

Civil Service LEADER

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COMM
ALBANY
CAPITOL STATION
P O DRAWER 125
HENRY GARPIN

County Health Plan To Open

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Western Conference Names Vito Ferro New President

Vito J. Ferro was installed president of the Western New York Conference by John F. Powers, president of the Civil Service Employees Association, at the June meeting of the conference. Also installed were the new officers of the County Workshop and Industry chapter, CSEA.

Other Conference officers in-



VITO J. FERRO

stalled were Albert C. Killian, first vice president; Irene Lavery, second vice president; Kenyon Tice, treasurer; and Dolores Rupp, secretary.

John Quinn is the new chairman of the County Workshop and William Hickey is president of the Industry chapter.

Celeste Rosenkranz, immediate past president of the Conference presided at the Conference meeting. Viola Demorest, past chairman, presided at the Workshop meeting.

Speakers

Chief speaker for the Conference was Isaac S. Hungerford, administrative director of the New York State Employees Retirement System. Mr. Hungerford reviewed advances in the retirement system won for civil employees by the Civil Service Employees Association and granted by the Legislature.

He pointed out that each em-

ployee should keep himself informed of his rights and privileges under the retirement law. He advised employees to check on their retirement status as they approached retirement age to determine what is most advantageous for them.

Mr. Hungerford also pointed out that having the social security tax paid out of the retirement payroll deduction may seem like a saving at the moment, but may not be a saving in the long run.

Patience Asked

The retirement executive asked the employees to be patient with the Retirement System if they do not receive a prompt reply to their inquiries. He explained that there has been a tremendous increase in the work load of the system and that 200 more applications were processed in the first six months of 1958 than were processed in the entire 12 months of 1957. Employee loans have also shown an increase.

A question and answer period followed the speech.

Robert Sullivan, assistant superintendent of Industry State School welcomed the members of the Conference to the meeting, which was held at the Springbrook Inn in Caledonia.

The Industry chapter, CSEA, was host and Industry president William Hickey introduced Mr. Sullivan.

David Rothbard, examiner-in-charge of the Rochester Workmen's Compensation Office was speaker for the County Workshop.

At the business meeting of the Conference, officers and committee chairman gave final annual reports. Several resolutions dealing with institutional employees' salaries and hours and health insurance problems were introduced and approved for forwarding to the State Resolutions Committee.

The afternoon meeting was followed by cocktails and dinner.

President John Powers and Senator Van Lare were the evening speakers. Senator Van Lare reviewed past legislative gains for employees and pointed out several areas in which he felt adjustments should be made.

Van Lare Talks

Senator Van Lare favored abolition of the 30-day waiting period between the application for and effective date of retirement; adjustment of salaries and hours of institutional employees so that current inequities can be remedied; and salary adjustment for professional and skilled workers.

Father Schifferli gave the invocation and Rev. Hoppe gave the benediction. Both chaplains are from Industry State School.

Guests at the meeting were Jack Kurtzman, CSEA field representative; Tom Cauty, Ter Bush and Powell representative; Mr. and Mrs. Raymond Castle, Virginia Leatham, CSEA Social Committee chairman, and Charlotte Clapper, CSEA secretary.

Attendance Rule Changes Will Give Per Diem Aides Vacation, Sick Leave Time

ALBANY, July 7 — Three important amendments to the State Attendance Rules have been approved by the Civil Service Commission. They will become effective upon signature of Gov. Averell Harriman.

The changes concern sick leave at half pay, time accrual for employees not on full pay status and accrual for employees paid on a per diem or hourly basis.

The amendments came as the result of negotiations between the Civil Service Employees Association and the Civil Service Department.

Sick leave at half pay for regular employees has been approved on a discretionary basis. The amendment provides that — with the permission of a department head — sick leave at half pay may be granted for as long as

two payroll periods for each year of service. Previously, at the discretion of the department head, the half pay was based on one payroll period for each year of service.

The Commission also approved time accrual for employees not on full pay status. This amendment provides that if an employee is on full pay status for seven days out of a payroll period he will earn vacation and sick leave credits.

Per Diem Aides Covered

The third change is an important amendment covering per diem and hourly workers. It provides, for the first time, that these employees may be given sick leave and vacation credits following a nine months' period during which they worked at least three and three quarter hours per day for

five days a week without any break in service. A fuller explanation of this amendment will appear in a future issue of The Leader.

Other Changes Pressed

The Civil Service Employees Association announced it is continuing to press for other amendments to the Attendance Rules.

Such additional changes include:

1. Increase in personal leave from five to eight days per year.
2. More reasonable tardiness rules.
3. Reinstatement of four weeks vacation for new employees.
4. Time off for holidays that fall on Saturdays.
5. 37½-hour week for clerical and office employees in institutions.
6. Reduction of period new employees must serve before they can have vacation.
7. Payment of accrued vacation and overtime on retirement or termination of employment, beyond the present 30-day limitation.
8. Time and a half pay or time and a half overtime credit for overtime work.
9. Simple uniform rules for use of personal leave.
10. No charge against employees accrued vacation or other credits when heat or cold makes work impossible in State facilities where proper air conditioning or heat is not provided or fails to operate.
11. A more fair provision for leave for employees who suffer disabling accidents in the line of duty.

Lefkowitz, Levitt Applaud Birnbaum Case Decision

ALBANY, July—The Court of Appeals decision in the Birnbaum case was described by Attorney General Louis J. Lefkowitz as marking "a great victory" for 475,000 state and local employees.

Mr. Lefkowitz referred to the decision which held a ruling by the Teachers' Retirement System was unconstitutional.

Assistant Solicitor General Milton Alpert acted for the Attorney General in preparing a brief and arguing the case. The Attorney General intervened as legal advisor to the State Employees' Retirement System.

The Attorney General's position in the case was opposed by the Teachers' Retirement Board, the City of New York and the State School Boards' Association, who contended that the Constitution permitted adverse mortality table changes during membership in a public retirement system.

Preserved Annuity Rights

"If the decision had gone the other way and if the State Employees' Retirement System were to revise its mortality tables and apply the charges to the computation of annuities for existing members, it would have had a detrimental effect on members' annuities, Mr. Lefkowitz said.

Stating that the decision had preserved the annuity rights of members of the retirement system, Mr. Lefkowitz added: "This is a victory of major proportions for civil service employees in this state and they should be justly proud of this victory. The court's decision will go down as a milestone in the civil service history of the State of New York."

ALBANY, July—State Comptroller Arthur Levitt has hailed the decision of the Court of Appeals in the Birnbaum case. The court decision sets aside a ruling of the Teachers' Retirement System under which the use of new mortality tables would be applicable to all new and present members of the System.

Mr. Levitt was an active participant in the case, interceding as amicus curiae. He was represented by Attorney General Louis J. Lefkowitz, who took the necessary legal steps.

In connection with the case, Mr. Levitt said: "If the Teachers' Retirement System were upheld, it would have meant that the teachers who have been members of the System for a long period of time, would, upon retirement, receive smaller benefits than they were led to expect at the time they entered the System.

"In addition," the Comptroller noted, "it might have had an adverse effect on the New York State Employees Retirement System."

Mr. Levitt said: "We might have been forced to apply new mortality tables as they were introduced to all members of the System. This would have reduced the retirement benefits of members of long standing. At present we follow the practice of adopting new mortality tables but do not permit such tables to reduce the annuities of present members of the System. The Teachers' Retirement System's position, we felt, is in violation of the State Constitution which guarantees that benefits to members of the Retirement System shall not be diminished or impaired."

Ottsville State Awards Certificates

Thirteen staff members of the Ottsville State Training School for Boys, have been awarded certificates of achievement by the Training Section of the New York State Department of Civil Service.

Harry Townsend received his certificate for satisfactorily completing a 30-hour course in administrative supervision. The 12 other staff members received their awards for completing a 15-hour course in oil burner repair and maintenance. They are Charles E. Belia, Charles Brockett, William Busser, Charles Deyo, Arthur Groshelinger, Henry Grundel, Richard E. Hujua, Charles Kindberg, Frederick A. Miller, Daniel Moore, Garritt Vander Shaaf, and Frank Vignola.

Lindon Patterson of Middletown was the instructor.

Hazel Abrams Heads Capital Conference

Hazel G. Abrams was elected president of the Capital District Conference, Civil Service Employees Association, at the annual business meeting and dinner dance of the Conference held at Rafael's. Joseph F. Peily installed the newly elected officers, who included Don L. Curtis, vice president; Jeannette Lafayette, secretary; and William Van Amburgh, treasurer.

Among the guests who attended were Assemblyman Lifset, past president Theodore T. Wenzl, and Charlotte Clapper and Vernon Tapper of the CSEA. A vote of appreciation was given Al Bivona, retiring president.

ROCHESTER CSEA PICNIC TO BE HELD JULY 22

The annual picnic of the Rochester chapter, Civil Service Employees Association, will be held on Tuesday, July 22 at 6 P.M. at the Party House, Beahan Road, near Brooks Avenue, Rochester.

Tickets are \$1.50 and may be obtained from office delegates. Reservations must be in by July 17. The committee consists of Francis W. Straub, Walter Corcoran, and Raymond Welch.

Correction Conference Sets Meetings With McHugh On Pay and Promotion

Commissioner of Correction Thomas McHugh is arranging a conference on salaries and promotion to be attended by Charles Lamb and Albert Foster, representing the Correction Conference; representatives of the commissioner's office; the President of the Civil Service Commission; the Budget Director; the Director of Classification and Compensation or his representative, and John Kelly, Civil Service Employees Association counsel, at the request of the Correction Conference of the CSEA.

The decision to request the top-level talks was made at the Correction Conference's recent meeting in Albany. The Conference stated that "salary inequities in the department" and the fact that "in order to accept a promotion in most cases an employee must take a cut in pay" were the most serious problems of the correction service.

The Conference also requested full uniform allowance and it was agreed to by the office of the Commissioner of Correction. The loss of holidays that fall on Saturday was protested and personal leave problems in two or three of the institutions were discussed.

A straight eight hours and more paid supervisors were requested for Mattawan State Hospital employees. The suggestion was made that more credit be given for service and experience on promotion examinations.

Appeals for reallocation for maintenance supervisor, farm manager, and store clerk were discussed.

Other items brought to the attention of the Commissioner of Correction were out-of-title work, the need for sanitary wall posts at Sing Sing, the need for air conditioning in Textile at Attica, and the need for reclassification and reallocation of chief fire inspector in correction institutions.

The conference obtained a reversal of the present procedure on Workmen's Compensation to one more agreeable to employees. Faster payment of overtime and time off for veterans to attend veterans' conventions were also requested.

"Of course, at the present we are mainly concerned with the salary conditions in our department. We feel that a special meeting with heads of departments and employees to talk over salaries and the promotion arrangement whereby many employees have to take a cut in pay when they are promoted will enable us to explain the workers' side of the problem directly," Albert Foster, Correction Conference president, stated.

CITY CLOSES TYPIST FILING

The New York City Department of Personnel has closed filing for typist jobs. Filing has been open continuously for several months. It is expected to reopen in September.

NYC POSTAL TESTS HALTED

The postal clerk examinations held by the New York City General Post Office attracted over 100,000 applicants. The tests have been closed until further notice.

"Say You Saw It in The Leader"

Attending the Conference meeting were Commissioner McHugh, Albert Foster, president, Dannemora; Charles Lamb, secretary-treasurer, Green Haven; Edward O'Leary, vice president, Elmira; Charles Raymond, Clinton; William Flanagan, executive secretary, Department of Correction; Mary Houghton, Albion State Training School; Daniel Gillen,

Westfield; John Davidson, Great Meadows; Richard Corcoran, Auburn; Meredith Westfall, Matteawan; Cornelius Rush, Green Haven; Jack Solod, Woodbourne; Fred Lorz, Sing Sing; Harry Joyce, Attica; Joseph Luck, Dannemora; William Van Wie, N. Y. State Vocational Institute at Cossackie; and Samuel Segall, Walkill.

Lost and Found Lady Leaves SI Ferries

The guardian angel of forgetful or absent-minded riders of the Marine and Aviation Department's Staten Island ferries, Mary A. E. Morris, head of the Lost and Found office, retired from public service July 1.

Miss Morris joined the Department of Health as a nurse assistant in 1919. She went to the Department of Marine and Aviation in 1939, and organized and opened the Staten Island ferries' Lost and Found office in 1944. She directed its destinies until her retirement and handled approximately 200 lost articles every month, ranging from automobiles to abandoned kittens.

Miss Morris' associates in the Department of Marine and Aviation honored her with a luncheon at the Norge Restaurant in Manhattan as a testimonial to her thirty-nine years of public service.

Engineer Employees Get Service Pins

Gold service pins have been awarded to 27 civilian employees of the U.S. Army Engineer Division, North Atlantic, in recognition of their career work with the government.

Recipients and their years of service were: Samuel J. Leftoff, 40 years; Albert M. Gross, Walter L. Jackson, and Albert Osman, 30 years; Thomas E. Dickson, Alfred G. Distefano, Blanche S. Kahn, Ricardo F. Wallace, and Stanley E. Orback, 20 years; and Dorothy E. Abraham, Nina Chabrovsky, Beatrice A. Coughlin, Mary A. Gandy, Sidney Gross, Margaret P. Harper, Oswald I. Hewitt, Anthony V. Jarrobino, Harold Krauss, Irene C. Krupezak, Harry A. Lafer, Bernard J. Law-ska, John J. McQuade, Robert W. Martinell, Edward J. Reilly, John Q. Sheehan, Harry Spector, and John Wrocklage, 10 years.

AIDES MEET ON CORRECTION PROBLEMS



Pictured at a luncheon of the semi-annual Correction Conference at the DeWitt Clinton Hotel, Albany, are, seated from left: Charles Raymond, Clinton Prison; Secretary-Treasurer Charles E. Lamb, Green Haven Prison; President Albert Foster, Dannemora State Hospital; Thomas McHugh, Commissioner of Correction; Executive Secretary William Flanagan, Department of Correction; Vice President Edward O'Leary, Elmira Reformatory; Mary Houghton, Albion

State Training School; Daniel Gillen, Westfield State Farm; and John Davidson, Great Meadows Correctional Institute. Standing are Richard Corcoran, Auburn Prison; Meredith Westfall, Matteawan State Hospital; Cornelius Rush, Green Haven Prison; Jack Solod, Woodbourne Prison; Fred Lorz, Sing Sing Prison; Harry Joyce, Attica State Prison; Joseph Luck, Dannemora State Hospital; William Van Wie, New York State Vocational Institute at Cossackie; and Samuel Segall, Walkill Prison.

Wide Range Of Engineer Jobs Open With U.S. Govt.

Career opportunities for engineers with the Federal government in the states of New York and New Jersey remain continuously open. Salaries range from \$6,885 to \$13,770. Basic requirements are the completion of a full four-year professional engineering curriculum or a closely related curriculum such as engineering physics or certain

branches of architecture, or a minimum of four years of successful and progressive experience in technical engineering, or a combination of such experience with acceptable college-level engineering education aggregating not less than four years. In addition applicants must have a minimum of one and a half years' professional engineering experience, of which one year must be specialized experience.

The engineering options available are aeronautical, airways, architectural, automotive, ceramic, chemical, civil, construction, electrical, electronic, fire prevention, general, hydraulic, industrial, internal combustion power plant research development and design, marine, materials, mechanical, mining, naval architecture, ordnance, ordnance design, petroleum production and natural gas, safety, sanitary, structural, valuation, and welding.

Announcement number 2-2 contains full information. Applications and forms may be obtained from the Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y.

Dr. Palmer Returns From Finland Meeting

ALBANY, July 7—Dr. Ralph S. Palmer, zoologist in the State Education Department, has returned from a month's trip abroad, where he attended the Twelfth International Ornithological Congress in Helsinki, Finland. He was a delegate of the New York State Museum and Science Service of the University of the State of New York.

Nearly 600 persons attended, representing at least 34 countries, some coming from such remote areas as Reykavik, Tokyo, Caracas, Cape Town, Bombay and Singapore.

Experts on various phases of the study of birds exchanged views during the six days of meetings and read papers on their various specialties.

Dr. Palmer also visited laboratories and research personnel at Cambridge University, England, and various biological research stations in southern Finland, where some of the foremost research on the relation of wildlife to the forests is being carried on.

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A FINE WAY TO SAY 'FAREWELL'



Champagne is suitable to every occasion and a proper toast is being made in this picture as members of the first CSEA tour of Europe enjoy a farewell party in Paris before catching the boat home. From left are Henry Knoble, the tour's Paris guide; Lola Aaront, of the State Tax Department, New York City; Harry Baum, London representative for Specialized Tours, Inc., which handled the tour; Virginia Leatham, our correspondent; Simon Carter, tour guide from London, and Jeanette Botwinick, Division of Employment, New York City.

Health Plan Due To Open For Counties October 1; Over 77,000 In State's Program, Harriman Says

Governor Harriman announced that 77,239 State employees and approximately 5,000 retired employees are now enrolled in the Health Insurance Program for State employees which went into effect six months ago. It is estimated that 200,000 individuals in employee families are covered by this important protection, the Governor said.

The figures were contained in a report to the Governor from Alexander A. Falk, President of the Civil Service Commission and Chairman of the Temporary Health Insurance Board.

"I am glad that we are nearing the time when a potential 225,000 employees of local governments in the State may share in the benefits of this program," Governor Harriman said. "The Board is now preparing amendments to its contracts with insurance carriers to carry out legislation passed this year which extends the Health Insurance Program to municipalities and other local subdivisions. Commissioner Falk informs me that these local governments will be offered the opportunity to participate after October 1."

Mr. Falk reported that 61,237 State employees are enrolled in the Statewide Plan, 13,823 under Group Health Insurance, Inc. (GHI), and 2,179 under the Health Insurance Plan for Greater New York (HIP).

Thousands of Claims

The Department of Civil Service has handled 25,596 claims for benefits. All claims are processed and returned to the carriers the day they are received. There have been 24,461 claims for Blue Cross and Blue Shield payments, and 1,135 claims for major medical or "catastrophe" coverage.

Under the major medical coverage provided by the Statewide Plan, which is underwritten by the Metropolitan Life Insurance Company, payment is made for certain expenses due to illness that are not covered by Blue Cross and Blue Shield. The enrolled person pays the first \$50 of such expenses in any year and may collect 80 percent of the rest up to a lifetime maximum of \$15,000.

All types of health insurance benefit claims by persons enrolled in the Statewide Plan are processed by the Department of Civil Service. It also handles Blue Cross claims for employees under GHI and HIP, but these organizations (GHI and HIP) handle directly all other benefit claims. Such claims are not included in the reported figures.

Mr. Falk explained that the figures he gave should not be interpreted to mean that 25,596 covered individuals had been sick during the six-months period. He said one illness may involve several separate claims such as multiple doctors' bills, nursing service, laboratory fees, medicines, etc., which may be submitted at different times.

Retired Aides

He reported that the board has completed enrollment of about 5,000 employees who retired before December 5, the day the program went into effect. They became eligible for Blue Cross and Blue Shield benefits June 1.

Employees retiring after last December 5 who meet eligibility requirements are entitled to full benefits. Employees of the State's "contract" colleges, such as the College of Agriculture at Cornell University, will be enrolled shortly.

Local Programs

Local governments coming into the program must guarantee enrollment of 75 percent of their employees, agree to pay the employers' share and collect pay-necessary records, and otherwise abide by the Board's contracts and regulations.

In New York State there are 6,500 local government units ranging from counties and cities with large numbers of employees to small districts such as special fire and water districts which have none.

As in the case of State employees enrolled in the Statewide Plan, the local jurisdiction will pay half the cost of coverage for an employee and 35 percent for his dependents. The employee pays \$30.64 a year for individual protection. If he elects the family plan which covers dependents he pays \$108.60 a year.

The insurance carriers have agreed to as much decentralization of administration as possible. Each local government will maintain its own records and certify claims, but the Health Insurance Board will audit local administration of the program.

Officers Reappointed

The members of the Temporary Health Insurance Board have been reappointed for a second two-year term and officers of the Board have been reelected. Besides Chairman Falk, the latter are E. Sidney Willis, vice-chairman, and Dr. Norman Moore, secretary. Mr. Willis is a Consultant in Employee Benefits Planning for the General Electric Company at its New York City Headquarters. Dr. Moore is Clinical Director, Students' Health Services, Cornell University.

Other members of the Board are Comptroller Arthur Levitt; State Health Commissioner Herman E. Hilleboe; State Budget Director Clark D. Ahlberg; Robert L. Eckelberger, Administrator, Wilson Memorial Hospital, and Director of Medical Services, Endicott Johnson Corporation; and Dr. Ray E. Trussell, Executive Officer of the School of Public Health and Administrative Medicine, Columbia University.

Health Insurance To Be Explained At Rochester

State employees in the Rochester area will have an opportunity to learn the details of the new State Health Insurance Program at a special meeting to be held at 8 P.M. on Tuesday, July 15.

The speaker will be Edward D. Meacham, Director of Personnel Services, State Civil Service Department.

The meeting will be held in the auditorium of the Rochester State Hospital, 1600 South Avenue, Rochester.

All members of the Health Program who have any questions that they would like to have answered are urged to attend.

Letter from Europe

By VIRGINIA LEATHAM

(The Civil Service Employees Association, for the first time, has sponsored a low-cost tour of Europe for its members. The Leader has asked one of the tour members—Miss Virginia Leatham, of Troy—to give us her impressions along the way and let us know how the trip is going. Here is another of her letters, written to the folks back home. The Editor.)

French Bohemia

Montmartre, at one time the center of the artists' quarter of Paris, is now more of a playground for foreign tourists who are attracted by its rather Bohemian atmosphere. Its many night clubs and cafes attract visitors (including us) and its charm is much like that which our Greenwich Village has for visitors to New York City. There is a natural gaiety along the narrow cobblestone streets and some traces of the artist life. Some professional artists still live there as do some few of the "not struggling" amateurs.

Another tour took us outside of the city to the Supreme Headquarters of the Allied Powers in Europe (SHAPE) for an interesting and very informative look at this important military organization. After a briefing on the work being done here in the interests of world peace, we were wined and dined in the Officers' Mess and enjoyed informal discussions with officers representing the various nations. Picked up a lot of reading material on NATO, too, if you are interested.

After SHAPE, we visited the Palace of Versailles, which is about 11 miles outside Paris. Famed as a one-time royal residence, it attracts thousands of visitors daily. The gardens and fountains are very beautiful and give the grounds some of that royal look which it must have had centuries ago. History is kept alive in every room of the palace, which looks much the same as it did when Madame du Barry or Marie Antoinette walked through its halls.

We especially enjoyed seeing the Room of the American Independence, where in 1783 the treaty was signed recognizing the inde-

pendence of the United States, and also the famous and fabulous Hall of Mirrors, best known part of the palace, where the Treaty of Versailles was signed in 1919.

On the way back from Versailles we saw the original Statue of Liberty from which ours was copied.

Mona Lisa and Napoleon

We found time also to see at least the most famous masterpieces at the Louvre Museum, including the sculptures Venus de Milo and Winged Victory, and the painting of the Mona Lisa. And certainly we couldn't leave Paris without a visit to Napoleon's tomb. Even without realizing it, we all bowed down to the Emperor lying there in the same splendor he so enjoyed in life. The tomb is so arranged that everyone must bend over a railing to look down at it, thus assuring that people will forever bow to the Emperor.

The gay side of Paris we also sampled. As all tourists do, we dined in a sidewalk cafe along the Rue de la Paix, and we went to the Folies Bergere. We found a quaint restaurant in Montmartre where we had dinner, and then a delightful after-dinner spot where we listened to sweet music and enjoyed the local color. Later on, for an after-dinner look at Paris, we went to a night club and enjoyed the late show and more of the local color. All I can (or will) say about this is that we had a wonderful time. Good thing it was our last night, though; much more of that pace we couldn't take.

The End

Well, that's about it. We're sorry, of course, that the trip is just about over, but we know it will stay fresh in our minds for quite a while.

It was a wonderful experience, and we recommend you try it yourself. We saw many beautiful and historic places, and made so many nice friends. The tour was well planned and carefully carried out, and I feel safe in saying that Specialized Tours, Inc. has at least one group of "satisfied customers" on their books. I don't mean this to sound like a commercial, but I do feel we should put in a good word when it is deserved. Thanks to Ed Lacks and Company for making this trip

SIF Honors William Dillon Appointment

More than 150 co-workers and friends gathered at the Hotel Shelburne in New York City to pay tribute to William E. Dillon of the State Insurance Fund on his appointment as director of Safety Service.

Lawrence Christopher, assistant director of Safety Service, was toastmaster. Rene Carreau, deputy executive director of the State Fund, was principal speaker, expressing the "high regard in which Mr. Dillon is held by the executive office," and referring to him as "the safety expert."

Guests at the dinner included James Carroll, deputy director of the State Fund Executive Office; James Tierney, general counsel; Hyman Myerson, chief actuary; Harry Gabor, former director of Safety Service, and Owen J. McKillop, retired principal Safety Service representative.

Also attending were representatives of most of the departments of the State Fund, members of many safety trade groups, and personnel from Mr. Dillon's Safety Service Department.

Telegrams and letters of congratulation were read.

Mr. Dillon was presented with a 35 mm. camera.

The committee responsible for dinner arrangements was headed by Bill Molen.

GRIFFIN RETIRING AT AGRICULTURE COLLEGE

Harry Griffin, motor equipment foreman at the New York State College of Agriculture at Cornell University, is retiring after 38 years of service to Cornell.

One of the most popular figures at Cornell, Harry has been called "professor of automotive science" in recognition of his skill as a mechanic and driving expert.

available to Civil Service Employees Association members at this very special price. I do hope they will continue to work with our members and that our members will continue to take advantage of these wonderful travel opportunities.

Guess this will be the last of the letters. I have enjoyed writing them as we traveled along, and I hope they have given you some idea of our wonderful experiences and the enjoyment we got out of them.

See you in New York.
(End of Series)

Federal Govt. Willing To Pay Bonus To Get Cream Of The College Graduate Crop

Capitalizing on its new authority to recruit college graduates at higher grades, the Civil Service Commission is placing a premium on quality — and providing a bonus for it — to attract more of the nation's most promising young people to careers in civil service, Chairman Harris Ellsworth announced.

The new plan provides for recruitment at grade GS-7 (\$4,980 a year) of graduates without work experience whose college records indicate the highest job potential, while others would continue to be hired at grade GS-5 (\$4,040).

The recently approved law increasing pay for Federal white-collar workers amended the GS-5 and GS-7 grade definitions in the Classification Act to change qualification requirements for professional entry-level positions. The change permits the hiring of college graduates without experience at both GS-5 and GS-7.

"The new plan recognizes the

value of one of the better recruitment techniques of progressive employers who have followed the practice of offering higher pay and better beginning jobs to graduates with outstanding college records," Mr. Ellsworth said.

Under the new plan, the total college record of applicants will be a key factor in the identification of "top quality" candidates who would be eligible for appointment at GS-7. In addition, when a written test is part of a competitive civil-service examination, higher standards will be used to determine eligibility for appointment at GS-7.

Written tests are used in the Federal Service Entrance Examination, the omnibus examination through which a wide variety of professional entrance-level positions are filled by college graduates. However, written tests are not generally used to fill professional entrance-level positions in such fields as engineering, physical science, and accounting.

Must Show Superiority

To qualify for entry at the GS-7 level, the applicant must have a college record that clearly demonstrates that he has superior ability. The total college record will be measured on the basis of such criteria as high academic standing, demonstration of leadership potential, and receipt of significant honors or recognition for professional activities or contributions.

Mr. Ellsworth emphasized that the new plan will apply only to positions which offer well-defined prospects for career advancement. Grade GS-7 entry positions will be those of an "advanced trainee" type, with more complicated assignments than those given to positions filled at the GS-5 level. Agencies will have to demonstrate the existence of career ladders stemming from the advanced trainee positions.

The plan will become effective on a gradual basis. Mr. Ellsworth said that it cannot become completely effective immediately because of its impact on the many examinations now open throughout the country. However, it is expected to be fully in effect when recruitment activities on college campuses are renewed next fall.

More Food Service Jobs Open To Men and Women

More food service jobs are available in the New York City area for men and women, no age limit.

The U. S. Public Health Service Hospital on Staten Island is still seeking food service workers at \$1.59 an hour and kitchen helpers at \$1.44 an hour.

The Veterans Administration Hospital, 130 Kingsbridge Road, Bronx 63, N. Y., needs food service workers at \$1.44 an hour, with an increase to \$1.52 an hour after six months. In addition, rate of pay is increased 10% when duty is from 6 P.M. to 6 A.M. However, jobs at the Veterans Administration Hospital are restricted by law to persons entitled to veterans preference. For present vacancies these men are desired.

No specific length of experience of a particular kind is required and there is no age maximum. However, applicants must be able to read and write the English

language to a degree sufficient to perform the duties of the position. Special credit will be given in proportion to the amount of experience possessed in the preparation of vegetables or other raw foodstuffs for cooking, assisting with cooking or baking, waiting on tables, performing bus boy duties in kitchens or messhalls.

A food service worker performs a variety of light and heavy tasks in either the food production or the food service area of the Dietetic Section; washes, rinses, and stores all pots, pans, racks, and other cooking utensils; cleans utility trucks, food trucks, tables, drawers, cabinets, ranges, grills, steamers, sinks refrigerators, cafeteria counters, deep freeze boxes, storage areas, and electrical equipment; sweeps, mops, scrubs or polishes floors; washes walls, window sills, radiators, fans, light fixtures; sets up cafeteria serving counters; portions and serves food to patients and personnel; clears tables, sorts, scrapes, and rinses

trays, dishes, glassware, and silverware; washes these items in automatic dish machine; stacks and stores items in proper counter areas; diamantles and thoroughly cleans the dish machine.

A kitchen helper works in either the cafeteria or ward kitchen areas in the dietetic section; makes toast; prepares eggs and beverages; portions salads, deserts and other cold foods; sets up cafeteria serving counters, tables, and ward patient trays with proper silverware, dishware, glassware, and cold food items; portions and serves hot food items on both regular and modified diets for patients and personnel.

No Written Test

There will be no written test and applicants will be rated on the extent and quality of their experience and training relevant to the duties of the position.

Appointments to these positions will be conditional unless otherwise limited. The first year of a conditional appointment will be a probationary period. Upon satisfactory completion of the probationary period, employees acquire a competitive civil service status.

Necessary forms may be obtained from the Executive Secretary, U. S. Public Health Service Hospital, Staten Island 4, N. Y., from the Executive Secretary, Board of U.S. Civil Service Examiners, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx 63, N. Y., or from the Director, Second U.S. Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y.

Washington Calls Design Examiners

Design patent examiners are needed in the U.S. Patent Office, Department of Commerce, Washington, D.C., at grades GS-5 and 7, \$4,040 to \$4,980 a year.

The job consists of examining, styling, and appraising the appearance aspects of designs submitted for patent, and independently determining whether petitions, oaths, drawings, and specifications meet formal requirements.

Applicants must have successfully completed a full curriculum of study in an accredited college leading to a bachelor's degree in architecture or product design, or have had at least four years of successful and progressive experience in a field of engineering, chemistry, physics, architecture, or product design, or a satisfactory combination of both.

To apply file application card form 5000-AB only. For further information request announcement No. 153B. Forms may be obtained from the U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y.

U. S. Technologists To Get \$4,980 - \$13,970

Job opportunities for technologists are open in the U. S. Civil Service, grades GS-7 through GS-15, \$4,980 to \$13,970 a year. Although the number of technologist positions in the Federal service is comparatively small, the number of persons available who possess the required specialized experience is limited. Therefore, all qualified persons are urged to apply and to describe all periods

of pertinent experience in detail so that their qualifications may be properly evaluated.

These jobs are in the fields of adhesives, bituminous products, ceramics, drugs and chemicals, food preparation equipment and food logistics, glass, leather, medical supplies and equipment and prosthetic devices, military apparel and equipage, paints and other protective coatings, paper and pulp, petroleum fuels and lubricants, photographic processes and supplies, solid fuels, textiles and textile fibers, aviation survival equipment, industrial radiography, packaging and preservation, photographic equipment, plastics, rubber, and rubber and plastics.

To apply file form 57, card form 5001-ABC, citing title and number of this announcement, No. 158. Forms may be obtained from the U. S. Civil Service Commission, Second Regional Office, 641 Washington Street, New York 14.

Correction Aides Attend Institute

A group of 125 correction officers, matrons, and hospital attendants from the institutions of the New York State Department of Correction will receive special training at a one-week session of the Academy of Correctional Training at St. Lawrence University, Canton, New York, July 20-26.

The Academy, which features a program of intensive training in practical aspects of correctional work, operates in conjunction with the 9th annual Moran Memorial Institute on Delinquency and Crime which will be held on the university campus the following week.

A faculty of 25 experienced staff members of the Department of Correction and allied agencies will conduct the program under the direction of Warden Robert E. Murphy of Auburn Prison and Superintendent Charles L. McKendrick of the Eastern Correctional Institution, Napanoch.

STATE TAX CHAPTER HOLDS ANNUAL PICNIC



The State Board of Equalization and Assessment employees of the State Tax chapter, Civil Service Employees Association, held their annual picnic at Thatcher Park in the Helderberg Mountains. Attending were, front row from left, sitting: Dick Lemke, Peggy Myers, Marge Lyons, Bob Jones, Mary Colello, Jim McCue, Bob Weatherby, and Marion Kennedy. Second row, kneeling: Art Bergren, Muriel Bates, Chet Hoyt, Ethel Amidon, Eleanor Hall, Helen Kemmy, Dorothy Hesch, and Grace Weatherby. Third row, standing: Al Soffey, Art Hill, Roberta Panza, Pat Panza, Jim Smith, Ellis Kreutter, Mrs. Kreutter, Ed Lynch, Larry Sternberg, Bill McKeever, Helen LeFleur, Mrs. Wagner, Ray Wagner, Ed Boor, and Tom Nolan.

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TUESDAY, JULY 8, 1958

Summertime Politics

H EAT, vacations and the general lassitudes of summer do not stay the two political parties of the State from their preparations for electioneering this fall.

Public employees will do well to follow this same course. There is much to be done if civil servants are to accomplish the goals needed to improve their lot.

First to come to mind is the all important subject of salary increases. Neither State nor City employees fared well on this score this year. As a result, they will enter negotiations on this topic even further behind financially than is usual. The recession has definitely begun to fade—but the same cannot be said of inflation. Pay raises absolutely must come this year and iron clad guarantees should be sought from both parties on this score.

Improvements in retirement systems are needed. In some cases, entire sections of operation and payment need overhauling.

Full payment of many fringe benefits are forthcoming. The good effect of some fringe benefits is reduced by the heavy cost to employees.

It is going to take convincing arguments and extensive preparation to bring fruitful results to any of these projects. Now is the time to match the work of summer politics with summer planning by the civil servant.

Questions Answered On Social Security

WHAT IS THE difference between Old Age Assistance and Old-Age and Survivors Insurance?

L.W.

Old Age Assistance is a welfare payment to the aged based on a needs test and paid out of general revenues. Old-Age and Survivors Insurance is a payment made as a matter of earned right to qualified individuals regardless of their financial status.

WHY ARE WIVES' benefits withheld for months in which the husband works?

E.B.

The wives' benefits are a supplementary benefit. They are paid because of a loss of wages by the husband. If the husband is working, the basis for the wife's payment no longer exists and she, therefore, does not receive her benefit.

WHY ARE THE MONTHLY insurance payments made only to certain relatives of deceased individuals even though other persons may actually have been dependent upon them?

B.L.

One of the primary purposes of the program is to pay benefits in accordance with the presumed needs of the beneficiaries. Congress felt that those survivors who are generally dependent on the wage earner should receive monthly payments as a partial replacement for the loss of income suffered through the death of the wage earner. Typically, such persons include widows, minor children, aged parents, and

dependent husbands. There will be relatively few cases where the dependent will fall into a category not covered by the law. Unfortunately, there are no provisions for the unusual situations.

WHY SHOULD A working wife pay social security taxes? Won't she get benefits from her husband's social security?

J.L.

Although a wife receives benefits based on her husband's earnings, nevertheless, her own social security gives her additional protection. She can become eligible to her own retirement benefits which can be higher than her benefits as a wife. She will also have protection against the hazard of severe disability. If her husband becomes unable to work and she supports him, he may qualify for benefits at age 65 on her social security. In the event of a wife's death, benefits may be payable to her widower and any young children.

WHY CAN'T I name my own beneficiary for social security in case of my death?

E.O.

Because of the social insurance concept, Old-Age and Survivors Insurance aims to protect the families of deceased workers. Generally the family includes the widow and children. To make sure that the widow and children get an income to replace the wages of the deceased worker, the law specifically names them as beneficiaries. The wage earner has no choice in the matter because the

LETTERS TO THE EDITOR

Editor, The Leader:

It is my pleasure to advise you that at the thirty-third annual convention of the Police Conference, held June 16-19th, our delegates by Resolution directed that I extend to you their appreciation for your interest and cooperation during the past year.

Our members are fully aware of the continued necessity to keep the public informed through the medium of the press, and to this end, you are doing an excellent job. Your articles are most informative and will serve as an inspiration to our members to continue efficient police service.

You may be sure that every policeman throughout the state appreciates your cooperation in the cause to provide better and better police service, and I am pleased to have this opportunity to extend my personal thanks.

PETER KERESMAN
 Secretary
 Police Conference

Retirement Questions?

Retirement is everyone's business and everyone has retirement problems. The Leader wishes to assist its readers in this important and difficult field and will attempt to answer any questions on the subject through a column in this newspaper. Send your questions to "Retirement Editor, The Civil Service Leader, 97 Duane St., New York 7, N. Y." Answers will appear in the column.

YOU AND RETIREMENT

By FRANCIS M. CASEY
 Member, CSEA Field Staff



If I retire either thru my own application or under compulsory retirement upon attainment of age 70, would I be eligible for unemployment benefits?

Wages paid by the State of New York with respect to a claimant who has retired from State service and who upon such retirement became eligible to benefits of Article two of the Retirement and Social Security Law including a retirement allowance, shall not be taken into consideration for the purpose of establishing rights to benefits under the unemployment insurance law. Therefore, members of the New York State Retirement System, upon retirement, are not eligible to receive unemployment benefits.

May I withdraw my accumulated contributions from the NYS Retirement System in a lump sum upon termination of my services?

Any member under age sixty may withdraw his contributions upon separation from service. A member sixty years of age or over, may elect, not later than fifteen days after filing his application for retirement, or not later than thirty days after his mandatory retirement has become effective, to withdraw his accumulated contributions in lieu of a retirement allowance, provided that he

1. Has had less than five years of total service credit, or

2. Last became a member before April 6, 1943, or

3. Is eligible for an annual retirement allowance which, without optional modification, amounts to less than \$300.

I am a veteran of World War I. Can I receive credit for this service in the New York State Retirement System?

If you were a resident of the State of New York at time of entry into the armed forces and possess an honorable discharge, you may receive credit for all active service in the armed forces between April 6, 1917 and July 2, 1921. If allowable, this service would be credited to you at no additional cost. Credit is also allowed for active service during the Mexican Punitive Expedition, between March 10, 1916 and February 5, 1917, under the same conditions.

I am a seasonal worker, paid on a per diem basis, and have been employed by the State for the past 12 years. Since I must seek outside employment after the season ends to supplement the small salary paid by the State, I would like to know what effect this employment would have on the death benefit under the New York State Retirement System, should I die while so employed?

Section 60 of the retirement and social security law provides that a member must be in service upon which his membership was based when he died or was on the payroll in such service and paid within a period of twelve months prior to his death and had not been otherwise gainfully employed since he ceased to be on payroll. In other words, should you die during the period of employment other than with the

State, no death benefit would be paid.

I have been carrying a loan on my retirement for several years. Will you kindly advise:

1. What rate of interest I am paying?

2. How could I determine how much interest I am paying in a calendar year?

3. Since this is interest on a personal indebtedness, is it deductible on State and Federal income tax returns?

1. The interest charged against a loan is the same rate of interest that is being applied to your accumulated contributions—4% if your membership began prior to July 1, 1943, or 3% subsequent to that date.

2. Actually, no part of the interest charged against a loan goes to the retirement system; it is all credited to your account. Since the amount borrowed would have earned a certain amount of interest, had it remained in your account, you are merely restoring the account to what it would have been, had the loan not been made.

3. Since the amount of interest credited to your account each year as income, interest charged against a loan is not an allowable deduction on State and Federal income tax returns.

The 25-year retirement bill for certain employees passed both houses of the Legislature this session but was vetoed by the Governor. What were the reasons he gave for doing so?

The memorandum filed with the bill when it was not approved read as follows:

"The State Commission on Pensions and The State Employees' Retirement System are of the opinion that the wording of this bill makes unclear the classes of employees in the state and county institutions which would be embraced in the special retirement privilege the bill would afford.

"This opinion is shared by the Division of Budget and the Department of Civil Service. Other considerations become academic.

"The bill is disapproved."

How may I figure amount of retirement I would receive? There must be a set rule for figuring such. If so, would you give me the answer?

There are many factors used in calculating a retirement allowance—final average salary, age, sex, date of membership, classes of work, years of service (both member and prior), and accumulated contributions—therefore, it is not possible to furnish individuals with amounts of retirement allowances they would receive in this column.

However, if the member has sufficient monies in his annuity savings fund to purchase an annuity equal to his pension portion of the retirement allowance, he would receive approximately 1/60 of his final average salary, for each year of service, under the 55-year plan and 1/70 for each year under the 60-year plan.

"Say You Saw It in The Leader"

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

For Real Estate Buys See Page 11

Where to Apply For Public Jobs

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

NEW YORK CITY—The 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, closed Saturdays, except to answer inquiries 9 to 12. Tel. Cortlandt 7-8880. Any mail intended for the NYC Department of Personnel, other than applications for examinations, should be addressed to the Personnel Department, 299 Broadway, New York 7, N. Y. Mailed applications for blanks must be received by the department at least five days prior to the closing date. Enclose self-addressed envelope, at least nine inches wide, with six cents in stamps affixed.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., corner Chambers Street, Tel. Barclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays; Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission. Apply also to local offices of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department offices only; no stamped, self-addressed envelope to be enclosed.

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 Boards of Examiners of separate at main post offices, except the New York, N. Y., post office. Agencies also issue applications for jobs in their jurisdiction. Mail applications require no stamps on envelope for return.

TEACHING JOBS — Apply to the Board of Education, 110 Livingston Street, Brooklyn 1, N. Y.

NYC Travel Directions

Rapid transit lines for reaching the U. S., State and City Civil Service Commission offices in New York City follow:

State Civil Service Commission, City Civil Service Commission — IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission — IRT Seventh Avenue local to Christopher Street station; IND trains A, B, F, D, AA or CC to Washington Square.

Data on Application by Mail

All three jurisdictions, Federal, State and City, issue application blanks and receive filled-out forms by mail. Both the U. S. and the State accept applications if post-marked not later than the closing date of that date. But for NYC exams, observe the rule for receipt of requests for applications at least five days before the closing date.

New York City and the State issue blanks and receive back filled-out applications by mail if six-cent-stamped, self-addressed envelope of at least nine inches wide, is enclosed.

The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates set by law.

Board of Education, Teaching Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULster 8-1000

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U.S. Entrance Test Is Set For July 12

Those who filed applications for the Federal entrance examination before the deadline, June 15, will be called to the written examination to be held on Saturday, July 12. Jobs will be filled in general administration, social science, business analysis and regulation, social security administration, management analysis, production planning, communications, personnel management, budget management, real estate management, tax collection, electronic data processing, library science, statistics, investigation, information, food and drug inspection, recreation, customs inspection, procurement and supply, and records management.

Applicants with a bachelor's degree or three years of experience in responsible work appropriate for the above fields will be appointed to grade 5, \$3,670 a year; the prospective Federal pay raise would make it about \$4,000.

Pay Prospects

Applicants who have the requirements for the lowest grade to which appointments from the list are made and also have one year of graduate study, or one year of further experience of the type required for GS-5, or any combination of graduate study and experience totaling one year, will be appointed at \$4,325 a year, or at about \$5,000 with the pay raise.

Next Period Starts in Fall

A new federal service entrance examination will be opened for a specified period, about eight months, instead of on an interminable basis pending announcement of a closing date. The examination is an annual one but next time the application period will coincide with the college term, fall to spring. While no college degree has been required, and none is expected to be, the U. S. will make an even bigger play for college students and college graduates.

Correction Aides Get Certificates

Commissioner Anna Kross of the New York City Department of Correction presented certificates to 15 supervisory employees of her staff on their successful completion of the leadership training course for correction personnel. This is the second group of correction department administrators and supervisors who have completed this program.

The new graduates are Jessie Behagen, Women's House of Detention; Alex Bugansky, Penitentiary, Rikers Island; Daniel Donohue, Brooklyn Court Detention Pens; Joseph Douglas, Brooklyn Branch, House of Detention for Men; Albert Glick, Penitentiary, Rikers Island; Rose Marie Gorman, Correction Academy, Rikers Island; Robert Jansen, Queens House of Detention for Men; Paul Lance, Bronx House of Detention for Men; Walter Logan, Central Office; Raymond McAlonan, Manhattan House of Detention; John P. McCarthy, Workhouse, Hart Island; John Nichols, Bellevue Hospital Prison Ward; Morris Oslyn, Penitentiary, Rikers Island; Stanley Rand, Kings County Hospital Prison Ward; and Estelle Sealy, Women's House of Detention.

Appointments Made In SU Reorganization

ALBANY, July 7 — The State University is reorganizing its central office staff. In a series of appointments, the Board of Trustees announced:

Dr. John H. Slocum of Defreestville is the new vice president for administration at a salary of \$17,500 a year.

Elwin W. Stevens of Troy is assistant to the vice president for planning and development at \$12,500.

Charles H. Foster of Delmar has been named university controller. He formerly was business assistant to the president. His salary will be \$16,000.

Dr. Slocum is a graduate of the University of Chicago and the State School of Industrial and Labor Relations. He formerly served as secretary to the University Board of Trustees and executive dean of the University's four-year and professional colleges.

Mr. Stevens is a graduate of Rensselaer Polytechnic Institute and joined the university staff in 1953 as a senior architect.

Mr. Foster is a graduate of Rochester University and did graduate work at Harvard and Lawrence University. He is a former employee of the State Budget Division.

State Employees Receive Merit Awards

Twenty-two State employees have received merit awards for suggestions for cost reductions and operational improvements. They are Ignatius Derkowski, Tax Department; Francis M. Chinik, Department of Agriculture and Markets; Loretta A. DeAngella, Conservation Department; Harold Schwebel, Labor Department; Nathan Rubin, Tax Department; Marjorie S. Ryer, Tax Department; Gustave J. Meylan, Conservation Department; Lansing J. Sowersby, Department of Agriculture and Markets.

Herman Berber, Health Department; Peter Garamone and Kenneth Booth, Mental Hygiene Department; Margaret Bunk, Public Works; John G. Curran, Labor Department; Milton Goodman, Labor Department; David Sanders, Labor Department; Thelma V. Douglas, Department of Social Welfare; Max Pehder, Labor Department; Charles T. Fitzpatrick, Public Works; Charles E. Kemp, Mental Hygiene; Anne Lenihan, Mental Hygiene; Dora D. Weiss, Labor Department; Eugene + J. Fechter, State Police.

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

Account Clerks Jobs In Ontario County

Ontario County announces an open competitive examination for account clerk, \$3,025 to \$3,425 a year. At present one vacancy exists in the Motor Vehicle Bureau. Fee \$3. One year's residence in Ontario County required.

Candidates must have completed a standard senior high school course, included or supplemented by a course in typing, plus two years of advanced study in book-keeping and accounting, or a satisfactory equivalent combination of the foregoing training and experience. Applications may be obtained from the Ontario County Civil Service Commission, Court House, Canadatus, New York. Closing date for applications is August 22.

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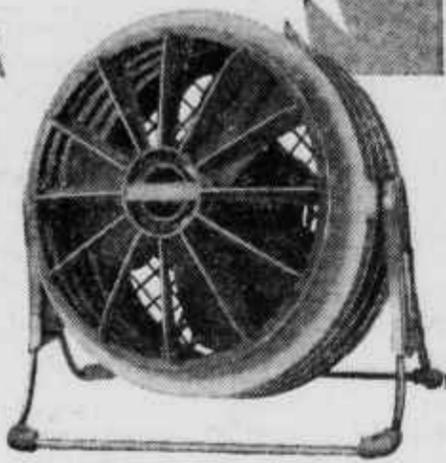
Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 10.

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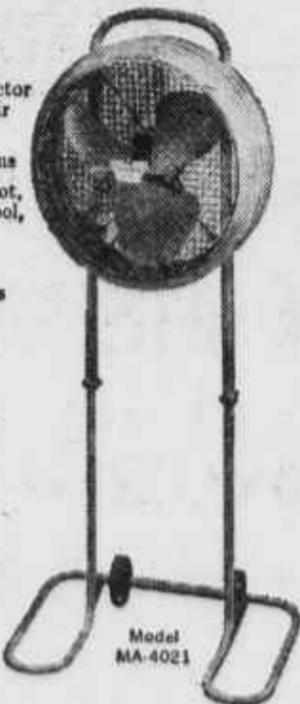
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8344. ASSISTANT ARCHITECT \$5,750-\$7,190. Fee \$5. Written test January 16, 1959. A departmental promotion examination will also be held. Names appearing on the promotion list will receive prior consideration in filling vacancies. 30 vacancies exist in various departments, many exempt from residence requirements. Minimum requirements: a bachelor's degree in architecture from a course registered by the University of the State of New York and three years of satisfactory practical experience in architectural work, or graduation from a senior high school and seven years of same experience, or a satisfactory equivalent. File form B experience paper. Written test weighs 100, 70 percent required. (Until November 25 except during August).

8177. ASSISTANT CIVIL ENGINEER. \$5,750-\$7,190. Fee \$5. Written test any week day, Monday to Friday, 9 to 11 A.M. Requirements: a bachelor's degree in civil engineering and three years' experience or graduation from high school and seven years' satisfactory experience or satisfactory equivalent. (until further notice)

8345. ASSISTANT ELECTRICAL ENGINEER. \$5,750-\$7,190. Fee \$5. Written test January 21, 1959. 26 vacancies, some exempt from residence requirements. Requirements: a bachelor's degree in electrical engineering from a school approved by the University of the State of New York and three years of satisfactory practical experience in electrical engineering work, or graduation from a senior high school and seven years of electrical engineering experience, or a satisfactory equivalent. Candidates will be admitted to the test if they do not lack more than one year of the requirements. However, they will not be appointed until they meet the requirements. Written test weighs 100, 70 percent required. Qualifying medical test required. File form B experience paper. (November 26)

8346. ASSISTANT MECHANICAL ENGINEER. \$5,750-\$7,190. Fee \$5. Written test January 26, 1959. 84 vacancies, many exempt from residence requirements. Requirements: a bachelor's degree in mechanical engineering from a school approved by the University of the State of New York and three years satisfactory practical experience in mechanical engineering, or graduation from a senior high school and seven years of experience, or a satisfactory equivalent. Written test weighs 50, 70 percent required. Experience weighs 50, 70 percent required. Qualifying medical test required. File form B experience paper. (November 26).

8347. CIVIL ENGINEERING DRAFTSMAN. \$4,790-\$5,990. Fee \$4. Written test January 5, 1959. Requirements: a bachelor's degree in civil engineering or graduation from high school and four years' satisfactory experience or a satisfactory equivalent. (October 27)

8219. DENTAL HYGIENIST. \$3,250-\$4,330. Fee \$3. Performance test to be given in order of filing. There are constant openings. Requirements: possession of N. Y. State dental hygienist's license at time of filing. Duties: performance of prophylactic work in a dental clinic and related work. File form A experience paper. Performance will weigh 100, 70 percent required. Candidates will be required to demonstrate their ability to clean and polish teeth and perform the duties of

the position. Qualifying medical test required. (Open until further notice)

8348. ELECTRICAL ENGINEERING DRAFTSMAN, various City departments, \$4,790-\$5,990. There are 29 vacancies, some exempt from residence requirement. Fee \$4. Written test December 29. Requirements: bachelor's degree in electrical engineering; or graduation from senior high school and four years' satisfactory practical experience in electrical engineering drafting work in an electrical engineering office, firm, plant, or laboratory; or a satisfactory equivalent. File form B experience paper. Written test weighs 100, 70 percent required. It will consist of electrical engineering problems and drawings. Qualifying medical test required. (Until October 27, except for the month of August)

8183. JUNIOR MECHANICAL ENGINEER. \$4,790-\$5,990. Some vacancies are exempt from residence requirements. Fee \$4. Qualifying written test will be given on any weekday, Monday through Friday, 9 to 11 A.M., when requested by a candidate who does not have the required degree. Applications must be filed in person, weekdays, 9 to 11 A.M. Test takes approximately 4 1/2 hours. Candidates should bring lunch and a slide rule when filing application. All processes necessary for employment will be completed on date of application or day following. Requirements: bachelor's degree in mechanical engineering; or graduation from high school and four years of satisfactory practical mechanical engineering experience; or satisfactory equivalent. File form B experience paper. Experience weighs 100, 70 percent required; written test is qualifying, 70 percent required. Candidates with mechanical engineering degree will not be required to take test. Qualifying medical test is required. (Open until further notice)

8349. MECHANICAL ENGINEERING DRAFTSMAN. \$4,790-\$5,990. There are three vacancies in various City departments, some exempt from residence requirements. Fee \$4. Written test December 22. Requirements: bachelor's degree in mechanical engineering; or graduation from high school and four years mechanical engineering drafting work in mechanical engineering office, firm, plant, or laboratory; or satisfactory equivalent. File form B experience paper. Written test weighs 100, 70 percent required. It will consist of mechanical engineering problems and drawings. Qualifying medical test required.

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8181. JUNIOR CIVIL ENGINEER. \$4,790-\$5,990. There are 427 vacancies in various City departments, some exempt from residence requirements. Fee \$4. Qualifying written test will be given any weekday, Monday through Friday, from 9 to 11 A.M. when requested by a candidate who does not have the required degree. Applications must be filed in person, weekdays, 9 to 11 A.M. Bring slide rule and lunch when filing application. Test will take approximately 4 1/2 hours. All processes necessary for employment will be completed on date of application or day following. Requirements: bachelor's degree in civil engineering; or graduation from high school and four years of satisfactory practical experience in civil engineering; or satisfactory equivalent combination of education and experience. File form B experience paper. Experience weighs 100, 70 percent required; written is qualifying, 70 percent required. Candidates with civil engineering degree will not be required to take the test. Qualifying medical test required. (Open until further notice)

8182. JUNIOR ELECTRICAL ENGINEER. \$4,790-\$5,990. There (Continued on Page 9)



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These Tests Stay Open Continuously

(Continued from Page 8)

are 103 vacancies in various City departments, some exempt from residence requirements. Fee \$4. Qualifying written test will be given on any weekday, Monday through Friday, from 9 to 11 A.M. when requested by a candidate who does not have the required degree. Applications must be filed in person, weekdays, 9 to 11 A.M. Test is given in one session of about 4½ hours. Candidate should bring lunch and a slide rule when filing application. All processes necessary for employment will be completed on date of application or day following. Requirements: bachelor's degree in electrical engineering; or graduation from high school and four years of satisfactory practical experience in electrical engineering; or satisfactory equivalent. File form B experience paper. Experience weighs 100, 70 percent required; written is qualifying, 70 percent required. Candidates with electrical engineering degree will not be required to take the test. Qualifying medical test required. (Open until further notice)

8228. OCCUPATIONAL THERAPIST, \$3,750-\$4,830. Vacancies in Department of Hospitals and Department of Health. Fee \$3. Candidates will be summoned for the performance test in groups of not more than 25. A separate list will be established for each group. Requirements: graduation from approved school of occupational therapy or registration by American Occupational Therapy Association. Performance test weighs 100, 70 percent required. File form A experience paper. Qualifying medical test required. (Until further notice)

8229. PUBLIC HEALTH NURSE, \$4,000-\$5,080. Vacancies in Department of Health. Fee \$3. Candidates will be summoned to the technical-oral test in groups of not more than 15. Factors in technical-oral will be manner, speech, judgment, and technical competence. Test will weigh 100, 70 percent required. Requirements: Candidates must be graduates of an approved school of nursing which provides courses in medical, surgical, obstetrical, and pediatric nursing. In addition they must have completed 30 credits in an accredited college or university in specified fields. Candidates must also possess a valid New York State license as a registered nurse at time of appointment. File form B experience paper. Examination is open only to persons who have not passed their 36th birthday, with specified exceptions for veterans. (Open until further notice)

7562. STENOGRAPHER, \$3,000-\$3,900. Vacancies in many City departments. Applicants may report in person or write to the Commercial Office of the New York State Employment Service, 1 East 19th Street, Manhattan, New York 3, from 9 A.M. to 3 P.M. any weekday. Arrangements have been made for them to be interviewed and scheduled for the required written and performance tests there. These tests may be given on the same day as application, or within a few days thereafter. Those who pass the written and performance tests will be issued a NYC application which must be filed in person with the required filing fee at the department, 96 Duane Street, when applicant is available for appointment. There are no formal education or experience requirements for these jobs. Written test weighs 100, 70 percent required, and is designed to test applicants' vocabulary and spelling. 40 words per minute typing and 80 words dictation are required to qualify. Qualifying medical test required.

Questions Answered

Address questions to Social Security Editor, The Leader, 97 Duane Street, New York 7, N. Y.

"Say You Saw It In The Leader"

NEW YORK CITY JOB OPENINGS

Applications for the following jobs will be received by the Department of Personnel during the July 8-28 filing period.

OPEN-COMPETITIVE

8323. FIREMAN, Fire Department, \$4,500-\$5,881 plus \$100 annual uniform allowance. Salaries are based on a 42-hour week. Fee \$4. Written test November 1. Requirements: Candidates must be between 20 and 29 years old on the date of filing. Men who were engaged in military duty subsequent to July 1, 1940, may deduct the length of time spent in military service from their actual age in determining their eligibility. Birth certificate or other evidence of birth date will be required. Candidates must be United citizens with three years' New York City residence, and must have high school or equivalency diploma prior to appointment. Applicants must be not less than 5' 6" (bare feet) in height and must approximate normal weight for height. 20/20 vision in each eye separately without glasses is required. No person who has been dishonorably discharged from the armed services or convicted of a felony will be examined. The written test weighs 100, 70 percent required. Candidates must also make 70 percent or higher on the physical to qualify. (July 8)

8362. HOUSING FIREMAN, City Housing Authority, \$3,500-\$4,580. Fee \$3. Performance-oral test in September. No residence requirement. Duties: A housing fireman, under direct supervision, operates heating and domestic hot water systems in a public housing project, stands watch, and fires low-pressure boilers with heavy fuel oil. He maintains, adjusts, and makes minor repairs to boilers, industrial oil burners, heating and domestic hot water equipment and all auxiliaries. Requirements: six months of recent full-time experience in the above type of work, or three months of recent full-time experience plus not less than six months of related education in an accredited school, or not less than one year of successful related education which combined classroom work with practical experience. File form A experience paper. Applicants must be under 55. Exceptions for some veterans. The performance-oral test will weigh 100 percent and will be conducted in an oil-fired low pressure plant and will consist of practical questions concerned with the duties of the job. A qualifying written test may also be given. Candidates will also be required to pass a qualifying medical and physical test prior to appointment. (July 28)

8360. TABULATOR OPERATOR (IBM), various departments, \$3,000-\$3,900. Fee \$3. 37 vacancies at present. Written test September 18. Requirements: Sufficient training or experience to efficiently operate an IBM alphabetic accounting machine and associated equipment, such as the interpreter, sorter, collator, and reproducer. There are no formal experience or education requirements. Duties: operation and wiring of various tabulating machines and associated equipment in an IBM installation. Written test weighs 100, 70 percent required. A qualifying performance test will also be given. Qualifying medical test also required. (July 28)

8356. ALPHABETIC KEY PUNCH OPERATOR, \$2,750-\$3,650. Annual increments \$150. Present vacancies, 34. Fee \$2. The performance test will be held in October, date not yet set. Requirements: Sufficient training or experience to operate efficiently an IBM Alphabetic Key Punch Machine, Type 024. No formal educational or experience requirements or age limits. Open to men and women. City will determine (Continued on Page 10)

Pre-Retirement Counseling Held At Kings Park

A group of State employees at Kings Park State Hospital, Kings Park, recently concluded a series of six discussion meetings on making effective plans for retirement. Dr. Charles Buckman, Director, announced. This was the first time institutional employees had the opportunity to participate in the New York State Pre-Retirement Counseling program offered by the Department of Civil Service.

Eighteen employees ranging in age from 34 to 64 years met weekly with Frances M. Smith, Pre-Retirement Counselor, to develop, modify, or confirm their retirement plans. There was agreement that while adequate income and good health were essential elements, the most important ingredient in any plan consisted of the provisions made by each employee to continue, in retirement, the emotional and psychological satisfactions he frequently found in his job.

The discussions included financial planning and preparing for activities that can be pursued after retirement.

A representative of the State Employee's Retirement System described the benefits of the State Retirement Plan. Dr. George Volow and Dr. J. Rothery Haight, Assistant Directors of the hospital, led discussions on the maintenance of good mental and physical health in retirement.



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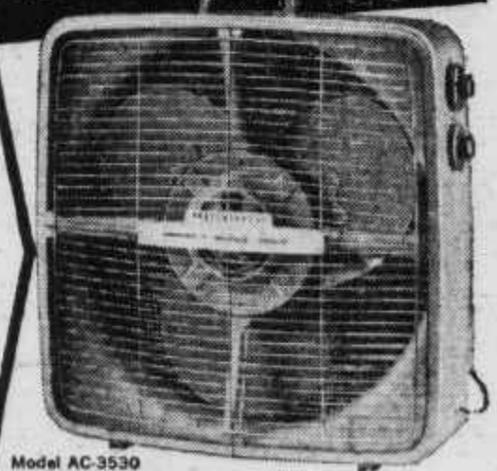
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REAL ESTATE BUY SEE PAGE 11



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3. Kubala, Olga, Buffalo	8722
4. Brodie, James, Buffalo	8675
5. Nobis, Gary, Buffalo	8628
6. Asker, Louise, Buffalo	8514
7. Becker, Bernice, Buffalo	8294
8. McGahan, Madeline, Buffalo	7948
9. Murray, Grace, Buffalo	7939
10. Jackson, Paul, Buffalo	7874
11. Berger, Betty, Buffalo	7874
12. Mullen, Thekla, Cheektowaga	7441
13. Carey, Virginia, Buffalo	7321
14. Crown, Catherine, Buffalo	7228
15. Pappas, Antonia, Buffalo	7651
HEAD FILE CLERK, PROB., DEPARTMENT OF TAXATION AND FINANCE	
1. Connelly, Helen, Albany	9255
2. Emmerting, Francis, Albany	8999
3. Carey, Ann, Albany	8900
4. Mahoney, Mary, Green Isl	8865
5. Spry, Irma, Delmar	8800
6. Burns, William, Canton	8770
7. Robertson, Kenneth, NYC	8625
8. Starck, Julian, NYC	8555
ASSISTANT LAND AND CLAIMS ADJUSTER, PROB., DEPARTMENT OF PUBLIC WORKS	
1. McInaney, John, Rochester	9613
2. Putter, John, Mohawk	9447
3. Callahan, James, Latham	9417
4. Vance, John, Whitesboro	9397
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ACTIVITIES OF EMPLOYEES IN STATE

Syracuse State School
 New officers of the Syracuse State School chapter, Civil Service Employees Association, are Frederick J. Krumman, president; A. Van Fleet, vice president; Jane Kankow, recording secretary; Fae Arroya, corresponding secretary; Felix Munn, treasurer; and Charles Ecker and Mrs. Sidwell Lemponen, delegates.

The chapter wishes to extend its sympathy to Mrs. Bates on the loss of her husband; to Mr. Faust on the loss of his mother; and to Mr. Bosworth on the loss of his father.

Onondaga
 The following members of the Onondaga chapter of the Civil Service Employees Association attended the County Workshop at Crossman House in Alexandria Bay: Arthur Darrow, David Rogers, Vernon Tapper, Norma Scott, Jean Wickham, Mabel King, Arlene Brady, Winifred Johnson, Eleanor Rosbach, and Leona Appel.

Congratulations and best wishes to Jean Wickham, new second vice president and to Arlene Brady, new membership chairman.

Best wishes and a speedy recovery to Torre Schott and Bernardine Hoyak of the Syracuse Public Library.

Creedmoor
 The chapter has received a card from Bill Adams, who has retired and is living in Florida. Bill sends his regards to all at the hospital.

The sympathy of the chapter is extended to the family of Mike Kendrick. Mrs. Kendrick is employed in the sewing room. Sympathy goes also to Charles Deller, who lost his father recently.

Get well wishes to Pete Sweeney, Dietrich Blohm, Harry Chatham, Howard Chavis, Edward Ghorton, Ernest Bognar, and Charles Rosenthal.

Eunice Tregenza is resigning from State service to take a more lucrative post elsewhere. Anita Franklin is leaving to get married.

The next chapter meeting will be in the social room on July 8 and the officers would like to see all the members attend. Don't just gripe, come out to the meeting.

Rockland State
 Sixteen students of the Harriet L. Milde Class of 1960 of the Rockland State Hospital School of Nursing received caps and chevrons at ceremonies held before a capacity audience in the Children's Unit auditorium.

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**EMPLOYEES
ACTIVITIES**

New York City

The New York City Office of the Department of Audit and Control went on a boat ride to Bear Mountain. In addition to the boat ride, there was a softball game, races, prizes and group singing. The outing committee, consisting of Marion Murphy, Lillie Mae Jackson, Josephine Scott and Sadie Shapiro, did an excellent job and received many thanks for their work.

The New York City chapter welcomes new members David Durstenfeld, Bernice Hazelhurst, Solomon M. Hendler, Lillian Kaplan, Hene Klein, Philip Statnick, and Samuel Tanz.

The chapter sends birthday greetings for June to Joseph M. Ajello, Willa Batten, Marion Murphy, Margaret Ramos, John J. Rifkin, and Helen Way, all of whom are employed in the Motor Vehicle Bureau. Birthday greetings for July to Elaine Carter and Selena Gary, also of the Bureau of Motor Vehicles.

Agnes Costello of the Bureau of Motor Vehicles is home recuperating after an operation.

Jeanne Fletcher of the Bureau of Motor Vehicles is back at work after an absence of six weeks due to illness.

Edward Azarigian, the chapter's correspondent, goes on vacation June 30 for three weeks. In his absence any important chapter news may be sent directly to The Leader under the heading, "New York City."

Motor Vehicle

A group of 16 members of the Motor Vehicle chapter of the Civil Service Employees Association attended the annual dinner and election of officers of the Capitol District Conference. The group included the executive committee, delegates, and seven representatives.

The chapter's annual clambake will be held at McKown's Grove on August 21. Dorothy Tribley is chairman, and Louise Schlemmer co-chairman. This is a very popular and successful event attended by at least 400 people every year. Games and competitions are being planned and a band composed of employees of the bureau will play for dancing.

Westchester

An appetizing picnic menu and good music brought out more than 200 Westchester county employees June 23 for the chapter's annual picnic held at Wardman's Pond in Grasslands.

Gabe Carabe, 1st vice president of the chapter, was general chairman for the picnic, assisted by Michael Del Vecchio of Grasslands and Chef Ray Kunkler of the County Home.

"Topsy" Reeves, Health, led the songfest and entertained with his guitar.

Invited guests included Edward J. Ganter, county commissioner of finance; Sheriff John E. Hoy; Stanton Strawson, commissioner of public welfare; Sal J. Pregioso, county superintendent of recreation, and William A. Donoghue, county director of the State Veteran's Service.

Commerce

Commerce Chapter began its 1958-59 fiscal year with the election of four divisional representatives and the appointment of seven standing committees by President Lorraine Brundage.

The divisional representatives are Herbert Witter, George Savage, Ira Gelb, and Jane Venditti.

The new committees are, membership: George Cooper, Sybil Barnett, Dorothy Zavisky, Jeanne Lefebvre, and Leonora Green; auditing: John S. Wylde, Bettye Bennett, and Leslie Youmans; social: Marion Kirby, Gloria Bernstein, Joseph J. Horan, Fred Rella, Mildred Meskill, and Richard P. Burns; publicity: Richard Kirk, Stanley Le Noir, and Joseph J. Crowe.

On the constitutional revision committee are Alfred D. Busch, Jane Barton, Darwin Benedict, Marion Scott, Marlan M. Ryan, Elizabeth Childs, and Harold P. Kauffuss. On the legislative committee are Stanley Freedgood,

VANBUSKIRK HONORED AT RETIREMENT PARTY IN NIAGARA FALLS



Charles W. Van Buskirk was honored by fellow employees of the Niagara Frontier State Park Commission at a dinner in the Niagara Falls Elks Club on his retirement after 16 years with the commission. Mr. VanBuskirk had been an electrician since 1942. Shown at the dinner, are, from left: Mrs. Arthur B. Williams, Sr.; Arthur B. Williams, Sr., executive secretary and chief engineer; Elmer C. Ellis, chairman

of dinner arrangements; Mrs. Lenus Jacobsen; Lenus Jacobsen, principal park superintendent; Mrs. Charles VanBuskirk; Charles VanBuskirk, guest of honor; Mark J. Tillotson, supervisor of park maintenance; Mrs. Tillotson; James Mackay, president of Niagara Frontier chapter, CSEA; Jane Bridge, Niagara Frontier CSEA chapter treasurer; and Joseph J. Musgrave, Park Patrol lieutenant.

Ruth Lape, Romana Weissbard, George E. Haynes, Roger Moore, Edwin J. Roeder, Joseph R. McLaren, Gordon H. Stedman, Dorothy Dack, and John F. Toppeta. On the travel expenses committee are Neal L. Moylan, Uiric St. C. Haynes, Charles J. O'Connor, Grace L. Hudowalski, Jane M. Healy, James B. Hardy, Ralph Barnes, and Elizabeth S. Schell.

Oneonta

The annual chicken barbecue of the Oneonta Chapter, Civil Service Employees Association, will be held on August 10 at the Oneonta Sportsmen's Road and Gun Club, located at the top of Franklin Mountain on Route 7-B outside Oneonta.

The committee for the barbecue includes chairman Marion Wakin, Marguerite Water, Marian Birdsall, Margaret Woods, and William Reed. Bill Timer of State Teachers College, who has been ill for the past two months, has consented to again direct his co-workers in the preparation of this affair. It is hoped that he will be on hand to make it a big success.

There will be no more meetings of the chapter until September.

**Brockport
State Teachers**

Two members of the Brockport State Teachers College chapter were married recently. They are Lynn Van Valkenburg, who became the bride of Donald Bauch of Hamlin, and Eleanor Nesbitt, who was married to Joseph D'Agostino of Brockport.

The engagement of Mary Ann Shreve to Alla Hansen of Murray has been announced. The wedding will take place September 13.

Olive Edmunds is spending three weeks in the State of Washington, and Nora Baker is attending the VFW convention at Lake Placid.

Ferber, Bailey, assistant professor of mathematics, and Dr. Murray Thomas, professor of education, have taken two-year leaves of absence in connection with a State University project and will spend it in Indonesia. Dr. Orlo Derby, professor of education, has earned a Fulbright fellowship and will teach in Japan for one year.

Doris Sweeting, a former employee, has returned on a temporary basis as secretary to Dr. Donald M. Tower, president.

Rockland State

An investiture ceremony at which ten Girl Scouts, their co-leaders, and an assistant leader gained official membership in Troop 30 of Rockland State Hospital, was recently held in the Children's Unit auditorium.

The program opened with a salute to the flag and the singing of the national anthem. The invocation was by the Rev. James Turbidity, Catholic chaplain.

The guests present were introduced by Richard C. Marceau, chairman of the hospital's Scout Executive Committee. Representatives of the Rockland County Girl Scout Council introduced were Gladys Bowell, executive director, and Frances Rogers, registrar.

Representing the hospital were Charles W. Harwood, scoutmaster, who was guest speaker; Terence Lynam, assistant business officer, and Mrs. Lynam, a member of the recreation department; Maureen McSorley, supervisor of recreation; and Catherine Irvine, supervising nurse of building 36. Also introduced was Winona Greenier, L.E. troop's first leader, who is presently a student in the hospital's school of nursing.

The investiture ceremony was led by the troop's co-leaders, Rose Horne, who is in charge of the recreation program for the building 36 adolescent girls' unit, and Mary Hell, attendant in the unit, who also serves as librarian.

The traditional Girl Scout candlelighting ceremony was led by ten of the girls, and Girl Scout pins were presented to the new troop members by the co-leaders. Proficiency badges earned during the past year were also presented.

The investiture of the troop leaders, Mrs. Horne and Mrs. Hell, and the assistant leader, Gloria Reddicks of the recreation department, was conducted by Mrs. Bowell, and was followed by the troop's recitation of the Girl Scout promise.

Mr. Harwood spoke about the founder of the scout movement, Sir Robert Baden-Powell, organi-

zer of the Girl Guides. He also read two letters written by Baden-Powell to be read posthumously—one directed to the Girl Guides and the other to the public.

The troop sang several Girl Scout songs during the ceremony,

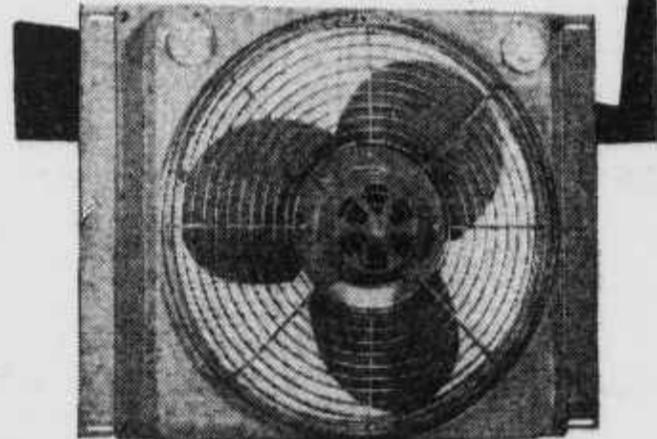
and closed with taps.

The benediction was by Mr. Harwood.

A buffet supper, served by the girls followed the ceremony. Mildred Thompson of the food service department was in charge.

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