days for employees appointed after July 1. The leave increases to 25 days after eight years' service, and to 27 after 15 years.

Agencies that now follow the practice of either granting terminal leave with pay may continue to do so, or follow the new standard rule—one month for each ten years' service. But they may grant only sick leave accrual earned up

to July 1. Raymond E. Diana, regional director, Government and Civic Employees, called the regulations "a compromise in the spirit of good labor-management relations," and Frederic Q. Wendt, Civil Service Forum president, endorsed the new rules as submitted by Personnel Director Joseph Schechter. (Complete text of new leave rules, see Page 8.)

Police Medicals Resume This Week

Medical tests for the second group of patrolman candidates start on Wednesday, June 27, and continue on June 28 and 29, July 2, 3, 5, 6, 9, 10 and 11. Qualifying physicals follow soon.

Of the 760 called on the first two days of qualifying physical tests, 97 were absent and 93 failed. The totals show 570—about 86 per cent—passed the New York City physical test for Police Department jobs.

Bivona Heads Capital District; Rep. O'Brien Hails Public Aides

ALBANY, June 25—Congressman Leo W. O'Brien championed the cause of the state employees in a speech at the annual dinner meeting of the Capital District Conference, Civil Service Employees Association. The meeting, at which election of officers took place, was held at Crooked Lake, near Albany.

"The public employee," Mr. O'Brien said, "is a great deal like the members of a baseball team—everyone feels that they are qualified to criticize them." He said the public often singles the civil servant out for unjustifiable criticism and that taxpayers generally have

a chip on their shoulders about governmental workers.

"I would not recommend that any young person today, particularly my own son, enter any business in which it is not possible to rise to the top," he said. "And as yet, there is not that opportunity in state civil service."

Mr. O'Brien intimated that the state government should offer greater incentive to the public servant in the form of adequate compensation and better opportunities for advancement. In filling any position in state government, he said, training and experience should be the main consideration, not the whims of political expediency.

Voluntary Efforts

He brought out the fact that there is a lot of voluntary midnight oil being burned in the state service and that there are many in the employ of the state who day in and out perform tasks above and beyond their call of duty. Because the state employees is his own worst press agent, he said, the public does not know these things and the public employee is consistently underrated.

Mr. O'Brien represents the 30th District of New York in Congress and, before his election in April 1, 1952, spent 10 years as a newspaperman and political writer on Capital Hill in Albany.

Following the speech, Toastmaster John J. Kelly, Jr., C.S.E.A. counsel, applauded Mr. O'Brien for his sincere and intelligent grasp of the problems of state employees.

Guests at the meeting were CSEA president John F. Powers, second vice president Robert L. Super and his wife, third vice president William J. Connally and his wife, treasurer Harry G. Fox and field representative Frank Casey.

Entertainment was furnished by Mildred Winter, Health, who played piano during the evening. Jeanette Lafayette, Commerce, was social chairman for the affair. Her committee consisted of Yolanda Di Domentantonio, Mental Hygiene; Marie Van Ness, Saratoga; Hazel Abrams, Education; Jane Flynn, Social Welfare; Beatrice Lieberman, Public Works; Mary Cooney, Motor Vehicles and Margaret Deveny, Conservation.

Results of the election of officers were announced at the close of the meeting. New officers are: President, Alfonso Bivona, Jr., Law; Vice President, Michael Pitruska, Audit and Control; Secretary, Eleanor McGee, Law; and Treasurer, Hazel Abrams, Education.

Clerks Threaten Reprisals At Polls for Denial of Pay Increase Appeals

Thousands of disgruntled New York City employees are muttering "Wait till election day." They are among the 32 groups whose appeals for upgradings were turned down by the Salary Appeals Board, and who feel that the Board of Estimate is not likely to change the situation.

Most vocal are the senior clerks who waged a strong campaign for a grade 9 slot in place of grade 6. They have filed more than 2,000 complaints with the Comptroller's Office as preliminary to a law suit charging that their grade 6 slot is an arbitrary act which discriminates against them in violation of the resolution under which the Career and Salary Plan was created. At the June 15 Board of Estimate session they feel they were "brushed off" and they have declared their intention to show their resentment at the polls when the Board of Estimate members come up for reelection.

Some Upped One Grade

Of the scores of appeals heard to date, only eight titles have been recommended for boosts of one grade, and the Board of Estimate is expected to approve the raises at its meeting on Thursday, June 28.

The fortunate groups: Stenographers, grade 3 (\$2,750-\$3,650), to grade 4 (\$3,000-\$3,900); Cashiers, Transit Authority, grade 6 (\$3,500-\$4,580), to grade 7 (\$3,750-\$4,830).

Senior telephone operators, also grade 6 to 7. Supervising telephone operators, grade 9 (\$4,250-\$5,330), to grade 10 (\$4,550-\$5,990).

Electrical Inspectors, from grade 9, to first step of grade 10, \$4,790. Senior electrical inspectors, grade 12 (\$5,150-\$6,590), to grade 13 (\$5,450-\$6,890).

Supervising electrical inspectors, grade 15 (\$6,050-\$7,490), to grade 16 (\$6,400-\$8,200). Principal electrical inspector, grade 18 (\$7,100-\$8,900) to grade 19 (\$7,450 to \$9,250).

The increases would become effective July 1, said Budget Director Abraham D. Beame. He has indicated that he will present a report to the Board of Estimate on June 28. This will allow im-

mediate action on the raises which would otherwise be stalled until after July 28

State Aid Devises Derrick, Digs Up \$100 With Idea

ALBANY, June 25—A suggestion sent to the New York State Merit Award Board brought George Loker, of Middletown, a \$100 cash award and a Certificate of Merit signed by Governor Averell Harriman.

Mr. Loker, employed as a Blacksmith in the Department of Mental Hygiene's Middletown State Hospital, devised and constructed from salvaged material a demountable and movable derrick which has proved valuable in handling heavy parapet stones. In addition to the labor savings realized from using this machine, repair work of this nature can now be done with a high degree of safety.

The Merit Award Board which administers the State Employees' Suggestion Program, announced through its Chairman, Dr. Frank L. Tolman, the names of three other State workers who have won cash awards for job improvement ideas.

The following employees received \$25 each and individual Certificates of Merit:

Mrs. Anne B. Sussman, 58 Norwood Avenue, Albany, Key Punch Operator, Department of Taxation and Finance, for her suggestion to use special paper stock to reduce the time required for one of the filing operations.

Joseph Gancher, Senior Clerk in the Albany office of the Department of Labor's Division of Employment, for his constructive modifications of two of the Division's form letters.

Nunzio Anselmo, Head Industrial Shop Worker at the Department of Mental Hygiene's Creedmoor State Hospital, Long Island, for the device he suggested to conserve time and material in the handling of laundry bags.

A Certificate of Merit was re-

ceived by Mrs. Laura D. L. Walrath, a Senior Stenographer, Public Service Commission, Albany.

All State employees are eligible to participate in the State's Suggestion Plan and they may submit as many work improvement ideas as they wish. So far this year State workers have won over \$5,000 for their suggestions.

Neil McCarthy Heads Mental Hygiene Group

ALBANY, June 25—The Central Office chapter of the Mental Hygiene Employees Association held its first annual meeting at Civil Service Employees Association headquarters.

Alfred Bovina, Law Department, installed the following: Neil McCarthy, president; Pauline Young, vice president; Margaret Reed, secretary; John Kessler, treasurer and Alice Keenan, delegate.

DEFENSE DEPT. TO TEACH SKILLS TO OWN EMPLOYEES

WASHINGTON, June 25—Training of employees rather than recruitment will be resorted to in the Department of Defense to meet the need for skilled personnel.

In a departmental memorandum, Carter L. Burgess, assistant secretary of defense, set that policy. In the memo, he said, "It has been determined that inter-service committees should be established to consider the problems and develop programs with respect to programs for training and selection." The new policy is part of a long-range program in planning for the application of automation.

HOUSE HUNTING?
SEE PAGE 11

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

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



The Record Speaks for Itself

Recently there were uncovered in some old files at The Civil Service Employees Association headquarters, copies of the early publications of the Civil Service Employees Association. They go back in time to December 20, 1929, when Bulletin Number One, the first printed document of the Association, was issued. The membership of the Association at that time was less than 600, the financial resources less than \$1,000. It was just a loose organization of people without any staff, but dedicated to the betterment of the lot of the public employee. In view of the great progress which has been made by the Association since that time—a little over 25 years ago—it is interesting to review some of the early programs.

In the first place, the Association definitely in point of time was the sponsor of the 55-Year Retirement Plan. Bulletin Number Four, issued in February, 1930, reports that the Association stated before the State Commission on Pensions that they had "received many communications indicating a desire for provisions whereby employees might have the option of retiring at age 55 years."

The Story By Bulletins

Bulletin Number Five, printed in March, 1930, reported that Assembly bill, int. Number 38, sponsored by Assemblyman Condon of Westchester, "has not been reported out of committee" and that those who believe that the provisions mentioned should become a law should address - - - the State Commissions on Pensions.

Year Optional Retirement Plan written into the law. During this Twenty years later the Association succeeded in having the 55-time the Association persistently and continuously pushed his legislature until success was achieved. At first it was alone, but in the last years, it had some help from other groups. But through it all, it was the Association's plan, the Association's courage and persistence which were the dominant note.

Association Is For the Employee

Another example of the Association's vital interest in early problems was the sponsorship of legislation increasing pay scale bills of Senator Charles Hewitt and Assemblyman Eberly Hutchinson, bill for a general increase of State salaries, bills "to provide increases institutional and other employees. In 1930 it introduced through for prison workers over present salaries" and bills to "provide for increases in salaries of officers and employees in State hospitals."

The benefits which have accrued during the past 25 years to public employees have been the result of the Association's interest and energy. No other organization at that time took up the cudgels in the employees' behalf. Since that time, other groups have falsely claimed credit for much that has been done. However, the record and history belie their claim. It is on the books for all to see. Do not be misled by other statements. Look at the record and see for yourself. On his record alone your Association should be supported.

Retired as Ill Says He Was Well, So He Seeks Reinstatement

Supreme Court Justice Elbert T. Gallagher, sitting in the White Plains Supreme Court, reserved decision after hearing oral argument in the case of Thomas J. Carroll, a retired patrolman seeking reinstatement in the Village of North Tarrytown.

Represented by attorney Samuel Resnicoff, Mr. Carroll says that he was appointed in 1930. In 1948, based upon a diagnosis made by the police surgeon of the Village of North Tarrytown that he was suffering from epilepsy, Mr. Carroll appealed for retirement. In November of 1948, he was retired

on a \$1,500 pension.

In May, 1955, Carroll discovered that the diagnosis made by the police surgeon was incorrect, and asked for reinstatement. No action was taken by the village trustees.

During the court argument Mr. Resnicoff contended that Mr. Carroll was not guilty of undue delay because he had a right to rely on the representations made by the police surgeon, and in any event, delay does not bar remedying a continuing wrong.

Justice Gallagher reserved decision.

SENIOR ACCOUNTANT ELIGIBLES WANT LISTS USED IN FULL ON JULY 1

At the first meeting of the newly formed City-Wide Senior Accountant Eligibles a proposal was adopted to send a telegram to Mayor Robert F. Wagner and Budget Director Abraham D. Beame.

The telegram said that the eligibles voted to urge them to exhaust entire senior accountant lists in all departments by July 1.

"Your positive action will show your continued confidence in the loyal employees who have rendered many years of faithful service to the City of New York," the telegram said.

The next meeting is scheduled for Wednesday, July 11.

BUFFALO MAN NAMED TO NEW COMMERCE POST

ALBANY, June 25—State Commerce Commissioner Edward T. Dickinson has appointed Leland A. Wells of Buffalo to the newly-created post of assistant director of the department's Division of Commerce and Industry. The post pays \$11,000 a year.

JOB FOR NON-RESIDENTS

Bills in the Council would waive the Lyons Law (three-year New York City residence) for staff nurses and senior children's counselor in Welfare, youth guidance technicians with the Youth Board, and probation officers in Magistrates and Domestic Relations Courts.

Arbitration Bill Heads for Enactment

WASHINGTON, June 25—Representative Thomas M. Pelley (R., Wash.) spoke in favor of the Johnston-Rhodes management-labor bill that would give federal employees a system of arbitration for settlement of grievances at least equal to that governing private industry.

The administration turned thumbs down, contending present grievance machinery is adequate. Mr. Pelley, however, called current government management-employee relations "inadequate and unrealistic."

It appeared that the Senate Post Office and Civil Service Committees, to which he addressed his remarks, would approve the bill.

Housing Authority Awards Scholarships

The Employees' Recreational Association of the New York City Housing Authority awarded a four-year scholarship to Martin Gary Groder, son of Frances Groder, an employee of the Authority, and William V. Groder, who works for the Department of Personnel.

Martin Gary ranked highest of the 27 children of Authority employees taking the New York State Regents Scholarship examination and got \$350 a year for four years, toward tuition. Martin, 16, also won a State College Scholarship.

Three other children of Authority employees have won State College Scholarships.

SECOND SECTION OPENED BY STU WIT HOMES

Mr. Moses Carner, veteran Brooklyn builder, announces that the second section of Stu Wit Homes, his new, one family home development is ready for occupancy. The units are located on Stuart Street between Avenue X and Whitney Avenue in the easily accessible Marine Park section of Brooklyn.

The homes are priced at \$16,990 with a 4 1/2% 30 year FHA mortgage. They contain 6 rooms, 3 bedrooms, 1 1/2 baths, science kitchens, built in ovens, ceramic tile baths with built in vanity, Rusco removable windows and side hall layout.

Schools, shopping, churches and transportation are only a block away from this quiet, residential community.

Lane Realty is the exclusive agent.

TRANSPORT OFFICER JOBS ARE OPEN

The Civilian Personnel Division of the Brooklyn Army Terminal is seeking applicants for transportation officer (rail traffic) at \$6,390 a year for duty with the United States Army in Korea. An additional 25 percent foreign post differential has been authorized.

Apply at the Brooklyn Army Terminal, First Avenue and 58th Street, Brooklyn, Room 210, Building C, between 8:30 A.M. and 3:30 P.M., through Friday.

BILL WOULD PAY HEROES

Councilman Eric J. Treulich, Queens Democrat, has introduced a bill to provide hospitalization and payment of full salary to New York City employees injured in the course of heroic acts in preservation of life and property while on duty.

DATE FOR MEDICALS

Medical tests for supervising street club worker candidates have been set for Monday, June 26.

PERICONI APPOINTED

ALBANY, June 25—Joseph F. Periconi, former Republican State Senator and Deputy Commissioner of the State Liquor Authority, has been appointed counsel to the Joint Legislative Committee on Charitable and Philanthropic Agencies and Organizations.

ALTOMARE HEADS POST

Caesar C. Altomare has been installed as commander of Department of Purchase Post 1224, American Legion. He was installed by N. Y. County Commander William E. Vincent at a dinner-dance at the 71st Regiment Armory.

DEPUTY COMMISSIONER GETS COLLEGE DEGREE

Mrs. Anna Hubbard Slattery, acting deputy superintendent of women prisoners at the House of Detention, has received a bachelor's degree from Hunter College. Next year she will study at NYU on a graduate scholarship.

COMMISSION SEEKS PLANNERS

The City Planning Commission is looking for planners, engineers and statisticians for provisional appointment. Apply to John W. Allen, Room 270 Municipal Building, Chambers and Center Streets, New York City.

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests in New York, New Jersey and many other states. During the next 12 months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. In some tests as few as one out of five applicants pass!

... Franklin Institute is a privately-owned firm which help many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard and mail at once—act TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

FRANKLIN INSTITUTE, Dept. W-66

Rochester 4, New York

Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) partial list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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* Cool Mohair-and-Wool **57.50**

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

Court Will Decide Legality Of Opinionated Questions

Justice Owen McGiven in New York County Supreme Court signed an order directing the State Civil Service Commission to show cause why the name of a candidate who was failed in the exam for promotion to assistant to deputy chief probation officer of the Court of General Sessions should not have his name added to the list. The order was signed at the request of Harold L. Herzstein, former legal aide to the Mayor of New York.

The argument was originally scheduled for June 28 in Manhattan, but it is understood that the Commission and the candidate's attorney seek a transfer of the case to Albany County for a hearing in the early fall.

Parallel Case Cited

Interest in the case has been heightened by the decision of the Court of Appeals several weeks ago in the case of Connaughton vs. Taylor in which Mr. Herzstein represented a group of Nassau County patrolmen who had taken a promotional examination for sergeant. That examination was prepared by the State Commission, which had failed the patrolman petitioners. The Court of Appeals directed that they should be passed, and their names added to the eligible list. They are now sergeants. That case was precedent for the ruling that the candidates' answers and a local commission's key answers can be correct, and a state commission's incorrect.

A parallel in the present case exists to a limited extent, said

Mr. Herzstein. The promotional examination for probation officers presents another and more important issue, he felt. That issue is whether a question can be counted at all if it calls for a best or most acceptable answer. There are two schools of thinking on the answers.

Opinionated Questions

Many of the questions in the probation examination called for social concepts on which there are differences of opinion, and no one can honestly decide which opinion is correct, and certainly no one in an official position has a right to make such a decision, Mr. Herzstein stated. He added that even if the majority opinion were reflected in the key answer, still the question was unanswerable, if the candidate held to the minority opinion, provided that the minority had some authoritative support.

Mr. Herzstein was confident that he would establish the principle in civil service law that such questions are illegal and cannot be counted, because any other ruling would mean that a man who drafts an examination has a right to decide that only men with opinions similar to his own can be probation supervisors.

Objection from Other Sources

The same objection to opinionated questions was raised by some candidates in the recent examinations held by New York City for promotion to captain, Police Department, and deputy chief, Fire Department.

JEWISH EMPLOYEES HEAR DIFALCO LAUD RACIAL GROUPS' DEEDS

More than 200 persons attended the quarterly meeting of the Jewish State Employees Association at 80 Center Street, New York City.

They heard Supreme Court Justice S. Samuel DiFalco and Dr. John Sullivan, educational director of the State Commission Against Discrimination, praise the contributions to society that result from inter-group relations.

Justice DiFalco pointed out that each of the racial and religious groups in America has made a contribution to the tradition and cultural life of this country. He asked for the revision of the restrictive quota provision of the McCarran-Walter Immigration Act to permit the life-blood of immigration to again flow into this country.

President Morris Gimpelson presided.

Morris J. Solomon, Deputy Commissioner of Motor Vehicles, was in charge of the arrangements.

President Gimpelson announced the appointment of a nomination committee headed by Ben Kramer of the Motor Vehicle Bureau. Elec-

tions will be held in September. A dinner dance is planned for early December.

Al Greenberg, membership chairman, welcomed 25 new members. He has set a goal of 5,000 new members before the end of 1957.

The committee assisting in the serving of refreshments consisted of: Lola Aaront, Ruth Warshaw, Selma Gheiberg, Sophie Goldman, Natalie Woods, Minnie Grey, Elta Axerezoff, Florence Weiss, Hilda Antman, and Lillie Zelman.

Credit Union Reports Increased Loans

The New York State Employees Federal Credit Union reports that its activities are constantly increasing.

The credit union maintains offices in Room 1316 at 270 Broadway and Room 900 at 80 Centre Street.

The credit union has been in existence for almost two years. It lends money to New York State employees who work in the metropolitan district.

Assets are reported at more than \$300,000, loans at nearly \$200,000.

The officers are Henry N. Smith, president; Harry Hersch and Morris Gimpelson, who are vice presidents, and Sol Bendet, treasurer. Mr. Bendet is president of the New York chapter of The Civil Service Employees Association and a member of its board of directors.

Corrections Eligibles To Meet

The Correction Officers Eligibles Association will meet Monday, July 2 at 8:15 P. M. at Wedermann's Hall, 16th Street and Third Avenue, New York City.

Thomas Indian School Installs New Officers at Annual Dinner

The annual dinner of the Thomas Indian School chapter was held on Monday evening June 11, at the Herbert Mackmer Post of the American Legion in Collins, New York.

There were about seventy persons present for a turkey dinner, served "Country Style" by members of the post.

Claude Rowell of Rochester, President of the Western Conference spoke of the benefits derived through the efforts of the Association.

Jack Kurtzman, field representative of the C.S.E.A., also talked along those lines and also noted that Civil Service meant just that, civil service regardless of status, from director to chairwoman, are bound to give that service.

He presented 25 year pins given by the Chapter to; Burnell Marbel, George Hascall, Florence Roberts, Lester Bell, Paul Harrington with appropriate remarks. Louis Sklarow, M.D., and Edna Pullen were to have received them but were not present.

Francine Clothier who is retiring from the Post Office was given a small gift as an expression of gratitude for many years of cooperation with the Chapter.

Xena Ensign who retired a year ago to Florida was present and also was presented with a gift.

The committees in charge are

CORRECTION GOES INFORMAL

Correction officers in New York City have been granted permission to shift to short-sleeved summer uniforms, and to put away their blue ties for the hot months ahead.

The news that's happening to you!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

And you can do a favor for someone else too!

Have you a relative or a friend who would like to work for the State the Federal government, or some local unit of government?

Why not enter a subscription to the Civil Service Leader for him? He will find full job listings, and learn a lot about civil service.

The price is \$3.50—That brings him 52 issues of the Civil Service Leader, filled with the government job news he wants.

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I enclose \$3.50 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name listed below:

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PHYSICAL EXAMS for PATROLMAN are now being held. All candidates who passed the written test will be called to appear in the near future. This is only a qualifying test BUT FEW MEN CAN PASS IT WITHOUT SPECIALIZED TRAINING. Candidates should strive to attain a percentage of 80 in order to be sure of passing.

THE FIREMAN PHYSICAL

This is a COMPETITIVE TEST and COUNTS 50% of a candidate's FINAL rating. Men who hope to attain a high place on the eligible list should BEGIN TRAINING AT ONCE and CONTINUE REGULARLY until called for the official physical test.

A gain of 20% in your physical rating will mean a difference of hundreds of places on the eligible list.

The 400th man on the last list had a rating of 89.45, whereas the man with 79.45 was number 1600—a difference of 1200 places. This can mean at least two years difference in time of appointment.

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Many men do not realize the importance of the Physical part of this exam . . . IT COUNTS FOR 60% IN THE FINAL RATING!

Few men can press an 80 lb. dumbbell, do an abdominal lift of 60 lbs. and a broad jump of 8 ft. without considerable training. THOSE WHO PASSED THE WRITTEN TEST SHOULD START PHYSICAL CLASSES NOW!

BE PROPERLY PREPARED for YOUR PHYSICAL TEST

A candidate can improve his physical rating by 15% to 30% within a short time in our well-equipped gym under competent instructors.

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A New Exam Has Been Ordered For

PATROLMAN — N. Y. C. POLICE DEPT.

Salary \$5,440 a Year After 3 Years

(Includes Annual Uniform Allowance) Pension After 20 Years

Our course of preparation affords thorough instruction in all phases of the exam. Delehanty students have achieved an unequalled record of success in patrolman exams for over 40 years!

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SANITATION MAN — N. Y. C. SANITATION DEPT.

STARTING SALARY \$3,950 A YEAR (\$76 a Week)

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

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

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APPLICATIONS OPEN IN SEPT.—CLASSES NOW FORMING FOR

SURFACE LINE OPERATOR — CONDUCTOR

(N. Y. CITY TRANSIT AUTHORITY)

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

Appointments to either position are made from same list.

Many Worthwhile Opportunities for Promotion

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

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

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FREILICH HEADS LEGION POST

Maxwell Freilich has been elected commander of Department of Finance Post, No. 1119, American Legion. He is a senior accountant in the bureau of excise taxes, Comptroller's Office.

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TUESDAY, JUNE 25, 1956

Candidates-Be-Damned Policy Boomerangs

THE New York City Personnel Department, evidently in the interest of making things as easy for itself as possible while disregarding the interests of candidates, withholds until Monday the tentative key answers to its Saturday written examinations. It inflicts similar delay in all other tests.

One excuse given is that time is required to check the answers carefully, to avoid error. As long as human beings perform the work, the possibility of an occasional error exists. But previous civil service administrations made a practice of releasing key answers on the day of the test, after the test was over, and the margin of error was slight. What happened, do you suppose, after the careful system of indifference to candidates' anxiety was instituted? You guessed it. The number of errors increased.

Booby Prize Well Earned

Now we are treated to the prize example of error. In the assistant assessor test, the department gave out 100 key answers, and 14 of them were wrong. Then it had to humiliate not only itself, but the Wagner Administration, and the people of the City, by issuing a revised list. Imagine what confusion and disgust candidates must suffer because of such stupid incompetence.

Although pleas have been made to the department to issue answers promptly, so that candidates who take Saturday tests won't have to wait until Tuesday to learn what the tentative answers are, those requests are ignored. Even receipt of letters of protest on the subject remain unacknowledged, much less any real reason given for the Louis XIV tactics.

In many tests thousands of candidates compete. At least in the larger tests the department should bestir itself from its lethargy sufficiently to provide key answers on the day of the test. Then the press can publish them early enough so that candidates will feel that they are getting some consideration. Now they must feel that they are being treated more like outcasts than like candidates who respond to the City's urgent pleas to compete.

An Inquiry May Be the Thing

As there is a shortage of eligibles in jobs in many titles, the department's defiance of candidates' wishes on key answers must strike competitors as a poor way to stimulate recruitment. It is worse than that, of course.

Well, in all tests now, no matter how poorly a candidate made out, it is certain that the Personnel Department did worse. Since one function of the department is to determine how well qualified a candidate may be to fill a job, maybe an examination would be in order, to determine how well, or otherwise, the department is discharging some of its duties.

Candidates are complaining bitterly about the unfairness of examinations, because of so many extraneous questions introduced, a cry never heard before. In the deputy fire chief and police captain examinations, the same question was asked, but contradictory key answers given.

If these vagaries are all that civil service reorganization produces, let's go back to the old order.

H. F. Miller Gets Budget Deputy Post

ALBANY, June 25—Howard P. Miller of Syracuse University starts work this week as administrative deputy of the State Budget Division, one of the top three positions in the division. His salary will be \$12,000 a year. Mr. Miller succeeds Donald G. Herzberg, who accepted a position as executive secretary of the Eagleton Foundation at Rutgers University.

LETTERS TO THE EDITOR

JOBS FOR ONLY THOSE WHO EARN THEIR SALT
Editor, The LEADER:

The forward strides of civil service administration are noted by several expert observers, like the Civil Service Reform Association, the Civil Service Assembly, and your own editorial writers, all with the comment that there is still much room for improvement.

Certainly the spoils system is gone, though vigilance is still required to prevent its rebirth. Certainly examining techniques, labor relations, and in-service training improve; certainly commission's integrity has long since passed beyond the stage of dispute. But a civil service commission must be more than a mere watchdog, though watchdog it must always be, as is pointed out in the Civil Service Assembly's Personnel Report No. 566 "What Every Civil Service Commissioner Needs to Know."

Fear of Reticence

The authors, John M. Pflinger, James V. Belianca, and Charles W. Tery, must have realized that they were writing about what every civil service commissioner does know, or soon learns.

One of these salient facts is the protection that civil service affords the unwilling, the unambitious, and the indifferent. As a civil service newspaper, The LEADER may not see fit to publish anything on that subject, but if the criterion of successful civil service administration is to be service to the public—the main reason for a commission's existence—not only must the truth be publicized, but the defect remedied.

I quote from the Assembly's personnel report:

"People differ widely in their abilities and motivations. Furthermore, these same abilities and motivations change, so that a person once able to perform satisfactorily may at a later date be unable to do so.

"Any good personnel system must provide for handling the human casualties as well as human successes. The purely protective approach to personnel administration means that people who can no longer perform their jobs well are nevertheless kept in them. Hence, if fulfilling its obligation to the public, a commission will maintain a personnel set-up that will furnish management with people who will be productive. Unless this is done, public administration can never be compared favorably with that of private management."

Putting It Bluntly

Put more bluntly, this means that while the public employees are, in general, able, willing and industrious, some of them are or grow indifferent to their work, and lose their value to their employer, yet are kept on the payroll. The idea seems to be that there is no agency that feels any particular responsibility for this. It is well known that department heads are reluctant to take necessary action. The function should be exercised by a civil service commission.

To be sure, the percentage of unfit or recalcitrants is small, but such hangers-on also prevent or delay the promotion of the competent. Is it too much to ask that government be as demanding of its employees on this score as is private industry, even if government can survive under the present? (Continued on Page 7)

MODERN PUBLIC ADMINISTRATION

Marriage Laws Run the Gamut

THE NATIONAL INSTITUTE of Municipal Clerks has issued a booklet, "Marriage and Divorce," for use of its members, many of whom perform the clerical duties relating to issuing a marriage license.

Except that all 48 states give legal status to matrimony, no other single factor is common to all the states. But there are trends: the minimum marrying age is most often 21 for men, 18 for women, or 18 and 16 with the parents' consent.

Almost all the states require a medical examination of both applicants. Clearance holds usually for 30 days, but in Louisiana it's only seven, while in Connecticut and Rhode Island it's 40. More than half the states test for syphilis only, but others include all venereal diseases. A few also test for tuberculosis and mental defects.

Curb on the Impatient

Several states require a waiting period between application for a marriage license and its issuance, usually five days. Fifteen states have no such provision. Only four states require a wait between obtaining the license and the marriage ceremony. Licenses, once issued, have different periods of validity, 10 days in Mississippi and Oklahoma, to 180 in Maryland. Alaska allows a 365-day lapse between license and ceremony. The most frequent periods are 30 and 60 days.

With parental consent, the bride may be as young as 14 in eight states, the bridegroom 15 in two states and 16 in 10. With both parental and court consent, New Hampshire allows marriage at 14 for males and 13 for females, while in New York it is 14 for females.

A number of states and Alaska allow the marriage of persons below the required age limit, with court approval, when the applicants "acknowledge that they are the actual or expectant parents of a child."

Grounds for Divorce Vary

Adultery is universal grounds for divorce in the U. S. and its territories. Cruelty and alcoholism also are legal causes in almost all the states. At the other extreme, "incompatibility" as such is recognized by only two states, New Mexico and Oklahoma, and the territories of Alaska and the Virgin Islands. Other leading grounds for divorce are desertion, felony conviction, impotency, imprisonment, insanity, neglect to provide, pregnancy before marriage, bigamy and separation.

In Florida, "habitual violent and ungovernable temper" is recognized as grounds for divorce, while "joining a religious sect disbelieving in marriage" gives the husband or wife cause in New Hampshire and Kentucky. Ten states and one Territory recognize drug addiction as legal cause.

Ladies First? Not in Puerto Rico

All states and territories require a residence period before a person may bring suit for divorce, usually one year. But the range is wide—six weeks in Nevada, five years in Massachusetts.

Most states permit both parties to remarry immediately after divorce, but others impose a waiting period that varies from 30 days to three years.

In Massachusetts and Vermont, the defendant cannot remarry until two years after the absolute decree. In New York, where adultery is the sole ground for divorce, the defendant may not remarry during the lifetime of the plaintiff, unless modification of the decree is obtained. This modification may be sought only after three years.

Puerto Rico permits a man re-marry immediately after divorce, but the woman must wait 301 days.

Discipline for Lifeguards

Jacksonville, Fla. has prepared a special manual for its beach patrol so that lifeguards will have a clear idea of proper on-the-job behavior, the Civil Service Assembly reports.

Guards on duty may not read, swim (except when making a rescue), fish, play games, sit or lie on the beach or in beach chairs, or do anything else that may divert them from their responsibilities. The manual establishes four ranks in the beach patrol division of the City's recreation department: captain, lieutenant, senior surfman and surfman.

Members of the beach patrol must pass tests each year that include swimming half a mile in the ocean, rescuing in the surf, giving artificial respiration and first-aid, and boat-handling.

Cowboy Hats of Straw

During the hot days in Rhode Island, the state police wear straw hats instead of the regulation felt, the Civil Service Assembly has learned. The abbreviated cowboy style of the hat will stay the same, but is substituted for coolness. Last summer the force ended a tradition by wearing shirts with short sleeves.

The Assembly also noted a move toward more comfortable summer wear for policemen in New York City and Newark, N. J. Policemen in both cities may wear open-neck, tieless shirts during hot weather.

Automation On the March

WASHINGTON, June 25—The Bureau of Old-Age and Survivors Insurance, one of the most active agencies in the field of automation, has Senate approval of \$150,000 to set up its own research unit on electronic or automatic equipment. Automation has also joined the U. S. Army. Plans call for an electronic "clerk" to handle its personnel records. The new equipment can run off reports on personnel incredibly faster.

NYC Jobs

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

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

7756. JUNIOR MECHANICAL ENGINEER, various City departments, \$4,550 to \$5,990, 18 vacancies. College degree in engineering or a high school diploma and four years' experience, or a satisfactory combination of experience and education. Fee \$4.

Letters

(Continued from Page 6)

ent laissez-faire method, though industry might not?

J. WALLACE FOURIER

LIKES IDEA OF FEE ONLY IF ONE GETS JOB

Editor The LEADER:

I agree with Walter P. White whose letter in The LEADER cited the unfairness of fee payments when one files for a test, instead of after one gets appointed.

Like the sneaky car tax, this fee crept in in 1946 when some hungry candidates couldn't wait for a particular exam and said they'd pay the fee for all the candidates.

If all the citizens work together, we can get rid of this unfair charge.

Why, also, can't we return to the old way where a candidate not only had to give a correct answer, but show how he arrived at it? Two-day exams cannot be crowded into mediocre three-hour tests.

JEFFERSON PAUL JOHNS

GRATEFUL FOR ACCURATE AND ABLE REPORTING

Editor, The LEADER:

We thank The LEADER for its splendid cooperation in our effort to stop out-of-title work in the Parks Department.

In reporting the progress of the case in the courts, The LEADER has accurately and ably set forth the developments.

PHILIP F. CAROLAN
President, Supervisors
of Park Operations,
New York City Parks
Department

No closing date. Applications will not be accepted during August.

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

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

7759. ALPHABETIC KEY PUNCH OPERATOR (IBM), Personnel Department, \$2,750 to \$3,650, 30 vacancies. Sufficient training or experience to operate type 034, IBM Alphabetic key punch machine. Fee \$2. (Friday, July 27).

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

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

7562. STENOGRAPHER, various city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

7563. TYPIST, various city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

7855. OCCUPATIONAL THERAPIST, Department of Health and Hospitals, \$3,750 to \$4,830. Graduates of occupational therapy school approved by Council on Medical Education, A.M.A., or registered therapists recognized by American Occupational Therapy Association. (No closing date)

7809. ASSISTANT ELECTRICAL ENGINEER, various City departments, 35 vacancies, \$5,750 to \$7,190. College degree in electrical engineering and three years practical electrical engineering experience; or a high school diploma and seven years' experience; or a satisfactory equivalent in education and experience. Fee \$5. Apply until further notice.

7812. MECHANICAL ENGINEERING DRAFTSMAN, various City departments, 8 vacancies, \$4,550 to \$5,990. A high school diploma and four years' practical experience; a college degree in engineering; or a satisfactory combination of experience and educa-

tion. Fee \$4. Apply until further notice.

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

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

7755. JUNIOR ELECTRICAL ENGINEER, \$4,550 to \$5,990. Fee \$4. (1) a baccalaureate degree in engineering issued upon comple-

tion of a course of study registered by the University of the State of New York; or (2) high school graduation and four years of appropriate experience; or (3) a satisfactory equivalent of education and experience. For this examination, persons who expect to be graduated by February, 1957, will be admitted to the examination. (No closing date)

Phillips Gets Plaque

James A. Phillips, secretary of the New York City Comptroller's Office, has been honored with a bronze plaque for 44 years of "distinguished service to the City." The presentation was made at the Downtown Athletic Club by Comptroller Lawrence E. Gerosa on behalf of the department.

Mr. Phillips, who retires June 30 to act full time as Democratic Committee Chairman of Queens County, started as a clerk for the City in 1912, and became a member of the City Council in 1941. He was appointed to his present job in 1946. A native of Brooklyn, he now lives in Rego Park.

"Jim Phillips did a good job," said Mr. Gerosa. "I only hope his successor does as well."

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

Boards' Denial Of Raises Deplored

Civil Service Forum delegates, at a meeting, deplored the action of the New York City Salary Appeals Board in turning down requests for higher salary grades for numerous titles, especially senior clerk and telephone operator.

Delegates blamed City and Transit Authority officials for refusal to discuss recognition of a motormen's union.

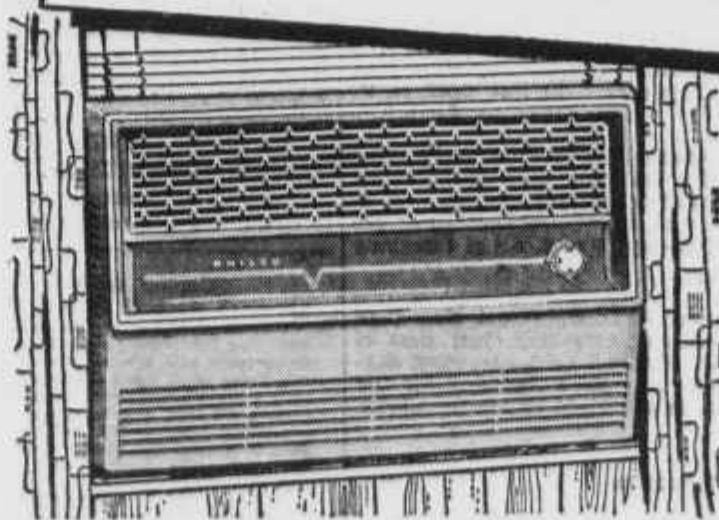
"While motormen had no legal right to strike," said forum President Frederic Q. Wendt, "morally the employees were correct. A strike was the only way they could bring their problem to the attention of the public. The fault lies with officials who refuse to administer the law."

Mr. Wendt added that the Forum court action against the Transit Authority, protesting the legality of exclusive bargaining elections, would be pressed to the Court of Appeals.

Delegates voted unanimously to seek an every-two-weeks pay period.

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Jobs That Require No Experience at All

Opportunities for life-time careers are open in civil service for men and women who have no previous experience. In many cases there are no formal educational requirements.

The Federal, State and New York City governments are all in the midst of recruiting campaigns.

For some of the jobs, application may be made immediately; other tests will open soon. Follow The LEADER for prompt news on application and examination dates

Jobs for Men

Four titles in New York City offer top opportunities to inexperienced men who have the ability to pass written examinations and meet physical requirements. Most popular is the coming patrolman exam, which offers \$5,440 after three years, if one includes the \$125 uniform allowance, and retirement at half-pay after 20 years. Starting pay is \$4,000.

Also expected soon is the sanitationman test, at a starting salary of \$4,850 a year, \$76 a week, and an age-55 retirement plan. Men 18 to 40 may compete. Veterans may be older. The minimum height is 5 feet 4 inches. Men who need to wear glasses may qualify.

In September applications will be received by New York City for surface line operator. From the fast bus drivers and subway and street car conductors will be appointed. This will be open to men up to 50 years of age and pays \$1.86 to \$2.10 an hour, plus overtime. Men 5 feet 4 may qualify for bus operator; 5 feet 6 is required for conductor.

Residents of Brooklyn will be interested in an examination which will be held soon for post office clerk-carrier, restricted to persons living in that borough or already employed by the Brooklyn post office. Men 18 or over will be eligible for the test. There will be no educational or experience requirements. The jobs pay \$1.82 an hour to start. The rate goes up to \$2.19.

Womens' Office Jobs

There are no experience or educational requirements for jobs as stenographers and typists with the

Federal, State and City governments, although applicants must pass a performance test. Salaries compare with those offered beginners in private industry. The Federal government offers stenographers \$56.90; the State \$55.50, and New York City \$52.90; typists are offered \$51.70 by the Federal agencies, \$50 by the State, and \$52.90 by the City.

Apply for the State and municipal jobs to the New York State Employment Service, 1 East 19th St., Manhattan; for Federal to U. S. Civil Service Commission, 641 Washington Street, Manhattan.

Hiring is rapid.

Inexperienced College Graduates
Salaries up to \$86 a week are offered college graduates, men and women, by the Federal Government through what is called the Federal entrance examination, continuously open. These tests

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cover practically every range in social studies and specialties such as agriculture, etc. U. S. Civil Service Commission, 641 Washington St., New York 14, N. Y.

New York City is expected to open an examination early next year, if not sooner, for clerk at \$2,700 a year.

In addition to the openings described above, there are many job opportunities for men and women with business or industrial experience. Descriptions of the openings in all branches of government appear on other pages of this week's LEADER.

The Federal Government has re-

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RITZ SHOE OUTLET - Famous name brands in men's shoes. 10% Discount to CSEA members. 19 S. Pearl St., Ritz Theatre Bldg., Albany, N.Y.

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opened an examination offering positions in a wide range of office machine operations, covering addressing, billing, bookkeeping and other commonly-used office appliances. Applications will be received until available positions have been filled. Salaries offered range from GS 1 (\$2,500-\$3,200) to GS 5 (\$3,410-\$4,480) with the lower paid positions requiring a minimum of (Continued on page 9)

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SAFETY IDEA WINS AWARD
Charles Siegel, employed in the First Army Comptroller Section on Governors Island, was presented a \$15 dollar check for suggesting that floor wax no longer be applied to stairs.

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Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable at post offices except the New York, N. Y. post office.

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

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

NYC Travel Directions

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

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

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. Both the U.S. and the State accept applications if postmarked not later than the closing date. Because of curbed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states. The U. S. charges no application fees. The State and the local Service Commissions charge fees at rates fixed by law.

Complete Text of New Leave Rules for NYC

The New York City Board of Estimate adopted the following leaves rules, recommendation of the Department of Personnel, Joseph Schechter, director:

Leave Regulations for Employees Who Are Under the Career and Salary Plan

Resolved, By the Board of Estimate, that the following leave regulations be, and the same are hereby, established effective July 1, 1956.

1. Applicability of Regulations

- 1.0. These regulations shall apply to incumbents of positions subject to the Career and Salary Plan approved by the Board of Estimate on July 9, 1954, except: per diem, per hour, per session, per job, per entry, per abstract, per summons, per folio and piece work employees, and incumbents of lump sum compensation positions, of positions where the rate is fixed by contract, agreement or honorarium, and of positions in agencies which are in the Career and Salary Plan upon their own election under the terms of the Career and Salary Plan Resolution.
- 1.1. Each of the aforementioned agencies excepted from these regulations shall submit to the City Personnel Director and Budget Director within a period of six months from the effective date of these regulations, a statement as to whether these regulations are acceptable to it, and, if not, to submit leave regulations for its employees under the Career and Salary Plan.

The City Personnel Director shall report thereon to this Board.

2. Annual Leave Allowance

- 2.0. A combined vacation, personal business and religious holiday leave allowance shall be established which shall be known as "annual leave allowance."
- 2.1. Annual leave allowance shall be granted to permanent employees who work a five-day week, as follows:

Category	Annual Leave Allowance	Monthly Accrual
Employees on staff prior to the effective date of these regulations.	27 work days (five weeks and two days)	2 1/4 days
Employees appointed after said effective date who have completed 15 years of service.	27 work days (five weeks and two days)	2 1/4 days
Employees appointed after said effective date who have completed eight years of service.	25 work days (five weeks)	2 days plus one additional day at the end of the vacation year
All other employees.	20 work days (four weeks)	1 2/3 days
- 2.2. There shall be a pro-rating of the above allowances for employees with different work-weeks.
- 2.3. For the earnings of annual leave credits, the time recorded on the payroll at the full rate of pay, and the first six months of absence while receiving Workmen's Compensation payments shall be considered as time "served" by the employee.
- 2.4. Calculation of annual leave credits for vacation purposes shall be based on a year beginning May 1st hereafter known as a "vacation year." All annual leave allowance of an employee to an employee's credit on April 30th and not used in the succeeding vacation year may be carried over from said vacation year to the next succeeding vacation year only, with the approval of the agency head; and any such time not used within the prescribed period shall be added to the employee's sick leave balance.
- 2.5. The normal unit of charge against annual leave allowance for vacation and personal business shall be one-half day. Similar units of charge are authorized for time lost due to tardiness and religious observance. The agency head is authorized to make such other exceptions as are warranted.
- 2.6. Earned annual leave allowance shall be taken by the employees at the time convenient to the department. In exceptional and unusual circumstances, an agency head may permit use of annual leave allowance before it is earned, not exceeding two weeks.
- 2.7. Where certification of eligible lists permits, provisional and temporary employees shall have the same annual leave benefits as regular employees except that they may not be permitted to use annual leave allowances for other than religious holidays until they have completed four months of service.
- 2.8. Penalties for unexcused tardiness may be imposed by the head of each agency in conformation with established rules of the agency. As a minimum, however, all unexcused tardiness both in the morning and upon return from lunch shall be charged to the annual leave allowance.
- 2.9. Terminal leave with pay upon retirement may be allowed in the discretion of the agency head not to exceed one month for every ten years of service, pro-rated for a fractional part thereof. The agency head shall be guided in this matter by the character of service rendered and by the manner and extent of use of sick leave credits by the employee.

3. Sick Leave Allowances

- 3.0. Sick leave allowance of one day per month of service shall be credited to permanent employees, provisional employees and temporary employees and shall be used only for personal illness of the employee.
- 3.1. Sick leave allowance shall be cumulative up to a maximum of 180 work-days. After this maximum is reached, no more sick leave credits may be earned by the employee except to the extent of restoring credits subsequently drawn for sick leave and thereby building up accruals again to the maximum of 180 work-days. Existing balances to the credit of employees at the time of adoption of these regulations shall remain to their credit. The City Personnel Director shall study and submit to the Mayor, Board of Estimate, Civil Service Commission, the City Administrator and the Budget Director, within a six-month period, recommendations concerning treatment of employees of agencies where no accumulation or a limited accumulation of sick leave allowance had been permitted or recorded heretofore.
- 3.2. Sick leave may be granted in the discretion of the agency head and proof of disability must be provided by the employee, satisfactory to the agency head. Presentation of physician's certificate in the prescribed form may be waived for absences up to and including three consecutive work days. In a case of a protracted disability, such certificate shall be presented to the agency head at the end of each month of continued absence.
- 3.3. The normal unit for computation of sick leave shall be not less than one-half day. The agency head may authorize smaller units of charge in exceptional and unusual circumstances.

Credits cannot be earned for the period an employee is on leave of absence without pay. For the earning of sick leave credits, the time recorded on the payroll at the full rate of pay, and the first six months of absence while receiving Workmen's Compensation payments shall be considered as time "served" by the employee.

- 3.4. In the discretion of the agency head, employees, except provisional and temporary employees, who have exhausted all sick leave and annual leave balances due to personal illness may be permitted to use unearned sick leave allowance up to the amount earnable in one year of service, chargeable against future earned sick leave.
- 3.5. At the discretion of the agency head, permanent employees may also be granted sick leave with pay for three months after ten years of City Service, after all credits have been used. In special instances, sick leave with pay may be further extended, with the approval of the agency head. The agency head shall be guided in this matter by the nature and extent of illness and the length and character of service.

4. Other Authorized Absences With Pay

- 4.0. Absence of permanent employees, provisional employees and temporary employees for the reasons indicated below, shall be excusable in the discretion of the agency head without charge to sick leave or annual leave balances, upon submittal of evidence satisfactory to the agency head:
 - (a) Absences not to exceed four work days in the case of death in the immediate family. Family shall be defined for this purpose as spouse; natural, foster or step parent, child, brother or sister; or any relative residing in the household.
 - (b) For Jury Duty. Leave for jury duty shall be granted to

(Continued on Page 15)

Need No Experience

(Continued from Page 8) experience, while the higher paid posts call for some supervisory background experience.

Entrance Tests Popular

Showing the popularity of the Federal Entrance exams, some 1,200 young men and women will take their written tests on July 7. Filing for that particular exam. Those who file now, and until ination date closed last week. Thursday, July 19 will be eligible for the written test to be held on August 4.

SHEA AND CARTY GET \$2,500 RAISES

Assistant Budget Director William F. Shea and Chief Budget Examiner John J. Carty received \$2,500 raises from New York City. Mr. Shea goes to \$20,000 Mr. Carty to \$17,000.

NYC EXAMS TO OPEN

The following NYC jobs will open for receipt of applications on Friday, July 6. Closing date, if any, is given at the end of each notice.

OPEN-COMPETITIVE AND PROMOTION

7808. ASSISTANT CIVIL ENGINEER, \$5,750 to \$7,190. 285 vacancies. Baccalaureate degree in civil engineering, graduation from senior high school and seven years' satisfactory civil engineering experience, or satisfactory equivalent of education and experience. Fee \$5. (Open until further notice. No applications received during August).

PROMOTION

7732. ARCHITECT, \$7,100 to \$8,900. Permanent employment in title of assistant architect, six months' permanent service in that title. Fee \$5. (July 27).

7613. ASSISTANT SUPERVISOR, \$6,500 to \$7,000. Open to those permanently employed in the title of foreman (electrical power or power cables) and one year's service in such title or titles. Fee \$5. (July 27).

7802. CIVIL ENGINEERING DRAFTSMAN, \$4,550 to \$5,990. High school graduation and four years' practical experience or baccalaureate degree in engineering or satisfactory equivalent. Fee \$4. (July 27).

7629. RAILROAD STOCKMAN, \$2.17 to \$2.35 an hour. Permanent employment in title of railroad stock assistant and six months' permanent service in that title. Fee \$4. (July 27).

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How Local Government Employees Can Obtain Group Life Insurance

The low-cost Group Life Insurance Plan of the Civil Service Employees Association now covers many thousands of members employed by the State, by the counties of Westchester, Chemung and St. Lawrence, and the cities of White Plains, Ogdensburg, Potsdam, Elmira and Newburgh.

CSEA headquarters and The LEADER get numerous inquiries from employees of local units of government counties, cities, towns, villages, etc., as to how the employees may obtain the low-cost life insurance protection under the CSEA Plan.

Because of the low-cost insurance under this plan, the Association's obligation to insured members requires that extension of this insurance to employees of additional units of government is made on an actuarial basis. Thus, a satisfactory percentage of employee members of any local unit of government must come under the plan before it can be extended to a local unit of government.

The Three Requirements

The CSEA agreement with the Travelers Insurance Company provides that generally the following three requirements must be met before the insurance company will be called in to consider the canvass of any local government member-employee group for CSEA Group Life Insurance:

- 1. 60 percent of the employees of

the unit of government must be members of CSEA.

2. Arrangements are made for payroll deduction of premiums, and the unit of government issues copies of payrolls or lists of deductions taken each payroll period from an insured member's salary.

3. Permission must be given by somebody in authority in the unit of government to canvass employees during business hours for the CSEA Group Life Insurance but, of course, this canvassing is done without interference with an employee's performance of his work.

Example of Benefits

Employees of many local units of government have recently expressed great interest in low-cost CSEA Group Life Insurance, because through the CSEA Group Plan the employees can obtain very broad Life Insurance protection at much lower cost than can be arranged through the usual channels.

Under the CSEA Plan, a member can arrange \$1,250 term Life Insurance protection for 13 cents bi-weekly in the case of employees 29 years or younger. Older employees enjoy proportionately low rates.

The plan was established in 1939 and has operated successfully, ever since. More than \$8,000,000 has been paid to beneficiaries of deceased members of the plan. Claim checks are forwarded to the beneficiary usually within 24 hours of the time CSEA headquarters receives the death notice.

New State employees can get Group Life Insurance without medical examination if they apply within the first 120 days of State employment—otherwise, the usual medical examination at the expense of the Insurance Company is necessary.

Any employee of the State or local units of government in which the plan has already been installed may obtain applications and explanatory literature on the CSEA

E. J. McManus Heads Sanitation Legion Post

Edward J. McManus of Brooklyn has been elected commander of the New York City Department of Sanitation American Legion Post 1110, the largest in New York County. He succeeds Frank J. Lucia of Queens.

Others elected are James J. Kelly Jr., senior vice commander; Orlando Signoriello, Angelo Lerosa, Thomas D. Maggipinto, John Harrington, Frank Hinkleman, Joseph McGronan, and Henry Sauer, vice commanders; Anthony Capano, adjutant; John J. Dannhardt, finance officer; Daniel O'Shea, historian; Ashley J. Walters, chaplain; Edward H. Forster, judge advocate; Edward Shager, sergeant-at-arms; Dr. Joseph Subkis, post surgeon, and Pat Saverese, Arthur Kahne and Rocco Dinelli, trustees.

3 New Posts Filled By Parole Board

ALBANY, June 25—The State Parole Board has created three new posts to step up its job placement program for inmates and parolees of State institutions.

The posts are supervisor of parole placement and two parole employment officers.

A career parole officer, Richard Malone of New York City, has been appointed to the supervisor position at \$6,340 a year.

George G. Graulich of Syracuse has been named to the parole employment officer post at Syracuse and board officials are seeking an employment officer for Rochester.

Group Life Plan from any CSEA chapter representative or from its headquarters, 8 Elk Street, Albany, N. Y.

Inquiries relative to the CSEA Group Life Plan should be sent to CSEA Headquarters, 8 Elk Street, Albany, N. Y.

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

8,000 U. S. Laborer Jobs Made Competitive

WASHINGTON, June 25—About 8,000 unskilled laborer jobs will be brought into the competitive civil service on August 15, the U. S. Civil Service Commission announced today.

This is the Commission's fourth major move in less than 11 months to extend the competitive system.

Most of the laborer positions are in the continental United States,

but the Commission's action will affect also laborer jobs held by American citizens under Schedule A anywhere in the world. The only exceptions to the action will be cases where an agency can justify the retention of a particular job in the excepted service.

The Commission does not expect many such requests by the agencies.

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER STUDY BOOKS

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- Chemist\$2.50
- Civil Engineer\$3.00
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- Clerk, Gr. 2\$2.50
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- Correction Officer\$2.50
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- Federal Service Entrance Exams\$3.00
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- Fire Capt.\$3.00
- Fire Lieutenant\$3.50
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- How to Pass College Entrance Tests\$3.50
- How to Study Post Office Schemes\$1.00
- Home Study Course for Civil Service Jobs\$4.95
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- Insurance Agent\$3.00
- Insurance Agent & Broker\$3.50
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U. S. Seeking Nominees for Scholarships

WASHINGTON, June 25—The U. S. Civil Service Commission invited Federal departments and agencies to nominate, by July 15, top-level employees primarily interested in work in which management skills are needed, for scholarships to the American Management Association Course in New York City this fall.

Each agency may name two candidates. Last year eight employees received scholarships. Final selection will be made by AMA representatives in August after screening by an inter-departmental group. The scholarships are made possible by the Management Course Alumni Scholarship Fund.

The Commission said candidates should be in the top levels of an organization, probably not less than grade GS-12 in the field, and grade GS-13 in Washington; that they should have a reasonable expectation of continuing a Federal career for some years; should be in a position or have immediate expectations of being assigned to a position in which management skills are needed; and should have demonstrated that they have the intelligence, training, and motivation to benefit from the course. Those selected will have the choice of taking the entire four-week course at once or of completing it at intervals during an 18-month period so as not to interfere with their regular work.

WAGNER ASKS EXEMPTIONS FROM RESIDENCE LAW

A number of positions in the Correction, Hospitals and Health Department would be exempted from residence and citizenship requirements under a bill introduced into the New York City Council.

Sponsored by Mayor Robert F. Wagner and introduced by Councilman Eric J. Treulich (D-Queens), the measure would allow continuation in the jobs until July 1, 1957 of incumbents who are non-citizens, and would permit additional appointments in the nursing, medical and health education fields.

DR. BROWN NOW PERMANENT IN HEALTH DEPT. POST

ALBANY, June 25—The permanent appointment of Dr. Ray K. Brown as assistant director for biochemistry and immunology in the division of laboratories and research of the State Health Department has been announced by Dr. Herman E. Hilleboe, Commissioner.

Dr. Brown has been serving provisionally in the post. The salary range is \$10,770 to \$12,810.

BOARD TO VOTE FUNDS FOR 33 EMPLOYEES' IDEAS

Another 33 employees of New York City may be able to expand their vacation plans this summer thanks to their good ideas.

The Suggestion Award Board has approved 33 employees' ideas for a \$1,070 total jackpot. Top prize this time is \$250.

After Board of Estimate approval this Thursday, checks will be sent out.

HIRING POOL FILL 240 STENO JOBS

The Department of Personnel will hold a hiring pool for appointing 285 eligibles on the new stenographer list. There are 240 permanent vacancies.

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 Your dream home, solid brick 7 1/2 rooms, finished basement, garage, 2 wood burning fireplaces, mirrored like floors, patio, Hollywood bath, oil, many extras. Must be seen to be appreciated. **\$17,850**

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 1 family detached home; featuring 6 large rooms; beautiful parquet floors; gas heat; refrigerator and loads of extras.

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OZONE PARK — Handyman's special. Sold "AS IS". \$250 cash required.
4 STONES, 2 APTS. (Reid Ave.) — Good location and income. Cash required \$700.
LAFAYETTE AVE. (Traffic) — 3 story, basement, brick, 3 family complete. In good condition. Near to transit. Price \$12,750. Cash \$1,500.
PROSPECT PL. — Legal rooming house, 11 rooms, all vacant. Good income proposition. Price \$16,500. Cash \$2,250.
 Many SPECIALS available to G.I. DON'T WAIT ACT TO DAY

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106 TRANSIT COPS GRADUATE

Strength of the Transit Police increased by 106 after graduation ceremonies at the Police Academy Monday, June 25 in New York City. Department is now within 11 of the 906 quota.

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JAMAICA \$14,990
 Beautiful 1 family, detached home with 8 rms. (3 bedrooms); hot water; basement and loads of extras. Close to shopping and transportation.

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\$16,500, \$2,500 cash, LINCOLN ROAD

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3 story and basement. Brown-stone, 10 rooms 3 modern baths. Parquet floors. Steam by oil. All vacant.

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11 rooms, 2 baths, steam by oil, Parquet floors. All vacant.

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\$2,000 down takes over 10 room steam heated house with 2 car garage. Asking \$17,500. Write Box No. 14 or phone WO 4-4957. Mrs. Brown.

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ST. ALBANS — CHAPPELLE GARDENS — 7 room brick & stucco with slate roof; natural fireplace; modern 1 1/2 baths & modern kitchen; modern tile plus basement with bar; 40x100; front patio; barbecue pit in back; 1 car garage, many extras. Price \$14,900. Down payment \$1,500.

Monthly Payment — \$80

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<p>OZONE PARK 6 room frame, Oil Heat, Hardwood Floors, 1 1/2 bath, 50x100. Full Basement and storage attic. Price \$12,100</p>	<p>OZONE PARK 2 Family Asbestos Shingle, 5 & 6 room apts. 40x100, automatic heat, attic suitable for an extra apartment. Price \$15,000</p>

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 7 rooms, 4 bedrooms; modern kitchen, tile bath, hardwood floors; steam heat; garage; many extras.

HOLLIS — 2 family. Asking \$24,900. Brick and English stucco, 6 and 4 1/2 room Apartments, hardwood floors, scientific kitchens; modern tile baths; aluminum storm-screens; v/blinds; semi-finished basement; copper plumbing; steam-oil; 2 car garage; plot 50x100; clean; beautifully landscaped. SEE THIS.

ST. ALBANS — 1 family brick bungalow. Asking \$14,990 7 rooms; 4 bedrooms; scientific kitchen; tile bath; alum. storm-screens; v/blinds; steam-oil.

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Troy Man Is New PW Top Engineer

ALBANY, June 25—The New York State Department of Public Works has a new Chief Engineer.

He is Thomas F. FitzGerald of Troy.

Mr. FitzGerald will replace Eugene F. Gibbons, who is resigning from the department to take a position with a private construction firm.

Salary for the post is \$17,000 a year.

The new chief will head the department's division of construction.

Mr. FitzGerald, a former mechanical engineering instructor at Rensselaer Polytechnic Institute, has been assistant manager of the Veterans Administration office in Albany since 1945.

LEGAL NOTICE

NOTICE OF CERTIFICATE OF LIMITED PARTNERSHIP OF BUCKNER & CO.

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows: 1. The name of the partnership is BUCKNER & CO. 2. The character of the business is a general brokerage business in securities and commodities and the business of underwriting and distributing securities. 3. The location of the principal place of business until July 1, 1956 is 129 Broadway, Borough of Manhattan, City, County and State of New York. After July 1, 1956 the location of the principal place of business will be 122 East 42nd Street, Borough of Manhattan, City, County and State of New York. 4. General Partners: Walker G. Buckner, 60 Rockledge Road, Bronxville, N. Y.; George W. Knight, 114 East 81th Street, New York, N. Y.; Limited Partner Helen W. Buckner, 60 Rockledge Road, Bronxville, N. Y. 5. The term for which the partnership is to exist is until the close of business on Mar 31, 1960; until sixty (60) days following the death, incompetency or resignation of Walker G. Buckner unless the remaining partners determine within said (60) days to continue the partnership; until its dissolution or termination by written agreement of all the partners; or until a general partner or partners who has or have, as the case may be, contributed more than forty per cent (40%) of the capital of the firm directs its dissolution or termination by giving written notice to all of the other partners at least forty-five (45) days prior to the date fixed in such notice upon which such dissolution shall take effect; whichever of such above alternatives occurs first. 6. The amount of cash contributed by the limited partner is none; the other property contributed by her consists of securities of the agreed value of Two Hundred Thousand Dollars (\$200,000). 7. No additional contributions have been agreed to be made by the limited partner. 8. The time when the contribution of the limited partner is to be returned is following the end of the term of the partnership as provided in Article 5 above, or within ninety (90) days after the expiration of twelve (12) months following the giving of written notice to the partnership of her determination to retire at the end of said twelve (12) months, or within ninety (90) days following the effective date of her retirement from the partnership which may be compelled by thirty (30) days' written notice to her by a general partner or partners who has or have contributed more than forty per cent (40%) of the capital of the partnership. 9. The contribution of each partner to the capital of the partnership may at any time or from time to time consist of or be invested or reinvested in such securities as he or she shall designate, and any securities constituting such partner's contribution may be withdrawn upon the substitution of cash in an amount equal to the value of the withdrawn securities at the time of substitution or by delivery to the partnership of other securities satisfactory to the partnership having a value at least equal to the then value of the securities to be withdrawn. 10. The share of the profits or the other compensation by way of income which the limited partner shall receive by reason of her contribution is thirty per cent (30%) of the net profits of the partnership and interest on fifty per cent (50%) of her capital contribution at the rate of two per cent (2%) per annum. 11. The limited partner has no right to substitute an assignee or contributor in his place except with the approval of the partnership. 12. The partners by agreement may admit additional limited partners; if there is any difference or want of unanimity among the partners Walker G. Buckner has the right to decide and his decision shall be binding on the other partners. 13. The remaining partners have the right to continue the business of the partnership on the death, retirement or incompetency of a general partner, except that if said general partner is Walker G. Buckner, the remaining partners must decide to continue the business of the partnership within sixty (60) days following his death, retirement or incompetency, otherwise the partnership terminates at the expiration of said sixty (60) days. 14. Other than as provided in Article 8 above, the limited partner has no right to demand and receive property other than cash in return for her contribution. 15. IN WITNESS WHEREOF, the parties hereto set their hands and seals as of the day, month and year first above written.

The foregoing Certificate of Limited Partnership, signed by all the partners with their signatures acknowledged, was filed in the office of the County Clerk of New York County on June 1, 1956.



A farewell dinner was given for Sidney Squire, executive deputy, by the employees of the Department of State on his appointment as Judge of the Court of Claims by Governor Averell Harriman. From left, John J. Ghezzi, Frank A. Emma, Abraham S. Wechsler, Samuel London, Minna M. Friedman, Judge Squire, Lottie L. Stillerman, Herman C. Rosenberg, Daniel J. O'Brien, and Joseph Singer. Samuel London acted as toastmaster.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Brooklyn State Hospital

The Brooklyn State Hospital Forum elected officers on June 14. Dr. J. Bianchi was chosen president. Honorary chairman is Dr. Nathan Beckenstein.

Other officers named were Dr. G. Caddy, 1st vice president, and Dr. A. Apollito, 2nd vice president.

The program committee consists of Maurice Portony and Dr. J. Dworetzky. K. Wells, C. Straker, P. Vanderstempel and D. Isabel were elected to the public relations committee. The membership committee includes H. Girouard, J. Munn, A. Pratinio, S. Murphy, R. Cammaratta, M. Streisand, G. Trapanato, Dr. L. Kane and Dr. A. Serebrisky.

Congratulations to Mr. and Mrs. Richard Duncovitch on their recent marriage. Congratulations to Mr. and Mrs. Thomas Martin on their recent marriage of their daughter, Ruthella to Anthony Raymond on June 3, 1956. We wish them all kinds of good luck.

We hope that Mrs. Sally Maloney, Mr. Edward Boyle and Mr. William O'Connell will enjoy their visit to the Emerald Isle.

Happy exemption to Mr. and Mrs. Daniel Catalano on the birth of a son. Congratulations to Bertha Burrows on her promotion to Head Nurse. To Mrs. Bernard O'Callaghan on becoming a grandmother. To Mr. and Mrs. Neil Haunstrup on their recent

wedding anniversary. All their friends wish them many years of good health and happiness. We are very happy to have visiting with us for their field experience, Miss Lorraine Leroux and Miss Joan O'Brien from Columbia University teachers college. A recent visitor to the hospital was Mrs. Abraham and Dr. Bryan, Medical Inspector.

We wish to offer our sincere sympathy to Mr. and Mrs. Floyd Underwood on the recent death of Mrs. Underwood's mother, To Mr. and Mrs. Hoey on the death of Mrs. Hoey's father, Mr. and Mrs. Juliano on the death of Mrs. Juliano's father.

Making a good recovery in Sick Bay are: Mr. Edward Farrell, Mrs. Marguerite Cooke, Miss Peg Dowling, Mr. Thomas J. McDonald, Mrs. Lottie Houston, and Mrs. Josephine Kelly. Mr. Lawrence Kavanaugh is at present home on sick leave. We wish him good health. We wish Mrs. Leonora Parker, Isabel Dunavant, Edith O'Maley and Mrs. Nellie McCarey, a speedy recovery from their recent illness.

Agnes Flannery, a Head Nurse for a good number of years at Brooklyn State Hospital recently resigned. All her friends and co workers hope that Miss Flannery will enjoy her leisure time. Also we wish Mr. William McBeth good luck and Mrs. Philomena

SantGroc good luck on her recent resignation from the hospital.

We hope that everyone will attend the Metropolitan Conference being held at Jones' Beach on June 30, 1956.

DR. LEVIN ASKS STUDY OF SMOKING AND CANCER

ALBANY, June 25—A State Health Department official has called for a pilot study to determine whether giving up smoking may lower a person's chances of getting lung cancer.

Dr. Morton L. Levin, Assistant Commissioner for Medical Services, suggested the study in a talk before the Third National Cancer Conference at Detroit, Mich.

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1. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? _____ One way distance is _____ miles.
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Laborers Tell Court City Illegally Denies Them Prevailing Rates

Justice Owen J. McGovern in New York County Supreme Court reserved decision on a case dealing with the plea of laborers against their inclusion in the Career and Salary Plan.

Teamster Local 237, City Employees Union, headed by Henry Feinstein, and Local 831, Uniformed Sanitation Men, headed by John J. DeLury, were appearing on behalf of the laborers as "amicus curiae" or friends of the court, to buttress the plea for paying no less than the prevailing rates to laborers.

Morris Weissberg, attorney for Francis J. Kubis, who bought action against the City Civil Service Commission, made a legal attack on the Career and Salary Plan. On his side were attorney Lester Nobbing, representing the Civil Service Forum; Charles Hayden, attorney for the Pavers and Roadbuilders Council; Bernard Abraskin, Building Service Union. Attorney A. Bernard King, for

American Federation of State, County and Municipal Employees supported the Career and Salary Plan.

For the City, Assistant Corporation Counsel W. B. Richland and for the state, Assistant Attorney General Terence L. Rollins appeared.

Attorney Richland said that all except a few disgruntled laborers favor inclusion under the Career and Salary Plan. The court remarked, "You think perhaps that you know what's better for them than they do."

Mr. Weissberg commented that the "disgruntled few" are the majority.

Attorney Weissberg said that the inclusion under the Career and Salary Plan meant, in effect, a pay cut below what the men were entitled to under prevailing rates, and that the annual salary of \$3,250 represented an illegal salary offer by the City.

In his detailed arguments, Mr. Weissberg made three main points:

1. Sections 67 and 68 of the City Charter prohibit the Board of Estimate from setting laborers' wages.
2. Under the Civil Service Law, the Civil Service Commission has no power to put a bite in the labor class without making provision for promotion and can't avoid the legal necessity of paying prevailing rates.
3. The resolution adopted by the State Civil Service Commission on December 28, 1955 could not legally be effective retroactive to July 1, 1955. The resolution attempted to set the retroactive date.

Johnson Urges Loan Extension For Veterans

WASHINGTON, June 25—Two-day hearings by the Veterans Affairs Sub-Committee, headed by Senator Herbert H. Lehman, New York, began in connection with extending the Veterans Home Loan Program.

A statement by George C. Johnson, president of The Dime Savings Bank of Brooklyn, urging the extension of the program, was sent to members of the U. S. Senate and House Banking and Currency Committees, New York Senators and Congressmen, and to members of Senator Lehman's committee.

Mr. Johnson maintained that the home loan program is no longer a rehabilitation measure; home loans to veterans "have resulted in more than \$35 billion in construction—an extremely powerful factor in providing jobs and prosperity for millions of Americans in every section of the country."

"Unless provision is made, before the Congress begins its recess, for extension of the home loan guaranty program for veterans of World War II beyond its expiration date of July 25, 1957," he said, "hundreds of millions of dollars worth of planned home construction must be abandoned, thousands of veterans will be denied home ownership, and the building industry—second largest industry in the nation—will suffer a paralyzing blow, with a resulting serious setback to the American economy."

U. S. Employees' Prestige Rising, Moore Reports

MIAMI BEACH, June 25—The prestige of Federal employees is on the rise, George M. Moore, Civil Service Commission member, said in an address at the American Federation of Government Employees' annual banquet.

The occasion celebrated Federal Government Employee Appreciation Week as declared by Florida, which has more than 40,000 Federal employees.

The civil service employee, explained Mr. Moore, represents the Government to the American people.

"Never before," he said, "has there been greater public acceptance of civil service principles or greater recognition of the services performed by government employees."

It is the President's policy, he went on, to have Civil Service Commission and other agency heads confer frequently with employees and employee group representatives on proposals affecting the rights, benefits and privileges of Government employees.

Westchester

Alverda D. Agor of Yorktown Heights, employed by the Department of Public Welfare at Eastview, was married to Vernon L. Catoe of Brewster. The ceremony was performed in the Yorktown Methodist Church by the Rev. Erich Lerchenfeld. A reception followed at Daro's restaurant.

After a trip to the Gaspe Peninsula and Nova Scotia, the couple will live in Yorktown Heights.

Mary C. Gleason, of the Social Service Department at Grasslands Hospitals, is on a motor vacation in the Midwest.

20 TO GET LICENSES

The license examination for master electrician has been passed by 20 candidates, the New York City Department of Personnel announced.

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Court Upholds City's Power to Pay Different Rates in Same Title

New York City can enter a pay agreement with employees, and it will be effective even if some other employees in the same title object to the rate, Justice Irving L. Levey decided in New York County Supreme Court.

The decision was made in two cases, both involving the same title, Maintenance man, and the same principals of law.

Justice Levey dismissed the petition of the men who objected to the rate. Most of the objectors are clients of Attorney David A. Savage. About a dozen are members of the American Federation of State, County and Municipal Employees. Jack M. Perlman was attorney for the AFSCME, of which Jerry Wurf is regional director.

Majority Accepted \$2.24

Comptroller Lawrence E. Gerosa made a determination of \$2.24 an hour, which 1,000 of the 1,300 maintenance men accepted. The others refused, and brought suit to stop the City from paying the \$2.24. Meanwhile the pay of 1,000 men was held up. Now they get their money.

The petitioners, in the cases of Dawson vs. Gerosa (Attorney Savage), and Kennedy vs. Gerosa (Attorney Perlman), were approved by Morris Weissberg, attorney for Local 237, Teamsters, of which Henry Feinstein is president. The union thought Dimitrio Bruno, a member who is a maintenance man, became an intervenor defendant. On the same side as the

union was Assistant Corporation Counsel Michael A. Buonora, representing Comptroller Gerosa and the City.

The petitioners asserted that the City had no legal authority to pay two different rates—the \$2.24-an-hour determined rate to some, and less to others, who are seeking still more than \$2.24 through action to obtain prevailing rates.

What the Court Said

The court held that the City has complete power to make pay agreements with its employees, and that the petitioners had no cause for complaint, because they themselves were not affected by the fact that others did see fit to accept the City's offer. The petitioners, as the court put it, are in no way affected.

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State Employees Hear Hilleboe, Metcalf and Harlow on Health Insurance

Gaps in the health insurance program, and plans for filling them with a new contract for state employees, were the keynote of talks at a luncheon sponsored by Group Health Insurance at the Commodore Hotel, New York City.

Addressing some 500 members of employee groups, including representatives of half a dozen Civil Service Employees Association chapters, were Dr. Herman E. Hilleboe, State Commissioner of Health; State Senator George R. Metcalf, chairman of the Joint Legislative Committee on Health Insurance Plans, and Arthur H. Harlow, president of Group Health Insurance.

Two areas for increased coverage received major consideration:

the 61 per cent of those over 65 who are not generally covered under present policies, and those ill from severe chronic diseases where coverage under their present policies is not considered by them as adequate.

Dr. Hilleboe stressed the importance of allowing state employees a choice of policies, particularly in view of the variety of needs in different parts of the state and in different families.

As a member of the committee established under the recently passed bill that will provide a \$6,000,000 state contribution toward payment of premiums, he hoped that maximum coverage would be obtainable under an insurance policy approved by the committee.

Kinne, Award Winner, Dies at Age 63

ALBANY, June 25—Kinne F. Williams, assistant director of the State Conservation Department's Division of Lands and Forests, died last week at Albany Hospital after a three-week illness. He was 63.

A national known authority on forest fire control, he first joined the department in 1917 as a forester assigned to land appraisals. He later established the forestry nursery at Lowville and operated for several years.

He became superintendent of forest fire control in 1932 and assistant director in 1952.

Mr. Kinney was a winner of the Harold J. Fisher Memorial Award sponsored by The LEADER.

O'Rourke Completes Course

Captain Thomas J. O'Rourke, head of the Transit Police Department, has just completed a three-months course in organization and administration at FBI headquarters in Washington, D. C.



Gathered to hear about latest health insurance developments in New York State, with special reference to the proposed program for 80,000 state employees, are members of The Civil Service Employees Association at a luncheon sponsored by Group Health Insurance. From left, first row, Herman Kampf, Public Service chapter; Joseph J. Byrnes, treasurer; Edward A. Zarigan, financial secretary; Margaret M. Shiels, recording secretary; Sam Emmett, vice president, all four of the New York City chapter; and Harriet Sier, secretary, Westfield chapter. Second row, James O. Anderson, Sing Sing chapter; Margaret A. O'Neill, president, Rehabilitation Hospital chapter; Ray Sansone, 1st vice president, Creedmoor chapter; Max Lieberman, 1st vice president, New York City chapter; Kenneth A. Valentine, treasurer, Metropolitan Conference, and Irwin Schlossberg, vice chairman of the conference. Third row, Harold L. Herzstein, regional attorney, CSEA, and Fred J. Walters, Middletown Hospital.

Time Running Out For NYC Raises

Any NYC salary adjustments to be effective on July 1, must be approved by the Board of Estimate at its next meeting, Thursday, June 28.

To meet that deadline, the Salary Appeals Board is facing a heavy schedule during the early days of this week. The Salary Board met in executive session to hear the pleas of Fire Department—firemen, pilots and marine engineers. Today the Appeals Board is scheduled to pass on a backlog of appeals from the court and social services, probation, parole and special officers.

Any raises recommended by the Appeals Board will go before the June 28 Board of Estimate meeting. With cooperation of Budget Director Abraham D. Beame, who can forgo the usual process of having salary adjustments referred to him for a report back to the Board, the raises (if any) can be put through at that meeting, effective July 1.

Rofeh Society Presents Sefer Torah to Chapel

The second annual dinner meeting of Rofeh, Jewish society in the New York City Hospitals Department, was held at the Hotel Beacon. Helen Gross is president of the society.

Discussions centered around the organization's activities among geriatrics at New York City hospitals.

Mrs. Gertrude Planzer, president of the Rofeh chapter at the Francis Delafield Hospital, reported on dedication ceremonies at that institution, when a Sefer Torah Scroll, smuggled out of Germany during the Hitler regime, was presented to the chapel by the chapter, with all required religious articles.

Toastmaster was Martin Shapiro, chief accountant of the Brooklyn post office. Principal speakers were Judge David Edelstein, Federal Court; Dr. Herman Mantell, president of the Council of Jewish Civil Service Organizations, and Rabbi I. Fred Hollander. Cantor Robert Blumstein sang.

E. T. Dickinson Gets \$11,000 Commerce Post

ALBANY, June 25—Edward T. Dickinson, State Commerce Commissioner, announced the appointment of Leland A. Wells, of Buffalo to the newly created post of assistant director of the department's Division of Commerce and Industry.

Mr. Wells' primary responsibility will be the development of Governor Averell Harriman's program of aid to small business. The post pays \$11,000 a year.

From 1952 to 1955 Mr. Wells was general manager for Pittsburgh Products Tri-State Co. of Buffalo and for the preceding 12 years vice president, treasurer and a director of Western Merchandise Distributors of Buffalo.

Harold T. Schnurer of New York City is director of the Division of Commerce and Industry.

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

EDITORIAL

Health Insurance Law A Major CSEA Success

THANKS to the efforts of The Civil Service Employees Association, state workers are in the process of being aligned with workers in private industry in at least one important phase—health insurance.

In the coming weeks, negotiations will be completed with insurance companies to give wide medical and surgical coverage to state workers and their dependents, as well as retired workers.

We feel it is particularly noteworthy that the State included retired employees in the health insurance bill that the State Legislature passed at the last session and which the Governor signed.

Although no definite plan has yet been chosen by the State, employees appear to be assured of one of the most comprehensive medical-surgical contracts offered to any employee group, public or private.

It would be advisable for State workers to follow the proceedings of this program closely, since they will pay part of the cost of coverage.

It would also be advisable for State workers to keep in mind the method by which this great benefit was won—unified effort. There are many more goals to be won by public employees. The success in obtaining health insurance should be an obvious pointer towards future successes.

CORRECTION CORNER

BY JACK SOLOD

Conditions in NYC Studied

The Grand Jury in N.Y.C. has handed to Mayor Wagner a report dealing with the City Correction Department. Evidently certain conditions do not meet with their approval. The Mayor will appoint a committee to remedy this situation. Three members have been selected; one more remains to be picked. Those appointed: Commissioner Anna Kross, City Administrator Charles Preusse and Nelson Seitel—all excellent choices and experts in their own field. The remaining vacancy should be filled by a prison man for a well rounded committee.

Changes in prisons take time and miracles cannot be expected overnight. I am certain that in time this committee will come up with satisfactory results—not miracles, but results.

Police Commissioner Kennedy in N.Y.C. has asked for 5,000 additional police to do the job properly. Spent a few days in N. Y. last week and can see that Commissioner Kennedy is right. The traffic problem is real serious. Juvenile delinquents roam the streets all day and half the night. I chased three kids who were trying to steal hub caps off parked cars. The cops are doing a swell job but many more are needed to prevent the city from turning into a real jungle town.

Items From All-Over

Temporary guards being hired at all State prisons to get the 44-hour work week going. It's not hard to see that the requirements have been reduced. . . . Ad. in Albany Times-Union: "Misfit wants lucrative, soft position; lazy, ignorant, irresponsible, no ability, no references." How silly can you get? . . . Here we go again, big steel getting ready for the largest price boost ever, rumored about \$15 per ton. New crop of canned foods will be priced higher this year. Auto liability insurance boosted; building costs higher. State employees better start planning for a raise next year. . . . Former President Truman, in presenting the Four Freedoms Foundation award to Governor Harriman, called the Boss Man "a capitalist who has long been engaged in the war on poverty throughout the world."

NYC Sanitation Hopper

BY JOHN W. RUSSELL

The new sick leave and vacation rules adopted by the City fortunately do not affect the Sanitationmen, as their president, John DeLury, fought with city officials for two years insisting that they be kept out of the new setup.

Mayor Robert F. Wagner and Commissioner Andrew W. Mulrain participated in promotion ceremonies for 219 Sanitation Department employees, the largest group promoted at one time in the history of the department, Thursday, June 21 at 3 P. M. As usual the sanitationmen's

old friend, the Weather Man, couldn't get the sun to shine even on this happy occasion. It seems as if the elements wanted to contribute overcast skies and thunderstorms during the ceremonies.

Local 831 moved to 428 Broadway, corner of Howard Street.

Best wishes to Director of Training John B. Tyrell on his retirement. After 32 years of service, John will enjoy plenty of fishing out in Peconic Bay.

Congratulations to Edward Fuchman, Frank Casino, William Sware, Jack Sarandera, John W. Smith and Thomas Sleep, appointed as assistant foremen.

John J. DeLury is extremely busy in San Francisco in connection with the Teamster meeting being held there in the International.



John W. Russell

BUY YOUR HOME NOW!

Leave Rules in Full

(Continued from Page 9)

- the employee provided that he endorses his check for jury duty to the City.
- (c) For Court Attendance Under Subpoena or Court Order. Leave to attend court shall be granted when neither the employee nor anyone related to him has a personal interest in the case, and where said attendance at court is not related to any other employment of the employee.
 - (d) Absence required because of Health Department ruling with respect to quarantine.
 - (e) For attendance at New York City Civil Service examination, or for official investigation interview or appointment interview in relation to the resulting eligible list.
 - (f) For attendance of delegates and alternates at State or National conventions of veterans' organizations and volunteer firemen's organizations.
- 4.1. Prior notice to and authorization by the agency head is required for absence under (b), (c), (e) and (f) of Section 4.0. The employee shall give notice to the agency as soon as possible in all other cases.
 - 4.2. Agency heads shall grant any leave of absence with pay required by law.
- 5. Leaves of Absences Without Pay**
- 5.0. Maternity Leave. Existence of pregnancy shall be reported by the employee, in writing, to the head of the agency not later than the completion of the fourth month of pregnancy. Maternity leave of absence, commencing not later than the completion of the fifth month of pregnancy, shall be granted for a period of twelve months, and, upon application of the employee, may be extended by the agency head for an additional period, not to exceed six months. Total leave for this purpose shall not exceed eighteen months. An employee on maternity leave may be required to report for physical examination before resuming service.
 - 5.1. Leaves of absence without pay for reasons not covered in the foregoing rules may be granted to permanent employees by the agency head not to exceed one year. Extension of such leaves may be granted by an agency head not to exceed an additional period of one year. Further extensions may be granted by an elected official, in any agency headed by such official, or by the Board of Estimate for agencies headed by appointed officials.
 - 5.2. Agencies shall grant any leave of absence without pay, such as military leave, required by law.
- 6. Miscellaneous Provisions**
- 6.0. The regular holidays with pay shall be:

New Year's Day	Independence Day	Veteran's Day
Lincoln's Birthday	Labor Day	Thanksgiving Day
Washington's Birthday	Columbus Day	Christmas Day
Decoration Day	Election Day	
 - 6.1. Daily time records shall be maintained showing the actual hours worked by each employee.
 - 6.2. Upon transfer of a permanent employee, or appointment from an eligible list with continuous service in another City agency, sick leave and annual leave balances shall be transferred with the employee.
 - 6.3. Upon reinstatement of an employee to a permanent position, unused sick leave and vacation balances at the time of resignation or layoff, shall be restored to his credit.
 - 6.4. Subject to limitations of Regulation 2.7, above, the annual leave allowance and the sick leave allowance herein granted shall be applicable to part-time employees on a pro-rata basis.
 - 6.5. The City Personnel Director is authorized to interpret these regulations upon request of an agency head or an interested employee or group of employees.
 - 6.7. In an emergency, the City Personnel Director and the Director of the Budget shall be jointly empowered to make pro tempore rulings modifying or suspending the provisions of these regulations subject to submission to the Board of Estimate within sixty days for approval.
- 7. Absence Due to Injury Incurred in the Performance of Official Duties**
- 7.0. The agency head is empowered to grant leave of absence with pay not to exceed one calendar year to an employee not covered by Workmen's Compensation, who is physically disabled in the performance of official duties, upon receipt of a waiver of damages against the City. The agency head may have the injured employee examined by a physician employed by the City in order to determine the extent of the employee's disability and the approval of said physician from a medical viewpoint shall be required for the time granted with pay under this rule. The agency head may require periodic medical examinations of the disabled employee to ascertain the need for continued leave of absence with pay. Notwithstanding the provisions of 2.3. and 3.3., annual and sick leave shall accrue during the first six months only of such absence, and shall be credited upon the employee's return to duty.
 - 7.1. The agency head is empowered to grant leave of absence with pay for the first week's absence of an employee covered by Workmen's Compensation who is physically disabled in the performance of official duties.
- and it be further
- Resolved, For an agency whose presently existing rules permit the use of sick leave credits of an employee in connection with terminal leave with pay upon retirement, the agency be authorized to grant an employee on staff prior to the effective date of these regulations but who retires subsequently thereto, either terminal leave with pay as specified in Regulation 2.9 above or terminal leave with pay calculated under such presently existing agency rules, whichever is the most liberal for the employee; provided that the sick leave balance used in the application of the agency formula not exceed the sick leave balance to the credit of the employee at the time these regulations go into effect.

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HEARING DATE SET
Court Service, Probation Officers, Parole Officers and Social Service salary appeals will be heard by the NYC Salary Appeals Board on Tuesday, June 26, 10:30 A. M.

STATISTICIAN TESTS JUNE 27
Open-competitive and promotion tests for statistician will be held by the Department of Personnel on Wednesday, June 27 in New York City.

LEGAL NOTICE
CITATION—The People of the State of New York By the Grace of God Free and Independent, To HARRIET MONTGOMERY, MARY MONTGOMERY and WILLIAM MONTGOMERY, the names "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," being fictitious; the true names of said persons and each of them being unknown to your petitioner, being a daughter and a son of the decedent, above named, if living, and if dead, her and his Executors, Administrators, and all Distributors, Legatees, Devisees of said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," and each of them, and all persons who by purchase or inheritance, or otherwise, have, or claim to have, an interest in the above entitled matter, derived through said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," or either of them, or her or his Executors, Administrators, Legatees, Distributors, Devisees, or through any of them, which Heirs, Executors, Administrators, Legatees, Devisees, and next of kin and other persons, if any there be, and their names and present addresses are unknown to your Petitioner, and also all persons, who are or make any claim whatsoever as Executor, or Administrator, or any persons who may be deceased, and who would if living, have any interest in the above entitled matter derived through any, or all of the above named people, or their Distributors, Devisees, Legatees, which person, if there be, their names and addresses, are unknown to your Petitioner.
The next of kin and heirs at law of CHARLES E. MONTGOMERY, deceased and next of kin:
Whereas, WARREN A. SCHENCK, who resides at 251 West 57th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date of the 6th day of September, 1955, relating to both real and personal property, duly proved as the last will and testament of CHARLES E. MONTGOMERY, deceased, who was at the time of his death a resident of 46 West 73rd Street, City and the County of New York.
Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 2nd day of August, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.
In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
Witness, Honorable George Frankenthaler Surrogate of our said County of New York, at said county, the 19 day of June in the year of our Lord one thousand nine hundred and fifty-six.
PHILIP A. DONAHUE
(L.S.)
Clerk of the Surrogate's Court

LEGAL NOTICE
WINTER, EDWIN A. P. 1754 - 1946
CITATION - THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: Lydia Bergin, Alice Randolph, Wesley M. Winter, Ella May Bowler, Henry B. Winter, William W. Winter, Harriet W. Collins, Milton W. Winter, Stella Armentr, Theodore Ficht, Louis Ficht, Muriel Chvony, Robert Ficht, Lucy Zahrt, Arne Henrikson, Kenton Winter, Jr. Edith M. Winter, and Virginia Winter and Edwin Winter, if living, and if dead, to their heirs-at-law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; all of the foregoing being the next of kin and heirs-at-law of Edwin A. Winter, deceased, and next of kin:
WHEREAS, FLORENCE M. MEYER, who resides at 81-67 Woodhaven Boulevard, Glendale, Queens, New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing date January 16, 1946, relating to personal property, duly proved as the Last will and Testament of EDWIN A. WINTER, deceased, who was at the time of his death a resident of 243 East 57th Street, New York City, in the County of New York.
THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 21st day of July one thousand nine hundred and fifty-six at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.
IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
WITNESS, Honorable GEORGE FRANKENTHALER, Surrogate of our said County of New York at said county the 11th day of June, 1956.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court
(Seal)

RESORTS
MYERSVILLE, N. J.
3 1/2 and 4 room Bungalows, all improvements, beach, social hall, swimming — 1 hr. N.Y. — Playground for children — Millington 7-0700, Mrs. Veluger.

CATSKILLS
Board for elderly people or pensioners permanent home. Heated house - best food Mrs. A. Madden, Round Top, N. Y. Culture 9-2834.

— BRONX —
NEW 1 FAMILY BRICK
5 ROOMS
FULL BASEMENT, EXTRA BATH
YOUNG & FISH AVES.
1 FARE ZONE — \$14,000
TROMBELLO & RICCI INC.
1342 E. GUNHILL RD. KI. 7-8807

LEGAL NOTICE
CITATION—The People of the State of New York By the Grace of God Free and Independent, to CARMINANTONIO MANGANIello, ANGELO MANGANIello, ANGELA MARIA MANGANIello, LUIGI MANGANIello, FIORENTINO MANGANIello, VINCENZO MANGANIello, LUISSELLA MANGANIello, LUCITELLA MANGANIello, AMILIO MANGANIello, ROSARIA MANGANIello, the next of kin and heirs at law of GIUSEPPE MANGANIello, deceased, and next of kin:
Whereas, Sabatina Manganiello, who resides at 529 Broome Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 29, 1956 relating to both real and personal property, duly proved as the last will and testament of Giuseppe Manganiello, deceased, who was at the time of his death a resident of 529 Broome Street, Borough of Manhattan, the County of New York.
Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 17th day of July, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.
In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
Witness, Honorable George Frankenthaler Surrogate of our said County of New York, at said county, the 8th day of June in the year of our Lord one thousand nine hundred and fifty-six.
(L.S.)
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

DANIELS, Joseph E.—In pursuance of an order of Honorable George Frankenthaler a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Melones & Gamble his attorneys at 551 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956. Dated: New York, January 8, 1956.
RAYMOND K. MICHELSON
Executor.
McINNES & GAMBLE,
Attorneys for Executor.
551 Fifth Avenue, New York 17, N.Y.

LEGAL NOTICE
WINTER, EDWIN A. P. 1754 - 1946
CITATION - THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: Lydia Bergin, Alice Randolph, Wesley M. Winter, Ella May Bowler, Henry B. Winter, William W. Winter, Harriet W. Collins, Milton W. Winter, Stella Armentr, Theodore Ficht, Louis Ficht, Muriel Chvony, Robert Ficht, Lucy Zahrt, Arne Henrikson, Kenton Winter, Jr. Edith M. Winter, and Virginia Winter and Edwin Winter, if living, and if dead, to their heirs-at-law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; all of the foregoing being the next of kin and heirs-at-law of Edwin A. Winter, deceased, and next of kin:
WHEREAS, FLORENCE M. MEYER, who resides at 81-67 Woodhaven Boulevard, Glendale, Queens, New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing date January 16, 1946, relating to personal property, duly proved as the Last will and Testament of EDWIN A. WINTER, deceased, who was at the time of his death a resident of 243 East 57th Street, New York City, in the County of New York.
THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 21st day of July one thousand nine hundred and fifty-six at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.
IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
WITNESS, Honorable GEORGE FRANKENTHALER, Surrogate of our said County of New York at said county the 11th day of June, 1956.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court
(Seal)

LEGAL NOTICE
JENKS, KIRKLAND, GRUBBS & KEIR — Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere and have filed a certificate in the Clerk's office of the County of New York, of which the substance is as follows: The names of the limited partnership is JENKS, KIRKLAND, GRUBBS & KEIR. The character of the business is a general investment brokerage and advisory business. The location of the place of business in the State of New York is 25 Broad Street, Borough of Manhattan, City of New York. The name and place of residence of each member is as follows: Merton Jenks, Philadelphia, Pa., Samuel H. Kirkland, Bryn Mawr, Pa., Merton M. Grubbs, Ben Avon, Pittsburgh, Pa., Harold M. Keir, Bellevue, Pa., Lawrence A. Brown, Haverford, Pa., Herbert S. Whitman, Wilton, Conn., Harold H. Beebe, Pittman, N. J., all of whom are general partners; and Gilbert Messegue, Haverford, Pa., Common Law Catherwood, Haverford, Pa., who are limited partners. The partnership term continues without limit as to time provided however, that the general partners, then entitled to more than 65% of the net profits of the partnership, may dissolve the partnership upon sixty days notice or may terminate the partnership at the end of the calendar year upon ninety days notice. The remaining partners may elect to dissolve upon withdrawal of a general partner.
The cash contributed by Gilbert Messegue is \$50,000 and by Cummins Catherwood, \$25,000. There are no agreements for further contributions by the limited partners. The capital contributions of the limited partners, subject to diminution resulting from losses suffered by the partnership, are to be returned to them upon dissolution of the partnership or upon earlier withdrawal from the partnership at any time upon ninety days notice. The limited partners are entitled to receive interest upon their capital contributions at the rate of 5% per annum. The limited partners are further entitled to receive the following: Gilbert Messegue, 11% and Cummins Catherwood, 5% of the remaining net profits. No right is given the limited partners to subscribe as assignee or contributor in their stead. The partners entitled to 65% of the net profits in aggregate have the right to admit additional partners. No right of priority is given a limited partner over any other limited partner as to contributions or as to compensation by way of income. The limited partner have no right to demand or receive property other than cash in return for their contributions.
The death or withdrawal of any partner shall not be construed to effect the dissolution of the partnership. Upon the death or withdrawal of any partner (except Whitman, whose contribution of a membership in the New York Stock Exchange is subject to control by the rules of said Exchange and by specific provisions more fully set forth in the Articles of Agreement), the remaining partners shall have the privilege of purchasing the share of such deceased or withdrawing partner at any time within a period of six months after the death or withdrawal of the partner upon payment of the amount of his then share of the capital as shown by the partnership books with interest accrued to the date of settlement at the rate of 5% per annum and payment of his share of undistributed profits.
The certificate referred to above has been signed, sworn to and acknowledged by all of the general limited partners.
Dated: June 2, 1956.

FOR OVER 30 YEARS THE Discount House
— TO GOVERNMENT EMPLOYEES —
We are offering our entire stock at 25 to 65% off on
REFRIGERATORS
RADIOS
TELEVISIONS
WASHING MACHINES
RANGES
PHONOGRAPHS
AIR CONDITIONERS
DRYERS — IRONERS
VACUUM CLEANERS
TOASTERS
PRESSURE COOKERS
ROTISSERIES
STEAM IRONS
SCHICK ZAZORS
HOUSEHOLD WARES
KITCHEN CABINETS
ETC.
Free Delivery in the 5 Boro
J. EIS & SONS
APPLIANCE CENTER
108-7 First Ave. (Bet. 6 & 7 Sts.)
New York City
GR 5-2325-6-7-8

Mrs. Austin Gets Commerce Post
ALBANY, June 25—State Commerce Commissioner Edward T. Dickinson has announced the appointment of Mrs. Joyce Phillips Austin of 2181 Madison Ave., New York City, as executive secretary to the New York Women's Council.
Mrs. Austin, an attorney and civic leader, is a member of the New York County Lawyers' Association, Harlem Lawyers' Association, New York Women's Bar Association, National Council of Negro Women, N. A. A. C. P. Urban League, National Association of Negro Business and Professional Women's Clubs, Inc., and Women's Division of the State Democratic Committee.
Salary for the post is \$7,300.

Central Conference Cites Five at Election Meeting

ALEXANDRIA BAY, June 25—Raymond G. Castle of Syracuse was elected president of the Central Conference of the Civil Service Employees Association when the group held its summer meeting here June 16.

Other officers elected were Florence Drew, first vice president; John Graveline, second vice president; Gertrude White, secretary, and Irma German, treasurer.

Charles D. Methe, retiring president, welcomed the new officers, who were installed in office by Vernon A. Tapper, CSEA fourth vice president.

One of Mr. Castle's first acts as president was to review the history of the Conference since its founding in October, 1945, and to cite five persons for their meritorious service to the Conference.

The new president awarded plaques from the Conference to Clarence W. F. Stott, president from the Conference founding in 1945 to 1951; Edward J. Riverkamp, president from 1951 to 1952; Helen B. Musto, president from 1952 to 1954; Charles D. Methe, president from 1954 to 1956, and Emmett J. Durr, treasurer, from 1945 to 1956.

Mr. Castle pointed out that Mr. Durr was the only officer to have served the Conference continually from its founding to the present date. Mr. Durr was later presented with gifts, as was Mr. Methe.

Tribute was also paid to Ella Welkert, retiring Conference secretary.

After the Conference business meeting, the large group of delegates took a boat tour of the Thousand Islands and held a dinner and dance in the Hotel Crossman here.

Among the invited guests were Isaac Hungerford, of the State

Civil Service Retirement System; Harry Fox, CSEA treasurer; Charlotte Clapper, CSEA secretary; Charles Lamb, CSEA fifth vice president, and his wife; Robert Soper, CSEA second vice president, and his wife; Claude Rowell, Western Conference president, and his wife; Virginia Leatham, CSEA Social Committee chairman; Paul Kyer, editor of The LEADER; A. J. Donnelly, CSEA field representative, and Mrs. Castle.

Mr. Castle announced that a program for the Conference would be formulated in the coming months.

ACTIVITIES OF EMPLOYEES IN STATE

Civil Service

The Civil Service Department chapter, CSEA, has elected officers for the year 1956-57. James Cardany, president; Dan Halloran, vice president; Judy Soffey, secretary; Charles Tobias, treasurer; Marie Cleary and Teresa Cosco, delegates.

Council representatives are Charlie Rappazzo, Eleanor Ray, Bernice Hines, Donald Hoyt, Margaret Downs, Margaret Barna, Thelma Brown and Edythe Malcolm.

Rochester Chapter

At the Rochester chapter's annual meeting the following officers were elected: Sol C. Grossman, State Rent Commission, president; Francis W. Straub, Milk Marketing, 1st vice president; Raymond W. Welch, Tax and Finance, 2nd vice president; Ruth Schlemmer, Division of Employment, secretary; Walter Corcoran, A.B.C. Board, treasurer; Meiba R. Binn, delegate.

The officers were installed by Western Conference President Claude Rowell.

The tellers under Chairman Raymond Margolius were Anthony Palmer, Sarah Di Amico, Rose Nicoletta, Helen Brown and John Walsh.

The Rochester Community Chest furnished movies at the luncheon.

Cattaraugus

A meeting of the officers and board of directors of the Cattaraugus County chapter of CSEA was held at the Franklinville Central School, Franklinville. Plans were made for a family picnic to be held Saturday, August 18 at Gargoyle Park in Olean. Members are urged to attend and bring along a fellow worker. Complete arrangements will be announced later.

The chapter extends its sympathy to Elton L. Rice on the death of his father.

Clerk Reallocation Arguments Cited By Galpin at Meeting Of Metro Employment Chapter

ALBANY, June 25—Henry Galpin, Salary Research Analyst for the Civil Service Employees Association was chief speaker at a meeting sponsored by CSEA's Metropolitan Employment Chapter on re-allocation of the salary grades of clerks, typists, and stenographers. Wide interest was shown at the meeting which was chaired by Bernard J. Federgreen, Chapter president.

Mr. Galpin based his arguments for re-allocation on comparison figures over the years in clerical titles. From the period of 1939 to 1954, Mr. Galpin showed that clerical titles increased 163%, while those in the craft occupations increased 224%. In comparing women office workers outside state service, a comparison showed that other clerical workers increased their salaries by 14%, while those in State Title 3 increased 1.8% and those in Grade 4 increased 6.9%.

In analyzing salaries in our side areas which, in many cases compare most closely with California. New York State was shown by Mr. Galpin to have a salary structure much higher than we do. California salary grades are as follows:

Stenographers	\$3,720 per year
Typists	3,540

Clerks	3,540
New York State salaries range as follows:	
Stenographers	\$3,685
Typists	3,340
Clerks	3,340

Finally Mr. Galpin stated the problem of appeals and their outcome. He made no overt promises as to the outcome, but since the Association was the largest State employee organization it would give its upmost support in any effort put forth by these particular grades.

Charles Culyer, Field Representative of the CSEA spoke on the Association's responsibilities to its members and stressed the importance of membership in the CSEA.

Al Reinhart, State Chairman of the Division of Employment Committee, discussed problems that other groups had in processing salary re-allocations. In discussing salary increases for the discussion with Mr. Harry Smith, clerical staff, he brought forth a Director of Employment Security Personnel of the Division of Employment. Mr. Smith stated "he had no objections to a salary increase, and hoped their appeal would be successful."

Blue Cross and Blue Shield Broaden Coverage and Plan To Increase Special Services

Blue Cross and Blue Shield Plans throughout the State are combining their resources to offer

State employees the largest group of benefits ever conceived under such plans, it was reported to The LEADER.

Because of the long-range planning made possible by the passage of the health insurance bill by the State Legislature at its last session, the two groups are preparing a complete service program for employees, their dependents and retired State workers.

Blue Cross has already announced a plan to provide 120 days of hospital care, with provisions for extensions in special cases. Plans are being formulated by Blue Shield to provide complete surgical-medical coverage for income groups earning up to \$8,000 a year. In combination, the two plans will offer more to State workers than any single Blue Cross or Blue Shield group throughout New York.

Expanded Coverage Planned
In addition to the basic program of care, both groups are planning to offer services beyond the initial nursing care, home and office care, program. Items such as special diagnostic services outside the hospital and more elaborate laboratory services are included.

Special attention is being given to prolonged and catastrophic illnesses.

Another feature of the Blue Cross-Blue Shield program will be that participating members can select their own doctors and hospitals in any part of the state.

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

Students Study State Careers Under Civil Service Workshop

ALBANY, June 25—Twenty-three college students have begun a ten-week summer work-study program with the New York State government.

Alexander A. Falk, President of the State Civil Service Commission, said the purpose of the program is to stimulate undergraduate interest in State government careers. He said the program has the full backing of Governor Harriman, who saw to it that the necessary funds were provided.

"We hope that many of these students will return to State employment after graduation and that they will influence their classmates to compete for State positions," Mr. Falk said.

"They will have a front-seat view of State government, its operations and problems, while they work on various projects for which their college training has equipped them."

Although private industry maintains such summer programs, it is believed that this is the first time a state government has sponsored a work-study plan of this type or scope.

The students, all residents of New York, come from various parts of the State. All have completed their junior year. They are being divided among 14 agencies, all in Albany, although some of them will have assignments that will occasionally take them to other locales.

The trainees will get a close look at the career opportunities available to college trained personnel, while working as an integral part of the government. It is expected that they will get together at least once a week for an informal session with top State officials who will present a broader picture of New York's government than they will get from assignments in one specific agency.

The students were chosen on the basis of high scholastic ability

and interest in government service. Officials at various colleges were asked to select the students who would best represent the school. No more than one student was chosen from a college.

The trainees are receiving \$60 a week and free lodging in the State University dormitory in Albany. The program, which is directed by the Department of Civil Service, ends on August 24.



RECEIVE 25-YEAR AWARDS — The Rome State School's 25-Year Club at its annual dinner-meeting honored new members. Dr. James P. Kelleher, director, is shown presenting pin award, on behalf of the Department of Mental Hygiene, to Mrs. William Reilly. Others, with 25-year service award buttons, from left, Franklin Passer, William Reilly, Charles Buskey, Robert Clydesdale and George Masters. The other recipient is Leroy Tuttle. The presentations were made at a dinner, attended by 49 and addressed by Dr. Kelleher and Leo Burke, club president.